

EAST AFR. PROT

472 $\frac{13}{14}$

5 21 12

Governor
Pelfield 945

1918

20th November

Last previous Paper
4/4/12

MEMORANDUM
FOR THE GOVERNOR

Reference is made under consideration petition received from the Staff Railway Manager regarding Regulations should be made conformable to those for other services with stipulation that no further leave be granted to officers detained beyond normal term of 30 months' absence.

Mr. Bottomley, ~~...~~ Mr. J. ...

It has now been maintained that it is either just or desirable that the Subordinate European Staff on the S.F. Rly. should be treated less favourably in the matter of leave than other European Officers the Post Office, Post and Telegraph. Financial considerations alone have stood in the way of granting Railway Staff the equal privileges in this respect with Europeans in other Departments. (para. 15)

In the memorandum on proposals for the Distribution of the Provident Fund and for restricting the Staff leave privilege in 1907, the Govt. ... states. The argument that if 2 months' leave per annum are granted for a European in the Dept. they are equally necessary in order to be obtained by staff is untenable. All those who ... that it is necessary to give such ...

4/5/12 (6 months)

Next subsequent Paper

... rules will be necessary to reduce the
... I am sure the Staff
... to return the present salary concept
... leave at present

... European staff on the
... with the President
... and are less favorable
... than the rules which existed previously
... of the President
... to take the sting out of the
... rules

The rules (introduced in April 1909) are to be found
in the last enclosure to Gov/40066/07

The previous rules (April 1903) are contained
in the pamphlet in 40032 marked in baggage slip
In the 1909 Rules the fortnight outside tropical Africa
is allowed for

Privilege leave is granted on the same conditions
as the 1903 Rules viz one month for eleven
months duty, two for twelve, three for thirteen
months. Full salary. The period occupied by
the voyage is included in the 2 or 3 months, as
the case may be. Leave is calculated
by the date of departure from and arrival to,
Canton.

... in a non-personal
... in acting allowances

When the new leave rules for all other Dept.
in the Office were introduced, the Treasury
approved on condition that acting allowances for
subordinate officers were given up. The
subordinate could now act off the improvement
in his leave privilege against the loss of acting
allowance. Mr. P. B. ... in 4773/11
The Railway authorities however had nothing
to compensate them for the loss of acting
allowance. Since they remained under the
1909

Thirty

1909 Railway Leave Rules. It is thought
to allow acting allowances in drawing cases
on the Railway. The cost of such allowances
was estimated at £20 p.a.

On this occasion the A. Sec. Mr. ...
maintained that to allow the leave rules would
involve too great an expenditure, and also that
an allocation in the leave rules was not required.
I should think however that the question of expense
weighed most with the Pres. Sec.

Now that the Pen. Manager and Gov. appear
of the grant to Rly. Officers of the same leave
privilege as apply to other Europeans, I do not
think we can have any objection. If money
is available the anomaly should certainly be
removed. It might well be maintained that
the work of a railway man entitles him to
even greater consideration in the matter of leave
than is given to other members of the Dept.
But acting allowances, as sanctioned in 1873
will have to go.

The C.M. estimate the average annual cost
at £2000000; if, as is not anticipated, it
should in any case take their leave immediately
it becomes due, the cost would be £3354 p.a.
This is a considerable expense and it must be
remembered that increased scales of salary
for the Railway Staff have just been approved.
The financial side of the question will have to
be considered with the Gov. and will should
be from the Gov. that [the Gov. is prepared to approve
the proposal if money is available]

Final

the question and to correspond with the
P.S.K. for 1914-15 and a further comm. sent
and a copy of the comm. with P.S.K. accordingly
stipulation (compare to G. Sharp) that if
there is demand by the engineers of the
service shall be granted for such
additional service to rather please and
lead to complaints from the Railway
Staff. In the Dept. the rule is that leave
is granted for such additional service unless
a man stays on to see to his own concerns.
I should have thought that it would be better
to leave no anomalies between the Railway
and other Depts in the matter of leave.
Even though this may result in some increase
in the cost of the personnel. I was might
ask for the P.S.K. Board on this point.

Japan - I think we might say at
once that extra leave in case of
detention or public duties should
be allowed if the husband is abroad.

The scheme indirectly affects
England, which provides the services
of the transport section, but I don't
think we need fear the Treasury is

at once
13/1/14
H. J. R.

I will have
the matter
with the
P.S.K. Board
on this point.

