

EAST AFR. PROT.  
No 43760

43760

14 DEC 07

No. 1907  
21/12/07  
Previous Page

(Subject)

Superior Railway Staff

Transmits, copy of the plan proposed, with any  
recommendations, submitted for favourable consideration  
by the Commission for the Superior Staff, for  
the purpose of the proposed plan.

(Minutes)

The Record

As far as the increments are concerned,  
they follow the procedure explained in  
No. 5297/05, which has not been detailed. The  
increments all seem well defined, & the  
only point is that they exceed the  
total cost of the superior staff beyond  
the maximum of Rs 175,000 laid down  
in the 1882/83 report, the exceeding of 1882  
is to be considered permitted, this is due  
to it having been put on the  
superior staff - exceeding as  
laid down in the cost of the superior staff  
by 2000 but a saving in the subordinates  
of Rs 4853

as regards the three officers above  
it is proposed to put on the  
permanent list at their present  
salaries, the Conf- reports on the  
Success

Copy sent to the  
11/29/07

Severance & that they are not very good,  
as the proposal as to pension is made  
with a hope of getting better work out of  
them in future. Getting over to the  
third case (the Parastatute) the report  
is better but there seems to be a large  
proportion of these officers who are  
not likely to be fit for promotion,  
and it seems doubtful policy to give  
pension rights to men who are certain  
to find their value superseded by  
younger men in a few years.

The arrangements to the various offices  
under the various rules. It  
thinks to allow most of them  
has been several years collection  
movement  
With regard to the admission of  
Messrs Hazell Pearce & Co  
of Purchase to the pensionable  
establishment. I am inclined to  
accept this also. They have been  
from 10 years in the history  
of there is nothing departmental  
then. Mr. Pearce is not afraid  
of recommending the benefits of  
men who are already unfit, e.g.  
A. F. Leach of Madras a year  
ago. Treasury has been out

continued & they will have to pay  
the s.p.c. additional amount in lieu  
of prison rights

Mr. Belmont the chief concerned  
also at the maximum of the  
scale (£400) would be allowed the  
sum of £50 suggested by Mr.  
Baker as the Treasury made the  
first payment after the express under-  
standing that no further increments  
was required.

Mr. 20/12

4: Article

To the Treasury as proposed?

4 2/2

20/12

11/12/30

Eastman

7 700 you 10 remain Treasury

Mr. McLean They will  
not be able to pay on account  
of the Government  
Henry of 1902

Governor's Office,

43760

REC'D  
14 DEC 07  
1940

My Lord,

In submitting the enclosed letter from the  
Hon. Mr. [Name] of the Uganda Railway embodying his proposals  
for increases to the superior staff, together  
with confidential reports on the subject concerned,  
I have the honour to say that in view of the [unclear]

13/14

A [unclear] increase: work that has devolved  
and the manner in which it has been

I regret to say that I withhold my approval of  
Mr. [Name]'s proposals, and I beg to submit them for  
Your Lordship's favourable consideration.

It is not desired that the temporary set back  
to the [unclear] are now suffering, and which is only  
[unclear] of the

Yours

for the Colonies.

Downing Street,

LONDON, S.W.

spring rains, should be allowed to affect the consideration to which the work of the officers mentioned by the Manager entitles them.

3. And I venture to endorse Mr. Currie's recommendations that in the case of those officers whom he recommends to be placed on the permanent establishment, no deduction be made from their present salaries. The Railway has ~~shown great success and the staff has worked hard~~ to make it so.

I have the honour to be,

With the highest respect,

My Lord,

Your Lordship's most obedient,

humble servant,

*Wm. J. Currie*

Indonesian Confidential (75) 9. 21 November 1907

43760

Rec<sup>d</sup>  
R/c 14 DEC 07

MANAGER'S OFFICE,  
NAIROBI, 7 November 1907.

Your Excellency,

In paragraph 9 of Colonial Office despatch No. 433 dated 28 September 1906 the Secretary of State ordered that the cost of the superior staff of the Uganda Railway - excluding the Lake Steamers - should not exceed a minimum of Rs. 125,000 (£8,800), rising to a maximum of Rs. 175,000 (£11,600) per annum, and he also laid down that for 1906-07 the cost should not exceed Rs. 125,000 (£8,800).

