

EAST AFRICA RAILWAY

43432

No. 43432

18 DEC 05

(Subject)

905

Uganda Railway Staff - Conditions of Service

Forwards Report by Genl Manager as to proposals. Considers & makes special observations as to cases of Messrs Swainson & Partridge & recommends reduction of their services ~~but for~~ ~~economic~~ ~~reasons~~

(Minutes)

Mr. Read

Mr. Currie now submits ~~of~~ ~~staff~~ ~~for~~ ~~the~~ ~~Railway~~ ~~with~~ ~~total~~ ~~salaries~~ ranging from a minimum of £8250 to a maximum of £11100 - the expenditure being for £1908.7 ^{£9950} The offices will all be financed on their part of future revenue with the Genl Manager (£2000) & the Locomotive Staff (£1000) This compares with an existing expenditure of £12,000

1899 Capt. 115966

The former arrangement that
Mr. Sandifer Lt. Col. has a personal
allowance of \$1000 for looking after
the Marine Dept. On Mr. P's
salary as being drawn from
£1400 to £2900 this may well
be allowed

Yes
to J.R.

He also desires to spend a further
£2900 a year in employing Mr.
L. Waring at present a Barrister
at Law - which, as I pointed
out on 34568, is the right for his
his training. fits him.

The case of Mr. Purvis whose health
(petition withdrawn) whom it
is proposed to get rid of as a dead
weight - the Manager is anxious to
retain him, in view of the income
of the staff. What we might
allow him to be retained for 1906-7
at his present salary of £425.

Yes
to J.R.

As to leave (comparison of the cost
and of the Managers letter) I
should note that officers made
permanent may take leave as
officers - officers as if their
previous service had been Public
- that is - that of

they have saved 30 months since they
left leave they may have 3 years
- full of 3h $\frac{3}{4}$ day - 400 for
any help found of course.
I submit these proposals to
the Treasury, having the
reasons affected: the
total cost being £10,475 as
against Mr. Purvis's former
estimate for 1906-7 of £13,203

(We must try & give the
Comms in answer very soon as
the matter has been hanging up
for a time)

We should check them up for
the general estimate for the
Railway which (which includes the
a salary of revenue are included in
of £6898) including the
Commander & Chief Officers of the
Marine Force who will become
feasible after 5 years of office
more.

W.M. 11/2
Mr. Antons. I should be
included

...to press for the retention of both
Mr. ... & Mr. ... for
another year. The general manager
appears to make out a sufficiently good
case for their retention even in existing
times - & as the traffic is increasing,
it will probably be found in a year
time that they are required permanently.
Otherwise, judged as proposed?

H. J. R.

12/12

I agree.

W. J. R.

I do not think that we should
put any further pressure on the
General Manager to reduce the
numbers & salaries of the
general staff. This is a dangerous
policy in view of the responsibility
which we desire to impose
on the General Manager and
his letter, enclosed in this
despatch, shows clearly that
he considers he is being forced
down to a barely workable
minimum -

I would agree to his keeping
the two men he asks for, whom
he has found to be in every way
efficient and I would say that
on the whole I think that, with
this concession, the superior staff
will, in his opinion, ^{be} adequate
to the present requirements of
the railway, and Elgin approves
of his proposals. Treasury
concurrence will be necessary.

W. J. R.

12/12

I have added a good deal on
the draft which I did not put in
the minute to avoid overloading it
& so delegating admission on the
part of the - See also 44129
M. J. R. P. J. R.

I see all there is no provision
in the draft for Mr. Gray
of the Home Charges.

Therefore submit a supplementary
-very draft.

For Mr. Wood's case on
foot 16540: for the
Consulting Engineers 31242
& sundries
M^W 20/12

East African Department

? Remuneration

to m.
26/1/06

Mr. Mr. Gair

Not enough

I think

M^W 26/1

Commissioner's Office

Bombay,

43432

November 15th. 1908. DEC 05

Sir,

With reference to your despatch No. 432 of September 1908, I have the honour to transmit to you herewith a copy of a despatch with enclosures which I have received from the Manager concerning the conditions of service of the Uganda Railway staff.

I fully concur with all of Mr. Currie's remarks and especially with what he says regarding the necessity for Africans being paid and if possible rationed in presence of an officer. This practice has worked very successfully so far, and the greater freedom with which natives are now coming forward for work on the Railway is, without doubt, due to the confidence they have in the officials.

Overseers

Principal Secretary of State

for the Colonies,

Downing Street,

LONDON.

Sa-seers and headmen are apt to be corrupt, and if the
 natives fail us owing to lack of effective supervision
 we shall be obliged to fall back on the expensive
 Indian coolie. Whilst advocating the employment of
 African labour in lieu of Indian, it must not be forgotten
 that the African is notoriously irresponsible and
 unreliable. The first care of Railway officers is the
 safety of the travelling public and more personal control
 has to be exercised over the labourers of the Uganda
 Railway, due to their peculiar characteristics, than on
 any Indian or Ceylon Railway. The employment of a
 sufficient number of officers necessitating the expenditure
 of one thousand pounds or so more than may seem necessary
 is, in reality, likely to prove a saving of many thousands
 in preventing accidents and obtaining cheap labour.

