

1936

38086/3

C0533/466
KENYA

38086/3

Petition :-

Motor Mechanics of K. U. Rlys. Harbours

Previous

Subsequent

297 13/2/36

309 4/3

Mr Parkin 4/3

Mr Achem 5/3

Mr How 7/3

Mr G. Tomlinson 9/4/36

J. C. Bellamy 9/3

Los M... 12/3

309 13/3

308 18/3

299 18/3

R. 297

9808E

FILE A.

Petitions
Motor Mechanics
Monthly
Nominal

Trs. with comments, petition from the Motor Mechanics at Masindi (Uganda), applying for an improvement in the conditions of their appointments. recommends that the petition be refused.

See Abstract G.V
Item I of
KUPR Estimates

The petitioners are 3 motor mechanics of the Kenya-Uganda Railways employed in Uganda. They are engaged on contract agreement with a salary scale of £260-18-400 and are participants in the K.U.R. Provident Fund.

They state that they have been on the maximum of their salary scale for some time and ask that, as they are permanently stationed in Uganda, their salary scale be increased to correspond with that payable to motor mechanics in the employ of the Uganda Government (£372-500). They point out that motor mechanics employed by the Uganda Govt are eligible for admission to the pensionable establishment of the District

They also compare their position with that of Second Engineers of the K.U.R. (Masindi).

The post of Second Engineer (£390-450-600) has been forgotten

as a penultimate office, but
as the H.C. points out, the
status of a Second Officer
in no way corresponds to
that of a motor mechanic.
European motor mechanics can
in fact be replaced by
Asiatics and Africans.

The petitioners are servants
of the K.M.R. Administration
and are bound by the terms
and conditions of that
Administration. I have
no doubt that individual
motor mechanics possessing
the necessary qualifications
for promotion to a higher post,
are only considered by the
H.C. for Transport. In the circumstances

I ask & request the H.C.
to inform the petitioners
that the Spt. has considered
their petition and is not
prepared to intervene.

C. J. Swinburn
4/3/36

J. J. Paine
4/3
6/3

Kenya & the K.M.R. have never given very considerate
treatment to their European artisans. Still there is a local
supply willing to accept the pay & conditions offered and the
retort "If you don't like it you can do the other thing" is one which
can be made in Kenya.

These are only three three working on the motor run between
Lake Albert & Lake Kioga which is a pretty wild and
unhealthy spot, and, as they say, lonely. The K.M.R. might
have given them possibly better terms but thinks not.

A comparison with a Second Engineer is, I think, out
of it and analogy with a Class I Artisan (fitter etc.)
is more near the mark. As the High Comm^r points out the
3 get £60 a year more than an Artisan & if that
had been shown as a special allowance to make up for
expenses then there would be less trouble.

To make them pensionable would open up serious
possibilities and I think cannot be granted.

So I can see no way out but to reply as
proposed though I have some considerable sympathy
with them in not being pensionable, especially as the Uganda Govt.
P.W.D. mechanics are pensionable.

Two were locally engaged but the third (McKee,
was engaged here by the Crown Agents. Their salary was
£300 - £400 so £360 - £480 is some improvement

? as proposed

C. J. Swinburn

9.3.36

Massive, since they are not in a
P.W.D. headquarters and a very pleasant
place

Lord Plymouth

So long as a Govt. commercial
concern and an ordinary Govt.
work side by side we shall have
anomalies.

assurances. Possibly the legends
Govt. mechanics or too well
treated - at all events, as
Mr Hood points out, the Railway
get men, and I do not see
how we can press them to
improve their terms so long
as they can get them.
As proposed?

Wes. 9.3.36.

I agree

P. J. Milne

12.3.36.

2 To H. Cr. Sept. 26 (1 annod) 18th 1936

assurances. Possibly the Ligand
Govt. mechanics are to be
treated - at all events, as
by Hood points out, in Railway
get new, and I do not see
how we can press them to
improve their terms so long
as they can get them.
As proposed?

W.L.S. 9.3.36.

I agree

P. J. Milne

12.3.36.

2 To H.C. Sept. 26 (1 amended)

18th 1936

11

C. O.

380867/1st

2

Mr. *Smyth 13/36*
Mr. *Stoker 13/3 P.*
Mr.

S.H.



Sir C. Parkinson.
Sir G. Tomlinson.
Sir C. Bottomley.
Sir J. Shuckburgh.
Permt. U.S. of S.
Parly. U.S. of S.
Secretary of State.

18 March, 1936

Si,

DRAFT.

Transport
Kenya - Uganda.
No. 26
H.C.

