

1924

KENYA

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RECEIVED
24 MAR 24

RAILWAY ASIATIC UNION
RAILWAYS

23rd February 1924.

407

CIRCULATION

Mr. *Butt*

Mr.

Mr.

last U.S. of S.

Per U.S. of S.

Per U.S. of S.

Secretary of State.

RAILWAY ASIATIC STAFF.
REVISED CONDITIONS OF SERVICE.

Fwd's memorial. A copy has already been sent through the Governor.

Previous Paper

300
63826
23

MINUTES

Tan amplifies 54646/23, which please see.

We had perhaps better wait for the Governor's comments before going fully into the petition. I can find nothing to alter our view that we have succeeded in avoiding a breach of faith; but there are various points to be looked into, amongst which may be noted the question of graduation, and the application of the new scales to people on "interim" agreement.

To Mr. King 392 comm of 4/1/24
wait

Subsequent Paper

300
39955

MINUTES.

MINUTES NOT TO BE WRITTEN
ON THIS SIDE.

The petition was sent to
the local Govt. on
28th January, so if
we do not get it soon
we shall ask the Govt
what is being done about
it.

Bring up next
month

C. J. 26.3.24

When we get the
despatch about
municipalities, the
provision will be
required

C. J. 26.3.24
at once

Diff asking Govt when
we may expect despatch

C. J. 15.4.24
at once

for brief

The petition was sent to
the local Govt. on
28th January, so if
we do not get it soon
we shall ask the Govt.
what he is doing about
it.

? Bring up next
mail.

C. J. J. 26.3.24.

For when we get the
legislation a short
time out of the
position will be
required

B. C. J. 26.3.24

at once

Off asking Govt. when
we may expect dispatch

C. J. J. 15.4.24

at once

John Burt

Railway Asiatic Union.

(KENYA COLONY & UGANDA)

(Head Office)

P.A. 7/1924/

Memorandum to be addressed to
Hon. General Secretary

RECEIVED
24 MAR 1924
COL OFFICE

14103
REC NAIROBI
REL 24 MAR 24

P.O. Box

24th February 1924
Kenya Colony

To,

The Right Honourable the Secretary of State for the Colonies,
Downing Street,
London, S.W.

Sir,

Revised Conditions of Service for the Railway Asiatic Staff

I humbly and respectfully beg to forward herewith for your information a copy of the memorial that has been prepared by my Union detailing fully in all different aspects how the Revised Conditions of Service as announced by the Hon. General Manager Uganda Railway in his Special Weekly Traffic Notice No. 698 of 20th October 1923, are detrimental to the prospects of your faithful and loyal Asian Railway Staff of the Colony.

Original copy of this has been forwarded to you through the Hon. General Manager Uganda Railway and His Excellency the Governor of Kenya Colony, on 27.1.24

Hoping to receive sympathetic and favourable consideration at your just hands.

Encl. 1 Copy
of the Memorial.

I beg to remain,
Sir,

Your most devoted and humble servant,

Alla Babbar

PRESIDENT,

RAILWAY ASIATIC UNION.

Railway Asiatic Union.

(KENYA COLONY & UGANDA)

(Head Office)

B.A. 7/1924/7

Correspondence to be addressed to
Hon. General Secretary.

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Original copy of this has been forwarded to you through the Hon. General Manager Uganda Railway and His Excellency the Governor of Kenya Colony, on 24.2.24.

Hoping to receive sympathetic and favourable consideration at your just hands

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of the Memorial.

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Sir,

Your most devoted and humble servant,

Ala B. B. B. B.

PRESIDENT,
RAILWAY ASIATIC UNION.

PUBLIC RECORDS OFFICE
Reference -
CO. 533
224
RECEIVED
24 FEB 1924
SECRETARY OF STATE LONDON

Railway Asiatic Union.

(KENYA COLONY & UGANDA).

(Head Office).

433

P.O. Box.....

Correspondence to be addressed to—

Hon'ble General Secretary

NAIROBI 43

Kenya Colony.

1924

To

His Grace,

The Duke of Devonshire, K.G.; P.C.; G.C.M.G.; G.C.V.O.

His Majesty's Principal Secretary of State
for the Colonies,

Downing Street, LONDON.

Through

His Excellency .

Sir Robert Thorne Coryndon, K.C.M.G.,

Governor and Commander-in-Chief,

The Colony and Protectorate of Kenya,

Nairobi

And

Through The Honourable The General Manager,
Uganda Railway,
Nairobi.

May it please Your Grace,

1. We, the undersigned, on behalf of the Railway Asiatic Union, representing the entire Asian (British Indians, Scots &c) subordinate staff, most humbly and respectfully beg your permission to address you on the subject of new scales of salaries and the regrading scheme of the Asian staff, announced locally by the Honourable the General Manager of the Railways in a special notice numbered 223 and dated the 20th of October 1923, a copy of which is appended hereto and marked Appendix "A"

Railway Asiatic Union.

