

1923

KENYA

35851

Dep. Secy
of State

DATE

Conf. 30th June, 1923

16 JUL 23

CIRCULATION:
Mr. Jeffries
Mr. Park
Mr. [unclear]
Asst. U.S. of S.

SUBJECT

Reasonable arrangements
in Uganda Railway
Service

Sub mtg schedules, with
observations on services
that post of collecting
material should be
made reasonable

Perm. U.S. of S.
Part. U.S. of S.
Secretary of State.

MINUTES

I attach a list of permissible cpts,
corresponding to that in 23624/15, which
shows the position at present. In the
list I have adopted the altered
form for Note D

The proposed alteration of Note
B follows with same form as the
alteration of Note D, and should
I think be approved

~~of the same form as the~~
list

Remarks have been added to
the list in accordance with the
information contained in the report
(e.g. the Telling Major Rhodes)

Previous Paper
900
197 22/23

Dep. Secy
of State
Conf. 15 Sept 23
Copy list of permissible cpts. L.A. - 2 Oct. 23

Subsequent Paper

205 399A

The following remarks may be made in regard to para 3 of the draft -

By the Chief Accountant

If there is any question of the transfer of liabilities to the new company it is not clear that it is not necessary to assume that the new company will be liable for the liabilities of the old company.

By the Chief Accountant

of the same nature as B
It would be difficult to say if the new company is liable for the liabilities of the old company.

It is not clear that the new company is liable for the liabilities of the old company. It is not clear that the new company is liable for the liabilities of the old company.

Provisional Liquidator's Report

This report has been prepared on 30th 11 1911 in accordance with the provisions of the Act.

Post Office Bill

The proposed amendments to the Post Office Bill are as follows: The proposed amendments to the Post Office Bill are as follows: The proposed amendments to the Post Office Bill are as follows:

LIST OF PENSIONABLE APPOINTMENTS

Appointments	Number Pensionable	Note	Remarks
General Manager	1	A	- Present holder seconded from South African Railways and not on the pensionable establishment of Kenya.
Chief Accountant	1	A	
Deputy Chief Accountant	1	B	
Assistant Chief Accountant	1	B	
Chief Engineer	1	A	- Present holder lent by the Government of India, and not on the pensionable establishment of Kenya.
District Engineers	2	A	
Assistant Engineers	4	B	
Mechanical Engineer and Workshops Manager	1	A	Substituted for Chief Mechanical Engineer
District Locomotive Supts.	2	A	
Assistant Locomotive Supts.	2	B	
Workshops Manager	1	B	
Traffic Manager	1	A	
Administrative Superintendent	1	A	
Assistant Traffic Managers	3	B	
Chief Storekeeper	1	A	
Deputy Chief Storekeeper	1	A	
Assistant Storekeepers		B	
Catering Manager	1	B	
Marine Superintendents	2	A	One for Busoga Marine
Superintending Engineer, Marine	1	A	Posts in abeyance for the present and part of Senior Marine Engineer (pensionable, Note A) substituted.
Deputy Supt. Engineer, Marine	1	B	
Commanders	all	C	
Chief Officers	all	C	
Chief Engineers	all	D	

- NOTES**
- Subject to ordinary period of probation in the case of an officer not already commissioned.
 - Subject to five years' approved service on agreement, two years of which must be in the post in respect of which the recommendation is submitted.
 - Subject to five years' total approved service on agreement in the Uganda Railway Marine or the Busoga Railway Marine.
 - Subject to five years' total approved service of which two years as Chief Engineer and to previous admission to officer's status.

Officials promoted while still on agreement from an office to which Note B applies to an office to which Note A applies will as a rule be required to serve on probation in the latter office before they can be regarded as eligible for admission to pensionable status.

UGANDA RAILWAY
LIST OF PENSIONABLE OFFICERS

Post	No. Pensionable	Note	Remarks
General Manager	1	A	Present holder seconded from South African Railways and not on the pensionable establishment of Kenya.
Deputy Chief Accountant	1	A	
Assistant Chief Accountant	1	B	
Chief Engineer	1	A	Present holder lent by the Government of India, and not on the pensionable establishment of Kenya.
District Engineers	3	A	
Assistant Engineers	4	B	
Medical Officer and Workshops Manager	1	A	Institution of Civil Engineers.
District Locomotive Supt.	1	B	
Assistant Locomotive Supt.	1	B	
Workshop Manager	1	A	
Deputy Manager	1	A	
Administrative Supt.	1	A	
Assistant Traffic Managers	3	B	
Chief Storekeeper	1	A	
Deputy Chief Storekeeper	1	A	
Assistant Storekeepers	2	B	
Printing Manager	1	B	
Chief Superintendents	1	A	None for Uganda Marine.
Assistant Chief Engineer Marine	1	A)	Posts in abeyance for the posts of Senior Marine Engineer and post of Senior Marine Engineer.
Deputy Superintending Engineer, Marine	1	B)	(Senior Civils, Note A) substituted.
Officers	all	C	
of Officers	all	C	
of Engineers	all	D	

- 1. Subject to ordinary period of probation in the case of an officer not already pensionable.
- 2. Subject to five years' approved service on agreement, two years of which must be in the post in respect of which the recommendation is submitted.
- 3. Subject to five years' total approved service on agreement in the Uganda Railway Marine or the East African Railway Marine.
- 4. Subject to five years' total approved service of which two years as Chief Engineer and to previous admission to officer's status.

Officials promoted while still on agreement from an office to which Note B applies to an office to which Note A applies will, as a rule be required to serve on probation in the latter office before they can be regarded as eligible for admission to pensionable status.

GENERAL OFFICER,

September, 1923.

GOVERNMENT HOUSE,
 NAIROBI,
 KENYA,
 10th June, 1923.

My Lord Duke,

I have the honour to refer to Your Grace's despatches Nos. 182 and 183 dated 30th of January last on the subject of pensionable appointments in the Uganda Railway Service, and to inform Your Grace that the general question of the alteration of the ruling applicable to all posts to which the notes "B" and "D" are applied in the list enclosed with Mr. Bonar Law's despatch No. 583 of the 6th of August, 1918, has been submitted to the new General Manager of the Railway who concurs that the terms applicable to all such posts should now be altered as suggested in Governor's despatch No. 1651 of the 5th of December last. The Footnote "D" in respect of Chief Engineers will be altered accordingly.

As regards the appointments to which Note "B" applies, I would suggest for Your Grace's consideration that the footnote should read:-

- A. Subject to five years approved service, two years of which must be in the post in respect of which the recommendation is submitted.
- B. On close investigation of the number of posts already pensionable in the Railway Service, I find that the list differs slightly from the schedule which accompanied Mr. Bonar Law's despatch referred

FRACE

HERALD OF DEVONSHIRE, K.C., F.R.S., F.C.M.G., G.C.V.O.,
 SECRETARY OF STATE FOR THE COLONIES,
 BOWING STREET, LONDON, S.W.

referred to above. The appointment of "1 Assistant Mechanical Engineer" has lapsed and "2 District Locomotive Superintendents" have been added.

3. I enclose Schedules of the posts showing the present holders and the names of officers recommended for existing vacancies, and beg to submit the following remarks thereon:-

General Manager. The present holder, Mr. C. L. N. Pelling, C.M.G., has been seconded from the South African Railways. He is not, therefore, on the pensionable establishment of the Uganda Railway.

