

1923

KENYA

CO
36303

FROM
DEPUTY
COMPTROLLER

CONF
376

DATE
25TH JUNE 1923

REC'D
RE: 21 JUL 1923
644

FOR CIRCULATION:—

Mr. *Donoghue*
Mr. *Spaehy*
Mr.

Asst. U.S. of S.

W. B. ...
16/7/23

SUBJECT

RAILWAY ASIATIC SUBORDINATES

REVISED SCALES OF PAY

Encloses memo. by G.M. with Schedules of proposals. Trusts they will be approved. Uniformity with T.T not considered necessary.

Term U.S. of S.

Part U.S. of S.

Secretary of State.

Previous Paper

Y. ...
20889

83218

MINUTES

Please see within

Amend. Conf. 22 Aug
Copy for T.T. Conf. 22 Aug
File. 15 Typ. T.T. Conf. 18 July 23
17000
45470

ML

Subsequent Paper

800
Spaehy
Kenya
38 mms/23 Y.Y.

Railway Asiatic Salaries

645

The recent revision of the salaries of Asiatic officials in Kenya Uganda & T.T. has not been applied to Railway servants, as to whom the Kenya & T.T. Govts. were asked to confer & put up a scheme.

Mr. Felling now puts up a list of revised salaries which, with one modification (in the case of clerks) which need not trouble us, is accepted by Sir H. Byatt.

In the despatch (no 24399/23) about the administration of Kenya & Uganda transport services Mr. Felling has been given power to alter the conditions of service of classes of employees so long as existing rights of individuals are respected. The despatch also reserves this particular question of Asiatic salaries for decision of S. G. P.

I do not think the new rates need trouble us. The rates to be paid are really a matter of market price & we must trust

10/38445/23
T.T.)

(with enclosure)

(para. 5 (f))

(para. 2)

the G.M. to know what has to be offered
to secure the men he wants. That the
scales are acceptable ~~by the G.M.~~ indicates that
they are reasonable.

The chief point for concern is
that discussed on 21652/23, i.e.
the question whether there is to be
(as Mr. Felling denies) a clean cut,
notice being given to all ^x employees
& re-engagements affected at the
new rates in the case of those willing
to stay on; or whether, as has been
decided in the case of ~~the~~
agreement was in the ordinary Govt.
service, existing agreements should
be allowed to run out & new
rates introduced only on re-engagement
or on promotion. I feel strongly
that we should stick to the latter
principle.

As regards leave, to which
Mr. Felling refers at some length
in the end. to 36308/23, there
are separate pp. ending with
Govt/19583/23. We have hitherto
Kenya taken

x except ^{with}
those in ^{the}
cases the ^{best}
for gratuity
make it ^{more}
expensive to
terminate
appts.

(See 38445/23)

646
taken the line that conditions should
be the same in the civil service &
the railway service. In view of Mr. Felling's
altered powers we need not ~~alter~~ press
this. I suppose Mr. Felling's remarks
here are to be regarded as the further
report promised in 11380/23. We
may perhaps say on this point that
the S.O. will not in present circumstances
insist upon the leave conditions being
approximated to those in force in the
Colony but would wish to have an
opportunity of examining detailed proposals
before a change is ^{finally} introduced (referring
to des. on 19583/23 & prev. corres.
on this subject).

The position of Tanganyika
is that the Gov. does not want
to give special powers to the G.M.,
but considers that

(a) salaries should follow Uga. Reg.
except ~~the~~ ^{senior} ~~clerks~~ ^{clerks} who should be
graded & paid on the lines of clerks
in other Depts.;
(b) conditions of service should
be

be defined in regulations: a draft will
be sent home shortly.

This is all right, but the
general position is not altogether
satisfactory from T.T. point of view. As
the Gov. says, T.T. & Kenya have
to recruit in the same market &
any serious disparity either in salaries
or conditions of service is bound to
have a detrimental effect on
recruiting for the administration
which gives the less favourable
treatment. As things are the
tendency on the Uganda side is
to curtail privileges, so T.T. has
nothing to lose for the moment.
But it is conceivable that the time
will come when the U.P. find
it necessary to improve conditions:
Mr. Jellicoe would apparently carry
out such improvement without
even consulting either the T.T. Govt.
or the S.O.S., & T.T., having to
obtain both S.O.S. & Treas. approval
for any change would suffer
by delay at best.

