

1931.

Kenya

No. 17143

A

SUBJECT

C0533/410

Retrenchments in Railway Staff.

Previous

Gen 17123/31. (Retrenchments
in Staff.)

Subsequent

Gen File B (1st Western Ry
Staff seconded)
" " C (Terms of
retrenchment)

State action retroactive of non-pensionable railroad
amount necessary recommends non-pensionable staff
settled to gratuity is granted gratuity of at rate
half a month's pay for each completed year of
service request telegraphic reply.

no guarantee.

shall be sending a letter
to the High Court about the amount
of what I leave to be given to
staff. When a decision has
been reached a 4012 Ea. (S.H. Carter's
file). Which is now in case
(This is on the line of your own
long paper) This paper
should be correlated with 4612 Ea.
report - letter is sent to the H. Ct on
other. I have made a similar
with a 4012 Ea.

J. Eastman

2/4/21

8.11 - with 1 case number has
been settled by 3 papers with
affirmative date of a letter notifying
line of agreement

I presume that the report to
on Feb 24 - of 23 - March
means that the R.R. will

Give the staff the notices
mentioned in that telegram
with a priority at the rate
now mentioned.

Whether or not it means
that 3 months off leave
will be given to staff
on transfer to the new
location was also a
subject.

It is necessary to
consider the position
of staff in view of
the transfer of
the organization. It may be
convenient and of benefit
if some of the staff could
be transferred.

It seems to be in their
interest that they should not
for a period of 3-6 months
be granted the same or with a
priority in addition it to be
given all a length of service
allowance.

A decision has now been taken

on the general question on the file of Mr. Carter - 4612
In accordance with the directions on that file the
Transport Administration should follow the instructions
given to Kenya in the matter of notice, and I take it
from this telegram that this is understood locally.
Anyway, the action in accordance with the directions
on the Carter file will make the position clear, and I
submit a draft telegram herewith for conson. I think
it would be desirable at the same time to let the High
Commissioner know the action taken in the three cases
of Head, Carter and Pycroft, in which the General
Manager has already communicated with the Crown Agents.
The draft telegram covers this point.

36
4042
462
Dor

J.M.H.

7/4/51

recd
9.6.51
above

Office 42
17/4/51
13/5/51

2 Tel to Ken No 13 - 9A Annex

3 A.C. I. Agnes 26
Review financial position and prepare the
relevant officers at once request reply by
28 July
The report of a Department with proposals and of
proposals to which have been made by Janet, James
and later who are on leave, who have been
seen, made, checked, taken and reviewed
will be reported.

Pro

The proposals in this despatch strike me as being thoroughly sound and sensible. Clearly, if anyone has got to go it is better that it should be people nearing the end of their service who will receive substantial pensions and will not have to try and find other employment.

Without exception all the officers whom it is now recommended to retire immediately are well reported on.

The despatch and its enclosure really give all the necessary facts about the officers concerned, but their files are attached below.

Messrs Jarrett and Woods are the only two about whose retention there could be any doubt. They are 40 and 41 respectively and have had 14 and 19 years, respectively. Mr. Woods has just this moment gone back to Kenya and one would have thought it might have been worth while to keep him on for a bit. But I think we may leave it to the High Commissioner.

The question then arises about terms of retrenchment. I attach the recent G.O. notice. It will be seen that it is contemplated that officers near the retiring age and due for substantial pensions need not necessarily be given the full concession. The position is complicated in the present instance by the fact that definitive notice cannot be given for another month or so. I would suggest the following actions:

(1) Inform those in this country that owing to the necessity for reorganisation consequent on the present financial position

of the Railway, proposals have been put forward for their retrenchment. That while a final decision will not be taken until after the meeting of the Railway Advisory Council in September, the Secretary of State has given his general approval to the proposals; it is thought right to warn them at once of the proposals; where necessary extensions of leave will be given so as to bring the period of full pay leave up to three months from the date of the letter. Free passages and (if accompanied by their wives) the family passage allowed, will be allowed to Kenya but not back to this country.

(2) The High Commissioner to be informed that the S. of S. approves of his proposals being submitted to the Railway Advisory Council and of the officers concerned being informed accordingly at once. Say that, seeing that they are all senior officials nearly due for retirement and have earned substantial pensions, the S. of S. does not consider it necessary that they should have the full six months' notice normally given to retrenchees, but that it will suffice if notice of three months is given from the date of the letter informing them that proposals will be placed before the Railway Advisory Council.

And the Crown Agents should have copies of the letters sent to the officers in this country.

E. Entwistle
7.8.21

I think the proposals have to be done anyway: L

to suggest to the fact that the

*Proposed 3 months of leave
No. 2 in remarks
by Mr. Entwistle*

*should be a
half year notice
later than the 1st of 1921*

Lord has, in the case of the Swiss,
agreed to return for a further short
time, does not conclude retrenchment
now.

0001

(3) It is not clear whether in
the history of the Swiss at the end of
the Swiss the Swiss means Swiss
for the date the Swiss as well as
to a Swiss for the date!
the Swiss decision to Swiss
whether to be Swiss they are all
not so Swiss Swiss Swiss
I Swiss to Swiss Swiss might be
adopted as Swiss Swiss Swiss
in Swiss case but should be Swiss
but in the Swiss 2 Swiss
Swiss will take Swiss from
the Swiss from the date of the Swiss
letter & Swiss will be Swiss
accordingly. (In the Swiss they
must take the Swiss &
then I in Swiss case (I Swiss
44 or 45 in Swiss) should
be that Swiss & Swiss
both Swiss Swiss Swiss
(Swiss).

It is clear the
middle of the

(4) I Swiss Swiss Swiss
the Swiss Swiss Swiss has been Swiss to
Swiss Swiss Swiss in any case I Swiss
it to the Swiss Swiss Swiss

(5) Swiss & Swiss Swiss
with Swiss Swiss Swiss in the
case of Swiss Swiss Swiss Swiss
as Swiss Swiss Swiss only Swiss
Swiss - the Swiss of the Swiss Swiss
has Swiss as Swiss Swiss Swiss
to Swiss Swiss Swiss but to
Swiss Swiss Swiss

17/11/55

7/10/55

The Swiss Swiss Swiss Swiss
agreed with Swiss Swiss
the Swiss Swiss Swiss Swiss I think Swiss
the Swiss Swiss Swiss Swiss Swiss Swiss
I Swiss Swiss Swiss Swiss Swiss Swiss
to Swiss Swiss Swiss Swiss Swiss Swiss
the Swiss of the Swiss Swiss Swiss Swiss
in Swiss Swiss Swiss Swiss Swiss Swiss
of Swiss Swiss Swiss Swiss Swiss Swiss
though Swiss Swiss Swiss Swiss Swiss
I Swiss Swiss Swiss Swiss Swiss Swiss
employment Swiss Swiss Swiss Swiss Swiss Swiss
from the Swiss Swiss Swiss Swiss Swiss Swiss

17/11/55

I think this would be

nominal.