In accordance with these instructions I submitted with my letter No. 187 dated 1st November 1906 proposals whereby the combined salaries of the superior staff for 1906-07 were reduced to £11,535; these proposals were accepted in Colonial Office despatch No. 189 dated 6th April 1906.

2. A cadre of superior appointments framed in accordance with the above was also received by you from the Colonial Office and communicated to me with your letter No. 4 dated 3rd July 1906.

3. I enclose herewith a statement showing the present actual cost of the superior staff, their cadre sanction and the promotions I recommend. These latter I have entered in my estimate for 1906-07.

THE GOVERNOR,

East Africa Protectorate,

NAIROBI.

4. The present actual cost amounts to 2,11,788 as compared with 2,11,538 referred to in paragraph 7 of Colonial Office despatch No. 43432/1905 dated 18.12.'05 to the Treasury. This difference is explained as follows:-

Promotion of Messrs: S. J. Wilson and G. A. Stanley sanctioned in Colonial Office despatch No. 188 dated 4.4.1907. 50

Promotion of Mr. L. Gallagher sanctioned in Colonial Office despatch No. 188 dated 4.4.1907. 25

Granted to Mr. A. S. Cooper in paragraph 8 of Colonial Office despatch No. 189 dated 2.4.'06 and not included in Manager's proposals sent with his letter No. 187 dated 1.11.'06. 25

Mr. T. H. ... raised to temporary rank of Sub Engineer vide Colonial Office despatch No. 376 dated 2.7.1907. 400

Difference in salary given to Mr. G. P. Goss viz: 2,500 and that provided for Mr. R. L. ... viz: 2,400. 50

Promotion provided for Messrs: Wilson and Stanley in Manager's letter No. 187 of 1.11.'06 but not granted by Colonial Office

4. The present actual cost amounts to 2,11,728 as compared with 2,11,525 referred to in paragraph 7 of Colonial Office despatch No. 4342/1900 dated 18.12.'05 to the Treasury. This difference is explained as follows:-

Promotion of Messrs: E. J. Wilson and G. A. Stanley mentioned in Colonial Office despatch No. 185 dated 4.4.1907. 50

Promotion of Mr. L. Gallagher mentioned in Colonial Office despatch No. 188 dated 4.4.1907. 25

Granted to Mr. A. S. Cooper in paragraph 5 of Colonial Office despatch No. 199 dated 2.4.'06 and not included in Manager's proposals sent with his letter No. 187 dated 1.11.'05. 25

Mr. T. Macle raised as temporary rank of Sub Engineer vide Colonial Office despatch No. 376 dated 2.7.1907. 400

500

Difference in salary given to Mr. G. P. Dean viz: 2,520 and that provided for Mr. A. S. Maring viz: 2,400 50

Promotion provided for Messrs: Wilson and Stanley in Manager's letter No. 187 of 1.11.'05 but not granted by Colonial Office. 25



8.

5. The promotions I recommend amount to 2,200 men that the total cost of the Superior staff comes to \$11,000 - This is 2,200 in excess of the amount laid down by the Colonial Office but 2,400 of this is due to Mr. Wardle having been given the Honorary rank of Sub Engineer. I have included him in the statement in order to fully explain the position, I consider however that he should not be so included for purposes of these figures because he has only been given Honorary rank and is not on the pensionable establishment.

With reference to paragraph 6 of Mr. Gifford's despatch No. 43434/1902 in the Treasury, I beg to point out that the yearly train mileage and ton mileage figures are as follows:

	1904-05	1905-06	1906-07	1907-08
Train miles	42,753	649,978	704,900	800,000
Tons carried one mile	11,007,559	16,299,978	22,089,979	

Our steamer service also throws a great deal of extra work on all Departments more especially the Traffic, Locomotive and Accounts.

