

1936

Kenya

No. 38179/7

SUBJECT CO 533/472

Kenya - Uganda Railways + Harbours

Staff

Previous

1935

Subsequent

1937

C. 9.
K. U. R.
Staff

1 H.O. Transport - NO. 112 — 21.12.35 2

Reports that the post of Assistant Superintendent becomes vacant about 1st May next on the transfer of Mr. R. E. Roberts to Tanganyika Rly. looks to be furnished with records of suitable officers elsewhere pending of the post.

2 H.O. Transport - No. 6 -- 11.1.36

Refers to (1) & recommends that the appt. of Assistant Superintendent to officers to Mr. A. Dalton, Traffic Supt. Tanganyika Rly.

Since Mr. Dalton has written, the General Manager, K.U.R., has made up his mind that Mr. Dalton, Traffic Superintendent, Tanganyika Rly., is the man for the post of Post Supt of the Line K.U.R. (£1250)

Mr. Dalton applied for the Kenya post in September last and his application was recommended by the Ag. Genl Manager, Tanganyika Rly., and by Mr. H. W. Michael (See No 57 on 14625-CA)

His present salary is £880 in the scale of £720-920, & that the promotion will be a fairly considerable one.

Subject to the views of Person Branch, the post of Post Supt of the Line, K.U.R., may be offered to Mr. Dalton through the Gov. of Tanganyika.

J. P. B. 1/30/1

of 1931 Promotions, after consultation with Colonel Fleming of the Crown Agents, we sent to Sir E. Roche particulars of the four candidates who were thought to be the most suitable candidates for this appointment. Colonel Fleming put first Mr. Stevenon of Nigeria with Mr. Dalton as a close second. Before we wrote to Sir E. Roche, brief particulars of the candidates were given to Mr. Brunning, the present Superintendent of the Line of the Kenya-Uganda Railway, who preferred Mr. Dalton. His service is not longer than that of Mr. Stevenon who is six years the older. His reports are of a sterling good and there need be no hesitation about offering him the transfer for which he is an applicant. The move of Mr. Robins from the U.R. to Tanganyika and that of Mr. Dalton to take his place on the K.U.R. should do much to secure future smooth working between the two railway systems.

Submitted for approval of appointment of the appointment of Assistant Superintendent of the Line, Kenya-Uganda Railways (£1,250 per annum plus quarters), to Mr. A. Dalton, Traffic Superintendent, Tanganyika Railways, of whom particulars are attached.

As Mr. Dalton will be eligible for about five months' leave and Kenya would like to have him as soon as possible, the offer should be made by telegram.

J.A.C.
30/1/36

J.A.C.
30.1.36

Mr. C.E. Rooke was selected in preference to Mr. Dalton for Traffic Manager, T.I., but the latter is now being put on the road for Superintendent of the Line, U.R. Mr. Rooke may be aggrieved, if we have not found something better for him before that happens.

It doesn't follow that Mr. Dalton will get the MA post next year on the remaining part of course when Mr. Brunning goes

J. A. Calder
31.1.36

J. A. Calder

I do not think that Mr. Rooke can complain about the impossible point - that his no. 2 is being promoted outside to a post drawing the same salary as a man.

Sir J. St. John

The Dalton submitted for approval; he has been "killed" by the fact that we under show he could serve and chosen by him as the best man available.

W.S. 3.2.36

W.S. 4/2/36

at all

*A. Dalton, Traffic Dept., P.V. appia.
Traffic Dept. of the Line, K.U.R. No. 14652 EA.*

Of 1051 Promotions, after consultation with Colonel Fleming of the Crown Agents, we sent to Sir G. Robins particulars of the four surviving officers who were thought to be the most suitable candidates for this appointment. Colonel Fleming put first Mr. Stevenson of Nigeria with Mr. Dalton as second choice. Before we wrote to Sir G. Robins brief particulars of the candidates were given to Mr. Browning, the present Superintendent of the Line on the Kenya-Uganda Railways who preferred Mr. Dalton. His service on the line is longer than that of Mr. Stevenson and he is six years the older. His reports have been consistently good and there need, I think, be no hesitation about offering him this transfer for which he is an applicant. The move of Mr. Robins from the K.U.R. to Tanganyika and that of Mr. Dalton to take his place on the K.U.R. should do much to secure future smooth working between the two railway systems.

Submitted for approval of an offer of the appointment of Assistant Superintendent of the Line, Kenya-Uganda Railways (£1,250 per annum plus quarters), to Mr. A. Dalton, Traffic Superintendent, Tanganyika Railways, of whom particulars are attached.

As Mr. Dalton will be eligible for about five months' leave and Kenya would like to have him as soon as possible, the offer should be made by telegram.

John
30/1/36

John
30.1.36
~~John~~

Mr. C.E. Rooke was selected in preference to Mr Dalton for Traffic Manager, T.T., but the latter is now being put on the road for Superintendent of the Line, K.U.R. Mr. Rooke may be aggrieved, if we have not found something better for him before that happens.

