

1938

38179/7

C0533/494

38179/7

**KENYA  
UGANDA**

Kenya - Uganda Railways and Harbours

- Staff.

Previous

1937

Subsequent

38412/1939 (Recruiting Procedure)  
38412/39 and files of Vacancies etc.

Transport (A.V.R.)

High Comm<sup>n</sup> Transport.

23

22/1/38

States that he has approved, with effect from Jan<sup>y</sup> 1938, promotions and alterations in scales of salary as indicated.

The promotions and alterations in salary of Mr. Walker, Mr. Conn, Lt. Commander Stacy Marks and Captain Sargeant have been separately approved in connection with the Estimates, see para. 7 of No. 3 and also No. 5 on 38179/16/37. The cases of Mr. Phimister and Mr. Beveridge were covered by the approval of the Estimates in No. 11 on that file. In the case of Mr. Tovee, however, there is an obscurity. In the 1938 Estimates the explanation given for the increased provision under Abstract E.V(a)3 is "normal increment" and no note is made of any change in the salary scale, which is <sup>shown as</sup> £600 x 30 - £720. In the 1937 Estimates, however, the salary scale for this post is shown as £480 x 20 - £600; £600 x 30 - £720. This year the scale has, therefore, been shortened by the excision of the first half, ~~though~~ <sup>however,</sup> the salary drawn by Mr. Tovee is unaffected as he was already in the latter half of the scale. It would seem to be hardly necessary to ask the High Commissioner for further information about this.

? Note P.L.s and send a copy of the despatch to C.A., if inf., ref. No. 15 on the 1937 file.

With regard to the powers of the High Commissioner to make promotions and alterations in salaries without reference to the Secretary of State, see the correspondence in X.3675/26 Kenya, <sup>below</sup>. The position is that officers, who are not on first class

States that he has approved, with effect from Jan<sup>y</sup> 1938, promotions and alterations in scales of salary as indicated.

The promotions and alterations in salary of Mr. Walker, Mr. Conn, Lt. Commander Stacy Marks and Captain Sargeant have been separately approved in connection with the Estimates, see para. 7 of No. 3 and also No. 5 on 38179/16/37. The cases of Mr. Phimister and Mr. Beveridge were covered by the approval of the Estimates <sup>as a whole</sup> in No. 11 on that file. In the case of Mr. Tovee, however, there is an obscurity. In the 1938 Estimate the explanation given for the increased provision under Abstract E.V(a)3 is "normal increment" and no note is made of any change in the salary scale, which is <sup>shown as</sup> £600 x 30 - 2700. In the 1937 Estimate however, the salary scale for this post is shown as £480 x 20 - £600; £600 x 30 - 2720. This year the scale has, therefore, been shortened by the excision of the first half, though the salary drawn by Mr. Tovee, <sup>however,</sup> is unaffected as he was already in the latter half of the scale. It would seem to be hardly necessary to ask the High Commissioner for further information about this.

? Note P.E.s and send a copy of the despatch to C.A., lf. inf., ref. No. 15 on the 1937 file.

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With regard to the power of the High Commissioner to make promotions and alterations in salaries without reference to the Secretary of State, see the correspondence in X.3675/26 Kenya, <sup>below</sup>. The position is that officers, who are not on first class

class appointments (who are non-pensionable) are engaged on agreements for various periods and their appointment, promotion and discharge are entirely within the powers of the General Manager as delegated to him by the High Commissioner under Section 5(1) of the 1925 Order-in-Council. The appointment of pensionable officers is normally by appointment on probation and in these cases there is no general necessity for the prior approval of the Secretary of State. In the case of the more senior appointments, however, with salaries exceeding £1,000 a year, the Secretary of State is normally to be informed before appointments are made, in case a promotion from outside is thought desirable.

In view of this the High Commissioner is well within his powers in making the alterations proposed in this despatch.

Clack, White

13.4.38

How as proposed

J.P. Passer 13/4  
at me.

2. To C.A. (4/01) — 3/10 — 20-4-38

3. Brown Agents (M/5773)

Inquires whether, in view of cases indicated, they may offer appl. as Clerk, Class IV, Transportation Dept. to Mr L.H. Brown of Class IV, Transportation Dept. to Mr S. G. Gaddes as requested by the General Manager.

I hardly think we need trouble  
Apply for in Pers. Division with this.

? As in d.h.

Done 24/3

J.P. Passer 24/3  
at me

4. To C.A. (A<sup>3</sup> and) min — 26.3.38

Handwritten initials

5. Sec. High Comm Transport — 28 — 27.3.38  
 M.F. still in air 27/3  
 6-4-38  
 Reports that the promotion of Mr A.J. Booth, Second Officer, to be Supervisory First Officer, has been approved w.e.f. 11-3-38.

This seems to be quite in order.  
 Routine action, as if any necessary, can be considered when this is linked up to the M.F. Meanwhile

Put by Clack, White

8/4 at me

6. High Comm for Transport - To 6 - 8-4-38  
Propose to offer temporary appt of supernumerary Asst. Engr to  
D.F. Anderson (originally employed in P.M.S. N. Rhodesia 1931  
in 1933 & appears only by original of approval)

From Mr Anderson's P.F. 40510EA  
below it will be seen that in 1931 he  
was appointed in a hurry as Co Engr  
N. Rhodes P.W.D. in connexion with the  
Langa Bridge C.D.F. Scheme, and that he  
was retrenched in 1933 at the end of  
his first tour. The last Pay Certificate  
(2) on P.F. says simply that he is not  
returning for further service, and gives no  
reason beyond the implied need for economy  
for the termination of his services.

The CA. have supplemented this meagre  
inf. over the telephone. In the spring  
of 1934 they received a confidential report  
in which Mr Anderson was described as a  
"willing assistant" and was thought likely  
to develop well with further experience.

From 1934-1937 he was employed by the  
Mysore Gold Mining Co. in India. The  
Co. has reported on him well to the CA.  
He did not reengage ~~with~~ for another tour  
in India as the terms offered him were not  
good enough. In the autumn of 1937

he was offered an appointment in Nigeria,  
which he refused on the ground that the  
salary of £600 offered him was insufficient.  
The CA. were unable to ~~re-engage~~ offer  
a higher salary as he did not possess  
qualifications requisite for a higher scale in

that post.

The CA. are unable, in the absence of  
any indication of the particular qualifications  
required by the R.O.R., ~~and~~ definitely to  
recommend him for the present post, but  
think he will probably do well for it, and  
they have no reason to ~~object~~ offer again  
his appointment.

? Apprise as in draft herewith.

Clothe white 11/4

NB. Mr Anderson's appointment will presumably  
be to a post similar to those shown and  
Abstract A B (1) d of the 1938 Scheme  
in the Scale £600 x 30 f 720.

99 Base  
12/4

7. Tel 3 to H.C. Harnden (D. Inst.) 12/4/38  
DESTROYED UNDER STATUTE

13116 note C.D.E.  
noted 12/4

8. High Comm for Transport - To 6 - 8-4-38  
As he has authority to fill post with salaries up to £1,000 without prior reference to S. of  
supplies particulars of C.B. Smith & any other candidates for post of Senior Marine  
Officer, R.O.R., to be sent out for consideration with candidates from existing personnel of
9. High Comm for Transport - To 52 - 12-4-38  
Re: promotion of A. Dalton to succeed R. Branning, Supt of Line, who is also  
proceeding on leave prior to retirement with effect (1st August 1938) from 1-10-38
10. High Comm for Transport - To 53 - 12-4-38  
If recommendation in (9) is approved, report to be formulated with particulars of officers  
who are suitable for consideration for post of Asst Supt of the Line, R.O.R.

over

No. 8.

