

Date.
1912

April

RAILWAY SUPERIOR STAFF

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Beetles *Ants* *Spiders* *Worms*

* Wilson - ~~the~~ racing ^{the rest of}
* Wilson - ~~the~~ racing ^{the rest of}

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11

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agree

June 8

and given to Mr. Butter & Mr. Battelle
that at the S.A.P. & temple

Butterworth esp. *in* *the* *area* *of* *the* *spiral* *processes* *of* *the* *epididymis* *are* *submitted*

hurts and she has to
wash her hands &
but you know this
isn't the first time
she has been sick

All the time I have
been here we have
had a lot of rain
and it has been
so wet and cold
that we have had
to stay inside most
of the time

as those (say) 1 in. od & 6 ft
below sea level cross a "G" line
about 1 mile away from
the water and were broken
down to such a low
level that about 1 in.
was left above ground
and probably
about 100 ft
below sea level

16.6

C. O.

15197

GOVERNMENT HOUSE,

REC'D?

NAIROBI,

BRITISH EAST AFRICA

EAST AFRICA PROTECTORATE.

April 25th 1912.

No. 300

Sir,

I have the honour to transmit herewith for your favourable consideration a copy of a letter from the Manager of the Uganda Railway giving a full and detailed statement of the present and future requirements of his Department in so far as the establishment and pay of the Superior Staff are concerned.

2. Mr. Currie's claim that his recommendations for increase of staff or addition to salaries in the past have always been amply justified is one which I entirely endorse and I feel sure that Sir Percy Girouard will do the same.

3. The increase in general railway traffic is a matter which has already been several times represented to you and I think it is ~~especially~~ necessary for me to labour the point on the present occasion.

~~Key~~ ~~representatives~~ ~~and officials now~~
~~as~~ ~~preju~~
~~the Am~~
~~the time,~~ ~~a chance~~ ~~be~~ ~~desirable.~~

P. G. - 6

DOW

It is not suggested that the increase
in Engineering Staff, if sanctioned, should
take effect until the Magadi Branch is handed
over some two years hence, but approval is now
asked in order to facilitate future arrange-
ments.

6. The additional Assistant Manager
is not required at present.

7. Mr Currie asks that his own salary
should be placed on the scale £300-£350 instead
of the fixed rate of £450 now drawn. This
would enable him to take an Assistant from
any of his other Departments into his office at
any occasion demanded, without any adjustment of
salary, which would be a considerable con-
venience.

8. The Accounts Department is in the most
urgent need of extra supervising officers. The
increase in the number of clerks, to which
Mr Currie invites attention, is in itself a
sufficient indication of the pressure of work
and I hope the application will be granted.

9. Sir Percy Girouard and Mr Currie
both be informed when you receive this
despatch and will doubtless be ready to
furnish

WE THE PEOPLE DO
SIR.

Your humble, O'Wright servant,

John Scammon

ACTING GOVERNOR

551
C. O.

197

General Manager's Office,
Nairobi 18 APRIL 1913

No. 120
968

SIR,

331c
a/c
Blue and
green to
you and
the work.
In my letter No. 331 of the 13th November 1904 I gave my views on the number of Officers I considered were required at that time in each Department of the Railway to carry on the work.

Excluding the Marine Department, I recommended that the total superior staff should consist of 20 officers as follows:-

Management	3
Engineering Department	7
Locomotive	6
Traffic	4
Accounts	2
Total	20

2. Considering correspondence issued important documents using the despatch box margin; in the last of these His

Major G. P. Chittenden was appointed to be the
Secretary of Engineers. Attached to the following
staff.

