

1923

KENYA

113
39977
REC
RE 10 AUG 23

FROM *Dep. Sec. Macdonald Conf 394* DATE *5th July 1923*

FOR CIRCULATION:
Mr. ~~Macdonald~~
Mr. ~~Macdonald~~
Mr. ~~Macdonald~~
Asst. U.S. of S.
Perm. U.S. of S.
Part. U.S. of S.
Secretary of State.

SUBJECT
Termination of Mr. S. Knapp's services.

Replies to points raised.

Previous Paper
*62
34223*

Answered 27 Aug 23

MINUTES
Of the points in Mr Knapp's letter on 2/10/23 as to which we asked for the Genl Managers' views,
(1) Mr Knapp appears not to have been re-graded. But this does not bar the G.M. from not recommending his re-engagement
(2) The G.M. admits that Certs. of Service should be given in these cases before the officer leaves the Colony.
(3) (see ~~note~~ ^{Mr. Macdonald's} note on pp. 10 & 11 of N.K. 21049/23) It does not appear that Mr. Felling exceeded his powers in telling Mr. K. that he would be discharged owing to re-organisation.
Mr Knapp has so far as we know sailed back to Kenya and we cannot do anything - though I do not think in any case that we

Subsequent Paper

MINUTES.

MINUTES NOT TO BE WRITTEN ON THIS SIDE.

needs have written to him
 I act this dept say
 that SPS understands
 that Mr Knapp ^{has been to visit} ~~has been to visit~~
 & Kenya by a Messageries
 Steamer which was due
 to leave Marseilles on the
 5 of July ^{that he arrived there but he was not at home} so say he has
 no sig. To Mr Knapp's
 being given a ^{certificate} ~~copy of the~~
^{in that} ~~the~~ ~~to~~ ~~be~~ ~~sent~~ dated 26 June
 enclosed with this dept
 of the G.P. desires to give him
 one.

80

22.8.23

C.J.J. 22.8.23

6000

22.8.23

alm

[Handwritten signature]
 [Handwritten mark]

KENYA

No. 394.

CONFIDENTIAL.



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

39977

REF
RE: 10 AUG 25

July 5th, 1923.

My Lord Duke,

With reference to Your Grace's Confidential despatch of the 16th May last, I have the honour to transmit copies of a communication and enclosures from the General Manager, Uganda Railway, in reply to the questions raised by Your Grace. I have nothing to add to Mr. Felling's comments.

2. The reports concerning the late Chief Mechanical Engineer and Workshops Manager mentioned in the General Manager's letter under reference were forwarded to Your Grace under cover of Sir Charles Bowring's despatch No. 278, Confidential, of the 18th April last.

I have the honour to be,

My Lord Duke,

Your Grace's most devoted
and most obedient servant,

J. C. S. Kertheth
GOVERNOR'S DEPUTY.

HIS 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.,

K
21049
On General Manager,
Uganda Railway,
S. 9134 of 26/6/23.

No 13 in *File*

13524

FA

Kenya Cont.
 In Despatch No. 39/57
 INCLOSURE
 57/10/53

S. 9134

Confidential.

26th June

3

The Honourable the Acting Colonial Secretary,
 Colony and Protectorate of Kenya,
 Nairobi.

Re: Mr. G. Knapp, Locomotive Department, Uganda
 Railway.

With reference to your Confidential Memorandum No. S/E.19536/11, dated the 21st instant, I presume the Colonial Office has been supplied with copies of my reports concerning the late Chief Mechanical Engineer and the Workshops Manager.

2. In regard to:-

(3) From the staff file it would appear that this statement is correct. There may have been verbal reprimands, but as Mr. Ford is on his way to England, having been ordered leave on medical grounds, I cannot get information on the point. The attached copy of a letter written on the 22nd November, 1922, (i.e. before I arrived in the Colony), is significant. The late Chief Mechanical Engineer in commenting on Mr. Ford's reports - with which he almost invariably disagreed - said: "I know he (i.e. Mr. Knapp) drinks when off duty".

(4) As far as I can ascertain in Mr. Ford's absence Mr. Knapp did not ask for his certificate, but Mr. Ford should certainly have given it to him.

(5) This is more or less correct. I told Mr. Knapp that

while the Workshops Manager was much dissatisfied with him no disciplinary charge had been laid; but that I had decided to discharge him on the ground of re-organisation, because I was satisfied that economy would result.