Chief Accountant. Mr. H. E. Goodship's transfer from the Sierra Leone Government Railway in 1908, to the pensionable post of Chief Assistant Accountant in the Uganda Railway, was notified in Mr. Earl of Crewe's despatch No. 435 dated 1st September, 1908. His promotion to Chief Accountant was approved in Mr. Bonar Law's despatch, Confidential, dated 31st May, 1915.

Deputy Chief Accountant. Mr. S. N. Faulkner, O.B.E., was transferred from the Exchequer and Audit Department of the British Civil Service early in 1909, to the appointment of Assistant Auditor. It is therefore presumed that the whole of his service is pensionable.

Assistant Chief Accountant. This post is noted "B", and, in accordance with the recommendations submitted in paragraph 1 above, I trust Your Grace will now accord covering approval to Sir Robert Coryndon's despatch No. 37 of the 4th of January last, recommending that Mr. F. Jarrett be made pensionable as from the date of his first appointment.

Chief

Chief Engineer. The present holder of this post is Major G.D.Rhodes, C.B.E., D.S.O., R.E., who has been loaned from the Government of India. He is not therefore on the pensionable establishment of this Colony, though this Government is liable for his pension contributions to that Government during the period of his secondment.

District Engineers. These posts are held by Mr.C.M.Bunbury, Mr.St.Clair Grant Davis and Mr.W.J.McJannet, approval for whose admission to pensionable status was received respectively in Earl Crewe's Confidential despatch of the 26th of May, 1909, Mr.Harcourt's Confidential despatch dated 17th October, 1912, and Mr.Bonar Law's despatch No.868 dated 25th November 1915

Assistant Engineers of which 4 are pensionable. The pensionable posts are occupied by Mr.T.F.Linnell, Mr.A.E.Hamp, Mr.W.A.McClelland, and there is one vacancy. The admission to pensionable status of the two former was approved in Mr.Bonar Law's despatch No.868 of the 25th November, 1915. Mr.McClelland's pensionable appointment was approved in Mr.Churchill's Confidential despatch dated 21st February, 1922. Under separate despatch I am submitting for Your Grace's approval a recommendation that Mr.T.H.Stone be admitted to the pensionable staff to fill the existing vacancy.

Chief Mechanical Engineer. Mr.T.A.Whittaker, the present holder of this post, is at present on leave prior to retirement as approved in Your Grace's telegram of the 26th of January. I recommend that the new post of Mechanical Engineer and Workshops
Manager

Manager referred to in my telegram No.178 of 15th June be substituted for that of Chief Mechanical Engineer in the pensionable establishment in the event of its being approved.

Assistant Mechanical Engineer. This post has been allowed to lapse.

1 Assistant Locomotive Superintendents of which 2 are pensionable. No officers at present on this grade enjoy pensionable status. A recommendation was submitted under cover of Governor's despatch No. 1655 of the 6th December, in respect of Mr. J. S. Halliwell and provisionally approved in Your Grace's despatch No. 183 of the 30th of January last. I trust Your Grace will now be disposed to accord your sanction to that recommendation. Further recommendations will be submitted as the General Manager considers necessary.

Workshop Manager. Mr. P. C. Ford; approval to his being placed on the permanent and pensionable establishment was contained in Viscount Milner's despatch No. 1276 dated 2nd September, 1920.

Traffic Manager. Mr. D. H. Elias' admission to the permanent and pensionable staff with effect from the date of his first appointment, as recommended in Sir Robert Coryndon's despatch No. 325 dated 2nd March, last was approved in Your Grace's despatch No. 543 dated 18th April last.

Density Traffic Manager. Mr. B. McHardy, O. B. E. was appointed Examiner, Exchequer and Audit Department, London, on 15th March, 1909, Assistant Auditor, East

Africa

Africa Protectorate, 5th August, 1909, Assistant Traffic Manager, Uganda Railway, on 1st April, 1914, and Deputy Traffic Manager, Uganda Railway, on 1st March 1917. His admission to pensionable status was approved in Viscount Harcourt's telegram dated 27th March, 1914, and presumably dates as from 15th March, 1909. It is proposed to abolish this post and in the memorandum accompanying my despatch No. 967 of the 19th June, it is replaced, subject to Your Grace's approval, by that of Administrative Superintendent.

Assistant Traffic Managers. 3 posts pensionable. In view of the new ruling governing "Note B" posts Your Grace's approval is being sought under separate despatches for the appointments of Mr. B. Cameron, Mr. L. M. Smart, and Mr. R. Lane to be made pensionable and I trust that the proposals in regard to these officers will be confirmed.

Chief Storekeeper. Mr. B. M. Carter was admitted to the permanent and pensionable staff vide Colonel Amery's despatch No. 432 dated 25th March, 1920.

Deputy Chief Storekeeper. Mr. W. Welch was admitted to the permanent and pensionable staff vide Viscount Milner's despatch No. 583 dated 30th June, 1919.

Assistant Storekeepers. Mr. R. L. Briars. One vacancy.

Mr. Briar's admittance to the permanent and pensionable establishment was approved in Your Grace's despatch No. 106 dated 17th January last.

District Locomotive Superintendents. The two posts are at present occupied by Mr. G. F. W. Hartnell and Mr. M. Gallagher. Mr. Hartnell's appointment was approved in Mr. Long's Confidential despatch dated

29th September, 1917. Mr. Gallagher's appointment was made pensionable on the 1st February, 1900, with effect from the date of his first appointment to the Uganda Railway viz: 28th December, 1897. He is at present on leave which will expire in July next. The pensionable status of these posts was not included in the original list but was subsequently approved in Viscount Harcourt's Confidential despatch dated 26th March, 1915.

Uganda Railway Marine.

Marine Superintendants 2. Commander R.M. Reynolds was transferred from Northern Nigerian service in 1911 in a pensionable capacity.

Superintendent, Busoga Railway Marine. Lieutenant Commander C.C. Garrett is on leave pending retirement. Recommendations have been submitted in Sir Charles Bowring's Confidential despatch No. 284 of 20th April for promotion of Mr. F.M. Jenkins to this post.

Superintending Engineer, Marine, and Deputy Superintending Engineer, Marine. These posts are in abeyance at present as approved in Mr. Churchill's despatch No. 1327 dated 11th September last and the post of Senior Marine Engineer has been substituted which is occupied by Mr. H.A. Swan. This officer's appointment to pensionable status was approved in Lord Long's despatch No. 323 of the 15th of May, 1918.

All Commanders are pensionable and in Sir Robert Coryndon's telegram No. 43 of the 9th February last, four posts are recommended in this grade. Should the promotion of Commander Jenkins to Superintendent, Busoga Railway Marine, be approved
the

the four posts will then be held by Lieutenant Commander C.B. Blencowe, Lieutenant Commander G.E. Bruce, Lieutenant Commander E.C. Beaumont and Lieutenant Commander J.O. Baskler. Approval of the Secretary of State to the appointment of all these officers to pensionable status has been obtained.

Chief Officers. The four posts are at present occupied by Lieutenant J.L. Marshall, Mr. A.P. Marsh, Lieutenant P.R. Hemsted and Lieutenant F.C. Greenwood. The admission to pensionable status of each of these officers has been approved by the Secretary of State.

Chief Engineers. Mr. C. Bennett, Mr. J. Anderson, Mr. W.E. Woods and Mr. G.P. Ellis have been approved by the Secretary of State as pensionable. Mr. G.W. Ingley is being recommended to Your Grace for pensionable status.

4. The General Manager has requested that sanction be obtained to include the post of Catering Manager as pensionable. It is considered this post will be permanent and that it entails considerable administrative and financial responsibility which will increase with the extension of railway development in the Colony.

I am submitting a recommendation to Your Grace under separate despatch regarding the present holder of this post.

