

EAST AFR. PROT
11/13/13

4441
REC-26 DEC 13

request that you will move
the R.L. of the Treasury to
issue instructions to the Deputy
Master of the Mint for the
supply of the coin to the East
of the coin now required.

~~I am to add that h.d. th.~~

P.H. would be glad if he could be informed
what is the earliest date on
which this coin could be
prepared by the Mint, as
it is undesirable to delay

shipment any longer than is
absolutely necessary; and
I am to add that
if it should appear that

the Mint cannot supply
the coin in the course of
the next few two or three months,
he considers that other
arrangements should be
made so to obtain this
coin for the P.H. promptly.

(Procured
I found here
I repeat at
present but
know how to
others would
H.S.)

(Signed) H. J. READ.
for the Under Secretary of State

Crown Agents

1913

2nd Sec.

Last previous Paper

455!

Copy for 30 cars 7 months

Second Engineers in Railway Marine

Submit details on emoluments & status &
applicants & obtaining suitable candidates
Send copies with Ref. & suggest some improvement
in terms & conditions of appl.

Mr J. Anderson at Bottom by

The Gov. has not dealt with
the 2nd Engineers in 1913
or Govt 435243 -
On Dis. of 2 hrs in
OAG/1800s had not arrived
in time for him to consider
this question.

It is proposed to place
Chief Engineer on scale
£ 500 - £ 750 - £ 1000 + £ 30
from 1/6/14 - a 1st G. U.

Next subsequent Paper

455

2nd Engineer on the scale
\$240 - \$70 - \$280 (with
first class papers) instead
of \$200 - \$70 - \$250 (with
second class papers).

It is proposed to get one of
these men extra in 1944-45.

The C.A. idea of an initial salary
of \$200 for 2nd Engineer based
on Nigerian practice must be
killed out. I think, at once.

2 copies of this letter to Gen.
Earl with copy of an letter to C.A.
on ady/130009 personnel -
with ref. to Disp. 972 of 12 Nov.
say that Dept. will await
Gov's views in reply to that
Disp. - but say that
while Dept. wd. not be dis-
posed to reject the suggestion
as to an increase of salary
as proposed by the G. M.
(\$220 - \$70 - \$280), he

The C.A. suggestion of an
initial salary of \$300 - 390
& that having referred to C.A.
statement that even if the
\$220 - \$280 scale is introduced,
only men of the same type
are likely to be obtained,
Dy. doubts advisability of
giving first class papers.

all

2/1/44

2/1/44

1.2.2

2/1/44

atoned

Chas 1.14

Misc. 1256

ALL COMMUNICATIONS
TO BE ADDRESSED TO THE
CROWN AGENTS FOR THE COLONIES,
THE ABOVE REFERENCE AND THE
DATE OF THIS LETTER BEING QUOTED

TELEGRAMS "CROWN, LONDON"
TELEPHONE 1932 VICTORIA

Letter

11
26 DEC 13

391

WHITEHALL GARDENS,
LONDON, S. W.

24th December 1913.

Sir,

In reply to your letter No. 38069/1913 of the 12th of November transmitting a copy of a despatch from the Governor of the East Africa Protectorate on the subject of the emoluments and status of the Second Engineer in the Uganda Railway Marine, I have the honour to submit the following observations:-

2. We attribute the great difficulty which we have experienced in obtaining suitable candidates for these posts chiefly to the bad reputation which the service appears to have among Marine Engineers in this country and we think that this may be due to some extent to a letter which appeared in the Journal of the Marine Engineers' Association in October 1912. This journal, we understand, is widely circulated amongst Marine Engineers. Copies of the letter and of a correspondence on the subject between the Protectorate Government and ourselves are enclosed for the information of the Secretary of State. We also think that the fact that only single men are eligible for these appointments has greatly decreased the number of applications.

3. We have notified the following institutions and shipping companies of the vacancies from time to time

but

11.12.13.
& enclos.

The Under Secretary of State,
&c &c &c
Colonial Office.

but have not received assistance from any of them:-

Mercantile Marine Office,
Liverpool.

Marine Department,
Board of Trade.

Union Castle Steamship Co.

P and O Co.

Messrs. Elder Dempster & Co.

We have ^{also} advertised the posts frequently but without satisfactory results.

4. The men whom we have engaged in the past have been Engineers, holding a first class Board of Trade Certificate, who have had some experience as Engineers on seagoing steamers. The appointments carry second class passages and the men now obtained are of the rougher type, like the Junior Engineers in the Dredging Staff of the Nigerian Marine Department.