It doesn't follow that Mr Dalton will get the job post held in the running period of course when Mr Browning goes

J. A. Calder
31.1.36

J. J. G. 209
12.

I do not think that Mr Rooke can complain about the immediate point - that his no. 2 is being projected outside to a post showing the same salary as his own.

Sir J. Stephenson

The Dalton submitted for approval; he has been "vetted" by the Traffic Manager under whom he would serve and chosen by him as the best man available.

W.S.S. 3.2.36

W.S.S. 4/2/36
at all

W.S.S.
A. Dalton, Traffic Dept., T.T. appld.
Traffic Supt. of the Line, K.U.R. see 14652 EA.

DESTIN

H. O. Transport - No. 10 - 20.1.36

REPORTS that the present salary of D. R. Finnis is £480 p.a. in the scale £390 x £480 x £480 & £200 to £600 w.e.f. 3.12.35 the date of his transfer from T.T.

Copy to C.A. of. No. 18 on the 1935 file.
A. P. [Signature] 7/3/36
about

4 to b. lgt. (No. 3) - S/C. = 5 MAR 1936

1.1.36
taken in
Branch.
[Signature]

5. H. Commr. Transport 34.-----5th, May, 1936.
Reports difficulty that has arisen in connexion with the salary scales of the Chief Mechanical Engineer and the Asst. Supt. of the Line, and suggests that the holders of the posts be informed that the scales recommended by the Railway Council are confirmed by the S. of S. subject to any general revision

In April, 1935, the Secretary of State approved the following increases of salary with effect from the 1st January, 1935:-

- Chief Mechanical Engineer (Mr. Strahan) from £1,350 to £1,500.
- Assistant Superintendent of the Line (Mr. Robins) from £1,200 to £1,250.

These increases were, however, to be personal to the then holders of the posts.

What

What actually appeared in the Estimates for

1936 was this:-

Abstract C, Item 1A.

	Estimates Scale. 1936	Estimates 1935	Explan- ation
	£	£	£
Chief Mechanical Engineer	1,350	1,500	1,350 Salary of present holder £1,500

Abstract D, Item 2.

Assistant Superintendent of the Line	1,250	1,250	1,200 Improved grade.
--------------------------------------	-------	-------	-----------------------

Mr. Robins, the Assistant Superintendent of the Line, was transferred to the post of General Manager of the Tanganyika Railways in April this year, and to fill the resulting vacancy Mr. Dalton, Traffic Superintendent, Tanganyika Railways, was transferred to Kenya as Assistant Superintendent of the Line with salary of £1,250, the salary shown in the paper of particulars enclosed in the High Commissioner's despatch of the 31st of December, 1935. It is unfortunate that the High Commissioner made no reference in that despatch to the earlier correspondence. However, the request to engage an officer at £1,250 was made deliberately as a result of a recommendation of the Railway Council's Sub-Committee on Scales of Salary, and concurred in by the Chairman of the Railway Council.

The Railway Council now want it made clear (a) that the salary of the Chief Mechanical Engineer is £1,350 and that the present holder is in receipt of a pensionable allowance of £150 personal to himself, and (b) that the salary scale

No. 1

No 3
38/79/7/35

of the Assistant Superintendent of the Line is £1,000 - £1,200, and that the present holder of the office is in receipt of £1,200 with a pensionable allowance of £50 personal to himself.

Mr. Dalton has actually been appointed at a fixed salary of £1,250 so there can be no question of altering the salary attaching to the post in so far as he is concerned.

I think the answer to the High Commissioner's despatch is that the Secretary of State confirms that the salaries attaching to the posts of Chief Mechanical Engineer and Assistant Superintendent of the Line are £1,500 and £1,250 per annum respectively so long as those posts are held by Mr. Strahan and Mr. Dalton, but that this decision will in no way prejudice any recommendations the Railway Advisory Council may put forward regarding the general question of salary adjustments.

C.A. Ginn with

19.6.36.

Yes: adding that it is important that the ^{point} ~~matter~~ should not be overlooked if a vacancy occurs.

1 agree.
28.6.
ABH
27/6.

To H. Comm. Transp. 53 (5 line work) 29 JUN 1936

2 H. Comm. Transport 51. - 27 June, 1936.
Reports promotions, changes of designation - alterations in scales of salary for which provision is made in 1936 Estimates

*not for
C.A. Ginn*

The ~~KMR~~ Estimates have been approved. As the promotions notes are to posts with salaries not exceeding £1,000 p.a. the ~~1936~~ approval is not required.
(See X 3675/26.)

? The promotions & changes of designation should be noted on the personal file, in a copy of the despatch sent to C.A. for information of.

(cf. No. on 31/7/36) *C.A. Ginn with*
27/7/36

99. Ginn
27/7

8 So b. Ginn (ref. 7) *8/10* - 29 JUL 1936

1245 tonole

9. H. Comm. Transport Conf. ----- 5.8.36.
Recommendations, for reasons set out, that the salary of the post of Stores Superintendent should be increased to £1,100 as from 1 Jan. 1936.

