

1938

Kenya

No. 38179/7A

SUBJECT. C0533/494

CLOSURE  
UNTIL  
1970

Kenya and Uganda Railways and Harbours

Staff

Recruitment of Officers for Transportation Dept.

Previous

1937 file

Subsequent see 27232/38

9225

38412/2/39

C1 Transport 1. The Transport 59 19.4.38 2  
Rly. Huds. memo. by Genl. Manager regarding  
recruitment of officers for transportation  
Dept. states that necessary action may  
be taken to give effect to proposal.

The papers on which the first suggestion of this  
scheme were discussed have been in circulation  
until today, and are now attached. See  
particularly Mr Jeffries' minute of 5/6/37 on  
38179/7/37.

The idea of giving special training to recruits  
from the Universities (and also to some from among  
those already with the R.R.), with a view to  
their being especially equipped for filling the  
higher posts at the Railway, seems to be  
thoroughly sound. It will, however, involve  
some extra cost — which will doubtless be  
very well repaid by results.

The subject is primarily one for C.S.O. and  
Appointments, however, so the file should  
go to Mr Jeffries and Major Furse.

Clothes, white  
25/5

Mr. Jeffries

Major Furse.

I see no objection on  
the financial side.

May we have your  
comments, please?

A. J. Mawle  
25.5.

P.T.O.

Ct Transport  
Rly.

59  
19.6.38 2  
The memo of Genl Manager regarding recruitment of officers for transportation Dept & also what necessary action may be taken to give effect to proposal

The papers on which the first suggestions of this scheme were discussed have been in circulation until today, and are now attached. See particularly Mr Jeffries' minute of 5/6/37 or 38/7/37.

The idea of giving special training to recruits from the Universities (and also to some from among those already with the RVR) with a view to their being especially equipped for filling the higher posts at the Railway, seems to be thoroughly sound. It will, however, involve

some extra cost — which will doubtless be very well repaid by results.

The subject is primarily one for C.S.O. and Appointments, however, so the file should go to Mr Jeffries and Major Furse.

Clotheswhite  
25/5

M. Jeffries

Major Furse.

I see no objection on the financial side.

May we have your comments, please?

A. J. Mawle  
25.5

P.T.O.

This is mainly for abt. Dept.  
I cannot find any indication  
whether it is proposed that  
the selected officers should  
be pensionable from the start,  
subject to the usual probation.  
I imagine that it would be  
of little use to attempt  
recruitment on any other  
basis.

C. J. Jeffries

30.5.38

Mr. H. H. H. (who has been  
away sick) has been  
good enough to promise  
me a note on the methods  
used for the selection of  
candidates for the Sudan  
Sudan Regts. with  
conditions of service, etc.

He had better wait  
for the before mentioning  
further R. H. H.

13/6

Mr. H. H.

Please look at 10 min. minutes, No 1  
on the various papers which  
has to do with the Sudan

1A  
Govt Office has been good  
enough to send me  
at various times since  
my visit to 28/6.

It seems to me that  
we might work something  
in the same line as the  
Sudan arrangement  
see x on (page 2) as good

But to get the right men  
it would appear

(1) that the ~~the~~ offer  
should in any case be  
permanent & pensionable

(2) that the scale of  
salaries should rise  
higher than is suggested  
by the ~~the~~ arrangement of the  
existing salary should  
be reduced.

That or all of the  
men sent to the Sudan  
on 13/6 were



also up the line CSAB  
as we can say in  
the quality of the man  
by 90 But  
their turn was  
considerably more  
attractive (Play etc)  
or then we pushed  
Nash promotion to  
an even better grade.  
Please discuss when  
come back from 17/6  
or we can then speak  
to Mr Dave

R.S. Funn 25/6

Major Funn

I have looked up the files  
of the four men referred to at  
A. They were all strong candidates.

LE CREN, applied in 1934. He was  
not seen but he was clearly  
well up to average (Major Funn  
described him as "exceptional")

REID, was one of our best candidates  
in 1934. His marking before the  
C.S.A.B was 275 and he was

4  
offered appt. in Hong Kong.  
HAY COOPER, applied in 1937. He was  
not seen but it is clear from  
his P that he was a good  
candidate.

WILLIAMS, was seen by the C.S.A.B. and  
was marked 265. He was  
offered appt. in Nigeria.

We can have little hope of  
getting men of anything <sup>like</sup> the same  
class for Kenya unless, as you  
say, we offer pensionable posts  
and prospects comparable with  
those provided in the Administrative  
Service.

W. Foot  
27/6.

Mr. J. J. J.

We spoke on 1st.  
Perhaps you will wish to  
discuss with Mr. Dave  
what comes on 16th evening?

R.S. Funn  
29/6

We had a talk with Mr. Dave.

At first you might have thought  
of running this selection along

also up the line CSAB  
as we can say  
the quality of the team  
lay 90. But  
their team was  
considerably more  
attractive (Play 8)  
I think we must  
push promotion to  
an even better grade.  
Please discuss when  
come back from  
or can then speak  
to Dave  
R. S. Turner 25/6

Major Finca

I have looked up the files  
of the four men referred to at  
A. They were all strong candidates

LE CREN, applied in 1934. He was  
not seen but he was clearly  
well up to average (Major Finca  
described him as "exceptional")

REID, was one of our best candidates  
in 1934. His marking before the  
C.S.A.B was 275 and he was

offered appt: in Hong Kong.  
HAY-COOPER, applied in 1937. He was  
not seen but it is clear from  
his P that he was a good  
candidate.

WILLIAMS, was seen by the C.S.A.B. and  
was marked 265. He was  
offered appt: in Nigeria.

We can have little hope of  
getting men of anything <sup>like</sup> the same  
class for Kenya unless, as you  
say, we offer pensionable posts  
and prospects comparable with  
those provided in the Administrative  
Service.

H. Wood  
27/6.

Mr. Japp

We spoke on tel.  
Perhaps you & I might  
discuss with Mr. Daise  
when I come on this evening?

R. S. Turner  
29/6

We had a talk with Mr. Daise.  
At first Major Finca thought  
of running this selection along

also up the line CSAB  
and we can say  
the quality of the team  
they got. But  
their team was  
considerably more  
attractive (Play 8)  
I think we should  
try to promote it  
an even better grade.  
Please discuss about  
come back from [?]  
or we can [?]  
to [?]

R. S. [?]  
25/6

Major Furse

I have looked up the files  
of the four men referred to at  
A. They were all strong candidates.

LE CREN, applied in 1934. He was  
not seen but he was clearly  
well up to average (Major Furse  
described him as exceptional)

REID, was one of our best candidates  
in 1934. His marking before the  
C. S. A. B was 275 and he was

offered appt. in Hong Kong.  
HAY-COOPER, applied in 1937. He was  
not seen but it is clear from  
his [?] that he was a good  
candidate.

WILLIAMS, was seen by the C. S. A. B. and  
was marked 265. He was  
offered appt. in Nigeria.

We can have little hope of  
getting men of anything <sup>like</sup> the same  
class for Kenya unless, as you  
say, we offer pensionable posts  
and prospects comparable with  
those provided in the Administrative  
Service.

H. [?]  
27/6.

Mr. Japp

We spoke on tel.  
Perhaps you might  
discuss with Mr. Daise  
when he comes on his leaving?

R. S. [?]  
29/6

We had a talk with Mr. Daise.  
At first Mr. Japp thought  
of running this selection along



with the Administration,  
but I understand he  
now thinks that it will  
be better to do it afterwards.

I have drafted  
along the lines that  
was agreed.

C. J. Morris

See memo from Johnston 11.7.38.

I have spoken to Mr Jeffrey  
& have made alterations to  
paras (4) & (5) in line  
with what he says.

R.S.F.

2/7

Alan

AGM  
13/7

2 No. 2. Transport etc. 1. Approved. Date 14.7.38.

She the so comes  
between lines 1 & 2  
under other file?  
If we have notes on  
our C.S.

5  
Sir G. Rhodes called this evening.  
I showed him No. 2. He was  
rather disappointed, as he had  
hoped to try the experiment  
without having to propose new  
scales to the Railway Council.  
I said that we would arrange  
for him to have a talk with  
Major Fox as soon as the  
reply to No. 2 is in.

C. J. Morris

20.7.38.

See Daily

R.S.F. 2/7

NOTE

3 H.C. Transport <sup>ed 11</sup> 23.7.38  
Proposed conditions of recruitment &  
salary scale

Mr Jeffrey to  
see reply to  
No. 2. as soon  
as to read

see in R 297.  
2/7/38.

? has sent Sir G. Rhodes  
copies of end. to 1 (for ready  
reference), 2 & 3, and  
suggest a discussion at his  
early convenience.

I understand that  
Mr Fox will represent

Appts Dept. if Major Furse  
is not available. I am  
rather booked up this week,  
but could manage Thursday  
or Saturday morning.

J. Jeffries  
25.7.38

I do prefer to defer a meeting  
till next week. I am sure we  
can do so.

J. Paskin  
25/7

Major Furse is at present occupied with  
the Colonial Service Appts. Board and it  
is doubtful if he will be available  
for the next two weeks. He is anxious  
however that the proposed meeting should  
not be delayed as he fears that  
the field of Administrative candidates  
will be dissipated if no decision  
is arrived at soon.

I could attend a meeting as his  
representative on Thursday or Saturday

of this week? Action as proposed in  
Mr Jeffries minute of 25.7.38 at the  
same time asking Sir G. Rhodes if  
he could attend a meeting on  
Saturday morning.

~~J. Paskin for Sir G. Rhodes~~  
1/20 incl in 1)  
DESTROYED UNDER STATUTE 1962  
25/7

Review to Mr Jeffries  
Vice draft (2)

Protation Commission in conjunction  
with... of...  
28/7/38

Discussed with Sir G. Rhodes  
today, Mr Paskin & Mr Foot  
being present.

As regards terms,  
Sir G. Rhodes said that he  
was anxious to have as  
little difference as possible  
between those offered to  
the new type of candidate  
and those in force for  
the ordinary staff, and

he would prefer not to depart from what is stated in No. 3 unless it is possible to demonstrate that good candidates cannot be had on these conditions. He was however prepared to agree that candidates should be given a firm prospect of confirmation by the end of the first term if their services are satisfactory.

A VF should now be prepared on the basis of 1 & 3, with the above mentioned modification. The enclosure in 1 should be annexed to the VF, which should reach him soon as soon as possible.

C. J. Vickers  
2.8.38

J. J. Pascoe  
2/8

\* Perhaps Mr Pascoe will say whether it is necessary to square the M.C. in advance.

no. 23 on 1st  
see memo  
J.P.

Annexed to VF.  
J.P.

We have now considered the papers of some thirty five candidates with Mr McHardy of the Railway and Travel Section of the East African Information Office, who is assisting us in the selection as the General Managers representative, and we have some number of those whom we think might be suitable for the Kenya posts. It is now necessary as soon as possible to send a paper of particulars to the candidates who wish to be considered and I attach a draft for approval.

It is proposed that the note on "Service in the Kenya and Uganda Railways & Harbours", which formed an enclosure to the despatch at 1 should be attached to the paper of particulars. I am not quite sure, however, that paragraph 5 of the note is suitable for distribution to candidates and I suggest that it might be omitted.

Amendments are suggested by Mr McHardy  
J.P.

West 49

He would prefer not to depart from what is stated in No. 3 unless it is possible to demonstrate that good candidates cannot be had on these conditions. He was however prepared to agree that candidates should be given a firm prospect of confirmation by the end of the first term if their services are satisfactory.

A VF should now be prepared on the basis of 1 or 3, with the above mentioned modification. The enclosure in 1 should be annexed to the VF, which should reach him ~~soon~~ as soon as possible.

C. J. Vickers  
2.8.38

J. J. Pasmin  
2/8 am

x Pichols  
Mr Pasmin  
will say  
whether it  
is necessary  
to square  
the H.C.  
in advance.

Mr Pasmin  
see memo  
J.J.

Annexed  
to  
VF.  
J.J.

Amendments are not suggested by Mr McHardy J.J.

We have now considered the papers of some thirty-five candidates with Mr McHardy of the Railway and Travel Section of the East African Information Office, who is assisting us in the selection as the General Managers representative, and we have sounded a number of those whom we think might be suitable for the Kenya posts. It is now necessary as soon as possible to send a paper of particulars to the candidates who wish to be considered and I attach a draft for approval.

It is proposed that the note on "Service in the Kenya and Uganda Railways & Harbours", which formed an enclosure to the despatch at 1 should be attached to the paper of particulars. I am not quite sure, however, that paragraph 5 of the note is suitable for distribution to candidates and I suggest that it might be omitted.

West 49



If there is a probationary period of 5 years and the normal term is 3-4 years appears to be an inconsistency in the second sentence under the heading "Terms of Appointment" in the draft paper of particulars, where it says that candidates can expect to be appointed to the permanent & permissible staff by the end of the first term & would be better to put "shortly after" for "by".

I think it would be useful to include para 5 of the note as "sense in the K.U.R.", even though it may be unusual.

One or two other alterations in the paper of particulars have been made in consultation with Mr. Lawrence.

Christie

8/9

Mr. Costley-White.

You asked me to look at this.

