

EAST AFR. PROT
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53
1915
January
42125
5680

RAILWAY ARTIZANS
SCALE OF SALARY

For reasons given, strongly recommend existing system should be adhered to and men should be obtained from England on Rs 200-250 even though scale remains at Rs 160-250 per annum.

Mr. Boston, Mr. Reed

It seems a queer idea and some points require explanation, but there is something to be said for not making 2 grades of locally engaged men - minimum Rs 160 @ men engaged in England, minimum Rs 200. They want first class artizans from England to leave the locally engaged men, and ~~arrangements~~ ^{it would not do} to put all the men from home in a separate grade.

I do not understand the point about locally engaged men going to England from time to time to improve their knowledge. The Gov. suggests that men who do so will be given the minimum Rs 200 when they return but he does not definitely express.

As increments are not "fixed" in the

Subsequent Paper.
20992

case of these men. There would presumably
be no objection to raising a man's salary
at once from Rs 160 to 200 if he put in a
suit to England during his leave.

On the other ^{hand} we have just learnt that the
Railway authorities are much averse to giving
locally engaged men a passage to England
when they are granted leave, and only
do so in special cases.

Only final
passage to Eng
on expiration

I think on the whole we should allow
the system to continue. The Railway
~~is~~ ^{is} managed in a different
manner ~~than~~ ^{than} other depts of the Protectorate.
Railway employees cannot be
taught to regard themselves as public
servants and must have other incentives
to work than exist in the public
service.

I acknowledge and approve of the
continuance of the system on the under-
standing that only men engaged
in England are offered the commencing
salary of Rs 200 ^{without phoranting} and ask Govt
whether the S.O.S is to understand that
a locally engaged man may expect
to have his salary raised to Rs 200 if
he spends his leave in England
(and if so whether locally engaged
are given a free passage to England
on application when they are discharged)

We need not
be too
good samaritan
towards

It is impossible
to know
about

We took some pains last year to ascertain
that all the European railway subordi-
nates now have the benefit of the
ordinary leave regulations, [except the
reports and leave for more than
30 days absence] and I don't think we
need with any of the colonies
ordinance.

The Governor may mean that these men
are willing to relinquish their posts in
order to qualify themselves for appointment
at the higher rate - if so ~~consider~~ in
the terms proposed will elicit the fact

WCS 223.15

at once

H. J. R.

24/11/15

No.
H. J. R.

21st January 1915.

Sir,

Yours
42125
14

I have the honour to refer to paragraph 2 of your despatch No. 998 of the 11th of November last on the subject of the scale of salaries for artizans on the Uganda Railway.

2. The scale for first-class artizans i.e. Rs.160-250 was fixed at this minimum and maximum to cover both locally engaged men as well as those appointed in England under agreement.

3. I desire to observe that the latter class of artizan cannot be obtained for the same rate as a European trained in an Indian or Colonial business. The aim of the Railway in obtaining labour trained in England is that the men so employed shall raise the general level of efficiency and teach the locally trained artizan the latest English practices. It is therefore both essential and beneficial to offer them a commencing salary higher than that which is given to locally engaged men, although for obvious

THE RIGHT HONOURABLE
LEWIS HARCOURT, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S.W.

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Ans'd 29/1/92

31 March 1915

Sir

I have etc to acknowledge the receipt
 of your despatch N^o 53 of the 27th
 of January on the subject
 of the scale of salary of
 1st class Artizans on the Uganda Rd
 and to inform you that, in
 the special circumstances
 to which you refer, I approve
 of the continuance of the
 system whereby men engaged
 in England are offered a
 commencing salary of £2.00
 I. My approval is given on
 the understanding that only
 artizans engaged in England
 are offered the higher rate.

DRAFT.

A.P. N^o 213

P. P. V.C. Belford near G.

MINUTE.

Mr. Downie 26.3.15

Mr. Bolt onley 26/3

Mr.
Mr.

Sir G. Fiddes.

Sir H. Jupp.

Sir J. Anderson.

Lord Islington.

M^r. Harcourt.

without my prior ^{authority} ~~approval~~

I with regard to the ^{despatch}
~~third~~ para. of your ~~letter~~

I should be glad to know
whether I am to understand
that a locally engaged
artisan may expect to have
his salary raised to Rs 200
if he spends his leave in
England in improving his
knowledge of his craft.

SECRETARY, GOVT. OF INDIA