

1930. Kenya  
No. 16382

SUBJECT

CO 533/404

Clouman & L.

Service in office of  
Uganda Railway Committee

Previous

Subsequent

1. Brown Agents \_\_\_\_\_ 10 December  
Enclose application from Mr. A. L. Plowman, Higher Technical  
Officer in C.A.'s office requesting service in office of  
Uganda Railway Committee from 30.10.1900 to 1.7.1903  
to be allowed to count towards pension.

Provision for Mr. Plowman's salary was made  
in the Estimates, and he would appear to be eligible  
for a pension in respect of his services in the  
Office of the Uganda Railway Committee.

The Kenya and Uganda <sup>Railways</sup> Pension Regs. provide that  
service under the age of 20 may not be taken into  
account. Mr. Plowman attained that age on the  
10th Oct. 1902, so that he would not be eligible  
for an award under those Regs. as his ~~Uganda~~  
Railway Committee service amounted to less than a  
year.

Under the old rules Mr. Plowman would be eligible  
for a pension equivalent to 2/60 of his pensionable  
emoluments on the 30th June 1903 (he is not  
eligible for climatic addition, as he did not serve  
in an unhealthy place.)

2 The application may be approved.

ENKOTRE  
31.12.30.

The concession asked for is little in  
itself, but, if granted, will enable Mr. Plow-  
man, on final retirement, to receive from  
C.A. a No. 2 pension. Incidentally the  
declaration of K. U. R. revenues to be a  
public fund will enable this to be done  
I approve, & explain to C.A. accordingly.  
Hunter Dec 31. 1930

~~Officially~~  
Draft def. to H.C. submitted  
Hunter Jan 13. 1931  
No. L. G. Hans. No. 9 — Cons — 10/11/1931

3. To C.A. (w/c 2, No (amend) B/c 19 JAN 1931

4. H.C. for Transport: 47..... 17th March, 31

Reports that there is no record of Mr. Plowman's service with the Uganda Rly. Ctee. If C.A.s have verified the period of his employment with the Rly. Ctee, agree that his service with the Ctee. shd. be regarded as pensionable.

G.D. (Plowman)

acc P  
15.4.31

8095 to 8096 rep 3 saying that the S.O.S. would be glad to learn whether they are in a position to verify the period of Mr. Plowman's service with the U.P. Ctee. and to confirm that his pensionable service should be his reasonable emoluments at date of transfer amounted to £90.6.0 (incl 15.1.31)

EMHorne  
15.4.31  
47 4/31

attues

DESTROYED UNDER STATUTE

To: S.A. (w/c 4) - 6095 20 APR 1931

6. New Agents \_\_\_\_\_ 28 April confirm to Plowman's statement that he was employed in office of Uganda Rly. Committee from 30.10.1900, enclose "honour certificate" from Mr. Plowman that he was employed up to 30.6.1903.

I received draft reply to U.

EMHorne 30.4.31

Eff. until 30.4.31

To: Mr. Gano. Sit - H. Brown - 6 MAY 1931

To: S.A. (w/c 7) - 8/10 191 MAY 1931

Draft on pass/labels

9 To: Kinga (Govan Stamp No 16/3/31 comm with Crown Agents) - 15.11.31

Draft on 1020/41 Estab

94

Colonial Office,  
Downing Street.

14 November, 1941

TRANSPORT  
KENYA-UGANDA

NO. 16

Sir,

With reference to Lord Passfield's despatch No. 54 of the 6th of May, 1931, regarding the pensionable service of Mr. A. L. Plowman, I have the honour to transmit to you, for your information, a copy of correspondence with the Crown Agents for the Colonies on the subject of the basis of the calculation of Mr. Plowman's pension.

24.10.41.

12.11.41.

2. The arrangements now proposed will involve no change in the amount of pension payable in respect of his service with the Uganda Railway Committee.

I have the honour to be,

Sir,

Your most obedient,  
humble servant,

(signed) MOYNE

THE HIGH COMMISSIONER FOR TRANSPORT,  
KENYA-UGANDA.

COPY.

O/Staff 074

A. Hillbank,  
London, S.W.1.

24th October, 1941.