(KENYA COLONY & UGANDA)

(Head Office)

433

P.O. Box

Hony. General Secretary

NAIROBI

Kenya Colony

1924

To

His Grace,

The Duke of Devonshire, K.G.; P.C.; G.C.M.G.; G.C.V.O.

His Majesty's Principal Secretary of State

for the Colonies,

Downing Street, L O N D O N.

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Governor and Commander-in-Chief,

The Colony and Protectorate of Kenya,

N a i r o b i

And

Through The Honourable The General Manager,
Uganda Railway,
Nairobi.

May it please Your Grace,

1. We, the undersigned, on behalf of the Railway Asiatic Union, representing the entire Asian (British Indians, Goans &c) subordinate staff, most humbly and respectfully beg your permission to address you on the subject of new scales of salaries and the grading scheme of the Asian staff, announced locally by the Honourable the General Manager of the Railways in a special notice numbered 228 and dated the 20th of October 1923, a copy of which is appended hereto and marked Appendix "A"

2. You are doubtless aware that in the middle of the year 1922, the Economic and Finance Committee, commonly known as the "Dowring Committee", passed a resolution by majority, recommending that one-sixth of the substantive salaries paid to the Asian Civil servants and the Railway employees should be reverted to the basis as it stood before the fixation of the currency of the country. The main argument for the justification of the proposed change was based on the recommendation of the same Committee to take away from the European staff the fifty per cent of the local allowance which was then being paid to them. The Local Government, acting on the said recommendation, decided to take away 25 per cent of the allowance paid to Europeans and in order to bring about a corresponding decrease in the amount of salaries paid to the Asian staff, decided to cut one sixth of the substantive salaries of the whole of Asian Civil Service and the Estimates for 1923 were, accordingly, prepared on the said basis in anticipation of sanction from Your Grace.

3. In an elaborate Memorial dated the 28th June 1922 presented jointly by the Asian Civil Servants of the Colony and the Employees of the Uganda Railway to the then Secretary of State for the Colonies, the injustice, the inadvisability and the animosity of the proposed scheme, as regards the Asians, was pointed out to the predecessor of Your Grace.

4. We may mention that a sense of extreme perturbation, despair and uncertainty reigned among the Asian staff throughout the Colony on the announcement of the intention of the Government to enforce the said scheme in the year 1922. This feeling was, however, relieved on the receipt of the news that the predecessor of Your Grace, having realised the grave injustice to the Asian Staff, declined to approve of the recommended scheme.

This announcement of the wise and just decision came as fresh proof of the proverbial justice and fairplay of the British Raj and the whole service, thereafter, resumed their duties and functions with a renewed and renewed sense of devotion, energy and peace of mind which were previously scattered and completely shattered at the announcement of the extraordinary step under contemplation.

5. Little was it realized by the Service at the time that they were not yet out of danger and that they would be confronted with the same disastrous proposition in a circumvented form in about a years time. The latest announcement that the renewed scheme of one sixth out of the salaries of all the old and new servants was already approved by Your Grace without any chance having been given to the Railway servants to submit their side of the case to you, came as a fresh crushing blow to the whole staff.

6. It was in the midst of the atmosphere described above that a general meeting of the whole Asian Railway staff was convened on the 24th of October 1923 and after a prolonged and very careful deliberation a resolution was passed unanimously and sent to the Honourable The General Manager. A copy of the said resolution, the covering letter to the Honourable the General Manager and his reply thereto are embodied in the Appendix "B" which is annexed hereto.

7. There is hardly any change in the new scheme which would call for any fresh arguments to prove its inequity, than those contained in the Memorial dated the 26th June 1922, which document, we pray, will have your careful personal and consideration.

8. The principle that underlies the whole scheme, is the same which actuated the recommendation of the Economic and Finance Committee and is reported in paragraphs 28-29, 31 and 32 (pages 12 & 13) of the first of the said Committee, published in the Colony on the 21st

on the 31st day of October 1922. These recommendations, we venture to presume, are the root of the whole of our misfortune. The erroneous arguments of the Committee are in fact almost entirely refuted in the minority report of a member of the same Committee as reported on pages 42-46, Appendix B (2) of the 3rd Report published in the Colony on or about the 5th March 1923.

9. The only change in the present scheme is, that instead of a whole sale out of one fifth salaries being made at once by a stroke of the pen, it will be introduced as and when the present three years contracts entered into with the individual employee expire.

