

EAST AFR. PROT
39482

C. O.
39482
REC'D
REG. 26 APR 15

Governor
Selfield 583

1915
29th July

Last previous Paper.
Incas
39903
13

THIKA TRAMWAY

Trs letters from Director of P.W. showing final expenditure and making proposals for grant of bonus to staff. Submits remarks regarding latter and requests views.

Sir G. Fiddes.

The Govt might have indicated his reasons for objecting to the proposed bonus to Mr. Reynolds.

As regards Mr. Ross's letter, he explains that for him, ~~as~~ built for £61,921, was at some time expected to cost £74,000. There is no foundation for this. The estimate remained at £60,000 till 3/23/13, on which an extra £2770 was deducted from the Deep Water Piers provision. I think that all possible savings on this £2770 should be returned to the S.W. Pier, or rather to the Harbour works for which the money is to be used. It will all be wanted.

I very much doubt if G.-P. Guinness had my authority for saying that he could dispose of loan funds within the total allotted - in any case the fact that

What Govt. objects

Proposed
N/60489
18
5206
P.W.
B. G. Gifford

Next subsequent Paper
In

The total allotted was exceeded expenses
of that point. As regards the Burma
Railway case, he has referred to that
when it was a matter of improving the
position of the P. W. D. generally - his
knowledge of the Burma Ry. led him to
put its length - actually 61 miles - at
"30 to 40 miles", & I doubt whether his
view as to the greater difficulties of the
Thabe work has any greater weight.

As regards Sir P. Agnew's practice
in R. Kijerik - Sir R. have found a case in
which he recommended bridges of £50 each
for railway survey. This I think he may
have done without sanction. I do not know

In E. Africa he gave the president of
the Grants' bonus of £200 for the
creation
construction of the "Grant Hill". That
was offered in advance for speedy construction
erector, and is not a precedent for
retrospective treatment.

There can be no doubt that our
P. W. staff are not unpaid when they
are engaged on these special works,
but I do not like making up a man's
salary to a hypothetically just rate two
years after the event, and it would have
been better if the other four branches
had been referred home for approval.

? Refer on the ground that, the
cases having been provided at the
expense of the Kilimanjaro scheme, the
complex must be handled in a similar

Recd
7/7/13
pp 418

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and cannot be regarded as still
available for additional expenditure
in connection with the Thibault.

G.C.A.

2/19/15

285

W. C. A. P. 28. 15

R. G. 2

39482
GOVERNMENT HOUSE
NAIROBI, REGD 26 APR 15
BRITISH EAST AFRICA

EAST AFRICA PROTECTORATE

No. 553

July 29th 1915.

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Sir,

39903
13

I have the honour to refer to your predecessor's despatch No. 1015 of November 26th, ¹⁹¹³ respecting the cost of the construction of the Thika Tramway and to transmit herewith a copy of a letter from the Director of Public Works showing the final expenditure on the project and making proposals in regard to the grant of a bonus to certain members of the staff.

com D. of P.W.
3. 3. 15

com D. of P.W.
16. 7. 15

2. Mr. McGregor Ross's recommendations were considered by me in consultation with my Executive Council and it was decided that as regards the Accountant and his staff the bonuses suggested should be granted. In the case of Mr. Gregory, Mr. Tanner and the Stores Clerk, Mr. Almeida, it was not considered that any bonus ought to be given.

3. As regards Mr. Reynolds the Council were divided

THE RIGHT HONOURABLE
ANDREW BONAR LAW, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W.

divided in opinion. I myself was not in favour of making any grant, a view in which the Treasurer and Attorney General concurred. The Chief Secretary, however, strongly supported the Director of Public Works' proposal, and in deference to his wishes the latter was invited to submit further arguments to uphold it, a copy of which I now attach.

4. I should be grateful for an expression of your views on the matter.

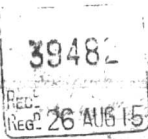
I have the honour to be,

Sir,

Your humble, obedient servant,

Alfred Bayard

GOVERNOR.



In reply please quote No.

150/22

and Date

9th March 1915

288

Sir,

BONUS PAYMENTS FOR WORK ON THE
THIKA TRAMWAY.

Ref: your No. 22122 of April 16th 1915.

I have the honour to report that it has only been possible within the last week or two to complete the financial statement of expenditure on the Thika Tramway.

2. I now write to enquire whether a bonus may be granted in the case of certain officers of the Department who were engaged on this project in work of more pronounced responsibility than would have fallen to their lot if less expenditure had not been on hand.

3. The project as originally mooted was for a rough type of line with 4% grades, 35 lb. rails, wooden sleepers and wooden abutments to bridges, and primitive stations, and £60,000 was provided for this purpose. These undesirable features have been eliminated and improved equipment installed to the value of £14,000 beyond what it was intended to provide when the project was started. This is mainly accounted for by the adoption of 3% as the maximum grade, the use of steel sleepers and 60 lb. rails and the provision of much more substantial bridgework

THE HON'BLE CHIEF SECRETARY,

THRO' THE HON'BLE THE TREASURER.

throughout the line, and a spacious station yard and triangle at the terminus. Towards the end of this work additional expenditure was sanctioned, bringing the total vote to £62,770. The work has been finished at a total expenditure of £61,921.

4. Truly exceptional conditions prevailed during the whole time of construction, inadequate labour supply in particular giving cause for the greatest anxiety as to the possibility of prosecuting work economically. I consider it a striking achievement on the part of the officers who were directly concerned with the execution of the work in the field that they completed the entire project at a cost of less than £2,000 a mile, and I trust that Government will be disposed to deal generously with them in so far as may be possible without departure from precedent.