I have etc.,

(Sgd) G.A.S. NORTHCOTE

Governor's Deputy.

Number of posts pensionable under Mr. Benaer Law's despatch No. 583 of 6-8-15.

Appointment.	Number of posts pensionable under Mr. Benaer Law's despatch No. 583 of 6-8-15.	Officers approved to pensionable status	Officers recommended to pensionable status.	Remarks.
Marine Superintendents	2	Commander R.M.Reynolds Lt. " C.C.Garrett	-	1 for Fusoga Marine. Commander Garrett on leave pending retirement.
(1) Suptdg.Engineer Marine	1	A)	-	
(2) Dy. "	1	B)	-	
(3) Senior Marine Engineer	1	A) Mr. H. A. Swan	-	(1) and (2) in abeyance replaced by (3).
Commanders	All	Mr. F.M.Jenkins Lt.Commr.C.D.Blencowe " " G.W.Bruc " " E.C.Posarmet " " J.O.Buchler	-	
Chief Officers	All	Lieut.J.L.Marshall Mr. A. F. Marsh Lieut.F.R.Hemsted " F.C.Greenwood	-	
Chief Engineers	All	Mr. C.Bennett " W.E.Woods " G.P.Ellis " J.Anderson.	Mr. G.W.Ingleby	

Downing Street,

18th September, 1923.

Sir,

I have the honour to acknowledge the receipt of Sir Charles Bowring's confidential despatch No. 364 of the 20th of June, on the subject of pensionable appointments on the Uganda Railway.

2. I approve the proposed amendment to Note "B" on the list enclosed with Mr. Bonar Law's despatch No. 583 of the 6th of August 1915. I think it necessary, however, in this connection to consider the question of the date from which pensionable service should be allowed to count in the case of an officer who has served first in a subordinate appointment and then in an appointment in respect of holding which he eventually becomes pensionable. A strict interpretation of the rule that in order to count for pension, temporary service must have been in the same capacity as subsequent pensionable service, would probably exclude the reckoning of any subordinate service in the majority of cases, and might be regarded as giving an undue advantage to officers whose service on agreement, though no more meritorious than that of others, is such that it can under the rule be counted ultimately for pension. Even if the interpretation of the rule were extended to cover service in the same Department, anomalies might well arise when officers were promoted to senior posts in one Department

on

GOVERNOR
SIR R. T. CORYNDON, K. C. M. G.,
&c., &c., &c.

on account of their having shown by meritorious work in another Department in a subordinate capacity that they were fitted for the promotion. A case in point is that of Mr. R. D. W. Crockart, to which reference is made below

3. I should be glad, therefore, if you would consider whether it would not be well to lay down a definite rule either that subordinate service on the Railway in any capacity should count for pension (subject to relinquishment of the Government bonuses on Provident Fund contributions) if continuous with subsequent pensionable service: or that no service should count for pension except actual service in one of the posts on the list of pensionable appointments. I should of course wish to have an opportunity of considering the recommendations which you may desire to make on this point, before any announcement is made to the staff.

4. Turning now to matters of detail, I have the following comments and decisions to communicate to you on the points raised in paragraph 3 of Sir Charles Bowring's despatch.

Deputy Chief Accountant. The presumption that the whole of Mr. S. N. Faulkner's service should be regarded as pensionable is correct.

Deputy Traffic Manager. Mr. W. McHardy is also entitled to count his whole service as pensionable.

District Locomotive Superintendents. I consider that the Note "A" on the list enclosed with Mr. Bomar Law's despatch to which I have already referred, should be applied to these posts.

Catering Manager

Catering Manager. I agree that this post should be included in the list of pensionable offices, and I consider that it should be one of those to which Note "B" applies. I approve moreover of the recommendation in Sir Charles Bowring's confidential despatch No. 391 of the 5th of July that Mr. Crockett should be confirmed in this appointment. The question however of his counting for pension his service before his appointment as Catering Manager will require further consideration in the light of whatever decision is reached on the point discussed in paragraphs 2 and 3 above. Under present arrangements I regret that it is not possible to permit this service to count as pensionable.

5. I take this opportunity also to acknowledge the receipt of Sir Charles Bowring's despatches No. 387 (confidential) of the 4th of July and No. 1155 of the 25th of July, and to convey my approval of the confirmation of Mr. L. M. Smart, Mr. J. S. Halliwell, Mr. A. B. Cameron, Mr. F. Jarrett and Mr. T. R. Stone in their appointments, subject to the proviso that the question of their counting any service in a subordinate capacity for pension is left open for the present, pending a decision on the general question of the principles to be followed in dealing with such cases.

6. I enclose a schedule of pensionable posts which has been drawn up to show the present position and which should be substituted for that prepared under Mr. Bonar Law's direction. I think it necessary, however, to take the present opportunity of inviting an
 expression

expression of your views on the general question of the desirability of abolishing the system of pensionable appointments on the Uganda Railway. You will recollect that in paragraph 136 of his report Lieutenant Colonel F.D. Hammond expressed the opinion that subject to non-interference with the existing personnel, which has been led to expect pensions in certain circumstances, and subject of course to non-interference with the pension rights of Railway officers already on the pensionable establishment, there should be no pensions for Railway officials, the place of pensions being taken for all such officers by the Provident Fund. I shall be glad to learn what is your opinion, and that of the General Manager, on this question; but I must make it clear that I should not be able to consider a change of this kind, if advocated, except for officials appointed to the Railway after a decision to abolish pensionable appointments had been taken.

I have the honour to be,

Sir,

Your most obedient

humble servant,

DEVONSHIRE.

PENSIONABLE POSTS IN THE UGANDA RAILWAY SERVICE.

Appointments.	Number of posts pensionable under Mr. Bonar Law's despatch No. 583 of 6.8.15.	Note.	Officers approved to pensionable status.	Officers recommended to pensionable status.	Remarks.
General Manager	1	A			Mr. C.L.N. Felling, C.M.G. from S.A. Railways.
Chief Accountant	1	A	Mr. H. E. Goodship		
Dy: " "	1	A	Mr. S. N. Faulkner		
Asst: " "	1	B	Mr. -	Mr. F. Jarrett	
Chief Engineer	1	A			Major G.D. Rhodes loaned by Government of India.
District Engineers	3	A	Mr. C. M. Bunbury Mr. St. Clair Grant Davie Mr. W. J. McJannet		
Assistant Engineers.	4	B	Mr. T. F. Linnell Mr. A. E. Hamp Mr. W. A. McClelland	Mr. T. H. Stone	
Chief Mechanical Engineer.	1	A	Mr. T. A. Whittaker		
Asst. Mechanical Engineer.	1	A			Has been allowed to lapse.
Asst. Loco. Superintendents	2	B		Mr. J. S. Halliwell	One vacancy
Workshop Managers	1	B	Mr. B. C. Ford		
Traffic Manager	1	A	Mr. D. H. Elias		
Deputy Traffic Manager	1	A	Mr. W. McHardy, C. I. E.		
Asst. Traffic Managers	3	B		Mr. B. Cameron Mr. L. M. Smart Mr. R. Lane	
Chief Storekeeper	1	A	Mr. B. M. Carter		
Deputy Chief Storekeeper	1	A	Mr. W. Welch		
Assistant Storekeeper	2	B	Mr. R. L. Briare		One vacancy.
Dist. Loco. Superintendents	2		Mr. G. F. Hartnell Mr. M. Gallagher		

PENSIONABLE POSTS IN THE UGANDA RAILWAY SERVICE.