I have etc to acknowledge the receipt of your despatch No. 4 of the 9th of January regarding the petition addressed to me by Mr J. McRae, Mr L.W.G. Alford and Mr T. Collins, Motor Mechanics of the Transport Administration, engaged on road motor transport between Masindi Port and Batiata.

FURTHER ACTION.

2. I should be obliged if you could cause the petitioners to be informed that I have considered their petition and that I am not prepared to intervene.
(Signed) J. H. THOMAS I have etc.



38086/10/11 5

TRANSPORT
KENYA-UGANDA

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

NO. 4

RECEIVED
- 8 FEB 1936
C. O. REGY

9th January, 1936.

Sir,

I have the honour to enclose herewith a petition with four enclosures addressed to you by the Motor Mechanics of this Administration engaged on road motor transport between Masindi Port and Butiaba. Similar petitions have previously been submitted to the General Manager and to me and have been refused vide enclosures (2) and (4).

Amended (2)

2. I have the following comments to offer on the petition:-

Paragraphs 1 - 6. No remarks.

Paragraphs 7 and 8. The position of Second Engineers (Marine) is in no way comparable with the position of the Motor Mechanics. The position of Motor Mechanics is reasonably comparable with that of European Artizans, Class 1, the respective scales of salary being as follows:-

Motor Mechanics	...	£360 x £18 - £480
Artizans, Class 1	..	£300 x £18 - £420

and the justification for the enhanced scale for Motor Mechanics is the lack of amenities and trying climatic conditions at Masindi.

Paragraph 9. The servants of this Administration, whether stationed in Kenya or Uganda, belong to this Administration, and their conditions of service cannot be altered to agree with the conditions of service obtaining in the territory in which they are resident. The petitioners remark that, if they were in private employ they would consider themselves entitled to the conditions of employment prevailing in the country of

THE RIGHT HONOURABLE
J. H. THOMAS, M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1. residence/

residence. Private employers do not give uniform terms of service and if the petitioners desire to stress their argument in this respect it seems to be logical to suggest to them that they can adopt the course of action which they would do if they were dissatisfied with their conditions of service in private employment, and tender their resignation.

Paragraph 10. The "all in" annual cost of a European motor mechanic at Masindi to this Administration is £658 a year and there is no justification for increasing this amount as it would put up the costs of road transport which are already high. This Administration is constantly replacing personnel by a cheaper personnel when opportunity offers and it cannot pay a higher price than at present for motor mechanics: if European personnel are not ready to accept the terms offered, arrangements will be made to replace them by Asiatics or Africans.

Paragraphs 11 - 14. As stated above, the Motor Mechanics, as other personnel, are the servants of the Administration and their conditions of service must be those of the Administration wherever stationed. In other parts of the world Government Railway servants do not necessarily have the same terms of service as other Government servants and there is no reason why they should in this case, especially as the Administration cannot have one set of conditions of service in Kenya and another in Uganda. It is admitted that there are certain disadvantages in serving permanently at Masindi and on the Masindi-Butiaba road and it is for this reason that the Motor Mechanics receive in salary £60 a year more than the corresponding Artizans, Class 1. The statement in paragraph 13 of the petition to the effect that Uganda residents pay double fees when sending their children to Kenya schools is incorrect; the fees for Uganda children are

now/

now the same as for Kenya children.

3. I recommend that the enclosed petition from the Motor Mechanics at Masindi be refused.

I have the honour to be,

Sir,

Your most obedient, humble servant,

for C. G. Galloway
HIGH COMMISSIONER.

Masindi,

Uganda,

Dec. 13th. 1935.

The Secretary of State for the Colonies,
Colonial Office,
Whitehall, London.

Thro'

The Motor Transport Officer, Masindi.
District Traffic Superintendent, Kampala.
Supt. of the Line, Nairobi.
Hon. General Manager, Nairobi.
H.E. The High Commissioner for Transport, Nairobi.

Sir,

We have the honour to submit the following application for an improvement in the conditions of our Appointments as Motor Mechanics (Kenya Uganda Railways & Harbours) and shall very much appreciate your careful consideration of our case as set out hereunder.

(1) Our Department is engaged in Road Motor Transport between Masindi Port (Lake Kioga) and Butiaba (Lake Albert). The European Staff consists of a Motor Transport Officer and three Motor Mechanics. The latter's salary scale is £ 360 to £480 per annum. The posts, with the exception of the Motor Transport Officer's, are not pensionable. We (the Motor Mechanics) have the benefit of a Provident Fund, to which we subscribe one month's pay per annum, but it does not appear to make adequate provision for retirement, especially in view of the maximum salary.

