

1933.

Kenya.

No. 3144/1.

SUBJECT

C0533/435

K. W. Railway Staff

Vacancy for Works Manager.

Previous

Main file.

Subsequent

23007/1/34.

2
1. Crown Agents _____ 7 July 33

Encl. copy of a letter from the General Manager R.U.B. regarding vacancy for a Works Manager which will occur in Sept. next. Gives details of salary & seeks authority to advertise appointment.

The vacancy is due to the retirement or pension of Mr. S. Tootia, whose leave expires on 4th Sept.

R.U.B. Estimates for 1933 provide for salary at the rate of £840 by 40 to 920. The salary was reduced from £1000 to the present rate in the Ests for 1932.

? Subject to C.S.D. approval the post may be advertised

C.A. Grossmith
15/7/33

W. M. D.
10

I agree with C.A. that there are no retrenched officers who could be considered. As regards those leaving, besides A. J. Jones, there is only G. R. Mather, T.T., who has applied for the post in question, & is recommended by the Acting G.M. of T.T. He is within the age limits specified (Jones is not). Jones is considerably senior in service but on his last Conf. Report said he wanted £1100 to attract him from Palestine. G.A. should be asked to consider

Masters and the names mentioned on Form 310 -

Ans. J. H. (47) ⁴¹ Works Manager ⁴⁰ ~~Ans. J. H. (47)~~ f. G. \$690 (92)

Browne, R. W. (20) Ans. Works Manager, Neg. \$660 (92)

too old. Carmichael J. B. (47) ⁵⁰ ~~(47)~~ Hoes. Insp. S. Ind. \$800

too old. Coates D. (54) ⁵⁰ ~~(54)~~ Running Insp. Palestine \$625 (75) + 100 +

Mackay P. M. (46) Hoes. Insp. Jamaica. \$800

Cowley A. F. (44) Office Assistant to Chief Mech. Eng. T.T. \$840, who was disappointed in not securing local promotion to avoid hoes. Insp. last year (from 453)

Has applied.

W. R. Norman
11.7.33

The appointment would not give Mr. Burt any ~~ultimate~~ ^{immediate} advantage and it seems clear from his confidential report that Mr. Burt wishes to stay in West Africa. Mr. Browne seems qualified and is described as well qualified technically. Mr. Mackay is doubtful. Mr. Masters was formerly in Kenya.

The salary is within the range for which the Secretary of State's approval is not required but I think that in present circumstances we might ask the Crown Agents before ~~suggesting~~ advertising, to advertise particulars of the ~~Mr. Browne, Mr. Mackay, Mr. Masters~~ experience of ~~these officers~~ ^{Mr. Browne, Mr. Mackay, Mr. Masters} ~~and of Mr. A.L. James to General Rhodes~~ telling him that in ~~present~~ ^{present}

? from £680 to £840
not from 460 to 840

should be reluctant to go outside the service to ask whether any of these officers would be acceptable.

Shannon

C. J. Moore
12.7.33.

I agree

J. C. G. Kent
14.7.33

2 To. G. (1 para) - 19/7/33

W

note Re P.F.s of A. F. Cowley and 29468 J.W. Duggan (29468 WA) when ~~valley~~ ^{to} ~~fill~~ ^{fill} a.

9/2/34

3. Crown Agents 29 August 33
Trans. copy of corres. with the General Manager regarding the vacancy for Works Manager & states no further action will be taken pending further communication from him.

? C.J.D. to see & put by
C. J. Foxworth
31/8/33

C.J.D. may wish to see para. 4 of General Rhodes' letter, as regards Mr. Shoran.

C. J. Foxworth
31/8/33

Notes
29/9/33

Trud on the notes on C. Davis
from file and re. Davis notes.
General Review presumption is correct.

Return on 2/10 above.

See minutes on 26/7/36 letter
as to candidature of J. P. B.
file, Mech. Eng., Manufacturing
Inst. Ranking.