The salary of the post of Stores Superintendent was reduced from £1350 to £1000 in 1932 v. (63) in 6047 EA. In that despatch the ~~post~~ of increase of the salary was raised on a petition

inform Ginn
27/7
1245 tonole

by the Supt who had been allotted after the reduction in salary. No increase was afforded (V. (47) in 6047EA), pending examination of the job by the Railway Advisory Council.

The Council examined the job but were unable to recommend any increase "in view of the general uncertainty with regard to the standardisation of scales of salary" (V. (46) in 6047EA). The SJS endorsed the Council's view (V. (47) in 6047EA) + in this connection see Sir C. Bottomley's of 20.12.33 in that file.

~~The Council's view is that the general review of salaries has now been completed in the light of which the Council now recommends an increase of £100 in the salary of the Stoves Supt.~~

This recⁿ should be accepted.

Other alterations in salary were given effect on the 1st January, 1936 (V. (7)) so that it is reasonable that this increase should operate from that date.

S.P. Jones 4.5.36

(The holder of the post has changed again)

J.P. Parnis
5/9

I agree.
W.B. Hester
10/7/36

yes: if they had recommended it before we should have agreed

11.6.36
7.9 done

10 To H.C. Supt. Conf. (9 answered) 14 SEP 1936

action taken in promotion branch
✓
JED
LN

11. HIGH COMM. FOR TRANSPORT.....16.11.36
Reports promotion of Mr. W.C. Barton, Second Engr., to be a First Engr. for which provision is made in 1936 Ests.

The Supt's approval is not required (cf. minute below No. 7)

? Note on his Banking P.F. send copy of the despatch to Ch. inf. of C.A. (Comm. etc.) 15/11/36

W.B. Hester
11/11/36

12 To C.A. (10/11) at 10 DEC 1936

13. 10th COMM. FOR TRANSPORT... 86..... 13.11.56.
Discusses an anomaly, which has been brought to his notice, in connexion with the granting of increments to officers on promotion and requests of S's advice on the matter.

It will without be agreed that the anomaly described by the Hk. Transport, ought to be corrected, but I should have thought that it could have been effected by special treatment in individual cases rather than by tinkering with Regulations. However a regulation on the subject would be fair for all concerned.
C.S. Dept will in doubt
Dated

C.S. Dept
31.12.56

Reg 43 (The Col Reg in which it is found) refers to only to officers who are promoted or transferred, not intended to apply to officers whose normal scale is raised, or who, by the time they reach a higher scale, occupy an simultaneously placed in the penultimate but, when the new transfer is put from non-pensionable to pensionable status, does not involve promotion. Such cases therefore, whether in the absence of a separate reg. dealing with them, fall to be considered on their merits, and I agree with the Commission that there can only be advantages in leaving this position since cases are few and circumstances may vary very much. If however the Reg. is proposed to have a reg. I should not object to the one he proposes.

8.12.56 in the case of A+B in paragraph 1 of the report

Open C.S.D.

Provided that but I take it that it is his intention that cases of less than 1 year on the old scale should also count, as it does at present. Issues increment on the new scale, and this might, I think, be made clear by the addition of a sentence to provide that "a servant who has served on the maximum of the old scale for less than twelve months, shall be eligible to count such service towards his next increment on the reduced scale."

The regulation, if adopted, should be applied as a separate (not a section) of Reg. 43. (The position of officers who are promoted, whose promotion involves transfer from a non-pensionable to a pensionable status is not covered.)

A.B. Perera

1/37

as the suggested regulation is a perfectly fair one, it seems to me to be preferable to adopt it. So that all officers so placed will be dealt with on a basis of leaving each case to be dealt with as he sees fit. I do not therefore feel disinclined to say anything as to there being advantages in dealing with each case on its merits.

? Explain as at A; officers who opt. regulation, explaining as at B; continue as at C. B. in Mr. Perera's mind.

A.B. Perera
+1

It all comes of the nature of the promotion. An officer whose salary (including) is not pensionable. Advise a non-

If they
cases then A & B. would have followed
would have been well.

So I think it should be enough just to say that this
is a different one with higher pay or status, and that changes
- pay & responsibility of the same office are not in point
and that in such cases they should be governed by the same rule

What do you say?
S.E. Hand

As it is a question of retaining a scale, officers who, on
the date the retention is approved, have not reached
the old maximum (2000) will on reaching that
maximum go straight on up the scale without
any delay.

In this case I should not have thought that it
would be overgenerous to allow an officer who has
reached the old maximum ^{but} ~~has~~ the date the retention
is approved to count ^{as if} towards that maximum, for
towards a further ^{immediate} promotion, provided he is
not allowed more than ^{one} promotion.

Under your suggestion, service on the old maximum
prior to the date on which the retention is approved
would not count towards promotion, so unless it
had reached a year, and then only 1/2 the
excess would count with a maximum of one
immediate promotion.