The suggestion in para 3, that names of officers who are candidates for the post of Senior Marine Officer, should be referred out to the High Comm<sup>v</sup> for consideration together with candidates of his own choice, seems so little peculiar, especially in view of our request in (75) on 20/6/5 EA. that we should be informed of the High Comm<sup>v</sup>'s proposals in order that Mr Sanson's application might be considered here. In effect what the High Comm<sup>v</sup> proposes is that the selection should be made by him instead of here. There is presumably no strong reason against giving the High Comm<sup>v</sup> full freedom in selecting for this post, but it is odd that he should labour the point that normally appointments not in excess of £1000 pa. are made by him & that when the S.O.S. has chosen to treat this as one of the exceptional cases covered by the words "general" in the Reg<sup>s</sup>, quoted by the High Comm<sup>v</sup>, which lays down that, up to £1000 pa., there is no general necessity for the prior approval of the S.O.S. to appointments made by the High Comm<sup>v</sup>. In other words to

appear to agree that the High Comm<sup>v</sup> has in all circumstances power to appoint to these lower posts if it would be best to point out what the position is here understood to be, as ~~set out~~ <sup>above</sup>, and say that it would perhaps be most convenient in this case for the High Comm<sup>v</sup>'s recommendation to be considered in the first place here along with any other candidates who might present themselves.

No. 9.

Subject to orders of Proms, Mr Daltan's promotion from Assistant Superintendent of the Line to Superintendent of the Line, with effect from the date of Mr Bionnup's retirement, may be approved.

No. 10.

When a decision has been taken on No. 9, the file should be re-visited. If Mr Daltan's promotion is approved, he will perhaps be able to put up a list of candidates as requested in para 3.

These proposals are 3 lines previous  
written for S.I. Dept.

J. J. P. 27/4

class appointments (who are non-pensionable)  
 are engaged on agreements for various periods  
 and their appointment, promotion and discharge  
 are entirely within the powers of the General  
 Manager as delegated to him by the High  
 Commissioner under Section 5(1) of the 1925  
 Order-in-Council. The appointment of  
pensionable officers is normally by appointment  
 on probation and in these cases there is no  
 general necessity for the prior approval of the  
 Secretary of State. In the case of the more  
 senior appointments, however, with salaries  
 exceeding £1,000 a year, the Secretary of State  
 is normally to be informed before appointments  
 are made, in case a promotion from outside is  
 thought desirable.

In view of this the High Commissioner  
 is well within his powers in making the  
 alterations proposed in this despatch.

Clayton White

15.4.38

Plan as proposed

J.P. Parson  
 15/4  
 dr. m. d.

2 To C.A. (for) — 3/c — 20.4.38

P.F. noted

38772/35  
 TETA FILE

3. Brown Agents (M/S 773)

16.3.38

Inquire whether, in view of cases indicated, they may offer appl. as  
 Clerk, Class II, Transportation Dept. to Mr. L. S. Brown & Clerk, Class IV,  
 Transportation Dept. to Mr. G. S. Gaddes as requested by the General Manager.

I hardly think we need trouble  
 App'ts Br in Pers. Division with this.

? As in d.h.

Ormond  
 24/3

J.P. Parson  
 25/3  
 dr.

4. To C.A. (M<sup>3</sup> and) min — 26.3.38

W.L.

M.S. still in  
 20.3.38  
 6.4.38

5. Sec. High Comd Transport — 28 — 27.3.38.  
 Reports that the promotion of Mr. A. J. Booth, Second Officer, to be  
 Supervisory First Officer, has been approved & e.f. 11.3.38.

This seems to be quite in order.  
 Routine action, as if any is  
 necessary, can be considered  
 when this is linked up to the  
 M.F. Meanwhile

Put by  
 Clayton White

8/4  
 at me

6. High Comm for transport - 5-4-38  
 Proposed to offer temporary appl. of supernumerary Asst. Engr. to  
 P.F. Anderson previously employed in P.W.D. N. Rhodesia 1931  
 1933 - 1934 - 1935 - 1936 - 1937 - 1938 - 1939 - 1940 - 1941 - 1942 - 1943 - 1944 - 1945 - 1946 - 1947 - 1948 - 1949 - 1950 - 1951 - 1952 - 1953 - 1954 - 1955 - 1956 - 1957 - 1958 - 1959 - 1960 - 1961 - 1962 - 1963 - 1964 - 1965 - 1966 - 1967 - 1968 - 1969 - 1970 - 1971 - 1972 - 1973 - 1974 - 1975 - 1976 - 1977 - 1978 - 1979 - 1980 - 1981 - 1982 - 1983 - 1984 - 1985 - 1986 - 1987 - 1988 - 1989 - 1990 - 1991 - 1992 - 1993 - 1994 - 1995 - 1996 - 1997 - 1998 - 1999 - 2000 - 2001 - 2002 - 2003 - 2004 - 2005 - 2006 - 2007 - 2008 - 2009 - 2010 - 2011 - 2012 - 2013 - 2014 - 2015 - 2016 - 2017 - 2018 - 2019 - 2020 - 2021 - 2022 - 2023 - 2024 - 2025

From Mr Anderson's P.F. 40510EA below it will be seen that in 1931 he was appointed in a hasty way to the N. Rhodes P.W.D. in connexion with the larger Bridge C.D.F. Scheme, and that he was retrenched in 1933 at the end of his first tour. The last Pay Certificate (2) on P.F. says simply that he is not returning for further service, and gives no reason beyond the implied need for economy for the termination of his services.

The CA have supplemented this meagre inf. over the telephone. In the spring of 1934 they received a confidential report in which Mr Anderson was described as a "willing assistant" and was thought likely to develop well with further experience. From 1934-1937 he was employed by the Mysore Gold Mining Co. in India. The Co. has reported on him well to the CA. He did not reengage ~~with~~ for another tour in India as the terms offered him were not good enough. In the autumn of 1937 he was offered an appointment in Nigeria, which he refused on the ground that the salary of £600 offered him was insufficient. The CA. were unable to ~~recommen~~ offer a higher salary as he did not possess qualifications requisite for a higher scale in

that post. The CA. are unable, in the absence of any indication of the particular qualifications required by the R.O.R., ~~and~~ definitely to recommend him for the present post, but they think he will probably do well for it, and they have no reason to ~~oppose~~ offer against his appointment.

? Approve as in draft herewith.

Clothe, White 11/4

NB. Mr Anderson's appointment will presumably be to a post similar to those shown under Abstract A 10 (1) d of the 1938 Estimate, in the scale £600 x 30 + 720.

J.P. Passin  
 12/4

Tel 3 to H.C. Harlow (D. Ansd) 12/4/38  
 DESTROYED UNDER STATUTE

A 3010/10 C.D.F.  
 noted 12/4

- 8. High Comm for transport - 5-4-38  
 As to his authority to fill posts with salaries up to £1,000 without prior reference to S. of S., suggests particulars of C. G. Somers & any other candidates for post of Senior Marine Officer, N. R., be sent out for consideration with candidates from existing personnel of R.O.R.
- 9. High Comm for transport - 12-4-38  
 Rees promotion of A. Dalton to succeed F. Browning, Supdt of Line, who is shortly proceeding on leave prior to retirement with effect (if contemplated) from 1-10-38.
- 10. High Comm for transport - 27-4-38  
 If recommendation in (9) is approved, request to be forwarded with particulars of officers who are suitable for consideration for post of Asst. Supdt of the Line, N. R.

over



No. 8.