3. It is impossible to establish and maintain efficient and economical working in a shop if foremen, charge-men and others, who obviously have not the experience, the ability, or the personal character to control Indians and natives, or whose habits are likely to cause Indians and natives to lose respect for them, are to be retained in their posts unless and until specific acts of inefficiency or misconduct can be proved against them.
4. Mr. Knapp was at one time employed in the Pretoria Workshops, and is a good mechanic. I am told that he did good work here in the earlier stages of his service, but he went downhill. My information as to the cause was that he was drinking heavily after hours.
5. After much consideration I asked Mr. Knapp came and saw me, and, although he called at my office fairly early in the morning, he was smelling very strongly of liquor when he entered my room. That settled the matter so far as retention in charge of Indians and natives in the Nairobi Workshops was concerned, but if I could have found a post for him in a different environment I would have done so. Unfortunately, no such post was obtainable.
6. I am sorry for the man, but I think that in his own interests it is better for him to be out of the country. If he pulls himself together and lives with his family he should recover his former standard in other surroundings. He certainly should not risk returning here.
7. In regard to the certificate signed by the Workshops Manager, I may say that I do not like being pinned down to these certificates of service on prescribed forms. In all ordinary cases a fixed form is satisfactory, but in a case such as this it is unfortunate that the employee should suffer unnecessarily in his efforts

to obtain other work.

8. If the Colonial Office has no objection the attached might be handed to Mr. Knapp.

C.L.N. Felling.

Enclosures:-

- 1 letter (in triplicate)
- 1 certificate (in triplicate).

General Manager,
Uganda Railway.



Copy of letter No. S/A/4604, dated the 10th November, 1923,
From - The Workshop Manager, Uganda Railway, Nairobi,
To - The Chief Mechanical Engineer, Uganda Railway, Nairobi.

With reference to your instructions to give the reasons why I do not recommend Mr. Knapp, Foreman Blacksmith, for re-engagement I have to remark as follows:-

1. I am informed that Mr. Knapp is a heavy drinker, and although this has not so far affected his attendance to his duties, it is bound to do so sooner or later.
2. Mr. Knapp has always shown great antagonism to the Anglo-Indian and Asiatic Superior Staff and this attitude on his part affects the working of the Shop.
3. Mr. Knapp's department is a small one, and with any application on his part great progress could have been made with African training and improving methods of production. Mr. Knapp has for the past three years confined himself merely to carrying on his routine work, and his Shop has shown less improvement than any other in the Works, and done as little work as he could.
4. Although Mr. Knapp has never directly come into the open light on these affairs, I have been able to trace disaffection and obstruction in others to his influences.
5. In conclusion I wish to record my opinion that Mr. Knapp does not earn the salary he draws, and that I have found his Shop to be more efficiently worked by the Foreman Boilermaker in his absences.

Under these circumstances the Workshops could be better served by treating Mr. Knapp's post as redundant, and I recommend that this be done.

Sd/ P.C.Ford.

Copy of letter No. E.2/794, dated the 16th January, 1923,
From - The Chief Mechanical Engineer, Uganda Railway, Nairobi,
To - The Workshops Manager, Uganda Railway, Nairobi.

Please find herewith five copies of agreement which please have removed by Mr. Geo. Knapp, Foreman, and return to this office at an early date.

Agreements should be filled in as per sample attached, an original must bear one shilling stamp cancelled by dating.

Copy of Memorandum dated the 16th January, 1923,
From - The Workshop Manager, Uganda Railway, Nairobi,
To - The Chief Mechanical Engineer, Uganda Railway, Nairobi.

May I have your permission to see the Honourable the Genl. Manager in the matter of the attached Memo. before complying with your order, please?

Contd.

I most strongly object to having Mr. Knapp's agreement renewed for reasons reported to you already.

I understand that the transportation scheme on the lines proposed by Colonel Hammond is to be shortly introduced, in which case I should not continue Mr. Knapp's services. It will, therefore, considerably complicate matters if he is allowed to renew his agreement at this juncture.

Copy of Memorandum dated the 17th January, 1933,
From - The Chief Mechanical Engineer, Uganda Railway, Nairobi
To - The General Manager, Uganda Railway, Nairobi.

Under the special circumstances I prefer to refer the matter to you as to whether Mr. Knapp should be allowed to return.

I might remark that there is nothing in Mr. Knapp's record against him, and from our recent experience I think we are more likely to get a worse man than a better one to replace him.

I know he drinks when off duty but I have not been informed of this interfering with his work.

