

277
EAST AFR. PROT.
No. 23834

25834
Recd
JUL 07

5 I will be request that you will state whether you accept this offer and if so that you will inform me of the earliest date at which you will be prepared to leave for the Protectorate

6 You should at the same time furnish me with an address to which communications intended for your relatives or friends may be sent during your absence from this country

I am,

Sir,

Your obedient servant,
A. A.

Name of Individual

(Subject)

1907

Last previous Paper

No. 23834

Construction Charge to Expended
asks for refund of diff between 1st and 2nd
last passages home (20) for 1st class passage back
A.A.C. also for £15. want 2 in Govt of Service copy
included

(Minutes)

Receipt for copy of paper

the 30/9/07 and minutes taken,
although suggested in the B.P. for
accepted there. Mr. Kelly's salary is only
£150 a month, and a small
allowance only for office running
£250 a month's expense (incl postage)
the same cannot be entertained.
He must however be allowed the
£7-10 each way for local travelling
expenses, as per 10 of the conditions enclosed
? To be accordingly, & authorize C.A.
to pay him £7-10 (he can draw the
money £7-10 when he returns) - same
copy copy to the Govt of Lt.

Subsequent Paper

No. 23834

Mr. Kelly's
Mr. Kelly's

2006
C 2006
3834 384
REC
Knochenmann

Knochenmann
Wicklow
Ireland

To the Manager & Chief Secretary
Sir

I beg to apply to be re-
sidered the difference between 1st
class passage home from the
Central & West African Protectorate and
I would ask to be supplied with a
passage ticket for the 1st
mentioned category of the
passage to be sent to the R.L.C.
authorities by the Secretary of State
for Foreign Affairs who wish
for to be considered for British East Africa

I enclose herewith a copy of the
Conditions of service

Yours most obd servt
Wm J. Kelly
Genl Secy

NO. 8046

REGULATIONS FOR THE EMPLOYMENT OF OFFICERS IN THE
BRITISH PROTECTORATES IN UGANDA AND EAST COAST OF AFRICA.

1. Appointments on the staff of the Protectorate are made by the Sec. of state officers holding such appointments are subject to the regulations laid down, or which may hereafter be laid down by the Sec. of state, or by the Commissioner with the approval of Sec. of state.
2. All appointments to the administrative military or clerical branches of the Protectorate service are subject to one year's probation from the date of the holder's first arrival in Africa. If at the expiration of that period, the officer is reported by the Commissioner to have shown himself unfit for service in Africa his employment may be terminated without further notice. In any such case the passage home will be paid in this regulation does not affect the general right of the Sec. of state to terminate the employment of any member of the Protectorate service whenever he may see fit to do so for public advantage.
3. Officers proceeding to their posts on first appointment from any place in Europe will be granted a sum of 50/- to meet the cost of the passage to Mombasa which will be issued by the Crown Agents for the Colonies on the signature by the officer of the usual passage agreement. Officers proceeding to their posts on first appointment from any place outside Europe will be allowed their reasonable travelling expenses duly supported by vouchers.
4. Officers, on proceeding to their posts, are paid half salary from date of embarkation, and full salary from the date of leaving the coast for the interior.

Full salary can only be claimed on journeys from or to the coast for the period ordinarily occupied in a direct journey. Should that period be exceeded, full salary is not given unless a satisfactory

explanation of the cause of delay is forthcoming. If an officer is detained by sickness, he is considered as being on sick leave during the period of his detention, and receives pay accordingly; but exceptions may be made by the Secretary of State as regards short periods of sickness.

5. Officers are entitled, when traveling on official business within the Protectorates or the adjoining territories connected with their administration, to payment of their reasonable travelling expenses, duly supported by vouchers. The extent of this travelling expense is controlled within certain limits at the discretion of the Commissioner and Consul General.

6. Officers, whether Military or Civil are entitled to two months' leave annually, provided that the exigencies of the Service permit. They are allowed to accumulate this leave up to six months; that is to say, if they remain at their posts without intermission for one year and eight months, they are entitled to four months leave; if for two years and one month to five months leave; and if for two years and six months to six months leave. An Officer is not entitled to accumulated leave unless he shall have been on duty in East Africa for a minimum period of one year and eight months.

7. Leave is reckoned from the date of the Officer's leaving the African Coast until he is returned to the Coast on his way to resume his duties.

8. In the event of an Officer proceeding on accumulated leave, he will be paid the full salary of his post for the first three months, and for the remaining period one quarter of his salary will be deducted for the purpose of providing an allowance for his substitute.

On the termination of his ordinary leave his salary ceases, unless he is granted sick-leave, in which case he is placed upon half pay, or unless delay is caused by circumstances over which he has no control (e.g. the breakdown of a steamer), in which case the Commissioner has power to sanction

the Commissioner has power to sanction the payment of ~~xxx~~ his salary as from the date on which his arrival at the Coast would ordinarily have taken place, provided that Medical Officers may be granted an extension of leave for two months on full pay for the purpose of attending a three months' course at the London or Liverpool School of Tropical Medicine.