W.S.A. on
29/9/33

To Crown Agents _____ 5th October '33

Enc. a further letter from the General Managers &
enquire whether appointment when terms proposed should
not be advertised.

? Subject to C.S.D.'s views we should
now approve the letter being advertised.
I do not think we need object to the
suggestion of some possible improvement
to the scale £850-920.

Two views: 4/10

W.S.A.
5/10

There seems no alternative.

Very well
W.S.A.
6.10.33

Return on 2/10.

W.S.A.
12/10

4/11
2/12

Froms for rank
to date 4

Lo. C.A. (4 anal)

11. 10. 33

Go reply to 7/5 has yet been received

W.S.A. 5.12.33

As we have not ourselves been advised by the C.A. in the
matter, we might write & enquire. Noted
Two views: 5/12

W

C. O.

Mr. Nicholls, ^{4/0}Mr. Vennings, ^{7/15/33}

Mr.

Mr. Perkins.

Mr. Tomlinson.

Sir C. Bottomley.

Sir J. Stubbington.

Parnt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.The Crown Agents
for the Colonies.

Annul by No 1 21007/1/1/34 11/12 October, 1933.

C.D.
R 9 OCT
D W

I am etc. to ack. the

- (4) receipt of your letter M/3149, of the 3rd of October, and to inform you that he approves of your advertising the vacancy for a Works Manager in the Mechanical Dept. of the Kenya and Uganda Railway, upon the terms stated.

I am etc.

(Signed) J. E. W. FLOOD

ALL COMMUNICATIONS
TO BE ADDRESSED TO THE
CROWN AGENTS FOR THE COLONIES.
THE FOLLOWING REFERENCE AND THE
DATE OF THIS LETTER BEING QUOTED.

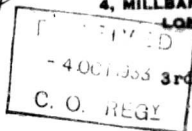
M/3149.

TELEGRAMS: "CROWN LONDON".
TELEPHONE: 7730 VICTORIA.



Ans'd by S

6
4
4, MILLBANK,
LONDON, S.W.1.



3rd October, 1933.

Sir,

No 3
16.9.33 In continuation of our letter of the 29th August, respecting the vacancy for a Works Manager in the Mechanical Department of the Kenya and Uganda Railways and Harbours, I have the honour to enclose a copy of a further letter which we have received from the General Manager on the subject of the appointment.

2. Mr. W. McHardy, with whom we have communicated in the matter, has no comments to make on the proposal contained therein.

3. I have to enquire whether, in view of the General Manager's remarks, the Secretary of State agrees that we should now advertise the appointment upon the terms proposed.

I have the honour to be,

Sir,

Your obedient Servant,

(Signature)
for CROWN AGENTS.

The Under Secretary of State,
Colonial Office,
S.W.1.

FROM THE GENERAL MANAGER, KENYA AND UGANDA RAILWAYS AND
HARBOURS, TO THE CROWN AGENTS.

No. SPG.9/1/8.

General Manager's Office,

Nairobi,

Kenya Colony.

AIR MAIL.

Dated 16th September, 1933.

Received 25th September, 1933.

With further reference to my letter of the 10th August, regarding the vacancy for a Works Manager, it will be noted that the procedure adopted has not produced satisfactory results. It remains, therefore, for consideration whether, with the consent of the Colonial Office, the vacancy should now be advertised, and if so, at what scale.

My view is that every effort should be made to obtain a fully qualified officer with recent experience of modern workshop practice, and that this can only be done by advertising the vacancy in the widest manner.

With regard to the question of a suitable scale of pay to attract the type of officer required, I would suggest that the scale £840/£40/£920 should be offered, but that a note should be added that some improvement of this scale would be considered if the qualifications of any applicant appeared to justify it. I should be glad if you would discuss this suggestion with the Colonial Office and with Mr. McHardy.

You will understand that, while I have been able to fill the post temporarily, it is advisable to make a permanent appointment at an early date.