Sir,

With reference to your letter 16888/30 of the 19th January, 1931, and subsequent correspondence regarding the pensionability of service in the office of the Uganda Railway Committee of Mr. A.L. Plowman, a member of the staff of this Office, I have the honour to inform you that in view of the state of his health he has expressed a desire to be allowed to retire on reaching the age of 60 on 10th October, 1942. In this connection he writes:

"With regard to the prospective Kenya action, a final computation is intended on final Uganda Railway salary in 1903. It seems to me that on this basis the combined pension for 42 years' service would be less than the pension applicable if I had served a full 60 years in this Office. On the ground of equity I would ask that that aspect of the matter be considered and if possible for a pension based on my combined service and calculated with reference to my salary at date of retirement to be granted."

Under present arrangements, it appears that Mr. Plowman would receive, if he retired at age 60, and his salary were still £325 per annum, -

In respect of service under the Uganda Railway Committee Pension 2/60ths of £90 per annum.

In respect of service in this Office Pension 59/60ths of £245 per annum.

Additional allowance 117/60ths of £225 per annum, increased by 1 per cent for each year of completed service in this Office before 31st January, 1913.

The Under Secretary of State,  
Colonial Office,

S.W.1.

3. If Mr. Flouman's pension and additional allowance were granted in accordance with Rule 2 of the Rules dated 31st July, 1911 made by the Treasury under Section 7(1) of the Superannuation Act 1909, he would presumably receive on retirement in respect of his aggregate service,

Pension. 40/30ths of £528 per annum.

Additional allowance. 1/30ths of £488 per annum, increased by 1/4 per cent for each year of completed service under the Uganda Railway Committee and in this Office before 31st January, 1913.

4. It is to be trusted that Mr. Flouman's application will receive favourable consideration and have to enquire what reply should be made to him.

I have, etc.,  
(sd.) H. S. Purcell  
for Crown Agents.

1022/41.

12th November, 1941.

Your reference O/Staff 07.

Gentlemen,

I am directed by Lord Mayo to acknowledge the receipt of your letter of the 24th of October regarding the desire of Mr. A. L. Ploman to be allowed to retire on reaching the age of 60 on the 10th of October, 1942, and to inform you that he sees no objection to the calculation of Mr. Ploman's pension on the basis indicated in paragraph 5 of your letter.

I am,

Gentlemen,

Your most obedient servant,

THE CROWN AGENTS  
FOR THE COLONIES.

7  
9  
Colonial Office,  
Downing Street.

November, 1941.

① TRANSPORT  
KENYA-UGANDA.

NO. \_\_\_\_\_

Sir,

With reference to Lord Passfield's despatch No. 54 of the 6th of May, 1931, regarding the pensionable service of Mr. A. L. Plowman, I have the honour to transmit to you, for your information, a copy of correspondence with the Crown Agents for the Colonies on the subject of the basis of the calculation of Mr. Plowman's pension.

24.10.41.

11.41.

2. The arrangements now proposed will involve no change in the amount of pension payable in respect of his service with the Uganda Railway Committee.

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

THE HIGH COMMISSIONER FOR TRANSPORT,  
KENYA-UGANDA.



COPEY.

O/Staff 97.

A. Milbank,  
London, S.W.1.

24th October, 1941.

Sir,

With reference to your letter 10883/50 of the 19th January, 1931, and subsequent correspondence regarding the pensionability of service in the office of the Uganda Railway Committee of Mr. A.L. Plowman, a member of the staff of this Office, I have the honour to inform you that in view of the state of his health he has expressed a desire to be allowed to retire on reaching the age of 60 on 30th October, 1943. In this connection he writes:

"With regard to the prospective Kenya action, I think computation is intended on final Uganda Railway salary in 1903. It seems to me that on this basis the combined pension for 49 years' service would be less than the pension applicable if I had served a full 40 years in this Office. On the ground of equity I would ask that that aspect of the matter be considered and if possible for a pension based on my combined service and calculated with reference to my salary at date of retirement to be granted."

2. Under present arrangements, it appears that Mr. Plowman would receive, if he retired at age 60 and his salary were still £585 per annum, -

In respect of service under the Uganda Railway  
Committee Pension 2/60ths of £90 per annum.

In respect of service in this Office Pension 39/60ths  
of £625 per annum.

Additional allowance. 117/60ths of £585 per annum,  
increased by 1 per cent for each year of completed  
service in this Office before 22nd January, 1913.

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

Q 1022/41.

12th November, 1941.

Q Your reference O/Staff 97.

Gentlemen,

I am directed by Lord Moyne to acknowledge the receipt of your letter of the 24th of October regarding the desire of Mr. J. J. Plowman to be allowed to retire on reaching the age of 60 on the 10th of October, 1942, and to inform you that he sees no objection to the calculation of Mr. Plowman's pension on the basis indicated in paragraph 3 of your letter.

