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1920
July

SECOND OFFICERS LAKE STEAMERS
CONDITIONS OF SERVICE

at previous Paper.
31099

Minutes as to revision and reprinting of

had 3 copies today. 50 p
for coupon of 104 to a 300 p.
and within he has any
alterations or additions
to made before the print
is struck off - a point not
that pending his reply it has
been issued provisionally

✓ At 4.45 had 2 or 3 copies -
next can for P. 2

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etc

at subsequent Paper.
50548

W.B. Stoney

Review herewith for comment.

But I would suggest that when we have proofs of the revised copies should go to East. I know of any alterations are required. There is a good deal on this point which requires local action. of necessity. (Inevitable if we need copies. we cannot use proof & mark them provincial)

While proof is being printed, I think telegram sent for to clear up one vital point is necessary.

all p
7.6.20

P.D.

Pl. Fulle me herewith & print quickly. a dozen copies will do for the moment - a thin & fine of course to East. we are full supplied.

all p
7.6.20

P.T.V.

~~Mr Parkinson~~

Proof herewith, & 12 copies
also in envelope attached. If
you do not require them all
please return some.

I would suggest that this
minute paper & the attached
prints be detached from 104^{1/2} 15
Eaf. & registered for record under
a current number. The other paper
is a bit out of date now for present
reference. If this is done, please
let me know the number of the
new paper for noting in our book

7/11/20

37265

AFRICAN
No. 1030.

PROVISIONAL.

**STEAMER SERVICES ON LAKES VICTORIA AND
KIOGA.**
INFORMATION FOR SECOND OFFICERS.

The fleet consists of eight screw passenger and cargo steamers,
three stern-wheel steamers, two tugs, and numerous lighters:—

	Horse power.	Displacement
S.S. Clement Hill	635	1,100
.. Winifred	550	700
.. Sybil	550	1,100
.. Nyanza	550	1,200
.. Usoga	400	1,200
.. Rusinga	400	200
.. Kavirondo	400	100
.. Percy Anderson	120	
.. William Mackinnon		
.. Huseni	50	50
S.W. Stanley	200	150
.. Speke	175	90
.. Grant	160	60

Staff—The following are the executive appointments—
Marine Superintendent, salary £900.
Superintendent, Lake Kioga, salary £600 to £750 by incre-
ments of £25.
Commanders, salary £600 to £750 by increments of £25.
Chief Officers, salary £500 to £600 by increments of £25.
Second Officers, salary £400 to £500 by increments of £20.

Messing—Officers are messed on board at a rate fixed by the
Government.* Refunds are made for meals not taken.

Accommodation—Officers live on board, but when the steamers
are lying at Kisumu or Namasagali they may live on shore, subject
to their services not being required on board.

An officers' barracks with the requisite furniture is provided for
the junior officers at Kisumu and there are also five or six com-
crete bungalows for the use of senior and married officers.

At Namasagali officers are provided with bungalows. N.B.—
In no circumstances can the Government provide quarters for mar-
ried Second Officers on first appointment nor is there any obliga-
tion to provide any officer with married quarters, although, when
quarters are available, this is always done.

* Rupees 56 per month.

Sextants are not required, but each officer should provide himself with a pair of marine glasses. Officers have to provide their own kit, but badges, buttons and shoulder straps are provided by the Marine Department. The elevation of Lake Victoria is 3,700 ft. above sea level and Lake Kioga 3,400 ft. and on this account, although situated close to the Equator, the climate is moderate.

Ordinary white is worn through the day but, the mornings and evenings being cold, blue serge is also required.

A warm pea-jacket and naval pattern overcoat are essential. A serviceable mackintosh or waterproof coat of some sort is necessary, also a sou' wester.

If any officer has a frock coat he should bring it, but it is not essential and need not be purchased specially.

As regards ordinary clothes, boots, &c., officers should come out fully equipped. These can be got at good shops at Mombasa and Nairobi and some of the Lake ports, but the prices are considerably in excess of those charged for similar articles in England.

A naval pattern helmet is essential as a protection from the sun, and an officer should also purchase a brown pith one on arrival at Mombasa or at Port Said on the way out.

Bedding, &c., is provided on board, but a couple of rugs are necessary for the train journey from Mombasa to Kisumu, and two small pillows greatly add to the comfort of travelling. Sheets and blankets are not provided in quarters on shore.

Outfit Allowance.—An outfit allowance of £30 is provided by the Government on first appointment.

Uniform.—The uniform regulations are printed in a separate leaflet.

Medical Attendance.—There are doctors at most of the ports of call on the Lake, and medicines and medical attendance are provided free.

Crew.—The crew consists of Africans. There are no European Quartermasters, &c. These men, when properly handled, are very efficient, but it is entirely a matter of handling.

Engine Room Staff.—The Chief and Second Engineers are Europeans, and the Third Engineers either Eurasians or Goums, with African stokers.