Management	1
Engineering	6
Locomotive	5
Traffic	4
Accountant	2
Total	18

I would draw your special attention to
the remarks made in para 1 of my letter No. 187
of the 1st. November 1926; may be as applicable
in 1932 as they were seven years ago. I also
stated in para 3 that the numbers had been reduced
to the minimum consistent with the efficient
working of the line. I would also beg you to
bear in mind in reading what follows in this
despatch the words I wrote on page 6 of my letter
No. 381 dated 19th. November 1926, viz

"My objection being to have a local number
of men all of whom shall be fully em-
ployed and paid well out of the
line."

principle and I think his Excellency will
be kind enough to hear me out when I state that I have never
recommended a full complement of engineers in
salaries, wages, or otherwise, and that my only

3. - JOURNAL OF STATEMENTS IX, X AND XI
OR THE ADMINISTRATION REPORT OF THE BOARD
THE YEAR 1920-21 SHOWS HOW OUR EXPENDITURE
EXCEEDED BY ~~30%~~ ANYTHING
IN 1902. IN THE ADMINISTRATION REPORT FOR
1911-12 PROVES THAT A INCREASE HAS
ACCELERATED DURING THE PAST FINANCIAL YEAR.

Total Receipts.	Total expend.	Grain Min.	Excess
Rs.	Rs.	Rs.	Rs.
5,436,000	3,400,000	1,800,000	2,000,000

IT IS NOW TOTALLY CERTAIN THAT THIS
PROGRESS WILL BE CONTINUED AND WHEN WE BEGIN
TO CARRY THE GRAIN WE WILL BE STILL FURTHER
AMPLIFIED. I THEREFORE CONSIDER THAT THE TIME
HAS COME TO APPROPRIATELY REVIEW THE POSITION AS
REGARDS THE STAFF AND WHERE NECESSARY
INCREASE THE STAFF TO ENABLE ME TO DEAL EFFICIENTLY
AND ECONOMICALLY WITH OUR BUSINESS.

4. - EXTRAMURAL DEPARTMENT,
IN 1906 THE TOTAL MILEAGE TO BE MAIN-
TAINED WAS 600. THIS WILL SOON BE INCREASED
TO 1,000.

5. - THE TOTAL NUMBER OF HORSES REQUIRED
60 HORSES; THE HORSES ARE TO BE USED
FOR AN ASSISTANT ENGINEER, THE CONDUCTOR
OF TRAFFIC AND LOCOMOTIVE ENGINEERS.
THE TOTAL

24. May 8 Works 11.20. 1943

The number of Engineers required shall

be the same as the number required with

ones of somewhat similar physical conditions

as those in other parts of the world.

	Cost per open m-	Total number of offi-	total cost of main- tenance
Normal	5.0	-	140.
Actual Budget	7.0	21.0	147.
Total	20.0	22.0	165.
Capital	-	-	170.
	-	-	138

Although since 1906 the number of
Engineering Officers has been increased by three
to four, the total number of Engineering Officers
available for open line is now 8, one is taken
off each line daily so to we have only 7 on the
lines. There are 200 km's of lines. In addition
to the 100 km's already deployed on Capital
works, in my opinion that after
we take into account the 70 km's of the Magnet line,
we shall be understaffed.

AFTER careful consideration, I am of the
opinion of May 8 Works and I am of the opinion
that sufficiently maintain the whole 200 km's
(including the Magnet line) the main line must
be divided into 2 sections instead of 2 as at

in annual increments so that insufficient
sum pay of all assistants becomes
at \$500. Promotion on the basis

iteration in the name
are involve unnecessary
but will be an encou-
rage to help a energetic man by offering
a good favorable time to work.

In accordance with the Engineering Department's letter dated June 15, 1942, so have effect from the date of issue. The importance of the original memo. and it will probably be about April 1942.

Proposed

The present post of Sub Engineer to be
and to Assistant Engineer with the present

If the total staff asked for will fall, one will be for employment on Capital Railway. If it should the very unlikely contingency occur that there are no ~~more~~ workers in hand on which he can be utilised he will be employed on the main line; one will be employed as Superintendent of the Busoga railway leaving only 6 for the maintenance of 712 miles of line.

As on the average two Engineers will always be on leave I am confident that my proposal does not err on the side of extravagance.

5. The maximum pay I propose for Assistant Engineers viz. £550 per annum or less than Rs. 575/- per mensem is, for men with technical training and ability, low as compared with what is given on other Railways abroad the more so that our Assistants will only attain to this maximum after a considerable number of years service. It is moreover the pay given for Assistants in all other Departments of this railway except the Stores.

