

EAST AFR. PROT
38811

IMPERIAL MERCHANT
SERVICE GUILD

1917

1st AUGUST

LAKE STEAMER OFFICERS
CONDITIONS OF SERVICE

See previous Paper
6/6/16
6/10/16

Submits proposals for improvement of

Mr. Balthazard has written

The last Second Officer was appointed on 10 Oct 1914 and since then it has proved impossible to find any candidate for the several vacancies which still exist. The Admiralty, the Board of Trade, the Imperial Merchant Service Guild and the Mercantile Marine Service Association (who do not appear to have replied to our letter on 5/4/16) have all been approached - to no avail.

The dearth of candidates is doubtless due to the casualties arising from the war, and, after the war, R.N.R. Officers will become available.

They, however, have been raised to 45, and the qualification of a Master's Certificate has been raised. Candidates possessing Second or First Mate's Certificate will be accepted. A serious obstacle for candidates

Copy to copy to Mr. Balthazard 28th Aug 1917

Subsequent Paper
62404

Lakers is not regarded by the Board of Trade as "sea service" for qualifying officers for examination for certificates of a higher grade (in this point see the Cook's minute on 5/11/16)

The present letter contains definite proposals for increases in the rates of pay, as follows:-

	Present	Suggested
Commissioners	£360 - 20 - 500	£400 - 25 - 600
Chief Officers	£300 - 15 - 350	£360 - 10 - 400
Second Officers	£200 - 10 - 250	£300 - 0 - 400

(all as from 1 July 1917)

with abolition of present charge for "messing" ^{a month} of £3.13.4 (with refund for meals not taken), or less a year. If all the officers were at present at the beginning of their scale & we placed at the proposed scale the immediate annual increase of probandition would be about £4600 a year & ultimate increase about £6000 a year, not counting for abolition of the "messing" charge, which would make at least £1188 a year. The addition to the Probationer's expenditure would therefore be considerable.

The O.A.B. has sent by this mail a despatch before of a Commission of Enquiry into the whole Civil Service - the E.A.P. as regards conditions of service, pay etc. The petition from the Railway officials, mentioned in that despatch, may have been sent by the Marine Dept among others. It may be that they have sought the good offices of the Imperial War Service Guild in this matter - see para 3 of this letter.

* See 5/11/16
 10/11/16
 10/11/16
 10/11/16

How can it be meant.
 & the fact of the matter is that the O.A.B. is in the way of the Marine Dept.
 10/11/16
 10/11/16
 10/11/16

with their action - this report appears to be complete. The remaining proposal - the Guild's letter does not appear to differ essentially from the conditions laid down in Africa No 1030 combined with the principles upon which the Marine Dept is now administered.

The whole question must, I think, be considered in connection with the larger question referred to above when a reply is sent to the O.A.B. regarding the proposed Commission of Enquiry. I would send a copy of this letter to the O.A.B., with ref to our despatch, for consideration by the Commission, if one is appointed. As the Maritime reply that the question of the condition of service - the Marine Dept of the Home Railway is under the consideration of the local authorities, and that a decision will be taken by the S.A.S. in due course.

15.8.17

As to the report on the accounts and a corresponding account for high salaries, for a long time after the war.

15.8.17

W. Read

As proposed

10/11/16

As to the Marine Dept already drafted on 20/11/16 before this came back to me. 15/11/17

that the point might be taken
dealt with in a separate
despatch on this head.
I have acted accordingly.

Yrs. 24th 17

at home

that the point might be better
dealt with in a separate
despatch on this topic.
Have acted accordingly.

Oct. 24. 17

at home

The Imperial Merchant Service Guild

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Seaports at
Home and
Abroad.



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Agents at
Seaports throughout
the World.

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2071 & 2072 BANK, LIVERPOOL.
2407 AVENUE, LONDON.
1212 CASPIAN, S.
36 SOUTH WHARF,
32 CORPORATION HALL,
4207 CENTRAL, GLASGOW.

Secretary: Mr. T. W. MOORE, F.R.G.S.,
Lieutenant, Royal Naval Reserve (Honorary).
Chief Assistant Secretary: Mr. D. H. BERNARD.
Assistant Secretary: Mr. G. B. SAY.
Cashier: Mr. C. K. MITCHELL.

HEAD OFFICES:
THE ARCADE, LORD STREET, LIVERPOOL.

OTHER OFFICES:

Dock House, Billiter Avenue, London, E.C.
Colium Buildings, Mount Stuart Square, Cardiff.
Old Town Hall, South Shields.
41, King Edward Street, Hull.
Baltic Chambers, 50, Wellington Street, Glasgow

OFFICIAL

M/R

2nd August 1916.

The Under Secretary of State,
Colonial Office,
London S.W.

Sir,

42680/1916.

In your letter of the 20th September last, with the above reference, you will remember informing us that the Governor of the East Africa Protectorate was anxious to obtain the services of a suitable candidate for the post of Second Officer on the Uganda Railway Lake Steamers, and we were desired to recommend two or three suitable qualified Marine Officers, who would care to be considered for appointment. We replied stating that we would be pleased to do everything we possibly could in this respect, but pointed out the serious difficulties in our way owing to the qualifications demanded and the conditions offered. Further correspondence ensued when on the 18th November last, we were informed that instead of candidates being required to hold Master's Certificates, those holding Second or First Mate's Certificates would be considered for the appointments. But our difficulties were just as great, especially so when service on East African Lakes is not regarded by the Board of Trade as "sea service" for qualifying Officers for examination for certificates of a higher grade.