I don't want to press it, so (a) the retention
of a scale anyhow is a bit of a windfall, and
(b) there is no general ceremonial practice in the
matter. But at the En. has in offer recommended

a post promotion of
so long as the holder of the office remains in it. As Mr. Peckin
proposes in fact.

S.E. Hand
S.I. atonal

14 20th 6. Transport - 4 (13 Areas)

16 29 5/11/46 (11)

38179/7/36

14 9

Mr. Cross with.

Mr. *Parkin* *3/1*

Mr. *Adair*

Sir C. Parkinson

St. G. Tomlinson

Baltimore

London

Party U.S. of S.

Secretary of State

JAN 13

SECRETARY OF STATE

17 January, 1937.

DRAFT

TRANSPORT

KENYA-UGANDA

NO. *4*

HIGH COMMISSIONER

... 0.86 of ...
... an anomaly ...
... *granting of* ...
... to the increase ...
... officers of the Kenya ...
... and Harbours ... *AT*

2. Regulation 43 of the Kenya-Uganda Railways and Harbours Regulations and the Colonial Regulation on which it is founded, refer only to officers who are promoted. *Regulation 43*

is therefore clearly
not intended to apply to officers whose salary scale is revised, even if the posts which such officers occupy are simultaneously placed on the pensionable list, since the *extension of a salary scale or the* *transfer*

FURTHER ACTION.

transfer of a post from non-pensionable to the pensionable status does not involve promotion ^{the} (i.e. the advancement to a different office with higher salary rates) of the incumbent of the post.

3. I agree that the anomaly illustrated in the 4th paragraph of your despatch should be removed, and I accordingly approve the introduction

of a regulation to provide that where an existing salary scale is extended, a servant who has served up to the maximum of the old scale for less than twelve months shall be eligible to receive

one increment in the extended scale. In view of my remarks in the preceding paragraph, I consider that it would be inappropriate to introduce the regulation as part of Regulation 43, but as a separate new regulation.

I presume that it is intended that service of less than one year on the old scale should also count, as it does at present, towards an increment on the new scale. It would be as

well, therefore, to make this quite clear by the addition of a sentence to provide that a servant who has served up to the maximum of the old scale for less than one year should be eligible to count

G.O.

- Mr.
- Mr.
- Mr.
- Sir C. Parbinson.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Perm. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

DRAFT.

extended scale.
5. It will be observed that the position of officers who are promoted, and whose promotion involves transfer from a non-pensionable to a pensionable post would remain unaffected, ^{as they are not covered by Regulation 43}

FURTHER ACTION.

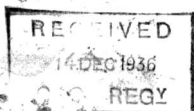
TRANSPORT.

KENYA-UGANDA.

No. 86



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



13th November, 1936.

Sir,

I have the honour to address you in regard to an anomaly which has been brought to my notice in connection with the granting of increments to officers of this Administration on promotion.

2. The practice of this Administration in dealing with cases of officers promoted from a non-pensionable to a pensionable office, when the salary of the officer concerned immediately prior to promotion was not less than the minimum salary of the new grade, is to require the officer to serve for one year at the minimum of the new grade before being granted an increment, it has been understood that such practice was that of the Governments of Kenya and Uganda.

3. Instances have arisen where a scale has been extended from £480-20-600 (non-pensionable) to £480-20-600 efficiency bar £600-30-720, and the post made pensionable, and an anomaly has arisen in the application of the practice indicated in the preceding paragraph, as between officers to whom the extended scale is applicable, after being on the maximum of the non-pensionable grade for periods of three years and upwards, and others in the same grade who had not reached £600 per annum, when the scale was extended and made pensionable.

4. The /

THE RIGHT HONOURABLE
W. G. A. OMSBY GORE, M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

Recd - 14

4. The anomaly is illustrated as follows:-

Assistant District Traffic Superintendent,
and Assistant Traffic Superintendent.

Scale prior to 1.1.1936	-	£480-20-600 (non-pensionable)
Scale extended from 1.1.1936	-	£480-20-600 bar (pensionable) £600-30-720
One officer in the grade	-	reached £600 on 1.1.1931. No increment due until 1.1. 1937, when he will receive £630.
" " " " "	-	reached £600 on 1.1.1933. No increment due until 1.1.1937 when he will re- ceive £630.
" " " " "	-	reached £600 on 1.7.1936. Will be due for increment bringing salary to £630 on 1.7.1937.
" " " " "	-	reached £600 on 13.6.1936. Will be due for increment bringing salary to £630 on 13.6.1937.

5. From this it will be seen that the practice referred to in paragraph 2 results in officers who have been on the maximum of the former grade for some years being held at the same salary for a further year, while those who had not attained their maximum at the date of the extension of the scale continue to progress without stoppage at £600.

6. With the object of removing this anomaly certain amendments have been proposed to Regulation 43 of the Kenya and Uganda Railways and Harbours Regulations. This Regulation at present follows practically verbatim the wording of Colonial Regulation No.44. It is suggested that the opening phrase "Except in the case of promotion from a non-pensionable to a pensionable office" should be deleted and the following added as Section/

Section V: "In cases where an existing salary scale is extended, a servant who has served on the maximum of the old scale for not less than twelve months shall be eligible to receive one increment in the extended scale." This amendment, if adopted, would have the effect of placing all staff on the same terms.

