

1935.

Kenya

No.

38179/7.

SUBJECT

C0533/460

Kenya Uganda Railways and Harbours

Staff.

Previous

23007/34

Subsequent

1936

C.L.
Transport
to R Staff

1. H.C. Transport 25 _____ 12 March 35
Reposts/^{promotions,} changes of designation & alterations in scales of salary
for which provision is made in the K.U.R. & H. Estimates 1935. 2

2. H.C. Transport 31 _____ 15 March 35
Records for favourable reasons that the posts of Chief
Mechanical Engineer & Asst Supt of the line are regarded at £1,500
& £1,250 pa respectively with effect from 1st Jan 1935

X 3675/26.

(N1-R246
note pgs later)

No. 1. The K.U.R. Estimates have been approved. As the promotions noted are to posts under £1,000 a year the Secretary of State's approval is not required.

? The promotions and changes of designation should be noted on the personal files, and a copy of the despatch sent to Crown Agents for information if.

No. 2. It is recommended that as from the 1st January, 1935, the following increases in salary should be granted:-

Chief Mechanical Engineer (Mr. K.C. Strahan)	
Present Salary £1,350	Proposed £1,500
Assistant Superintendent of the Line (Mr. R.E. Robins)	
Present Salary £1,000 - 50 = £1,200	Proposed £1,250

The recommendation of the Railway Advisory Council at their meeting of the 1st February was that the increases should be personal to the present holders "pending a decision on the main question of salaries and also on the understanding that the increases now agreed to would not be used as an excuse for increases for other staff, nor would they prevent any reconsideration of salaries should the responsibilities of the posts be altered by any future re-organisation".

See No 3
3555/33

We understood that there was to be a revision of salaries in 1934 and it seems that the present proposals arise from that review.

The High Commissioner recommends that the two posts should carry the new salaries with effect from the 1st January, 1935, although he says that the status of these posts for the future will be reconsidered when the Estimates for 1936 are under examination. We may assume, therefore, that he agrees that the increases should be personal to the present holders. I have no doubt that the satisfactory progress of the railway administration is in a measure due to the efforts of the Heads of the larger Departments, and that the increases of salary proposed are fully justified.

Subject to the obsons. of C.S. Department? approve the increases as personal to the present holders.

C.A. Crossmith

16.4.35.

Come a later we shall be told that the KVR underpay the lower grades in order to overpay the higher. But the G.P.R. is fully justified in these recommendations, and I wd. approve.

J. [Signature] (b/c)

I agree. (In Roberts will be)

a strong candidate for the Tanganyika General Managership, but this does not affect the present question)

J. [Signature]
17.4.35

The Library should not agree with the increase unless it can be shown that the last three years' net appointment has not been changed.

Approved & signed
17.4.35

If there is a vacancy before the 1936 Estimates, review I think that he shall have to see that the question of salary is reconsidered. In the meantime as per Flood's proposals

17.4.35

3 To H.C. Dept 36 (2 unrec'd) 65

To G.O. (w/c 1) A/C }
To G.O. (w/c 1) A/C } 1/35

Necessary

P.F.'s notice 7/1/35

6 H. Co. Transport 38 _____ 15th April 35
 Reports the promotion of Mr. H.M. Kulland to be Senior
 Asst Engineer with effect from 1st January 36.

2. ...
 i.e. tell C.A. & note for P.F.s
 Attention
 10

9. E. ...
 7/12/35
 16/5/35

7 To G.A. (at 6) B/M 14/5/35

8 Bureau Agents _____ 14 May 35.
 Trans copy of copies from General Manager relative
 to vacancy for Second Engineer (Lake of Geneva) & enquire
 whether appt should be offered to Mr. R. Muir

level is ... an additional
 Second Engineer on £540-600 in
 the U.K. ... 1935 ...
 The post is stated as a ...
 his maximum

? Consult H.C. Transport
 C.A. ...
 24/5/35
 W.A. ...

Yes, I ...
 will ...

and ...
 4

...
 30-12-34
 3
 3/6

9 To H.C. Dept 48 - cons
 (incl 2 8 answer)
 10 To T.T 400 (w/c 9) A/11

6 JUL 1935

11 To G.A. (at 9) B/M 6/6/35

Copy of ...
 R. Dept ...
 P.F. ...
 Promote ...
 6/6/35

Review in ...