The suggestion in para 3, that names of officers who are candidates for the post of Senior Marine Officer, should be referred out to the High Comm<sup>v</sup> for consideration together with candidates of his own choice, seems a little peculiar, especially in view of our request in (95) on 20/65 EA. That we should be informed of the High Comm<sup>v</sup>'s proposals in order that Mr Somers' application might be considered here. In effect what the High Comm<sup>v</sup> proposes is that the selection should be made by him instead of here. There is presumably no strong reason against giving the High Comm<sup>v</sup> full freedom in selecting for this post, but it is odd that he should labour the point that normally appointments not in excess of £1000 pa. are made by him direct when the Sops has chosen to treat this as one of the exceptional cases covered by the word "general" in the dep<sup>x</sup>, quoted by the High Comm<sup>v</sup>, which lays down that, up to £1000 pa., there is no general necessity for the prior approval of the Sops to appointments made by the High Comm<sup>v</sup>. In order not to

\*X/3675/26

appear to agree that the High Comm<sup>v</sup> has in all circumstances power to appoint to these lower posts it would be best to point out what the position is here understood to be, as ~~set out~~ <sup>above</sup>, and say that it would perhaps be most convenient in this case for the High Comm<sup>v</sup>'s recommendation to be considered in the first place here along with any other candidates who might present themselves.

No. 9.

? Subject to orders of Proms, Mr Daltan's promotion from Assistant Superintendent of the Line to Superintendent of the Line, with effect from the date of Mr Binning's retirement, may be approved.

No. 10.

When a decision has been taken on No. 9. the file should re-embale. If Mr Daltan's app<sup>n</sup> promotion is approved, <sup>Proms</sup> will perhaps be able to put up a list of candidates as requested in para 3.

Charlotte 2/74

These proposals are 2 minor amendments  
written for C.I. Dept.

J.J. Parson  
2/74

As regards 970 see  
minutes on Poms. 1281

W. H. H. H.

29.4.38

The procedure proposed in  
para 3 of No. 10 would involve  
a delegation of the functions  
of the L. of S. which has been  
delegated on several occasions  
in the past, and I have  
mentioned on this point on  
Poms. 1281. A similar  
objection does not apply to  
the similar proposal in para 3  
of No. 8, since the L. of S.,  
if he wished, make an ass't.  
without consulting the L. of S.

W. H. H. H.  
2.5.38

Before we proceed with  
these despatches, I think  
we should review the  
general position of the  
respective functions of the  
H. of S. and the S. of S.  
in regard to K. V. R.  
appointments.

The 1926 arrangements  
were part of a scheme for

putting the railway on a  
business footing, and they  
go much farther in the  
direction of delegation of  
powers than any other  
arrangements in force in the  
Colonial Service.

much has happened  
since 1926, and while in  
general we contemplate allowing  
Governors much wider powers  
than in the past in relation  
to subordinate posts, the K. V. R.  
arrangements are an exception  
to the otherwise universal rule  
that the S. of S. considers appoint-  
ments to posts of unclassified  
Service status. I venture to  
suggest that the time has  
come for the K. V. R. to come back  
into line.

W. H. H. H.  
3/5/38

As regards 970 see  
minutes on Poms. 1281

Smith

29.4.38

The procedure proposed in  
Par 3 of No 10 would involve  
a delegation of the functions  
of the A. of S. which has been  
depreciated on several occasions  
in the past, and I have  
mentioned on this point on  
Poms 1281. A similar  
objection does not apply to  
the proposal in Par 3  
of No 8, since the H.C. could,  
if he wished, make an ass't.  
without consulting the A. of S.

W. H. Norman

2.5.38

Before we proceed with  
these despatches, I think  
we should review the  
general position of the  
respective functions of the  
H.C. and the S. of S.  
in regard to K. U. R.  
appointments.

The 1926 arrangements  
were part of a scheme for

putting the railway on a  
business footing, and they  
go much farther in the  
direction of delegation of  
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to subordinate posts, the K. U. R.  
arrangements are an exception  
to the otherwise universal rule  
that the S. of S. controls appoint-  
ments to posts of unipled  
Service status. I venture to  
suggest that the time has  
come for the K. U. R. to come back  
into line.

J. P. [?]  
3/5/38

11. CA. Ms908. 26.5.38.  
Incl copy ltr from Genl. Manager asking that Mr. A. G. Brown may be offered an appl. as black grade. Inquires whether they should comply.

12. CA. (Broadcast) 31.5.38.  
Considers procedure followed in No. 11 is irregular. Incl. draft ltr to Genl. Manager protesting such concurrence.

13. HC. Transport 81. 30.5.38.  
Rife - asks for early reply.

DESTROYED UNDER STATUTE

This file has been delayed while the papers were looked up on which the High Commissioner for Transport was given the latitude of appointment which he now possesses. It has also further been delayed owing to absence on sick leave. A note is now attached dealing with the question of the High Commissioner's power of appointment.

While the question of general principle <sup>is being</sup> dealt with the file should circulate urgently for action on Nos. 8 - 13.

Cloughdale

15.6.38

I regret the delay in dealing with this file, which has been due to congestion in E.A. Dept.

On the vs. of principle raised in Mr. Joffries' minute of 3/5, it will be seen from Mr. Coakley's minute opposite that no great bones were made in 1926 in agreeing to the HC. having

236/5/26

authority to make appointments to posts with the salary was not greater than £1000 a year.

My own view is that there are insufficient grounds for withdrawing the authority which the HC. has had for 12 years. If a decision of a ministerial nature were imminent, it would be a different matter; & my own inclination would be to leave matters as they stand until proposals for the formation of such a service are formulated. A decision on this vs. is required before action can be taken on this file.

J.J. Bowen  
30/6

with reference to Mr. King and Mr. Parker's views on the C.A. (Mr. King) to proceed with the suggestion to Mr. Nathan. It is noted that the proposal has been referred to the HC. for the time being on the ground that it is not yet the HC. has been asked to consider it (the case is admittedly not on all fours with the principle in *Stank, v. Minister*).

Hemington  
4/7/38

Mr. Jeffries.

You asked whether I had any comments on these papers.

As regards the general question raised by No.8 and discussed in your minute of the 3rd of May and in following minutes I agree that in principle it would be sound to take up with the High Commissioner the matter of his functions and those of the Secretary of State in regard to appointments in the service of the K.U.R. but I should be inclined to wait until we have settled the question of the wider powers to be granted in this respect to Governors and then to press for the K.U.R. to come into line with the new arrangements. The High Commissioner could be told in reply to No.8 that it is the intention of the Secretary of State in due course to review the existing arrangements but that he agrees that the post of Senior Marine Officer, in which there is an impending vacancy, should be filled as the High Commissioner may recommend and send him particulars of Mr. Somers and other candidates, a list for this purpose being prepared in Promotions Branch. It should, of course, be made clear to the High Commissioner that if he decides that the post should be offered to someone from outside the service of the K.U.R. the Secretary of State's approval for this should be sought.

But if the High Commissioner's views as stated in No.8 are accepted - and his recommendation in No.9 for the promotion of Mr. Dalton to be Superintendent of the Line is approved

see minute in 1281 Part 3 JQ

I entirely agree JQ

approved as should, I think, be done since we have no better man to put against him - then the request in No.10 ought certainly to be contested. The post of Assistant Superintendent of the Line carries a salary of £1250 per annum and it is definitely part of the 1900 management of which the High Commissioner is the Secretary of State in No.8 that posts carrying salaries above £1,000 per annum are to be filled by selection by the Secretary of State. <sup>(in the case of his vacancy)</sup> The proper procedure is therefore that laid down for example in No.2 on 15679/29 - i.e. the High Commissioner should submit for the consideration and approval of the Secretary of State the name or names of any persons who are recommended for the post and the Secretary of State will decide after considering their claims and those of any other suitable officers in the Colonial Service either on his selection or that the post should be advertised.