Despite the modification required in the qualification of certificate, even then we could do nothing in meeting the desire expressed.

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I am now to say that the Officers actually engaged in the service have requested us to urge upon you the necessity for a thorough revision of the conditions under which they are serving which they submit are nothing like adequate or just in respect to the nature and importance of their work and to the fact that the purchasing value of money is only half of what it was prior to the war.

We understand that these Officers joined at a time when they were expected to hold Master's certificates, consequently they hold high qualifications.

Whereas the conditions under which they are serving prevailed years ago under perfectly normal circumstances, the whole position as regards the Captains and Officers of the Merchant Service has been revolutionised, especially in the way of remuneration - which was notoriously inadequate.

For your information I beg to enclose copy of the Guild Minimum Scale of Officers remuneration, and this Scale almost wholly prevails to-day. In the case of the foreign-going steamers, the rates are apart from the food and accommodation provided on board ship. Of course, in the case of services such as yours entailing very protracted absence from this country, Officers expect, and receive, much more consideration in a financial way. Indeed, even with this extra inducement, it is frequently impossible to get them to apply for positions entailing their spending the best part of their lives abroad. It is, therefore, suggested that the present rates of pay should now be advanced as follows:-

1. Commanders to commence at £400 per annum, increasing by annual increments of £35 per annum to £800 per annum.

Chief Officers to commence at £300 per annum increasing by annual increments of £10 to £400 per annum.

Second Officers to commence at £300 increasing to £350 per annum.

These rates of pay to be made operative as from the 1st July last.

2. The continual "acting" of junior Officers in senior positions, though remaining on the pay of a junior is a legitimate complaint, especially when should any mistake be made whilst a junior Officer is acting as a senior, his conduct is looked upon in the same light as if he were a fully paid senior Officer. When Officers are acting temporarily in senior ranks, they should receive a temporary special allowance.

3. It is trusted that the present charges for "messing" will be abolished, as they involve considerable reductions from pay.

4. All the vessels should carry at least a Commander, Chief and Second Officers; otherwise the burden is calculated to be intolerable.

5. It is suggested that no Officer should be sent in an "acting" capacity to Lake Chioga.

6. A definite policy as regards promotion to the position of Marine Superintendent from amongst the executive deck Officers in the Uganda Railway Marine Service both for Lake Nyanza and Lake Chioga should be established.

7. It is considered that those of Second Officers rank having completed a certain amount of service should be permitted to have their wives out and it is submitted that an increase in the present housing conditions in Kisumu is needed.

8. It is trusted that home leave conditions may remain as at present in practice, having regard to the special

conditions appertaining to the service.

The Guild trust that you will be so kind as to take these representations into your consideration. We can assure you that the improvements sought for are necessary, and on your sanctioning them, it would be of great advantage to the Colonial Office in securing suitable applicants for future vacancies for service on the African Lakes whenever they may arise.

I am, Sir,

Your obedient servant,

J. W. Moor

Secretary.

Captains should receive a flat rate of pay of not less than \$35 per month.

ORDINARY CARGO VESSELS.

Chief Officers	\$20	per month.
Second "	\$17	do
Third "	\$14	do

(Inclusive of War Bonus.)

TANK STEAMERS.

Chief Officers	\$22	do
Second "	\$19	do
Third "	\$16	do

(Inclusive of War Bonus.)

COAST & CARGO STEAMERS.

Weekly Rates.

Captains \$2. 10/-	per week	not found.
" \$7.15/-	"	all found.
Ch. Officers \$5 .	"	not found.
" " \$4.5/-	"	all found.
Second " \$4.7.5.	"	not found.
" " \$3.12.5.	"	all found.

(Inclusive of War Bonus.)

no

38811
17

cab.

20
\$

21 August 1917

raft

to see

The Imperial Merchant
Service Guild

Sir

I am etc to acknowledge
the receipt of your letter of
the 2 of Augth and to inform
you that the ~~question~~^{is}
the conditions of service
in the Marine Dept of
the Uganda Railway ~~are~~^{are}
at present under the control of the
local authorities, & that
he will give his decision
in the matter in due
course

27 Aug
Boltongey 18/8/17

see 62100

Copy for Capt 28 Aug 17

take made for Gov - let
have this back early

(Signed) G. GRINDLE

DRAFT.

Mr. Comp.

S.A.S.

MINUTE.

- Mr. Bodinley 24/8/17
- Mr. Grindle.
- Mr. Lambert.
- Mr. Read.
- Mr. G. Fiddes.
- Mr. Steel-Maitland.
- Mr. Long.

See further minute

MS Guild 2 Aug
 odd 2 Aug
 (checked)

24/8/17

24/8/17

With ref. to the...
 of the 23rd of Aug^e I
 have to... to
 for the...
 of... with...
 of... with the
 Industrial...
 Guild regarding the
 conditions of...
 main... of the
 Uganda Railway. It
 will be... being the
 main... by the
 Guild to the...
 the... of...
 into the...
 conditions of...
 in the...
 the... of the
 national to...

Commission is carried
into effect.

I would draw your
attention to the irregularity
of the action of officers of
the Marine Dept., as
members of the public
service, in appealing to
the Special Mercantile
Gentry Guild for assistance
in obtaining an endorsement
in the conditions of their
employment.

Signed, WALTER H. LONG

Commission is carried
into effect.

I would draw your
attention to the irregularity
of the action of officials of
the Marine Dept., as
members of the public
service, in applying to
the Special Merchant
Seaman's Guild for assistance
in obtaining an endorsement
in the conditions of their
employment.

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Signed WALTER H. LONG