Jeffries

8.8.31

I agree if any of the officers now in this country will for a passage back. The request can be considered, but the probability is that we will have to refuse.

Acc. Barham

11.8.31

I agree. This seems to be a well thought out scheme.

8.7.31

11.8.31

Yes - but the burden will be heavy.

The U.S. Govt. should say what we have done preliminary coming to them in this country.

W.C.S. 11.8.31

W.C.S. I have added a copy of the report - please find it in the folder. 11.8.31.

6. 8. 28 in note attached

4. 23 2. 22. 26 13196

1911

12/8/31

12/8/31

4 To H. C. Tel. No. 21

5 To General

6 To James

7 Hamilton

8 Garter (83 m 13996-2-8 Am)

9 To the Gen 100 (11.8.31, 1.8.31, 1.8.31, 1.8.31) (No. 2. 26. 26)

10 To S.A. (11.8.31)

13 AUG 1931

13/10/31

19 AUG 1931

7. 2. 2. of officers named in para 12 of the 2 to the...

Copy of 2 to...

No. 1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12.

11 8. 6. 2. 1931

In view of necessity for reduction in expenditure we agree to submit to you a list of officers...

12 8. 6. 2. 1931

Agree necessary 3 months notice of termination of service to you to 31 October 1931. 11. 8. 1931. 11. 8. 1931. 11. 8. 1931.

11. 8. 1931. 11. 8. 1931. 11. 8. 1931.

11. 8. 1931. 11. 8. 1931. 11. 8. 1931.

whose services are to be
dispensed with.

It was originally intended
that they should all receive
for further service, and in
the circumstances they must
obviously be given retroactive
leave. 3 months rather.

This is what is proposed in
the case of Messrs Cowburn,
Price and Knight, but, in
the case of Mr Broad, the
High Comm states that only
1 month rather should be given.

It is not clear what the
reason is for this disparity
of treatment. The only
difference, as far as I can
see, is that Messrs Cowburn,
Price & Knight are married,
whereas (as far as we know)
Mr Broad is single. There
is no copy of the agreement
signed by him nor has he
presumably he would have
signed an agreement similar
to the copy flagged in

15358/29 Kenya
between it seems clear that
he should have retroactive leave.
Provised Personnel Decision agree
I inform Messrs Broadburn
Price & Knight that these
services are no longer required
writing on the amount leave
in the event of
L. H. Lee (40095 CA) but
accordance with precedent these
officers should also be informed
that they will be eligible for
the security family passage
allowance. Sent copies of
the letter to the CA (1.09)
4.3 to the H. Comm. After
No. 11

officers
family passage

I have written
CA (Passage)
by telephone
JFK

I inform the H. Comm by
telegram that this is confirmed
then retroactive leave has been
given them under the matter
but that it is not ~~applicable~~
why Broad should not be
given similar retroactive
allowance with leave of
10 telegrams No. 15 of 9th
April

No. 2 on
this paper

J. E. King

The next to some use for the
determination, but with the effect
to cause it to be
by request
20/8

In his case I should be loath
 to give 1 month notice but
 he has given three months. I agree
 but it is best to telegraph in
 his case as progress of any
 sort in the interim does not
 seem to be in the picture. I am
 not aware of any distinction
 between married & single
 branches in the matter?
 notice

The question of the passages
 are a matter for notice in any
 case will have to be looked into.

W. H. Allen
 25/8/31
 et cetera

- To Mr. J. P. ... - 25 August 31
 - 14 To Mr. J. ...
 - 15 To Mr. ...
 - 16 To Mr. ...
 - 17 To Mr. ...
- (Termination of employment)
 To Mr. J. ... - 26 AUG 1931
 (12 hours)

Copy on file
 Miss M. ...
 U.S. ... 22 (copy)
 Requests ...
 See minute on file 40692 EA
 J.E. King
 21 8 31

20 U.S. ... 24
 State notice of 1 month given to Mr. Broad and
 his notice in accordance with agreement. Intention
 is that should relief in addition 2 months full
 pay to make notice equivalent to 3 months.

I enclose on No 12
 draft to Mr. Broad & Mr.
 ... on lines of No 14
 but just it that a telegram
 has been received from the
 High Comm. requesting that
 owing to reduction of staff he
 (Mr. ...) should be given one
 month's notice of the termination
 of his app't in accordance
 with the terms of his agreement
 that the Govt & Genlly request
 that the request for economy
 he made this course
 necessary

Explain that owing
 to ... in which app't is
 being terminated he (she) will
 be permitted to retain for ...

last salary already done, and
 in addition the left
 has been added to a month's
 extra and will be paid
 full salary for 3 months
 in addition to 1 month's
 extra upon the previous
 paragraph.

The terms of the award are
 from a point of view of parity
 of opportunity for pay
 advancement should be made
 before the 1st of Oct 1931

copy of the award
 to be sent to the
 various departments
 for their attention
 and to be kept
 in the file.

to have had that something
 arranged as to gradually
 increase the contributions
 copy to be sent to the
 various departments

10/9/31
 18/9/31

at once
 a case of difficulty - 2nd
 passage at 10/30 but
 caused with passage agreement
 should be cancelled if the left
 contract had been held as
 the responsible officer can
 be held liable for the same

to be
 agreed

21
 Letter to Mr. Kemp - Immediate - 1st Sept 1931

- 22 J. H. Broad
- 23 Miss Walsh
- 24 Mable
- 25 C.A. (w/c 22)
- 26 C.A. (w/c 23)
- 27 C.A. (w/c 24)
- 28 J. E. Jones 121 - (w/c 22) - 20. Award
- 29 " " 122 - (w/c 24) - 19 "
- 30 " " 123 - (w/c 20) - 12 months 7/9 C.A. Award

10 SEP 1931

10/10 10 SEP 1931

11/9/31

21 G.A. J. 1st 26 11 September

DESTROYED UNDER STATUTE

forward recommendations re passage of retired
 officers on completion of meeting of Railway
 Council on 23 September.

The C. accounts have been asked by phone
 to cancel the passages of -

Mr. J. Farrell, Revenue Accountant
 (4894 E.A.)
 and
 Mr. A.B. Lawrence, Asst. Supdt. (4205 E.A.)

train

shown due to sail on 25th Sept.

Mr. H.S. Goodwin, Deputy General Manager,
 (3337 R.A.), is not due to sail until 25th
 10th October in question of the cancellation
 or alteration of his passage need not be
 considered just yet.