I would suggest action as follows:

(1) Dep. to Kenya approving new
rates, but laying down that existing
agreements must be allowed to run
their normal course before individuals
now in the service are affected; as
regards leave observe as above; as
regards uniformity with T.T. point out
the recruiting difficulty & say that any
future ^{important improvements} changes in salaries &
conditions of service should not be
effected until T.T. have had an
opportunity of expressing an opinion
Thereafter on T.T.

(2) Copy above to T.T., say
we will do as we are instructed
should it be necessary to alter rates
Director & agree as to details
say S.O.S. will await draft
regns. as to conditions of service; as
to regards salaries say Treas.
approval is being sought.

(3) Copy of schedule of revised
rates in 36308/23 to Treas.,
explaining proposed modification

In the case of T.T. clerks, I ask for
authority to revise on these lines
as new appts. are made & present
agreements run out.

C.J.G. 13.8.23.

Mr Jeffries

I have written you comments that
you are going to have the books kept
the T.T. Dept. Dr. H. Read etc. in the
dept. as

As I should not be here when the
final decision is taken, I may say
that I think that the decision
that existing agreements must run
out is almost all that Mr. Jelling
is likely to stand - & we want to
keep him

C.C.S.

13.8.23.

Mr Douglas
Mr Strachey

? as proposed.

C.J.G. 14.8.23.

Mr Jeffries discussed this with me
and his minute shows the
possibilities of difficulty in connection
with T.T. Railways. I agree
with

with the action proposed.

648

492

14.8.23

and Jelling
C.S. 14.8

I have discussed with Mr. Jeffries
the writing to the Gov^r of Kenya we
shall express the S. J.S.'s high
appreciation of the efforts which
are being made by Mr. Jelling to
place the Uganda R.^r in a sounder
financial position & his desire to
give him all possible support - but
say that he feels bound to lay
down that existing agreements must
be allowed to run out (pending
negotiations) - that he understands
however that these agreements are for
comparatively short periods ranging from
3 to 5 years, that he assumes that
some of them are already falling
in & that by means of the new
agreements in these cases & in the cases
of prospective officials some progress
can be made at once with Mr.
Jelling's reforms.

J.F.: concur

at once.

H.J. Dr. 16/8/23

included this
since but it is
only a guess
then I think we
are definite
of. But the
usual "four"
of these people
is 33 months.
C.J.G.

KENYA.

NO. 376.

CONFIDENTIAL.
 GOVERNMENT HOUSE,
 NAIROBI,
 KENYA.

25th June, 1923.

36303

 REC
 RE. 2. JUL 3

My Lord Duke,

With reference to Your Grace's telegram of 1st May, I have the honour to transmit for consideration a copy of a memorandum addressed to this Government covering proposed revised scales for the Asiatic employees on the Uganda Railway. The present rates for the various posts have been tabulated in a separate column on the accompanying Schedule for facility of reference.

2. The new scales are the result of careful investigation by the General Manager assisted by the Heads of his various Divisions and I trust that they will receive Your Grace's approval as they have been determined with every regard to the duties to be performed and the qualifications required by the holders of the several posts at their current market value.

3. It will be seen that Mr. Felling's recommendations contemplate in the clerical grades different classification and emoluments to those now under consideration in respect of the Asiatic Staff of the Colony. Sir Charles Bowring has reviewed the enclosures and instructs me to state that he can see no reason why the Colony and Railway should offer identical rates of pay. Other service conditions vary and it is a fact for instance that the Railway clerks do not enjoy pensionable status.

4. Mr. Felling's plea for the Railway

Administration

YR GRACE

 THE DUKE OF DEVONSHIRE, K.G., P.C., G.C.M.G., G.C.V.O.,
 SECRETARY OF STATE FOR THE COLONIES,
 DOWNING STREET, LONDON, S.W.

£00

19982

C.A.

No. S.P. 6.

23-5-23.

Schedule.

Administration to be given discretion to fix and revise rates of pay and conditions of service has been forwarded to Your Grace for separate consideration in connection with his Scheme of Railway Control.