10. These contracts which have hitherto been renewed, after every three years, as a matter of course and form, constitute only a minimum fraction of the total service of an employee on the Railway and are entered into, firstly, in pursuance to the General Rules and Regulations in force on the Railway, which Rules and Regulations represent the real terms of the service on the Railway and form the implied contract for the continuous and approved service and secondly these contracts afford the Railway Administration an additional security and assurance to the effect that the employee, in consideration of the costs of his passage defrayed by the Railway in bringing him out from his home either on the first appointment or on the expiration of long leave, will complete a term of three years at least, after which he becomes entitled to further period of leave and a passage to his home and the procedure is again repeated until the employee finally returns from service after the completion of 15 years or more when he earns his gratuity.

11. Should the Employee, however, not complete the minimum term of three years service according to the contract, he is liable to refund the passage money paid by the Railway in bringing him out.

12. These contracts certainly do not constitute the entire and complete terms of a man's service on the Railway but merely insure the service for a minimum period. The real attraction, inducement or the implied contract and undertaking by the Railway Administration is contained in the prospects which the administration holds out to its employees in the shape of various Rules and Regulations, the essential one of which is the very gradation of the scale of salaries which is now sought to be altered arbitrarily without any previous warning or notice having been given to the old employees most of whom are on the eve or in the middle of completing their term of 15 years' service which would entitle them to the Bonus or gratuity so solemnly promised and assured in the Rules which have remained in force for many years as permanent Rules.

13. Should the alteration in the scale of salaries be enforced and made applicable to the detriment of the old employees, at this juncture, it is obvious that all faith and sense of security as to the future stability of these Rules as well as other assurances and intentions of the Railway, will, for ever be shattered to pieces; for how can any one rely or be assured that all or any of the Rules including the newly revised salaries will not again be altered at any moment when it suits the convenience of the Railway Administration to do so? For example there is no guarantee that the Gratuity Rules, by which an amount equivalent to $\frac{1}{2}$ months salary for every year's approved service after a continuous period of 15 years is promised, will not be altered at any time, reduced arbitrarily and made retrospective and applicable to all old and new servants. In effect the proposed reduction of salaries goes much farther than the mere reduction of future emoluments, for it upsets the ratio of the gratuity already earned by the old employees who have been, for so many years, led to believe that the Rules they were working under were permanent. If we may be permitted

If we may be permitted to illustrate, we would mention the case of an employee who has completed 10 years service and who has reached the maximum of his grade. He was led to believe that he would, on completion of 15 years service, be entitled to 7½ months' pay at the rate of the maximum of his pay drawn by him. He is now told that not only will his future pay be reduced by one sixth but the amount of gratuity, which he believed he had earned during the last 10 years, will also be reduced. He is suddenly driven to choose one of the two disastrous alternatives, namely, either to accept the reduced salary and also to consent to a reduction in the proportionate amount of gratuity already earned by him, or to retire from the service and lose all the rights and privileges to which he thought he had become entitled according to the general Rules and Regulations.

14. In plain words the feeling of the employee is that not only the Railway but also the Government, for it is a State Railway, have broken faith, have treated all their previous rules and Regulations and the undertakings as mere scraps of paper and have kept all the old employees, for so many years under a great deception.

15. When the scale of salaries was revised in 1920 and the substantive salaries of the European staff were, apart from the 50 per cent local allowance, increased to the extent of 25 to 66 per cent and those of the Asian staff were reduced from 5 to 13 per cent (vide Appendixes IIV, pages 34 to 35 of our memorial dated the 28th June 1932) the Asian staff acquiesced in the change relying on the assurance that a stage of finality and absolute permanency had been reached and they consequently adjusted all their commitments such as family remittances or expenses, the education of their children and the policies of insurance etc. accordingly.

If we may be permitted to illustrate, we would mention the case of an employee who has completed 10 years service and who has reached the maximum of his grade. He was led to believe that he would, on completion of 15 years service, be entitled to 7½ months' pay at the rate of the maximum of his pay drawn by him. He is now told that not only will his future pay be reduced by one sixth but the amount of gratuity, which he believed he had earned during the last 10 years, will also be reduced. He is suddenly driven to choose one of the two disastrous alternatives, namely, either to accept the reduced salary and also to consent to a reduction in the proportionate amount of gratuity already earned by him, or to retire from the service and lose all the rights and privileges to which he thought he had become entitled according to the general Rules and Regulations.

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15. When the scale of salaries was revised in 1920 and the substantive salaries of the European staff were, apart from the 50 per cent local allowance, increased to the extent of 25 to 35 per cent and those of the Asian staff were reduced from 5 to 13 per cent (vide Appendixes XIV, pages 34 to 35 of our memorial dated the 28th June 1922) the Asian staff acquiesced in the change relying on the assurance that a stage of finality and absolute permanency had been reached and they consequently adjusted all their commitments such as family remittances or expenses, the education of their children and the policies of Insurance etc. accordingly.