(2) We have served in our present capacity at Masindi for over ten years, and were hoping that, after attaining the maximum of our present scale, provided we had given satisfaction with respect to efficiency, we should have been admitted to a higher salary grade. Such provision is made in the case of most other Railway Appointments of a technical nature. In further substantiation of the reasonableness of our expectations, we would quote the case of Motor Mechanics employed by the Uganda Government (Public Works Dept.) who receive a maximum salary of £500 per annum, are entitled to pensions, and have more prospects of promotion.

(3) It is now three years since we reached the maximum of our present grade, but for the reason given in our first letter to the General Manager, we have not raised the question of improvement in our status until now when the sounder financial position of the Railway would seem to justify it.

(4) Our position is unique in that we are the only Railway Officials permanently stationed in Uganda, and it appears to us to be an anomaly that Government Officials in the same Territory should carry out similar duties under dissimilar terms of engagement.

- (5) It is our request that, as the Railway is unable to offer us employment outside of the protectorate, we should be granted precisely the same conditions of Service as the Motor Mechanics in the Uganda Public Works Dept.
- (6) We have put our case before the High Commissioner for Transport and the General Manager, but, as will be seen from the accompanying copies of the correspondence, they are unable to hold out any prospects, even a future one, of improvement in our salary grade, and make no statement on the question of pensions.
- (7) The reason we quoted the case of Second Engineers (Marine) was because they have recently acquired pensionable status, and a comparison between their duties and ours was the nearest we could draw within the confines of the Railway Administration.
- (8) The General Manager lays stress on the point that our responsibilities and qualifications are in no way comparable with those of Second Engineers (Marine). We beg to point out that when a Second Engineer is in charge of a Lake Steamer he receives an additional £50 per annum, which, we presume, is in recognition of responsibility. We have no desire to draw detailed comparisons between our qualifications and those of Second Engineers, but we think it should be recognised that the initial training is similar in both cases. While Second Engineers have later qualified in Marine work, we have specialised in Automobile Engineering. We are men with from 20 to 30 years experience of Electrical, Locomotive and Automobile Engineering, and, from our point of view, there is not the disparity between our qualifications and those of Second Engineers that the General Manager presumes.
- (9) As regards the attitude that there is no reason why the Railway Administration should concede the same terms of service to servants permanently resident in Uganda as are officially recognised for their particular class in that Territory, we beg to state that, if we were in private employ, we should consider ourselves entitled to the conditions of employment prevailing in the country of our residence.
- (10) With respect to the contention that our cost to the Railway is not entirely represented by the salary liabilities, we consider this irrelevant for purposes of comparison, as such a consideration must also be applied to other Government Appointments. The implication that our posts might be filled with cheaper personnel is a principle which, in our estimation, could have almost universal application.
- (11) There is another matter we should like to bring to your notice. As regards overseas leave we are also in a position of inferiority. Under Special Notice No. 68 we are now entitled to only five months leave in England, at the expiry of a 30 months' tour of Service, as compared with the Uganda Official's six months. Again, we were subjected to the Salary Levy while there was none being imposed in Uganda.
- (12) The Post Office (an interterritorial department) grants overseas leave according to the leave regulations of the Territory in which an Official has served. It

(3)

also adopted this principle in respect of the Salary Levy.

(13) We are residing permanently in an outpost of Uganda which implies a higher cost and more restricted class of living than obtains in Kenya. Also, we pay Uganda taxes. In addition, when there was no Salary Levy in Uganda, we were subjected to an imposition on our Salaries as a result of Kenya's economic requirements. Yet, we share none of the amenities of Kenya. Uganda residents sending their children to Government Schools in Kenya are obliged to pay double fees.

(14) Masindi is slightly over a thousand miles from the Coast, and the isolation referred to in our letter to the General Manager is a very real thing. It entirely excludes us from opportunities of advancement which may offer in more populous centers. Also, after ten years residence in these parts, we have naturally lost contact with things at Home so far as our Engineering prospects are concerned.

(15) We think that the foregoing statements on our position will convince you that we are working at a disadvantage in comparison with other Kenya and Uganda Officials, and we trust you will be able to see your way to granting our request as outlined in para. (5).

We have the honour to be,

Sir,

Your Obedient Servants,

Eric Rae
L. W. G. Alford
L. Collins

Enclosures 4.

Copy.

Enclosure!

Masindi,

Uganda.

June 13th. 1935.

The General Manager,
Kenya Uganda Railways & Harbours,
Nairobi.