Period of probation. I suggest that this should be 3 years from date of arrival: it will be seen from Mr. Grosmith's minute of 15th June, 1937 on 38179/7A/37 Kenya, that the Sudan Railway officers recruited in this manner are not appointed on probation until the completion of their period of training. This corresponds to Colonial Service usage and the practice avoids the difficulty of

counting

counting the period of training in England (during which the officer receives an allowance and not salary) for pension purposes. The aggregate of 5 years from the date of commencement of training would not be disturbed under this arrangement.

Allowance. The £20 a month should, I think, be payable from the date of the commencement of the course to the date of embarkation from this country, provided that the officer leaves by the first reasonable opportunity after the course is finished.

Salary. The officer should I think get £350 a year from the date of embarkation (but half salary only on the voyage out) and come on to £400, subject to satisfactory service, on the anniversary of the date of his arrival.

Agreement. No mention is made in the paper of particulars of any agreement to be signed by the officer in connection with the expenditure which the Government will incur on him (cf. the agreement in No. 1A on this file and the normal practice in regard to Colonial officers who attend courses prior to appointment and Colonial scholars).

I have ventured to put up a new first page of the paper of particulars.

(I feel that I ought to draw attention to the question whether the K.U.R. can firmly undertake to fulfil their part of the contract at the conclusion of the period of training. If there is any doubt on this point - and it must be remembered that under the scheme the railway must forecast its requirements 2 years ahead - some provision ought to be made in the agreement for requiring the trainee to hold himself in readiness to proceed to Kenya at any time within

X months

No. 38  
- v. the officers  
under 2/3  
the 5 yrs  
in 2 in his  
country

I should include para 5 with the exception of the last sentence. There is no need to make comparison with other drafts, and the statement is not unification.

RL



If there is a probationary period of 5 years and the normal term is 3-4 years there appears to be an inconsistency in the second sentence under the heading "Terms of Appointment" in the draft paper of particulars, where it says that candidates can expect to be appointed to the permanent & pensionable staff by the end of the first term. It would be better to put "shortly after" for "by".

I think it would be useful to include parts of the letter as "Terms in the K.U.R.", even though it may be unusual.

One or two other alterations in the paper of particulars have been made in consultation with Mr. Lawrence.

Cloughdale

3/9

Mr. Costley-White.

You asked me to look at this.

Period of probation. I suggest that this should be 3 years from date of arrival: it will be seen from Mr. Grossmith's minute of 15th June, 1937 on 38179/7A/37 Kenya, that the Sudan Railway officers recruited in this manner are not appointed on probation until the completion of their period of training. This corresponds to Colonial Service usage and the practice avoids the difficulty of

counting

counting the period of training in England (during which the officer receives an allowance and not salary) for pension purposes. The aggregate of 5 years from the date of commencement of training would not be disturbed under this arrangement.

Allowance. The £20 a month should, I think, be payable from the date of the commencement of the course to the date of embarkation from this country, provided that the officer leaves by the first reasonable opportunity after the course is finished.

Salary. The officer should I think get £350 a year from the date of embarkation (but half salary only on the voyage out) and come on to £480, subject to satisfactory service, on the anniversary of the date of his arrival.

Agreement. No mention is made in the paper of particulars of any agreement to be signed by the officer in connection with the expenditure which the Government will incur on him (cf. the agreement in No. 1A on this file and the normal practice in regard to Colonial officers who attend courses prior to appointment, and Colonial scholars).

I have ventured to put up a new first page of the paper of particulars.

(I feel that I ought to draw attention to the question whether the K.U.R. can firmly undertake to fulfil their part of the contract at the conclusion of the period of training. If there is any doubt on this point - and it must be remembered that under the scheme the railway must forecast its requirements 2 years ahead - some provision ought to be made in the agreement for requiring the trainee to hold himself in readiness to proceed to Kenya at any time within

X months

No. 32 is "by" - v. the 1st sentence - minute of 2/9. On 5/9/37 - see 2 - in context 1/10.

I should include para 5 with the exception of the last sentence. There is no need to insert comparison with other depts. and the statement ignores (misdirection)

RRR

X months of finishing the course. If no job is available within X months he would be free to take up employment elsewhere without liability under the agreement. (X = 6 months in the case of agricultural scholars and 18 months in the case of veterinary scholars: no such provision is made in respect of other courses because none of them exceeds one year. It was the onset of the financial depression and the resulting incertitude of vacancies which caused us to make this provision in the case of scholars). If it is desired to make any provision of this nature, and it may be that in <sup>this</sup> first case it is unnecessary, the basis of the allowance ought to be altered to £240 a year for the period of training. The scholars get no money after the termination of the scholarship period).

*Dr. Lawrence*  
12. 9. 38.

Mr. Edmonds.

We spoke over the telephone about the period of probation. In No. 3 the High Commissioner asked for a total probationary period of seven years made up of two years' training and of the five years' probation usual for all Railway servants. At the meeting recorded in Mr. Jeffries' minute of 2/8/38 it was agreed that "candidates should be given a firm prospect of confirmation by the end of the first tour....." This would be a slightly less severe modification of the High Commissioner's desiderata than is contained in the paper of particulars as it now stands, where the probationary period ends three years after arrival in East Africa.

Would

Would it perhaps be possible to make the paragraph "Terms of appointment" in the paper of particulars read:-

"The appointments are pensionable subject to a probationary period. This period will normally be co-terminous with <sup>the</sup> first tour of service in East Africa. In cases, however, where the first tour is of less than 36 months, the probationary period will be three years from the date of first arrival in East Africa. Each selected candidate will be required to sign an agreement, with two sureties in connection with the sums disbursed on his training."

In view of the first three paragraphs of the General Manager's memorandum now under the vacancy form in 27232/38 Appts., it seems safe to assume that the K.U.R. will definitely want the candidates now to be selected on completion of their period of training. The possibility to which you have drawn attention in the last part of your minute might, however, be brought to the notice of the High Commissioner before the next batch of candidates are selected.

After the paper of particulars has been approved the order of procedure should be

- (1) The paper should go to Appts. for the paper of particulars to be sent to the candidates.
- (2) Recirc. quickly to the Dept. for consideration of the necessary agreement.
- (3) When this is settled the paper should go to R. 295 & ~~with the necessary~~ return to Appts. for execution of the agreement ~~papers kept files in sub-section 4~~ being furnished with the ~~names of~~ with the selected candidates.
- (4) Recirc. to Dept. again for a despatch

*X. who should either be returned to the file, or a copy made, in the case.*  
*now no attached to file*  
*2/9/38*

to

to the High Commissioner acknowledging No. 1,  
explaining what has been done and raising the  
point at the end of your minute.

Clotley White

15.9.38.

I have no objection to the letter  
which mentions the probationary period  
rule, although it is, of course, usual to  
have a fixed period.

W. J. [unclear]  
15-9-38

Mr. [unclear]

We spoke, and I attach a

new opt. of the paper of particulars. (We  
omit the last sentence  
of para. 5 of the memo in  
the paper of parties)

W. J. [unclear]  
15/9/38

Mr. Jeffries.

You see. I think see this opt.  
As regards the period of  
probation, you will see  
that Mr. [unclear] & I have  
come to the conclusion that  
the arrangements for the  
period of training shd. be

\* rather "improvements"  
taken prior to  
approval: we shall  
have to follow  
the Scholarship  
arrangements. if  
there is a  
provision for  
keeping the man  
at their disposal  
after the course  
ends. R.P.C.  
G.K.

associated to those in operation  
in connection with the various  
Scholarship schemes. The expected  
cost. and not the former  
offer and until after the  
successful completion of the course  
of training. Technically, after  
the period of probation and the  
only 3 m. but I do not think  
that this is in conflict with the  
arrangement agreed. such. Sir G. Rhodes

J. J. [unclear]  
15/9

[unclear]  
16/9

Mr. Clotley White

I annex a short draft to  
CA asking for their concurrence in  
the opt. agreement, since they will  
have to work it.

W. J. [unclear]  
7 x 38

6 To. Par. Opt. CA: (W/C memo copy) Cons. 13.10.38  
attached & agreement for return

see [unclear]  
on draft 6

7. Ltr 9/10/38 19/10/38

Ref's terms draft agreement, which needs required conditions.

Mr Lawrence.

Answer, now seems clear, so far as I can see, to proceed with (3) of Mr. White, while minute of 13.9.38.

Onward 4.  
4.11.

Please see red slip opposite.

Draft attached.

Clotie White  
10/11

Mr. Pastin

I have had to add a short para to the offer because of an error under "leave" in the particulars of the vacancies. I quote of the fact that the K.U.R. does not grant the same leave as the Kenya Govt., I copied what was in the original offer from paper of parties. R. 95 was putting the correct figures in the offer of offer. I apologise for the error.

W. Lawrence  
10/11/38

This explanation is long waffle, & it is important to get it off before Mr. Lawrence receives copies of the offers which have already gone to two candidates.

J.J. Pastin  
11/11

8. H.C. Transport 68 (7/5/38 memo) & cont 7). Cont. 7. 11. 38  
(3 Approved.)

Regulatory action  
at 2/11/38

970 P Addington } Appt Asst Traffic Supr } 56005-59  
999 Mackay } } See pp 56014-39

KUR  
Training course

9. 22.12.38  
Sister authority for payment of fees in respect of course of training undertaken by Messrs. Mackay & Addington

10. H.C. Transport 150 19.12.38  
Considers it would be appropriate to prescribe a period of 6 months as the period for which a candidate must hold himself in readiness to take up an appt after the date of term of his training offers to answer any questions that may be addressed to him by other parts of this method of recruitment.

9. ? Authority to make less payment can be given forthwith in a short minute.

10. §2 must be borne in mind when next filling vacancies of this sort. I have made a note in the draft under 7). Perhaps in order to avoid the chance of it being overlooked when the time comes, it would be as well to ...



§ 3. C.S. will no doubt consider the desirability of telling the colonial railways about the scheme.

Clarke, White.

11/1

As proposed - No 9 & vice to C.S. Dept as to No 10.

11/1  
above

To C.A.

2 FEB 1939

12 To H. Co Transport 2. (ref 11) 31 JAN 1939

Revised C.S.D. note  
date of 14/1  
action being  
taken on 14/39  
file - 3877/39

13. C.A.

P/100/39

29.9.39

Ref. 11. Forward copy of a letter from the General Manager regarding payment of franchise fee in respect of the corner of training with the N.E.R. of G.D. H.P. Addington and G.P.G. Mackay & requests confirmation that payment may be made.

Transferred to 27570/39 H.P.G.

§ 3. C.S. will no doubt consider the desirability of getting these colonial railways about the scheme.

Clarks, White

11/1

Unprepared - No 9. ~~uninc~~ +  
C.S. Dept as to No 10.

11/1  
P. ~~uninc~~

about

11 to C.A.

2 FEB 1939

12 Do War Transport 2. (copy 11) 1/1 31 JAN 1939

See H.C.S.A. note  
no of 14/1  
action being  
taken on 14/29  
file - 38177/1/39

13. C.A.

P/102/7

29.9.39

Ref. 11. Forward copy of a letter from the General Manager regarding payment of ~~franchise~~ fee in respect of the canal of ~~draining~~ with the M.F.R. of J. J. P. Addington and G. P. G. Mackay & requests confirmation that payment may be made.

Transferred to 27570/39 ~~Appo~~

40  
H

C. O.

Mr. Roberts. 2F/1/39.

Mr. R. D. Edmondson 29/1/39

Mr.

Mr. A. J. Dawe.

Sir H. Moore.

Sir G. Tomlinson.

Sir J. Shackburgh.

Pres. U.S. of S.

Party U.S. of S.

Secretary of State.

Sto

DOWNING STREET.

January, 1939.

2 Feb 1939

C.O.  
A 20/1/39  
B 31/1

Gentlemen,

With reference to your

minute of the 22nd of December,

(9) No. F/182/7, I am etc. to authorize

you to pay to the London and North

Eastern Railway Company the sum of

£210, in ~~connection with~~ <sup>being</sup> the fees

payable in respect of the course of

training of the <sup>two</sup> candidates selected

to fill the two vacancies for

Assistant Traffic Superintendents in

the Kenya and Uganda Railways,

Administration.

Footnote

2. This amount should be paid from the account which you keep on behalf of the Kenya and Uganda Railway Administration.

DRAFT.

THE CROWN AGENTS  
FOR THE COLONIES.

Copy to Mr. Tomlinson (12)

14c. 144

FURTHER ACTION.

Revie. to C.S.D.

for comm. of No 10.



RI  
2  
30  
13  
10

TRANSPORT

KENYA-UGANDA

NO. 150

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

*LC*

9th December, 1938.

Sir,

8

I have the honour to acknowledge the receipt of your Transport despatch, No. 68, of the 17th of November, regarding the recruitment of officers for the Transportation Department of the Kenya and Uganda Railways and Harbours Administration, and to express my appreciation of the consideration which has been given to this matter.

2. In answer to paragraph 5 of your despatch, provision will be made in due course in the Railways and Harbours Estimates for two posts of Assistant Traffic Superintendent (Cadet). It is not anticipated that there will be sufficient vacancies for some time to come to justify further recruitment on these lines by the Railways and Harbours Administration, but for the purpose of application to any future cases I agree that it would be appropriate to prescribe a period of six months as the period for which a candidate must hold himself in readiness to take up an appointment after the date on which his training terminates.