I think that under alteration in
our State that
now I should like
approval to it so that
make the necessary
arrangements.

8. "Pop" 3 ~~samples~~ 1 ~~sample~~ 1 sample

2. Material on the following dates has
been received from the following sources:

separation of the Stores Department from the Loco Department and the formation of a separate Stores Department under a Chief Storekeeper and one Assistant.

This removes one assistant from this Department because until the above alteration was made the Storekeeper was designated Assistant Loco Superintendent Stores.

The recent separation of the Marine from the Loco Department has also taken considerable responsibility off the hands of the Loco Superintendent so that I am at present of the opinion that the existing sanctioned staff of this Department is.

	Scale
1 Locomotive Superintendent	700-700
1 Assistant Loco Superintendent	500-500
1 No.	35-450
1 Ao. in charge of Workshops	550

is sufficient. The only objection here is that when one man is on leave the staff is below what efficiency would be required for the work but I do not however propose to recommend even for an increase in this department for the present.

The following figures show that our Loco Department is very economically run as regards cost per mile of running.

	Total Sh- tarier MILE.	Total cost - per train MILE
Uganda Railway	4	18.17 pence
African National	5	18.25 "
Kenya	6	32.36 "
Ceylon	7	50.00 "
Lebanon	8	4.01 "
Egyptian	9	22.40 "

8. TRAFFIC DEPARTMENT.

*Yours
D.C.O.*

In my letter No. 108/17 of the 20th March 1918 I asked that the number of Assistant Traffic Managers should be increased to 4, making the total strength of the Department 5 and in doing so I stated that as far as I can see I consider that this number should suffice until we begin to run the Soda Traffic.

Although the density of our traffic is still low the cost of the whole Department per train mile as compared with other lines is decidedly good as the following figures will show.

	Total cost of Traffic Dept. per train MILE
India	6.49 pence
N.W.F.P.	18.58 "
Central India	18.00 "
S.E. India	8.50 "
Egyptian	9.38 "
Lebanon	12.00 "
Egyptian	10.00 "

Comparing with this Department I should

say

100%

1. I have often thought whether the system of control
I have considered whether increased efficiency
would not be attained by changing the whole system
of control in all Departments from the present to
what is generally known as the "Divisional" or
"District" system.

2. At Nairobi and Port Mombasa and to have Divisional Super-
intendents at each of these places who would be
in control of all departments would in many ways
be an advantage. Having regard to the nature
of our line i.e. a long trunk with only one
important branch i.e. Magadi and with the bulk of
our traffic running through from one terminus
to another I have decided that, at any rate for
the present, it will be better to adhere to our
present system. Under this system control of all
train running can be concentrated in one office
at Nairobi and with the conditions down below
this is the greatest factor in good working.

In any case the linesman, or
station master, etc., after all
comes in to help him to
overcome difficulties.

I do not attempt to compare the two systems, they are
highly technical but if anyone cares to study
them I would refer him to pages 10 to 20 of the
Report of the Commission on the
Administration of Railways.

S. Admin. Dept.

since the superior staff for two
in this department was sanctioned in 1908 the
volume of work that has increased

	1908-09	1912-13
gross earnings	Rs. 3,072,882	Rs. 4,436,000 approx
less expenses	2,822,767	3,445,000

In addition extra work is involved by
the introduction since 1908-09 of the Provident
Fund, To pay system, Ledger Accounts and the
maintenance of separate accounts for the Bangalore
Thika and Nagadi Railways.

The number of Clerks in the Chief
Accountant's office has increased from 34 in
1908 to 74 in 1912 and during 1912-13 will prob-
ably have to be increased to over 85.

On no other Railway with about similar
total financial transactions can I see that the
number of superior officers is so low as at this
the Bangalore Railway with total earnings at
a. m. Rs. 3,200,000 have 3 offices. This
amount of money or less at a. m. is 3,072
and it is very difficult to get the work done
the 85 clerks. It is therefore
desirable that the
superior officer in having our Head
Accountant a man of ability and integrity will, it
is not right that so much responsibility should be
placed upon him.