Nature of Work.—Second Officers have to look after the cargo. This is the most important item of their work. The labour, being African, requires a great deal of supervision and Second Officers must be prepared to exert themselves and show the men what has to be done. It must be remembered that Lake Victoria has only recently been opened up and consequently most of the labour consists of raw natives.

In addition Second Officers have, of course, to do whatever work on board in connection with the ship may be required of them. They act as Chief Officers whenever a senior officer is absent. When so acting, they receive an allowance equivalent to the differ-

ence between their own salary and the minimum of the scale of salary for Chief Officers, subject to the proviso that in no case will the allowance so granted be less than at the rate of £50 a year.

Lake Victoria is not well lit, so there is very little night running and vessels usually anchor for the night, except on certain occasions, when they may run during moonlight or should the exigencies of the service require them.

The stern-wheel steamers which run on Lake Kioga usually steam at night.

Lake Victoria Ports.—Kisumu, Kampala, Jinja and Entebbe are the largest ports and are growing places, and most of the necessities of life can be procured.

Lake Kioga Ports.—Very few necessities can be procured at any of these ports and officers stationed on this lake can get their things from Jinja.

Position.—All officers on first appointment are placed at the bottom of the cadre.

Captains range in age from 34 to 37 and Chief Officers from 30 to 35.

It is desirable that Second Officers on joining should be not more than 30.

On arrival at Kisumu officers are as a rule posted to one of the Lake Victoria steamers and it is generally only the more senior officers who are posted to Lake Kioga.

There is only one steamer on Lake Kioga under the command of a European and the Commander of this steamer is placed there more with a view to assisting the Superintendent, Lake Kioga, than navigating the steamer.

Occasionally an officer is required for surveying or sudd-cutting.

Passage.—On first appointment, leave, or transfer, a first-class passage is provided between England and Mombasa and over the railway between Mombasa and Kisumu.

Promotion.—This is given as vacancies occur within the cadre. Mere seniority does not carry any claim for promotion unless it is accompanied by efficiency.

All officers in the Marine Department are eligible for promotion to the appointment of Superintendent, Lake Kioga, and Marine Superintendent, but no promise can be given that these appointments will invariably be filled by promotion.

Qualifications.—Service on the Victoria Lake cannot, under Board of Trade orders, count as sea service for certificates, and no officer should join the service who has not got a Master's Certificate. R.N.R. officers are still allowed to remain in the Reserve.

Officers who have completed five years' approved service on the steamer and who have attained the rank of Chief Officer are eligible for admission into the pensionable service. Until they are admitted into the pensionable service they must join the Provident Fund of the Railway. A copy of Provisional Rules can be seen at the Colonial Office.

Conditions of Service.—The term of the engagement is for a four of thirty months' residential service with the leave consequent thereon. The leave regulations applying to Second Officers are the same as apply to all pensionable officers of the Uganda Railway and a copy of these regulations may be obtained from the Colonel's Office. In addition to this leave fourteen days local leave will be given in each year should the exigencies of the service admit.

Married Officers.—An officer is not permitted, if married, to take his wife with him to the Protectorate on first appointment nor may he do so subsequently without obtaining permission, which will only be given if quarters are available; but officers above the rank of Second Officer can, as a rule, bring their wives out.

Kisumu, the headquarters of the Lake Victoria steamer service, is not a more unhealthy place than other places similarly situated and compares very favourably with other tropical ports. Although it is hot in the middle of the day, the nights and early mornings are invariably cool. The houses are cool and well built. There are three tennis courts and a nine hole golf course and a small club with billiard and card tables, &c.

Namasagali, the headquarters of the Lake Kioga service, is situated on the Nile some 60 miles from Jinja. It is a new station and at present only consists of the staff of the Lake Kioga steamers and certain officials of the Busoga Railway.

There are several well built brick and concrete houses for the use of European officers.

The climate is much the same as that of Kisumu, but malaria is more prevalent.

July, 1920.

33465/20
Lat.
Lat.

19 July 1920

DRAFT.

Handwritten notes:
5/20/20
5/20/20

E.A.P.
No. 1008
East Northey

MINUTE.

- Mr. [Name]
- Mr. [Name]
- Mr. [Name]
- Mr. [Name]
- Sir H. Lambert
- Sir H. Road
- Sir G. Fiddle
- Sir Amory
- Lord Milner

Sir
with reference to my letter of the 18th of June 1920
5 St. Charles Rowing Club
No. 325 of the 23rd of June
I have the honour to be to you

for your consideration
The acc. copies of [unclear] of

Information for second officers of the
Upanda Rly Lake Steamer Service.

2. I have to suggest whether you desire to
make any alterations or additions in the
print before it is finally sent to press.

to print out that pending your reply
the memorandum has been marked
provisional.

(Signed) MILNER

Handwritten note:
James of [unclear]