6. The net earnings for the current financial year will probably show a considerable reduction on last year. This is due partly to the failure of the spring rains and consequent failure of crops which has seriously damaged the export trade but the latter and partly to the fact that this year we are carrying all Government stores at a very much lower rate.

The actual tonnage handled this year will probably show an increase over last year.

I mention this to show that the amount of work

done by the Railway is steadily increasing and consequently the amount of work falling on all Departments is also increasing.

The promotions I recommend are all in recognition of good services and in the cases of Messrs: J.W. Sweeney, J.H. Ferraddocke and G.J. Hyatt I recommend that they be placed on the permanent pensionable establishment because I am certain that we shall never be able to reduce our staff so as to do with fewer Officers than we have at present.

7. The promotions I recommend are as follows:-

- |                         |  |  |
|-------------------------|--|--|
| (1) Mr. A. P. Baulo     | Superintendent of Way & Earth                | From £400-100 acting allowance to £,600+50 acting allowance. |
| (2) " " " "             | Assistant Engineer                           | " 500 to £,650   |
| (3) " " " "             | Assistant Engineer                           | " 500 to £,650   |
| (4) " G. J. Hyatt       | Assistant Engineer                           | " 400 to be placed on pensionable establishment.             |
| (5) " A. P. Baulo       | Assistant Locomotive Superintendent (Stores) | " 500 to £,650   |
| (6) " J. H. Ferraddocke | Assistant Locomotive Superintendent          | " 475 to be placed on pensionable establishment.             |
| (7) " A. R. O'Riordan   | Chief Engineer                               | " 500 to £,650   |
| (8) " J. W. Sweeney     | Assistant Traffic Manager                    | " 505 to be placed on pensionable establishment.             |
| (9) " " " "             | Chief Accountant                             | " 400 to £,750.  |

I enclose a confidential report on each of the above Officers.

I have the honor to be,  
Your Excellency's,  
Most obedient servant,

W/- K. J. O'Grady,

Manager, Uganda Railway.

Statement showing the present actual cost of the Superior State, their early education and the provisions recommended.

MANAGEMENT

		Present salary \$.	Provision recommended \$.
Manager	A. B. A. C. Curtis	3,000	-

ADMINISTRATIVE

Superintendent	W. J. Barr	700 to 800	600+100
Assistant Superintendent	A. J. Cooper	500 " 700	500 50
Assistant Superintendent	V. M. Griggs	800 " 700	600+50
Assistant Superintendent	C. H. Hunter	500 " 600	475 30
Assistant Superintendent	W. J. Hunt	400 " 450	Temporary appointment
Assistant Superintendent	G. J. Cook	300 " 450	400
Assistant Superintendent	T. Hardie	400 " 450	400

TEACHING

Executive Superintendent	W. J. Hamilton	700 " 900	900
Assistant Executive Superintendent	E. J. Brown	500 " 350	500
Assistant Executive Superintendent (Moran)	A. J. Smith	500 " 550	500 50
Assistant Executive Superintendent (North)	E. J. Taylor	350 " 350	350
Assistant Executive Superintendent	J. K. Thompson	475	475 Temporary appointment
Assistant Executive Superintendent	A. B. Crinkley	700 " 500	500

	R. P.	Scale E.	present salary E.	promotion recommended E.	
Distant Staff Manager			9,500		150
	Mr. R. O. Wilson	800 to 880	950		
	* G. J. Stanley	300 " 580	350		
	* J. W. Stearns	500	500		temporary appointment.
Account- ant					
	V. Hatwood	700	700	750	50
Distant Staff Assistant					
	W. L. Cooper	525	525		
			12,750		

Also receives \$,100 chargeable to Marine Department.

Report on Mr. J. W. Goodale.

Rank: Assistant Traffic Director

Salary: \$500 per month, Mexican salary of \$1,000 per annum

Joined General Railways 1904 August 1904

With my letter No. 101 dated 1st November 1904 I submitted a confidential report on Mr. Goodale and I referred to him in paragraphs 9 and 11 of my letter No. 107 dated 1st November 1905, and again in my letter No. 107 of 11.11.06.