I recommend therefore that the Staff

stant 1 700-800 1 700-800
2. 1 300-350 2 300-350

consider this increase should have
been made so that Mr. Eastwood
has already had time to make his
it was due on account of my being unable to spare
him, is going in June next and Mr. Goodship will
be left alone. If His Excellency is prepared to
agree to this recommendation I beg that the
Colonial Office be asked to sanction it and to
engage and send out another Assistant Chief
Accountant on £350 as soon as possible.

Although no provision has been made in
next year's estimates for this officer there will
be no difficulty in providing the money.

The man I should like to get must be
under 26 years of age, with considerable experience
in Railway Accounts and a gentleman. He should be
immaculate.

9. MARINE BOAT

The number of our steamer, officers,
firemen, Engineers etc. of course increase
proportionately with the number of steamers. As
I have just above stated, and no intention to
increase the number of steamers, I do not see

etc
3679

open to receive the whole staff.

10. **JOHN LEWIS**

This has just been formed on the following basis.

Chief Starchesper 1 400 - 800
Assistant do. 1 300 - 450

and I have no further remarks to make.

12. MAXWELL.

The post of Assistant to Manager which was created on 1st April 1911 has been of the greatest assistance to me and the only alteration in the present sanction I would recommend is that the pay of the post be fixed at £300 to £550 the same as other Assistant's (except the Assistant Storekeeper) vide my letter No. 103/17 of the 30th March 1912. This will enable me to take in as my Assistant any of the junior Officers of other Departments and allow him to draw the pay he is already getting. It will involve no extra expense to Government. I recommend therefore the following.

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5.7.2

throws a great deal of work on
the Accounts Department and in a minor degree
on the Traffic, Engineering and Loco Departments.

14. To summarise (1) I ask for sanction to
~~one increase~~ ⁴ in pay in the Engineering
Department. We effect from the date we take
over the maintenance of the Magadi branch.

(2) For an immediate increase of one
assistant in the Accounts Department.

(3) An alteration in the sanction
scale of pay of the Assistant to Manager.

15. The attached statement shows the small
increase that has occurred since 1905-06 in
cost of superintendence in the different Depart-
ments despite the great increase in work.

I have the honour to be,

Sir,

Your obedient servant,

Sd/- H.A.F.Currie.

Manager
Uganda Railways

<u>1906-07</u> Rs.	<u>1911-12</u> Rs.	<u>Abstract A.</u> <u>Office and Subordinate</u>	<u>113,800</u>
67,098	61,400	Superintendence etc.	66,687
		<u>Abstract B & C.</u>	
36,186	38,100	Office and Subordinate Superintendence	66,000
		Office etc.	17,684
7,600	8,244	<u>Abstract D.</u>	
		Office etc.	12,923
		<u>Abstract E.</u>	
30,000	37,145	Office	12,857
18,420	17,830	Office	66,427
			<u>66,427</u>
			<u>Rs. 251,374</u>
<u>Rs. 160,864</u>			<u>Rs. 200,825</u>

from
5/97 Salt



575
18 June 1912

Mr. Read

? Received dear
Chair.

9/85

I am etc & thank you

DRAFT.

the Secretary to the
Treasury

at one gld

10/8 2 to you, to be sent before

the 1st of the January,

the accompanying copy of

a despatch from the

Org. of the East forwarded

a copy of a letter from

the manager of the

Agonda railway station

for cancer

26606

tel no 300. 15 April

is to be sent to the

Government of the

and written to the

2 The report has been

15 June, 1865

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be satisfied
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part of the first wine
of grape, in still low
and to repeat
the minimum a which
the building can be
substantially run.