3. The General Manager suggests that this method of recruitment might be of interest to Railway Administrations in other Colonial territories, and would be glad to answer in due course any enquiries that may be addressed to him regarding the success of the scheme.

I have the honour to be,

Sir,

Your most obedient, humble servant,

*W. Brooks-Rophan*  
HIGH COMMISSIONER

THE RIGHT HONOURABLE  
MALCOLM MACDONALD, M.P.,  
SECRETARY OF STATE FOR  
THE COLONIES,  
DOWNING STREET, S.W.1.

*Ch. L. a. B. 2 on 18/12/38*



East African Department,  
COLONIAL OFFICE.

6

With reference to your minute No. 38479/7A/38 of the 13th October, 1938, I attach a copy of a letter which we have received from the Chief Accountant, Kenya and Uganda Railways and Harbours, concerning the fees payable in respect of the course of training of the candidates selected to fill the two vacancies for Assistant Traffic Superintendents, Kenya and Uganda Railways. Will you please say whether we may expect to receive in due course Colonial Office authority to make this payment.

unread (14)

*E. S. Maundel*

Pay Department.  
Crown Agents,  
22nd December, 1938.

15  
COPY.

Original in P/182/7

KENYA AND UGANDA RAILWAYS AND HARBOURS,  
CHIEF ACCOUNTANT'S OFFICE,

No. E.85

Nairobi, 12th December, 1938  
KENYA COLONY

Recd. by C.A. 20th December, 1938.

The Crown Agents for the Colonies,  
4, Millbank,  
London, S.W.1.

Gentlemen,

Re: Recruitment of Officers, Transportation  
Department, Kenya and Uganda Railways and  
Harbours - Messrs G.P.G. Mackay and J.T.A.P.  
Addington.

---

Will you please arrange to pay 200 Guineas  
(two hundred Guineas) to the London and North Eastern  
Railway Company, Kings Cross Station, London, N.1. in  
respect of premiums for the training of Messrs. G.P.G. Mackay  
and J.T.A.P. Addington and debit to this Administration's  
account as usual.

Yours faithfully,

(Sgd.) ?

Chief Accountant.

38179/7A/38

Et

16  
8

C. O.

- Mr. Costley White 10/11
- Mr. Edmonds 10/11 v. minute
- Mr. Paskin 11/10
- Mr. A. J. Daws. *Mr. Jeffries 11/10 for*
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir J. Shackburgh.
- Permt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.



1 NOV 1958

Sir,

**DRAFT.**

HIGH COMMISSIONER FOR  
TRANSPORT,  
KENYA-UGANDA.

No. 68

(3)

(5) without  
accompanying Memo.  
"Service in K.U.R."

encl. to (?)

*copy attached  
for record.*

*How 304/2/31  
copy to  
S. C. M. S. S.*

**FURTHER ACTION.**

With reference to the

correspondence ending with your  
telegram No. 11 of the 23rd of July on  
the subject of the recruitment of  
officers for the Transportation Dept.  
of the Kenya & Uganda Railways & Harbours  
of your Administration, I have etc.  
to inform you that the selection of  
two candidates for a course of two  
years' training prior to appointment  
as Assistant Traffic Superintendents  
is expected shortly to be completed.

2. I enclose, for your  
information, a copy of a memorandum  
containing particulars of these  
vacancies which was sent to applicants.

You will observe that the terms of

appointment

appointment specified therein differ in one respect from those suggested in your telegram under reference: the probationary period to be served in East Africa before the appointments are to be confirmed is laid down as three instead of five years. The decision to specify this period of probation was reached after careful reconsideration, in consultation with Sir Godfrey Rhodes, of the terms which were necessary to attract candidates of the type required, as a result of which it appeared to be essential that they should be given a firm prospect of confirmation in their appointments, subject to satisfactory service, by the end of the first tour of service. The terms of appointment have accordingly been drawn up to provide that the officers should be eligible for admission to the permanent and pensionable establishment three years after the date of their arrival in East Africa. Although the period of two years' preliminary training cannot strictly speaking be regarded as years spent in the service of your Administration, the total period which will

C. O.

- Mr.
- Mr.
- Mr.
- Mr. A. J. Dawe.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir J. Stuckburgh.
- Pres. U.S. of S.
- Pres. U.S. of S.
- Secretary of State.

will elapse before the selected candidates are eligible to be confirmed in their appointments is generally comparable with the usual five year probationary period served by officers of similar status in the Administration.

DRAFT.

3. An error has occurred in the particulars of leave given in the memorandum, but the correct details have been shown in the actual offers of appointment made to two candidates who have been selected in consultation with Sir Godfrey Rhodes and Mr. McHardy.

4. The conditions relating to the preliminary period of training have been drawn up in conformity with those in operation in cases where the final selection of candidates for the Colonial Service is contingent on their satisfactorily completing a preliminary course of training.

**FURTHER ACTION.**

In this connection I also enclose for your information a copy of the form of agreement to be signed by the selected candidates providing for the repayment in certain circumstances of the sums expended on their behalf during their period of training.

5. In the case of the two candidates who are now about to enter upon their period of training it has been assumed that it can be regarded as certain that when two years hence their training is complete, there will be posts vacant to which they can immediately be appointed. No provision has therefore been made for the opposite contingency. The question arises, however, whether in the future it will always be possible to forecast the requirements of the Transportation Dept. two years in advance, or whether circumstances might possibly arise in which no post would be available to which a candidate could at once be appointed on completion of the period of training. In the case of Colonial Agricultural and Veterinary Scholars, the agreements provide that the candidate

C. O.

Mr.

Mr.

Mr.

Mr. A. J. Dawe.

Sir H. Moore.

Sir G. Tomlinson.

Sir J. Shuckburgh.

Parml. U.S. of S.

Parly. U.S. of S.

Secretary of State.

**DRAFT.**

candidate must hold himself in readiness to take up an appointment at any time within a prescribed period from the date on which his scholarship terminates, and I should be glad to know in due course, whether in the future the form of Agreement used in connection with appointments of the kind now under consideration, should in your view include some similar provision. If so, it would I consider be appropriate to fix the period in question at six months.

I have, etc.

(Signed) W. A. G. M. DONALD

**FURTHER ACTION.**

HIS MAJESTY'S COLONIAL SERVICE.  
PARTICULARS OF TWO VACANCIES FOR ASSISTANT  
TRAFFIC SUPERINTENDENTS, KENYA-UGANDA RAILWAY.

-----

Qualifications.

Candidates must be British subjects of European parentage and should have concluded a University course and have taken a degree. They should not be above the age of 26. Selected candidates must be passed as physically fit for service by the Consulting Physician to the Colonial Office.

Terms of appointment.

On his provisional appointment each selected candidate will be required to undergo a course of approximately two years' training on an English railway, and to pass an examination at the end of the course in the work which he has been doing. It will be open to the Secretary of State to cancel the provisional appointment if reports from the railway authorities show that the candidate's work and general conduct do not appear to justify his retention, or if he fails to attain a satisfactory standard at the examination.

Provided that the candidate's provisional selection is confirmed at the end of the course of training, and subject to his being re-examined by the Consulting Physician and being again passed as physically fit for service, he will be appointed upon probation as an Assistant Traffic Superintendent, Kenya-Uganda Railway. The appointment will be pensionable subject to a probationary period of three years from the date of arrival in East Africa.

Allowance during training.

The fees for the course of training will be paid by the Government, and a subsistence allowance of £20 a month will be paid during the period of the course. This allowance will be continued up to the day prior to departure

for East Africa provided that the candidate embarks at the first reasonable opportunity after the conclusion of the course. Each selected candidate will be required to sign an agreement, with two sureties, to refund any sums paid to him as above, together with the cost of his tuition, if :-

- (a) he fails to complete his course of training satisfactorily within the time allotted, or if his selection is cancelled by the Secretary of State pursuant to an adverse report upon his work or conduct while attending the course, or
- (b) having been finally selected, he fails to take up his appointment when instructed to do so, or is found unfit for service (such unfitness having been caused by his own negligence or misconduct), or
- (c) he resigns or is removed from the service of the Kenya-Uganda Railway within three years of his arrival in East Africa;

provided that if he is found by a Consulting Physician to the Colonial Office to be unfit for service in East Africa (such unfitness not having been caused by his own negligence or misconduct) or if he is retired from the service of the Government upon a report of a Government Medical Officer that he is unfit for such service (such unfitness not having been caused by his own negligence or misconduct) no claim for refund will be made.

#### Salary.

From the date of embarkation to the anniversary of the day of arrival in East Africa a salary of £300 a year will be paid, but half salary only is payable during the period of the outward voyage. Subject to satisfactory service, the salary thereafter will be at the rate of £480 a year rising by annual increments of £20 to £600 a year and then, subject to the passage of an efficiency bar £630 a year rising by annual increments of £30 to £840 a year. Officers will be eligible for promotion to a higher grade on the occurrence of vacancies.

#### Quarters.

In East Africa, Government quarters free of rent (but not of rates or other similar outgoings) and furnished in accordance with the scales laid down are provided when such quarters are available. When such quarters are not available an allowance in lieu of quarters will be granted.



Passages.

Free passages are provided for the officer both on first appointment and when proceeding on or returning from leave. A married officer, if granted permission to be accompanied by his wife, is eligible for an allowance towards the cost of his family's passages. If accommodation is available, an officer may travel by a lower grade of passage than that to which he would otherwise be entitled in order to effect savings towards the cost of his family's passages.

Leave.

Officers are allowed four days' leave for each completed month of residential service in East Africa. The normal period of service for officers of the Kenya-Uganda Rail is from 36 to 48 months.

Medical Attendance.

When in East Africa (but not otherwise), officers are entitled to free medical attendance by the medical staff of the Dependency in which they are serving. Medical attendance includes the supply free of cost of medical and surgical materials prescribed by the Medical Officer.

Widows' and Orphans' Pensions Scheme.

A contributory scheme for widows' and orphans' pensions is in operation and, with a few exceptions, all European officers of the Kenya-Uganda Railway are obliged to contribute: the rate of contribution is approximately 4% of salary.

Further Information.

Further information, particularly as regards leave and pensions is contained in the memorandum Miscellaneous No. 486, a copy of which will be supplied on request.

A memorandum is attached containing general information regarding service on the Kenya-Uganda Railway.



AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_ One thousand nine hundred and \_\_\_\_\_ BETWEEN \_\_\_\_\_ (hereinafter called the Person selected) of \_\_\_\_\_

and \_\_\_\_\_ of \_\_\_\_\_ and \_\_\_\_\_ of \_\_\_\_\_

(hereinafter called the Sureties).

(Impressed Stamp)

of the one part, and the undersigned ON BEHALF OF THE CROWN AGENTS FOR THE COLONIES, of 4, Millbank, London, S.W.1., in the County of Middlesex, of the other part.

WHEREAS the Person selected hath been selected for appointment as an Assistant Traffic Superintendent, Kenya and Uganda Railways and Harbours, and certain sums in respect of fees and allowances not exceeding £700 (seven hundred pounds) may be paid to him or on his behalf in connection with his attendance at a Course of Instruction.

NOW the Person selected and the Sureties in consideration of the premises do hereby agree with the said undersigned ON BEHALF OF THE CROWN AGENTS FOR THE COLONIES that should the Person selected (a) fail to complete his course of training satisfactorily within the time allotted or should his selection be cancelled by the Secretary of State pursuant to an adverse report upon his conduct or work while attending the course or (b) if having been requested by the Secretary of State to submit to a further medical examination during or after the completion of his course he should be reported by a Consulting Physician to the Colonial Office to be physically unfit for service, such unfitness having been caused by his own negligence or misconduct or (c) having been finally selected fail to take up his appointment when and where he is instructed to do so, or (d) resign from or be removed from the service of the Kenya and Uganda Railways and Harbour within three years of his assumption of duty on first appointment the Person

selected

selected and the Sureties or either of them or any two or more of them, or their executors or administrators, will refund and repay to THE CROWN AGENTS FOR THE COLONIES, in London, the sums paid to the Person selected or on his behalf in connection with the course.

PROVIDED always that nothing herein contained shall bind or oblige the said parties to this agreement to repay the aforesaid amounts if the Person selected having been requested by the Secretary of State to submit to a further medical examination during or after the completion of his course be reported by a Consulting Physician to the Colonial Office to be physically unfit for appointment (such unfitness not having been caused by his own negligence or misconduct) or if within three years of his assumption of duty on first appointment resign from or be removed from the service of the Kenya and Uganda Railways and Harbours upon the report of a Government Medical Officer or of a Consulting Physician to the Colonial Office that he is unfit for further service therein (such unfitness not having been caused by his own negligence or misconduct).

AS WITNESS our hands and seals the day and year above written.