I have not found his mental deficiencies (referred to in my report dated 1st November 1904) of any serious consequence. He acted as Traffic Director for the Mexican Railway in 1908 quite satisfactorily. He is of a highly nervous temperament and has not the administrative qualifications to ever hold permanent charge of the Traffic Department. He can however be trusted to act as Traffic Director temporarily.

He is very hardworking and by no means wanting in ability.

Being of a nervous temperament the fact that he has not been admitted to permanent service whereas his better officers have been so admitted at our time almost seriously affected his health and efficiency. He is not a good head actor but he still feels his position acutely. There is no doubt whatever but that he will be a none

Report on Mr. J. W. Beecle, (continued)

Rank Assistant Traffic Manager.

Salary \$2,500 p.a. Minimum salary of post \$2,500 per annum.

Joined Uganda Railways 23rd August 1908.

more efficient person if admitted to pensionable service.

It is quite impossible for me to ever hope to be able to compare with the post and your regard to the fact that Mr. Beecle has been on the Railway since 1908 and has therefore considerable claim on us as also to the fact that the Secretary of State has held out hopes to him of being retained provided the traffic increases and he continues to render efficient services. I beg to recommend that he be admitted to pensionable service on the usual conditions.

He has been drawing his present salary of \$2,500 p.a. since 1st April 1908 so I hope that when being admitted to pensionable service no reduction will be made in his emoluments.

M. A. F. Curtis,

Manager,

Uganda Railway.

Kairoi.

10th November 1907.

~~CONFIDENTIAL~~

72

Report on Mr. E. Guichon

Head Traffic Manager,

Salary £2,500 p.a. Maximum salary of post £3,000 per annum.

Joined Uganda Railway on 9th August 1907.

My letter No. 308 dated 11th October 1904 I omitted a confidential report on Mr. Guichon and recommended that he be given promotion from £2,500 to £3,000 per annum. In further support of my letter No. 308 dated 15th November 1904.

These recommendations had to be cancelled to meet the Secretary of State's orders with paragraph 7 of my letter No. 157 dated 1st November 1906. I fully endorse all I have previously written about Mr. Guichon. He runs his Department most economically, is devoted to his work and gets on very well with the commercial public.

It must be remembered that besides the Railway he had control of all the steamer traffic which was considerable to his hurt.

I am fully in favour of the modern system of paying a Traffic Manager in accordance with his responsibilities and results.

The traffic of the Uganda Railway has now been doubled between 1904-'08 and 1906-'07 and if this is not

all

~~CONFIDENTIAL~~

Report on Mr. A. E. Crickbank. (continued)

Rank Traffic Manager.

Salary £2,500 p.a. (including salary of £2,000 per annum)

Joined Uganda Railway on 9th August 1907.

all due to Mr. Crickbank's services and that his department is efficiently and economically run and certainly is.

I would like to see his promotion to £3,000 but as the Colonial Office might consider this too great a rise I have most strongly recommended that his salary be raised from £2,500 to £3,000 with effect from 1st April 1908.

Mr. Crickbank has been receiving his present salary of £2,500 for six years having had no promotion since 1st November 1901.

s/- H.A.P. Currie.

Nairobi.  
16th November 1907.

Manager,  
Uganda Railway.



Report on Mr. J. M. Pomeroy.

Rank Assistant Locomotive Superintendent.

Salary \$475 p.a. Maximum salary of post \$475 per annum.

Joined Uganda Railway on 15th July 1899.

I submitted a confidential report on Mr. Pomeroy with my letter No. 291 dated 13th November 1904 and I referred to him again in paragraph 6 of my letter No. 292 dated 1st November 1906.

Mr. Pomeroy holds his present position very good (I refer to the fact that under the orders contained in Colonial Office telegram of 24th February 1906 in temporary service and has not been admitted to permanent service) and whilst admittedly the uncertainty of his position is undoubtedly affecting his efficiency.

I do not consider that Mr. Pomeroy will ever be able to hold a post of a higher rank at the same time as a useful, hardworking one and now that our traffic is increasing both on the Railway and on the Steamers I shall never be able to abolish the post he holds. It is therefore a question of whether to retain Mr. Pomeroy or get another man.