Appointments.	Number of posts pensionable under Mr. Bonar Law's despatch No. 583 of 6.8.15.	Note.	Officers approved to pensionable status.	Officers recommended to pensionable status.	Remarks.
General Manager	1	A	-	-	Mr. C.L.N. Felling, C.M.G. from S.A. Railways.
Chief Accountant	1	A	Mr. H.E. Goodship	-	-
Dy: " "	1	A	Mr. S.N. Faulkner	-	-
Asst: " "	1	B	Mr. -	Mr. F. Jarrett	-
Chief Engineer	1	A	-	-	Major G.D. Rhodes loaned by Government of India.
District Engineers	3	A	Mr. C.M. Bunbury Mr. St. Clair Grant Davie Mr. W.J. McJannet	-	-
Assistant Engineers.	4	B	Mr. T.E. Linnell Mr. A.E. Hamp Mr. W.A. McClelland	Mr. T.H. Stone	-
Chief Mechanical Engineer.	1	A	Mr. T.A. Whittaker	-	-
Asst. Mechanical Engineer.	1	A	-	-	Has been allowed to lapse.
Asst. Loco. Superintendents	2	B	-	Mr. J.S. Halliwell	One vacancy
Workshop Managers	1	B	Mr. B.C. Ford	-	-
Traffic Manager	1	A	Mr. D.H. Elias	-	-
Deputy Traffic Manager	1	A	Mr. W. McHardy, C.P.E.	-	-
Asst. Traffic Managers	3	B	-	Mr. B. Cameron Mr. L.M. Smart Mr. R. Lane	-
Chief Storekeeper	1	A	Mr. B.M. Carter	-	-
Deputy Chief Storekeeper	1	A	Mr. W. Welch	-	-
Assistant Storekeeper	2	B	Mr. R.L. Briars	-	One vacancy.
Dist. Loco. Superintendents	2		Mr. G.F.W. Hartnell Mr. M. Gallagher	-	-

Deputy Traffic Manager

If there is any doubt as to the date from which Mr. Mac Hardy's 567
presumably service began it should be referred to the BEA?

See below
off

Asst Traffic Manager

The despatches referred to have not yet been received. Cameron has now put in 5 years & could be confined as that; Smart could be confined under the new fixture B.

See 39979/23
reaction proposed
below as
to Smart
& Cameron
off

I don't understand the recommendation as regards Mr. Law. Kenya seems to be in the length that they terminated his app. but perhaps it is merely intended to make a permanent possibility for him. He has now been transferred to a more favourable post in Nigeria.

Lane's case
is already
disposed of
on file.
off

wait for the despatches

Superintendent, Busoga Railway Station

✓ Mr. Jenkins promotion has been approved. us for - 26/10/53

Para 4 of despatch

Catering Manager. I think the proposal that the post may be more financially viable could be approved on the file of Mr. Crookland (6513)

See below
off

Minutes also
on original files
considered &
off

Ref. 11. 5. 23

This dept. is crowded with a good deal of rather unnecessary detail, though the information is useful in some respects.

(1) The main point is the proposed amendment to footnote "B" to which I think we should agree.

It is necessary however to consider in this connection the question of the date from which pensionable service is to run. That is to say if a man has served e.g. for 3 years as a Station master & then for 2 years as an Ass. Traffic Manager and is appointed in the latter appt. under the new proposal, does pensionable service count from date of first appt. or only from date of appt. to a pensionable grade?

The question has
of

of course come up in the past, and cases have, so far as I know, been decided more on their merits than in accordance with any general decision, the usual rule about the service having been in the same capacity having been stretched a bit to include service in the same Dept. (cf. minutes on No 188, file 4379/SA Halliwell. I don't know that the Treas. would readily agree that service as a foreman was in the same capacity as service as an Ass. Loc. Supt.).

These railway people are in rather a special position, and

9. The difficulty which we have had in getting Treas. to agree to fitter service coming into case of mainline
C.P.

I believe it would be a good plan to rule that when a man ^{is} made pensionable all (continuous) service on the railway should count for pension subject to refund of any Provident Fund bonuses. Alternatively it should be laid down that in no case can service in a subordinate grade count for pension, such service being regarded as sufficiently rewarded by the P.F. bonus.

We should, I think, ask O.A.B. for views on this question.

(2) If, as proposed, the new footnote "B" is approved, the admission of the 4 officers mentioned in 39979/23 may be sanctioned

Yes. But it is a case of a hearing is still open for the Board to decide. *all*

sanctioned, the question of the date from which pensionable service is to be reckoned being left open for comment in the light of the decision of the question raised in (1) above.

(3) The only ^{other} questions of detail we need take up in our reply are:-

(a) Mr. Faulkner. See 45060/08. There can be no doubt that he must be regarded as pensionable throughout.

(b) District loco. Supts. Clearly these should be "A" appts. on the ~~old~~ analogy of District Engineers.

(c) Mr. McHardy. See 23597/09. He is

in the same position as
 Mr. Faulkner, i.e. an
 ex-Examiner of Accounts
 in the Exchequer & Audit
 Dept. There can be no
 doubt that he also should
 be regarded as pensionable
 throughout.

(d) Mr. Crockett. The
 post of Catering manager
 should be added to
 the Schedule as a "B"
 post & Mr. Crockett
 may be confirmed in
 it. But the question
 whether his ^{21st} service
 prior to his appt. to
 this post can count
 for pension depends
 upon what is decided
 on the question raised
 in (1) of my minute.

? Reply to the O.A.C.
 on the lines indicated
 in this minute, and
 revised
 enclose a schedule
 of pensionable appts.
 as drawn up by Mr.
 Jewell with my
 amendments in pencil
 [Span copies shd. be
 made for reference in
 Dept.]. A copy of
 the schedule shd. also
 go to C.A. for info.

C.J.J. 1.9.23

[When action taken
 recur. to T.T. Dept.
 to consider as to
 similarly amending
 Note B as regards
 T.T. railwaymen.
 Mr. Drouin agrees
 that we should
 settle U.S. Reg. first]

1. In these 2 papers, I agree to action proposed, but I don't like to see Dept.

2. Necessary work was done in personal files. Done. ~~done~~

3. That what puzzles me is the cheery way in which everyone is kidding each other, apparently not feeling any sense that personnel files, as yet, are to continue.

Col. Hammond in para 138 of his Report advised that, subject to non-interference with the existing personnel of the Dept. he is to request permission in certain cases, subject of course to non-interference with the person higher of Rwy. Officers already on the personnel list, permission for Rwy. Officers to be absorbed: the Provident Fund will take its place. He argues the matter at length in para ~~138~~ 138.

I am not prepared to agree with this proposal - although his reason for agreement is not that which

(Gor/6047/12)

led Col. Hammond to make his recommendation. 571

There is no refⁿ to this subject, so far as I can see, in only 124399/23.

With evidence given before the Private Enterprise Bill, so far as I have seen it, one - indeed, the only concrete - alleged advantage of private management over State management of Rwy. is that it is more difficult for the Govt. to get rid of its servants, & the fact that senior Govt. Railway Officials are mostly in specific mention. So far as legal negotiable interpretation of contracts - i.e. agreements of this form of contract - with individual Officers is concerned, I am thankful that Govt. does move in such a way as to look after the interests of its Officials; if it is the fact that business firms are less considerate,

Since writing this minute, I have been before P.L. Com. - other said that Govt. was being invited to consider of abolishing ~~the~~ U.C. Dept. act 11.9.25

God forbid that we should
introduce this part of
business methods into
Gov. service.