SIGNED sealed and delivered by the said

in the presence of :-  
(Signature, \_\_\_\_\_  
Address, \_\_\_\_\_  
Occupation, \_\_\_\_\_

Of the Witness

Seal

SIGNED sealed and delivered by the said

in the presence of :-  
(Signature, \_\_\_\_\_  
Address, \_\_\_\_\_  
Occupation, \_\_\_\_\_

Of the Witness

Seal

SIGNED

SIGNED sealed and delivered by the said

\_\_\_\_\_ in the presence of :-

Signature, \_\_\_\_\_

Of the \_\_\_\_\_ Address, \_\_\_\_\_

\_\_\_\_\_ Seal

Occupation, \_\_\_\_\_

SIGNED by \_\_\_\_\_

(as behalf of the Crown Agents for the Colonies as aforesaid) in the presence of :-

\_\_\_\_\_ of the Office of the Crown Agents for the Colonies.



a memorandum containing  
of the ~~particulars~~ <sup>particulars</sup> prepared in  
connection with these ~~vacancies~~ <sup>vacancies</sup>  
and is applicants' appointments which was

You will observe that the terms  
of appointment specified therein  
differ in one respect from those  
~~suggested~~ <sup>suggested</sup> in your telegram  
under reference: the probationary  
period to be served in East Africa

before the appointments are to  
be confirmed is laid down as  
three instead of five years.

The ~~decision~~ <sup>decision</sup> ~~is to shorten~~ <sup>is to shorten</sup>  
his probation period ~~to be served~~ <sup>to be served</sup>

of probation was reached after  
in consultation with his ~~Chief~~ <sup>Chief</sup> ~~Chiefs~~ <sup>Chiefs</sup>,  
careful ~~reconsideration~~ <sup>reconsideration</sup> of the  
terms ~~likely to apply~~ <sup>likely to apply</sup> to

candidates of the type required,  
as a result of which it  
appeared ~~essential~~ <sup>to be</sup> essential that they

should be given a firm  
~~specification~~ <sup>specification</sup> prospect of confirmation in their

C. O.

Mr.

Mr.

Mr.

Mr. A. J. Davis.

Sir H. Moore.

Sir J. Shackleton.

Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State.

**DRAFT.**

FURTHER ACTION.

subject to satisfactory service, 26  
appointments, ~~at~~ <sup>at</sup> the end of the  
first year of service. The  
terms of appointment have  
accordingly been drawn up to  
provide ~~for a total of five~~ <sup>that the officers required in</sup>  
years ~~between the commencement~~ <sup>eligibility for admission to the</sup>  
of the period of training in the  
establishment three years after the  
date of their arrival and the  
completion of the probationary  
period of service in East

Africa. Although the  
period of his years' preliminary  
first two of these five  
years cannot ~~be~~ <sup>be</sup>  
strictly speaking be  
regarded as years spent  
in the sense of your  
Administration, since the

candidates will be  
appointed to their posts  
and proceed to East Africa  
only after satisfactory  
completion of their training  
the total period ~~of~~ <sup>of</sup>  
which

five years which will elapse before the <sup>selected</sup> candidates are eligible to be confirmed in their appointments in ~~board~~ ~~that~~ ~~appear~~ ~~to be~~ ~~in~~ ~~a~~ ~~generally~~ ~~substantially~~ ~~to~~ ~~diff~~ ~~from~~ ~~the~~ usual five year probationary period served by officers in posts in Administrative of similar status

4.3. A copy <sup>is</sup> also enclosed <sup>a copy</sup> for your information, of the form of Agreement to be signed by the candidates selected <sup>provisionally</sup> in respect of the repayment in certain circumstances of the sums expended on their behalf during their period of training.

5.4. My attention has been drawn to the following point which arises in connection with this form of Agreement.

3. An error has occurred in the particulars of leave given in the memo, but the correct details have been shown in the actual offers of app't. made to the selected candidates who have been selected in consultation with Sir George Roper & Mr. McHardy.

4. The conditions relating to the probationary period of training have been drawn up in conformity with the instructions in cases where the selection of candidates for the Colonial Service is contingent on their satisfactorily completing a probationary period of training in the United Kingdom.

C. O.

- Mr.
- Mr.
- Mr.
- Mr. A. J. Dawe.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir J. Shackleton.
- Permt. U.S. of S.
- Partly U.S. of S.
- Secretary of State.

DRAFT.

No ~~error~~ has ~~been~~ ~~made~~ for the opposite contingency.

FURTHER ACTION.

5. In the case of the two candidates who are now about to enter upon their period of training it has been assumed that it ~~can~~ ~~be~~ ~~regarded~~ ~~as~~ ~~certain~~ ~~the~~ ~~possibility~~ ~~that~~ ~~when~~ ~~two~~ ~~years~~ ~~have~~ ~~their~~ ~~training~~ ~~is~~ ~~complete~~ ~~there~~ ~~will~~ ~~be~~ ~~posts~~ ~~vacant~~ ~~to~~ ~~which~~ ~~they~~ ~~can~~ ~~immediately~~ ~~be~~ ~~appointed~~. The question arises, however, whether in the future it may ~~not~~ ~~however~~ ~~will~~ ~~always~~ be possible to forecast the requirements of the Transatlantic Dept. two years in advance, <sup>or</sup> ~~and~~ circumstances might possibly arise in which no post ~~was~~ ~~available~~ to which the candidate could at once be appointed on completion

of the period of training.  $\checkmark$  I  
would accordingly be glad to  
know, in due course, whether  
in the future the form of

in your view  
Agreement should include or  
omit in connection with appts. of the kind now  
provision whereby the candidate  
under consideration should  
be required to hold himself  
some similar provision. If  
in relation to posts in East  
Africa it would I consider be  
appropriate to fix the period  
of the completion of the course  
of training. A period of ~~from~~  
~~six to eight~~ months would  
appear to be suitable for this  
purpose.

I have etc.

In the case of Colonial  
Agricultural and Veterinary  
Scholars, the Agreements  
provide that the candidate  
must hold himself in  
readiness to take up an  
appt. at any time within  
a prescribed period from  
the date on which his  
Scholarship terminates, and  
I should

A provision of this  
kind is made in  
the Agreements  
issued by Colonial  
Agricultural and  
Veterinary scholars,



EAST AFRICAN DEPARTMENT,  
COLONIAL OFFICE.

Referring to Mr. Paskin's minute  
No. 38170/7A/38 dated the 13th of October, 1938, I  
return herewith the draft agreement which, we consid  
meets the conditions (as regards the course of  
training) set out in the memorandum of particulars o  
two vacancies for Assistant Traffic Superintendents,  
Kenya-Uganda Railway.

*Copy sent to H. G. Langford*



PAY DEPARTMENT  
CROWN AGENTS.

19th October, 1938.



DRAFT

P

Agreement made this

day of (one thousand nine hundred and

Between

(hereinafter called the Person selected) of

and

of

PRESSED STAMP.)

and

of

(hereinafter called the Sureties)

of the one part, and the undersigned ON BEHALF OF THE CROWN AGENTS FOR THE COLONIES, of 4, Millbank, London, S.W.1, in the County of Middlesex, of the other part.

Whereas the Person selected <sup>as an Assistant Traffic Superintendent, Kenya and Uganda Railways and Harbours</sup> hath been selected for appointment to the Colonial Administrative Service, and certain sums in respect of <sup>grants, fees, and</sup> allowances and other expenses not exceeding £ 7 00 (seven hundred pounds) may be paid to him or on his behalf in connection with his attendance at a Course of instruction at

Now the Person selected and the Sureties in consideration of the premises do hereby agree with the said undersigned ON BEHALF OF THE CROWN AGENTS FOR THE COLONIES that should the Person selected (a) fail to complete his course of training satisfactorily within the time allotted or should his selection be cancelled by the Secretary of State pursuant to an adverse report upon his conduct or work while attending the course or (b) if having been requested by the Secretary of State to submit to a further medical examination during or after the completion of his course he should be reported by a Consulting Physician to the Colonial Office to be physically unfit for service, such unfitness having been caused by his own negligence or misconduct or (c) having been finally selected fail to take up his appointment when and where he is instructed to do so, or (d) resign from or be removed from the <sup>at the Kenya and Uganda Railways and Harbours</sup> service within three years of his assumption of duty on first appointment the Person selected and the Sureties or either of them or any two or more of them, or their executors or administrators, will refund and repay to THE CROWN AGENTS FOR THE COLONIES, in London, the sums paid to the Person selected or on his behalf in connection with the course.

Provided always that nothing herein contained shall bind or oblige the said parties to this agreement to repay the aforesaid amounts if the Person selected having been requested by the Secretary of State to submit to a further medical examination during or after the completion of his course be reported by a Consulting Physician to the Colonial Office to be physically unfit for appointment to the Colonial Administrative Service (such unfitness not having been caused by his own negligence or misconduct) or if within three years of his assumption of duty on first appointment resign from or be removed from the <sup>at the Kenya and Uganda Railways and Harbours</sup> service upon the report of a Government Medical Officer or of a Consulting Physician to the Colonial Office that he is unfit for further service therein (such unfitness not having been caused by his own negligence or misconduct).

now see § 2 of 10: which will arise when  
next arise Agreement is used.

As Witness our hands and seals the day and year above written.

Signed sealed and delivered by the said

in the presence of:—

Of the Witnesses  
Signature,  
Address,  
Occupation,



Signed sealed and delivered by the said

in the presence of:—

Of the Witnesses  
Signature,  
Address,  
Occupation,



Signed sealed and delivered by the said

in the presence of:—

Of the Witnesses  
Signature,  
Address,  
Occupation,



Signed by

(on behalf of the Crown Agents for the Colonies as aforesaid) in the presence of:—

of the Office of the Crown Agents for the Colonies

35179/7A/38 King 30

C. O.

Chud. 7

Mr. Williams 4/1/58

Mr. Costley White 7/60

Mr. Parker 7/1/58

Mr. A. J. Dunn

Sir H. Moore

Sir G. Tomlinson

Sir J. Shuckburgh

Permt. U.S. of S.

Permt. U.S. of S.

Secretary of State

C. D.  
FRONT  
11/2

6

for Mr. Parker's sig.

DRAFT memo for London

Pay Dept.

Crown Agents

I enclose a copy of

a memorandum containing particulars of two vacancies

for Asst Traffic Supts, Kenya

Uganda Railway, together

with a draft form of agreement

for use in connection with

these appointments. The candidates

will be selected by the Supt. on this with your kindly

say whether you consider

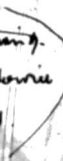
that this agreement will

(memo to be signed  
through in sig)

**FURTHER ACTION.**

Recd for  
Explanation Dept  
to King (if in  
order)

recommending  
the Colonial Service  
Appts. Board





31

SERVICE IN THE KENYA AND UGANDA  
RAILWAYS AND HARBOURS

1. The Kenya and Uganda Railways and Harbours serve the Colony of Kenya, the Uganda Protectorate and also certain parts of Tanganyika Territory. The Department is responsible for the administration of railways, marine services on Lakes Victoria, Albert and Kioga (as well as the West Nile), road motor services, and the Port of Kilindini.
2. It is by far the largest single department in the two territories principally served (Kenya and Uganda), with a revenue in 1937 of £3,228,765 and its staff includes a considerable proportion of the total number of Government Officials together with a large number of lower employees.
3. Conditions of service are not quite on all fours with other Government Departments but closely approximate. All the officer grades are pensionable posts, subject to five years satisfactory probationary service.
4. The normal scales of pay in the Kenya and Uganda Railways and Harbours during the first ten years of service are common to most officials except those who are appointed with technical experience. For the higher posts the scales of pay have been adapted to the needs of a service which, although a civil service, is essentially commercial and technical in nature.
5. In principal, promotion in the Railway Service is by selection, with of course, due regard to seniority. In comparing the prospects with those of other Government departments, it must be borne in mind that the entrant into railway service has the whole field of Colonial railways open to him and that his advancement is by no means restricted to the particular railway which he first enters. In selecting suitable officers to fill vacancies in senior posts the Colonial Office has regard to the claims of officers in all colonial railways, so that avenues of promotion are considerably widened.
6. The railway service functions, for technical and administrative purposes, through five main departments each with its departmental chief as follows:-  
  
The Chief Engineer, (Civil engineering branch)  
The Superintendent of the Line,  
The Chief Mechanical Engineer,  
The Chief Accountant, and the  
Stores Superintendent.
7. At the head of the whole organisation is the General Manager, and his Assistants.

8. The Superintendent of the Line is head of the Transportation Department which is responsible for a wide field of railway administration. Briefly, its main functions include:-

- The control of all train movements:
- The control and distribution of all rolling stock:
- The economic handling and despatch of all goods and passenger traffic:
- The fixing of rates and fares for goods and passenger traffic and the charging and collection of the revenue deriving from these traffics:
- The supervision and control of all stations, goods offices, warehouses, marshalling yards etc:
- The safe conduct of all train movement involving supervision and control of all signalling, telegraphy and "line-clear" systems:
- The organisation and control of catering on dining-cars and restaurants as well as the minor functions of supply of bedding, laundry, minerals waters etc.

9. In addition to these functions of a purely railway nature, the Superintendent of the Line controls the Marine Services and ports on three Lakes and a river in all their manifold activities, from the handling of cargo and the transport and comfort of passengers to the design and maintenance of the units comprising the fleets. The road services also come within the ambit of the Superintendent of the Line's control.

10. At Headquarters, the work of the Department is divided between two main sections, one controlling all operating activities and the other all commercial work, relations with the public etc. These sections are controlled by Assistant Superintendents. The whole of the system is divided into five districts, controlled, except in the case of one which comes direct under Headquarters, by District Traffic Superintendents, who have offices at the district headquarters. The senior District Officer controls that part of the system which serves the Uganda Protectorate, comprising rail, steamer and road services over a wide area, another, with headquarters at the Lake Victoria terminus of the railway and also the headquarters of marine activity on Victoria (Kisumu), controls the ports (other than those of Uganda) served by the Fleet as well as the movements of the vessels and tugs making up the fleet, in addition to a section of line with several stations. A third is a purely railway section, and the fourth covers the traffic activities at the Coast as well as a short length of the line.