But it is
 advised after
 27 days of the
 with a further
 in a further
 completion
 in the award

? Continue (by mail) the telephone

They were informed that their retirement would take effect from 15th Nov (inclusive)

As regards passage.

Mr Carter should be offered a free passage to Kenya with family passage as well provided he avails himself of it within 6 months of the date when his salary ceases. In view of the fact that he was locally appointed

on the analogy of Section 243 of Kenya Act of 1952

4 months

members but he can't take his family as well

Mr Cameron should be offered a free first class passage for himself and the option of travelling by lower grade & applying the savings towards the balance owing on the same conditions as in Mr Carter's case

There seems no justification for offering passage either to Messrs Goodship or Jarrett but if they apply for passage, and are irregular income they may be offered single passage as an alternative to having their families belongings sent home free

Each officer should be advised that the HC is being asked to arrange for the cost of transport of the personnel, or pension equivalent, in which he will be eligible

Copies of to HC CA agenda

(conf) 1/1

mentioned in the agenda on 26 Oct 1954 Carter appointed as by order of Government

In form that the retirement of the officer concerned has been approved & a K has been issued in award of pension in Europe by despatch explaining reason for differential treatment in the matter of passage

St. King

1-10-51

Thames 1/10/51

Page 10

Went

W. Allen

6/10

Advice

Vol 20 (Conf) & High for transfer - 7 cases - 9/10/51

RESTRICTED UNDER STATUTE

- 37 To A. M. Carter (info 57) 6/10
- 38 To CA
- 39 To G. B. Cameron (info 57) 6/10
- 40 To G. B. Goodship (info 57) 6/10
- 41 To CA
- 42 To J. Jarrett (info 57) 6/10
- 43 To CA
- 44 To CA

10 OCT 1951

In despatch although

Confounding
desp. ^{Steel}
revised
Sep 11/18/31

has not yet been sent
This paper has been
in constant circulation since
October. In view of the
lapse of time a comparison
desired - can scarcely arise
any useful purpose and
in the end they should be

to be
to be
to be

put by
St. King

27 3 32

St. King
27/3/32

My

C. O.

17142/A/21 Kenya.

37
40

Pealey 8/10/21.

Venning. 8/10/21

Sum 8/10

Mr. Freestone. 8/10

Mr. Tomlinson. 8/10

Sir C. Bellamy

Sir J. Shackburgh.

Sir G. Grindle.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.



10 October, 1921.

SIR,

(See. 5-4)

With reference to the letter from

this Department of the 13th August, I am
etc. to inform you that a telegram has

been received from the High Commissioner
for Transport, Kenya and Uganda, stating

that the proposed re-organisation of the
Transport Administration has been

approved, and requesting that you may be
called upon to retire from your appointment.
2. In the circumstances, etc.

I have very much regrets that

(in L.S. and S.) he is unable to agree to
your being allowed to return to East

Africa for a further year of service, and

that (in all) he has no alternative but

to confirm the notice provisionally given

to you in the letter from this Department

under reference, in which you were informed

that your retirement from your appointment

will be on the 1st of November 1921.

DRAFT.

1) D. M. Carter, Esq., M.B.E., 54

2) A. B. Cameron, Esq.

3) H. E. Goodship, Esq., C.B.E., 54

4) F. Jarrett, Esq. 84

Copy - 2 FS

Copy of card to CA - 13/1/21

2 dfts.

Copy of letter to
each officer to go to
C.M.iff.

Recd. for dft. despatch
to Gov.

(If desired, Messrs. Messrs. and Harbours Administration would take effect from the 15th November, inclusive.

(To A) 5. If you desire to return to Kenya, you will be provided with a free first class passage to Mombasa, provided that you avail yourself of it not later than six months after the date on which your salary ceases. You would also be provided with the usual family passage allowance, and if you choose to travel by a lower class of passage you would be allowed to apply the savings thus effected towards the cost of the passages of your wife and family.

(To B) 6. If you desire to return to Kenya, you will be provided with a free first class passage to Mombasa, if you choose to travel by a lower class of passage you would be allowed, as a special case, to apply the savings thus effected towards the cost of your return passage to this country, *provided* ~~it is understood~~ *is understood* that you return to England within six months of

provided that you avail yourself of it not later than six months after the date on which your salary ceases

C. O.

- Mr.
- Mr.
- Mr.
- Mr. Tomkinson.
- Sir C. Boltonley.
- Sir J. Sturges.
- Sir G. G. G.
- Perm. U.S. of S.
- Party U.S. of S.
- Secretary of State.

DRAFT.

the date of your arrival in East Africa. In view of the fact that if you should be unable to obtain the passage, the possibility of making it will not be possible for the cost of

to England the transport of your personal effects *to be paid from public funds and not to be considered.*
(To 1 and 2) The Crown Agents for the Colonies will arrange your passage on your applying to them.

(To all) The High Commissioner for Transport is being asked to arrange for the computation and award of the pension or gratuity and reduced pension, for which you are eligible.

I am etc,

(Signed) H. T. ALLEN

DECODE

35

TELEGRAM from the High Commissioner for Transport Kenya
Uganda Railways to the Secretary of State for the Colonies
Dated the 29th September, 1931. Received at 10.56 a.m. on
the 29th September.

RECEIVED
189

CONFIDENTIAL. Your despatch of 13th August No.105.
Railway Council at meeting just completed has
recommended after due consideration reorganisation
involving retirement of all Officers mentioned in my
despatch of 28th July No.126. I concur in recommendation
and request provisional notice given to officers now
on leave be confirmed accordingly. Regarding passages
referred to in your telegram No.25 recommend that a sum
equivalent to single first class passage only to Mombasa
be offered to those officers who wish to return to
the Colony as in the case of Carter Chief Engineer Lake
Steamers referred to in your despatch Confidential of the
14th April with option if travelling in lower class
of using savings towards cost of return passage.

no 3
no 21

no 55 on file
1/2 Carter
1
2

[Faint handwritten text]

[Faint handwritten text]

- [Faint handwritten text]*
- [Faint handwritten text]*
- [Faint handwritten text]*
- [Faint handwritten text]*
- [Faint handwritten text]*
- [Faint handwritten text]*
- [Faint handwritten text]*
- [Faint handwritten text]*

Passage Dept
Broom Agents.

DRAFT.

(1001)

with reference to
 the letter from this Dept.
 of the 19th August, this
 is to confirm the request,
 conveyed to you by telephone
 to cancel the provisional
 arrangements for the return
 passage of Mr. F. Garrett,
 and Mr. A. B. Cameron, of the
 Kenya and Uganda Railway
 and Harbours ^(Administration) in the
 SS "Humbly" which is due
 to leave London on the

24/8

The presence of
Barker, State Superintendent,

Kenya and Uganda Railway

and Harbours in the

Kenya and Uganda Railway

in the 1st section should

also be considered

A further communication

will be arranged to

as soon as it is

definitely decided

efforts are required to

may be necessary

agreements

(Sd/-) JMS Chantler

Special Commissioner

16 September 1931

C.O.