16. To revert to the real cause that has necessitated the drastic change, namely, the desire of the Administration to mete out "equal treatment" to the European and Asian staff as regards the reduction of salaries, we beg to take the liberty to reiterate that there is absolutely no analogy or any thing in common between the two branches of the service, except that the duties performed by the both are identical. The prospects, rights and privileges of both the branches are fundamentally different. One has an unlimited scope for improvement and betterment of the prospects before it, while the other is confined to an inferior and subordinate position in perpetuity. The disparity in the rates of pay and privileges offered to the two branches respectively at the very outset, is so great that a comparison between the two would be ludicrous.

17. In one case it is contemplated to take away the temporary allowance, while in the other it is proposed to cut the substantive salaries. The ironical suggestion that "equal treatment" should be meted out to both the branches as regards the disabilities, could only be treated with seriousness if those responsible for the scheme, also advocated equality of treatment as regards the rights and privileges granted to both.

18. In fact, Sir, the true test and the solution of the whole question lies in the answer of one simple question, namely, If for any supposed circumstances the tables were turned and the Administration attempted to cut a portion of the substantive salaries of the old servants of the European staff, because a temporary allowance given to Asians was taken away, would such a proposal be countenanced by the old European servants or would the reduction of any portion of their substantive salaries under any circumstances be tolerated by any European servant who had put in service for an appreciable period relying on the old scale of salaries?

19. Had the Asian staff been paid an allowance to compensate them for the adverse exchange the effects of which they suffered in 1930, and had their substantive salaries been increased by 65 per cent as in the case of Europeans they could have had some grounds for the retrograde readjustment now sought to be made. The Government never took into consideration the losses suffered by the Asian staff in 1930 and now that the rate of exchange appears to be favourable temporarily it is proposed to cut their substantive salaries permanently.?

20. The advantage of the exchange as derived by the Asian staff is very negligible and is limited to the remittances to India by such persons who have their families in India, otherwise their salaries are spent in the country wherein the Government have definitely pledged themselves not to alter the currency and not to associate themselves with the fluctuations of the exchange market. The value of the Indian Rupee is already showing a tendency of considerable increase and in the event of its going still higher, may we respectfully ask if it is proposed to keep adjusting the scale of salaries in accordance with such fluctuations ?

21. The other ground on which the drastic action under contemplation can be justified is the economic pressure and the financial stress which has hitherto prevailed in the country. The crisis we venture to say was a temporary one and not such as would justify the Railway Administration in breaking faith with respect to its undertakings given continuously for years past, especially in view of the fact that the earnings of the Railway show a substantial profit.

22. Should the proposed reorganisation be necessitated to put the Railway Administration on a sound financial basis, the Union utterly fails to see why it should result in the reduction of substantial salaries of the Asian Staff only.

The salaries of the European staff, performing identical duties, have not been touched although the amount of their emoluments and the general costs of each member of the European staff is almost double that of the Asian performing the same duties.

23. Our Union does not venture to interfere in any manner with the freedom of the Administration to introduce such terms and conditions as may seem right and proper to them with a view to future economy but we most respectfully submit that such terms can only be made applicable to the staff which may be engaged henceforth and not to the staff which joined the service at an historical and critical period of this country when no native clerical or mechanical staff - indeed not even the raw labour - was even dreamt of or obtainable, and when even the European staff could not be induced to join the service on most liberal wages and terms. We refer to the period when the construction of the Uganda Railway was commenced in 1895.

24. It would be perfectly reasonable and justifiable for the Railway Administration to issue a notice to the effect that in view of the future economy it has decided to revise the present scale of salaries as it can not see its way to continue to pay the same salaries as paid hitherto to the staff engaged years ago and therefore all newly engaged staff will be paid according to the revised scale, and that their prospects, instead of what was offered to the old servants before the operation of the revised rules, will henceafter be changed accordingly. No one would have anything to say against such a step. Any one entering the service with his eyes open after studying the revised prospects would naturally have to abide by the revised rules, but to apply such changed conditions to old servants, could, we venture to submit, be greatly unjust and would impair the efficiency of the service to such an extent that it would be

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that it would be economically unwise and unsound to keep such discontented staff in service at any salary.

25. As a universal Rule the longer service an employee puts in he considers his position to be more consolidated and the employer naturally consider how best to improve his (the employee's) prospects according to his value which increases by reason of the experience he has gained but the retrograde step now proposed to be taken, is such as would make the most loyal servant lose all interest in the future life and also to lose faith in the honesty of all dealings of the world.

26. We further humbly beg to submit that if the scales of the salaries were to be revised with every change of the control of the Railway or with the advent of every appointment of various Committees and Commissions, the sense of security would be completely destroyed and the efficiency of the staff would be undermined and would naturally interfere with the smooth working of the Railway machinery. The staff would in fact be reduced to a purely temporary establishment always on the look out to leave the service at the earliest opportunity whenever the prospects of an employment of permanent nature, outside the Railway, appears to be visible.