11. The work of the District Officer involves a considerable amount of travel on inspection duties within his district. His work is of a varied nature, covering the various activities of the transportation department in his district, the management of his staff - European, Asian and African, and maintaining contact with all public bodies.



12. The climate is mainly good: it varies of course with the station, but no district headquarters is situated in a really unhealthy climate. Railway headquarters are in Nairobi, 5,600 above sea level and in a very good climate as is also the District Headquarters at Nakuru (6,000 feet up); the Uganda District Headquarters is at Kampala, the commercial capital of Uganda where there is a European population of some five or six hundred and while it is fairly hot during the daytime in certain seasons most of the nights are cool; further, the amenities of a relatively large township (electricity, water supply etc.) as well as the presence of a large shopping centre largely temper the discomforts of residence in a tropical climate.

13. There is no lack of sporting facilities anywhere. Tennis, golf, cricket, hockey, soccer and rugby can be enjoyed at all stations, except at Kisumu where there is no rugby. Liberal local leave is granted annually in addition to Home leave and so one is enabled to go off on "safari" for a shoot or as one's wishes dictate.

14. Promotion to Officer grade is made either directly by selection in England or by promotion from among the junior officials in the service.

15. It is now desired to appoint two Assistant Traffic Superintendents from among those who have just completed a University course and taken their degree. Any persons thus appointed will be required to undergo two years' training on an English railway and to pass an examination in the work which they have been doing before going to East Africa. They will be paid a subsistence allowance of £20 a month during this period. Their training fees will also be paid.

16. There are at present ten officers posts in the Transportation Department as follows:-

- 1 Superintendent of the Line (£1,500).
- 1 Assistant Superintendent of the Line (£1,250).
- 1 Assistant Superintendent (Operating) (£720-30-840).
- 1 Assistant Superintendent (Commercial) (£720-30-840).
- 1 District Traffic Superintendent Class I (£720-30-840).
- 2 District Traffic Superintendents Class II (£600-30-720).
- 2 Assistant District Traffic Superintendents (£480-20-600-30-720).
- 1 Assistant Traffic Superintendent (£480-20-600-30-720).

VACANCY FORM  
(Two Vacancies)

Reference 38179/7A/38 Kenya

- Mr. Haldane 4/8
- Mr. Anarley 4/8
- Mr. Parkin 4/8
- (\*) ~~Promotions Branch~~

(2) Appointments Department

JTA Addington  
GPA Mackay  
appointed 1937

Colony: Kenya - Uganda Railway

Vacancy: Two Assistant Traffic Superintendents

Cause of Vacancy: Additional posts

Date of Vacancy: To be selected August 1938

Emoluments: Scale: 1<sup>st</sup> + 2<sup>nd</sup> years training in England £240 a year; 3<sup>rd</sup> year £350 then £480. £20 to £600 by £30 to £640. Efficiency bonus including any special notes as to - at £600. Promotion beyond £640 is

- (a) Terms of appointment: vacancy occurs on existing staff. Pensionable employment: subject to probation for 5-6 years i.e. approximately the end of first tour of service.
- (b) Allowances:

- (c) Quarters: } As in African 973 except: - Town 36-48 months leave 14 days for each complete month of month service.
- (d) Passages:

Remarks: Candidates should be given a firm prospect of confirmation by the end of the first tour of service if their services satisfactory.

including any special notes as to -

- (a) Married candidates: - See paper of particulars etc
- (b) Duties: - annexed.

(c) Qualifications required: Officers <sup>to be</sup> selected from those who have just completed a university course + taken a degree.

(d) Age limits: - Two years training on an English Railway + to pass exam before proceeding to East Africa. - See page 3 of paper of particulars annexed

Mr. Easton 1579

HIS MAJESTY'S COLONIAL SERVICE.

PARTICULARS OF TWO VACANCIES FOR ASSISTANT TRAFFIC SUPERINTENDENTS, KENYA-UGANDA RAILWAY.

DEAR

16/9

advice

Qualifications.

Candidates must be British subjects of European parentage and should have concluded a University course and have taken a degree. They should not be above the age of 26. Selected candidates must be passed as physically fit for service by the Consulting Physician to the Colonial Office.

Terms of appointment.

On his provisional appointment each selected candidate will be required to undergo a course of approximately two years' training on an English railway, and to pass an examination at the end of the course in the work which he has been doing. It will be open to the Secretary of State to cancel the provisional appointment if reports from the railway authorities show that the candidate's work and general conduct do not appear to justify his retention, or if he fails to attain a satisfactory standard at the examination.

Provided that the candidate's provisional selection is confirmed at the end of the course of training, and subject to his being re-examined by the Consulting Physician and being <sup>again</sup> then passed as physically fit for service, he will be appointed upon probation as an Assistant Traffic Superintendent, Kenya-Uganda Railway. The appointment will be pensionable subject to a probationary period of three years from the date of arrival in East Africa.

Allowance during training.

The fees for the course of training will be paid by the Government, and a subsistence allowance of £20 a month will be paid during the period of the course. This allowance will be

Copy into the H. G. L. Handbook (8)

continued up to the day prior to departure for East Africa provided that the candidate embarks at the first reasonable opportunity after the conclusion of the course. Each selected candidate will be required to sign an agreement, with two sureties, to refund any sums paid as above, together with the cost of his tuition, if:-

- (a) he fails to complete his course of training satisfactorily within the time allotted, or if his selection is cancelled by the Secretary of State pursuant to an adverse report upon his work or conduct while attending the course, or
- (b) having been finally selected, he fails to take up his appointment when instructed to do so, or is found unfit for service (such unfitness having been caused by his own negligence or misconduct), or
- (c) he resigns or is removed from the service of the Kenya - Uganda Railway within three years of his arrival in East Africa;

provided that if he is found by a Consulting Physician to the Colonial Office to be unfit for service in East Africa (such unfitness not having been caused by his own negligence or misconduct) or if he is retired from the service of the Government upon a report of a Government Medical Officer that he is unfit for such service (such unfitness not having been caused by his own negligence or misconduct) no claim for refund will be made.

Salary.

From the date of embarkation to the anniversary of the day of arrival in East Africa a salary of £350 a year will be paid, but half salary only is payable during the period of the outward voyage. Subject to satisfactory service, the salary thereafter will be at the rate of ~~£400~~ 8/ £400 a year rising by annual increments of £20 to £600 a year and then, subject to the passage of an efficiency bar, £630 a year rising by annual increments of £30 to £840 a year. Officers will be eligible for promotion to a higher grade on the occurrence of vacancies.

Quarters.

Quarters.

In East Africa, Government quarters free of rent (but not of rates or other similar outgoings) and furnished in accordance with the scales laid down are provided when such quarters are available. When such quarters are not available an allowance in lieu of quarters will be granted.

Passages.

Free passages are provided for the officer both on first appointment and when proceeding on or returning from leave. A married officer, if granted permission to be accompanied by his wife is eligible for an allowance <sup>towards</sup> ~~for~~ the cost of his family's passages. If accommodation is available an officer may travel by a lower grade of passage than that ~~for~~ which he would otherwise be entitled in order to effect savings towards the cost of his family's passages.

Leave.

Officers are allowed four days' leave for each completed month of residential service in East Africa. The normal period of service for officers of the Kenya-Uganda Railway is from 36 to 48 months.

Medical <sup>Attendance</sup> Equipment.

When in East Africa, (but not otherwise) officers are entitled to free medical attendance by the Medical staff of the Dependency in which they are serving. Medical attendance includes the supply free of cost of medical and surgical materials prescribed by the Medical Officer.

Widows' and Orphans' Pensions Scheme.

A contributory scheme for widows' and orphans' pensions is in operation and, with a few exceptions, all European officers of the Kenya-Uganda Railway are obliged to contribute: the rate of contribution is approximately 4% of salary.

Further information.

R 1284-1

Further information.

Further information, particularly as regards leave and pensions is contained in the memorandum Miscellaneous No. 488, a copy of which will be supplied on request.

A memorandum is attached containing general information regarding service to the Kenya-Uganda Railway.

Colonial Office,  
8 Buckingham Gate,  
London, S.W.1.

September, 1938.

2



SERVICE IN THE KENYA AND UGANDA  
RAILWAYS AND HARBOURS.

30-38

1. The Kenya and Uganda Railways and Harbours serve the Colony of Kenya, the Uganda Protectorate and also certain parts of Tanganyika Territory. The Department is responsible for the administration of railways, marine services on Lakes Victoria, Albert and Kioga (as well as the West Nile), road motor services, and the Port of Kilindini.

2. It is by far the largest single department in the two territories principally served (Kenya and Uganda), with a revenue in 1937 of £3,228,765 and its staff includes a considerable proportion of the total number of Government Officials together with a large number of lower employees.

3. Conditions of service are not quite on all fours with other Government Departments but closely approximate. All the officer grades are pensionable posts, subject to five years satisfactory probationary service.

4. The normal scales of pay in the Kenya and Uganda Railways and Harbours during the first ten years of service are common to most officials except those who are appointed with technical experience. For the higher posts the scales of pay have been adapted to the needs of a service which, although a civil service, is essentially commercial and technical in nature.

5. In principal, promotion in the Railway Service is by selection, with of course, due regard to seniority. In comparing the prospects with those of other Government departments, it must be borne in mind that the entrant into railway service has the whole field of Colonial railways open to him and that his advancement is by no means restricted to the particular railway which he first enters. In selecting suitable officers to fill vacancies in senior posts the Colonial Office has regard to the claims of officers in all colonial railways, so that avenues of promotion are considerably widened. [This, again, must be borne in mind in comparing rates of pay in railway service with those of other Departments where employment is more confined, chances of promotion to high rank limited, and, in consequence, scales of pay on a guaranteed progression are more generous than those considered necessary in railway service.]

6. The railway service functions, for technical and administrative purposes, through five main departments each with its departmental chief as follows:-

The Chief Engineer, (Civil engineering branch)  
The Superintendent of the Line.

Brink [ ]  
H.F. 1938

39

The Chief Mechanical Engineer,  
The Chief Accountant, and the  
Stores Superintendent.

7. At the head of the whole organisation is the General Manager, and his Assistants.

8. The Superintendent of the line is head of the Transportation Department which is responsible for a wide field of railway administration. Briefly, its main functions include:-

- The control of all train movements
- The control and distribution of all rolling stock:
- The economic handling and despatch of all goods and passenger traffic:
- The fixing of rates and fares for goods and passenger traffic and the charging and collection of the revenue deriving from these traffics:
- The supervision and control of all stations, goods offices, warehouses, marshalling yards etc
- The safe conduct of all train movement involving supervision and control of all signalling, telegraphy and "line-clear" systems:
- The organisation and control of catering on dining-cars and restaurants as well as the minor functions of supply of bedding, laundry, minerals waters etc.

9. In addition to these functions of a purely railway nature, the Superintendent of the Line controls the Marine Services and ports on three Lakes and a river in all their manifold activities, from the handling of cargo and the transport and comfort of passengers to the design and maintenance of the units comprising the fleets. The road services also come within the ambit of the Superintendent of the Line's control.

10. At Headquarters, the work of the Department is divided between the main sections, one controlling all operating activities and the other all commercial work, relations with the public etc. These sections are controlled by Assistant Superintendents. The whole of the system is divided into five districts, controlled, except in the case of one which comes direct under Headquarters, by District Traffic Superintendents, who have offices at the district headquarters. The senior District Officer controls that part of the system which serves the Uganda Protectorate, comprising rail, steamer and road services over a wide area, another, with headquarters at the Lake Victoria terminus of the railway and also the headquarters of marine activity on Victoria (Kisumu), controls the ports (other than those of Uganda) served by the Fleet as well as the movements of the vessels and tugs making up the fleet, in addition to a section of line with several stations. A third is a purely railway section, and the fourth covers the

2

traffic activities at the Coast as well as a short length of the line.

11. The work of the District Officer involves a considerable amount of travel on inspection duties within his district. His work is of a varied nature, covering the various activities of the transportation department in his district, the management of his staff - European, Asian and African, and maintaining contact with all public bodies.

12. The climate is mainly good; it varies of course with the station, but no district headquarters is situated in a really unhealthy climate. Railway headquarters are in Nairobi, 5,600 above sea level and in a very good climate as is also the District Headquarters at Nakuru (6,000 feet up); the Uganda district headquarters is at Kampala, the commercial capital of Uganda where there is a European population of some five or six hundred and while it is fairly hot during the daytime in certain seasons most of the nights are cool; further, the amenities of a relatively large townshp (electricity, water supply etc.) as well as the presence of a large shopping centre largely temper the discomforts of residence in a tropical climate.

13. There is no lack of sporting facilities anywhere. Tennis, golf, cricket, hockey, soccer and rugby can be enjoyed at all stations, except at Kisumu where there is no rugby. Liberal local leave is granted annually in addition to Home leave so one is enabled to go off on "safari" for a short or as long as one wishes dictate.

