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EAST AFRICA  
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Recd  
Pce 18 NOV 15

Governor  
Balfield 753.

1915  
21st Oct.

Last previous Paper.  
Gov  
23624

PENSIONABLE APPOINTMENTS ON UGANDA RAILWAY STAFF.  
ASSISTANT ENGINEERS.

Submits observations and proposals with regard to the cases of Messrs McLannet, Linnell and Hamp; and suggests increasing the number of pensionable posts of Assistant Engineer with a view to improving the prospects of candidates as regards pensionable service.

25th Nov 15

*For Read* Mr. G. Fiddler

The Gov agrees that Mr. Hamp, as well as Mr. Linnell, should be pensionable but maintains that Mr. McLannet must also be pensionable on the ground that as implied in 1913 that after one term of service on agreement he would become pensionable.

Evidently he has been led to expect it and as the Gov speaks well of him should agree?

It has already felt to be best to have the whole, in the circumstances, of the Linnell (as now he Hamp) being the pensionable arrangement, but we agree to his proposal that as then stated to our pensionable staff. This means that

*Yes*  
*R*

Last previous Paper



53378  
REC'D  
NOV 15 1915

GOVERNMENT  
NAIROBI,

BRITISH EAST AFRICA.

EAST AFRICA PROTECTORATE.

No. 753.

October 21st 1915.

Sir,

*Gov*  
*23624*

I have the honour to acknowledge the receipt of your despatch No. 588 of the 6th of August on the subject of the list of pensionable appointments on the Uganda Railway staff and to offer the following remarks on the proposals made with regard to the Assistant Engineers.

2. It appears that some misconception exists in the case of Mr. McJanet. This officer was appointed on the 27th of March 1913 to assist Mr. Gailey in the work of preliminary investigation of the Deep Water Pier at Kiliadi. Subsequently he was appointed to the post of Assistant Engineer rendered

**VACANT**

THE RIGHT HONOURABLE  
ANDREW BONAR LAW, P.C., M.P.  
SECRETARY OF STATE FOR THE DOMINIONS  
DOWNING STREET,  
LONDON, S. W.

vacant by the departure of Mr.F.P.Manson and in my despatch reporting this action I recommended that in view of his proved qualifications he should be admitted to the permanent and pensionable establishment forthwith. With this recommendation your predecessor was unable to agree, but his Confidential despatch of the 19th of December 1913 furnished no indication that Mr.McJannet would not be granted pension rights on the expiry of his agreement in September of this year.

File  
5528

3. Mr.Linnell originally entered the service of the Government as an Assistant Engineer in the Public Works Department on the 14th of September 1911 and was transferred to the Railway as from the 1st of April 1914. In your predecessor's despatch No.291 of the 26th of March 1914 it was stated that as he had been placed on the permanent staff of the Public Works Department he would therefore be on the permanent staff of the railway.

File  
382

4. Mr. [redacted] was originally appointed as an Assistant Engineer in the Public Works Department on the 1st of July 1911.

Subsequently

vacant by the departure of Mr. F. P. Manson and in my despatch reporting this action I recommended that in view of his proved qualifications he should be admitted to the permanent and pensionable establishment forthwith. With this recommendation your predecessor was unable to agree, but his Confidential despatch of the 19th of December 1913 furnished no indication that Mr. McJannet would not be granted pension rights on the expiry of his agreement in September of this year.

File  
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3. Mr. Linnell originally entered the service of the Government as an Assistant Engineer in the Public Works Department on the 14th of September 1911 and was transferred to the Railway as from the 1st of April 1914. In your predecessor's despatch No. 291 of the 26th of March 1914 it was stated that as he had been placed on the permanent staff of the Public Works Department he would therefore be on the permanent staff of the Railway.

File  
3882

4. [REDACTED] was originally appointed as an Assistant Engineer in the Public Works Department on the 27th of July 1913.

Subsequently

File 4524  
 Subsequently he was transferred to the Uganda Railway with effect from the 1st of April 1914 and in Mr. Harcourt's despatch No. 632 of the 9th of July 1914 he was informed that the post which he was about to take up was not pensionable and that he should therefore enter into a fresh agreement with the Crown Agents. This arrangement appears to have been still in force when the instructions in paragraph 3 of your despatch under reply were received.

5. Mr. McJammet's position, therefore, as compared with that of Mr. Linnell and Mr. Hamp, is that he possesses a year's seniority in respect of his appointment on the Railway, and that he has throughout been given to understand that he would be granted pension rights on the expiry of his agreement, which agreement has in fact now expired, whereas no such understanding has existed in the case of Mr. Hamp. I agree that it would be difficult to make any distinction between the positions of Mr. Linnell and Mr. Hamp but I consider that it would be equally inequitable if both these officers were to be placed on the pensionable staff

to

4.

to the exclusion of Mr. McJannet, especially since one of them could only consider himself as on agreement up to a few weeks ago. I am therefore strongly of opinion that the fourth post in the cadre of pensionable Assistant Engineers should be filled by Mr. McJannet and that Mr. Linnell and Mr. Hamp should be regarded as personally pensionable pending the occurrence of vacancies into which they could be absorbed.

6. It is possible that the occurrence of such vacancies may be somewhat delayed and, since I share your view as to the desirability of reconciling as soon as possible the number of pensionable Assistant Engineers with the recognized number of pensionable posts in that grade, I venture to submit for your consideration the advisability of increasing the number of such posts. If my proposals in paragraph 5 above are approved, out of a total staff of 9 officers there will be six holding pensionable posts with a sanctioned complement of four only, so that the prospects of either three of them - two of whom have still to be appointed - of obtaining pension rights are very remote.

Moreover,

Moreover, the post of Sub-Engineer, now held by Mr. Wardle, will on that officer's retirement have to be changed to that of Assistant Engineer, thus still further increasing the proportion of unpensionable to pensionable appointments in the grade.

7. I consider that, with regard to the posts which are yet unfilled, it would be only right to inform candidates of their prospects as regards pensionable service, and I fear that the uncertainty which must under present conditions necessarily exist on such a matter may act as a powerful deterrent to the acquisition of satisfactory officers at the salaries offered. The inclusion of two additional pensionable posts, making a total of six, in the staff of Assistant Engineers would largely relieve the present situation and would certainly be of advantage to the Railway administration. I have the honour therefore to recommend it strongly for your consideration.



I have the honour to be,  
 Sir,  
 Your humble, obedient servant,

*A. G. B. B. B.*

GOVERNOR.



Gov. 53378/915  
C.P.

337  
25 NOV  
1915

27 November 1915

Sir,

I have the honour to acknowledge the receipt of your despatch No. 753 of the 21<sup>st</sup> of October on the subject of the staff of Assistant Engineers, Mysore Rly. and to inform you that I approve of Mr.

McCannet being regarded as holding one of the <sup>four</sup> pensionable appointments and of Mr Lunnell & Mr Stamp being regarded as personally pensionable pending the emergence of vacancies into which they may be absorbed.

In view of existing circumstances it is desirable

Draft

C.P.

Doc

Sir H. C. Bedford.

24/11/15

Bottomley 24.11.15 p



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practicable & certainly  
unwisely to increase  
the staff by appointment  
from this country, and  
I am therefore of opinion  
that the question of  
increasing the number  
of permanent & pensionable  
appointments beyond four  
should be deferred for  
consideration after the termination  
of the war.

L

1861