The reply to No.9 might be given by telegram in view of the request in No.13 which has already been in the Office for five weeks, and the other points can be dealt with by despatch.

As regards Nos.11 and 12 I doubt whether (see Mr. Surridge's minute of the 4th of July) the principle involved is the same as that raised by No.8. The fact that the High Commissioner has powers to fill locally posts with salaries up to £1000 does not seem to me to mean that he is necessarily within his rights in short-circuiting the Crown Agents in the case of selections from this country. The point is, however, primarily one for the Geographical Department and the Crown Agents, and if they prefer to tell the Crown Agents

to act on such letters as that enclosed in No. 11 there could not, I think, be any objection from our point of view.

JW (g)  
7.7.38

It is clear that the 1926 arrangement badly needs reviewing. It is difficult to see any justification, in these days, for departing in the case of the K.V.C. from the normal procedure laid down in the Col. Regs. and applied universally throughout the rest of the Colonial Service. In particular, I do not think that the 1926 authority was meant to extend to appointments made otherwise than by local promotion or by local recruitment (which might for this purpose be regarded

9  
as including recruitment from South Africa and India as well as from Kenya itself and the adjacent Dependencies). There seems no reason to think that it was intended to abrogate the normal functions of the S.O. and the C.A. so far as recruitment from this country is concerned.

I agree that the review can best be undertaken in the light of

(a) the outcome of the general proposals for widening the powers of Governors to make appointments;

(b) the decision, when one is reached, about the unification of the Colonial Railway Services.

Meanwhile we should proceed as proposed by

\* I do not see any  
need to send you  
such a note:  
and would tell them  
to temper their  
phreology a  
bit.  
U.P.  
a.c.l.

in Lloyd, except that I  
would let the C.A. read  
their letter in 12.

C.P. Dennis  
8.7.38

I have discussed with  
M. Pashin and agree, subject  
to my marginal comment.

U.P.  
12.7

See C. Pashin's memo regarding  
your approval of the  
promotion of Mr Dalton to  
Supt of the line via Mr  
Browning (Nos. 9 & 13). This  
has long been proposed and  
I have no alternative or better  
considerations.

As regards other action I  
agree with Mr Pashin & I don't  
regard the draft in No. 13 as a  
severe "short" <sup>x</sup>

8.1.7.38  
13.7.38

\* It is not too well  
worded - perhaps  
Mr Pashin will be  
more a word with  
C.A. & suggest more  
wording. a.c.l.

a.c.l.  
11.7.38 a.c.l.

15 to HQ Tel No 6 15.7.38

~~NOT REVENUE~~

Promotions  
Could we please have a list  
as at X/ in the class minute  
above?  
Closely while  
10/7

See now on Promo 1415  
A. H. H. H.  
20.7.38

I have dealt with (12). See  
flaming U.P.

29.7

16 to A.G. Bradstreet - 13 annul - 29.7.38

17 to Mr Sampson (No. List of Particulars) - 17 AUG 1938  
(8 checked) (Draft on Promo. 1415)  
C.P.

any further action  
in connection with  
this of 1938

Further action on  
various matters  
has 11/38

R.D. Jones appd  
Shanghai 555/1089

- 18 H.C. Transport 57. 19.4.38. 11  
Has approved promotion of J.G. Hendeman,  
Senior Clerk, Special Gds., to be Office  
Asst. (hand)
- 19 H.C. Transport 64. 26.4.38.  
Recomm. grant of an entertainment allowance  
to the Port Manager at £80 p.a. wef. 1.4.38.
- 20 H.C. Transport 66. 27.4.38.  
<sup>Has approved</sup>  
Recomm. promotion of B.F. Blyden, 2nd Engr. to  
be First Engr., Lake Steamers.
- 21. G.A. 115875. 6.5.38  
Funds copy ltr. from General Manager  
regarding advertising the vacancy for  
Asst. Loco. Supt., Mechanical Dept.

No 18 seems to be quite in order.  
? Note PF. & copy LG to CA

No 19 It is recommended that the Port  
Manager, Mombasa, should be given  
an entertainment allowance of £80.  
His salary is £1,150. This compares  
with the entertainment allowance of  
£100 made to the Provincial Commr, Coast,  
whose salary is £1,350.  
? Sanction payment of the allowance.

No 20 does not appear to require comment.  
? Note PF. & inform CA. LF

No 21 CA. wish to know whether S.O.S.  
would approve their filling an appointment  
to the post of Assistant Locomotive  
Superintendent should they be asked to do  
so as a result of their finding a more  
suitable candidate than can be



The long scale £400-720 it is one which the High Comm<sup>v</sup> has authority to fill without reference to the Soff.

On the main file it is being considered whether this authority is too wide; and it may be that by the time the C.A. have submitted a candidate to the High Comm<sup>v</sup>, the High Comm<sup>v</sup> will have been directed to refer this post to the Soff. before filling it. But for the moment there is ~~no need~~ for reference hither, and the High Comm<sup>v</sup> will no doubt take the requisite action should the position alter. So? it is safe

to tell the C.A. that the Soff. would approve of their filling the post if requested to do so by the High Comm<sup>v</sup>.

Clarke White  
13/5

Action proposed is in order as far as Rom. Br. is concerned. but it might ~~be worth~~ be worth while to ask C.A. to consider the following with the ~~candidates~~ candidates for the post of and how suit.

Anthony L.B.	69	Lord Foreman T.T.	£540
Forley A.J.	58	Lord Foreman T.T.	£560
Kellett J.	56	Lord Lisle	£550
		and Soff. Dist.	

Woods

Woods W.J. 38. Lord Foreman T.T. £540  
A.M.I.L.E.  
Willan A. 37 Lord Riving Palestine £550  
A.M.I.L.E. Dist. +50

W. J. Foreman  
18.5.38

The Willan was an unsuccessful candidate for the last vacancy (vide 28 on 28/14) and ~~there can~~ see no reason why he should not be recommended as proposed.

W. J. Foreman  
18/5/38

Mr. James should see as to the question of the entertainment allowance recommended in No. 19

As regards No. 2 I agree that the Crown Agents should be asked to consider Mr. Kellett, Mr. Woods and Mr. Willan. Mr. Anthony is too old and Mr. Fairley has not the home railway experience which the papers of particulars requires. These names might be suggested in an s/o letter for my signature to Mr. Bradstreet of the Crown Agents, and since transfer is a matter for the Secretary of State and not for them he should be asked to advise us if any one of the three serving men is thought to be the best available candidate so that a despatch can be sent to the High Commissioner.

W. J. Foreman  
19.5.38

3 This action on 18/5/38 has been completed with file number C.S.D. as regards 2 in file of the Provincial Commission, Court Province.

S. I. James  
21/5

9 Civil No James moved to court  
 (2 and 21) As before, a  
 writ for 19 is requested

St. Campbell  
 2 2/5  
 Street

DESTROYED UNDER STATUTE

20 to CA. (21 Acted) — }  
 20 to Provincial (CA) 50 — } — 30/5/38

Off to CA of Nov. 1830 C.A. (1901) etc. JUN 1938

decide to the James for  
 action on 2  
 100854  
 10/10/36 1, 3 noted  
 19.6.  
 Benjamin (2)

No. 19

I can say I have held  
 this up so long I have  
 been trying to find out if  
 there are any papers on  
 the subject of ~~the~~ ~~allegation~~  
~~allegation~~ ~~in~~ ~~particular~~ ~~on~~  
 general, or the ~~allegation~~  
 quoted to the Provincial Commission  
 Court Province in particular.  
 Apparently not.

