

EAST AFR. PROT.  
3931

3931

Governor 2  
Milfield

1914

in January

Last previous Paper.  
Gov/43542  
13

RAI...  
that decision to withhold... in 1914... for  
Chief... of... Capt. Traffic... and Chief  
Accountant... not recommending... duty all... could  
raise no objection to grant it... work  
and a possibility of officers'...  
Account.

to ~~Bull...~~ Mr G. Follett

So far from agreeing to this, which  
the Gov. clearly does not much care  
for. I have in my memo. on East  
Africa which will reach you (I hope) in a day  
or two applied throughout the Kenya  
Dept. (for convenience) the principle  
of no increments where new duty  
all are attached - see my  
minute (last page but two) on  
Gov 43542/15.

... say what is being done -  
... does not see no reason  
for modifying original rec. of Gov.  
... that he wishes it to be made  
clear (as of course it can be) to all

Ms 763 25 1864

subsequent Paper

The officers concerned that this meeting  
involve no other of any kind  
in their work or that he does not  
understand Mr. Taylor's attitude  
in the matter.

all

18/2/14

I agree with Mr. Parkin that there is  
no need for both investments & that all the  
the granted 200. The church & Mr.  
Emberson at all events are not badly  
paid at £850 1870, and although  
Mr. Stanley & his family would have  
a great deal of work & responsibility  
for these £700 & £70. I do not think  
that there are grounds for special  
view.

I do propose

Oct 18/14

H. R.

19/2/14

shown

19/2/14

GOVERNMENT HOUSE,

NAIROBI

BRITISH EAST AFRICA.

393T

January 5th 1914.

REC

2 FLOW

EAST AFRICA PROTECTORATE.

No. 2

Sir,

With reference to my despatch No. 911 of November 25th, I have the honour to inform you that the General Manager of the Uganda Railway in his Confidential letter of the 15th ultimo, copy of which is attached, has asked that the decision to withhold the increments of salary in 1914-15 in the cases of the Chief Engineer, the Locomotive Superintendent, the Traffic Manager and the Chief Accountant may be reconsidered.

2. My decision on the subject of these increments was given in accordance with the principle that a simultaneous increase of emoluments from two sources was inadmissible and I think that it should have been possible for the General Manager to satisfy the officers concerned that my limitation of these emoluments was in no sense a reflection upon their personal industry and ability.

3. In consequence of the introduction of the duty allowances, I have felt it my duty to recommend that no increments should be given, but I am prepared to concede that the rate of progress and consequent increase of work on the Railway warrants the grant to these officers of every legitimate concession.

THE RIGHT HONOURABLE

LEWIS HARGRETT, P.C., M.P..

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

General Manager  
Decem. 15th

(2)

concession.

4. If, therefore, you consider that the efficiency of the work already performed by these officers and the increase of effort and responsibility, which must inevitably result from the expansion of Railway business, warrant the increases in emoluments asked for by the General Manager, I shall have no objection to acquiescence with his wishes.

I have the honour to be,

Sir,

Your humble, obedient servant,

*A. C. B. B. B.*

GOVERNOR.

In Despatch No. 2 of 37 18

No. 9/51/19  
10

C. G.  
General Manager 3034  
Muzrai, Mysore 15th 1919

2 FEB 19

CONFIDENTIAL

To The Fork  
The Chief Secretary  
to the Government,  
Muzrai.

Special Certificate

I have the honour to acknowledge receipt of your letter of 15th November 1918, of copy of His Excellency the Government's despatch of 11th November, and also the recommendation of the General Manager, Mysore, in relation to the application of the Chief Secretary, Mysore, for the award of a Special Certificate of Merit to the Chief Engineer, Mysore, for his services in connection with the construction of the Mysore Railway.

The Chief Engineer, Mysore, has rendered valuable services in connection with the construction of the Mysore Railway, and his services have been of a most valuable nature. The Chief Engineer, Mysore, has rendered valuable services in connection with the construction of the Mysore Railway, and his services have been of a most valuable nature. The Chief Engineer, Mysore, has rendered valuable services in connection with the construction of the Mysore Railway, and his services have been of a most valuable nature.

I have received applications from Mr. A. Jurek, Chief Engineer, R. M. Mysore, Locomotive Superintendent and Mr. J. J. Jurek, Chief Accountant, Mysore, for consideration of their case and I am in favour of the award of a Special Certificate of Merit to the Chief Engineer, Mysore, for his services in connection with the construction of the Mysore Railway, and to both a medal on their respective merits.