5. The suggestion of the Governor of Tanganyika Territory as quoted in your telegram under reference was communicated to Mr. Felling and he has recorded the opinion that no useful purpose would be served by aiming at uniformity with the Tanganyika Railways even if it be decided to continue the policy of fixed scales approved by the Colonial Office and unalterable except with the approval of the Secretary of State. I venture to quote the grounds for this view in his own words:-

"The acceptance of the principle of scales uniform with those in another Colony would be dangerous. It would imply, at best, no change except by mutual consent, and, probably, no change except by mutual consent plus approval from oversea. Such approval, however, can never be easily obtainable, however anxious the Colonial Office may be to assist.

The simple fact is that as wage payments are responsible for approximately 70% of railway expenditure no railway can be worked efficiently and economically unless it is given the power to deal with wage questions itself or on sanction from local authority. This applies not only to scales of pay but to the classification and grading of staff, withholding and granting of increments, and all matters affecting conditions of service."

6. It has not been considered advisable in the circumstances to defer the settlement of revision by prior reference to Daressalaam. A copy of this despatch and its enclosures will be addressed, however, to the Governor of Tanganyika Territory so that he may be in a position to offer any comments thereupon direct to Your Grace.

I have the honour to be,
My Lord Duke,
Your Grace's most devoted
and most obedient servant,

J. A. S. Kerthick

GOVERNOR'S DEPUTY.

*See 600
24399*

Path P.D.

UGANDA RAILWAY.

No.S.P.651

General Manager's Office,
Nairobi, 23rd May, 1923.

INCLOSURE

The Hon. the Colonial Secretary, ^{Kenya} Despatch No. 37 of 25/5/23
Colony and Protectorate of Kenya,
Nairobi.

Rates of Pay for Asiatic Staff, Uganda Railway.

Further to my previous communications relative to the rates of pay of Asiatic employees, I send herewith a list of amended scales which I propose should be worked to for the time being.

2. I shall be glad if this list can be transmitted to the Secretary of State as soon as practicable in continuation of previous communications, together with the following information and a reiteration of my request that the Administration be given discretion to fix and vary rates of pay and conditions of service.

3. The process of increasing the pay of Government servants is always easy but the process of reduction very difficult and necessarily slow. I see no hope of handling the matter effectively for the railway if I must submit amendments in scales from time to time for transmission to England and wait for months before authority to act is obtained.

4. All appointments, all promotions, all increases of pay, and all conditions of service for the Uganda Railway should be controlled by the General Manager, subject only to such advice from the Inter-Colonial Railway Council and such reference to the Governor of the Colony as are provided for in the scheme I have submitted for the future control of the railway.

5. As some indication to the Colonial Office of the present state of affairs, and the enormous handicap on any Manager who attempts to work this railway economically, caused by the existing

existing conditions of service for the Asiatic staff, I submit the following striking facts and figures:-

6. I have caused to be extracted the earnings of seven Indian engine drivers for the past six months, and I find that for these men the maximum average emoluments per month were £47.4s.0d. and the average earnings per individual per month £43. To the foregoing really astonishing payments to Asiatic servants - payments in excess of the salaries of some Assistant Traffic Managers - must be added six per cent contributions to Provident Fund, free quarters, liberal vacation and sick leave privileges, and the cost of passages to and from India at intervals.

7. Indian servants - other than artisans - are entitled to an average of sixty days full pay leave per annum. This is made up as follows:-

	<u>Per annum.</u>
Ordinary public holidays	8 days
Religious holidays (Mohammedans)	5 "
Casual leave	14 "
Privilege leave	30 days
Voyage time average	3 "
	<hr/>
Total	60 days.
	=====

8. To artisans the privilege leave is not applicable until after the completion of five years' service. To other staff it becomes due after a tour of 33 months. Two months free pay per annum in a workshop! It is almost incredible!

9. In addition ordinary staff is allowed up to ninety days in any year of full pay sick leave, while artisans are allowed half pay leave during sickness. There has been a pronounced tendency to take advantage of sick leave.

10. In South Africa European staff on the same classes of work are entitled to twelve days paid leave per annum, plus two

paid

paid public holidays, the remaining public holidays being taken either without pay or, if paid, registered against the twelve days.

11. I submit that the Colony cannot afford such conditions of service for its junior staff.

(Sd) C.L.N.Felling.

General Manager,
Uganda Railway.

Enclosure: 1 (2 sheets).

UGANDA RAILWAY.

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Revised Scale of Salaries for Asiatic Staff.