Apparently nothing in
appears - Est. as to the
to be asked.
A.C.P.
19/1/14

~~to be asked~~
In Est. Dip. (No 3940) we
have dealt with this - approving
intro. of these proposals
provided that the special acting
all cases sanctioned in Dip.
No. of 26 Feb 12 are
discontinued & that the
necessary sum (£2000) can
be found by red. in or from
or items in Est.
No further action required. A.C.P.
14/1/14

GOVERNMENT HOUSE,
Nairobi, N. Mombasa,
BRITISH EAST AFRICA

EAST AFRICA PROTECTORATE

November 29th 1913.

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No. 945

5 JAN 14

Sir,

I have the honour to report that I have recently had under my consideration a petition from the European Subordinate Staff of the Uganda Railway for the revision of the existing Leave Regulations in order that they may be brought into conformity with those laid down for members of other Departments in the Protectorate.

2. Under the present rules, these officers may be granted three months leave of absence with a free return passage after a tour of 33 months, the period of three months to include the time necessarily spent on the voyage. The following example clearly shows the disadvantages of this arrangement as compared with the privileges extended to officers of similar rank in other Departments.

3. After 33 months service a member of the Uganda Railway European Subordinate Staff is entitled to three months leave of absence, inclusive of the period spent on the journey, say 92 days in all, whereas, if he were serving in any other Department, he would be entitled to 165 days in England, assuming him to have been stationed in a healthy district for the whole of his tour and to be recommended for re-engagement

THE RIGHT HONOURABLE
LEWIS HARCOURT, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,
DOWLING STREET, LONDON, S.W.

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re-engagement, plus 19 days for the voyage each way, or a minimum total of 203 days. The disparity in the above instance is thus 111 days.

4. This petition has been before the General Manager for several months, but he has purposely delayed its submission to me until he had had full opportunity of observing the conditions under which the Staff are employed. As the result, he is strongly of opinion that the Leave Regulations affecting his European Subordinate Staff should be made conformable to those laid down for the rest of the service, with the stipulation that no additional leave should be granted to an officer whom in the interests of the service it might be found necessary to detain beyond his normal tour of 30 months.

5. It is estimated that, if this proposal is approved, the additional expenditure involved would be £5,367 per annum. Of this amount £4,794 would be required for salaries and £563 for passages. These figures are based on the supposition that the full leave earned will in every case be taken immediately it becomes due, but it is probable that such instances will be comparatively rare, especially in the case of the married members of the Staff. The Manager, therefore, considers that the average annual cost to the Railway by this proposal would be approximately £4,000.

6. I may state at once that I am strongly in favour of the recommendations of the General Manager. The conditions obtaining today are very different from those which existed when the Regulations were originally

originally framed, and the life of an officer on the Railway is a strenuous one. I am of opinion that the leave to which a member of the Subordinate Staff is entitled is barely sufficient to give him a much-needed rest, and is totally inadequate for preparing him for a further tour.

7. Furthermore I am unable to perceive why the differentiation hitherto existing between the privileges regarding leave accorded to the Superior and the Subordinate Staff should any longer be maintained. The primary object of leave of absence is to enable an officer to perform his duties with efficiency by affording him periodic changes of climate and release from responsibility, and the measures considered necessary in the case of the superior staff would therefore appear equally desirable in the case of members of the Subordinate rank. I feel sure that the present proposal will benefit the Railway, by reason of the increased efficiency which will result, and I trust that it may receive your sympathetic consideration.

I have the honour to be,

Sir,

Your humble, obedient servant,

H. G. B. Deyal

GOVERNOR.

5/1/14

Sr

I have the pleasure to acknowledge the receipt of your despatch No. 945 of the 29th of Nov. and to inform you that your proposals for bringing the Leave Rules for the European Staff of the M.G. Rly. into conformity with those which apply to members of other Depts in the P.G. will be considered in connection with the draft P.G. of the Post

DRAFT

P.A. P. No. 57

Mr. W. C. Belfrage King

MINUTE

- Mr. C. O'Donnell 14.1.14
- Mr. B. S. Dwyer 14.1.14
- Mr. Piddis 14
- Sir J. J. J.
- Sir J. Anderson
- Lord Emmott
- Mr. Harcourt

for answer

for the year 1914-15. The proposals for the European Staff of the M.G. Rly. which were approved in 1914-15. The proposals for the European Staff of the M.G. Rly. which were approved in 1914-15. The proposals for the European Staff of the M.G. Rly. which were approved in 1914-15.

Refer to the original with L.P. etc.

(see 27/2)