4. Mr. Church is doing most excellent work. He is 47 years of age and has been the Head of his Department for over 8 years and thoroughly deserves the maximum pay of the appointment. Mr. Church is a most sound engineer and a capable administrator and with the heavy duties now devolving on him is very cheap indeed at £200 a year.

As pointed out by Mr. Hurst the duty allowance is not the equivalent of an increment of pay for another person, and not counting towards leave or pension or anything else, it is a precedent for an increase in pay and duty allowance being granted simultaneously.

5. Mr. Devill is doing most splendid work and has a very efficient and strenuous staff owing to the legacy left him by his predecessor in regard to work and stock and locomotives. He points out rightly that if he be awarded there on 1914-15 he will remain without any increment for the whole period of his agreement which is for a year or more only. This I consider will be very bad policy for the railway to adopt and I beg to be given consideration. It certainly must be his intention to do a year's work in his absolute best that he has to wait two years and nine months for an increment in pay. It is not good business.

Mr. Devill is 27 years of age and in his present position is worthily of £220, and which is lower in the salary grades of the railway.

6. Mr. Eastwood has gone into the matter very thoroughly and I am strongly in accord with all he says. I noted in my recommendations that "Mr. Eastwood is the most useful man on the railway and thoroughly deserves the maximum of his grade". He is 50 years of age and certainly one cannot expect to get a man like him, who has been the Head of his Department since construction

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construction days to wait another further two years before reaching the maximum pay of his grade. The responsibilities of his office are enormously increased and I am lucky to have seen a one as Mr. Eastwood as my Chief Accountant and Finance Officer. He is well worth 2000 per annum and a great deal more besides.

7. Mr. Stanley, Traffic Manager, has not submitted an appeal but his case also deserves consideration as if he is granted no increment this coming year he will be close in three years service without any increment to salary.

There is no doubt the Traffic will be in for a very strenuous time in the coming year.

8. In conclusion I see as a personal favour to myself that the increments recommended by me to these officers may be given His Excellency's approval. The working of this railway is a very strenuous game and my policy is to place as much responsibility as possible on to those doing the work and good then I find there is more left for me to do than I can carry through conscientiously without detriment to my health. In fact I know I am doing too much, but it must be so till I get a through grade of the country and its requirements. But I cannot look for that help and ready cooperation which all my staff give me now so freely unless I see the proper recognition is given for services rendered. This is my business.

I would therefore His Excellency will see with me in the matter and give sympathetic consideration to the appeals of my staff.

The small additional expenditure can be met without any alterations to the estimates.

I have etc.,  
Sd/- F. E. Taylor.  
General Manager,  
Uganda Railway.

Gov. 393/1914  
Est.

25 February 1914.

Sir,

DRAFT.

E.A.P.  
No 163

Sir H. B. Salfeld

MINUTE.

- Mr. Parkin 23
- Mr. Pittman 23. 2. 14
- Sir G. Fiddes. 23
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

I have the honour to acknowledge the receipt of your despatch, No. 2, of the 5<sup>th</sup> of January, ~~and to~~ ~~inform you that~~ on the subject of the emoluments of the superior staff of the Uganda Railway, and to inform you that, in connection with the ~~subject~~ <sup>of the subject</sup> ~~has been applied~~ generally the principle that ~~no~~ increments <sup>should not</sup> be granted in the case of appointments to which a new duty allowance has



been attached.

2. I regret that I see  
no reason for modifying  
the original recommendation  
made by you; but I wish  
it to be made clear ~~that~~ to the Gen. Manager &  
to all the officers concerned  
that this ruling ~~is~~ involves  
no share of any kind on  
their work. I ~~hope~~ <sup>may</sup>  
add that I do not  
understand Mr Taylor's attitude  
on this point in the matter, and  
I agree that it should have  
been possible for him to satisfy the officers <sup>concerned</sup> ~~regarding~~  
~~that~~ that your limitation of  
the ~~task~~ <sup>task</sup> was as  
soon a reflection on their  
personal industry and ability.

I

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~~that~~ that your limitation of  
the ~~concerned~~ ~~was~~ ~~as~~ ~~is~~  
seem a reflection on their  
personal industry and ability.

J. H.