Mr. Forster
Mr. ...

- Mr. Treasurer
- Mr. C. ...
- Mr. J. ...
- Mr. G. ...
- Postal O.S. of S.
- Postal O.S. of S.
- Secretary of State

G.D.
15 SEP
1931

St

16 Sept 1931

DRAFT.

Sir,

F. ...

A.B. ...

(11/27)

with reference to the
letter from this Dept. of the
15th August, I am to
inform you that the
agents for the ...
have been requested to ...
provisional arrangements made
for your ...
on the 20th September in
the ... "Humbly" which
is due to leave ...
on the 25th September.

64-243

24/9

3. Further information

as to whether you are

required to return from
The Service is expected
to be available towards
the end of the present
month and further leave
will be sent to you as
soon as the information
is received

C. O.

Mr. Peasley 10/9/31.
Mr. HARR.
Mr. T. ...
Mr. ...
Mr. C. ...
Mr. J. ...
Mr. ...
From U.S. of A.
To U.S. of A.
Secretary of State

PLEASE MAKE TWO COPY FOR PERSONAL FILE IN EACH CASE.



10 September, 1931.

S. 28.

DRAFT.

- (1) H.A. Broad, Sec.
- (2) Miss S.H. Welch.
- (3) Miss E.W. McClure.

Copy to Mr. Peasley 10/9/31 10 10 10
Copy to Mr. HARR. 10/9/31 10 10 10
Copy to Mr. T. ... 10/9/31 10 10 10
Copy to Mr. ... 10/9/31 10 10 10
Copy to Mr. C. ... 10/9/31 10 10 10
Copy to Mr. J. ... 10/9/31 10 10 10
Copy to Mr. ... 10/9/31 10 10 10

Copies of each letter
to be sent to C.A. and
H.C. in file herewith.

(Personal files to
be approved accordingly).

(1) Sir,
(2 & 3) Messrs.

I am etc. to inform you
that a telegram has been received from the
High Commissioner for Transport, Kenya and
Uganda, requesting that owing to reduction
in staff you should be given a month's
notice of the termination of your employ-
ment under the Transport Administration,
in accordance with the terms of your
agreement. The Secretary of State greatly
regrets that urgent need for economy has
made this course necessary.
As you are not returning to East
Africa for further service you are not
eligible for return leave, but in view of
the circumstances in which your employment
is being terminated you will be permitted
to receive the return leave salary which

no adjustment will be necessary

you have already done, and will be

paid full salary for two months in

addition to the month's notice referred
(i.e. for three months in all from the date of this letter.)
to above. Your employment will therefore

terminate with effect from the 10th
December, 1931.

3. If you desire to return to Kenya,

you will be provided with a free second
class passage to Mombasa, provided that
you avail yourself of it not later than
two months after the date on which your
salary ceases.

4. (Fig 1 and 3 only). The High
Commissioner has reported that instructions
are being sent by letter to the Crown
Agents for the Colonies regarding the
gratuity for which you are eligible, and
any payment due to you in respect of your
contributions to the Railway Provident

£ as etc.

(Signed) H. T. ALLEN

O. O.

Mr. King
Mr.
Mr.
Mr. C. Bottomley.
Sir J. Shackburgh.
Sir G. Grindle.
Perm. U.S. of S.
Part. U.S. of S.
Secretary of State.

*And to 35
all no. 31
4*

*London
No 25 my telegram*

No 21 in connection

DRAFT.

Code Telegram
Immediate
to High Commissioner
Nairobi

*I would be glad
to learn by
telegram with least
possible delay when
I may expect your
definite recommendation*

*P.L. [Signature]
this file
Recie, properly*

have

DECODE

207

Telegram from the High Commissioner for Transport Kenya Uganda
to the Secretary of State for the Colonies

Dated 4 September 1931. Received 10.5 a.m. 4 September 1931.

No. 24. 4th September Your telegram No. 22. Notice of 1 month
to broad is in accordance with terms of agreement. Intention
is that he should in addition receive 3 months full pay to
make notice equivalent to 3 months in all from date of
terminating appointment as provided for in your telegram
No. 13. This also applies to case of Miss Keelars by
telegram No. 22 of 26th August.

no 13

no 2

file 4049242
(2 letters)

Amari 12/11/31 11:50 AM A/S/O

C. O.

- Mr. Dealey 20/8/31.
- Mr. King. 21/8
- Mr. Pughan.
- Mr. Tait.
- Sir C. Battersby.
- Sir J. Shackburgh.
- Sir G. Grindle.
- Parliamentary Sec.
- Early. H.S. of S.
- Secretary of State.

PLEASE MARK KEVIA COPY FOR FILE

29 AUG 1931
D 264

G.D.
H. G. W.C.
D 264

26th August, 1931.

Sir,

DRAFT.

- F.S. Cowburn, Esq.
- C.A. Price, Esq.
- C.S. Knights, Esq.

on 20/8/31
 by H. G. W.C.
 20 AUG 1931
 76 Aug 31

See memo to
 P.S.

I am etc. to inform you that he has received a telegram from the High Commissioner for Transport, Kenya and Uganda, stating that owing to reduction of staff, it is necessary to dispense with your services under the Transport Administration. The Secretary of State greatly regrets that urgent need for economy has made this course necessary.

2. As you are not returning to East Africa for further service, you are not eligible for return leave, but in view of the circumstances in which your employment is being terminated, full salary will continue to be paid to you for three months from the date of this letter, i.e. until the 25th

Copies of each letter to go to C.A. and H.C. in 1st enclosure.

(Personal file to be endorsed accordingly)

Also aft. tel. to H.C.

November inclusive. Your employment will therefore terminate with effect from the 25th November, 1931.

3. If you desire to return to Kenya, you will be provided with a free second class passage to Mombasa, and if you wish yourself of mind not later than 100 months after

the date when your salary ceases.

to be provided with the usual family pay when such is granted as allowed by the rules of the office to the extent of 20% towards the cost of your passage of the accompanying you to Kenya. You should communicate your views on the matter to the Crown Agents for the Colonies.

The High Commissioner has reported that the views are being considered by the Crown Agents regarding the gratuity for which you may be eligible and the payments due to you in respect of your contributions to the Kenya Government Fund.

Yours faithfully,

The High Commissioner has reported that the views are being

considered by the Crown Agents regarding the gratuity for which you may

be eligible and the payments due to you in respect of your contributions to

the Kenya Government Fund.