But for all that it
is for consideration the
whole principle of purchase
apply for Navy Medical
and not be abandoned.
It must at least be
tried. J.D. also
will have to be consulted,
& it may well be that
W.D. must come into it
also, as Nigerian Reports
have been quoted (I think)
as Reports on the all
apply as permissible.

∴ in writing to only make
the opportunity to ask for
views of the Govt. on this
matter - referring to the
former report (but not
to the Cooper rec. which is
really 'dead' as Cooper
is now replaced by Telling).
making it clear that in any
event Govt. will not be able
to consider a change of this
nature if advocated, except for

Medical appointments to
the Army after a decision
to get rid of posts 572
apply has been taken -

~~subsequent to the decision~~
~~to get rid of posts 572~~

then review for dip. li

T.T. on this point as
well as on other P.

Dipnd A
on 5587/1/11
9/40

acc?
3.7.23
alone

Uganda Railway

List of Pensionable Appointments

Appointment	Number Pensionable	Note	Remarks
General Manager	1	A	Present holder (Mr. Tolson) seconded from South African Railways and not on the pensionable establishment of Kenya
Chief Accountant	1	A	
Deputy Chief Accountant	1	A	
Assistant Chief Accountant	1	B	
Chief Engineer	1	A	Present holder (Mr. P. B. B. B.) sent by the Govt of India, and not on the pensionable establishment of Kenya.
District Engineers	3	A	
Assistant Engineers	4	B	
Mechanical Engineer & Workshops Manager	1	A	Substituted for [Chief Mechanical Engineer] (Mr. B. B. B.)
District Forestry Superintendent	2	A	See 11977 for a further note
Assistant Locomotive Superintendent	2	B	
Workshop Manager	1	B	
Traffic Manager	1	A	
Assistant Traffic Superintendent	1	A	
Deputy Traffic Manager	1	A	Proposed to abolish this post, to be substituted by Assistant Traffic Superintendent
Assistant Traffic Manager	3	B	
Chief Storekeeper	1	A	
Deputy Chief Storekeeper	1	A	
Assistant Storekeeper	2	B	
Catering Manager	1	A	
Marine Superintendent	1	A	
Superintending Engineer Marine	1	A	Post is vacant for the present, and post of Senior Marine Engineer (pensionable, Note A) substituted
Deputy Supt. Eng. Marine	1	B	
Commander	all	C	
Chief Officer	all	C	
Chief Engineer	all	D	

Notes

- Subject to ordinary period of probation in the case of an officer not already pensionable.
 - Subject to five years approved service or agreement ~~to be substituted by a period of which the minimum is six months~~ in the case of which the minimum is six months.
 - Subject to five years total approved service or agreement with Uganda Railway Marine or the Kenya Railway Marine.
 - Subject to five years total approved service of which two years as Chief Engineer or previous admission to officer's status.
- Officers promoted which still require approval from an officer to which Note B applies to an officer to which Note A applies will as a rule be required to serve a probation in the latter office.

UGANDA RAILWAY

LIST OF PENSIONABLE APPOINTMENTS

Appointment	Number Pensionable	Note	Remarks
General Manager	1	A	- Present holder seconded from South African Railways and not on the pensionable establishment of Kenya.
Chief Accountant	1		
Deputy Chief Accountant	1		
Assistant Chief Accountant	1		
Chief Engineer	1		- Present holder lent by the Government of India, and not on the pensionable establishment of Kenya.
District Engineers	3		
Assistant Engineers	4		
Mechanical Engineer and Workshops Manager	1		Substituted for Chief Mechanical Engineer
District Locomotive Supts.	2	A	
Assistant Locomotive Supts.	2	B	
Workshops Manager	1	B	
Traffic Manager	1	A	
Administrative Superintendent	1	A	
Assistant Traffic Managers	3	B	
Chief Storekeeper	1	A	
Deputy Chief Storekeeper	1	A	
Assistant Storekeepers	2	B	
Catering Manager	1	B	
Marine Superintendents	2	A	One full Design Marine
Superintending Engineer, Marine	1	A	Posts in absence for the present and post of Senior Marine Engineer (pensionable, Note A) substituted.
Deputy Supg. Engineer, Marine	1	B	
Commanders	all	C	
Chief Officers	all	C	
Chief Engineers	all	D	

- A. Subject to ordinary period of probation in the case of an officer not already pensionable.
 B. Subject to five years' approved service on agreement, two years of which must be in the post in respect of which the recommendation is submitted.
 C. Subject to five years' total approved service on agreement in the Uganda Railway Marine or the Kenya Railway Marine.
 D. Subject to five years' total approved service of which two years as Chief Engineer and to previous admission to officer's status.

Officials promoted while still on agreement from an office to which Note B applies to an office to which Note A applies will as a rule be required to serve on probation in the latter office before they can be regarded as eligible for admission to pensionable status.

KENYA.

No. 564.

CONFIDENTIAL.



575

GOVERNMENT HOUSE,
NAIROBI,
KENYA.

20th June, -1923.

35351

Re:

My Lord Duke,

I have the honour to refer to Your Grace's despatches Nos.182 and 183 dated 30th of January last, on the subject of pensionable appointments in the Uganda Railway Service, and to inform Your Grace that the general question of the alteration of the ruling applicable to all posts to which the notes "B" and "D" are applied in the list enclosed with Mr. Bonar Law's despatch No.583 of the 6th of August, 1915, has been submitted to the new General Manager of the Railway who concurs that the terms applicable to all such posts should now be altered as suggested in Governor's despatch No.1651 of the 5th of December last. The Footnote "D" in respect of Chief Engineers will be altered accordingly.

As regards the appointments to which Note "B" applies, I would suggest for Your Grace's consideration that the footnotes should read:-

B. Subject to five years approved service, two years of which must be in the post in respect of which the recommendation is submitted.

2. On close investigation of the number of posts already pensionable in the Railway Service, I find that the list differs slightly from the Schedule which accompanied Mr. Bonar Law's despatch referred

GRACE

THE DUKE OF DEVONSHIRE, K.G., P.C., G.C.M.G., G.C.V.O.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S.W.

S80 ✓
1677 22
23

File
4379

edules.

401
23624

501
1677 22
23

referred to above. The appointment of "1 Assistant Mechanical Engineer" has lapsed and "2 District Locomotive Superintendents" have been added.

3. I enclose Schedules of the posts shewing the present holders and the names of officers recommended for existing vacancies, and beg to submit the following remarks thereon:-

General Manager. The present holder, Mr. C.L.N. Felling, C.M.G., has been seconded from the South African Railways. He is not, therefore, on the pensionable establishment of the Uganda Railway.

File 17502 ✓

Chief Accountant. Mr. H.E. Goodship's transfer from the Sierra Leone Government Railway in 1908, to the pensionable post of Chief Assistant Accountant in the Uganda Railway, was notified in Earl Grewe's despatch No. 435 dated 1st September, 1908. His promotion to Chief Accountant was approved in Mr. Bonar Law's despatch, Confidential, dated 31st May, 1915.

File 3327 ✓

Deputy Chief Accountant. Mr. S.N. Faulkner, O.B.E., was transferred from the Exchequer and Audit Department of the British Civil Service early in 1908, to the appointment of Assistant Auditor. It is therefore presumed that the whole of his service is pensionable.

Assistant Chief Accountant. This post is noted "B", and, in accordance with the recommendations submitted in paragraph 1 above, I trust Your Grace will now accord covering approval to Sir Robert Coryndon's despatch No. 37 of the 4th of January last, recommending that Mr. F. Jarrett be made pensionable as from the date of his first appointment.

