

KENYA

25 OCT 23

DATE

28TH SEPTEMBER 1923

CONF 520

CIRCULATION :-

Mr. *Parkinson*
Mr. *Blythe*
Mr.

Asst. U.S. of S.

Perm. U.S. of S.

Parv. U.S. of S.

Secretary of State.

SUBJECT

RAILWAY OFFICERS

INCREASE OF SALARIES

Submits Railway Manager's proposals and recommends for adoption from 1.1.24.

Previous Paper

MINUTES

500
50059 (Est.)

These increases have all been approved in the Estimates for 1924 and there seems to be no action required, except perhaps to add and point out that approval has already been given for the ^{revised} increased scales, & the rates for 1.1.24 for which ^{the} ~~estimates~~ ^{estimates} have recommended, & approve of the appls of Mr Bambery and Mr McHardy to be Senior District Engineer and Sup^t (Administrative) respectively

12 Nov 23

925
21.11.23

per. above verified against the Est. in 455723
Finally Mr Bambery's app^l ~~and~~

and in the circle be regarded as personal to himself. Is it with suggesting that when he vacates the office, it was, he considered whether it need be retained? or an industry. J.S. substituted?

X

? as proposed - a inf. CA. as to title (where change) making from 1.1.22 of Hamburg, Michigan Fullmer & Hill - & note on personal file.

ALLP
2.11.23

Noted in Promotions Branch PRR 15/11/23 X

X In view of the passage I have marked A in the enclosure I will leave it alone.

I am glad to see the good report on the... show transfer from the audit seems well the... definitely justified... (unintelligible)

~~KENYA~~

No. 510.

~~CONFIDENTIAL.~~

5198

GOVERNMENT HOUSE,
NAIROBI.

KENYA.

25 OCT 23

25th September, 1923.

615

My Lord Duke,

*Original
50079
Memorandum.*

In continuation of paragraph 3 of my confidential despatch No. 510 of the 15th September, 1923, I have the honour to transmit a copy of a memorandum from the General Manager, Uganda Railway, explaining the grounds of his recommendations for improving the emoluments of certain officers of his staff in connection with the re-organization of the Uganda Railway.

2. I would observe that the District Engineer stationed at Nairobi is in effect Assistant Chief Engineer and acts for the Chief Engineer when the latter is on leave of absence from the country. The General Manager informs me, however, that he does not wish at the present time to put forward any proposal in regard to the change in the designation ~~involvement~~ of this post.

3. It is the intention that the Railway Press Superintendent be placed on an identical scale of emoluments to that approved for the Superintendent of the Government Press, viz: - 2400-220-2500-25-2600 per annum, as approved in Mr. Churchill's despatch No. 1385 of the 26th September, 1922.

*for
46254
21*

4. I desire to support Mr. Pelling's proposals in full and to recommend their adoption with effect from

the -

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, E. W.,

the 1st January 1880.

616

I have the honour to be,

My Lord Bury.

Your Grace's most devoted and
most obedient servant,

S. M. Graham.

GOVERNOR'S Deputy

Nairobi,
16th August, 1923.

617

The Honourable,
The Acting Colonial Secretary,

N a i r o b i .

Reorganization of the Uganda Railway.
Ref. your No. S/E.22961/33 dated 23rd June, 23.

In continuation of my Confidential letter dated the 3rd June last, addressed to His Excellency the Acting Governor, I have to state that the proposed changes received the most careful consideration of the Inter-Colonial Railway Council at meetings on the 10th, 11th, 13th and 14th August, and the Council unanimously approved the recommendations already submitted and, in addition, the following:-

(a) Senior District Engineer, Salary £900.

At present there are three District Engineers in the scale £700-£225-£800. Of these Mr. C. W. Bunbury is the senior officer and is on the maximum of the scale. He is in charge of the largest and most difficult district, and his post, apart from the individual, should be graded higher than other district posts. It is in every way worth a higher salary. Mr. Bunbury himself has been in the service for nearly eighteen years and is an exceptionally efficient and capable engineer. He is at present acting as Chief Engineer during Major Rhodes' absence in England on leave and has carried out the duties of his responsible post in a highly commendable manner and to my entire satisfaction. His long service and efficiency deserve some recognition, and I, therefore, recommend that his post be definitely graded above that of other District Engineers. His designation should be changed to "Senior District Engineer" at a salary of £900 per annum. The other two District Engineers will, of course, remain in their present scale, i.e. £700-£225-£800.

(b) Superintendent (Administrative) Salary £800-£225-£800.

In paragraph 12 (c) of my letter of the 3rd June, I recommended that Mr. McHardy's designation as "Traffic Manager" should be changed to "Superintendent (Administrative)" and I now recommend that his post should be graded at £800-£225-£800 and that Mr. McHardy should enter his new scale next year.

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334/3

year at £825. (He is at present in receipt of £800 per annum, the maximum of his grade as Deputy Traffic Manager.)