I do not think we need object  
 to the proposal and that we  
 can appear without comment

S. I. James  
 "17"

some intention was  
 finished but then is a case for  
 one here. think. As before.

Wm. D. G.  
 12/1/36  
 at once

25 to H.C. Transport - 43 (9. Amad) — 19/7/38

26 H.C. Transport 97 20738.  
 Has appeared promotion of H. Sherburne,  
 Sgt. Master, to be 2nd Lt. (take training)  
 since B.F. Clayton.

Note of uniform CA. etc.  
 Clough while 29/1

A case has been heard on the  
 P.F. 1 in no minutes  
 to rule to C.A. unless the  
 is some rule about it. 26  
 not but by whom.

Wm. D. G.  
 21/12/36

Mr. Sumner  
 I do not think that  
 there is any rule about telling  
 C.A. of promotions of this sort,  
 but it is generally done — see  
 eg. on Nov 18 20; & there are  
 other cases in the main file. Not  
 long ago I rung up the C.A.  
 asking if they wanted some  
 information of this sort (not  
 necessarily only about the P.F.) &  
 they said they liked to be kept  
 posted of events in the careers of  
 people in their files. Not  
 meeting this wish involves a  
 lot of expense & unnecessary  
 correspondence

Wm. D. G.  
 12/1/36  
 at once  
 19/7/38

Clough while  
 9/8/38

I think Mr Jones would be able  
 to find out the facts, &  
 write for me a report  
 See Campbell  
 23/5  
 at once

DESTROYED UNDER STATUTE  
 20 to CA. (21 Dec 38) — }  
 23 to Bournemouth (CA) 40 — } — 30/7/38

to Col of Hon. 213 to C.A. (under review) at. 7 JUN 1938

circ to the papers for  
 action on 2  
 1. 3. noted  
 2.

No. 19  
 I am sorry I have been  
 this up so long I have  
 been trying to find out if  
 there are any papers on  
 the subject of ~~the~~ ~~allegation~~  
~~allegation~~ ~~in~~ ~~general~~, or the ~~allegation~~  
 quoted to the Provincial Commission  
 Court Province in particular.  
 Apparently not.

I do not think we need object  
 to the proposal and that we  
 can appear & without comment

S. I. Jones  
 11/7

check references necessary  
 principle but then is a case for  
 on him, think. As before.  
 at once

25 to H.C. Transport - 43 (24 Area) — 19/7/38

20 Mr Transport 97. 20.7.38.  
 Has approved promotion of H. Sherburn,  
 Sgt Major, to be 2nd Lt (Lake Marine's  
 see B.F. Hayden

NOTE P.F. & inform CA, etc.  
 Clough White 29/7  
 A copy has been sent on the  
 P.F. I see no objection  
 to write to CA. unless you  
 want me about it. 26  
 not sent by phone.  
 H.S.M. 29/7/38

Mr Sumner  
 I do not think that  
 there's any rule about telling  
 CA of promotions of this sort,  
 but it is generally done — see  
 eg. at Nos 18 & 20; & there are  
 other cases in the main file. Not  
 long ago I rang up the CA.  
 asking if they wanted routine  
 information of this sort (not  
 necessarily only about the Rly) &  
 they said they liked to be kept  
 posted of events in the careers of  
 people in their files. And if  
 meeting this wish involves a  
 lot of expense & unimportant

Signs should be on C.A.  
 to be inf. on P.F. he  
 H. Action Vallen  
 on PP 2874 EA.  
 H.S.M. 21/8/38  
 at once  
 29/8/38  
 Clough White

? any further action  
in connection with  
para 1 of draft.  
of similar action a  
No 10 proceeding a  
Praxis 1281.

Not future manual: see Mr Jeffrey's minute of  
8/7/38. A copy given verbally to (10) might  
be put on this file in due course.

26/8  
26/8

Action on of of  
H. Shubert with  
V 2/6  
CA  
No 3

27/10. CA. \_\_\_\_\_ 19 SEP 1938

Mr A. H. Hardy  
Traffic Manager, G. Board  
10

28 Mr Hardy Transport 122 \_\_\_\_\_ 21/9/38  
In crisis stated requests arrangements be made  
for advertising vacant post of Assistant <sup>Chief of the line</sup>  
General Manager. Requests early reply.

26/9/38  
26/9/38

Appo offered to see minute on Praxis 1281

5/11/38  
30.9.38

Mr A. H. Hardy  
Traffic Manager, G. Board

29 Mr Hardy % to Mr Davis \_\_\_\_\_ 21/9/38  
29/16, encloses c/ reply received to letter addressed to  
General Manager and enquires what reply should be made.

The correspondence between the CA  
and the General Manager is becoming  
Somewhat cantankerous. The CA wrote

as in the draft under (12) saying  
that they felt it "desirable to inform

Mr Hardy  
(16)

with the procedure approved by the Staff <sup>4</sup>  
generally followed by Colonial Govts. The  
Genl Manager replies by asking for a  
copy of the relevant instructions which  
is a very different matter. The  
"instructions" which have been issued  
to the High Comm<sup>r</sup> concerning appointments  
are summarised in the second part of  
the first minute in this file. It  
would seem that the Genl Manager  
is quite within his rights in not using  
the services of the CA if he does not  
wish to, and the object of the  
CA's letter (based on 12) was only to  
encourage him not to depart from  
the general practice of using the  
CA rather than any other agents  
(i.e. Mr McHardy) in this country.  
It was decided on 14/7/38 (see  
above) not at the moment to reverse  
the High Comm<sup>r</sup>'s power of appointment,  
and it would therefore seem best  
not to encourage the CA to  
pursue this course further.

X

? To CA. as at X above and  
suggesting that the course should  
be allowed to drop. Cloughdale

Mr. Mack  
This is mainly a C.S. Dept. affair I think

J.P.  
15/8

30. J.G. Broadstreet (br Regd) % \_\_\_\_\_ 27/10/38  
This of further letter from Genl Manager, requesting  
engagement of two candidates reported on by Mr  
McKerachy.

Perhaps C.S.D. will consider (29) & similar  
fish (29) - (30) can be answered together  
Mun-dull  
2-11.

separate  
reply to  
be considered  
later

I think we had better take over this  
correspondence from the CA and send  
to Sir R. Brooke-Popham copies  
of the CA's letter of 10<sup>th</sup> Aug & the Ag.  
GTR's reply of 20<sup>th</sup> Aug, explaining that  
the former was sent after consultation  
with us, that there is no desire  
to question the GTR's authority to make  
appointments to posts of this character;  
but that for the reasons made clear  
in the CA's letter it is desirable  
that where it is necessary to select in  
this country the selection should be  
entrusted to the Com. Reps. where the  
GTR has reason to believe that an

is where

individual known to them - particularly if  
fitted for a specific position this information  
should be communicated to the CA along  
with the request.

? Tell Mr Broadstreet (for your sign.) that  
we propose to proceed accordingly and ask for  
copy of letter of 10<sup>th</sup> August (to which end is 29  
copies). Say that Sir R. Brooke-Popham will  
be asked to arrange for the position to be  
explained to the Genl Manager & for him to  
be informed that in the cases no reply will  
be sent to his letter.