Yours faithfully,

The High Commissioner has reported that the views are being

considered by the Crown Agents regarding the gratuity for which you may

be eligible and the payments due to you in respect of your contributions to

the Kenya Government Fund.

C. O.

17143/21 Kenya.

Collected

Mr. Pooley 25/8/31.

27/10/31 at home

Mr. Proctor

Mr. Tomlinson

Mr. G. Battersby

Sir J. Shackburgh

Sir G. Grindle

Permt. U.S. of S.

Partly. U.S. of S.

Secretary of State.

(No. 12)

He

DRAFT. Tel.Cods.

(Without priority).

Highcom.

Nairobi.

(No. 2).

2 afts and 2 lff.

No. 22

25/10/31
25/10/31
25/10/31

Your telegram No. 20.

Captain Price and Knight have been

given three months notice

termination of employment

not understand why Price should

not be given similar notice in

accordance with my telegram No. 12.

Please telegraph reply.

Dear,

NAME	POST. & Date of App.	SALARY	LEAVE EXPIRES	Whether Single or Married
F.S. Cowburn 40416 EA.	Clerk. 7.9.28	£420	15 th Sept	Married
C.R. Price 31232 EA	Clerk. 2.11.25	£405	12 th Oct	Married
C.S. Knight 20707 EA	Storeman 20 4 21	£480	17 Feb 1932	Married
H.R. Broad 40687 EA	Clerk. 3 11 28	£351	27 th Sept 1931	Single (in any case APC would be small (that is to say not married))

TELEGRAM from the High Commissioner for Transport Kenya
Uganda to the Secretary of State for the Colonies.
Dated the 18th August, 1931. Received at 10.34 a.m. on the
19th August.

No. 23. On account of reduction of staff it is necessary
to dispass with the services of F. S. Cowburn Clerk
C. R. Price Clerk G. S. Knights Storeman and H. R. Broad
Clerk all locally engaged non pensionable employees at
present on leave. Please arrange for necessary 3 months
notice of termination of services to be given to Cowburn
Price and Knights and 1 month's notice to Broad vide clause
17(1) of their agreements and offer passages back to
Colony if desired. Instructions regarding Provident
Fund and gratuities being sent to Crown Agents by Letter.

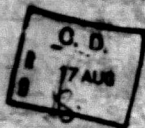
Answer 1/2 - 28.8.31

1931/22

14
70

DANNING STREET,

19th August 1931.



Gentlemen,

I am directed by Lord Passfield

to transmit to you for your information
copies of letters which have been sent

8 Oct

to Mr. H.E. Goodship, ~~Secy.~~, Mr. P.

Jarrett, Mr. A.B. Cameron, and Mr.

~~W.H. Carter~~, of the Kenya and

Uganda Railways and Harbours Administra-
tion, informing them that it is proposed

to submit to the next Railway Advisory

Council at their next meeting in September

proposals for the reorganisation of the

Administration of the Railways and

Harbours, which ~~will~~ involve their

retrenchment at the end of their present
leave of absence.

A further letter will be sent to
you as soon as a definite decision has
been taken. In the meanwhile I am to

request

- Mr. Jarrett.
- Mr. ~~Allen~~
- Mr. ~~Widdowson~~
- Mr. C. ~~Robinson~~
- Mr. J. ~~Sturges~~
- Mr. G. ~~Smith~~
- For Mr. C. ~~Smith~~
- For Mr. A. ~~Smith~~
- Secretary of State

3 DRAFTS in C

THE DRAWS AGENTS

FOR THE COLONIES

To Mr. Goodship, Jarrett, Cameron
17/8/31

Col. ~~...~~

Handwritten notes and signatures at the bottom left of the page.

request that any arrangements
for the return of these officers
to Kenya should be kept on a
provisional basis, so that they can
if necessary be cancelled.

I am,

etc.

(Signed) H. T. ALLEN

C. O.

- Mr. Edwards
- Mr. Allen
- Mr.
- Mr. Tomlinson
- Sir O. Bottomley
- Sir J. Shuckburgh
- Sir G. Grindle
- Parliament U.S. of S.
- Secretary of State

O. O.
11 MAR
13

13 Mar 1931

(J.E. W.)

DRAFTS 2 a lot

(has been) Transit

High Comm

No. 105

... to confirm ...
... of the ...
... and ...

[This copy too]

I am sure for your
info copies of letters
which have been sent
to Mr. H. G. Gardiner and
Mr. J. Janette, Mr. A. B.
Cannon & Mr. G. M. Carter
both informing you that
the ...

To Gardiner / 13/8/31
Janette /
Cannon /
Carter /
J.E. W.
See Mr. Carter 7 Apr 1930
(13 a file 13046)

For ...
I think ...
but ...
deserved.

I inform the
...
to avoid the ...
of your ...
... as you ...

invariably be missed in later
years & who would suffer
real hardship if thrown
out of employment

3. I also enclose for your
case a copy of a letter
which has been received from
Mr Carter.

Pharrog

(Signed) PASSFIELD

C. O.

17143/31

8

- Mr. Eastwood *1915*
- Mr. Allen *12/3*
- Mr.
- Mr. Tomlinson.
- Sir C. Bottomley.
- Sir J. Stuckburgh.
- Sir G. Grindell.
- Permt. U.S. of S.
- Permt. U.S. of S.
- Secretary of State.

Downing Street,

13th August, 1931.

JS

Sir,

I am, etc., to ack. the receipt of your letter of the 11th August in which you state that you learn that the question of your immediate retirement is now under consideration, and ask that you may be permitted to return for a further tour of service.

2. In view of the financial situation of the Kenya and Uganda Railways and Harbours Administration consideration is being given to a reorganisation of the Administration involving various reductions in the senior staff. The High Commissioner proposes to submit the scheme of reorganisation of the Railway Admin

DRAFT.

B. M. CARTER, ESQ., M.B.E.

Copy to H. Cr. for Transport 13 AUG 1931
 C. A. - 19 AUG 1931
 Copy to H. Cr. for Transport 105

Copy to the receipt of your letter a dispute has been raised from the H.C. for Transport reporting that in

Copy to H. Cr. for Transport in draft herewith.

C.A.

Copy to go on Personal File.

Council at their next meeting in September. He has, however, submitted his proposals first to the S. of S. for his provisional approval, which

The recommendation, if recommended by the High Commissioner after consideration by the Advisory Council and finally approved by the Secretary of State, would involve your retirement from the

service at the end of your present leave of absence: At the same time I should like to say that your letter was received, & that you are being prepared to work up of

those proposals, and to inform you that in the event of retirement your resignation will take effect three months from the date of this letter, your leave of absence being extended accordingly.