Grade.	Proposed Rates Shillings p.w.	Present Rates Shillings p.w.
Permanent Way Inspectors	400 x 25 - 600	500 x 30 - 700
b-Permanent Way Inspectors	150 x 15 - 350	200 x 20 - 400
Overseers	350 x 25 - 550	420 x 30 - 650
b-Overseers	150 x 15 - 330	200 x 20 - 400
Wagonmen	(350 x 25 - 500) (150 x 15 - 340)	400 x 30 - 600 200 x 20 - 400
Station Masters "C"	350 x 25 - 450	400 x 30 - 510
Station Masters "D"	250 x 15 - 330	300 x 20 - 380
Assistant Station Masters	150 x 15 - 240	180 x 20 - 280
Clerks: Goods, Booking, Luggage & Parcels	(350 x 25 - 425) (250 x 15 - 330)	400 x 30 - 510 300 x 10 - 380
Station Clerks: Goods, Booking, Luggage & Parcels	150 x 15 - 240	180 x 20 - 280
Other Clerks	(350 x 25 - 450) (250 x 15 - 330)	400 x 30 - 510 300 x 20 - 380
Assistant Pier Clerks	150 x 15 - 240	180 x 20 - 280
Signalmen-in-Charge	250 x 15 - 320	300 x 20 - 380
Signalmen, Telephone Operators, Trains Clerks and Ticket Collectors	120 x 15 - 240	160 x 20 - 280
Yard Foremen	(350 x 25 - 450) (250 x 15 - 330)	400 x 30 - 510 300 x 20 - 380
Assistant Yard Foremen	150 x 15 - 240	180 x 20 - 280
Signalmen Clerks	150 x 15 - 240	180 x 20 - 300
High Tension Machine Fitters	(250 x 15 - 350) (150 x 15 - 230)	400 x 30 - 510 280 x 20 - 380
Signallers	150 x 15 - 340	200 x 20 - 400
Signallers "A" Class	(350 x 25 - 450) (250 x 15 - 350)	400 x 30 - 510 300 x 20 - 380
Signallers "B" Class	150 x 15 - 230	180 x 20 - 280
Signallers "A" Class (passed Shunter)	100 x 10 - 145	130 x 15 - 170
Signallers "B" Class	60 x 10 - 90	60 x 10 - 120
Civilian "A" Class	450 x 25 - 600	520 x 30 - 700
Civilian "B" Class (Supervisors and Charge-hands)	(350 x 25 - 440) (230 x 15 - 340)	400 x 30 - 510 280 x 20 - 400

Grade.	Proposed Rates Shgs. p.mensem	Present Rates Shgs. per mensem.
Artizans "C" Class	100 x 10 - 200	160 x 20 - 240
Assistant Artizans	50 x 10 - 90	New grade.
Cooks and Stewards, Chief, "A" Grade	210 x 15 - 250	Chief 180 x 20 - 300 Asst. 130 x 15 - 170
Cooks and Stewards, Chief, "B" Grade	150 x 10 - 200	
Asst. Cooks & Stewards, "A" Grade	110 x 10 - 140	
Asst. Cooks & Stewards, "B" Grade	80 x 10 - 100	
Pressmen	120 x 15 - 240	160 x 20 - 260
Pressmen (Senior)	250 x 15 - 330	280 x 20 - 360
Tug Masters (Marine)	(350 x 25 - 500 250 x 15 - 330)	400 x 30 - 600 280 x 20 - 380
Mates (Marine)	150 x 15 - 250	160 x 20 - 260
3rd Engineers (Marine)	(320 x 25 - 450 150 x 15 - 300)	400 x 30 - 510 200 x 20 - 380
Clerks, including Cashiers and Steamers Clerks:		
Special Class	440 Upwards	520 Upwards
" A " Class	320 x 25 - 425	380 x 30 - 510
" B " Class	210 x 15 - 300	250 x 20 - 360
" C " Class	By 10 - 200	by 15 to 240
Chowkidars	20 x 5 - 40	Not previously Graded.
Sweepers	20 x 5 - 40	
Jatadars	40 x 5 - 80	

Conf 36308/23
Kenya.

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22 Aug. 1923

Sir,

I have n. to ackn

the receipt of your tel. No.

163 of the 31st. of July

regarding the salaries

and conditions of service

of the ^{Asiatic} ~~non-European~~

Staff of the Tanganyika

Railways.