The CA's letter  
of 10<sup>th</sup> August  
evident  
reproduced from  
2 of the Dept  
enclosed in NO. 16  
G. J. J.

J. J. J.  
21.11.38

I agree, except that we  
must be careful not to  
imply that the G.M.'s "rights"  
extend to recruitment  
from this country (see my  
minutes of 6.7.38)

C. J. Jeffries  
1/12

The suggested letter to Sir R. Brooke-Popham  
is tantamount to introducing an important limitation

to the power conferred on his predecessor  
by the Amey in 1926, and exercised  
by every High Commissioner for the past  
12 years. It is certain to provoke  
a combative <sup>attitude on the part of</sup> ~~reply~~ from the G.D. I.  
defeats the method proposed.

If the S.F.S. should decide to limit  
the H.C.'s power (and the case for such  
a decision appears hardly proven), surely  
the decision should be conveyed in an  
official despatch, referring to the Amey!  
of 4 June 1926!

*B. Hunt*  
2/12/38

31/ J. Brown (for Agt's)

1/12/38

DESTROYED UNDER STATUTE  
Sir G. Tomlinson.

(1) I agree with Mr. Freeston that  
if we are to do anything it should be done by  
an official despatch and not by a semi-official  
letter.

(2) I have discussed the question  
with Mr. Freeston and he definitely advises  
against any disturbance of the 1926 arrangement  
until we can show that some new factors  
necessitate a revision. It does not appear  
that it could be argued that the practice  
which has grown up since 1926 has in any way  
militated against the efficiency of the  
Railway. The only reasons for a revision  
appear to be the general arguments indicated  
in Mr. Jeffries' minute of the 8th July above.  
But as far as I know, no decision has yet been  
arrived at regarding the unification of the  
Railway

Railway Services and until it has I think that we  
had better accept Mr. Freeston's view and let the  
Railway go on as before.

(3) If this is agreed to, we must reply to  
(29) on the lines suggested by Mr. Costley-White in  
his minute of the 14th October.

*H.J.B.*  
5.12.1938

Mr. Freeston.

I agree that if there is to be any  
limitation of the High Commissioner's powers it  
should be done by despatch, and I also agree that  
the present is not quite the moment to attempt  
such limitation even if it were thought to be  
desirable. But I am not quite clear whether the  
power of the High Commissioner to make appoint-  
ments to posts on the K.U.R. with salaries of  
not more than £1000 really extends to the selec-  
tion of candidates in this country; nor, if his  
powers do so extend, am I quite sure how those  
powers have been exercised in the past. I have  
no doubt that if Sir Godfrey Rhodes was in this  
country and selected a candidate for a post in  
the K.U.R. we should raise no objection.  
Again, if being in Kenya he asked the Crown  
Agents to select a <sup>man</sup> ~~candidate~~ and, at the same  
time, asked them to consult a specified officer  
of the K.U.R., who might be on leave, <sup>and</sup> to asso-  
ciate him with themselves in interviewing candi-  
dates, the Crown Agents would, of course,  
willingly adopt <sup>his</sup> ~~the~~ procedure which is frequently  
employed in filling many other posts. But it  
seems

seems to me that, from the point of view of the Crown Agents, Sir Godfrey Rhodes in exercising whatever rights he has in these matters is now doing something that he has not done before. This, I think, is clear from No. 12. I suppose the new element in the procedure is the use made of Mr. McHardy. You will see from the last paragraph of No. 30 that the Crown Agents will probably be writing to us officially on the question of this gentleman's duties. I understand that he has been for some years in the East African Agency, but I am not clear whether it is only this year that he has been brought into the selection of candidates. If so, I can understand that the Crown Agents are not altogether pleased at having to give effect to Mr. McHardy's suggestions. You, however, having seen the machine working from the Kenya end know much more about these matters than I do, <sup>and</sup> I should be grateful if you would consider the position again in the light of what I have said above. It seems to me that having told the Crown Agents to write to the General Manager in the terms of the enclosure to No. 16 we should be a little inconsistent if we wrote to them now as at X in Mr. Costley-White's minute of the 14th October.

I might add that we recognise that in the matter of appointments to posts carrying more than £1000 Sir Godfrey Rhodes has a special position which is seldom accorded to General Managers of other Colonial railways. When such posts have to be filled by transfer we have not infrequently in the past ~~been~~ <sup>allowed</sup> Sir Godfrey <sup>to</sup> look at the records of the men on our short list and <sup>to</sup> tell us which of them he thinks most suitable.

suitable. This, as you know is an exception to our usual procedure.

Mr. Dore will of course have to see these pp. again before a decision is taken.

S.F.P.

23.12.38

This narrows down to the question whether it is proper that Mr. McHardy should select subordinate staff for the K.V.A., or whether the C.A. should select on Mr. McHardy's advice. The practical difference is slight, except that in the latter case C.A. draw a fee.

In 30 C.A. proposed - further letter. They might be told by whom that we propose to await it before replying definitely to 29.

S.F.P.  
27/12

U.P.M.

30.12

S.F.P.

3.1.39

Done, Mr. Bradstreet mentioned that, in the meantime, Sir G. Rhodes has written partly to Sir C. Bottemley on the subject.

S.F.P.  
31

32 To H. L. 85 Staff (draft on 8/3/58 8a) - 19/1/59

33 H. L. 104 \_\_\_\_\_ 24/1/58

DESTROYED UNDER STATUTE <sup>R/S</sup> requires as to position  
(See No 32).

32 avoid 33 : put in  
Clarification 25/1





draft on 31378 P.F.  
(Kirby A.I.)

REPORT  
KENYA-UGANDA

Colonial Office,  
Downing Street.

19 November, 1938.

APP.  
2. 83

38179/7/38

Sir,

I have the honour to acknowledge the receipt of your despatch No. 122 of the 21st September, and to inform you that I have selected Mr. A.F. Kirby, Traffic Manager, Railway Department, Gold Coast, for transfer in the Colonial Service as Assistant Superintendent of the Line, Kenya and Uganda Railways and Harbours Administration with salary at the rate of £1,200 a year and quarters.

2. Through an oversight, which is regretted, Mr. Kirby was offered, and accepted the appointment with leave terms applicable to officers serving in Kenya and, as his selection for the appointment was confirmed by the mistake was discovered, I have decided that he may be allowed as a special case to retain the leave of 10 days for each month of resident service.

3. Mr. Kirby has been granted an extension of leave with full pay from the 1st October to the 23rd November (inclusive) in accordance with Colonial Regulation 9 and the Crown Agents for the Colonies are arranging to proceed to East Africa by the vessel which is due to leave this country on the 24th November.

HIGH COMMISSIONER FOR TRANSPORT,  
KENYA-UGANDA.

19

4. I would explain that Mr. Kirby was granted an extension of leave on medical grounds for the period 1st October to the 11th November and the further extension of leave was necessitated by the fact that no accommodation for him was available on the vessel due to leave this country on the 12th November.

I have the honour to be,

Sir,

Your most obedient,  
humble servant,

(6601)

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

7730)  
ABBEY

27th October, 19

Dear Dawe,

29  
With reference to Brown's letter to you of the 5th October relative to the selection by Mr. McHardy of candidates for appointments on the Kenya and Uganda Railway, I attach for your information a copy of a further letter which we have now received from the General Manager asking us to engage two candidates who have been interviewed and reported on, by Mr. McHardy.

We are proceeding to take the action desired by the General Manager in the cases of Mr. Dean and Mr. Hare, and I may mention that Mr. Dean was already noted by us for consideration on the occurrence of a suitable vacancy in the Colonial Service.

We shall probably be writing to you officially on the question of Mr. McHardy's duties.