27. The proposed action of the Government is, in effect, as bad and unreasonable as would be the concerted action on the part of the whole staff who, on the plea of increased cost of living, suddenly decided to demand a revision of the scale of salaries with increased salaries and improved prospects, and threatened to leave the service if the same was not immediately or gradually granted to all the old and new employees, and especially if such a proposition was to be put forward when it was extremely difficult for the Railway to obtain the necessary staff elsewhere in the country. This is what the action of the Government amounts to, when looked at from the opposite view.

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The plight of the staff becomes an extremely embarrassing one when the factor of the universal unemployment is taken into consideration and also as the employees realize that having spent the best part of his life in the service of the Railway, he is of little use to the world outside. We can hardly believe that His Majesty's Government would, at this juncture, take such unfair advantage of the distressed position of old and faithful servants.

28. We further beg to state that the proposed scheme would be exceedingly anomalous in a large number of cases. In order to illustrate this, we would state the case of senior official who draws a salary of say shillings 380/- per month. His three years agreement expires, say, a month after the introduction of the new rules and he is reduced to a monthly salary of shillings 330/-. He has a junior working under him drawing, say, shillings 300/- per month and has signed a three years contract a month prior to the surprise of the new rules being sprung upon the general staff. The Junior would for the next three years draw shillings 40/- more than his senior. A further anomaly as to the remuneration of the higher and lower grade officials will occur frequently in the case of the leave allowance according to the coincidence or the chance as to the date when one's leave falls due. Higher grade officials who are less fortunate as to the date of their leave becoming due, will get lesser rate of leave allowance, than their juniors whose leave happens to become due, on a favourable date.

29. We also respectfully beg to submit that the least that could be expected of any employer who has any respect for fair dealing, would be, that in case of extreme financial embarrassment, if he could not continue to pay his staff at the rate of wages paid by him in the past years, he would give the old servants the option of either accepting reduced salaries without prejudicing their privileges which they have

which they have already earned; or of retiring from the service by getting such proportionate privileges and gratuities which they have already earned, as the retirement is practically forced upon the employee for no fault of his. But of course we submit that no such grounds of financial crisis exist as far as the Uganda Railway is concerned, as very heavy retrenchments, particularly in the Asian staff, have already been made and most of the unfortunate employees have been turned away without being paid anything in the form of compensation in consideration of the privileges earned by them for the proportionate period of service put in by them.

30. It is obvious that the discontinuance of the 25 per cent of the European allowance is the cause of the present reduction and the popular belief throughout the service is that the proposed action of the Railway is an ingenious method of repudiating their deferred liabilities by threatening the staff with the reduced pay which would inevitably result in the retirement of the numerous officials who are about to become entitled to their gratuity.

31. The Memorialists of Your Grace beg to submit that the Railway Administration cannot be placed on a sounder financial basis than by the employment of efficient and properly paid Asian staff with a security of the tenure of their office assured to them permanently as until such time as the indigenous natives of the country are trained to take their place it is impossible to get the staff to perform the duties efficiently at almost double the cost paid to Asian servants.

PRAYER

32. In conclusion, your Memorialists most humbly and respectfully pray that Your Grace will decide that no grounds of economy of financial consideration exist for making any reduction in the emoluments of the Asian staff who are in receipt of very small salaries as compared with the European

which they have already earned; or of retiring from the service by getting such proportionate privileges and gratuities which they have already earned, as the retirement is practically forced upon the employee for no fault of his. But of course we submit that no such grounds of financial crisis exist as far as the Uganda Railway is concerned, as very heavy retrenchments, particularly in the Asian staff, have already been made and most of the unfortunate employees have been turned away without being paid anything in the form of compensation in consideration of the privileges earned by them for the proportionate period of service put in by them.

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with the European staff discharging the same functions or should you unfortunately decide that a revision and reduction of the salaries of the Asian staff is imperative, Your Grace will be graciously pleased to order that any new Rules that may be enforced, will not be made applicable to the employees who have joined the Railway service prior to the year 1923.

That in the case of employees who have joined the service after the year 1923 but before the introduction of the new Rules, they may be given the option of either accepting the reduced salary or of retiring on payment of the proportionate amount of the gratuity and Provident Fund earned by him.