7. The proposed alterations have been referred to the Governments of Kenya and Uganda; their replies, of which copies are attached, indicate that no embarrassment would be likely to be caused to either Government by the adoption of the suggested alterations by this Administration. The Uganda Government, however, while admitting that the application of the principle mentioned in paragraph 2 may result in inequality of treatment of individuals, regards it as desirable that the present differentiation between the procedure laid down in the regulations for pensionable officers on promotion, and for non-pensionable officers on promotion to a pensionable post should be maintained, especially as the alteration in status from non-pensionable to pensionable, is itself a very substantial benefit. The view is also expressed that any departure from the principles enunciated in Colonial Regulations is to be deprecated, although it cannot be stated that the adoption of the proposal to staff of the Railway Administration would be likely to embarrass the Government of Uganda.

8. In view of the fact that adoption of the proposed change would be tantamount to a departure from the existing Colonial Regulations, I should be glad to be furnished with your advice before proceeding further in the matter.

I have the honour to be,
 Sir,
 Your most obedient, humble servant,

W. B. Rankin

W. B. RANKIN
 HIGH COMMISSIONER.

Chief Secretary's Office,
P.O. Box 5,
Entebbe, Uganda.

28th September, 1936.

The Honourable the General Manager,
Kenya and Uganda Railways and Harbours,
Nairobi.

Increments.

Your memorandum No. SPG.10/3/3 of the 26th August.

The first paragraph of your memorandum under reference correctly indicates the procedure followed in this Protectorate where an officer is promoted from a non-pensionable to a pensionable office.

2. It is appreciated that the application of the principle, that officers so promoted shall be required to serve for one year on the minimum before being granted an increment in a new or extended scale may result in inequality of treatment of individuals. This, however, is unavoidable under any system involving the operation of promotion bars, although the effect is lessened (but not eliminated) where pensionable officers are concerned by the application of Colonial Regulation 44 (iii). It appears desirable that the present differentiation between the procedure laid down by these Regulations for pensionable officers on promotion, and for non-pensionable officers on promotion to a pensionable post, should be maintained, especially as the alteration in status, from non-pensionable to pensionable, is itself a very substantial benefit.

3. In view of these considerations, it is felt that any departure from the principles enunciated in Colonial Regulations is to be deprecated, although it cannot be stated that the adoption of your proposal for application to the staff of your Administration would be likely to embarrass this Government.

SGD: ROBERT SCOTT.

for CHIEF SECRETARY.

THE SECRETARIAT

NAIROBI, KENYA.

No. S/E.46/1/4/136.

9th September 1936.

The Hon. General Manager,
Kenya and Uganda Railways and Harbours,
Nairobi.

INCREMENTS

Ref. your No. SPG.10/3/3 of the 24th August.

The terms of Colonial Regulation 44 are not applied by Government in cases where the salary scale is extended either in pensionable and non-pensionable offices and the proposed alteration of the Railway Staff Regulations as proposed will in no way embarrass the service of this Colony.

SGD: A.J. FIELD.

for COLONIAL SECRETARY.



TRANSPORT.

KENYA-UGANDA.

No. 27

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



11th November, 1936.

Sir,

In continuation of my transport despatch No. 51 of the 27th June, 1936, I have the honour to inform you that I have approved, with effect from the 1st January, 1936, the following promotion for which provision is made in the Kenya and Uganda Railways and Harbours Estimates for 1936:-

Estimates 1936.

Abstract F.III(a) - Mr. W. C. Barton, Second Engineer, to be First Engineer at a salary of £620 per annum; in the scale of £500 per annum to £720 per annum.

2
19

I have the honour to be,

Sir,

Your most obedient, humble Servant,

HIGH COMMISSIONER.

THE RIGHT HONOURABLE
W. G. A. ORMSEY GORE, M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

C. O.

38179/7/1886

Mr. Evans 7-9.
Mr. Parkin 7-9 (P).

19 September 1886

Mr.
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.

C. O.
18-SEP
D

24

Sr.

I have the honour to

DRAFT. Consider

refer to your Confidential

Transport.
Kenya Uganda.

(9)

despatch of the 5th of August
and to inform you that

~~Confidential~~
High Commissioner

I approve the increase of
the salary of the post of

Stores Superintendent from
£1,000 to £1,100 with effect
from the 1st of January, 1886.

I have etc.

(Signed) W. ORMSBY GORE.

FURTHER ACTION.

1886

38179/26

9



TRANSPORT.

KENYA - UGANDA.

No. ●

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



CONFIDENTIAL.

5th August, 1936.

Sir,

In his despatch Transport No.138 of the 30th December, 1933, Sir Philip Cunliffe-Lister (now Lord Swinton) directed that a negative reply should be returned to a petition requesting an increase in his salary submitted by the then occupant of the post of Stores Superintendent in this Administration.