Bureau Agents (Mun) _____ 30 May 35
DESTROYED UNDER STATUTE
 enquire whether Mr. Muir has accepted the transfer from T.T.
 Rly. Dept. to K.O. & H. to fill vacancy for 2nd Engineer.

LATER

From ...
 reply ...

13 To G.A. (12 ans) ... 1/9/35

14. Crown Agents - 9.12.35

Enquires whether Mr. R. Meier has been transf.^d from the Railway Dept. T.T. to the K.M. Rly. at what salary. Also that Mr. G. Crawford sailed today on his duties as Marine Engineer, Rly Dept. T.T. on 31.10.35

I think it is safe to assume that arrangements have been made locally for the transfer of Mr Meier from Pansauzka to the R.M.R. Administration.

But I write to H.C. Transport Ref. 9 & ask if in fact Mr Meier has been transferred & if so, at what rate of salary. — Copy sent to C.A. Ref. C.A. Ref. 16. 14.12.35

Sue Campbell
17.12.35

20/12/35

To H.C. Dept. 113

cons 20 DEC 1935 ✓

16 To C.A. (ext. 15) B/11 20/12/35 ✓

17 H.C. Transport - No. 108 - 17.12.35

Reports that the transfer of Mr. R. Meier Marine Engineer Pansauzka Rly. Dept. effected from 31.10.35 (This has crossed with No. 15) City to C.A. Ref. 16

Refs to note FF
17/11

C.A. Ref. 16
14.12.35

99 Passes
14/12/35

18 To B.A. (ext. 17) B/11 14/12/35

1295
Necessary
Action
Taken
Promotions
Branch



20797/1-
6

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,

NAIROBI,
KENYA.

TRANSPORT

KENYA-UGANDA

No. 100

RECEIVED
10 JAN 1936
C. O. REGY

December, 1935

Sir,

I have the honour to refer to Colonial Office despatch Transport No. 48 of the 4th of June, 1935, regarding the transfer of Mr. B. Muir, Marine Engineer, Tanganyika Railways, to the post of Second Engineer, Lake Steamers, Kenya and Uganda Railways and Harbours Administration, and to inform you that Mr. Muir's transfer takes effect from the 3rd December 1935.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

HIGH COMMISSIONER.

copy to B.A. (8)

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

C. O.

18/12/35 f.

Mr.

Mr

Sir C. Parkanson

Sir G. Tomlinson

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

Transport

Kenya-Uganda.

no. 113

High Commissioner

(9)

Copy to C.O. (16)

14.

FURTHER ACTION.

Copy to C.O. of

109

Sir

21 December 1935

with reference to the
 despatch no. 48 of the 6th of
 June from Sir Philip Luttrell-Selkirk
 (now Lord Swanton), I have the
 to enquire whether Mr. A. Muir,
 Masini Engineer in the Railway
 Department, Tanganyika, has been
 transferred to fill the vacancy
 for a second Engineer for
 service on the Lake Steamers

2. If so, I shall be
 obliged if you will inform me
 what rate of salary ~~is being~~
 Mr. Muir is receiving and from
 what date his transfer takes
 effect

I have

etc

30127

14

M/3742

RECEIVED
 13 DEC 1935
 East African Department,
C. O. REGY
 COLONIAL OFFICE.

With reference to your minute of the 6th September (38093/38) have you yet been advised whether Mr. R. Muir has been transferred from the Railway Department, Tanganyika Territory to the Kenya and Uganda Railways, and, if so, at what rate of salary?

On the 22nd October we received a telegram from the Kenya and Uganda Railways reading:-

"Transfer Marine Engineer urgently required from Tanganyika to these Railways dependent upon your engagement of an Engineer to replace him What is the position".

to which we replied on the same day:-

"Your telegram 22nd October candidate for appointment as Marine Engineer Tanganyika Territory due to sail October 31st".

Mr. G. Crawford duly sailed to take up his duties as Marine Engineer, Railway Department, Tanganyika Territory on the 31st October.

S. B. ...

Appointments Department
 Crown Agent
 9.12.35.