5. If the commencing salary of the post were increased to £240 per annum, which is the salary attached to second class Engineers in the Uganda Marine, it would probably be easier to get candidates but they would be of the same type. If these posts were made first class appointments and the salary increased to £300 per annum, which is the salary of first class Engineers in the Uganda Marine, we think that it would attract men of better education and that there should not be any appreciable difficulty in obtaining them. Similar appointments in the Marine Department of Nigeria carry a salary of £300 rising to £400.

6. Candidates who have declined these appointments in the past have seldom stated their reasons for doing

so, and we cannot give any useful information on this point other than what we have said in paragraph 2 above.

3.10.13.

7. I enclose for your information a copy of a letter which we have recently received from the General Manager of the Uganda Railway on this subject, which, we presume, it will now be unnecessary for us to answer.

I have the honour to be,

Sir,

Your obedient Servant,



for Crown Agents.

Duplicate.

44741 394
26 DEC 13

The Secretary,
Nairobi, 11th Dec 1912.

Crown No. 851/827.

Dear Sir,

I am directed by His Excellency the Governor to acknowledge the receipt of your letter No. 759 M. Selection of the 7th November 1912 enclosing a copy of a letter entitled "Warning to Engineers" which appeared in the No. 8436/18L. S. October number of the Journal of the Marine Engineers' Association and in reply to transmit to you, herewith, a copy of a communication from the General Manager, Uganda Railway together with its enclosure, which, it is hoped, will place you in a position to contradict the statements made in the general conditions above.

No. 8436/18L. S.
3-12-12

Yours faithfully,
Your obedient servant,

SD. C. M. [Signature]
For Press Sec.

The Crown Agents for the Colonies,
London.

Copy.

Uganda Railway.

General Manager's Office,

Nairobi 31 December 1918.

5th

No. 8456

18 L.S.

To The Hon. The Treasurer,

Nairobi.Re. Second Engineers on Lake Steamers.

Sir,

With reference to your memo of the 29th ultimo forwarding copy of the Crown Agents' letter No. 759 M. of the 7th November last I have the honour to send you a copy of my letter No. 8200/18.L.S. of the 25th November addressed to the Secretary of the Marine Engineer's Association which will enable you to reply to the Crown Agents.

Enclosure one letter.

I have etc.

SD.C. Semifort.

For General Manager, Uganda Railway.

25th November 1935

no 2201
18/11/35

TO

David Bramah Esqr.,
Secretary,
Marine Engineers Association,
LIVERPOOL.

Sir,

My attention having been drawn to a notification in your paper I take the liberty to send you an up to date statement of the conditions of service and rates of salaries, leave rules etc extended to Navigating and Engineer Officers employed on the Steam boat service on Lakes Victoria and Kioga.

Salaries.

Commanders	£300	rising to	£450	per annum.
Chief Engineers	£280	"	£360	"
Chief Officers	£260	"	£330	"
Second Officers.	£240	"	£280	"
Second Engineers	£180	"	£240	"xxx"

x *was to 200 - 10 - 12 60.*

Deductions.

A deduction of Rs55/- per mensem is made from the salaries of Commanders, Chief Engineers, Chief Officers and second Officers and of Rs40/- from the salaries of Second Engineers for messing.

A charge of Rs5/- per mensem is made for the maintenance of the Institute and Reading rooms where home and local newspapers, periodicals, books also Billiards, cricket football, tennis etc are provided.

Leave.

Annual leave on full pay of 10 days per annum is granted to both Navigating and Engineer Officers alike with free passes for officer, wife, family and servant to any station on the Railway or any port on the Lakes.

Vacation Leave. - Commanders, Chief Engineers, Chief Officers, Second Officers and Second Engineers are allowed vacation leave under the following rules:-

1. (a) A tour of residential service shall be from 20 to 30 months at the discretion of the Governor.
 - (b) Subject to the necessities of the service, European Officers, may after every tour of residential service be granted vacation leave with full pay for the time necessarily taken on the journey to England plus 3 days for each completed calendar month of residential service; and if specially detained by the Governor on public grounds after the completion of a tour of 30 months service, they may be granted vacation leave for 3 days more with full pay in respect of each calendar month that they may have been detained, but no additional leave will be granted in respect of any fraction of a month.
 - (c) In the case of officers who are returning to East Africa they may be allowed to their vacation leave a further period of leave with full pay, known as "return leave" for 3 days for each complete calendar month's residential service plus the time necessarily taken on the journey from England. Officers to whom return leave is granted will be required to sign an Agreement to the effect that in the event of their failing to return to the Protectorate they will, if called upon to do so, refund the amount of any pay drawn in respect of such leave.
2. (a) Officers invalided before completing a tour of 20 months may be granted sick leave with full pay for the time necessarily taken on the journey

(Journey) to England plus 8 days in respect of each completed calendar month of residential service.