35. Lastly the Memorialists of Your Grace beg permission to state that the prayer as made above if granted will bring the Uganda Railway Asian Staff in line with the Asian staff employed in the Government service other than the Railway. In the case of the Asian Civil Servants employed by the Government the revision of the scale of their salaries has been so arranged that the change does not affect the rate of pay of the old servants. Although we do not in any manner wish to be understood to say that the scale affecting the future salaries of the newly engaged staff of the Government Civil Service is a just and proper one; for it would be expressing an opinion on the conditions of service of a branch for which we hold no brief, we beg to submit that the general principle of the change being made in such a way as not to affect the old servants has been fully recognized in the case of Asian Government Servants. The Railway being administered or being at least under the control of Your Grace, we really fail to understand why two principles so diametrically opposed to each other, should be applied to two sister branches of the service in one and the same Colony. The only difference between the

with the European staff discharging the same functions or should you unfortunately decide that a revision and reduction of the salaries of the Asian staff is imperative, Your Grace will be graciously pleased to order that any new Rules that may be enforced, will not be made applicable to the employees who have joined the Railway service prior to the year 1923.

That in the case of employees who have joined the service after the year 1923 but before the introduction of the new Rules, they may be given the option of either accepting the reduced salary or of retiring on payment of the proportionate amount of the gratuity and Provident Fund earned by him.

33. Lastly the Memorialists of Your Grace beg permission to state that the prayer as made above if granted will bring the Uganda Railway Asian Staff in line with the Asian staff employed in the Government service other than the Railway. In the case of the Asian Civil Servants employed by the Government the revision of the scale of their salaries has been so arranged that the change does not affect the rates of pay of the old servants. Although we do not in any manner wish to be understood to say that the scale affecting the future salaries of the newly engaged staff of the Government Civil Service is a just and proper one; for it would be expressing an opinion on the conditions of service of a branch for which we hold no brief, we beg to submit that the general principle of the change being made in such a way as not to affect the old servants has been fully recognized in the case of Asian Government Servants. The Railway being administered or being at least under the control of Your Grace, we really fail to understand why two principles so diametrically opposed to each other, should be applied to two sister branches of the service in one and the same Colony. The only differences between the

between the branches (of the Asian Civil Service of the Government and the Railway) is that one is pensionable and in the case of the other, a bonus in the shape of Provident Fund and Gratuity is given in lieu of pension. The members of both branches of service, perform almost identical duties; both are on a permanent scale as entirely distinct from the temporary staff which also exists in both the branches and we beg to say that ^{as} far as the principle of any alteration in the future salaries is concerned, it should be applied uniformly (not as regards the actual rates of salaries but as regards the effect of present and future salaries) to both the branches.

Thanking Your Grace, in anticipation, for your favourable and sympathetic consideration.

We beg to remain,

Your Grace,

Your Most Obedient and Humble Servants.

W. A. Batters

P R E S I D E N T.

Edward R. ...

GENERAL SECRETARY.

Appendix "A"

UGANDA RAILWAY

Special Notice No. 698.

Special notices are sent out as occasion demands, in addition to the Weekly notices, and are numbered consecutively with the Weekly notices.

The same arrangement as to the acknowledgment of the Weekly Notice applies.

GENERAL MANAGER'S OFFICE

C. L. N. FELLING.

Nairobi, 20th October, 1923.

General Manager

REVISED CONDITIONS OF SERVICE

FOR ASIATIC STAFF.

1. The following revised scales of salaries and wages have been approved by the Secretary of State for the Colonies and come into force as from November 1st, 1923, subject to the conditions in paragraph 2.

GRADE	Minimum and Maximum rates of pay.
	Shillings per mensem.
Permanent Way Inspectors	400 by 25-600
Sub-Permanent Way Inspectors	150 by 15-350
Overseers	350 by 25-550
Sub Overseers	150 by 15-330
Draughtsmen	350 by 25-500
Station Masters "C"	150 by 15-340
Station Masters "D"	350 by 25-450
Assistant Station Masters	250 by 15-320
Clerks Goods, Booking, Luggage and Parcels	150 by 15-240
Assistant Clerks Goods, Booking, Luggage and Parcels	350 by 25-450
Pier Clerks	250 by 15-330
Assistant Pier Clerks	150 by 15-240
Signallers-in-Charge	250 by 15-320
Signallers, Telephone Operators, Train Clerks and Ticket Collectors	120 by 15-240
Yard Foremen	350 by 25-450 250 by 15-330
Assistant Yard Foremen	150 by 15-240
Tally Clerks	250 by 15-350
Weighing Machine Fitters	150 by 15-230
Guards	150 by 15-340
Drivers "A" Class	365 by 25-450 250 by 15-350
Drivers "B" Class	150 by 15-230
Firemen "A" Class (passed shunter)	100 by 10-145
Firemen "B" Class	60 by 10-90

(c) **Travelling Allowances**—Staff not in receipt of salaries or ration allowance while travelling on duty will be granted travelling allowance for every night absent from their headquarters as follows:—50 cents for every sh. 50 of salary, subject to a maximum of sh. 6 per night.

