

EAST AFR. PROT.
 No. 37574

37574
 15 OCT 08

No. 472

1908

Sept 21

at previous Paper.

2227
 42611

(Subject)

Local Sick Leave

Submits memo by P.M.O. re limitation of period during which an officer may draw full pay on local sick leave. Considers it desirable to recommend for S.A.F. & suggest a maximum of 60 days.

(Minutes)

W. Head

This memo has my assistance in your book has its disadvantages.

I think that we might telegraph the Governor asking if the adoption of the existing rule (see para 10 of 1905/07) as proposed.

and in case similar mischief has been done in Uganda & elsewhere we might telegraph the Governor of these 2 Provinces cancelling the despatches on 20227.

I understand we may leave alone

W.D. 23/10
 at once
 H.J.H.
 29/10

at subsequent Paper.

42611

Governor's Office,

Nairobi,

September 21st 1908.

EAST AFRICA PROTECTORATE.

No. 472

(Incl. 1)

37574
15 00 08

My Lord,

I have the honour to submit a Memorandum by the Principal Medical Officer, whose opinion I invited, on the limitation of the period during which an officer may draw full pay whilst absent from duty on account of sickness, as ruled in Your Lordship's despatch No. 369 of the 7th August last.

*Col. Will
Sept. 18th*

*for
20/27
Smallland*

2. However Captain Cordoux's views may be applicable to Somaliland I submit that their application to tropical countries like East Africa and Uganda, where such diseases as those referred to by Colonel Will are rife, should be a matter for consideration. And there is a great deal to be said as regards the danger which a strict application of the 90 days rule might entail in the case of such diseases as Blackwater Fever, Enteric and Spirillum. Hitherto there has been no limit to the time an officer may draw full pay when seriously ill from climatic causes, it being found that the officer is only too anxious to return to his duty when allowed to.

3. If the period of 90 days suggested by the Principal Medical Officer is considered too long, I would suggest a minimum of 45 days, as lately

sanctioned

H. W. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

R.

2676
sanctioned by Your Lordship in connection with leave rules of subordinate Railway officials, vide Your Lordship's despatch No. 858 of the 31st July 1908.

4. I may point out that the paragraph of the Colonial Regulations referred to, No. 99, is under those Regulations expressly not made applicable to East Africa.

I have the honour to be,

With the highest respect,

My Lord,

Your Lordship's most obedient,

humble servant,



MEMORANDUM

1935

Memorandum.

37574

R.C.

15 OCT 08

The ruling laid down in H.H. the Lt. Governor's Circular of the 1st instant limiting the period an Officer may draw full pay while absent from duty on account of sickness is in my opinion very severe and will not tend towards economy or efficiency.

2. This is a tropical country where officers and subordinates (I presume the rule applies to the latter) are exposed to the infection of Malaria, Blackwater Fever, Dysentery, Enteric Fever, Spirillum Fever, etc.

Take the case of an officer who in the course of his duties contracts Malaria of a moderately severe type, he will probably be under treatment for 18 to 20 days before he is fit to return to duty, and after 10 days he is placed on half pay. The effect will be that a very large number of officials will remain at duty while suffering from Malaria, or if they do report sick will endeavor to return to duty before the expiration of 10 days and before a cure has been effected. Moreover, the history of every case of Blackwater Fever is one of repeated attacks of Malaria which have been neglected or not treated to a cure, and the new regulation will certainly have the effect of increasing the incidence of this disease as well as the invaliding and death rates.

Dysentery can seldom be cured in less than 2 to 3 weeks, Enteric Fever takes 6 weeks to 3 months and Spirillum Fever with its sequelae anything from 6 weeks to 6 months. If therefore an official contracts Enteric Fever and is absent from duty on this account

for

2.

for a period of 3 months he would receive full salary for 10 days and half salary for 80 days. How far this would affect his subsequent leave is not apparent.

5. In the Home Civil Service an official is not placed on half pay on account of sickness till after an interval of 6 months, and in the Army not till after a period of 18 months; and having regard to these conditions of service and to the fact that the new ruling is being applied to a tropical country the hardship it will entail is very obvious.

6. In my opinion the limitation of the period allowed on full salary for absence on account of sickness, not caused by the patient's own misconduct or neglect, should not be less than 90 days.

Sd/- J. WILK.

Principal Medical Officer.

Nairobi,

18th September 1908.

For = 37574 P.A.P.

313

[Handwritten initials]

Sent 10.30 am
with
2/10

Minute

31 Oct.

day's work
Ref. to game dept.

DRAFT

del.

Sadler, Nairobi

472

hypocynous
rich leave

rule may follow

that adopted in the

railway officials

MINUTE.

~~10/10~~ RC 20/10

Mr. *[Handwritten name]*

Mr. Just.

Mr. Anstons.

Mr. Cox.

Sir C. Lucas.

Sir F. Hopwood.

Col. Seely.

The Earl of Ormsby.

2 tel's

1 }
2 }
3 }
4 }

Sent 10.35 am
W. 21/10

(lunate. 23)

lunatic

(1) Bell, Entebbe

21 Oct

Cancel my dep. as

(2) Sharpe, Zomba

(1) 191

cancel

(2) 172

7th day

petrol

hypocynon

relative to local sick base

HQC 20/10
m. Ellis 20/30/10/11

2 kls