Promotion to Officer grade is made either directly when in England or by promotion from among the junior officials in the service.

14. It is now desired to appoint two Assistant Traffic Superintendents from among those who have just completed a University course and taken their degree. Any person thus appointed will be required to undergo two year's training on an English railway and to pass an examination in the work which they have been doing before going to East Africa. They will be paid a subsistence allowance of £30 a month during this period. Their training fee will also be paid.

15. There are ten officers posts in the Transportation Department as follows:-

- 1 Superintendent of the Line (£1,500).
- 1 Assistant Superintendent of the Line (£1,250).
- 1 Assistant Superintendent (Operating) (£720-30-840).
- 1 Assistant Superintendent (Commercial) (£720-30-840).
- 1 District Traffic Superintendent Class I (£720-30-840).
- 2 District Traffic Superintendents Class II (£600-30-720).
- 2 Assistant District Traffic Superintendents (£480-20-600-30-720).
- 1 Assistant Traffic Superintendent (£480-20-600-30-720).

PARTICULARS OF TWO VACANCIES FOR ASSISTANT TRAFFIC  
SUPERINTENDENTS, KENYA-UGANDA RAILWAY.Qualifications.

Candidates must be British subjects of European parentage and should have concluded a University course and have taken a degree. They should not be above the age of 26. Selected candidates must be passed as physically fit for service by the Consulting Physician to the Colonial Office.

Training.

Selected candidates will be required to undergo a course of approximately two years' training on an English railway during which period a subsistence allowance of £20 a month will be paid to them. The fees will be paid by the Government. They will be required to pass an examination in the work which they have been doing before proceeding to East Africa. The allowance will be continued up to the date prior to departure <sup>for East Africa</sup> provided that the candidate embarks at the first reasonable opportunity. Candidates will be re-examined by the Consulting Physician to the Colonial Office before embarkation.

Salary.

From the date of embarkation until the anniversary of the date of arrival in East Africa a salary of £350 a year will be paid but half salary only is payable during the period of the outward voyage. Subject to satisfactory service, the salary thereafter will be at the rate of £480 a year rising by annual increments of £20 to £600 a year and then, subject to the passage of an efficiency bar, to £630 a year rising by annual increments of £30 to £840 a year. Officers will be eligible for promotion to a higher grade on the occurrence of vacancies.

Terms of Appointment.

The appointments are pensionable subject to a probationary period of 3 years from the date of arrival in East Africa. Each selected candidate will be required to sign an agreement, with two sureties, in connection with the sums disbursed on his training.

Quarters.

Government quarters free of rent (but not of rates or other similar outgoings) and furnished in accordance with the scales laid down are provided when such quarters are available. When such quarters are not available an allowance in lieu of quarters may be granted.

Passages.

*Draft*

*11/10/42*  
His Majesty's Colonial Service

*Mr Parkin*  
*See now revised of 42*

Particulars of two vacancies for Assistant Traffic Superintendents, Kenya Uganda Railway.

Qualifications

Candidates must be British subjects of European parentage and should have concluded a University course and have taken a degree. Candidates should not be above the age of 26.

Training

Selected candidates will be required to undergo a course of two years' training on an English railway during which period a subsistence allowance of £20 a month ~~would~~ *will* be paid to them. They will be required to pass an examination in the work which they have been doing before proceeding to East Africa.

Salary

In the third year after appointment (i.e. after the completion of the two years' training) a salary of £350 will be paid. Thereafter the salary will be at the rate of £480 a year rising by yearly increments of £20 to £600 a year and then by yearly increments of £30 to £840; *with* ~~There is~~ an efficiency bar at £600. Officers ~~would~~ *will* be eligible for promotion to a higher grade on the occurrence of vacancies.

Terms of appointment

The appointments are pensionable subject to a probationary period of ~~three~~ *five* years. Subject to satisfactory service selected candidates may consequently expect to be appointed to the permanent and pensionable establishment by *shortly after* the end of the first tour of duty abroad.

Quarters

Government quarters free of rent (but not of rates or other similar outgoings) and furnished in accordance with the scales laid down are provided when such quarters are available. When such quarters are not available ~~in certain cases~~ an allowance in lieu of quarters *may be* ~~is granted at the discretion~~ of the *General Manager* Government.

Passages.



43

Passages

Free passages are provided for the officer only, both on first appointment and when proceeding on or returning from leave. A married officer, if granted permission to be accompanied by his wife would be eligible for an allowance towards the cost of his family's passages. *If accommodation is available and he may then make arrangements for his own and his family's passages by whatever class he wishes.* *he would otherwise be entitled to effect savings towards the cost of his family's passages.*

Leave

Officers are allowed 4 days <sup>leave</sup> for each completed month of residential service in East Africa. The normal tour of service <sup>in Kenya and Uganda Railways and Harbours</sup> in East Africa is from 36 to 48 months.

Medical Attendance

When in East Africa (but not otherwise) officers are entitled to free medical attendance by the medical staff of the Dependency in which they are serving. Medical attendance includes the supply <sup>free of cost</sup> at Government expense of medical and surgical materials prescribed by the Medical Officer.

Widows' and Orphans' Pensions Scheme

A contributory scheme for widows and orphans <sup>is in</sup> operation, and, with a few exceptions, all European officers <sup>are</sup> obliged to contribute. *the rate of contribution is 4% of salary.*

Further Information

Further information particularly as regards leave and pensions, is contained in the Memorandum Miscellaneous No. 488 a copy of which will be supplied on request.

A memorandum is attached containing general information regarding service in the Kenya and Uganda Railways and Harbours

Colonial Office,  
8, Buckingham Gate,  
London, S.W.1.

*Subt.*  
August, 1938.

1938  
C. O. REGD

Telegram from the High Commissioner for Transport, Kenya and Uganda to the Secretary of State for the Colonies.

Dated 23rd July, 1938. ... Received 11.54am 23rd July, 1938.

(Received 297 11.30 am 25 July 1938)

No 11.

Your despatch No 42, Transport. Agree to pensionable employment from the start but subject to seven years probation to include 2 years training in England since 5 years probation is the practice for all servants except departmental heads.

Propose following salary scale:- 1st and 2nd years training in England £240, 3rd year £350 then £180 by £20 to £600 by £30 to £840. Efficiency bar at £600 and promotion beyond £840 as vacancy occurs on existing staff. Rhodes can explain probability.

3/5 to S. Rhodes  
Amund P

38179/7A/38

C. O.

Kenya

Ans: 3

Mr. Jeffries 11/2/38

Mr. J. Mux 12/7

Mr. Dave 13.7

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

O.	D.
R.	73.11.11
D.	13-

July 1938

*[Handwritten flourish]*

Sir

I have re. to refer

to your desk. No. 59 of

the 19th of April, on

the subject of the

recruitment of officers

for the Transportation

Dept. of the Kenya

Uganda Railways

& Harbours Administration.

*In course*

DRAFT.

K.U.R. 11.

H. C.

No. 42.

(1)

Sp. to Prof for L. F. Rhoads - (4)  
L. C. Bottomley. 20 38179/38

FURTHER ACTION

2. I am generally

in agreement with the

suggestion that, as

an experiment, a

certain number of

officers should be recruited from the field of candidates offering themselves for the annual selection for the Colonial Administrative Service. I consider, however, that if such recruitment is to be undertaken, it will be necessary to lay down certain conditions in advance.

3. In the first place, I understand that it is contemplated that the ~~the~~ selected candidates should be offered engagement or agreement in the first

C. O.

Mr.

Mr.

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

FURTHER ACTION.

instance, with the prospect of admission to the pensionable establishment after five years. In my judgment it ~~will~~ <sup>will</sup> be essential to successful recruitment that candidates shall ~~shall~~ be offered permanent and pensionable employment from the start, subject only to the usual probationary period of two years which

is in force for other  
branches of the Colonial  
Service in East Africa.

4. I see no reason,  
and indeed I think  
that it would be mistaken,  
to offer an initial salary  
of £480, when the administrative  
officer begins at £350. The  
latter figure (or possibly  
£400 if a two-year  
training course is arranged)  
would be sufficient. On  
the other hand, I do  
not consider that satisfactory  
recruits will be attracted  
by a maximum of £720. I

C. O.

Mr.

Mr.

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permd. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

3

I cannot explain that  
~~in employing~~ I have  
consulted the Sudan  
authorities & have  
ascertained both the  
quality of the men  
selected for appointment to the  
Sudan P.O.s, in under  
parallel arrangements;  
& also the salaries & the  
conditions in which these  
men were engaged. ~~It~~

FURTHER ACTION.

The ultimate  
prospects  
offered in Her  
Service are

and to be  
very much more  
attractive than  
those suggested in  
the enclosure to  
you despatch

think that it will be  
necessary to offer in  
any case a clear  
incremental scale (subject  
to efficiency) running  
to £840, with a  
definite prospect of  
promotion without undue  
delay to a higher  
grade with salary  
running to £1000.

5. I shall be  
grateful if you will  
consider these points  
and let me have  
your views <sup>by telegram</sup>  
Yours  
obediently  
Lans

is in force for other  
branches of the Colonial  
Service in East Africa.

4. I see no reason,  
and indeed I think  
that it would be mistaken,  
to offer an initial salary  
of £480, when the administrative  
officer begins at £350. The  
latter figure (or possibly  
£400 if a two-year  
training course is arranged)  
should be sufficient. On  
the other hand, I do  
not consider that satisfactory  
recruits will be attracted  
by a maximum of £220. I

C. O.

Mr.

Mr.

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permd. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

3

I should explain that  
~~before accepting~~ I have  
consulted the Sudan  
authorities & have  
ascertained both the  
quality of the men  
selected in apt to the  
Sudan Rly, in under  
parallel arrangements;  
& also the salaries & the  
conditions in which these  
men were engaged. ~~It~~

FURTHER ACTION.

The ultimate  
benefits  
offered in that  
service are

and the ~~benefits~~  
many much more  
attractive than  
those suggested in  
the enclosure to  
your despatch

think that it will be  
necessary to offer in  
any case a clear  
incremental scale (subject  
to efficiency) running  
to £840, with a  
definite prospect of  
promotion without undue  
delay to a higher  
grade with salary  
running to £1000.

5. I shall be  
grateful if you will  
consider these points  
and let me have  
your ~~views~~ <sup>by telegram</sup>



Recd. 23/6 48

WELLINGTON HOUSE  
BUCKINGHAM GATE  
LONDON. S.W.

H.

Major Furse



↳

With the compliments of  
The Controller.

Tudan Government London Office

Let me know if any  
points still to be cleared  
up.

a short



Candidates selected for training on the London and North Eastern Railway, with a view to subsequent appointment as District Traffic Managers on the Sudan Railways.

---

1934.

M. J. Le Cren.

Gonville and Caius College, Cambridge.

A.H.S. Reid.

Peterhouse, Cambridge.

1937.

W.A. Hay-Cooper.

Brasenose College, Oxford.

J.F.C. Williams.

Lincoln College, Oxford.

---

Two District Traffic Managers are stationed at the head offices of the railway but in general efforts are made for each District Traffic Manager to be transferred from one post to another after a tour of three or four years. At general headquarters and in the districts District Traffic Managers and other senior officials are assisted by a number of British officials of junior rank.

The appointment of District Traffic Managers is made either directly by selection in England or by promotion from among the junior officials mentioned above. Many of the latter are due for retirement relatively soon after their promotion to the post of District Traffic Manager so that the prospects for those recruited directly are not to any great extent hindered by promotions from junior ranks.

It is now desired to appoint two District Traffic Managers from among persons who have just completed a University course and taken their degree. Any person thus appointed will be required to undergo one year's training on the London and North Eastern Railway in the essentials of safety block working, signalling and other work, and to pass an examination in the former before going to the Sudan. The Government pays the fees for training and a subsistence allowance of £20 a month.

All Sudan Government officials are required to pass an examination in Arabic within their first two years of service.

There are about seventeen senior officials in the Traffic Department, as follows:-

1 Traffic Manager.	(££.1,400-££.1,650)
1 Assistant Traffic Manager.	(££.1,080-££.1,300)
1 Port Manager.	(££.1,080-££.1,300)
1 Operations Superintendent.	(££. 852-££.1,200)
1 Commercial Superintendent.	(££. 852-££.1,200)
1 Harbour Master.	(££. 852-££.1,200)
11 District and Port Officials.	(££. 480-££. 936)

\*with biennial increments of ££.60.

In addition there are about thirty-two British officials of junior rank with scales of pay ranging from ££.400 to ££.780.

(££.1 = £1 Os. 6d.)

London.  
July, 1937.

SUDAN GOVERNMENT

AN AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_

BETWEEN THE CONTROLLER SUDAN GOVERNMENT LONDON OFFICE acting on behalf of the Sudan Government (hereinafter referred to as "the Government") of the one part and Mr. \_\_\_\_\_

(hereinafter referred to as "the official") of the other part.