Your resignation will be taken in mind by the S. of S. in reaching

A copy of the letter is being sent to the High Commissioner for the East Africa

C. O.

Mr.

Mr.

Mr.

Mr. Tomlinson.

Sir C. Bannockley.

Sir J. Shackburgh.

Sir G. Grindle.

Form. U.S. of S.

Part. U.S. of S.

Secretary of State.

DRAFT.

4. A further copy will be sent to you as soon as a final decision has been reached. It is assumed that in the meantime you will not make definite arrangements for returning to East Africa.

Allen

(Signed) H. T. ALLEN

C. O.

17143/31

Mr. Eastwood. 198
Mr. *Calla 14872*
Mr.
Mr. Fennell
Mr. C. Fennell
Mr. J. Sherrington
Mr. C. G. G. G.
Mr. G. G. G. G.
Secretary of State

DOWNING STREET.

13 August 1931.

Sir,

I am directed by Lord

Passfield to inform you that the

present financial situation of the

Kenya and Uganda Railways and

Harbours Administration has

led to a reorganisation of the

Administration, this reorganisation

involves ~~some~~ reductions in the

senior staff. ~~It would be necessary~~

~~to reduce the staff for the next few years.~~

2. The High Commissioner proposes

to submit a scheme of reorganisation

to the Railway Advisory Council at

their next meeting in September. He

has, however, submitted his proposals

first to the Secretary of State for

his ~~approval~~ approval, which has been

Yours,

DRAFT 3

(1) G. L. GOUGHNIP, ESQ.

(2) P. JARRETT, ESQ.

(3) A. S. GARRISON, ESQ.

~~(4) ...~~

Copy of ... 18 AUG 1931 ... 19 AUG 1931 ... C. 17

Handwritten notes:
good copy to High C. for
transfer
copy to ...
copy to ...
copy to ...
copy to ...

given.

3. The reorganisation, if finally recommended
It is the official recommendation of the Railway Advisory Council, approved by the Railway Advisory Council, follows the proposal
will entail your retirement from the Service

at the end of your present leave of absence,

and it has therefore been thought proper to
to inform you of the
warn you at once of the proposals,

6. The Secretary of State, like the High Commis-

sioner, regrets the necessity for termina-

ting your services at so early a date, but

the alternative would be the retrenchment

of a larger number of junior and younger

men whose services would be badly missed

in future years, and who, not having qualified

for substantial pensions, would suffer real

hardship if now thrown out of employment.

Very truly yours,
Further letter will be sent to

you as soon as a ^{final} definite decision has been

taken. In the event of retrenchment,

your retirement will take effect from three

months from the date of this letter, and

your leave of absence ^{has} will be extended accord-

ingly.



It is assumed in the contract

to include the receipt of a

for all of the work done

under the contract for the purpose of

preparations for returning to

South Africa

1907

Yours

etc.

(Signed) H. T. ALLEN

add a mail

7-0p.m.

12/8/31

22m

Mr. [unclear] [unclear]

Mr. [unclear]

Mr. C. [unclear]

Mr. J. [unclear]

Mr. G. [unclear]

U.S. #5

U.S. #2

Secretary of State

5 off [unclear]

DRAFT TELEGRAM

HIGHCOM.

NAIROBI.

No. *22* Your despatch of 28th July, No. 126, re: [unclear]

I approve of your proposals being submitted to Railway Advisory Council, and of officers concerned being informed accordingly at once.

Senior ~~that they are all~~ *Senior* officials/nearly due for retirement and have earned substantial

pensions. *As a matter of* necessity ~~that they should be~~ given ~~the~~ full six months notice,

including ~~of which~~ *the* three months ~~leave~~ full pay leave in this country. *and*

to be given I think it would ~~be better~~ if somewhat notice were given than ~~as~~ allowed of two months full pay leave

in this country. *rather than being sent* ~~to~~ *in this country*

being taken ~~the~~
consequently that in the

event of ~~the~~ proposals being

approved their reattachment

will take effect from three

months after the date of ~~June~~

~~the date of the~~

done.

Mr. Allen.

Please see now letter from Mr. Carter registered as No. 33 on his file. In view of this he must have a slightly different letter to that prepared to the other three. The letter is in the form of an appeal, but it would seem reasonable to dispose of it on the lines of the attached draft, and the file can go to higher authority before a final decision is taken.

off to
15/12/31

Gardner
12.8.31

Terms of Retrenchment.

It has been decided by the Secretary of State that the terms recently agreed upon for non-pensionable staff should also be applied to pensionable officers who may be retrenched, viz.

- (a) If retrenched before leaving the Colony, 6 months' notice should be given of which not less than 3 months should be full pay leave in the United Kingdom (or in the Colony if the officer remains there).
- (b) If retrenched while on leave in the United Kingdom, 3 months' full pay leave clear from the date of notice (inclusion of any vacation leave still to be taken), with the possibility of a further 3 months' leave being given in circumstances of hardship.

But in the case of a pensionable officer who at the time of retrenchment is near the retiring age and will receive a substantial pension, and will not therefore be dependent on finding further employment, the full concession will not necessarily be given.

It should ordinarily be possible for Colonial Governments to give notice of retrenchment to officers before they leave the Colony, and it is intended to impress upon Governors the importance of such an arrangement. When however officers have left the Colony on leave before notice of retrenchment is given any claims they may make respecting tropical outfit purchased

purchased in anticipation of return to duty or the disposal of property left in the colony shall be synthetically considered as being in the hands of each case.

The Colonial Service Department shall be consulted in all cases of retirement, and shall see all proposals which have that object in view.

Colonial Service Department.

15.7.31



OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

VRD
R

28th July, 1961

HIGH COMMISSIONER
FOR TRANSPORT.

No. 126

My Lord,

NO 9 in 1422/31

In my despatch TRANSPORT V. 102 of the 18th of June, forwarding the Annual Report of the General Manager of the Kenya and Uganda Railways and Harbours, I drew attention to the financial position of the Railway as reflected by the accounts for 1959.

NO 6 in 1321/20

2. In an earlier despatch TRANSPORT V. 101 dated 21st March, I again drew attention to the heavy losses incurred and indicated the drastic steps that had been taken to reduce expenditure during the present year. It was then noted that at least K20,000 would be saved on the 1960-61 Estimates.

Despatch Tel. 12/8/61 (2)
Further Annexure 105 18 AUG 1961

3. This saving is due mainly to the reduction of expenditure on the purchase of new rolling stock and a reduction in the cost of maintenance of much of the valuable property of the railway. These savings have not, however, been sufficient to meet the expenditure involved in the carrying out of the programme of carrying out of this policy has not been completed in the spending programme but there still remains a considerable amount of expenditure to be carried out in the maintenance department which are now rendered possible by the reduction in expenditure indicated above. These further reduced amounts involving 11 European clerks and typists and 10 Indian and African clerks, are now being given.