C. O.

Mr. Nicholls ^u/₆
 Mr. Vanning 4/6/30
 Mr.
 Sir C. Parkinson.
 Sir G. Tomlinson.
 Sir C. Bottomley.
 Sir J. Shuckburgh.
 Perm. U.S. of S.
 Parly. U.S. of S.
 Secretary of State.

3809 Epps' Kenya
 99
 5 June 1935

li.
 R 5 JUN
 D 6
 I had started refer to

DRAFT.

Transport.
 Kenya-Uganda
 no H 8
 H. S.

fit

the General Manager's letter
 no SPG 9, B, 2 dated the 27th
 of April addressed to the
 General Agents for the Colonies
 regarding a vacancy for
 a second Engineer for
 service on the Lake Steamers,
 and to inform you that
 Mr. R. Meur who is at
 present serving on
 agreement as a Marine
 Engineer in the Railway
 Dept of the U.S., is available
 a suitable candidate for
 the post

11/17 677 (10)
 - B.A. (11)

42 eff

FURTHER ACTION.

Copy of J/i
 x C.A. - 1/6

Mr. Meur was
 born on the 2nd of July, 1876,
 and

and was first employed
under the Tanganyika Govt.

on the 24th of December, 1926.

He holds the Board of Trade

Certificate as First-Class Marine

Engineer, and his ^{present} salary is

at the rate of £500 a year.

3. I have to request

that ~~you agree that~~ ^{consider}

and if he agrees that

Mr. M. is suitable for the apt.

and terms can be arranged,
you will communicate with
Govt. of the Territory,
Tanganyika Government, with

that ~~his transfer~~
may be arranged direct
and that the date of
transfer may be communicated

to me in due course.

3. If you consider
that Mr. M. is
suitable for the work
terms can be
arranged, I have to
request that you will
communicate with
the Tanganyika Govt. with
a view to arranging
his transfer direct
and that the date may
be communicated
to me in due course.

I have etc

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



8
10

M/3742
TELEGRAMS CROWN LONDON
TELEPHONE VICTORIA 1730

Duplicate available

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

17th May, 1935.

Sir,

20 MAY 1935
G. O. BECK

I have the honour to transmit, for the information

27.4.35
& enclosure

of the Secretary of State, copies of a letter and enclosure which we have received from the General Manager, Kenya and Uganda Railways and Harbours, relative to a vacancy for a Second Engineer (Lake Marine).

Incl answer (4)

2. It will be remembered that Mr. R. Muir, who recently returned to the Tanganyika Territory as a Marine Engineer in the Railway Department, called at the Colonial Office on the 23rd October last, when he saw Mr. T. I. K. Lloyd, and asked that he might be considered for the vacancy in the grade of Second Engineer, Kenya and Uganda Railways, which he had heard was likely to materialise early in 1935.

3. Provided that there is no objection to Mr. Muir on the score of age (he is nearly nine years over the age limit given in the paper of particulars on the post), we recommend that, subject to confirmation that he is able to handle small Diesel engines, as to which we have no evidence, the appointment should be offered to him.

I have the honour to be,

Sir,

Your obedient servant,

for Crown Agents.

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

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

GENERAL MANAGER'S OFFICE,
NAIROBI,
KENYA COLONY.

SPG. 9/8/2

27th April, 1935.

AIR MAIL

Gentlemen,

STAFF - LAKE MARINE

I shall be glad if you will kindly arrange to engage and send out as soon as possible a Second Engineer for service on Lake Steamers.

The necessary particulars of the appointment are enclosed.

I have the honour to be,

Gentlemen,

Your obedient servant

(Signed) G. D. RHODES

GENERAL MANAGER

KENYA AND UGANDA RAILWAYS AND HARBOURS

Particulars of the office of Second Engineer (Lake Marine)

- | | |
|--|---|
| 1. Duties of Office and qualifications required for their performance | Candidates should be not more than 30 years of age. They must hold First Class (Engineer's) Board of Trade Certificate, and be able to handle small Diesel engines. |
| 2. Salary of Office | £390 per annum in the scale £390 by 18 to 480, thence by £20 to £600 per annum, with efficiency bar at £480. |
| 3. Allowance, quarters, and other circumstances affecting the value of the office. | Free quarters are provided, or if not available, an allowance which is at present fixed at £75 per annum in the case of a married man, or £58.10.0d. in the case of a single man. |
| 4. Nature, number and account of securities required. | Nil. |
| 5. Whether free passage is provided for person selected and his family | Grade "T" (British India) or "B.6" Union Castle Line, for selected candidate. If married the sum of £30 will also be paid towards cost of passage of wife and/or family. |
| 6. General particulars regarding accommodation, furniture, etc., for information of candidate. | An issue of necessary furniture, if available, in accordance with scale in force. |

April 27th, 1935.