Thro'

The Superintendent of the Line, Nairobi.
The District Traffic Superintendent, Kampala.
The Motor Transport Officer, Masindi.

Sir,

We, the undersigned Motor Mechanics, beg to submit the following application.

Having completed 10 years service with the Railway, three years have elapsed since we attained the maximum of our present salary scale viz: £480 per annum. Due to the economic depression, we have not previously made any application for a higher salary grade but now request that the matter may be given favourable consideration.

In substantiation of this request, we would point out that the K.A.R. and Uganda Government Motor Transport Staffs receive maximum salaries of £540 and £500 per annum respectively and, in addition, that these post are pensionable.

Some consideration should, we think, be given to the fact that we are permanently stationed here at Masindi which has meant complete isolation from opportunities of advancement which might offer in a more populous center.

In conclusion we beg to draw attention to the conditions of service of Second Class Marine Engineers, whose work for the Railway is somewhat analagous toours, and submit there is justification for similar terms to be extended to us.

We are, Sir,

Your Obedient Servants,

Sd/- J. Mc Rae.
L.W.G. Alford.
T. Collins.

(COPY)

1st. August. 1935.

SPG.9/9/I.

The Acting Superintendent of the Line,
Nairobi.

GRADING OF EUROPEAN MOTOR MECHANIC
MASINDI.

Ref. Your No.S.T.2842 dated 23.7.35.

Careful consideration has been given to the grading of the European Mechanics stationed at Masindi and to your recommendation.

(2) The petitioners should be informed that I cannot accept their contention of the post of Second Engineer (Lake Marine) is analagous to that of Motor Mechanics; that the grading applicable to their posts is the maximum that economically can be justified; and that, in the circumstances, while not unmindful of the disabilities referred to in the penultimate paragraph of their letter, I regret I can hold out no prospect of an improvement in their scale of salary.

Sd/- G.D.Rhodes,

GENERAL MANAGER.

(COPY)

Masindi,

Uganda.

August 21st. 1935.

The General Manager,

Kenya Uganda Railways & Harbours,

Nairobi.

Thro'

The Superintendent of the Line, Nairobi.

The District Traffic Superintendent, Kampala.

The Motor Transport Officer, Masindi.

Sir,

We note that in refusing our application for a higher salary grade you have stressed your point of view with regard to the comparison we drew between our work for the Railway and that of Second Engineers (Lake Marine) but did not comment upon the possibly more relevant case we instanced viz. the superior service conditions of the Uganda Government Motor Transport (P.W.D.) Staff.

The outstanding feature of our position is that we are permanently stationed in Uganda and it would appear to constitute an anomaly that Government Officials, in the same territory, should carry out similar duties under dissimilar conditions of engagement.

In our opinion, it is only equitable that, as the Railway is unable to offer us employment outside the Protectorate, we should be granted precisely the same conditions of service as Motor Mechanics in the Uganda Public Works Department.

Your reply would seem to preclude any possibility of future betterment. Owing to our isolated position and long residence in these parts, we have metaphorically speaking, burnt our boats, and, in the event of your being unable to revise your decision, we should deem it a favour if you would permit our case to be put before H.E. The High Commissioner for Transport.

We are, Sir,

Your Obedient Servants,

Sd/- L.W.G. Alford,
T. Collins,
J. Mc Rae.

(COPY)

KENYA UGANDA RAILWAYS AND HARBOURS.

Reference No. SPG.9/9/I.

GENERAL MANAGER'S OFFICE.

NAIROBI, 9th/10th. October, 1935.

The Ag. Supdt. of the Line,

NAIROBI.

APPLICATION FROM EUROPEAN MECHANICS, KASINDI.

Your No. S.T. 2642 of 25.9.35.

The petitioners should be informed that their representations have been placed before the High Commissioner, who has reviewed the matter and considers the responsibilities and qualifications of the European Motor Mechanics are not in any way comparable with those of Second Engineers (Marine).

His Excellency also points out that this Administration being entirely separate from the Governments of Kenya and Uganda, there is no reason why the terms of service of any particular class of servants in the Railways & Harbours Administration should be exactly the same as for the same class in the Government Service.

The High Commissioner, having examined the total cost to the Administration of employing European Motor Mechanics (which, of course, is much in excess of the salaries only) considers that there is no justification for increasing that cost, but rather a case for enquiring whether a more economical method for providing Motor Mechanics cannot be found.

In the circumstances, the High Commissioner, while appreciating that the permanent stationing of the Motor Mechanics in Uganda may involve certain disabilities, cannot entertain the petitioners application for a higher salary grade.

Signed G.D. Rhodes,

GENERAL MANAGER.