

EAST AFR. PROJ

C.O
35293

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REC
11 02 13

June 738

Uganda Railway - Superior Staff

1913

Sept

Enclosed copy to. from Genl Managers as to requirements
at 1 April 1914 if prop^d increases are approved - If approved
CA. shd be instructed to engage & send out following:-
2 Asst. Traffic Managers; 2 Asst. Engineers; 1 Deputy Superintendent,
Engineer (Mining) 6 Section Officers (Mining); 1 Secy. Engr. (Mining)
State qualif^s required & recommended. Mr. H.B. Brown &
Mr. G.I. Harvey, Kelly for app^t Genl Traffic Manager.

Last previous Paper.

35280

~~Mr. Brown~~ ^{2/13}
W. B. Harvey, Secy. S. Fuller

See minutes in Q.A.G. 35280

ALLP

If they really want the extra staff,
1st April they will have to cover a good deal
of expenditure in 1913-14. ^{W.B. Harvey}

H. J. R.
W. B. Harvey

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last 250

W. B. Harvey

Subsequent Paper

35289

35293
REC-13

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

East Africa Protectorate

No. 786

September 30th, 1913.

Vm
35280

General Manager
September 11th.

Sir,

With reference to my despatch No. 721 of the 19th instant, I have the honour to enclose a copy of a letter from the General Manager of the Uganda Railway on the subject of the vacancies in the Superior Staff which will require to be filled on April 1st next if his proposals regarding the increase of staff for the year 1914-15 are favourably entertained.

2. I have the honour to suggest that, when Mr. Taylor's recommendations which were inclosed in my previous despatch have been considered, the necessary instructions be sent to the Crown Agents for the engagement of such additional staff as may be approved.

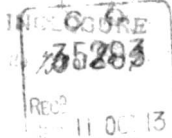
I have the honour to be,

Sir,

Your humble, obedient servant,

ACTING GOVERNOR.

RIGHT HONOURABLE
SIR HARCOURT, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES
DOWNING STREET, LONDON, S. W.



NO C/36/19
 2368

September 11 1913

ENGAGEMENT OF ADDITIONAL STAFF.

Sir,

In reference to my letter No. G/35/19/365 of the 11th instant detailing the additional staff required for working the Railway and Marine Services in 1914-15 I have the honour to request that subject to His Excellency approving of my recommendation the Crown Agents be instructed to engage the following staff and to arrange for their arriving in this Country not later than April 1st 1914.

2. The staff to be engaged is :

~~2. Assistant Traffic Managers.~~

2. Assistant Engineers. ✓

1. Deputy Superintending Engineer ✓
 Marine.

3. 2nd Officers Marine ✓

1. 2nd Engineer Marine. ✓

3. In the Revised Estimates for 1913-14 I had made provision for an additional Assistant Traffic Manager but an appointment has not yet been made and this appointment is included in the above. Provision was also made in the Revised Estimate

- 2 -

for an additional Assistant Engineer and Mr. Mac-Janet who was engaged on the Harbour investigation has now been transferred to open line as we are losing the services of Mr. Hanson Assistant Engineer who has proceeded on leave and will not be re-engaged and so we yet require that two Assistant Engineers be sent out.

4. It is most important we get the right class of man for the Railway and I would desire if possible that some senior member of the Uganda Railway staff be called in by the Crown Agents to assist in the selection.

5. In regard to the Traffic vacancies we are fortunate in having two good men who desire to join the service.

(i) Mr. H. E. Dover who has had 8 years service on the Buenos Aires Western Railway - Argentine and has now resigned that service. Mr. Dover was recommended to me by Mr. C.A. Harris C.B., G.M.C., of the Colonial Office and I met him before coming to East Africa and was much struck with him and I would wish that Mr. Dover be offered the first vacancy and sent out at the first available opportunity.

Mr. Dover's home address is : Langdown.
Sandhurst.
BERKS.

(ii) Mr. C. I. Harvey-Kelly who has had some years experience in the Burmah Railways.

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He has been interviewed at home by Mr. Stanley who considers him just the class of man we want.

I have not personal knowledge of him but his brothers are known to friends of mine in India and who certify to his being the right class.

I would like Mr. Harvey-Kelly to come out not later than 1st April 1914.

His address is : C/O Burmah Railways.

6. The Traffic Department will be called upon to supply a relief to fill the post of Assistant Manager when Mr. Sweeney takes leave and he is already a year overdue.