(Signed) G.D. RHODES

GENERAL MANAGER,
HEAD OF DEPARTMENT.

2 R



6 14

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

TRANSPORT
KENYA-UGANDA.

No. 38

RECEIVED
- 6 MAY 1935
C. O. REGY

15th April, 1935.

Sir,

Not

I have the honour to refer to my despatch Transport No. 25 of the 17th of March, 1935, and to inform you that I have approved the following promotions for which provision is made in the Kenya and Uganda Railways and Harbours Estimates for 1935 :-

ESTIMATES 1935.

Railways. ABSTRACT A. IB(I) (b).

Mr. H.M.Kirkland, Assistant Engineer, to be Senior Assistant Engineer at a salary of £720. per annum in the scale of £720 by £30 to £840 per annum, with effect from 1st January, 1935.

Harbours. ABSTRACT A. IB (I) (a).

Mr W. Urquhart Assistant Engineer, to be Senior Assistant Engineer at a salary of £720 per annum in the scale of £720 by £30 to £840 per annum with effect from 1st January, 1935.

Copy to G.O. (1)

I have the honour to be,

Sir,

Your most obedient, humble servant,

C. G. Walker

HIGH COMMISSIONER.

THE RIGHT HONOURABLE
MAJOR SIR PHILIP GUNLIFE-LISTER, G.B.E., M.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

C. O.

Mr. Grossmith. 18 4.35.

38093/35.

3e
17

Mr. *Freeston*

Mr.

Mr. Parkinson

Sir G. Tomlinson

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

Downing Street.

April, 1935.



Sir,

I have etc. to acknowledge

DRAFT.

TRANSPORT.
KENYA-UGANDA.

NO. 36

HIGH COMMISSIONER.

①

the receipt of your despatch No. 31 of the 15th March, and to ^{convey to} ~~inform~~ you ^{propose that the} ~~that I~~ approval of the salaries of the present holders of the posts of Chief Mechanical Engineer and Assistant Superintendent of the Line ^{shall be} ~~being~~ increased to £1,500 and £1,250 a year, respectively, with effect from the 1st January, 1935.

Copy to C.A. ⑤

2. I note that the status of

these posts for the future will be reconsidered when the Estimates for 1936 are under examination.

I have, etc.

W. LISTER

FURTHER ACTION.

Copy to Crown Agents
lf. inf.
Copy 1 to Crown Agents
separate lf. inf.
P.F.s to be noted.



2
16

TRANSPORT

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

KENYA-UGANDA

NO. 31

RECEIVED
JOAN 1935
O. O. REC-5

15th March, 1935.

Sir,

I have the honour to invite attention to the 1935 Estimates of Revenue and Expenditure for this Administration, in which the salaries of the Chief Mechanical Engineer (page 26) at the rate of £1,350 and of the Assistant Superintendent of the Line (page 30) - £1,000 by 250 to £1,200 - are approved, and to inform you that for some time past the General Manager has desired to make a slight increase in the salaries of these posts so that the position and status of the senior officers of the chief departments of the Railway may be better balanced.

No 1
23324/34
man

(1738895/x)
salary list

Answer (3)

2. In 1931 when the 1930 Estimates were being discussed, the General Manager stated that he would have liked to ask Council to raise the salary of the Chief Mechanical Engineer from £1,350 to £1,500 with a view to placing the main heads of departments upon an equality, as recommended in previous years, but, in the existing circumstances of financial depression, he did not feel justified in putting this forward.

~~Copy to the...~~

Again, in 1933 when the 1932 Estimates were being considered, the General Manager recommended that the Chief Mechanical Engineer's salary should be raised to £1,500 a year but Council, while recording their high appreciation of the work of this officer, considered they could not recommend any increase of salary at that time.