2. This decision was taken after consideration of the views of Railway Advisory Council, as summarized in my despatch Transport No.149 of the 10th November 1933. The review of scales of salary forasmuch as in paragraph 2 of that despatch has now been completed; and in this connection I have the honour to invite your attention to Item 1046 in the Minutes of Railway Council enclosed in my despatch Transport (Confidential) of the 28th July. A copy of this ~~minutes~~ is enclosed for convenience of reference; and you will observe that Council agreed to recommend that the salary of the post of Stores Superintendent should be increased to £1,100, with effect from the 1st January 1936.

3. The need for raising the salary of this post to a level commensurate with its responsibilities has been urged by the General Manager consistently since 1933, and your approval would have been sought at a much earlier date had it not been for, firstly, the financial depression from which

THE RIGHT HONOURABLE
W.G.A. ORMSEY-GORE M.P.
SECRETARY OF STATE FOR THE COLONIES,
COLONIAL OFFICE
DOWNING STREET. S.W.1.

47 on
PF 6047
Answer (10)
PF 46 on
6047

38179/19/36
Low present
reparately.

which the Administration has now successfully emerged, and secondly, the desirability of including the post in the general review of salaries which has now been brought to a close. I have no hesitation in inviting your approval of the increase in salary, and of the proposal that it should take effect retrospectively as from the beginning of this year.

I have the honour to be,

Sir,

Your most obedient, humble servant,


HIGH COMMISSIONER.

19
R. 1. 2

Kenya & Uganda Railways & Harbours

RAILWAY ADVISORY COUNCIL

EXTRACT FROM MINUTES.

Meeting No. 47

Hold at ENTREEE.

Date 1st/2nd JULY, 1936.

Minute No. 1046

Page No. 566

1046. SCALES OF SALARY AND OVERHEAD EXPENDITURE. (Continued)

Council considered the report of the sub-committee, together with the memorandum submitted by the General Manager, No. S.F.G.14/10, dated 13th June, 1936.

2. After full discussion of the matter on all its aspects, the following resolution was unanimously adopted:-

*Council records its sincere appreciation of the work of Messrs. Folkes and Tucker in preparing their memorandum.

Council is of opinion that sufficient material has now been collected to satisfy the requirements envisaged when this investigation was initiated and that no further general investigation by Council is at present necessary. The data collected in the course of this enquiry should be kept in hand and collated for use when particular scales of salaries come under review.

Council is impressed by the general advantages which may accrue from some scheme of consolidation of salaries combined with a contributory Superannuation scheme and endorses the suggestion of the General Manager that he should now explore the possibilities of introducing some such system and consider conditions of service generally, as contemplated in his covering memorandum."

3. Council FURTHER AGREED To recommend -

That the salary of the Stores Superintendent should be increased to £1,100, with effect from 1st January, 1936.



TRANSPORT
KENYA-UGANDA

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,

NAIROBI,
KENYA.

NO. 51.

27th June, 1936.

Sir,

I have the honour to report that I have approved, with effect from the 1st January, 1936, the following promotions, changes of designations and alterations in scales of salary, for which provision is made in the Kenya and Uganda Railways and Harbours Estimates for 1936:-

Estimates 1936

- copy to S. Byggs (8)*
- ✓ Abstract A.I.B.(1)(a) Mr. P. Macfarlane, District Engineer, to be a Senior District Engineer at a salary of £1,000 per annum.
 - ✓ " " Mr. J. G. Nisbet, District Engineer, to be a Senior District Engineer at a salary of £1,000 per annum.
 - ✓ Abstract R.I.(a) 5. Mr. J. W. Condon, M.B.E., Instructor, Class I. Scale of salary changed to £600 by £20 to £600 and by £20 to £720 per annum.
 - ✓ Abstract C.I.(a) 3. Mr. P. le Cheminant, Assistant Accountant, Scale of salary changed to £600 by £30 to £720 per annum.
 - ✓ Abstract D.I.(a)-4. Mr. H. W. Gauld, District Traffic Superintendent, Class II, to be District Traffic Superintendent, Class I, at a salary of £750 per annum in the scale of £720 by £30 to £840 per annum.
 - ✓ Abstract D.I.(a) 6. Mr. H. P. Allchurch, Assistant District Traffic Superintendent. Scale of salary changed to £480 by £20 to £600 and by £30 to £720 per annum.
 - ✓ " " Mr. E. V. Jones, Assistant District Traffic Superintendent. Scale of salary changed to £480 by £20 to £600 and by £30 to £720 per annum.
 - ✓ " " Mr. R. H. Manners, Assistant District Traffic Superintendent. Scale of salary changed to £480 by £20 to £600 and by £30 to £720 per annum.
 - ✓ Abstract D.I.(a) 7. Mr. D. V. Bunting, Assistant Traffic Superintendent. Scale of salary changed to £480 by £20 to £600 and by £30 to £720 per annum.