The full allowance may be drawn up to seven days stay in any one place, half the full allowance may be drawn for another fourteen days stay in that place. On the expiry of 21 days consecutive stay in the same place the allowance will cease entirely.

(c) **Relieving Allowance**—Transportation station staff and marine steamer clerks when relieving at stations other than their headquarters or on steamers to which they are not attached are paid relieving allowance at the same rate as travelling allowance.

When relieving at their headquarters or on a steamer to which they are attached, they are paid half the above.

This allowance can be drawn in full up to a maximum of 30 days.

(d) **OVERTIME :**

(1) **Transportation Running Staff**.—Staff on duty in excess of thirteen hours are granted overtime up to a maximum of 3 hours at ordinary rates of pay on the basis of a 9 hour day and a 30 day month, i.e., 1/270 of the monthly rate of pay per hour.

(2) **Transportation Killindini Pier Staff**.—Staff working between 12 and 14 hours are paid overtime at the rate of 1/240 of the monthly rate of pay per hour. Staff working between 17 hours and 7 hours are paid the above overtime plus one quarter.

(3) **Mechanical and Marine Workshop Staff, Transportation Shed Staff and Engineering Staff**.—Artisans and labourers are paid overtime at ordinary rates of pay based on an 8 hour day and a 30 day month, i.e., 1/240 of the monthly rate of pay per hour.

(4) **Pressmen**.—Senior Pressmen, Pressmen and labourers on duty in excess of Press working hours are paid overtime at ordinary rates of pay on the basis of a 7 hour day and a 30 day month, i.e., 1/210 of the monthly rate of pay per hour.

(Note.—Work on gazetted Public Holidays, Sundays and Saturday afternoons counts as overtime).

(e) **Running, &c., Allowances Transportation Running Staff**.—The following allowances apply to Transportation Running Staff only:—

(1) **Mileage allowances**—Allowances as under for every 100 miles run will be paid to Transportation Running Staff, i.e., Drivers, Firemen, Guards and Ticket Examiners.

	Ordinary engines.		Mallet engines.	
	Sh.	C.	Sh.	C.
Drivers "A" Class	10	00	12	00
Drivers "B" Class	6	00	8	00
Firemen "A" (when driving)	6	00	8	00
Firemen "A" (when firing)	3	00	4	00
Firemen "B" (when firing)	2	00	3	00
Firemen "A" or "B" (when shunting)	4	00		
Guards and Ticket Examiners			3	00

Staff working ballast, fuel, material and construction trains will be paid the above allowances at the rate of 10 miles per hour if their actual mileage does not amount to 100 miles. For mileages of 100 and over the above rates will be paid on actual mileage run.

Shunting mileage is reckoned at 5 miles per hour.

(2) **Stabling allowance**—Stabling allowance at the following rates will be paid to all running staff stabling out at a wayside station:—

	Sh.	C.
Drivers	3	00
Firemen	1	00
Guards	1	00

(3) **Under rest allowance**—Staff called out for duty under rest, i.e., with less than 10 hours clear rest at a home station or 8 hours clear rest at an outstation, are allowed to add to their mileage, vide (1), 10 miles for every hour or part thereof of rest foregone.

(4) **Holiday allowance**—Staff working on Sundays and gazetted Public Holidays are granted one day's pay over and above whatever they may otherwise earn on such days.

TRANSPORTATION DEPARTMENT.

EUROPEAN RUNNING STAFF.

Running &c. Allowances.

PD class Circulars regarding the above are cancelled and the following allowances will be granted as from the 1st November, 1923.

Mileage Allowance. Allowances as under for every 100 miles run will be paid to European European Guards and Ticket Examiners.

	Ordinary engines.	Mallet engines.
	S. C.	S. C.
Locomotives	12 00	15 00
Passenger coaches	12 00	15 00
Goods coaches	8 00	10 00
Wagons	4 60	6 00
Trucks	5 00	5 00

Staff working on the construction of new and reconstruction trains will be paid the above allowances at the rate of 10 miles per hour if their actual mileage does not amount to 100 miles. For distances in excess of 100 miles the above rates will be paid on actual mileage run.

Staff working on the construction of new and reconstruction trains will be paid the above allowances at the rate of 10 miles per hour.

Stabling Allowance. Stabling allowance at the following rates will be paid to all European staff stabling at a railway station.

	Shillings per night.
Locomotives	5 00
Passenger coaches	3 00
Goods coaches	3 00

Under rest allowance.—Staff called out for duty under rest allowance, with less than 24 hours clear rest at a home station or 8 hours clear rest at an outstation are allowed to add to their mileage 10 miles for every hour part thereof of rest foregone.

Holiday allowance.—Staff working on Sundays and Gasetted Public Holidays are granted one day's pay over and above whatever they may otherwise earn on such days.