5. I request that the following officers may be recommended for bonus or allowance to the extent suggested

Resident Engineer Mr. C. E. Reynolds £375 . 6 . 8

representing the difference between the salary he received and a rate of pay of £500 a year for the period November 1911 to September 1913 inclusive.

Accountant Mr. S. E. J. Howarth £100 . 0 . 0

representing an allowance at the rate of £50 a year from January 1st 1912 to September 30th 1913 for his work as Paymaster and Accountant on the project.

Mr. F.A. Cordeiro, Accounts clerk,
a bonus of Rs20.00

Mr. I. Biqueria, Accounts clerk,
an allowance at the rate of
Rs20.00 a month from October
12th 1912 to September 30th
1913 Rs232.90

Mr. Almeida, Store clerk, an
allowance of Rs20.00 a month
from September 19th 1912 to
September 30th 1913 Rs247.05

235 . 6 . 7

Chief Storekeeper Mr. Gregory at
Mombasa

260 . 0 . 0

being a bonus in view of the
work of landing and forwarding
all the permanent way material
complicated as this work was by
the loans of material to the
Uganda and Nagadi Railways.

The total of these grants is thus 2573 . 13 . 3

6. It was not my intention in the first case to
recommend for bonus any officer who was not actually
engaged in the practical work of construction. I would
now however put forward the request that a bonus of £100
might be allowed to Mr. Tanner in respect of the unusual
time that he acted as Director of Public Works while
this project was approaching completion. There is preced-
ent for such a grant in the Colonial Service, so I was
told by Sir Percy Girouard, in that a much heavier bonus

was sanctioned under closely parallel conditions in
Northern Nigeria.

I have the honour to be,

Sir,

Your most obedient servant,

Sd/-W. McGregor Ross,

Director of Public Works.

In reply please quote No.

414/122

and Date

July 16th 1915.

Bonus Thika Tramway.

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Ref: Your No. S. 8125/13 of 8/7/15.

THE HONOURABLE CHIEF SECRETARY,

NAIROBI.

I understand that in view of Government acceptance of my representation as to the Accounts Branch which was engaged on the Thika Tramway during construction, remarks are only required from me now as to the position of Mr. Reynolds, the Resident Engineer on that scheme.

2. I would represent in this connection that railway construction is a branch of Civil Engineering upon which higher salaries are almost uniformly paid than is the case in routine work comprising a proportion of new works of construction together with a large amount of maintenance and repairs. An Engineer in the post of Executive Engineer, P.V.D., does not normally expect to be called upon to take charge of a piece of railway construction, and I submit that when such a contingency does arise, his financial position should be improved, if funds are available, by means of a bonus bringing his emoluments into some degree of approximation to those normally drawn on railway construction. I represented this to His Excellency Sir Percy Girouard when formal sanction was received to proceed with the Thika Tramway. He gave me to understand that the disposition of the Loan within limits sanctioned by the Secretary of State was entirely

at his disposal, and that he would be in a position to grant or refuse bonus treatment to officers employed on this work upon its completion. He mentioned a specific case in which he had accorded a substantial grant to one of his P.W.D. Officers in Nigeria. 293

3. There is a precedent for bonus treatment even in the case of a staff appointment, in that an Assistant District Commissioner who was employed during the Busoga Railway construction in the management of labour camps and commissariat received a bonus on completion of that work, to the extent, I believe, of six months' pay. I beg to submit that the position of a Resident Engineer in Charge of a difficult piece of railway construction for a thirty mile length is more deserving of bonus treatment than that of the comparatively junior officer quoted.

4. I may add further that one of my Executive Engineers, of the same grade as Mr. Reynolds, was seconded from this Department to work as second in command on the Busoga Railway. He received £520 a year whilst so acting. I suggest that Mr. Reynolds would have some grounds for regarding government treatment of his position as Resident Engineer as somewhat harsh, if he received £100 a year less for being in charge of a difficult project than a brother officer of his received while second in command of an admittedly easier piece of construction.

Sd/- W. McGregor Ross

Director of Public Works.

No. 39482/1915, E.A.P.

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for
SI

6 Sept 1915

DRAFT.

E.A.P.
No. 657

for Sir H. Selfield

MINUTE.

Mr. Stappin 3/9/15
Mr. Bottomley 3-9-15

Mr.

Mr.

Sir G. Fiddes.

Sir H. Juel.

Sir J. Anderson.

Mr. Steel-Maitland.

Mr. Bonar Law.

Recd 52061

I have the honour to
acknowledge the receipt of
your despatch No. 583
of the 29th of July and to
inform you that I am
regret that I am
unable to approve of

the grant of a bonus to
Mr. C.H. Rogers,
certain members of the
staff of the P.W.D. for
work done in connection
with the construction of
the Thika Railway
and to point out that
2. As the additional mem.

of £ 2,770 allocated for the
Tramway was provided
by deduction from the provision for
the expenses of the Kildare
harbour, and the unexpended
surplus of this additional
amount must be restored
to the provision for the
harbour and cannot be
repaid or still available
for additional expenses in

connection with the Thelma line.

3. I understand that ^{you do not allow for my} ~~the~~ ~~provision~~
devoid appeal of the action which ~~is~~ ~~has~~ ~~been~~ ~~taken~~
~~cannot~~ ~~be~~ ~~regarded~~ ~~as~~ ~~the~~ ~~grounds~~
have taken with regard to the business
proposals granted or proposed to be
to the effect of the order of the court.

Signed A. BONAR LAW.