2. I enclose for your

info. a copy of the

reply which I am

sending to the

Acting Governor of Kenya's

Conf. des. of the 25th

of

DRAFT.

Tang. Terr.

Conf.

G.O. Byatt.

MINUTE.

(38445/23)

Mr. Jeffries 16.8.23

Mr. Downie 17/8/23

Mr. Strachey 17⁸

Mr. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire.

for comment

to J. A. G. Kenya and
(Offs. Nairobi)

3 Offs.

of July to which your telegram refers.

3. I am approaching the C.C. of the Treas. with a view to obtaining sanction for the introduction of the new rates of salary which you propose. I shall

await the further communication which you have promised with regard to the regis. embodying the conditions of service of these officials.

(Signed) DEVONSHIRE

Gov/36308/23
Kenya.

K 18 AUG.
D 20

22 Aug. 1923

DRAFT.

Kenya

Conf.

O.A.G.

MINUTE.

Mr. Jeffries 16.8.23

Mr. Downie 17/8/23

Mr. Parkinson 17/8/23

Mr. Strachey 17.8

Mr. Davis

Sir G. Ginnell

X Sir H. Bead 17

Sir J. Masterton Smith

Mr. Ormsby-Gore

for comment

38/25
[Handwritten signature]

Sir,

I have the honor to ack. the receipt of your conf. despatches

No. 244, 261 & 376 of

the 31st. of March, 7th

of April and 25th of

June respectively, on the

subject of the salaries

and conditions of service

of the ~~Asiatic~~ Asiatic

officials on the Uganda

Railway.

2. I desire in the

first place to express

my ^{high} appreciation of the

efforts which are being

in

Copy for T.T. Conf 22 Aug

is making to secure greater efficiency and economy in the working of the Uganda Railway and to place the finances of the railway on a sound footing. I am anxious to accord him all possible support in his task, and I ~~am~~ ^{am} prepared ~~to accept his recommendations~~ ^{to accept his recommendations} ~~without approval of the~~ ^{new rates of salary which} ~~he has proposed~~ for the officials named in the schedule enclosed in your despatch of the 25th of June.

3. I would however ~~write~~ ^{write} reference to the reservation ~~made~~ ^{made} in para. 8 ~~(f)~~ ^(f) of

(24399)

DRAFT.MINUTE.

Mr.

Mr.

Mr.

Mr. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire.

of my conf. despatch of the 19th of June, on the general question of railway reorganisation, to the effect

that in altering the conditions of service of classes of officials the existing rights of individuals must be respected. I would

also invite attention to the remarks contained in para. 7 of my conf. despatch of the

21st of June on the subject of the salaries of non-Asiatic European officials other than railway servants.

I ~~am~~ feel obliged to request that the principle laid down in the last-mentioned despatch ~~should~~ ^{may}

(New 10079/63)
See letter

may be followed in connection with the revision of salaries now approved, and that the reduced rates ~~now~~ may not be applied to existing members on the staff except on promotion or on ~~re-employment~~ re-engagement after the present agreements have been allowed to run their course. I presume that the officials concerned are serving on agreements (U.R. Form No. 171 A.) which are in force for a specified period, which ~~is comparatively short~~, and that, as these agreements will be coming to an end from time to time and cases of promotion will also arise, some progress with Mr.

(See Specimen
pages
the 5's 046)

Mr. Felling's reforms can be made at once, ~~while~~

the ~~whole~~ process of

introducing the new scales ^{generally} will not occupy more

than two or three years, I hope, therefore, that ~~even under~~ the restriction

which I have felt

obliged to lay down

4. I note Mr. Felling's remarks with regard

to the period of leave

to be granted to non-

Asiatic ~~European~~ railway

servants. I shall not,

in present circumstances, press

the view taken in any ^{depth}.

DRAFT.

MINUTE.

Mr.

Mr.

Mr.

Mr. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormaby-Gore.

Duke of Devonshire.

will not be found
felt to hamper
unduly the
efforts of the
General Manager
towards economy.

Dep. No. 1619 of the 9th of

(53046/22)

Nov. ¹⁹²² that the leave rules

for these officials should

be approximated to those

in force for employees

of the Colonial Govt. I

shall, however, be glad

to have an opportunity

of examining any proposed

new leave rules before

they are finally introduced;

and I consider that members

of the existing staff should

be allowed, during the currency

of their present agreements,

the benefit of the leave rules

which were in force at the

time of their engagements

(or any improvements ^{which have been} subsequently introduced).