When...

THE RIGHT HONOURABLE
MAJOR SIR PHILIP CUNLIFE-LISTER, G.B.E., M.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

When the 1935 Estimates were being considered the proposal was again put before Railway Advisory Council but the Council, in the absence of the General Manager, were not prepared to make any recommendations with regard to changes in the emoluments of the senior staff.

The position with regard to the raising of the salary of the Assistant Superintendent of the Line from his present salary of £1,200 to £1,250 is similar.

3. The General Manager since his return from leave has again put forward this question and the matter was discussed at the meeting of Railway Advisory Council, held in Eutebue in February last; after a long discussion the Council made the following recommendations:-

"That, as regards the Chief Mechanical Engineer and the Assistant Superintendent of the Line, his (the General Manager) recommendations should be accepted, subject to the condition that the new salaries were personal to the present holders pending a decision on the main question of salaries and also on the understanding that the increases now agreed to would not be used as an excuse for increases for other staff, nor would they prevent any reconsideration of salaries should the responsibilities of the posts be altered by any future re-organisation."

and

"that the increases should have effect from the 1st January, 1935."

4. I endorse the General Manager's opinion that the relative positions of the heads of the larger departments of the Railway will be placed on a more satisfactory basis and the organisation be generally improved if these two posts of Chief Mechanical Engineer and Assistant Superintendent of the Line are regraded at £1,500 and £1,250 a year respectively. It is to be noted that the excellent work performed and the heavy responsibilities borne by the two officers at present holding these two posts well merit this increase of pay. I accordingly strongly recommend for your favourable consideration that these two posts should carry.....

carry the salaries of £1,500 and £1,250 with effect from the 1st January of this year, as recommended by the Railway Advisory Council: the status of these posts for the future will be reconsidered when the Estimates for 1936 are under examination.

I have the honour to be,

Sir,

Your most obedient, humble servant,


HIGH COMMISSIONER.



L 19

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

TRANSPORT
KENYA-UGANDA
No. 25

RECEIVED
10 APR 1935
G. O. REGY

12th March, 1935

Sir,

I have the honour to report that I have approved, with effect from the 1st of January, 1935, the following promotions, changes of designation and alterations in scales of salary for which provision is made in the Kenya and Uganda Railways and Harbours Estimates for 1935:-

ESTIMATES 1935

ABSTRACT A.IA(2)e.

Mr. L.R. ~~Steele~~, Junior Draughtsman. Designation altered to Senior Draughtsman (Land Survey) and scale of salary changed to £480 by £20 to £600 per annum.

ABSTRACT A.IA(3)b.

Mr. H. Dewhurst, Office Assistant to Estates Officer. Designation altered to Office Assistant (Land) and scale of salary changed to £600 by £30 to £720 per annum.

ABSTRACT C.I(a)2.

Mr. R.I. Kirkland, Works Manager. Designation altered to Works Superintendent.

£840 x 40 - 920

ABSTRACT D.VIII(a)1.

Mr. A.J.R. Master, Assistant Superintendent (Catering). Scale of salary changed to £600 by £30 to £720 per annum.

ABSTRACT E.III(a)4.

Mr. J.T. Ferguson, Senior Clerk, to be an Assistant Accountant at a salary of £540 per annum in the scale of £480 by £20 to £600 and by £30 to £720 per annum.

ABSTRACT F.III(a)2.

Lieut. Comdr. T.A. Burnett, R.N. (Retd.) Chief Officer. Designation altered to First Officer.

£600 - 30 20

Lieut. Comdr. J.S. Sharp, R.D., R.N.R. Chief Officer. Designation altered to First Officer.

ABSTRACT F.III(a)4...

THE RIGHT HONOURABLE
MAJOR SIR PHILIP GUNLIFFE-LISTER, G.B.E., M.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1

copy to i.c. 4

20
end

ABSTRACT F.III(a)4.

L 600-30-120

Lieut. D.S. Sweeney, Chief Engineer.
Designation altered to First
Engineer.

Engineer Lieut. S.F. Fisher, late
R.N.R., Chief Engineer. Designation
altered to First Engineer.

I have the honour to be,

Sir,

Your most obedient,
humble servant,



HIGH COMMISSIONER.