Mr. Dover who is an University man will be a very suitable man to act as Assistant Manager and this is one reason why I would like him to join as soon as possible and learn something of the line before taking up this work. As a rule one would prefer Assistants to be unmarried but this is not so essential in the Traffic Department and though Mr. Dover be married he is in every way the class of man we want and this should be no bar to his engagement.

7. In my letter detailing the additional staff required I put in Deputy Traffic Manager and one Assistant Traffic Manager. All what is required from home is two Assistants as the post of Deputy will be filled from within existing establishment Mr. H. G. Wilson being eminently fitted for the post.

8. The Assistant Engineers should be both

unmarried. We have no place for a married Assistant Engineer as he is not as the Traffic Assistant always located at some town but may be posted to construction or survey work and have to live in tents. I especially wish that the Assistant Engineers shall have passed the A.E. Inst. O.N. Examination or some similar test and they should be of exceedingly strong constitutions as the Engineers life is a strenuous one. If men of University training can be obtained I would prefer them. I should like one Assistant to be sent out so as to arrive at the end of November when Mr. Benson's leave expires and the other Assistant to arrive 1st April when it is proposed to bring in the third District.

8. The Deputy Superintending Engineer Marine will be a difficult post to fill. I attach a copy of a letter from Mr. Grant the Superintending Engineer who fully details the qualifications in which I agree.

Salary \$400 to \$550 per annum with duty allowance is what I recommend and I feel sure we will not get a suitable man for less. There will be no objection to this man being married as he would be located at Kiasua the Head Quarters of the Lake Flotilla.

10. The six 2nd Officers Marine should be sent out as opportunity occurs as we are at present very short handed and it will take time to engage many suitable men. We are working our ships

*5 copies sent to
the Admiralty
5 copies of
sent*

mit [Handwritten signature/initials]

- 2 -

with a Commander and one Officer only and this is not right. We are launching the "Bogo" in a few days and she will be in commission by the end of the year and the "Rusinga" should follow some few months later. These two Officers should not be married as it makes it difficult as regards quarters - married quarters not being available for two Officers. But I would not bar the engagement of a good man if he be married only I would ask that he do not bring out his wife on first appointment but await and find out what arrangements are possible in the way of house accommodation.

11. One two Engineer Marine is require and he should be sent out as as to be available for duty in April.

I have the honor to be,

SIR,

Your obedient servant,

Sd/- H.B.Taylor

Enclos:1

General Manager,
UGANDA RAILWAY.

Copy

No. G. 552.

Marine Superintendent's Office,

Kisumu, 15th. July 1913.

To,
The Marine Superintendent,
Kisumu.

Deputy Superintending Engineer Marine.

Sir,

In reply to your memo on Honourable General Manager's letter No. E/1/22, on above subject,

I herewith attach my recommendations on the selection of a Deputy Superintending Engineer Marine.

2. I would recommend that our Consulting Engineers Messrs Mendie, Pearce and Tritton be asked to select a suitable man for the post.

3. As you state, the occupant of the post must be a gentleman with a general wide education and be well versed in the practical and theoretical work of an Engineer and with as extensive an acquaintance as possible of ship building and ship repairing.

In the last connection I might recommend that application might be made to such well known Shipbuilders and repairers as Messrs Stephen & Co., and D. & W. Henderson on the Clyde, whilst on the Tyne there are equally well known firms famous for ship repairing.

4. Sea service would be of some advantage but if a man has spent any material time at sea, he does so at the expense of his general knowledge of Engineering which for the post we speak of is of vital importance.

The Deputy Superintending Engineer Marine should further have experience in the burning of Oil Fuel and Electricity as applied to lighting and power.

Re: 552

3.

He must be capable of designing all classes of Machinery, Ships Cranes etc., etc., and the preparation of specifications.

5. The control of Ship and Engine Room Staff, Workshops, Ice and Soda Factories, General Stores and Marine Offices will all from time to time fall upon Deputy Superintending Engineer Marine in absence of Superintending Engineer Marine or Marine Superintendent, so that the man appointed must be an exceptionally all round man of wide views and good knowledge of men.

6. A man who has been abroad before, of sound constitution would doubtless best meet the vacancy and a knowledge of Hindustani would be another recommendation.

However, I do not anticipate that we can get any one man who will embody all the points I have named, but if we leave matters to our consulting Engineers, I doubt not they will select the best man possible.

7. I agree with you that his age should be 30 to 35 and salary run from £400 to £500, that the first engagement be a trial one of say thirty months and to be made permanent or otherwise as may be decided.

I have the honour to be,

Sir,

Your obedient servant,

Sd. R. Grant.

Superintending Engineer Marine,
Uganda Railway.