- (b) In addition to the sick leave which may be granted under the foregoing rule, officers returning to East Africa may be granted "return sick leave" which full pay for 8 days more (making 8 days in all) in respect of each completed calendar month of residential service plus the time necessarily taken on the journey from England, subject to the same conditions with regard to repayment and date of embarkation as return leave.

Passages.

Free passages home and back are granted as under :-

Commanders	1st Class	
Chief Engineers	1st	"
Chief Officers	1st	"
Second Officers	1st	"
Second Engineers	2nd	"

Quarters.

Free quarters are allowed to both Navigating and Engineer Officers when they can conveniently live on shore. (some men prefer to live on Board).

During the construction of the Railway the staff were accommodated in quarters constructed of wood and corrugated iron much after the pattern of houses found in the West Coast of Africa but these quarters are giving place to stone structure more suitable to the climate and for married couples; as finished they are allotted to the staff according to seniority.

Medical

Medical attendance and medicine is supplied free of cost.

(cont.)

389

Generally although on the Equator the climate due to an elevation of just on 4,000 feet is neither excessively hot nor insalubrious and with ordinary care and attention to precautions attending residence in new countries can not be called as unhealthy.

I have etc.

S/- G. Saniford.
AgGeneral Manager

UGANDA RAILWAY

Copy.

M/Misc. 1256

41 400
REC-26 DEC 13

General Manager Uganda Railway to Crown Agents.

General Manager's Office,

Nairobi.

3rd October 1913.

No. B/Z/21/94

Gentlemen,

I notice there is great difficulty in filling up the vacancies in 2nd Officers and 2nd Engineers of the Uganda Railway Marine Service.

2. We shortly require six more 2nd Officers in addition to those already under order and if there be yet difficulty in obtaining them I shall be glad to know what the reason is that men are very backward in joining our service. Is it a matter of pay, or is it that they have to pay for their meals when on board ship, or is it due to climatic conditions that deter them from coming?

3. With regard to the 2nd Engineers I can understand some difficulty here as our Engineers are poorly paid compared to ordinary Engineers in the Mercantile Marine and our men have to serve continuously on the equator. We have only lately raised the pay of 2nd Engineers and we have improved their leave rules making them the same as other officers of the service but the 2nd Engineers still are classed on the subordinate cadre and I certainly think this should be remedied.

Handwritten initials and scribbles on the left margin.

Handwritten notes: "200 210-226" with a checkmark.

bat

but I would like you to inform me what are the difficulties that are raised by applicants whose names are put forward and who do not accept appointment.

I should like to make this service popular and even if it cost more money it is very desirable that we have an ample supply of staff.

I have proposed improvements in the prospect of Commanders and of Chief Engineers by increasing the maximum pay and also advocating a grant of duty allowance. This no doubt would be greatly appreciated by the staff if sanctioned by the Secretary of State.

I shall feel obliged if you will kindly inform me fully as to what is necessary to enable us to get the men we want.

I have &c.

(Sd) H.B. Taylor.

General Manager,

Uganda Railway.

Copy 44341 Lat

JAN 7

Handwritten vertical text, possibly "Harrison" or similar.

DRAFT.

Lat. No. 30

Gen. H. Lanning Belfield, in CCing.

MINUTE.

Mr.
M.

acc'd 5/1/11
Corrected 5/1/14

- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson
- Lord Emmott.
- Mr. Harcourt.

(copy 3004/13)

7 June 1911
with ref to my desk. A.

172 of the 12th of November
relating to
~~the subject of the~~

involvements & status
of Second Engineers in
the Uganda Railway, Kaniro,
Khartoum & Sudan to
transmit to you, for
your comment, a copy
of correspondence with the
C.A. for the (Col.)
on this subject.

To L.A. 12/11/11
3004

From L.A. 22/11/11
(with out call)
44341

2. I shall await your
views before arriving
at any decision in
the matter; but I may
state at once that,
while I am ~~not~~ not
disposed to reject

the suggestion proposed
for an increase in the
emoluments of the

Second Engineers put
forward by the General
Manager of the Uganda

Rly., I am not prepared
to consider the suggestion
of the C.A. that an initial
salary of £300 should
be attached to these
app'ts; & further that,

having regard to the

statement of the C.A. ~~that~~

that even if a scale 403
of £260-£280 were
introduced, only men
of the same stamp as
those recently engaged
~~would in all~~
could be obtained,
I am doubtful as to
the advisability of
granting first class
pay to ~~these~~ the
Second Engineers.

(Signed) L. HARCOURT.