Nairobi,

25th October 1923

The Honourable
The General Manager,
Uganda Railway,
Nairobi

Sir,

Revised conditions of Service
for Asiatic Staff

Weekly Traffic Notice No. 686 dated 20th
October 1923

At a Mass Meeting of the Railway Asiatic Staff representing all classes including the Artisans, held on the 24th instant with a view to ascertaining the opinion and the feelings of the staff relative to the new terms of service a resolution was unanimously passed, an extract of which is appended hereto, as directed, for transmission to the Secretary of State for the Colonies by cable at the cost of the Railway Asiatic Union.

Another resolution has been also unanimously carried to the effect that you may be approached with the request that you will be good enough not to enforce the new terms until a decision has been received from the Secretary of State on the Memorial to be submitted and to request you the favour of a reply by the end of this week.

We attach very great importance to the cable going forward to-day and shall be grateful if you will accede to our request. On receipt of your advice as to the cost of the cablegram we shall be pleased to send you a cheque immediately.

We beg to remain,
Sir,
Your obedient servants,

Sd/- ALLA ~~REX~~ *REX*

P r e s i d e n t.

Sd/- D.L. De COSTA

For Hony. General Secretary.

Cable to be transmitted to the Secretary of State
for the Colonies

Railway Asian Staff painfully surprised and
 disheartened Managers announcement new scales and
 regrading scheme involving one week salary cut entire
 existing Asian staff on termination present agreements or
 33 months hence latest.

Apart from breach of pledge that emoluments existing
 staff would not be reduced new scheme unwarrantably
 reduces 1930 and scales and prospects accepted by
 staff as permanent assuming responsibilities bearing
 commitments thereon thus any disadvantageous alteration
 thereof involving serious distress and hardships. It
 reduces emoluments long service staff below those shorter
 service and seriously affects gratuity of those between
 8 and 15 years service. Scheme more disadvantageous
 than that applied to Colonys staff who do not suffer any
 reduction present emoluments. Respectfully submit
 it most unfair take advantage agreements up to now
 considered by staff as mere formalities stop Detailed
 Memorial follows pending which humbly appeal new scheme
 be suspended as intense dissatisfaction distress prevail
 among staff.

Cable to be transmitted to the Secretary of State
for the Colonies

Railway Union Staff painfully surprised and
disheartened Managers announcement new scales and
regarding scheme involving one sixth salary out entire
existing Asian staff on termination present agreements or
33 months hence latest.

Apart from breach of pledge that emoluments existing
staff would not be reduced new scheme unwarrantably
reduces 1930 and scales and prospects accepted by
staff as permanent assuming responsibilities bearing
commitments thereon thus any disadvantageous alteration
thereof involving serious distress and hardships. It
reduces emoluments long service staff below those shorter
service and seriously affects gratuity of those between
8 and 15 years service. Scheme more disadvantageous
than that applied to Colonys staff who do not suffer any
reduction present emoluments. Respectfully submit
it most unfair take advantage agreements up to now
considered by staff as mere formalities stop Detailed
Memorial follows pending which humbly appeal new scheme
be suspended as intense dissatisfaction distress prevail
among staff.

20th October, 1923

S.P./S.1

457

The President,
The Uganda Railway Asiatic House,
Nairobi.

Dear Sir,

I am in receipt of your letter of the 25th instant, and have transmitted a copy thereof, together with the enclosures, to the Government.

2. I regret I am unable to give effect to the request contained in your second paragraph. Asiatic rates of pay have been under consideration for a very long time and now that the Colonial Office has given a definite decision there is no justification for postponing carrying out that decision pending further consideration.

3. Should, however, your representations result in any modifications in the decisions given, retrospective adjustments from the date of operation of the Circular would, of course also be considered.

Yours faithfully,

Sd/- C. L. H. WELLS

General Manager,
Uganda Railway.

14/10/24 Kenga

17 APR 1924

DRAFT

17 April 1924.

Sir,

For Copyholder.
MINUTE.

- Mr. Bress April 16
- Mr. Jaffras 16/4/24
- Mr.
- Sir G. Danks.
- Sir G. Grindle.
- Sir H. Road.
- Sir J. Masterton Smith.
- Lord Arnold.
- Mr. Thomas.

I have to inform you that I have read a petition dated the 23rd of Jan from the Railway Asiatic Union regarding the worsened conditions of service for the Railway Asiatic Staff, the original of which is stated to have

been sent through the
General Manager and
yourself.

I shall be glad
to learn when I may
expect to receive a
copy on the subject.

JH

Signed J. H. THOMAS

been sent through the
General Manager and
yourself.

I shall be glad
to learn when I may

expect to receive a
reply on the subject.

JH

(Signed) J. H. THOMAS