3. As regards the work

of the building, it

will be required that
it may be arranged that
the entire building
be upon foundations
of stone - only

to be used
was, and probably had
for years been, enough
the framing of the house
4. To make

watering the house in
time dimensions, tested
of water as at present
and the dimensions to be

make a
in a portion to which
arrangements which will leave
the new system, founded

4. To make sure

5. In some respects

using the arrangement

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resistant iron,

so as to prevent

of the first in length

(n 5832)

with the care of his party.

but there should be
an increase of

£1000 in maximum of

the scale of salary attached to

his post in the last year

attracting suitable candidates.

to consider this application

proposed to increase the

maximum of the scale.

and to increase the

DRAFT.

MINUTE.

Mr.

Mr.

Mr. Piddes.

Sir H. Just.

Sir J. Anderson.

Lord Emmott.

Mr. Harcourt.

~~to recommend to proposal~~

~~to this Committee an
an apparent
objection especially to
this proposal will be
that proposal is intended to
be effected by causing
cause he~~

scale of salary of District

Engineers & Assistant Engineers

to double, but although

such an arrangement is

in itself objectionable

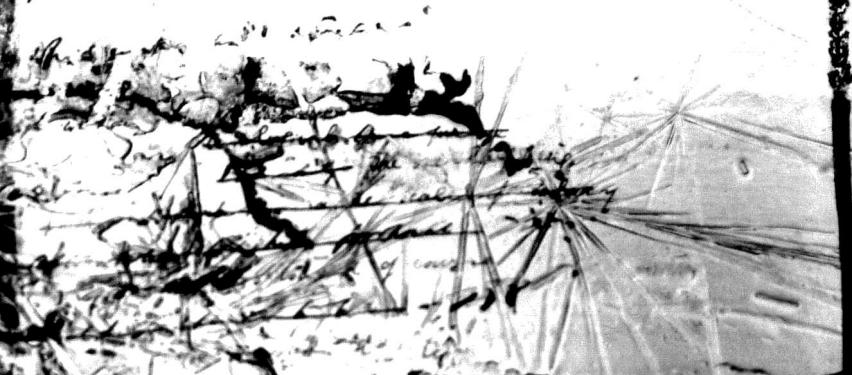
it has been proposed to

frontier points as
high as the frontier and
not above the frontier
but below it.

(a) When frontier becomes
it would be better to
spend an amount by
providing an Assistant
Engineer at a salary of
£500/- per annum

~~When frontier is
in view, he will be paid more than £500/- per annum,
when it comes back
by means of the frontier of command substantially
to stand the service~~

of an Assistant Engineer



to increasing the amount
of frontiers, the amount
of salary?

If such offer happens,
the promotion is likely
that an Assistant
Engineer is promoted
some time before
reaching the maximum
of his scale. In such
cases, promote him to
commanding a salary of
£130/- as a District Engineer
would, in Mr Currie's
opinion, be unnecessarily
expensive. It would of
course be understood
that an Assistant
Engineer in receipt
of more than £500/-
is that grade would not
do a salary or promotion
to be a District Engineer.
Mr Currie does not anticipate
that any difficulty will
arise from the works itself
(which he considers a very
light), nor that a District
Engineer may occasionally
and temporarily be drawing
less salary than an
Assistant Engineer.

But in the
Economy to the
Government & the
public, it is regarded the
Assistant Chief Accountant,
Mr Currie has suggested
that the appointment of in
this place could not
have been asked for with
such great care, had it not
been found necessary to spend
so much time in
the Chief Accountant office
with a stipulation that
he would be sent back

the date to be the usual
date for payment of
any less the amount
of an additional sum
would have been a sum
but you

6. It will be considered
that Lewis' claim against us
does not cover the same
Dept. as the debts of
the n. organization of the
Finance Dept. to the extent
to his to Lewis and
not to him to extend to
any amount in the
same period as the

debt pending in

the investigation of the

complaint of the
Secretary of State

Marine, placed in two
levels of money necessary
to his immediate expenses
the details of the amounts
will appear largely over,
and in account with
address to him further in
the matter is soon as he
is in a position to submit
details properly.

7. It is natural that
most of the above
explanations will be
misunderstood by others

but it is to those

who are in a position to

know the facts

and who are in a position to

know the facts