8 5



ALL COMMUNICATIONS
TO BE ADDRESSED TO THE
CROWN AGENTS FOR THE COLONIES,
THE FOLLOWING REFERENCE AND THE
DATE OF THIS LETTER BEING QUOTED.

4. MILLBANK,
WESTMINSTER,
LONDON. S.W.1.

W/2119.

TELEGRAMS: CROWN LONDON
TELEPHONE: 7730 VICTORIA

29th August, 1933.

Sir,

No 2

25.7.33

10.8.33

With reference to your letter No. 3144/1/33 of the 19th July, regarding the vacancy for a Works Manager in the Mechanical Department of the Kenya & Uganda Railways and Harbours, I have the honour to enclose, for the information of the Secretary of State, a copy of correspondence between ourselves and the General Manager on the subject of this appointment.

No further action will be taken with a view to filling the vacancy pending the receipt of a further communication from the General Manager.

I have the honour to be,

Sir,

Your obedient Servant.

F. S. Blunfield
for Crown Agents.

The Under Secretary of State,
Colonial Office.

FROM THE CROWN AGENTS TO THE GENERAL MANAGER, KENYA & UGANDA RAILWAYS AND
HARBOURS, NAIROBI, KENYA.

25th July, 1933.

AIR MAIL

CONFIDENTIAL

Sir,

I have to acknowledge the receipt of your letter No. S.P.G. 9/1/8 of the 24th of June, on the subject of the vacancy for a Works Manager in the Mechanical Department, Kenya & Uganda Railways & Harbours, which will occur in September next, and to state that, after consultation with Mr. W. McHardy, we are of opinion that the salary scale of £840/£40/£920 attached to the post should suffice to attract suitably qualified candidates, but that, in the case of an exceptionally qualified man, it might be necessary to offer a better scale.

2. We advised the Colonial Office accordingly and suggested that it would be desirable to advertise the appointment and to consider the applications received in response with those of officers in, or retrenched from the Colonial Service. We have been informed, in reply, that the Secretary of State is reluctant to go outside the Service for candidates for this appointment, and we are asked to enquire whether any of the undermentioned serving officers, whom the Secretary of State desires to be considered, would be acceptable:-

Mr. R.W. Browne

Mr. E.W. Browne - Assistant Works Manager,
Nigerian Railway.

Mr. E.R. Masters - Assistant Locomotive Superintendent,
Tanganyika Railways.

Mr. A.G. Cowley - Office Assistant (Technical)
to the Chief Mechanical Engineer,
Tanganyika Railways.

Mr. A.L. Jones - Assistant Chief Mechanical Engineer,
Palestine Railways.

Particulars of their records of service are enclosed for your consideration, and, if you are of opinion that they are suitable, we should be glad if you would advise us of the order in which you would prefer them.

3. We would add that, with the exception of Mr. Masters, the officers named are on the permanent and pensionable establishments of the Territories in which they are serving, and that, if one of them is selected and is willing to accept the appointment, arrangements for his transfer would be made by the Colonial Office.

I am, Sir,

Your obedient Servant,

(Sgd.)

for Crown Agents.

FROM THE GENERAL MANAGER, KENYA & UGANDA RAILWAYS & HARBOURS, TO CROWN AGENTS

General Manager's Office,
Nairobi,
Kenya.

10th August, 1933.

No. SPG.9/1/8.

BY AIR MAIL

WORKS MANAGER - NAIROBI WORKSHOPS

Gentlemen,

I have to acknowledge receipt of your letter, No.142 M/3149, dated the 25th July, 1933, and note that, after consultation with Mr. McHardy, you are of opinion that the salary scale of £840/£40/£920 should suffice to provide suitably qualified candidates for the post of Works Manager. I note this information, but I find, as I anticipated, that the suggestions contained in paragraph 2 of your letter are entirely unsuitable for the post I have in view.

2. Two of the names suggested by you are well known to me, and the qualifications of the remaining two do not lead me to think that they are suitable officers for the post in question. I had hoped to obtain an officer of much higher standing.