Since I assumed control of the Railway and Marine services in January last Mr. McHardy has, under my general direction, had the administrative control of the work in the offices of the General Manager, Traffic Manager and the running branch of the Mechanical Department. The one office that emerged from this re-organization is now running very smoothly and efficiently.

Mr. McHardy's assistance in the delicate and difficult task of re-organization has been of exceptional value to the Railway Administration.

(c) Deputy Chief Accountant, Salary £700-£225-£860.

This post is held by Mr. S. N. Faulkner, who has had twenty years' experience of accounting and audit work, and the present scale of £600-£225-£700 is in my opinion entirely inadequate for the duties and responsibilities of the post, which will be increased when the complete financial separation between the Colony and the Railway is established.

Mr. Faulkner is now on the maximum of the present scale, and if my proposal is approved he will enter the new scale of £700-£225-£800 at £725 next year.

(d) Press Superintendent, Salary £500-£225-£600.

The present scale for this post is £300 - £500 which is considered inadequate. The scale of pay should be the same as that for the Government Printers of Kenya, Uganda and Tanganyika, i.e. £400-£200-£560 and £300-£225-£600.

If my proposal is approved Mr. Hill will next year enter his new scale at £525, as he is already on the maximum of his old grade (£500).

(e) Travelling Inspectors of Accounts, Salary £300-£450.

There are two of these posts on the railway, the present scale being £300-£15-£400. The incumbents have to be selected from the clerk grade, but as long as the maximum of a clerk's grade (£400) remains the same as that of a Travelling Inspector of Accounts, there is no inducement for an officer to accept one of these posts, involving as it does travelling under what often entails great discomfort in the matter of sleeping and cooking arrangements. Another reason why Travelling Inspectors of Accounts should be on a higher scale than clerks is that they are required to check and review the work of the latter.

39 ✓
S.N.F. ✓

59 ✓
S.N.F. ✓

61 ✓
S.N.F. ✓

219

In this connection no increased expenditure will be necessary next year, as neither of the incumbents of the two posts have as yet reached their old maximum of £400 but I should like approval accorded to my proposal to raise the maximum of the grade to £450 as an incentive to the officers concerned.

2. Summarised, my proposals if approved will entail the following additional provision for next year:-

Senior District Engineer.....	£100
Superintendent (Administrative)	25
Deputy Chief Accountant	25
Press Superintendent	25
Total	<hr/> £175

3. The changes enumerated have been included in the draft estimates for 1924, and after very careful consideration and approval by the Inter-Colonial Railway Council I submit them now for submission to the Secretary of State.

Sd. C. N. WELLING.

GENERAL MANAGER, UGANDA
RAILWAY.

DRAFT.

12 Nov 1923

Copy
Conf

Sir,

St. Leonards.
MINUTE.

I have to ack. the recd

Mr. Bell Nov 6
Mr. Robinson
Mr.
Mr. G. Davis
Mr. G. Green
Mr. H. Hall
Mr. J. Mackenzie
Mr. Oswald Goss
Date of Discussion

The recd. of your conf. despatch
No 520 of the 25th of Sept^r
regarding the recommendations
of the General Manager, ^{of the}
^{new terminations area}
Railway, for improvements
in the emplacements of
certain officers in connection
of the Railway.
with the re-organization
2 approval has already

Yours

been given for the ^{new buildings and the} ~~the~~ ^{actual salaries as} scales & the ~~salary~~ ^{from}

The 1st of January 1924

~~for these officers as now recommended.~~ ^{& dealt with in your dip}
and ^{now}

I approve the appt.

of M.C.M. Bunbury
& M.W. McHardy to be
Senior District Engineer
& Superintendent (Administrative)

respectively

(Signed) **VONSMIRE**



19994/23 Kenya

621

DRAFT.

9 Nov 1923

Ca

Sent?

MINUTE.

- Mr. Breen Nov 6
- Mr. Parkinson
- Mr.
- Sir O. Davis.
- Sir G. Grindie.
- Sir H. Road.
- Sir J. Masterson Smith
- Mr. Ormsby-Gore.
- Deak of Deemakers.

I am to inform you that he has approved of alterations of title & increases of salary in the case of certain members of the staff of the Uganda Reg. ~~Reg.~~ as follows, with effect from the 1st of Jan'y 1924-

- (1) M.C.M. Bunbury, District Engineer, to be Senior District Engineer, with salary at the rate of £400 a year

on proposed as any titles change

24/10

100

O.B.E.,

(ii) Mr. W. McHardy, Deputy
Traffic Manager, to be
Sup^t (Administrative),
with salary at the rate of
£825 on the scale £800-£825-£900.

(iii) Mr. S. W. Faulkner, ^{O.B.E.} Deputy ^{to draw}
Chief Accountant, Salary at the rate of
£725 ~~on~~ in the scale
£700-£725-£800.

(iv) Mr. R. Hill, Mess Sup^t, ^{to draw} Salary at the rate of
£525 on the scale £400-£500-£525-£600

^{for salary} Mr. B. Black, Travelling Inspector
of Accounts, ^{to draw} Salary
£450.

£2 can only
Mr. Black as
the prop)

J.C.

HEAD