THE RIGHT HONOURABLE
LORD PASSFIELD,
SECRETARY OF STATE FOR THE DOMINIONS
DOWNING STREET,
LONDON W.C.2.

4. It is hoped, as a result of these measures, that the final Working Expenditure for 1931 will be reduced to £1,300,000, i.e. a total reduction of £298,412 on the printed Estimates.

5. It will be noted that this saving has been brought about by stopping all but the most essential expenditure and by dispensing with the services of such staff as could be no longer usefully employed under the new conditions.

6. Pending further information as to the trend of Railway Revenue during the year, no serious changes in the present organisation have been made. The time has, however, now arrived to consider the Estimates for the coming year and the General Manager has put before me certain proposals for reducing considerably the overhead expenditure of the Railway, as, in his view, this expenditure is no longer justified under present conditions.

7. It would appear probable, from the Revenue returns so far to hand, that the Administration, while meeting in full all Loan Charges, will be unable to meet Depreciation commitments this year on the scale laid down by Your Lordship, and, in consequence, contributions to the Renewals Fund are likely to fall short of that scale by some £120,000 to £130,000. Further, in the absence of any indications of an improvement in the general outlook, either in this Colony or in Europe or America, it is probable that the Administration will be below its contributions on account of Depreciation to the extent of a further £120,000 to £200,000 during 1932. It is clear, therefore, that by the end of 1932 there will be owed to the Renewals Fund a sum of at least £300,000.

8. It is also essential that the Reserve Account should be built up as early as possible to at least £200,000, making a total of £400,000 that must be made up before the Administration

can...

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

RECEIVED
JULY 1931
POST OFFICE
R

25th July, 1931

My Lord,

In my despatch TRANSPORT No. 102 of the 18th of

June, forwarding the Annual Report of the General Manager of the Kenya and Uganda Railways and Harbours, I drew attention to the financial position of the Railways as reflected by the accounts for 1930.

2. In an earlier despatch, TRANSPORT No. 57 dated 21st March, I again drew attention to the Railway position and indicated the drastic steps that had been taken to reduce expenditure during the present year, by which it was hoped that at least £250,000 would be saved on the sanctioned Estimates.

3. This saving could only be attained by rigid curtailment of expenditure on all sides, necessitating a reduction in the standard of maintenance of much of the valuable property of the Administration. This curtailment of expenditure involved corresponding reduction in staff who were no longer required. The retrenchments consequent upon the carrying out of this policy have now been completed in the spending departments, but there still remain certain retrenchments to be carried out in the Accounts Department which are now rendered possible by the reductions in expenditure indicated above. These further retrenchments, involving 11 European clerks and typists and 20 Indian and African clerks, are now taking place.

THE RIGHT HONOURABLE
LORD PASSFIELD,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W.1.

No. 9 on 14232/31
in case

No. 8 on 16345/30
in case

Amud. Tel. 12/8/31
Yardley Answer - 105 - 18 AUG 1931

4. It is hoped, on a basis of these estimates, that the final Working Expenditure for 1931 will be reduced to \$1,700,000, i.e. a total reduction of \$250,000 on the original Estimates.

5. It will be noted that this saving has been brought about by stopping all but the most essential expenditures and by dispensing with the services of staff as could be no longer usefully employed under the new conditions.

6. Pending further information as to the trend of Railway Revenue during the year, no serious changes in the present organization have been made. The time has, however, now arrived to consider the Estimates for the coming year and the General Manager has put before me certain proposals for reducing considerably the overhead expenditure of the Railway, as, in his view, this expenditure is no longer justified under present conditions.

7. It would appear probable, from the Revenue returns so far to hand, that the Administration, while meeting in full all Loan Charges, will be unable to meet Depreciation commitments this year on the scale laid down by Your Lordship, and, in consequence, contributions to the Renewals Fund are likely to fall short of that scale by some \$100,000 to \$150,000. Further, in the absence of any indications of an improvement in the general outlook, either in this Colony or in Europe or America, it is probable that the Administration will be below its contributions on account of Depreciation to the extent of a further \$150,000 to \$200,000 during 1932. It is clear, therefore, that by the end of 1932 there will be owed to the Renewals Fund a sum of at least \$250,000.

8. It is also essential that the Reserve Account should be built up as early as possible to at least \$200,000, making a total of \$250,000 that must be made up before the Administration

can undertake any further Loan commitments or provide any additional Betterments.

9. As at least four or five years must elapse before such leeway can be made up, it is obvious that overhead expenditure must be reduced wherever possible.

10. The General Manager has, therefore, on these grounds, suggested important reductions in the senior staff, who are already under notice to retire at the end of their present tour, or, if on leave, at the end of their next tour. A list of such officers is attached showing full details of their service.

11. By making these retirements at once, instead of, as was originally proposed, at the end of their tours, comparatively minor hardship will be imposed on the officers concerned, as they are all nearing the end of their service with this Administration and are due good pensions, while this arrangement will avoid the retrenchment of a larger number of junior and younger men, whose services would be badly missed in future years and who will suffer real hardship if now thrown out of employment. The most important result of such a proposal, however, is that it will allow the General Manager to reduce the status of some of the departments to a more reasonable standard relative to the present financial prospects of the Administration.

12. The following additional details to those already included in the list referred to above will indicate the officers whom it is proposed to retire and the resulting changes in organisation:-

ACCOUNTS DEPARTMENT:

- (1) Mr. H.E. Goodship, C.B.E.,
Deputy General Manager and Chief Accountant.

As Your Lordship is aware from previous correspondence, it was originally proposed that Mr. Goodship should retire at the....

can undertake any further Loan commitments or provide any additional Betterments.

9. As at least four or five years must elapse before such leeway can be made up, it is obvious that overhead expenditure must be reduced wherever possible.

10. The General Manager has, therefore, on these grounds, suggested important reductions in the senior staff, who are already under notice to retire at the end of their present tour, or, if on leave, at the end of their next tour. A list of such officers is attached showing full details of their service.

11. By making these retirements at once, instead of, as was originally proposed, at the end of their tours, comparatively minor hardship will be imposed on the officers concerned, as they are all nearing the end of their service with this Administration and are due good pensions, while this arrangement will avoid the retrenchment of a larger number of junior and younger men, whose services would be badly missed in future years and who will suffer real hardship if now thrown out of employment. The most important result of such a proposal, however, is that it will allow the General Manager to reduce the status of some of the departments to a more reasonable standard relative to the present financial prospects of the Administration.