3. In the circumstances, I should be glad if you would take no further action with regard to this appointment for the moment. I will write to you again shortly on this matter.

4. I note that among the names submitted you do not include the name of Mr. Storar of this Administration, who

has/

has also submitted an application to the Colonial Office for promotion. Mr. Storer is probably better qualified than any of those candidates whose names you have included, but I presume his name has been omitted owing to the fact that we have full particulars of his qualifications here.

I have the honour to be,

Gentlemen,

Your obedient Servant,

(Sgd.) G.D. Rhodes.

GENERAL MANAGER.

C. O.

3144 1/73

13
2

Mr. Grossmith 7/7/33
Mr. *Freestone* 17/2.

Amundson
P.F. 50868 EA
(Kankland)
R.I.

C. O.
R 17 JUL
D

18 July, 1933

- Mr. Parkinson.
- Mr. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Permt. U.S. of S.
- Privy. U.S. of S.
- Secretary of State.

DRAFT.

THE CROWN AGENTS
FOR THE COLONIES

Gentlemen,

I am etc. to acknowledge the receipt of your letter (M/2149) of the 7th of July regarding a vacancy for the post of Works Manager in the Mechanical Department of the Kenya-Uganda Railways and Harbours, and to ~~inform you that he will be glad if~~ *request that* before advertising the appointment, you will ascertain from the General Manager, Kenya and Uganda Railways, whether any of the undermentioned officers would be acceptable *to him* ~~and~~ *of* ~~explain that, in the present circumstances, the Secretary of State is reluctant to go outside the Service for candidates for this appointment.~~

should

to him of

2. The names of the Officers

whom the Secretary of State desires

to be considered are:-

Mr. R.W. Browne, Assistant Works
Manager, Nigeria *Railway*

Mr. E.R. Masters, Assistant
Locomotive Superintendent,
Tanganyika Territory *Railways*

Mr. A.G. Cowley, Office Assistant
(Technical) to the Chief
Mechanical Engineer, *Tanganyika Railways*

Mr. A.L. Jones, Assistant Chief
Mechanical Engineer,
Palestine *Railways*

3. You will, no doubt, communicate
to the General Manager the particulars
of the experience of these officers.

I am etc.

(Signed) J. E. W. FLOOD

FROM THE GENERAL MANAGER, KENYA AND UGANDA RAILWAYS & HARBOURS,
TO THE CROWN AGENTS.

General Manager's Office,
Nairobi,

24th June, 1933.

SPG/9/1/8

Gentlemen,

WORKS MANAGER

A vacancy for a Works Manager will exist and require to be filled towards the latter half of September.

2. Particulars of the post are contained in the annexure hereto.
3. It is essential that the services of an efficient and experienced officer, having all the qualifications set out in the annexure hereto, should be obtained.
4. It will be observed that the post at present carries a salary on the scale £840 x £40 - £920.
5. Before applications for the vacancy are invited, it is desired that, after consultation with the Secretary of State and Mr. W. McHardy, our London Representative, you will furnish your advice as to whether, having regard to the general world-wide tendency to reduce salary scales, you consider the scale in this case sufficiently attractive to induce experienced and highly efficient persons to apply for the position.

I have the honour to be,
Gentlemen,

Your obedient servant,

(Sgnd.) G.D. Rhodes

GENERAL MANAGER.

✓
JW

COPY

15

PARTICULARS OF THE OFFICE OF WORKS MANAGER IN
THE MECHANICAL DEPARTMENT OF THE KENYA AND
UGANDA RAILWAYS AND HARBOURS.

DUTIES OF OFFICE.

The duties of the Works Manager consist in supervision, under the Chief Mechanical Engineer, of the Locomotive, Carriage and Wagon Workshops in Nairobi, and of any extraneous work that may be authorised to be sent in to them for execution. He is responsible for the efficient and economical carrying out of all work in the Workshops, and for the control of the staff there.

He is also responsible for the supervision and direction of all Carriage and Wagon Examining Depots and their staffs on the whole system.

QUALIFICATIONS.