*Yours sincerely,*

*J. B. Brown*

A. J. Dawe, Esq., C.M.G., O.B.E.

Original in M/6839KENYA AND UGANDA RAILWAYS AND HARBOURS.General Manager's Office  
NAIROBI 17th October 1938

Received 17th October, 1938

No. SP.9/9.A.

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

Gentlemen,

ENGAGEMENT OF EUROPEAN CLERICAL STAFF.

The Transportation Department of this Administration is in need of two Clerks (European) Class II (Establishment). I shall be glad if you will arrange to offer these posts to the following and if they accept and are passed as medically fit, please arrange to send them out as soon as possible:-

Mr. Francis George Dean,  
68, King Edward Street,  
Slough,  
Bucks.

Mr. John Edward Hare,  
16, Montague Road,  
Hornsey,  
London, N.8.

These men have been specially drawn to the notice of this Administration, Mr. Dean through the Great Western Railway, and Mr. Hare through the London and North Eastern Railway. There are special features attaching to their training and experience which make them particularly suitable for these vacancies in the Transportation Department. Mr. McHardy, London Representative, has already interviewed, and reported on them.

The necessary particulars of the posts are enclosed.

I have the honour to be, Gentlemen  
Your obedient servant,

(Signed) A.E. HAMP.

AG. GENERAL MANAGER.



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

TELEPHONE 7730  
ABBEY

5th October, 1938.

Dear Dawe,

16. With reference to your note of the 29th July regarding our letter to the General Manager of the Kenya and Uganda Railways and Harbours concerning the recruitment of personnel in this country, we duly wrote to the General Manager and cast the second paragraph in the terms you suggested. I now enclose a copy of the reply which we have received and shall be obliged if you will indicate what reply we should make to paragraph 2.

As regards paragraph 3 of the General Manager's letter our objection was not directed against him selecting "an individual known to be particularly fitted for a specific position," but against the selection of a man in this country being done by Mr. McHardy and not by us. It seems clear from the General Manager's letter of the 13th May, a copy of which we sent you, that Mr. Norman, the candidate in question, was "known to be particularly fitted" mainly because Mr. McHardy had interviewed him.

Yours sincerely,

J. DAWE, ESQ., C.M.G., O.B.E.

KENYA, TO CROWN AGENTS.

No. SPG. 9/2.

General Manager's Office,  
Kenya & Uganda Railways & Harbours,  
Nairobi,  
KENYA.

20th August, 1938

Gentlemen,

I thank you for your letter No.M/5908 of the 10th instant the contents of which are noted,

2. I cannot trace having been advised of the procedure approved by the Secretary of State, which is mentioned by you, and would be glad if you would let me have a copy of these instructions.

3. I am deeply appreciative of the facilities at your disposal for the selection of Staff and of the assistance you at all times have readily accorded in filling our requirements, but where, as in this instance, we are in a position to select an individual known to be particularly fitted for a specific position, I feel that the right of the General Manager of this Administration (only occasionally exercised) to make a definite selection for the filling of a position within his authority should not be liable to be challenged.

I have the honour to be,

Gentlemen,

Your obedient Servant,

(Sgd.) ?

AG. GENERAL MANAGER.



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

TRANSPORT

KENYA-UGANDA

NO. 122

RECEIVED

27 SEP 1938

C. O. REGD

21<sup>st</sup> September, 1938.

Sir,

10 I have the honour to refer to my Transport despatch, No. 53 of the 12th of April, 1938, regarding the selection of an officer for appointment as Assistant Superintendent of the Line, Kenya and Uganda Railways and Harbours Administration.

2. The filling of this vacancy was recently discussed by the Kenya and Uganda Railway Advisory Council, both in regard to the salary of the post and the method of selection. The Council was informed that the most suitable candidate in the Colonial Railway Services was Mr. A. F. Kirby, at present Traffic Manager of the Gold Coast Railway, but that, apart from him, there were no others likely to accept the appointment; further, that it was very doubtful whether Mr. Kirby would accept it at a salary not exceeding £1,200 per annum, the maximum which had been recommended by Council when the emoluments of the post were last discussed. In this connection I invite your attention to Mr. Secretary Ormsby Gore's (now Lord Harlech's) despatch, Transport No. 53, of the 29th of June, 1926.

*Mr Kirby  
 appointed*

*See 32 Below*

*60-3879/7/36*

3. After detailed discussion at some length, the following resolution was carried:-

"As it appears from information before Council that the choice of a suitable candidate for the post of Assistant Superintendent of the Line from members of the Colonial Railway Services is very limited, Council recommends that the post at a fixed salary of from £1,000 to £1,200 per annum, according to qualifications, with the usual emoluments, be advertised or otherwise made known at such salary to the Railway world in general."

THE RIGHT HONOURABLE  
 MALCOLM MACDONALD, M.P.,  
 SECRETARY OF STATE FOR THE COLONIES.

-2-

It will be observed that the salary which Council desires the post to carry is at best less than that paid to the present holder, but it was felt that it should be possible to obtain the services of a suitable candidate at the figure now recommended. I concur in my Council's view, and if you approve I shall be glad if arrangements may be made for particulars of the post to be advertised in the usual manner.

4. The question is one of urgency, for Mr. Higgins, who is at present acting in the post, retires in October, and I shall be glad if it may receive your early consideration.

I have the honour to be,

Sir,

Your most obedient, humble servant,



for HIGH COMMISSIONER

(absent from Nairobi, but who  
has approved the substance  
of this despatch)



38179/4/38 Kenya.

27

C. O.

Miss Simpson

Mr. Edwards

Mr.

Mr. Tomlinson.

Sir C. Bottomley.

Sir J. Stuckburgh.

Sir G. Grindle.

Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State.



8/3

19 September, 1938.

**DRAFT.**

The Crown Agents  
for the Colonies.

Gentlemen,

I am, etc. to inform you  
that Mr. A. Dalton, Asst. Supt. of the  
Line, has been promoted to be Supt.  
of the Line, Kenya and Uganda Rly  
and Harbours, with salary at the  
rate of £1,500 a year, with effect  
from the 1st of October, 1938.

I am, etc.  
G. M. Thomas



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

TRANSPORT

KENYA-UGANDA.

NO 94

RECORDED  
26 JUL 1938  
COLLECTOR

20th July, 1938.

copy on of Sherburn

Sir,

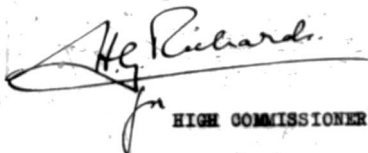
I have the honour to refer to my despatch  
Transport No.66 of the 27th of April, 1938,  
and to inform you that I have approved the  
following promotion:-

"Mr. H. Sherburn, Tug Engineer, to be  
Second Engineer (Lake Marine), at a salary  
of £520 per annum in the scale of £390 by  
£18 to £480, and by £20 to £600 per annum,  
with effect from the 10th of July, 1938,  
vice Mr. B. F. Clayden, who has been  
promoted to be First Engineer.

I have the honour to be,

Sir,

Your most obedient, humble servant,

  
HIGH COMMISSIONER

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

C. O.

10/7  
Mr. Simpson

Mr. Shingold 317

Mr.

Sir H. Moore

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Parnt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

C. D.  
R 14 JUL  
D 14

19 July, 1938.

DRAFT.

Transport  
Kenya-Uganda.