I am,  
Gentlemen,  
Your most obedient servant,

(Signed)

- Mr. Home 30/4
- Mr. Kinnaird 30
- Mr. Lloyd 30
- Mr. Bottomley
- Mr. E. J. Harding
- Mr. J. Shackburgh
- Mr. G. Grindle
- Mr. C. Davis
- Mr. S. Wilson
- Mr. Ormsby-Gore
- Lord Lovat
- Mr. Amery

C.D.  
 R. J. MAY 6  
 1903

May 1903

Sir

with refer to your

(2)

dear no. 49 of the 17th  
 March I have etc to  
 inform you that it has  
 been established that the  
 service with the Uganda  
 Rail Co. of Mr. Al. Howman  
 extended from the 30th Oct  
 1900 to the 30th June 1903  
 both dates incl, and that  
 his ~~services~~ as the  
 date of his transfer to the  
 office of the Co. for the  
 amount of £ 90 per

DRAFT.

Transfer  
 Kenya - Uganda  
 no 54  
 NC

11 MAY 1903

for comm

5/9 6/9 6/10

I have etc

(Signed) PASSFIELD

5046 6/10  
 18/6



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

0/Staff 97

TELEGRAMS: CROWN LONDON  
TELEPHONE: 7720 VICTORIA

4 MILLBANK

WESTMINSTER  
LONDON, S.W.1

19 APR 1931

28th April 1931

Sir,

No. 5  
In reply to your letter No. 16382/30 of the 20th April, I have the honour to state that we can confirm Mr. Plowman's statement that he was employed as second clerk in the office of the Uganda Railway Committee from the 30th October, 1900, and that his salary was at the rate of £90 per annum when his appointment terminated.

2. In regard, however, to the termination of his appointment with the Committee on the 30th June 1903, our records concerning the payment of the salary of the staff of the Committee have been destroyed, but Mr. Plowman has given us an 'honour certificate' of which I enclose a copy and, in the light of correspondence in the personal file concerning his service in this office, we have no hesitation in endorsing this as correct.

I have the honour to be,

Sir,

Your obedient servant

For Crown Agents

The Under Secretary of State,  
Colonial Office.

CA

HONOUR CERTIFICATE

I certify on honour that I was paid  
salary as second clerk to the Uganda Railway  
Committee through the office of the Crown Agents  
for the Colonies up to and including 30th June 1903,  
and that I joined the office of the Crown Agents on  
the 1st July 1903.

(signed) ALFRED LESLIE PLOWMAN

24th April 1931



4

HIGH COMMISSIONER  
FOR TRANSPORT

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

No. 104

RECEIVED  
SECRET  
COL OFFICE

March 1931.

My Lord,

I have the honour to refer to Your

Lordship's despatch KENYA-UGANDA TRANSPORT No.9 of 19th January, 1931, regarding the pensionable service of Mr A.L. Plowman, and to state that there is no record of his services with the Uganda Railway Committee in the office files of this Administration.

B. If the Crown Agents for the Colonies have verified the period of Mr. Plowman's services with the Uganda Railway Committee from October, 1900, to June, 1903, and can ascertain what his emoluments were at the time of transfer to the Crown Agents for the Colonies, then I agree that his service with the Uganda Railway Committee should be regarded as pensionable and that he should be dealt with on the analogy of the Imperial Superannuation Acts and thus become eligible, on his final retirement in pensionable circumstances for a pension in respect of his service with the Uganda Railway Committee, representing two-sixths of his pensionable emoluments at the date of his transfer to service under the Crown Agents.

1931 MAY 9 - 75 - *Plowman*

*A. J. P. J. J.*

I have the honour to be,  
My Lord,  
Your Lordship's most obedient humble servant.

*C. G. G. G.*  
HIGH COMMISSIONER.

THE RIGHT HONOURABLE  
LORD PASSFIELD,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, S.W.1.

C. O.

Mr. Hunter 13

M. O. 13

Office 14/1

Mr. C. Holliday  
St. Shuckburgh

Mr. G. Grandle

Permit. U.S. of S.

Passy. U.S. of S.

Secretary of State



16 382 Kenya  
30  
17 January 1931

I have the honour to inform you that Mr. Alfred Leslie Plowman, who has served in a pensionable capacity in the office of the Crown Agents for the Colonies since the 1st July, 1903, has applied for his previous service in the office of the Uganda Railway Committee, from the 30th October, 1900 to the 30th June, 1903, both dates inclusive, to be regarded as pensionable.