THE RIGHT HONOURABLE
W.G.A. ORMSBY-CORE, M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

Abstract/

Abstract F.IX(c) 1. Commander G. D. Brown, R.D., R.N.R.,
Marine Hydrographic Officer. Designation
altered to Commander.

Harbours

Abstract B.I.(a) 1. Lieut. Commander J. B. Hoggan, R.D., R.N.R.,
Pilot, to be Senior Pilot, at a salary of
£690 per annum in the scale of £480 by £20
to £600 and by £30 to £720 per annum.

I have the honour to be,

Sir,

Your obedient, humble servant

(Handwritten signature)

(Handwritten initials) HIGH COMMISSIONER.

C. O.

58179/7/36.

13

Mr. Grossmith.

Mr. *Parkin* ^{24/6} _{25/6 p.}

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Stuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State

DOWNING STREET.

29 June, 1936.

R 250
D 26

Sir,

I have the honor to acknowledge

the receipt of your despatch No. 71

of the 5th of May, 1936, in relation to the

resolution adopted by the Railways

Advisory Council, at a meeting in

February, 1936, with regard to the

salaries of the Chief Mechanical

Engineer and the Assistant

Superintendent of the Line.

2. In the circumstances

described in your despatch, I agree

to the procedure proposed in the

last paragraph. I accordingly

confirm that the salaries attaching

to the post of Chief Mechanical

Engineer and Assistant Superintendent

of the Line are £1,500 and £1,250

per annum respectively, so long

DRAFT.

TRANSPORT

KENYA-UGANDA

NO. 53

HIGH COMMISSIONER

FURTHER ACTION.

STRAHAN

as those posts are held by Mr. ~~Strohn~~

and Mr. Dalton.

3. The Railway Council should be informed that this decision will in no way prejudice any recommendations which they may put forward regarding the general question of salary adjustment.

4. ~~It is~~ *It* as important that *the question of the appropriate salary for other* ~~the resolution of the Railway Council~~ *of these posts* referred to above should not be overlooked if a vacancy occurs.

I have, etc.

(Signed) W. ORMSBY GORE.

5²⁴



TRANSPORT
KENYA-UGANDA

RECEIVED
12 JUN 1936
O. O. REGY

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

NO. 311

5th May, 1936.

3 on
1935 file

Amend (6)

Sir,

I have the honour to refer to your predecessor's despatch, Transport No. 36 of the 24th April, 1935, in which approval was conveyed to the salaries of the (then) present holders of the posts of Chief Mechanical Engineer and Assistant Superintendent of the Line being increased to £1,500 and £1,250 per annum respectively, with effect as from the 1st January, 1935, the status of these posts for the future to be reconsidered when the Estimates for 1936 were under consideration.

2. The officers in question were duly advised of the improvement in their salaries.

3. In the 1936 Estimates for these Services, the enhanced salaries of the two posts were shown as personal to the (then) present holders, but, when the draft Estimates came under consideration by the Railway Advisory Council in October, they were amended by Council and submitted for my approval, showing:-

	<u>Scale</u>	<u>Estimate</u> <u>1936</u>	<u>Explanation</u>
Chief Mechanical Engineer	£1,350	£1,500	Salary of present holder £1,500
Assistant Superintendent of the Line	£1,000 - £1,200	£1,250	Salary of present holder, £1,250

4. While the draft Estimates were still under my consideration, I received a report from the Chairman of Railway Council's sub-Committee on Scales of Salary and Overhead Expenditure, in which it was recorded that, on the understanding that the decision would not prejudice the ultimate findings of the Committee with regard to the wider question of salary adjustments

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

the/

the Sub-Committee was prepared to recommend that the vacancy of Assistant Superintendent of the Line should be advertised as carrying a salary of £1,250 per annum and that it should so appear in the 1936 Estimates of the Railways and Harbours Administration.

5. After discussion with the Chairman of Railway Council, I accepted the recommendation of the sub-Committee, gave instructions accordingly, and caused the Report to be circulated to Council members with an advice that the necessary alteration to the 1936 Estimates had been introduced.

6. It was in this form that the Estimates were submitted to the Legislative Councils of the two territories and subsequently put forward with my despatch No.111 of the 19th December, 1935, for your approval.

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oks man)

7. These two improved salary scales again came before Railway Council at its next meeting in February last, when Council had before it for confirmation the Minutes of the October meeting and the Report of the sub-Committee.

8. At this meeting in February 1936, Council, by a majority, adopted a resolution amending the October recommendation which had been embodied in the 1936 Estimates. This resolution would have the effect of requiring the scales, etc., of these two posts to be shown as:-

	<u>Scale</u>	<u>Estimate</u> <u>1936</u>	<u>Explanation</u>
Chief Mechanical Engineer	£1,350)		Allowance personal to the present holder
Pensionable Allowance	150)	£1,500	
Assistant Superintendent of the Line	£1,000) to £1,200)	£1,250	Allowance personal to the present holder
Pensionable Allowance	50)		

9. In my despatch No.112 of the 21st December, 1935, I had forwarded to you the salary and other service conditions applicable/

(1)

applicable to the post of Assistant Superintendent of the Line, which was then about to become vacant owing to the transfer of Mr. R. E. Robins, O.B.E., to Tanganyika.