1. WHEREAS Mr. \_\_\_\_\_ has been provisionally selected for appointment to the Sudan Railways as a District Traffic Manager, vide Section 4 of this agreement, subject to his undertaking a course of instruction on the London and North Eastern Railway lasting for twelve months commencing on the \_\_\_\_\_ and may be paid in connection with his attendance for such course grants amounting to \_\_\_\_\_ (two hundred and forty pounds) in sums of £20 (Twenty pounds) per month beginning from the \_\_\_\_\_

2. NOW the official in consideration of the premises hereby agrees with the said Controller, Sudan Government London Office, ON BEHALF OF THE GOVERNMENT that should he:

- (a) fail to complete his course of instruction successfully within the time allotted and for this purpose he shall undergo any examination which may be considered necessary or should his selection be cancelled by the Government pursuant to an adverse report upon his conduct or work while attending the course, or
- (b) after the completion of his course be reported by the Medical Adviser to the Government to be physically unfit for service, such unfitness having been caused by his own negligence or misconduct, or
- (c) having been finally selected fail to take up his appointment when instructed to do so, or
- (d) resign from or be removed from the service within two years of his arrival in the Sudan,

he shall be liable to refund on demand and repay to the Sudan Government at its London Office the sums paid for the said allowance.

13. PROVIDED ALWAYS

3. PROVIDED ALWAYS that nothing herein contained shall bind or oblige the official to repay the amounts paid to him if he is either:

- (a) reported by the Medical Adviser to the Government after completing his course to be physically unfit for service such unfitness not having been caused by his own negligence or misconduct, or
- (b) within two years of his arrival in the Sudan be retired from the service of the Government upon a report of a Government Medical Officer or the Medical Adviser to the Government that he is unfit for further service there, such unfitness not having been caused by his own negligence or misconduct.

4. In the event of the official being definitely appointed for service in the Sudan after completion of the course of instruction mentioned in Sections 1. and 2. above he further undertakes to enter into an agreement with the Sudan Government under the terms of contract stated in the form entitled "Contract for Probationary Service" a specimen of which is attached hereto.

AS WITNESS our hands the day and year above written.

Signed by \_\_\_\_\_ for Controller,  
Sudan Government London Office.

on behalf of the Sudan Government  
in the presence of:-

Witness

Address

Occupation.

Signed by the said \_\_\_\_\_  
in the presence of:-

Witness

Address

Occupation.

# SUDAN GOVERNMENT.

## CONTRACT FOR PROBATIONARY SERVICE.

An Agreement made the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_

### BETWEEN

on behalf of the Sudan Government (hereinafter referred to as "the Govern-  
ment") of the one part and  
(hereinafter referred to as "the Probationer") of the other part.

### WHEREBY IT IS AGREED AS FOLLOWS:—

1. The Government shall employ the Probationer and the Probationer shall serve the Government in the capacity of Nature of Employment

and the Probationer shall at all times during the subsistence of this agreement give the whole of his time and services to the Government and shall faithfully and diligently carry out his duties as a \_\_\_\_\_ and any duties of a like nature which he shall be required by the Government to perform and in such part of the Sudan as the Government shall require.

2. The Government shall provide the Probationer with a free passage Passage out. according to Sudan Government Regulations from \_\_\_\_\_ to \_\_\_\_\_ and the Probationer shall proceed to the destination above specified as and when required by the Government.

3. The Government shall pay to the Probationer on his arrival at the said destination and on his reporting himself for duty, the sum of £         Travelling Expenses.

as payment of or a contribution towards his expenses up to the date of such arrival. The Probationer shall not be entitled to claim from the Government any further sum in reference to any period prior to the date of his arrival as aforesaid on any ground whatsoever save under the provisions of clause 4 hereof.

4. The employment of the Probationer shall be deemed to begin only on the date of his arrival at Wadi Halfa or Port Sudan, as the case may be, or in the case of Probationers appointed in the Sudan on the date laid down in Personnel Regulations clause 17 (i) and (ii) and as from that date the Government shall pay to the Probationer a salary at the rate of £         Salary. per annum by monthly instalments in arrear so long as this agreement shall subsist.

5. Save in so far as is herein otherwise expressly stated or as may be inconsistent herewith the Probationer shall be subject to and entitled to the benefit of all ordinances, orders, rules and regulations of the Government from time to time in force. And in particular the Probationer undertakes to pass such examinations in Arabic or African Language or Law or both as he may be required to pass in pursuance of any regulation or order for the time being in force. Government Regulations etc. to apply

6. Immediately on commencing his service under this contract, the Probationer, provided he is 21 years of age, shall become a subscriber to the Provident Fund established under the Sudan Government Provident Fund Ordinance 1930. If the Probationer is below the age of 21 he shall become a subscriber to the Provident Fund as from the date he attains that age. In the event of his subsequently being accepted to serve towards pension his contributions to the Provident Fund will be utilised towards settlement of the amount due from him as arrears of contribution towards pension. Provident Fund.



Service after Probationary period.

Repatriation

7. The Parties contemplate that after the expiration of a minimum probationary period of two years the Probationer shall receive permanent employment from the Government if the Government is satisfied that he has during the probationary period observed and performed the conditions of this agreement and that he is able and suitable for such employment but in no case shall this clause be construed so as to oblige the Government to give the Probationer such permanent employment after the expiration of the said probationary period of two years or any extension thereof and provided further that employment of the Probationer after the expiration of the said period of two years shall be on the terms and conditions of this agreement and as an extension of the period of probation unless and until:

- (a) The Probationer is accepted to serve to pension under the terms of the Sudan Government Pension Ordinance for the time being in force, or
- (b) the Probationer is accepted for permanent service on a non-pensionable basis, or
- (c) a fresh agreement in writing superseding the present contract is entered into between the Parties.

8. This agreement shall be determinable:

- (a) by the Government summarily without notice if the Probationer shall fail or neglect to perform or observe any of the conditions of this agreement or if he shall in the opinion of the Government be incompetent or incapable of performing his duties in pursuance hereof or if he shall be guilty of any misconduct or neglect.
- (b) by the Government summarily without notice if the Probationer
  - (i) being at the date of this agreement an unmarried British subject should without the consent of the Governor General being first obtained marry before the expiration of two years from the commencement of his employment as defined in clause 4 hereof or at any time while this agreement is in force and the official's pay is less than £2,360 p.a. or
  - (ii) being at the date of this agreement married or subsequently marrying as permitted by paragraph (i) hereof should without the consent of the Governor General being first obtained bring his wife to the Sudan before he has completed 5 years' service or reached the age of 28 years whichever happens first.
- (c) by the Government summarily without notice on the probationer being retired on account of ill health in the manner specified in Section 29 of the Sudan Government Pension Ordinance 1919.
- (d) by either party giving the other in that behalf three clear months' notice in writing or such shorter notice in writing as the other may agree to accept; provided:
  - (i) that the Government shall not give the Probationer such notice to expire within \_\_\_\_\_ months of the commencement of the employment as hereinbefore defined and the Probationer shall not give the Government such notice to expire within \_\_\_\_\_ months of such date.
  - (ii) that if such notice is given by the Probationer whilst on leave outside the Sudan such notice shall at the Government's option operate as if it had been a three months' notice expiring on the last day of the Probationer's leave.

Determination of agreement by notice as summarily

9. On the determination of this agreement otherwise than by the happening of one of the events set out in clause 7 (a) to (c) hereof the Probationer shall be entitled to a free passage on the appropriate scale as laid down by Government Regulations from the place at which his service ends to the country of his engagement and shall in addition be entitled to

in full satisfaction of all claims against

the Government for repatriation: Provided:

- (i) if this agreement is determined under the Provisions of Clause 8 (a) or (b) hereof, or
- (ii) if the Government at the request of the Probationer accepts under Clause 8 (c) hereof a shorter notice than three months; or
- (iii) if the Probationer gives a notice under Clause 8 (d) whilst on leave or within three months of return from leave; or
- (iv) if the Government gives a notice under Clause 8 (d) which expires while the Probationer is on leave outside the Sudan;

then the Government shall not be bound to supply any free passage or pay any sum whatsoever for repatriation.

10. This contract shall be construed according to the law of the Sudan and the Courts of the Sudan shall have exclusive jurisdiction over any matter or question arising thereunder.

Contract Constructed according to Law of the Sudan

AS WITNESS the hands of the parties hereto the day and year first before written.

Signed by \_\_\_\_\_ on behalf of the Sudan Government in the presence of:—

Witness \_\_\_\_\_ Address \_\_\_\_\_ Occupation \_\_\_\_\_

Signed by the said \_\_\_\_\_ in the presence of:—

Witness \_\_\_\_\_ Address \_\_\_\_\_ Occupation \_\_\_\_\_

INDORSEMENT AS TO ABATEMENT OF SALARY.

The parties hereinbefore mentioned further agree that, as from the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_ the salary payable to the Probationer under provisions of Clause 4 above shall be subject to an abatement of \_\_\_\_\_ per centum per annum.

Signed \_\_\_\_\_

Date \_\_\_\_\_

NOTE—Vide Clause 4 the employment of the Probationer commenced on the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_

Conditions under which Colonial and Foreign  
Pupils are accepted for training

---

Subject to the following conditions the Company are prepared to accept a limited number of pupils, provided that the applications for pupilage are duly recommended either by the High Commissioner for India, the Director of the Egyptian Educational Mission, or by the recognised Agent or representative in Great Britain of a Colonial or Foreign Government or railway:-

1. Pupils must be not less than 18 years of age.
2. The pupilage is from year to year only, except by special arrangement with the Company.
3. The fee in respect of each Pupil is £105 per annum, payable each year in advance.
4. Applicants for pupilage shall, if so required by the Company, be called upon to furnish a Medical Certificate in an approved form, or alternatively, submit to an Examination by the Company's Medical Officer.
5. Pupils are required to conform to the rules and regulations of the Company, to obey the instructions given to them from time to time, by the Company's Officers, and generally to conduct themselves in a satisfactory manner. In the event of failure on the part of a Pupil to comply with these requirements in any respect, the Company reserve the right to discontinue the pupilage without refunding any part of the pupilage fee which may already have been paid.
6. If, by reason of any misbehaviour, neglect or improper conduct on the part of the Pupil the Company shall suffer any loss or damage, the Pupil will be required to reimburse such damage or loss to the Company or to refund the amount or value thereof.
7. Pupils will not be allowed free or reduced rate travelling facilities except when they are required to travel over the Company's line in connection with their training.
8. No remuneration is paid to Pupils nor can the Company retain them in their service at the termination of the period of pupilage.
9. All correspondence with regard to the extension or discontinuance of the period of pupilage will be conducted between the Company and the Government Official or other person whose name appears in the space "B" opposite.

R. L. WEDGWOOD,

Chief General Manager.

*The candidate also must  
submit an application for  
pupilage also signed by the*

TELEGRAMS INLAND  
"SUDANOLOGY SOWEST LONDON"  
TELEGRAMS OVERSEAS  
"SUDANOLOGY LONDON"  
TELEPHONE  
WHITEHALL 6621.

SUDAN GOVERNMENT  
LONDON OFFICE, AH/WE. 57  
WELLINGTON HOUSE,  
BUCKINGHAM GATE,  
LONDON. S.W.1.

21st June, 1938.

Dear Furse

With reference to our conversation on the telephone, the attached shows in outline the Sudan Government scales of pay.

The Railway officials concerned were appointed in scale "D" whereas Political Service men are appointed on scale "C".

The special attraction of these particular railway posts was that a prospect was offered of early promotion out of scale "D" into higher scales.

If you want any further particulars, please let me know and I will supply them if I can.

Major R.D. Furse, C.M.G., D.S.O.,  
Director of Recruitment,  
Colonial Office,  
8, Buckingham Gate,  
S.W.1.

SUDAN GOVERNMENT

SCALES OF PAY

Year	A	B	C	D
	EE.	EE.	EE.	EE.
1	Range £E. 1200-1800. For adaptation see Schedule II.	852	480	480
2		-	-	-
3		924	540	540
4		-	-	-
5		996	600	600
6		-	-	-
7		1080	660	660
8		-	-	-
9		-	-	-
10		1200	720	720
11		-	-	-
12		-	780	780
13		-	-	-
14		-	852	852
15		-	-	-
16		-	924	-
17		-	-	936
18		-	996	-
19		-	-	-
20		-	1080	-
21		-	-	-
22		-	-	1200

Permanent Provisionally as same term in some  
 respect as to Political Service  
 Same conditions as to leave quarters etc.  
 Sudan sent them men to LNER for one year  
 was 2 a King's proposal was a month only  
 the man signs on an agreement with the

File up an apple pie  
Ryland to London for office

Illustration

Hay Cooper  
Lecrew  
Williams 1937



TELEGRAMS INLAND:  
"SUDANOLOGY, SOWEST, LONDON."  
TELEGRAMS OVERSEAS:  
"SUDANOLOGY, LONDON."  
TELEPHONE:  
WHITEHALL 921.

59  
SUDAN GOVERNMENT  
LONDON OFFICE,  
WELLINGTON HOUSE, AH/DE.  
BUCKINGHAM GATE,  
LONDON, S.W.1

L.O. 3001.23.

16th June, 1938.

Dear Sir

This note is, I'm sure, very much longer than you wanted but I found that as there was no regular procedure laid down I had to extract the story from the files, and in order to make the picture intelligible I prefaced it with a brief account of the way our departmental selections are made.

To sum it up in three sentences the Railways Department have made their own enquiries for candidates and selected them by means of a special board. When they found themselves in the same field as the Political Service their appointments were made after consultation with the Political Service Selection Committee. A combined board was suggested but rejected as not being the most practical way of selecting.