I do provision for Mr.

Plowman's salary, which was paid

**DRAFT.**

Transport

Kenya Uganda

Mr. G.

High Commr.

for comm.

Copy CA. LF

copy to C.A. 14/1

on the Uganda Railway Estimates,  
application to be made reasonable,  
and I shall be glad if you can  
see your way to accede to it.

I see Mr. Rowman attained the  
age of 20 on the 16th October 1902 and  
would not therefore be eligible for a pension  
under the European Officers' Pensions  
Regulations, 1927. I would propose, therefore,  
that he should be dealt with on the analogy  
of the Imperial Superannuation Act and in this case,  
as some of his service was rendered in an  
unhealthy place <sup>he will be eligible</sup> ~~he will be eligible~~ on his  
final retirement in pensionable circumstances  
(in respect of his service in the Uganda Railway Committee  
representing) 2/6 of his pension-  
able contributions at the date of his transfer  
to Service under the Crown Agents.

Yours  
L. Chau

(Signed) PASSFIELD





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

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

O/Staff 27.

THE BANK, CROWN BUILDING TELEPHONE: 7789 VICTORIA.

RECEIVED 11 DEC 1930 C.O.L. OFFICE

10th December 1930.

Sir,

*(See page 100 at end of Encl.)*

I have the honour to enclose an application from Mr. A. L. Plowman, a member of the higher clerical grade of our staff, in which he asks that his services in the office of the Uganda Railway Committee from 30th October 1900 to 1st July 1903 should be allowed to count towards pension.

Mr. Plowman was appointed to our pensionable staff on the 1st July 1903. His services have throughout given us every satisfaction and we would recommend that his application should be granted if the regulations permit. He was born on the 10th of October 1882, and thus, when he reaches the age of 60, he will have completed more than 39 years' service in this office. It would appear, therefore, that any amount payable from Uganda Railway funds, if his previous service were allowed to count, would be very small.

I have the honour to be,

Sir,

Your obedient servant,

*A. D. Powell*

for Crown Agents.

*Arrived 19/12/30*

(Submitted through the Crown Agents)

16

Crown Agents' Office

4, Millbank, S.W. 1.

3 December 1930.

The Secretary of State for the Colonies,  
Downing Street, S.W. 1.

Sir,  
I beg respectfully to apply for my service in the office of the Uganda Railway Committee, from 30<sup>th</sup> October 1900 to 31<sup>st</sup> July 1903 - when I was appointed to the establishment of this office - to be allowed to count towards pension, and for representations to be made to the Kenya and Uganda Railway Administration with a view to the acceptance of this service as a liability upon the funds of that Administration.

I was appointed to the Uganda Railway Committee as Second Clerk in the office of the Managing Director, with annual salary at the rate of £52 per annum. This was increased within a few months of my engagement to £65, and ultimately to £90 per annum. Evidence of this is in my possession. The cost of the salaries of the office was included annually in the Uganda Railway Estimates, being a direct charge on the Vote, and was therefore in the same category financially as that of the officials constructing the Railway in Kenya. From papers which have passed through my hands as officer in charge of the pensions section in this office

Office it would appear to me that officers who originally  
were employed upon construction were allowed subsequently  
to count such service towards pension, and I quote  
below three typical cases for easy reference. I would  
respectfully submit that it would be equitable to  
treat my case no less favourably than those of  
other officers who were employed locally.

So far as I am aware all of the remaining members  
of the London office (Sir F. L. O'Callaghan, Managing  
Director, Mr Cole, Technical Assistant, Mr Woodland Clarke,  
Secretary, and Mr H. F. Wood, Clerk) are now deceased.  
The liability upon the Administration upon my account  
would be exceedingly small, and should the Secretary  
of State be disposed to grant my application I should  
be able to regard it as a mark of appreciation of  
my humble share in this pioneer work which has  
contributed to the great development of the  
Colony and Protectorate.

I am, Sir,

Yours obedient servant

Cedric F. Howman

Higher Colonial Office,

British Agents Office

Mr. B. Eastwood: Service dated from 1 Oct 1897, Retired 27 Oct. 1918.

Co. letter 2712 Ft. 1919, No. 3326 E.A.

Mr. E. H. Biffin. Retired 28 Oct. 1921. Co. letter 29 Sep 1909 No 31497/1909

and 1908 W.A. of 29 July 1921.

Mr. A. F. Church, Chief Engineer. Served from 1 June 1896.