9. When an absent Officer is in receipt of full salary, the substitute receives no remuneration. When any deduction is made from the full salary, the substitute may receive half the sum deducted.

10. An Officer entitled to not less than four months accumulated leave is allowed the expenses of his journey in Africa to and from the Coast, as well as the cost of a return passage to England and back, together with an allowance of £7-10 sh. each way to cover the cost of his miscellaneous expenditures of all sorts, subject always to the condition that in no case will more than hundred and ten pounds for the double journey allowed. Return tickets must be taken when available; any extra expenditure incurred by extension of leave of similar cases for other than public reasons, will be at the charge of the Officer concerned.

11. In the event of an Officer being compelled owing to illness, to returning to the Coast before he has become entitled to accumulated leave of absence, half the above rates will be allowed, and a similar allowance on his return to his post may be granted to him by the Secretary of State.

12. In the event of an Officer being unable, on the expiration of his leave, to return to his post on account of his ill-health, he may be placed upon the unemployed list for a period not exceeding one year, dating from the expiration of the leave earned by residence in Africa. Should he be able to return earlier, he may be reappointed to the first suitable vacancy that may occur at the same salary that he would have drawn had he returned at the expiration of his original leave.

13. Officers are forbidden to accept employment or emolument from any person or Association whatever without the sanction of the Secretary of State.

cretary of State.

14. Officers are forbidden to make communications to the press on any matter connected with the Service. Any breach of this restriction may entail dismissal.

15. An officer cannot be dismissed by His Majesty's Commissioner without the sanction of the Secretary of State. If His Majesty's Commissioner should be of opinion that grounds exist for dismissal, he must inform the Secretary of State and await his decision. In cases of urgency, he may suspend the officer from pay and duty pending arrival of the decision. He must at once report having done so.

16. The post at which an officer is employed is determined by the Commissioner, who may also, at his discretion, transfer him either permanently or temporarily from one post to another. Each such transfer is reported to the Secretary of State for approval.

17. Powers conferred upon the Commissioner by these Regulations are exercised in his absence by the Acting Commissioner.

18. All civil officers will be required to furnish security for the faithful discharge of their duties, and arrangements with an insurance Company will be made on their behalf with this object through the Crown Agents for the Colonies. The necessary premium for this service will be a charge against the salary of their appointments.

19. Officers, whether civil or military, are expected to satisfy His Majesty's Commissioner by examination within one year after arrival in either of the Protectorates, that they possess a fair colloquial knowledge of Swahili.

Failure to pass these examinations will, in the absence of satisfactory explanation, act detrimentally on the officer's prospects of promotion.

20. In the East Africa Protectorate a bonus of 50 £ will be given to every officer duly qualified as regards knowledge of Swahili who passes a satisfactory examination in Somali, Masai, or any other native language spoken in the Protectorate.

This bonus will be cumulative i.e. will be given for each language.

21. In the Uganda Protectorate a bonus of 50 £ will be similarly given to every officer who passes a satisfactory examination in Lushaka, Lushima, Lutero, Lusoga, Lunyoro, Arabic, or any other Nilotic language not being a dialect of Swahili, spoken in the Protectorate.

This bonus will similarly be cumulative.

(Signed) LANSDOWNE,

His Majesty's Principal Secretary of State

for Foreign Affairs,
Foreign Office, January 1, 1904

Yours return please

23534

EAD

DRAFT

11 July 1907
Indeed

Mr. C. J. Parly

Sir

With ref to my letter
of the 4 inst. I am
satisfied by the copy to
acquaint you that

286
286

ML 10/7/07

Copy to 385 10 July 07

your number of
of the EAD - receipt
of salary below \$250
you are not provided
with first class postage
to a form the Post
has kindly regrets that
he is unable to
entertain your application
that on receipt allowed
to receive the difference
between

with hand
23534 286
to Gov

Copy
himself
with AT

between the sort of
a class and of
the class passage
entitled to you from
the 1st of the month

You are however
entitled to the
sum of £7-10 on
account of your
miscellaneous

expenses incurred
on your journey
and the

expenses to be well
readily be entitled
to pay on the
account.

You should apply
for permission to
draw the necessary
amount

you will be entitled
in respect of the return
journey on your
arrival - the Post

4. I am to enquire
whether you have
received the letter
from the Dept of
the 2nd inst. relative
to your instructions
at the R.C. Dept. at
Dacca

R.
23834

EAT

392

DRAFT

11 July 27

Inclosed

Gentlemen

I am directed
by the E.O. to
advise you that by
order of your P.T.
to Mr. W. P. Kelly,
Inspector of Police -
the EAT whose present
address is

Knockananna

Hacketstown

c. Wicklow

reland,

the sum of £7-10
on account of
miscellaneous
expenditure incurred

2/2 1/2
in hand
2/2 1/2