Yours sincerely  
A B B. Powell

Major R. D. Furse, C.M.G., D.S.O.,  
The Director of Recruitment,  
Colonial Office,  
8, Buckingham Gate,  
LONDON, S.W.1.

Selection for Departmental Appointments in the Sudan is usually conducted as follows.

The Head of the Department in the Sudan notifies the Sudan Government Office of a vacancy, and sends a draft advertisement to be inserted in the Press. Applications in answer to the advertisement are received by the London Office and kept. In due course a senior official of the Department comes home and looks through the applications, and in some cases makes his own enquiries of likely sources of suitable candidates.

From his investigations he makes a "short list" of possibly suitable men. These are summoned to the London Office for interview by a Board which may consist of the senior official, ~~above mentioned~~, or another senior official of the same Department, and one or two other senior officials of the Sudan Government, not from the same Department.

In practice it commonly happens that the final Board consists of a senior official of the Department concerned and the Controller of the London Office.

The above states the procedure generally, but variations occur, for instance, a special board may be appointed ad hoc to select for a particular post, or special selectors from outside the Government may be asked to sit on Government boards.

## II.

Within the last few years, the Sudan railways having a shortage of suitable men to train for the superior posts, in the Traffic Department, and being unable to get what they wanted from British Railways, decided to recruit untrained men direct

/from .....



from the Universities and send them for a year's schooling to a British Railway.

(The L.N.E.R. <sup>have been</sup> ~~were~~ very good and helpful in giving facilities for this.)

In 1935 the Assistant Traffic Manager went to ~~Cambridge~~ and obtained from the Appointments Board the names of several possible men who were attracted by the terms offered. These <sup>names</sup> were practically the same as the Political Service and in addition, owing to existing circumstances, it was possible to hold out very good prospects of promotion.

The candidates were interviewed by the Assistant Traffic Manager and the Controller of the London Office, and one man was appointed in June and sent to the L.N.E.R. Two men were wanted and it was decided to hold over the second vacancy and look for a suitable man among the short list of the ~~Political~~ Service.

This was done by agreement with the Political Service Selection Board, but there was not a combined Selection Board. The Railways held that though they wanted to select in the same field as the Political Service, they did not want to apply quite the same criteria and therefore would prefer a separate Board.

The Railway vacancy was therefore notified to the short list for the Political Service, some of whom (about one fourth) asked to be considered for it. A separate Board (one Railway man and the Controller) sat to consider these applicants and offered the vacancy to one of them who accepted it. The Political Service agreed to the appointment. (The candidate in question was of course allowed the liberty of choice between this offer and the Colonial and Indian Administrative Services.)

On the second occasion (in 1937) the same thing happened.

A Railway official saw several candidates in Cambridge early in the year and one of these was selected by a Special Board in London. A second vacancy was offered to the "short list" of the Political Service field, several men applied and a special Board sitting at the same time as the Political Service Board selected one candidate who was appointed after consultation with the Political Service Board. Generally speaking, the practice agreed upon is that the Railways appoint a special Board for the selection of candidates, but when they are selecting in the same field as the Political Service they consult the Political Service Selection Board about particular appointments.

No appointments to the Traffic Department of the Railways have been made since 1937 and I have no information about any vacancies in the near future.

Selection for Departmental Appointments in the Sudan is usually conducted as follows.

The Head of the Department in the Sudan notifies the Sudan Government Office of a vacancy, and sends a draft advertisement to be inserted in the Press. Applications in answer to the advertisement are received by the London Office and kept. In due course a senior official of the Department comes home and looks through the applications, and in some cases makes his own enquiries of likely sources of suitable candidates.

From his investigations he makes a "short list" of possibly suitable men. These are summoned to the London Office for interview by a Board which may consist of the senior official, above mentioned, or another senior official of the same Department, and one or two other senior officials of the Sudan Government, or from the same Department.

In practice it commonly happens that the final Board consists of a senior official of the Department concerned and the Controller of the London Office.

The above states the procedure generally, but variations occur, for instance, a special Board may be appointed ad hoc to select for a particular post, or special selectors from outside the Government may be asked to sit on Government boards.

## II.

Within the last few years, the Sudan Railways having a shortage of suitable men to train for the superior posts, in the Traffic Department, and being unable to get what they wanted from British Railways, decided to recruit untrained men direct  
/from .....

64

from the Universities and send them for a year's schooling to a British Railway.

have been  
(The L.N.E.R. were very good and helpful in giving facilities for this.)

In 1935 the Assistant Traffic Manager went to Cambridge and obtained from the Appointments Board the names of several possible men who were attracted by the terms offered. These <sup>terms</sup> were practically the same as the Political Service and in addition, owing to existing circumstances, it was possible to hold out very good prospects of promotion.

The candidates were interviewed by the Assistant Traffic Manager and the Controller of the London Office, and ~~one~~ man was appointed in June and sent to the L.N.E.R. Two men were wanted, and it was decided to hold over the second vacancy and look for a suitable ~~man~~ among the short list of the Political Service.

This was done by ~~agreement~~ with the Political Service Selection Board, but there was not a ~~combined~~ Selection Board. The Railways held that though they wanted to select in the same field as the Political Service, they did not want to apply quite the same criteria and therefore would prefer a separate Board.

The Railway vacancy was therefore notified to the short list for the Political Service, some of whom (about one fourth) asked to be considered for it. A separate Board (one Railway man and the Controller) sat to consider these applicants and offered the vacancy to one of them who accepted it. The Political Service agreed to the appointment. (The candidate in question was of course allowed the liberty of choice between this offer and the Colonial and Indian Administrative Services.)

On the second occasion (in 1937) the same thing happened.

A Railway official saw several candidates in Cambridge early in the year and one of these was selected by a special Board in London. A second vacancy was offered to the "short list" of the Political Service field, several men applied and a special Board sitting at the same time as the Political Service Board selected one candidate who was appointed after consultation with the Political Service Board. Generally speaking, the practice agreed upon is that the Railways appoint a special Board for the selection of candidates, but when they are selecting in the same field as the Political Service they consult the Political Service Selection Board about particular appointments.

No appointments to the Traffic Department of the Railway have been made since 1957 and I have no information about any vacancies in the near future.



*k*

66 /

TRANSPORT  
KENYA-UGANDA

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

NO. 59

23 APR 1938  
C. O. I.

19<sup>th</sup> April, 1938.

*Indonesian  
has attached  
to VF*

I have the honour to enclose for your consideration copies of a memorandum by the General Manager, on the subject of the recruitment of officers for the Transportation Department of this Administration.

2. General Rhodes's proposals for the recruitment of officers through the machinery of the Colonial Office meet with my general support and approval, and I shall be obliged if the necessary steps may be taken with a view to giving effect to them.

*James  
copy sent to Sir J. L. G. Rhodes  
copy to the C. O. I. by 2 on 28/4/38*

I have the honour to be,

Sir,

Your most obedient, humble servant,

*A Brooke-Polham*

HIGH COMMISSIONER

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



Telegraphic Address  
RAILWAYS, NAIROBI

P. O. Box No. 121  
TELEPHONE No. 18.

GENERAL MANAGERS' OFFICE  
11th April 1941

38

NAIROBI.

-19-

KENYA COLONY

Ref. No. SPG.9/1/13.

THE HIGH COMMISSIONER FOR TRANSPORT.

**RECRUITMENT OF OFFICERS FOR TRANSPORTATION DEPARTMENT.**

SUBJECT

HIGH COMMISSIONER'S  
DECISION.

MINUTE.

During the period between the end of this year and 1941, the Administration will require to replace possibly as many as six senior officers in the grades of Assistant Superintendent, District Traffic Superintendant, Assistant Traffic Superintendents in the Transportation Department, owing to the retirement of the present holders of the posts mentioned above.

2. As it is most unlikely that it will be possible to fill even a reasonable proportion of the posts from members of the existing staff, it is necessary that the field of recruitment should be widened in such a manner as will ensure the entrance into the service of men of a sufficiently high standard to enable, in the course of time, vacancies in the more responsible posts to be filled from our own staff.

3. To this end, it is recommended that we throw open a limited number of positions to which young men of 20 years and over would be appointed for special training, with a view to fitting them for responsible posts in the Department. These appointments would be made:-

- (a) by selection from members of the staff who have shown marked ability;
- (b) by selection of suitable men from outside the Service.

An essential qualification for those members of the staff who might be considered for selection under (a) would be the Associate Membership of the Institute of Transport.

4. As regards selections from outside the Service, it is proposed that candidates should be selected from the Universities through the media of the University Appointments Board and the Colonial Office, at the same time and in the

Telegraphic Address  
RAILWAYS, NAIROBI

P. O. Box No. 121.

TELEPHONE No. 45

GENERAL MANAGER'S OFFICE.

NAIROBI.

KENYA COLONY

19\_\_

THE HIGH COMMISSIONER FOR TRANSPORT.

SUBJECT \_\_\_\_\_

HIGH COMMISSIONER'S  
DECISION.

MINUTE

manner as the selection is made of candidates for the Colony's Administrative Department. As the number required will be very small and as it is advisable to take advantage of the experience of the Colonial Office in this method of recruitment, the usual recruiting services of the Crown Agents would not be required.

5. Selection would be made by the Selection Board for the Colony's Administrative candidates, reinforced by the inclusion of Mr. McHardy of the East African Office and of a Senior Officer of this Railway, if available, and even a chief Railway Executive from the Home Railways, if further assistance is thought desirable.

6. Candidates so selected would be required to undergo a period of training on the Home Railways, which I consider should last for two years, in order that a thorough foundation for a Railway career may be laid. For this training, we would have to pay to the Railway Company selected a premium of 100 guineas per man per annum. We should also be required to give a subsistence allowance to the men while in training. The Sudan Government Railways, in similar circumstances, but with a one year course, allow £20 a month, and this I recommend we adopt. Candidates selected under (a) would be given similar training if it was thought necessary to widen their experience. We should reserve to ourselves the right at any time to discontinue the training, should reports from the Home Railways show that the work and general ability of the probationer do not appear to justify his retention.

7. If this Scheme is approved, I would recommend that selection under (b) be made in July or August of this year of two such candidates, as some years will necessarily elapse before they will be suitable for appointment to any responsible post.

General Manager

Telegraphic Address  
RAILWAYS, NAIROBI

P. O. Box No. 121

TELEPHONE No. 48

GENERAL MANAGER'S OFFICE.

NAIROBI.

KENYA COLONY.

69  
END

-19-

THE HIGH COMMISSIONER FOR TRANSPORT.

SUBJECT \_\_\_\_\_

-3-

HIGH COMMISSIONER'S  
DECISION.

MINUTE.

8. The method of selection now outlined has been in operation in the Sudan Government Railways for some years and has given satisfactory results. The English Railways have a similar scheme, while the South American Railways recruit public schoolboys whom they have trained for two years on an English Railway. As between the two fields of entry - Public Schools or University - I think the latter is the better for our purpose.

9. I am of opinion that our salary of £480 by annual increments of £20 to £540 thence by annual increments of £30 to £710 sufficiently attractive to enable the class of officer to be obtained.

10. I attach a memorandum setting out the main features of a career in this Administration, suitable for distribution to the Universities Appointments Board, who will personally arrange for its circulation to possible candidates and also the usual forms attached to the posts the candidates ultimately fill.

11. Enquiries have already been addressed to the General Manager of the London & North Eastern Railway, with the object of ascertaining if that Company would accept two candidates for training, if the proposals outlined above are approved.

12. I trust the High Commissioner will approve these proposals and address the Secretary of State on the matter in order that the necessary arrangements for the selection of candidates can be made with the Universities Appointments Board and for the widest publicity to be given to the scheme.

13. I shall be in England from July to October and could assist the Selection Board, if candidates are available during that period.

General Manager

Telegraphic Address  
RAILWAYS, NAIROBI

P. O. Box No. 121  
TELEPHONE NO. 48

GENERAL MANAGER'S OFFICE.

NAIROBI.

KENYA COLONY.

69  
END

19

THE HIGH COMMISSIONER FOR TRANSPORT.

SUBJECT

-3-

HIGH COMMISSIONER'S  
DECISION.

MINUTE.

8. The method of selection now outlined has been in operation in the Sudan Government Railways for some years and has given satisfactory results. The English Railways have a similar scheme, while the South American Railways recruit public schoolboys when they have trained for two years on an English Railway. As between the two fields of entry - Public Schools and University - I think the latter is the better for our purpose.

9. I am of opinion that our salary of £480 by annual increments of £20 to £24 thence by annual increments of £30 to £271 sufficiently attractive to enable the right class of officer to be obtained.

10. I attach a memorandum setting main features of a career in this Administration, suitable for distribution to the Universities Appointments Board, who will personally arrange for its circulation, possible candidates, and also the usual attached to the posts the candidates ultimately fill.

11. Enquiries have already been addressed to the General Manager of the London & North Eastern Railway, with the object of ascertaining if that Company would accept two candidates for training, if the proposals outlined above are approved.

12. I trust the High Commissioner will approve these proposals and address the Secretary of State on the matter in order that the necessary arrangements for the selection of candidates can be made with the Universities Appointments Board and for the widest publicity to be given to the scheme.

13. I shall be in England from July to October and could assist the Selection Board, if candidates are available during that period.

General Manager