10. The vacancy was offered by you to Mr. A. Dalton at the fixed salary of £1,250 per annum and was so accepted by that officer who, on the 13th April, assumed duty with this administration.

11. It will be seen that the action of Railway Council in departing from specific recommendations in regard to these two posts, to which effect has been given, leaves for settlement the course to be taken to conform to the provisions of Section 16 of the Kenya and Uganda (Transport) Orders in Council.

12. As I feel no good purpose would be served by again referring the matter to Railway Council, I can only recommend that the notifications given to the Chief Mechanical Engineer and the Assistant Superintendent of the Line in regard to their salaries should be approved by you and that Council be advised accordingly, and informed that this decision will in no way prejudice any recommendations Council ultimately may put forward on the general question of salary adjustments.

I have the honour to be,

Sir

Your most obedient, humble servant,



HIGH COMMISSIONER.

RECEIVED
22 JAN. 1936
C. O. R. 10OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,
NAIROBI,
KENYA.TRANSPORT
KENYA-UGANDA

No. 6

R

11/1 January, 1936.

Sir,

(1) I have the honour to refer to my Transport despatch No. 1112 dated the 21st December, 1935, regarding the vacancy in the post of Assistant Superintendent of the Line of this Administration, and to inform you that Mr. A. Dalton, Traffic Superintendent, Tanganyika Railways, has recently visited Nairobi to discuss with the General Manager various questions regarding rate assimilations between this Administration and the Tanganyika Railways.

2. The General Manager of this Administration, after discussions with Mr. Dalton on railway administration and having considered the particulars of the other officers who might be considered suitable for the post, strongly recommends that the appointment of Assistant Superintendent of the Line of this Administration should be offered to Mr. Dalton. I, after careful consideration, endorse the General Manager's views and recommend that the post of Assistant Superintendent of the Line should be offered to Mr. Dalton and that, if he accepts the position, arrangements should be made for him to assume duty with this Administration as soon as convenient after the arrival of Mr. Robins in Tanganyika.

I have the honour to be,

Sir,

Your most obedient, humble servant,


HIGH COMMISSIONER.

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



TRANSPORT

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,

KENYA-UGANDA

NAIROBI,
KENYA.

NO. 192

38179/7

11th December, 1935.

Sir,

I have the honour to inform you that the post of Assistant Superintendent of the Line of this Administration becomes vacant about May next, when Mr. R. E. Robiné, O.B.E. who is being transferred from that post to that of General Manager of the Tanganyika Railways takes up his new appointment on his return from leave.

2. This post is a key one in this Administration, especially as Mr. Browning, Superintendent of the Line, is retiring at the end of this year and I accordingly request that you will be so good as to furnish me with a list of all officers, with their records of service, in the Colonial Service who are considered suitable for it, so that I may examine their qualifications: conditions of particulars applicable to the post are enclosed.

I have the honour to be,

Sir,

Your most obedient, humble servant,

HIGH COMMISSIONER.

THE RIGHT HONOURABLE

J. H. THOMAS, M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, S.W.1.

KENYA AND UGANDA RAILWAYS

PARTICULARS OF THE OFFICE OF ASSISTANT SUPERINTENDENT
OF THE LINE VACANT IN THE TRAFFIC DEPARTMENT - KENYA
AND UGANDA RAILWAYS AND HARBOURS.

Duties of Office and
Qualifications for
their performance.

Successful candidate must have a thorough knowledge, together with practical experience of all branches of Traffic working. In addition, candidate must possess outstanding administrative and organising ability, should have held a position of responsibility with executive powers, and be well recommended.

Scale of salary.

£1,250 per annum.

The post is a pensionable one, but admission to pensionable status is ordinarily only considered after completion of five years satisfactory service in the post. This, however, may be varied, and consideration given to admission after two years' satisfactory service, where the qualification and previous experience of a servant warrant such consideration.

Allowance, quarters
and other circumstances
affecting the value of
the office.

Free quarters are provided or if not available an allowance is given in lieu. This allowance is at present fixed at 15% of the salary of the grade. Free medical attendance is also given.

Nature, number and amount
of securities required.

Nil.

Whether free passage is
provided for person
selected and his family.

A first class or equivalent free passage is provided for the selected candidate and, if married, a sum of £40 will also be paid towards the cost of wife's and/or family's passages.

General particulars
regarding accommodation,
furniture etc., for
information of candidate.

If available the following furniture
is provided :-

One bed with spring mattress and
mosquito net (double or single).
One washstand.
One dressing table.
One chest of drawers.
One dining table.
Four dining room chairs.
Two lounge chairs.
One filter.
One set of bedroom crockery.
One commode.
One mirror.

G. D. RHODES

NAIROBI.

GENERAL MANAGER,
Kenya and Uganda Railways
and Harbours.

11th December, 1935.