S.O. 31214

*08 ✓
P. deane
(No 12) 1917*

File 3190

No 30 1st 4/1914

File 4894

Chief

File 144282 EA
7m even.

Chief Engineer. The present holder of this post is Major G.D.Rhodes, C.B.E., D.S.O., R.E., who has been loaned from the Government of India. He is not therefore on the pensionable establishment of this Colony, though this Government is liable for his pension contributions to that Government during the period of his secondment.

District Engineers. These posts are held by Mr. C.M.Bunbury, Mr. St.Clair Grant Davie and Mr. W.J.McJannet, approval for whose admission to pensionable status was received respectively in Earl Crewe's Confidential despatch of the 26th of May, 1909, Mr. Harcourt's Confidential despatch dated 17th October, 1912, and Mr. Bonar Law's despatch No.868 dated 25th November, 1915.

File 53378/10

Assistant Engineers of which 4 are pensionable. The pensionable posts are occupied by Mr. T.F.Linnell, Mr. A.E.Hamp, Mr. W.A.McClelland, and there is one vacancy. The admission to pensionable status of the two former was approved in Mr. Bonar Law's despatch No.868 of the 25th November, 1915. Mr. McClelland's pensionable appointment was approved in Mr. Churchill's Confidential despatch dated 21st February, 1922.

File 53378/10

Under separate despatch I am submitting for Your Grace's approval a recommendation that Mr. T.H.Stone be admitted to the pensionable staff to fill the existing vacancy.

* attached 24/1/23

Chief Mechanical Engineer. Mr. T.A.Whittaker, the present holder of this post, is at present on leave prior to retirement as approved in Your Grace's telegram of the 26th of January. I recommend that

(in case)

the

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the new post of Mechanical Engineer and Workshops Manager referred to in my telegram No.173 of 15th June be substituted for that of Chief Mechanical Engineer in the pensionable establishment in the event of its being approved.

Assistant Mechanical Engineer. This post has been allowed to lapse.

3 Assistant Locomotive Superintendents of which 2 are pensionable. No officers at present on this grade enjoy pensionable status. A recommendation was submitted under cover of Governor's despatch No.1655 of the 6th December, in respect of Mr.J.S.Halliwel and provisionally approved in Your Grace's despatch No.183 of the 30th of January last. I trust Your Grace will now be disposed to accord your sanction to that recommendation. Further recommendations will be submitted as the General Manager considers necessary.

No.10-216
1/4/29
EA

Workshops Manager. Mr. P.C.Ford; approval to his being placed on the permanent and pensionable establishment was contained in Viscount Milner's despatch No.1276 dated 2nd September, 1920.

216
1/7/21
EA

Traffic Manager. Mr. D.H.Elias' admission to the permanent and pensionable staff with effect from the date of his first appointment, as recommended in Sir Robert Goryndon's despatch No.325 dated 2nd March, last was approved in Your Grace's despatch No.545 dated 18th April last.

216
1/7/21
EA

Deputy Traffic Manager, Mr.W.McHardy, O.B.E., was appointed Examiner, Exchequer and Audit Department, London, on 15th March, 1909, Assistant Auditor, East

216
1/4/09
EA

Africa

Africa Protectorate, 5th August, 1909, Assistant Traffic Manager, Uganda Railway, on 1st April, 1914, and Deputy Traffic Manager, Uganda Railway, on 1st March, 1917. His admission to pensionable status was approved in Viscount Harcourt's telegram dated 27th March, 1914, and presumably dates as from 15th March, 1909. It is proposed to abolish this post and in the memorandum accompanying my despatch No.967 of the 19th June, it is replaced, subject to Your Grace's approval, by that of Administrative Superintendent.

*046,
35163
27 k.
9 m. even
now by G. M.*

Assistant Traffic Managers. 3 posts pensionable.

In view of the new ruling governing "Note B" posts Your Grace's approval is being sought under separate despatches for the appointments of Mr. B. Cameron, Mr. L.M. Smart, and Mr. R. Lane to be made pensionable and I trust that the proposals in regard to these officers will be confirmed.

*79/23
not used
2/11/19*

Chief Storekeeper. Mr. B.M. Carter was admitted to the permanent and pensionable staff vide Colonel Amery's despatch No.432 dated 25th March, 1920.

Deputy Chief Storekeeper. Mr. W. Welch was admitted to the permanent and pensionable staff vide Viscount Milner's despatch No.582 dated 30th June, 1919.

Assistant Storekeepers. Mr. R.L. Briars. One vacancy.

Mr. Briar's admittance to the permanent and pensionable establishment was approved in Your Grace's despatch No.106 dated 17th January last.

District Locomotive Superintendents. The two posts are at present occupied by Mr. G.F.W. Hartnell and Mr. M. Gallagher. Mr. Hartnell's appointment was approved in Mr. Long's Confidential despatch dated

retiring

Relas 15 M 13451
 29th September, 1917. Mr. Gallagher's appointment was made pensionable on the 1st February, 1900, with effect from the date of his first appointment to the Uganda Railway viz. 28th December, 1897. He is at present on leave which will expire in July next. The pensionable status of these posts was not included in the original list but was subsequently approved in Viscount Harcourt's Confidential despatch dated 26th March, 1915.

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11972
X
15

Uganda Railway Marine.

file 114
Marine Superintendents 2. Commander R.M.Reynolds was transferred from Northern Nigerian service in 1911 in a pensionable capacity.

file 154
Superintendent, Busoga Railway Marine. Lieutenant Commander C.O.Garrett is on leave pending retirement.

Recommendations have been submitted in Sir Charles Bowring's Confidential despatch No.284 of 20th April for promotion of Mr. F.M.Jenkins to this post. *file 284*

Superintending Engineer, Marine, and Deputy Superintending Engineer, Marine. These posts are in abeyance at present as approved in Mr. Churchill's despatch No.1327 dated 11th September last and the post of Senior Marine Engineer has been substituted which is occupied by Mr. H.A.Swan. This officer's appointment to pensionable status was approved in Lord Long's despatch No.323 of the 15th of May, 1918. *file 24 71522*

All Commanders are pensionable and in Sir Robert Coryndon's telegram No.43 of the 9th February last, four posts are recommended in this grade. Should the promotion of Commander Jenkins to Superintendent, Busoga Railway Marine, be approved

the

file
18184
X

the four posts will then be held by Lieutenant ^{file 928} Commander C.B. Blencowe, ^{file 1999} Lieutenant Commander G.W. Bruce, ^{file 5226} Lieutenant Commander E.C. Bosanquet and ^{file 4546} Lieutenant Commander J.O. Buckler. Approval of the Secretary of State to the appointment of all these officers to pensionable status has been obtained.

Chief Officers. The four posts are at present ^{file 4627} occupied by ^{file 5082} Lieutenant J.L. Marshall, ^{file 5435} Mr. A.F. Marsh, ^{file 5523} Lieutenant F.R. Hemsted and Lieutenant F.C. Greenwood. The admission to pensionable status of each of these officers has been approved by the Secretary of State.

Chief Engineers. ^{file 3563} Mr. G. Bennett, ^{file 4550} Mr. J. Anderson, ^{file 4537} Mr. W.E. Woods and ^{* file 196} Mr. G.P. Ellis have been approved by the Secretary of State as pensionable. ^{file 6489} Mr. G.W. Ingleby is being recommended to Your Grace for pensionable status.

4. The General Manager has requested that sanction be obtained to include the post of Catering Manager as pensionable. It is considered this post will be permanent and that it entails considerable administrative and financial responsibility which will increase with the extension of railway development in the Colony.

