

1925

KENYA

C O
57751

REC'D
REL. 24 DEC 25

DATE

23rd December 1925.

OWN AGENTS.

CIRCULATION:—

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Post U.S. of S.

Term U.S. of S.

Part U.S. of S.

Secretary of State.

FUTURE RECRUITMENT OF LOCO. DRIVERS. 732

Fwd copy of a letter sent to General Manager, Uganda Rly., putting forward proposals which expedite future recruitment.

Previous Paper

Ass 60 57753
(vacance 2)

MINUTES

Interesting.

Putty

With an (un)approved U.S. of S. file. 24.12.25

D. H. H.

HO

Put by

Subsequent Paper

C.A. 316/26



C O
57751
REF
PL 24 DEC 25

ALL COMMUNICATIONS
TO BE ADDRESSED TO THE
CROWN AGENTS FOR THE COLONIES.
DATE OF THIS LETTER BEING QUOTED
IN THE FOLLOWING REFERENCE
GRAMS CROWN LONDON
TELEPHONE 7780 VICTORIA.

M/S.A.26.

4. MILLBANK,
WESTMINSTER.
LONDON. S.W. 1.733

23rd December, 1925.

Sir,

23.12.25.

With reference to previous correspondence relative to the vacancies for Locomotive Drivers on the Uganda Railway, I attach for the information of the Secretary of State a copy of a letter which we have addressed to the General Manager of the Uganda Railway putting forward certain proposals with regard to the steps to be taken to expedite the future recruitment of Locomotive Drivers.

I have the honour to be,

Sir,

Your obedient Servant,

for CROWN AGENTS.

Secretary of State,
COLONIAL OFFICE.

HM.

18th December, 1925.

Sir,

With reference to your recent request for Locomotive Drivers, and to your telegram of the 24th November, agreeing to our proposal to engage Firemen who have passed examinations for Drivers, I have to state that we have now succeeded in filling all the vacancies, six drivers having sailed on the 4th December, and for the remaining seven, we are endeavouring to obtain accommodation in the steamer sailing on the 24th December. We advertised these vacancies in the Railway Magazines, and, through the courtesy of the Running Superintendents of the various British Railway Companies, notices regarding them were posted in the Loco Sheds. Nevertheless, the applications received from experienced drivers were few in number, although, on account of re-organisation due to electrification, decrease in traffic and other causes, there are at present a large number of drivers on the British Railways who have reverted to Firemen.

2. The poor response to the publicity which has been given to these vacancies appears to be due to the following causes:-

- (a) the temporary nature of the engagements and of the local allowance,
- (b) ignorance of the actual conditions of service and life in Kenya.

/With.

3. With regard to (a), we have to point out that Drivers on the British Railways have permanent employment and, consequently, hesitate to leave it for "one tour of 20 to 30 months with possible extension." Moreover, they view with the gravest suspicion any possibility of a reduction in the local allowance.

4. It is, however, possible that (b) is the chief obstacle, in which case the publication in the press of an illustrated article, giving detailed particulars of the Railway and life in Kenya would, we think, create an interest in the Railway service amongst British Railway workers, and would eventually overcome the difficulty now experienced in obtaining qualified and suitable men.

5. If you concur in our suggestion, we shall be glad if you will kindly arrange for an article to be written and sent to us, with authority to incur the expenditure necessary for its publication. We suggest that the article should include information on the following subjects:-

Climate and health.

Hours of work and possibility of permanent employment.

Particulars regarding quarters and furniture.

Cost of living

Whether clothing and equipment should be purchased in England or in Kenya.

Possibility of wife and family joining husband in the Colony and facilities for /assisted

assisted passages.

Schools and cost of education.

Possibilities of employment of children in Colony after leaving school.

The illustrations suggested are:-

Officers arriving at port of disembarkation.

Officers entraining for Nairobi.

Nairobi.

Railway Headquarters.

Nairobi Station.

Quarters (Interior and Exterior)

Hospital (Interior and Exterior)

Institute (if any) (Interior and Exterior)

Workshops (Interior and Exterior)

Rolling Stock.

Recreation.

Country views including:-

Station.

Quarters.

Workshop Shed.

Recreation.

In addition to the publicity referred to in paragraph 1., we have advertised in the Daily press, in order that any men not now employed by the British Railway Companies, but who may possess the required experience, should be aware of the vacancies. We also sent particulars to the following officers on leave, with a

/view

view to the possibility of their knowing of suitable candidates, i.e.:-

| | | |
|----------------|------|---------|
| Thornham J.T. | Loco | Foreman |
| Thompson A.J. | " | " |
| Parkhouse F.J. | " | Driver |
| Chapman J.J. | " | " |

We take this opportunity of expressing our appreciation of the services rendered to us in this matter by Mr. J.J. Chapman who has spent a considerable amount of time in visiting the Loco Depots in Glasgow, and getting into personal touch with likely men, and, in addition, assisted us in interviewing possible candidates. It will, we think, be acknowledged that we have done our utmost to recruit men by all the methods now at our command.

7. As you are aware, delays in filling vacancies on the Uganda Railway are frequent, and the present difficulty is by no means unique. It, therefore, appears to us that in order to ease the future situation some such steps as we have outlined should be taken.

8. We shall be glad to receive your views on the subject.

I am, Sir,

Your obedient Servant,

For Crown Agents.