Mr. Pomeroy has been on the Railway since July 1899 and has therefore strong claims on us.

~~CONFIDENTIAL~~

Report on Mr J. H. Ferrudooke. (continued)

Rank Assistant Locomotive Superintendent,

Salary £.475 p.a. Minimum salary of post £.475 per annum.

Joined Uganda Railway on 18th July 1909.

The Colonial Office has held out hopes to him that in the event of the traffic increasing and his continuing to render satisfactory service he will be permanently retained.

I have the honor to recommend therefore that he be retained to permanent service on the same conditions as other officials and on his present salary of £.475 per annum which he has been receiving since 1st July 1909.

sd/- H.A.F. Currie.

Manager,

Uganda Railway.

Nairobi.

18th November 1909.

Report on Mr. F. G. Hyatt.

Rank Assistant Engineer.

Salary 400 p.m. Maximum salary of post 3,450 per annum.

Joined Uganda Railway on 3rd February 1907.

I submitted a confidential report on Mr. Hyatt with my letter No. 391 dated 19th November 1904 and I referred to his claim at the end of paragraph 4 of my letter No. 187 dated 1st November 1903.

Mr. Hyatt's strong points are that he knows the country well and handles them very efficiently. In an emergency such as a outbreak or any special work which necessitates severe personal exertions he is a most valuable man. In the ordinary course he is apt to be sick. Taking his ill record however I consider he is a man who ought to be retained on the Railway.

As I have stated in my covering letter we shall never be able to abolish the post which is at present held by Mr. Hyatt and it is merely a question of whether we retain him or get another man.

Mr. Hyatt joined the Railway on 3rd February 1907 and has therefore strong claims to be retained the more so that the Secretary of State has held out to him a hope that such will be done. He is at present on the pay commission

STAFF

CONFIDENTIAL

Report on Mr. W. G. Nyatt. (continued)

Rank Assistant Engineer.

Salary £,400 p.a. ~~Maximum~~ salary of post £,450 per annum.

Joined Uganda Railway on 1st February 1907.

Very in accordance with orders contained in Colonial Office telegram dated 31st February 1908 and he feels this very much.

For the reasons given above and being sure that Mr. Nyatt will render better service in view of the considerable staff, it is recommended that he be admitted to the pensionable establishment with effect from the date he joined the railway.

As Mr. Nyatt has been drawing his present salary of £,400 since 1st February 1901 I strongly urge that in admitting him to pensionable service no reduction be made in his emoluments.

W. A. F. Currie.

Manager,

Nairobi.

18th November 1907.

Uganda Railway.

Report on Mr. A. W. Reid.

Rank Assistant Locomotive Superintendent (Stores).

Salary £2,500 p.a. Maximum salary of post £2,500 per annum.

Joined Uganda Railway on 5th August 1897.

I submitted a confidential report on Mr. Reid with my letter No. 201 dated 19th November 1902.

I can now fully endorse all I said in that report in that I am glad to be able to say that I consider Mr. Reid a first class Storekeeper and that he renders the railway excellent service.

I should like to see his receipts and small receipts and I accordingly recommend that his salary be raised from £2,500 to £2,525 per annum with effect from 1st April 1903.

This increase is very small when one considers the amount of money and stores which Mr. Reid handles during the year and that a difference is made to the railway whether his work is done well or indifferently.

Mr. Reid has been receiving his present salary of £2,500 since 1st February 1902.

Musubi,

19th November 1902.

sd/- S.A.F. Morris.

Musubi,

Uganda Railway.

Report on Mr. A. F. Gordon

Rank: Officiating Superintendent of Way and Works.

Notes allowed: <sup>post</sup>  
Salary: £1,200 + 100 p.a. Maximum salary of £1,300 per annum.

Joined Uganda Railway on 1st June 1896.

Previous reports on Mr. A. F. Gordon have been  
dated 11th October No. 222 dated 11th October 1904  
and No. 227 dated 11th November 1904 also in my letter No. 22  
dated 11th October 1904. I recommended that Mr. Gordon  
should be given the officiating rank of Superintendent of  
Way and Works and I referred to his name in paragraph 5  
of my letter No. 187 dated 1st November 1903.