Candidates must have received a good general education and have been trained in the Workshops of a British Railway; age should not exceed 40. The successful candidate must be well versed in modern railway workshop and works office methods and must have filled a position of responsibility in the works of a railway of recognised standing.

It is preferable, though not essential, that he should be an associate member, or member, of an engineering institution.

SALARY.

The commencing salary is £840 per annum on the scale of £840 - 40 - £920, but the salary is subject to reduction under any temporary levy on the salaries of officers of the Railway which may be from time to time in force. The present levy on salaries up to £1,000 per annum is 5%. The post is a pensionable one, but the admission to pensionable status of the officer appointed will only be considered after completion of 5 years' satisfactory service in the post.

QUARTERS.

Free quarters are provided, or if not available, an allowance is given in lieu. This allowance is at present fixed at 15% of the initial salary of the grade, i.e., £126 per annum.

MEDICAL ATTENDANCE.

Free medical attention is given.

CERTIFICATE OF HEALTH.

The successful candidate must produce a Medical Certificate of fitness for service in Kenya & Uganda.

PASSAGE.

Free First Class Passage is allowed. Under the present regulations a married man engaged from Great Britain and Ireland would be paid family passage allowance up to £40. If engaged from any other country, family passage allowance is payable up to half the cost of a passage of the class by which the officer appointed is entitled to travel, or £40, whichever is less.

LEAVE

The normal tour for the officer appointed to this post will be 36 months. The existing leave conditions provide for 4 days' leave on full pay for each month of residential service. Free passage to the country in which the officer is engaged or to England is allowed for leave purposes and if returning for further service a return passage to the Colony is also granted. The time occupied by the sea voyage, subject to a maximum of 28 days each way, is added to leave.

ALL COMMUNICATIONS
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CROWN AGENTS FOR THE COLONIES.
THE FOLLOWING REFERENCE AND THE
DATE OF THIS LETTER BEING QUOTED.

M/3149

TELEGRAMS: "CROWN LONDON"
TELEPHONE: 7730-VICTORIA



81
17

4, MILLBANK,
WESTMINSTER,
LONDON. S.W.1.

RECEIVED
7 JUL 1933
C. M. HEGY

7th July, 1933.

IMPORTANT

Chief (2)

Sir,

24.6.33.
& enclos.

I have the honour to transmit, for your information, a copy of a letter, and its enclosure, which we have received from the General Manager, Kenya and Uganda Railways and Harbours, regarding a vacancy for a Works Manager which will occur in September next.

2. We have consulted Mr. W. McHardy, as desired, and we are of the opinion that the salary scale of £840 by £40 - £920 attached to the post should suffice to attract suitably qualified candidates, but that in the case of an exceptionally experienced man, it might be necessary to offer a better scale.

3. So far as we are aware there are no officers retrenched from the Colonial Service, and few serving officers, possessing the required qualifications and experience who could be considered. We think that, in the circumstances, it would be desirable to advertise the appointment and to consider the applications received in response with those of officers in, or retrenched from, the Colonial Service whom your Department may wish to put forward. We would propose to include for consideration Mr. A. L. Jones, Assistant Chief Mechanical Engineer, Palestine Railways.

/4.

The Under Secretary of State,
COLONIAL OFFICE.

CA

18
END

4. I have to enquire whether we are at liberty to proceed on the lines proposed. If so, we will advise the General Manager by telegram of the action which is being taken in the matter.

5. As the matter is of some urgency we should be glad to be furnished with an early reply.

I have the honour to be,

Sir,

Your obedient servant,

J. P. ...

FOR CROWN AGENTS.

PUBLIC RECORD OFFICE

END

TOTAL EXPOSURES →

PUBLIC RECORD OFFICE

C0533/436

ORDER NO. ⇨ FN/E474
CAMERA NO. ⇨ 19
OPERATOR. ⇨ MT
REDUCTION. ⇨ 12
EMULSION NO. ⇨ 321061
DATE. ⇨ 31/5/72

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