12. The following additional details to those already included in the list referred to above will indicate the officers whom it is proposed to retire and the resulting changes in organisation:

ACCOUNTS DEPARTMENT

- (1) Mr. H. B. Goodship, C.B.E.,
Deputy General Manager and Chief Accountant.

As Your Lordship is aware from previous correspondence, it was originally proposed that Mr. Goodship should retire at the....

73
 12/16

the end of his last tour, but, during the absence of the General Manager on leave last year and while acting as General Manager, Mr. Goodship asked to be allowed to return for another short tour and this request, on the recommendation of my predecessor, was agreed to by Your Lordship. It is now recommended that Mr. Goodship should be retired on the expiration of his present leave and that he should not, therefore, return to this Colony. It may be stated that Mr. Goodship has already qualified for a maximum pension.

(2) Mr. F. Jarrett,
 Revenue Accountant.

Mr. Jarrett is also on leave in England. It is recommended that he should be retired at the end of his leave and should not return to this Colony.

If these retirements are agreed to, it is proposed to reduce the salary of the Chief Accountant to £1,350 and to suspend the filling of certain vacancies resulting from the above retirements. It is proposed to appoint Mr. Mayne, Deputy Chief Accountant to the position of Chief Accountant.

NAVY DEPARTMENT

1. Commander F.K. Jenkins, M.B.E.,
 Marine Superintendent.

This officer is due to retire at the end of his present tour. By retiring him this year, it will be possible to re-organise the Marine Department as a section under the control of the Superintendent of the Line with Lieutenant Commander Parker as Marine Superintendent on a salary of £200 per annum.

2. Mr. S.A. Brown,
 Chief Marine Engineer and Works Manager.

This officer is at present in the Colony and is due to retire at the end of a short tour.

- (3) Mr. M.E. Woods,
Chief Engineer, Marine Department.

This officer is now on his way out to the Colony.

With the above retirements, it will be possible to re-organize the Marine Department on a scale commensurate with its reduced activities now that rail access has been given to Singapore and Malaya.

TRANSPORTATION DEPARTMENT.

- (1) Mr. T. Neilson,
Divisional Superintendent.

This officer is serving his last tour. If his retirement is agreed to, it will be possible to abolish his post, which is no longer required in view of rail access to Uganda, and to substitute a District Traffic Superintendent.

- (2) Mr. A.S. Cameron,
Assistant Superintendent, Headquarters.

Mr. Cameron's duties can now be covered by a more junior officer. He is at present on leave and should not, therefore, return to the Colony.

- (3) Mr. R.S. Crockett,
Catering Manager.

Now serving in the Colony. With his retirement it will be possible to re-organize this section on a reduced establishment.

CHIEF MECHANICAL ENGINEER'S DEPARTMENT.

- Mr. V. Andrews,
Works Manager.

This officer is at present serving in the Colony. On his retirement, his place would be filled by a more junior officer on a reduced scale.

STORES DEPARTMENT.

- Mr. R.E. Carter, M.S.E.,
Stores Superintendent.

This officer is at present on leave and if his retirement is agreed to, he would not be required to return to the Colony.

It is proposed to appoint Mr. V. Welch, now Deputy Stores Superintendent, as Stores Superintendent on a salary of £1,000.

13. By these changes, which, as indicated above, affect only officers who are entitled to pensions and who have already had notice of their early retirement, with other consequential reductions in expenditure, a saving of from £40,000 to £60,000 will be possible.

14. I strongly recommend to Your Lordship's favourable consideration these proposals, which, in my view, will reduce the overhead charges to a more reasonable figure, in view of the present position and immediate future prospects of the Railway Administration.

15. Moreover, it is highly probable that certain rates alterations may be necessary shortly and it is most essential that every possible economy on the Railway should be introduced before such rates changes are discussed.

16. If Your Lordship agrees tentatively to these proposals they will, in the ordinary way, be placed before Railway Council in September. My final recommendations will be forwarded in due course. I desire, however, to have Your Lordship's preliminary approval to these proposals, as, if this is granted, I would ask that all the officers enumerated above who are at present on leave should be informed by Your Lordship that owing to the present financial position of the Railway Administration, it will probably be necessary to retire them at the end of their present leave, but that a final decision will be taken on receipt of my recommendations, after considering the advice of the Railway Advisory Council. In the meantime, any extension of leave that may be required to enable full notice to be given, will be granted.

17. Your Lordship will recognize that if the re-organisations now contemplated are to be effective by the beginning of 1932, I

is most undesirable that any of the officers now on leave referred to above should return to the Colony.

I should be grateful if Your Lordship would cable me whether you are in general agreement with these proposals and whether you are prepared to advise the officers now on leave on the lines suggested. I will then take steps similarly to advise the officers concerned who are now serving in the Colony, and to lay these proposals before the Railway Council for consideration at their next meeting in September, when the Estimates for 1922 are put before them.

I have the honour to be,

My Lord,

Your Lordship's most obedient,

humble servant,

HIGH COMMISSIONER.

8 10 APR 1951
Coded & Sent 4

C.O.

Mr. Allen

X.17143/31 Kenya.

8.45 pm

Mr. Lohani of Africa

9/4/51

Mr. Tomlinson

Mr. C. Bottomley

Mr. J. Southburgh

Mr. G. Christie

Private Secretary of S.

Foreign Office, U.S. of S.

Secretary of State

No. 13

Confidential.

Your Confidential telegram

DRAFT. Telegram.

(1) 2nd April. I agree to grant of

gratuities as proposed. In all cases

of retrenchment of officers local

notice should be given in accordance

with my telegram to Kenya No. 1060

Officers in this country being given

three months' notice from date of

letter terminating appointment and

as regards cases in which the General

Manager has already communicated

direct with Crown Agents such notice

given to Shead, Carter and Pycroft

terminating 23rd June, 30th June, 6th

July respectively, free passages to be

offered in each case. It would be

of retrenchment more convenient in individual cases

3
12/13/51

Put copy of this telegram in file
7119
4062
4813
41502

letter

if correspondence were contacted in future
with me instead of Crown Agents.

1872.

TELEGRAM
TOL OFFICE

DECODE

TELEGRAM from the High Commissioner for Transport Kenya
and Uganda Railways to the Secretary of State for the
Colonies

Dated the 2nd April, 1951. Received at 40.45 a.m. on the
2nd April.

CONFIDENTIAL. 2nd April. Certain retrenchments of
non-pensionable Railway servants necessary least reductions
in services which have been made. On lines of
your telegram No. 106 to Governor of Kenya I recommend
that non-pensionable staff not entitled to gratuity
should be granted gratuity at rate of half a months pay
for each completed year of service. Kindly telegraph
reply.

And let No 13 - 2/11/51
1/11/51