Mr. Gordon has now been officiating as Superintendent  
of Way and Works since 14th November 1903. I consider  
justified the anticipations I formed of him. He has abi-  
lity and takes a great interest in his work. He has not  
however yet got the good control of his Department as I  
should wish and in fact to extend that it is necessary to  
look ahead. It is my belief that if he will give his  
whole mind and energy to the training of con-  
tractors and workmen, and if he will continue to work  
hard and long hours, he will be able to do so. He has  
been by Mr. Gordon's recommendation in my report  
Department I consider I justified myself in recommend-  
ing him for any substantial increase in salary. I consider  
however

**CONFIDENTIAL.**

Report of Mr. A. F. Church, (continued)

Rank of Acting Superintendent of Way and Works.

allowance	post
Salary \$2,500 + 100 p.a. minimum salary of \$2,500 per annum.	

Joint Uganda Railway, 1st June 1907.

however that his services should be retained and I beg to recommend that his substantive pay may be increased from \$2,500 to \$3,000 and that his acting allowance as Superintendent of Way and Works may be reduced from \$100 to \$50. This leaves in total emoluments as at present but improves his position on leave and on vacation pay.

Mr. Church has been drawing \$2,500 per annum since 1st April 1901 i.e. seven years in the last month.

Wm. H.A.P. Currie.

Manager,

Uganda Railway.

Kisumu.

18th November 1907.

CONFIDENTIAL.

Report on Mr. B. Eastwood.

Rank Chief Accountant.

Salary £,700 p.a. Maximum salary of post £,700 per annum

Joined ~~Wanda~~ Railway on 1st October 1897.

I submitted a confidential report on Mr. Eastwood with my letter No. 291 dated 12th November 1904.

The three years since that was written have proved to me that in Mr. Eastwood we have a Chief Accountant of greatly above the average ability and this opinion was I hope confirmed by Mr. Gibson, C.M., who recently visited the office and went over our ledger accounts.

In paragraph 9 of Treasury despatch No. 2087/00 dated 27th April 1900 received with Colonial Office despatch No. 165 dated 6th April 1900 it is laid down that the Chief Accountant is not pensionable on his existing emoluments of £,700 and that no further increase can be granted. I venture however to hope that as a special case in reward for the careful and efficient way in which Mr. Eastwood has controlled the financial arrangements on the Railway the Colonial Office may be pleased to grant him a personal allowance of £,50 per annum with effect from 1st April 1905.

I may add that Mr. Eastwood has drawn £,700 since 1st November 1896 in fact he drew £,700 from 1st November



**CONFIDENTIAL.**

Report on Mr. H. Eastwood. (continued)

Rank Chief accountant.

Salary £,700 p.a. Maximum salary of post £,700 per annum.

Joined Uganda Railway on 1st October 1897.

1899 to 1st April 1903 when his salary had to be reduced to £,700 on account of the abolition of consideration work on the reconstituting of the staff.

W. J. F. Currie,

Manager,

Uganda Railway.

W. J. F. Currie,

16th November 1907.

In 5000  
43760

70000 80

31

9th Dec 1908  
December 1908

DRAFT.

The Secretary to the  
Treasury

Recd  
10/26/08

MINUTE.

- Mr. Balfour
- Mr. Reid
- Mr. J. J.
- Mr. Austen
- Mr. Cox
- Mr. Lucas
- Mr. F. Haywood
- Mr. Churchill
- The Earl of Elgin

With ref. to letter  
from this Dept. of the  
21st of April 1908 and  
to previous correspondence  
the subject of the  
superior staff of the  
Kenya Railway, I am  
directed by the Earl of  
Elgin to transmit to  
you, to be laid before  
the Lords Commissioners of  
the Treasury, the accompanying  
copy of the report  
despatch with enclosure,  
which has been received  
from the Govt. of the  
East Africa Protectorate  
containing his recommendations

5  
12/26/08