Mr. Knapp was put on to the maximum on confirmation of appointment on the special recommendation of the Workshop Manager.

ed/ T.A. Whittaker.

KENYA.

No. 278.

CONFIDENTIAL.

18th April, 1923.

My Lord Duke,

Referring to Your Grace's telegram of 7th of February, 1923, regarding Mr. T. A. Whittaker, Chief Mechanical Engineer, Uganda Railway, I have the honour to transmit at this officer's request, copies of his petitions to Government. Mr. Whittaker is due to sail for England via South Africa on the S. S. "Norman" on or about the 14th May on leave of absence prior to retirement as the result of the abolition of his post. He has asked that the following concessions in connection with his 10 years service in Ceylon and 2 1/2 years service in this Colony may be submitted for Your Grace's favourable consideration:-

(a) That his pension be calculated for the whole of his service in this Colony and Ceylon on the basis of his final Kenya salary with House Allowance and that any difference in the pension so calculated may be issued from the funds of this Colony or Uganda Railway funds.

The assessment of pension on this basis only governs cases of transfers within the East African group of Dependencies and even then is apportioned between the Governments concerned in proportion to the period of service completed in each territory. The question of extending this privilege to other Colonies was submitted in Mr E. Hartney's despatch No. 852 of 16th June, 1921, and was ^{definitely} disallowed in Mr. Churchill's despatch No. 1421 of 17th September, 1921.

In the circumstances I am unable to support Mr. Whittaker's

claim -

HIS GRACE

THE EARL OF DEVONSHIRE, K.G., F.C., G.C.M.G., G.C.V.O.,
SECRETARY OF STATE FOR THE COLONIES,

DOWLING STREET, LONDON, W. 1.

claim for special treatment were particularly as this Colony under the terms of Your Grace's telegram under reference may be called upon to meet the pension earned by Mr. Whittaker in respect of his service in Ceylon.

(b) That he be granted monetary compensation for the 8 months unexpired leave which he abandoned when transferred to this Colony from Ceylon.

This claim was disposed of in Lord Milner's despatch No. 1770 of 4th December, 1920, on the grounds that conditions of service in Ceylon do not admit of such commutation.

I cannot recommend that Kenya be asked to bear a claim in respect of service in Ceylon which has been refused by that Government, but I would invite Your Grace's attention to the correspondence forwarded under cover of Lord Milner's despatch No. 1630 of 18th December, 1920, in which deferred leave with full salary was granted to Mr. Baldwin, Senior Assistant Auditor, in respect of his service in Seychelles. In view of this precedent, Your Grace may be disposed to ^{re-open} /en the case with the Ceylon Government with a view to arranging a settlement favourable to Mr. Whittaker in view of his early retirement.

(c) That he be granted return leave in order to complete another years pensionable service. The terms of Mr. Churchill's despatch No. 454 of 20th March, 1922, preclude any concession being given for this reason, but relying on the precedents set up in the cases of Messrs. Halpage and Box which are referred to in Your Grace's despatch No. 1711 of 27th November, 1922, and Mr. Churchill's despatch No. 1124 of 3rd August, 1922, I have approved of this privilege being accorded subject to Your Grace's covering sanction.

2. Mr. Whittaker's requests were before Sir A. Goryunov prior to his departure when he expressed the hope that the best possible terms would be given to this Officer in view of

his early retirement.

3. Mr. Whittaker's pension papers will be prepared and forwarded as soon as practicable. I enclose a Confidential Report on his work.

I have the honour to be,

My Lord Duke,

Your Grace's most devoted and
most obedient servant,

Wm. G. C. BOWRING

ACTING GOVERNOR.

Jan 39977/23 Kenya

123

C. P.
R 24 AUG
D 25

9 mol

27 August 1943

DRAFT.

Sir,

Mr. [unclear] was employed
as Blacksmith in the
lat. 197°, to 5°
ed in terms of
gold fine



PHOTO
REPRODUCED
WITHOUT
FEE
FOR
RECORD

termination of the app
of Mr. J. Knapp, late
Blacksmith Foreman,
Nairobi.

2. I understand that

McNapp proposed to
return to the Colony by
a Messageries Maritimes
steamer which was due to
leave Marseilles on the 5th
of July, & I assume that he
is ^{in Kenya.} now returned.

I have no objection
to ^{his} ~~McNapp's~~ being given
a certificate similar to
that dated the 26th of June,
enclosed in your despatch,
if the General Manager
desires to give him such
a certificate.

Signed DEVONSHIRE