No. 43

H. C.

(No. 19)

Sir,  
I have, etc. to ack. the receipt of  
your  
~~the Acting High Commissioner~~ despatch  
No. 61 of the 26<sup>th</sup> of April, ~~concerning~~  
of an Entertainment allowance (non-  
pensionable) to be paid from Rly and  
Harbour funds to the office carrying out  
the duties of Port Manager, Mombasa,  
at the rate of £80 per annum, with  
effect from the 1<sup>st</sup> of April, 1938, and  
to convey to you my approval of  
this allowance.

I have, etc.

(Signed) MALCOLM MacDONALD.

FURTHER ACTION.

C. O.

Mr. Costley-White. 29/5/38.

Mr. Campbell 24/

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Parnt. U.S. of S.

Party. U.S. of S.

Secretary of State.

*[Handwritten signature]*

For Mr. Lloyd's signature.

Same date as d.h.  
30<sup>th</sup> May, 1938.

2 DRAFTS

F. G. BRADSTREET, ESQ.  
Crown Agents.

*Dear Bradstreet*

An official reply goes to-day to your letter (21) M/5875 of the 6th of May about the recruitment of an Assistant Locomotive Superintendent for the Kenya-Uganda Railway. There are three candidates whom we would like you, if you would, to consider along with any candidates who may reply to your advertisement. They are:-

Kellett, J.

**FURTHER ACTION.**

Recip. for LF. action on (X) and (21); and then to Mr. James.

Kellett, J.	34	Head Inspector Mechanical Engineers Department, Railway.	Gold Coast	£550
Woods, W.J. A.M.I.L.E.	38	Locomotive Foreman	Tanganyika Territory	£540
Willan, H. A.M.I.L.E.	37	Assistant Running Superintendent.	Palestine	£550 + 50.

If one of these three is thought to be the best available candidate, will you please let us know so that <sup>his</sup> ~~their~~ transfer can be arranged officially and a despatch sent to the High Commissioner?

*To succeed*  
*(By) T.J.K. Lloyd.*

Kellett, J.	34	Head Inspector Mechanical Engineers Department, Railway.	Gold Coast	£550
Woods, W.J. A.M.I.L.E.	38	Locomotive Foreman	Tanganyika Territory	£540
Willan, H. A.M.I.L.E.	37	Assistant Running Superintendent.	Palestine	£550 + 50.

If one of these three is thought to be the best available candidate, will you please let us know so that <sup>his</sup> ~~their~~ transfer can be arranged officially and a despatch sent to the High Commissioner?

*p. succeeded*  
*(Per) T.J.K. Boyd.*



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

M/5875.

TELEGRAMS: "CROWN, LONDON". TELEPHONE: ABBEY 7736.

4, MILLBANK,

LONDON, S.W.1.

6th May, 1938.

RECEIVED  
7 MAY 1938  
C. O. REGY

*dup all*

*38179/7*

Sir,

21.4.38.  
& enclos.

*Copy*

I have the honour to transmit copies of a letter and enclosure which we have received from the General Manager of the Kenya and Uganda Railways and Harbours regarding a vacancy which has arisen for an Assistant Locomotive Superintendent for the Mechanical Department of the Administration and requesting us to advertise the post and to submit particulars of applicants to the Administration for comparison with those of local candidates. I have to enquire whether, in the event of our being asked in due course to fill the appointment, the Secretary of State approves of our doing so.

I have the honour to be,

Sir,

Your obedient Servant,

*[Signature]*  
for Crown Agents.

The Under Secretary of State,  
Colonial Office.

MR *[Signature]*

JHB

M/5875.

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

No. SPG.9/1/5.

General Manager's Office,  
Nairobi,

21st April, 1938.

Gentlemen,

STAFF - MECHANICAL DEPARTMENT.

It is desired to engage an Assistant Locomotive Superintendent for the Mechanical Department of this Administration, to fill a vacancy under Abstract B.I (a) (item 4) of 1938 Railways Estimates, following the death of Mr. H. Sterar, District Locomotive Superintendent, Class I, and the promotion of Mr. H. Wood, Assistant Locomotive Superintendent, to the former post.

The details for the post are enclosed.

I shall be glad if this post may be advertised with the object of attracting suitable candidates from British Railways in addition to those already in the Colonial Service.

The post will also be advertised locally and I shall therefore be glad if you will arrange to forward the particulars and qualifications of all applicants to this administration, so that a final selection may be made after consideration of these, along with any local applicants.

I have the honour to be,  
Gentleman,  
Your obedient Servant,

(Signed) A. E. Hamp.

Acting GENERAL MANAGER.

MR



M/5875.

**PARTICULARS OF THE OFFICE OF ASSISTANT LOCOMOTIVE SUPERINTENDENT IN THE RUNNING SECTION OF THE MECHANICAL DEPARTMENT OF THE KENYA AND UGANDA RAILWAYS AND HARBOURS.**

**DUTIES OF OFFICE.** The duties consist of supervision under the Senior officer concerned of the district to which he is posted; examination and criticism of reports which arrive from all districts, examination of consumption of fuel, oil and other stores, checking of indents, and in similar duties concerned with the efficient and economical running of locomotives and control of the running staff.

**QUALIFICATIONS.** Candidates must have had a good education both generally and on the technical side of Engineering; they must have received a sound practical training in locomotive working on a British railway and have subsequently filled a position of responsibility in the Running Department of a railway of recognised standing. It is preferable, although not essential, that candidates should be associate members, or members of an Engineering institution.

**SALARY.** The scale of the salary is £480 by £20 to £600, with an efficiency bar, and £600 by £30 to £720, subject to the bar being passed, but a candidate of sufficient qualifications may be offered £600 per annum on engagement in the latter part of the scale.

The post is a pensionable one, but the admission to pensionable status of the Officer appointed will only be considered after completion of five years' satisfactory service in the post. In the event of an Officer being appointed to the post on transfer from another Colony admittance to pensionable status will be governed by Colonial Regulations.

**QUARTERS** Free quarters are provided, or if not available an allowance is given in lieu. This allowance is at present fixed at 15% of the initial salary of the grade.

**MEDICAL ATTENDANCE.** Free medical attention is given.

**CERTIFICATE OF HEALTH.** The successful candidate must produce a Medical Certificate of fitness for service in Kenya and Uganda.

**PASSAGE.** Free first class passage allowed. If married half the cost of a passage of the class the officer appointed is himself entitled to is given towards passage of his wife and/or family, subject to a maximum of £40. Half salary is paid from date of embarkation and full salary from arrival at Kilindini.

**LEAVE.** A tour of service is from 24 to 48 months, varying with length of service and the conditions of health of the station. The normal tour in a station classed as healthy is 48 months for the first two tours and 36 months for subsequent tours. The existing leave conditions provide for 3 days leave on full pay for each month of residential service /where

where the normal tour is 48 months and four days leave on full pay for each month of residential service where the normal tour is 36 months. Free passage to the country in which the officer is engaged or to England is allowed for leave purposes and if returning for further service a return passage to the Colony is also granted. The time occupied by the sea voyages, subject to a maximum of 28 days each way is added to leave.

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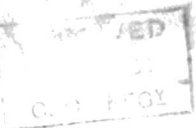
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TRANSPORT  
KENYA-UGANDA

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

NO. 66



27th April, 1958.

38179/7

Sir,

I have the honour to inform you that I have approved the following promotion:-

Mr. B. F. Clayden, Second Engineer, to be First Engineer, Lake Steamers, at a salary of £650 per annum in the scale of £600 by £50 to £720 per annum, with effect from the 1st. of April, 1958, vice Mr. T. R. Cullen, deceased.

I have the honour to be,

Sir,

Your most obedient, humble servant,

Long and (7)

HIGH COMMISSIONER

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