I am submitting a recommendation to Your Grace under separate despatch regarding the present holder of this post.

I have the honour to be,
 Your Grace's most devoted
 and most obedient servant,

F. A. S. Kerthick
 GOVERNOR'S DEPUTY.

* in case sub from the
 6/4/19 EA
 holder of post
 RDW
 sub 655/14

76
 6513

PENSIONABLE POSTS IN THE UGANDA RAILWAY SERVICE.

582

Department.	Number of posts pensionable under Mr. Bonarlaw's despatch No. 585 of 6-8-16.	Note.	Officers approved to pensionable status.	Officers recommended to pensionable status.	Remarks.
Manager	1	A	-	-	Mr. C.L.N. Felling, C.M.G. from S.A. Railways.
Assistant	1	A	Mr. H.E. Goodship	-	-
"	1	A	Mr. S.N. Faulkner	-	-
"	1	B	-	Mr. F. Jarrett	-
Engineer	1	A	-	-	Major G.D. Rhodes loaned by Government of India.
Engineers	3	A	Mr. C.M. Bunbury " St. Clair Grant Davie " W.J. McJannet	-	-
Engineers	4	B	Mr. T.F. Linnell " A.E. Hamp " W.A. McClelland	Mr. T.H. Stone	-
Technical Engineer	1	A	Mr. T.A. Whittaker	-	-
"	1	A	-	-	Has been allowed to lapse.
Superintendents	2	B	-	Mr. J.S. Halliwell	One vacancy
Managers	1	B	Mr. P.C. Ford	-	-
Manager	1	A	Mr. D.H. Elias	-	-
Office Manager	1	A	Mr. W. McHardy, C.B.E.	-	-
Managers	3	B	-	Mr. B. Cameron " L.M. Smart " R. Lane	-
Keeper	1	A	Mr. B.M. Carter	-	-
Chief Storekeeper	1	A	Mr. W. Welch	-	-
Storekeeper	2	B	Mr. E.L. Briars	-	One vacancy.
Superintendents	2		Mr. G.F.W. Hartnell Mr. M. Gallagher.	-	-

PENSIONABLE POSTS IN THE UGANDA RAILWAY SERVICE.

Appointments.	Number of posts pensionable under Mr. Bonar Law's despatch No. 583 of 6.6.15.	Note.	Officers approved to pensionable status.	Officers recommended to pensionable status.	Remarks.
General Manager	1	A	-	-	Mr. C. L. N. Felling, C.M.G. from S.A. Railways.
Chief Accountant	1	A	Mr. H. E. Goodship	-	-
Dy: " "	1	A	Mr. S. N. Faulkner	-	-
Asst: " "	1	B	Mr. -	Mr. F. Jarrett	-
Chief Engineer	1	A	-	-	Major G. D. Rhodes loaned by Government of India.
District Engineers	3	A	Mr. C. M. Bunbury Mr. St. Clair Grant Davie Mr. W. J. McJannet	-	-
Assistant Engineers	4	B	Mr. T. E. Linnell Mr. A. E. Hamp Mr. W. A. McClelland	Mr. T. H. Stone	-
Chief Mechanical Engineer.	1	A	Mr. T. A. Whittaker	-	-
Asst. Mechanical Engineer.	1	A	-	-	Has been allowed to lapse.
Asst. Loco. Superintendents	2	B	-	Mr. J. S. Helliwell	One vacancy
Workshop Managers	1	B	Mr. B. C. Ford	-	-
Traffic Manager	1	A	Mr. D. H. Elias	-	-
Deputy Traffic Manager	1	A	Mr. W. McHardy, O.B.E.	-	-
Asst. Traffic Managers	3	B	-	Mr. B. Cameron Mr. L. M. Smart Mr. R. Lane	-
Chief Storekeeper	1	A	Mr. B. M. Carter	-	-
Deputy Chief Storekeeper	1	A	Mr. W. Welch	-	-
Assistant Storekeeper	2	B	Mr. R. L. Briars	-	One vacancy.
Dist. Loco. Superintendents	2		Mr. G. F. V. Hartnell Mr. M. Gallagher	-	-

Number of posts pensionable under Mr. Bower Law's despatch No. 563 of 6.6.15.

Note.

Officers approved to pensionable status.

Officers recommended to pensionable status.

Remarks.

Number of posts pensionable under Mr. Bower Law's despatch No. 563 of 6.6.15.	Note.	Officers approved to pensionable status.	Officers recommended to pensionable status.	Remarks.
General Manager	1	A	-	Mr. G. L. N. Pelling, C.M.G. from S.A. Railways.
Chief Accountant	1	A	Mr. H. E. Goodship	-
Dy: " "	1	A	Mr. S. N. Faulkner	-
Asst: " "	1	B	Mr. -	Mr. F. Jarrett
Chief Engineer	1	A	-	Major G. D. Rhodes loaned by Government of India.
District Engineers	3	A	Mr. C. M. Bunbury Mr. St. Clair Grant Davie Mr. W. J. McJannet	-
Assistant Engineers	4	B	Mr. T. E. Linnell Mr. A. E. Hamp Mr. W. A. McClelland	Mr. T. H. Stone
Chief Mechanical Engineer.	1	A	Mr. T. A. Whittaker	-
Asst. Mechanical Engineer.	1	A	-	Has been allowed to lapse.
Asst. Loco Superintendents	2	B	-	Mr. J. S. Halliwell
Workshop Managers	1	B	Mr. E. C. Ford	-
Traffic Manager	1	A	Mr. D. H. Elias	-
Deputy Traffic Manager	1	A	Mr. W. McHardy, O.B.E.	-
Asst. Traffic Managers	1	B	-	Mr. B. Cameron Mr. L. M. Smart Mr. R. Lane
Chief Storekeeper	1	A	Mr. E. M. Carter	-
Deputy Chief Storekeeper	1	A	Mr. W. Welch	-
Assistant Storekeeper	2	B	Mr. R. L. Briars	One vacancy.
Dist. Loco Superintendents	2		Mr. G. F. V. Hartnell Mr. M. Gallagher	-

Gov/35851/23

Kenya.



584

make note of on all the pers. files concerned.

ack

18 Sept. 1923

DRAFT.

9nd

Sir,

I have to ack. the

Kenya
Conf.

Ans'd.
4/4/33
.24

receipt of Sir Charles
Barning's conf. no. 364

v. Coryndon.

of the 20th of June,

MINUTE.

on the subject of pensurable

Mr. Jeffries 14.9.23

Mr. Parkinson

Mr.

Sir C. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire

for curson.

appointments on the

Uganda Railway.

2. I approve the ^{proposed} L

amendment to Note "B"

on the list enclosed with

Mr. Bonar Law's desq.

no. 583 of the 6th of

Aug., 1915. I think

it necessary, however,

Schedule annexed to minutes in 35851. To be typed as amended in pencil, and several spare copies to be made). (23624/15)

Reciev. to T.T. Dept.

in this connection to consider
the question of the date
from which pensionable
service should be allowed
to count in the case of
an officer who has
served first in a subordinate
app't. and then in an
app't. in respect of holding
which he eventually becomes
pensionable. A strict

interpretation of the rule
in order to count for pension ~~that~~
that temporary service
must have been in the
same capacity as subsequent
pensionable service, would
probably ~~rule out~~ ^{exclude} the
reckoning of any subordinate
service in the majority of
cases, and might be
regarded

in this connection to consider
 the question of the date
 from which pensionable
 service should be allowed
 to count in the case of
 an officer who has
 served first in a subordinate
 appt. and then in an
 appt. in respect of holding
 which he eventually becomes
 pensionable. A strict

interpretation of the rule
 in order to count ~~for~~ pensionable
 that temporary service
 must have been in the
 same capacity as subsequent
 pensionable service, would
 probably ~~rule out~~ ^{exclude} the
 reckoning of any subordinate
 service in the majority of
 cases, and might be
 regarded

DRAFT.

