

for their health. (The payment of the
passage & the frequency of the leave
is the answer of the question. The
N. Indian leave rules are in many
respects more liberal, but in passages
will not find, the leave allowed was
any nearly taken).

The leave rules their working on
being justified by reasons of
health, there is no ground for in-
cluding subalterns while officials
for the poor their benefit, except
indeed by the measure in force.
-want with common, and the
Treasury would hardly allow.
Experience shows that while
officers of the N.C.O. or desk
clerk are not less but more
susceptible to disease in tropical
climates than superior officers
because they cannot find &
have themselves so well, &
have some less knowledge of
the nature of hygiene.

The
be
not
to
the
11

For the N. American Colonies and any
other I believe in the N. American
also there is no distinction 274
in regard to the privileges of
higher grade and white officers.
We must consult I.O. as to their
practice.

As to the practice in the country
to which Treasury refers holidays
is more liberal in grade & different
footing. They are not absolutely
necessary for health in most cases
but are simply part of the induce-
ments offered to men to join
the service. If the holidays offered
to land forces were shorter longer
service and less pay offered, the
the men who now join would
choose other professions.

So far as our Colonies are concerned
W. Africa is the nearest
approach to Europe & the East & there
is no distinction between different classes of
officers. The same is true of the European
territories.

Yours truly
A. S. R.
17
Please see further letter attached.

I should think the business of
 the office is much more
 with the view of thinking and
 making up the mind, but the
 of West Africa, from
 out that the conditions are
 more reasonable comparisons

The Indian practice is
 the same, but the Treasury is
 more liberal in the foregoing

25/7

Mr. Selous's letter explains the
 Indian practice very clearly, but
 the matter is so important that
 I think that we should write
 to the India Office officially as
 he suggests. The Treasury are
 not likely to be satisfied in
 the present, and I am inclined
 to agree with the Treasury in
 thinking that subordinate
 officials should not have as
 many as members of the
 subordinate and directing staff. It

are engaged by West Africa
 officials in 1807 in 1807
 reasons of health. I have
 often defended the rules in
 the ground that frequent visits
 to England are necessary to
 maintain the morale as well
 as the physique of Europeans
 serving in W. Africa, and
 the necessity is greater in
 the case of higher officials than
 in that of subordinates.
 At present we have not seen
 our way to make a differ-
 ence between the two classes
 in W. Africa, except (I think)
 in the case of the W.A.S.F.
 But in India apparently a
 distinction is made, and I
 think that we should
 consider whether a similar
 distinction should not
 be made in East Africa.
 I think it is W.A.S.F.

no. 11 be
 10/10/10
 10/10/10
 10/10/10
 10/10/10

Our knowledge of the
conditions affecting health in
the tropics has increased
immensely since the West
Indian Commission regulations were
issued in 1874, and I hope
that the time will soon have
come when much life will
be spared by the help
of regulations in good health

W. H. H. J.
at once

24501

Recd
26th JUL 07

In the reply to this letter the following
Number should be quoted.

10162

07

TREASURY CHAMBERS,

// July 1907.

Sir,

I have laid before the Lords' Commissioners of His Majesty's Treasury Mr. Just's letter (45761/1906) of the 30th May last, and the enclosed correspondence respecting the conditions attaching to the appointment of the permanent subordinate employees in the East Africa and Uganda Protectorates.

Of the various questions raised in these papers, the Earl of Elgin submits one only at the present time for Their Lordships' consideration, viz. the proposal that all Europeans - other than Uganda Railway officials - holding permanent appointments in the two Protectorates should be treated on the same footing as regards leave and pensions.

So far as pensions are concerned, my Lords agree that all Europeans holding posts recognised as pensionable should enjoy equal privileges, and should be dealt with under the Regulations dated Foreign Office, 25th April 1896, which apply to European officers serving in the Protectorates the benefits of the Superannuation Act of 1876.

I am however to enquire whether any Europeans are, or will be, employed in these Protectorates in posts carrying salaries of less than £100 per annum. If so I am to ask the Secretary of State to consider whether such posts should

Under Secretary of State,
Colonial Office.

not be treated as unenforceable, seeing that, under the Regulations for pensions and gratuities for subordinates of 1902 and 1903, no pension attaches to any subordinate post with a salary of less than Rs.125 per month.

As concerns leave, Your Lordships do not deny that a European employed in a Tropical climate requires more leave than the native or the Asiatic. But it does not, in their opinion, follow that all Europeans should have the same amount of leave irrespective of their status.

The proposal of the Protectorate authorities would apparently extend the liberal leave regulations drawn up, originally, for the superior and directing staff, to such officials as European Clerks (for whom a salary of £160 per annum in the highest grade is suggested) or, say, the European timekeeper in the Public Works Department (Estimates, page 93.) who draw £120 per annum; and Their Lordships, making full allowance for climatic considerations cannot but regard leave of two months per annum as full pay as excessive for such subordinates, when compared with the amounts granted to corresponding appointments in this country.

I am accordingly to invite the Secretary of State to reconsider this point, in the light of the practice (of which Their Lordships would be glad to be informed) of Colonial Governments in corresponding climates, and of the Indian Government.

I am,
Sir,
Your obedient Servant,

J. Murray

Treas
24601

E.A.P.
Uganda 9/18/27

20th August 1907

DRAFT Minutes

U.S. 95

Home Office

Ans d 20/8/07

Sir,

MINUTE.

Mr. Lobb 7/6

Mr. P. S.

Mr. J. H.

Mr. Antrobus

Mr. Cox

Mr. Lucas

Mr. F. Hopwood

Mr. Churchill

The Earl of Eglinton

1907 19/8/07

I am invited by the
Earl of Eglinton to sign
you for the chief of the
Secretary hereby, that
he has recently been
in communication
with the Board
of the Treasury with
regard to the regulation
governing the lease of
absence of permanent
European
subordinate holding
permanent appointments
the service of the

80/10/07
1907 19/8/07

E.A.P. & Uganda 9/18/27

21. It is suggested that his
subordinates should
receive leave of
absence at the
rates now in force
for superior officers
not less than
six months, which
may be accumulated
up to six months.

3. The ~~subordinates~~ ^{troops},
on the other hand,
are not convinced
that all European
servicing in tropical
climate ~~to~~ require
the same amount
of leave irrespective
of their ~~rank~~ ^{status}, and
have requested
that they may be
informed of the
practice of the
British ~~Army~~ ^{Army}.

of the ~~matter~~ ²⁷⁹
It is suggested that
it may be glad
to be furnished
with this information
at an early date.
I etc
H. G. S.

all the rules

However, with respect to

the system of

the rules

European Service

the Indian Service

the terms

of the

of the

have come under (a)

with regard to

the rules

Indian Service rules (b)

the great

of some European

who have been appointed

of the

as well as

include

280

It is very hard to draw
an analogy with African
conditions. The terminology
is so different that one might
be misled. But a
difference is that the
class known as the country
people who can't yet
be called a peasantry
are not entirely for
public conditions. From
previous with a view to

I am more desirous than before
that the little ones, of some
the school