5.

5. With regard to the question of uniformity with the Tanganyika Railway dealt with in para.

5 of your despatch of the 25th

of June, I would observe

that, while I do not

wish the General Manager

of the Uganda Railway

to be ~~unnecessarily~~ ^{deterred by any} hard and fast rule from ~~being~~ ^{being} effecting

such alterations in conditions

of service as he may

consider desirable from

time to time, it is in

the interests of both

Administrations that a

certain degree of uniformity

should

DRAFT.

(4)
MINUTE.

Mr.

Mr.

Mr.

Mr. Davis

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith

Mr. Ormsby Gore.

Chief of Department.

should be preserved. So long
as it is necessary to import
staff from India the two
Railway Administrations are
in the position of competing
in the same market; & any
serious divergencies either
in pay or conditions of service
are bound to have an
unfavourable effect on
recruiting for the Administration
which offers the less attractive
terms. I trust that it
will be borne in mind
that the Govt. of the T.T.
is not in a position to
vary salaries and conditions
of service without my approval
& the sanction of the L.C. of
the Treasury; and that it
is

DRAFT.

5

MINUTE.

Mr.

Mr.

Mr.

Mr. Davis.

Sir G. Grindie.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire.

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is therefore desirable that
any future important
improvements in salaries
(of Asiatic staff)
or conditions of service which
may be proposed for
the Uganda Railway
should ~~not~~ be brought
into effect until the
Govt. of the T.T. have
had an opportunity of
expressing an opinion with
regard to their effect
on the Tanganyika
Railways. I may say
that Sir H. Byatt has
notified his acceptance
of

of the new scales of salary
proposed by Mr. Pelling
except in the case of clerks,
whom he desires to grade
in the same way as the
clerical staff of the Territory.

(Signed) DEVONSHIRE

Govt 36308/23

Kenya

22

answ. dt. 14/10/23.

22 Aug. 1923

Sir,

DRAFT.

The Sec.
Treasury

MINUTE.

- Mr. Jeffries 16/8/23
- Mr. Downie 17/8/23
- Mr. Strachey 17/8/23
- Mr. Davis
- Sir G. Grindle.
- Sir H. Read.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Duke of Devonshire.

for comment

Schedule
(encl. in 36308/1)

~~W. C. Pelling~~
Clerk

H.S.

I am to transmit
to you, to be laid before
the L.C. of the Treas.,
the acc. schedule of
revised salaries which

write up to para.
9 of your letter No.
E 10875 of the 19th
of June,

are being introduced,
with his approval, for
African
~~non-European~~ officials
of the Uganda Railway.
2. The Gov. of the T.T.
has recommended
that

Copy for T.T. copy 18/5/24
(30859/23)

that these rates should also be introduced in the case of corresponding officials of the Tanganyika Railways, except that he considers that clerks of the "Special," "A," "B," & "C" classes should be graded in the same way as has recently been approved in the case of the general clerical staff of the Territory, and should receive under the same conditions of service, except that they would not be pensionable.

3. The distinction between the Railway service and the

the general ~~road~~ ^{civil} service is not, and cannot be, ~~made~~ in present circumstances, so clearly marked in the T.T. as is the case in Kenya; and the S.G.S. considers that Sir Horace Byatt's proposal with regard to the clerks ~~should~~ ^{should} be accepted.

As regards the other officials concerned, the scales now proposed have been drawn up by the General Manager of

DRAFT.

2

MINUTE.

- Mr.
- Mr.
- Mr. Davis.
- Sir G. Grindle.
- Sir H. Read.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Duke of Devonshire.

of the Uganda Railway,
after careful consideration, with
a view to securing the
utmost economy in ~~the~~
working, ~~of the railway,~~
and the Duke of Devonshire
is satisfied that they may
safely be approved. He
would therefore be glad
to receive their Lordships'
sanction for giving effect
to Sir Horace Byatt's
proposals.

4. Sir Horace Byatt has
reported that he proposes
shortly to submit draft
regulations embodying the
conditions of service for
railway officials in the
Territory. A further
communication will be sent
to the Treasury when these
are received.

(Signed) G. GRINDLE