2

MINUTE

- Mr.
- Mr.
- Mr.
- Sir C. Davis.
- Sir G. Grindie.
- Sir H. Read.
- Sir J. Masterton Smith.
- Mr. Ormsby Gore.
- Duke of Devonshire.

regarded as giving an undue
 advantage to officers whose
 service in department,
 cases, though no more
 meritorious, ~~deserving~~ ^{that} than those of
 others, ~~less capable of~~
 (the rule becomes) ultimately ~~promotions~~
 being brought under the

rule. Even if the
 interpretation of the rule
 were extended to cover
 service in the same
 Dept., anomalies might
 well arise when officers
 are promoted to senior
 posts in one Dept. on
 account of ~~their having~~ ^{their having}
 shown by meritorious
 work in another
 in a subordinate capacity
 Dept. that they were
 fitted for the promotion.

A case in point is
 that of Mr. Crockett,
 to which reference is
 made below.

3. I should be glad,
therefore, if you would
consider whether it
would not be well
to lay down a definite
rule either that subordinate
service on the Railway in
any capacity should count
for pension (subject to
^{relinquishment}
~~relinquishment~~ of the Govt. bonuses
on ~~the~~ Provident Fund (contributions)
if continuous with subsequent
~~or promotion to a pensionable~~
service _L or that no service
should count for pension
except ^{actual} _L service in one of
the posts on the list
of pensionable appointments.
I should of course wish
to have an opportunity
of

3. I should be glad, therefore, if you would consider whether it would not be well to lay down a definite rule either that subordinate service on the Railway in any capacity should count for pension (subject to relinquishment of the Govt. bonus on ~~the~~ ^{the} President Fund contributions) if continuous with subsequent ~~a~~ ^a pensionable service; or that no service should count for pension except ^{actual} service in one of the posts in the list of pensionable appointments. I should of course wish to have an opportunity of

of considering ^{the} ~~any~~ recommendations which you may ^{desire} ~~wish~~ to make on this point, before any announcement is made to the staff.

DRAFT.

3

MINUTE.

- Mr.
- Mr.
- Mr.
- Sir C. Davis.
- Sir G. Grindle.
- Sir H. Read.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Duke of Devonshire.

4. Turning now to the matters of detail, I have the following comments and decisions to communicate to you on the points raised in para. 3 of Sir Charles Baring's despatch.

Deputy Chief Accountant.

The presumption that the whole of Mr. S. R. Faulkner's

Faulkner's service should be regarded as pensionable is correct.

District Locomotive Supts.

~~I consider that the Note~~

~~"A"~~

Deputy Traffic Manager.

W.
Mr. [unclear] Hardy is also entitled to count his whole service as pensionable.

District Locomotive Supts.

I consider that the Note "A" on the list enclosed with Mr. Brown Law's despatch which I have already referred, should be applied to these posts.

Catering Manager.

I agree that this post should be included

Faulkner's service should be regarded as pensionable in correct.

District Locomotive Supt.

~~I consider that the Note~~

~~is~~

Deputy Traffic Manager.

W. Mr. Hardy is also entitled to count his whole service as pensionable.

District Locomotive Supt.

I consider that the Note "A" on the list enclosed with Mr. Boman Law's despatch which I have already referred, should be applied to these posts.

Catering Manager.

I agree that this post should be included

in the list of pensionable officers, & I consider that it should be one of those to which Note "B" applies. I approve moreover of the recommendation in Sir Charles Bourne's conf. despatch no. 391 of the 5th of July that Mr. R. D. Crockett

DRAFT.

4

MINUTE.

Mr.

Mr.

Mr.

Sir G. Davis.

Sir G. Grinade.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire.

(6573/EA)

should be confirmed in this appointment.

The question however of his pensionable service before his appt. as Catering manager will require further consideration

in the light of whatever
decision is reached on the
point discussed in paras

r 3
2/ above. Under present
arrangements I regret that
it is not possible to permit this service to
5. I take this opportunity } count as
} pensionable.

also to ack. the receipt

of Sir Charles Brownig's

despatches no. 387 (confidential)

(39979)

of the 4th of July and

no. 1153 of the 25th of

(5334/EM)

July, and to convey my

approval of the confirmation

of Mr. L. M. Smart, Mr.

J. S. Halliwell, Mr. A. B.

Cameron, Mr. F. Jarrett

and Mr. T. H. Stone in

their appointments, subject

to

in the light of whatever
decision is reached on the
point discussed in paras

2/3
2/ above. Under present
arrangements I regret that
it is not possible to permit their service to
5. I take this opportunity } count as
pensionable.

also to ack. the receipt

of Sir Charles Brownig's

despatches no. 387 (confidential) (39979)

of the 4th of July and

no. 1153 of the 25th of (5534/8M)

July, and to convey my
approval of the confirmation
of Mr. L. M. Smart, Mr.

J. S. Halliwell, Mr. A. B.

Cameron, Mr. F. Jarrett

and Mr. T. G. Stone in

their appointments, subject
to

to the proviso that the
question of their counting any
service in a subordinate
capacity for pension is
left open for the present,
pending a decision on the
general question of the
principles to be followed
in dealing with such
cases.

6. I enclose a schedule
of pensionable posts which
has been drawn up to
show the present position
and which should be
substituted for that
prepared under Mr.
Bonar

DRAFT.

(5)

MINUTE.

Mr.

Mr.

Mr.

Sir C. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire.

Bonar Law's direction. I

think it necessary, however,

to take the present opportunity

of writing an expression of
your views on the ^{general} question
of the feasibility of
~~whether it is not desirable~~
abolishing the system of
~~to abolish the principle~~

of ~~having any~~ pensionable
on the Uganda Railway.)

railway appts. [You will

recall that in para. 138

of his report ^{Lieut. F.D.} [Col. [Hammond

expressed the opinion that,

subject to non-interference with
the existing personnel, which has

been led to expect pensions

in certain cases, and subject

of course to non-interference

with the pension rights of

~~Railway~~ Railway

Bonar Law's direction.]

think it necessary, however,

to take the present opportunity

of inviting an expression of
your views on the ^{general} question
of the feasibility of
~~whether it is not desirable~~
abolishing the system of
~~to abolish the principle~~

of being ~~any~~ pensionable
^{on the Uganda Railway.}
railway appts. [You will

recollect that in para. 138

of his report ^{dated 7.11.} [Col. [Hammond

expressed the opinion that,

subject to non-interference with
the existing personnel, which has

been led to expect pensions
in certain cases, and subject

of course to non-interference

with the pension rights of
~~the~~ Railway

Railway officers already on
the pensionable establishment,

there should be no pensions

for Railway officials, the

place of pensions being
for all such officers
taken [by the Provident

fund. I shall be

glad to learn what is

your opinion, and

that of the General

Manager, on this

^{but I must}
question; ^{on the under-}
^{stand it clear that I should}
~~standing that I should~~

not be able to consider

a change of this kind,

if advocated, except

for officials appointed

DRAFT.

6

MINUTE.

Mr.

Mr.

Mr.

Sir C. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormaby-Gore.

Duke of Devonshire.

to the Railway after
a decision to abolish
pensionable appts. had
been taken.

Signed DEVONSHIRE