I feel with great regret that I learn that Mr. Currie
 has been obliged to give notice to Messrs. Sweeney and
 Henrydacke, the more so as we had hoped to retain the
 services of both on the permanent staff and give them an
 increase of pay. In submitting his estimates for 1906-'07

before.

before the arrival of your despatch under reply Mr. Currie forwarded me confidential reports on certain officers,

copies of which I have the honour to enclose herewith.

From these you will observe that both officers are very well reported on, and it seems very hard that they should now be thrown out of employment and be obliged to start

life afresh. The case of Mr. Sweeney, who is a married man,

is particularly hard, and I venture to forward to you and

to recommend for your favourable consideration a petition

which I have received from him asking that his services

may be retained. In this respect I would remind you that

all the officials employed on the Grand Railway have had

considerable experience of the country and the natives;

they are all tactful, some exceptionally so; they are all

good at their work and are industrious. Any extra expense

incurred in retaining the service of these men will, I

am convinced, prove in the end an economy.

4. Were Mr. Currie to cut down expenses more freely

now, it would possibly enhance his credit for the time

being, but I am convinced that it would recoil on him

later by the general lack of efficiency it would cause.

I have the honour to invite your attention to paragraph 10 of the Manager's despatch No. 187 and ask if his interpretation of paragraph 10 of your despatch, under reply is correct.

In conclusion I venture to request that in view of the anxiety of the Railway staff as to their future I may be informed by cable as to the general lines of your decision.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

MR. J. H. JOHNSON.

No. 650

Reference C.O. Insp. No. 432 of
September 28th.

Inclosures 6.

Received

by bag

Conditions of Service of Agents

Rating of Staff

Business Grades & Retention
of Agents Service References

55
124

MR. J. J. JACKSON.

No. 680

Reference C.O. 1839. No. 132 of
September 28th.

Inlosures 6.

Received

by bag

Condition of some of the

Railway staff

Business quarters & sections
of the Staff Section

43432

Rec'd
DEC 8 1955

Post Office Inspection Service

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2. ...
3. ...

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NOTE

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NOTE

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1. Chief Accountant	600	575	700	1-14-1907	1-11-1906
1. Asst. Chief Accountant	500	500	500	18-10-1907	11-4-1906

Total 1100 1100

1220

1100

MANAGERIAL

1. Manager	3500	3000	2000	1-30-1908
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NOTE: Officers with P. deposits their names are not eligible for admission to the pensionable service.

Actuals proposed

FOR 1908-09.

Minimum ()
 ()
 ()

750 (for 5 railroads) Strenuously recommended, that \$5150 be allotted to cover cost of 6th division
 via I. R. L. Harris.

Category	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Total	
Engineering				2600	4700													
Locomotive				1300	2600													
Traffic				1300	2000													
Accounts				950	1400													
Manufacture				1500	2000													
Total				8850	11700													9950

Strenuously recommended that this be increased to \$10,450 for 1908-09.

2400
 1475
 1450
 2475
 2100

1894-95
1895-96
1896-97

1897-98
1898-99
1899-00
1900-01
1901-02
1902-03
1903-04
1904-05
1905-06
1906-07

Rank	Name	1894-95	1895-96	1896-97	1897-98	1898-99	1899-00	1900-01	1901-02	1902-03	1903-04	1904-05	1905-06	1906-07
1.	Asst. Surgeon	400	500	-	-	-	-	-	-	-	-	-	-	450
2.	Captain	360	450	300 Lt. Maxwell	450	450	450	450	450	450	450	450	450	450
	Captain	360	450	300 Capt. Ferguson	450	450	450	450	450	450	450	450	450	450
	Captain	360	450	-	-	-	-	-	-	-	-	-	-	360
3.	Chief Officer	300	300	300 Mr. Gray	300	300	300	300	300	300	300	300	300	300
	Chief Officer	300	300	300 Mr. Wright	300	300	300	300	300	300	300	300	300	300
3.	2nd Officer	240	240	-	-	-	-	-	-	-	-	-	-	240
	2nd Officer	240	240	-	-	-	-	-	-	-	-	-	-	240
	2nd Officer	240	240	-	-	-	-	-	-	-	-	-	-	240
	2nd Officer	240	240	-	-	-	-	-	-	-	-	-	-	240
4.	Captain, T.M.	500	500	-	-	-	-	-	-	-	-	-	-	500
ASSTANT SURGEON GENERAL														
TOTAL														
4030														

REC'D
1905 8 DEC 95

No. 187

Manager's Office,

NAIROBI, 1st November 1905.

Sir,

I have the honor to acknowledge the receipt of Colonial Office despatch No. 488 dated 28th September and in reply to state as follows:-

When comparing the cost of working and the number of engines on this railway with the length of other railways the following points which at present undoubtedly affect us must be borne in mind:-

(1). In addition to the railway proper we have the standard service on the Victoria Line which means additional work to all the engines on the railway and increased expenses from heavier loads of iron ore on inspection. The traffic being at present in its infancy and tracks being in course of the proper procedure these inspections have to be frequent.

(2). We have no local skilled labour or professional market. If one of our officers or subordinates goes on leave or gets ill or for any special work we want an extra man we can not expect to secure a qualified man locally to take a temporary job and consequently we must have a margin for such contingencies.

(3). In order to encourage the Africans to take service with us special precautions have to be taken

to

Actg. Commissioner,
East Africa Protectorate,

M O M B A S A.

2.

to protect his ~~eyes~~ being "squeezed" by his Master and overseers. With this object I advise upon all Africans being paid and if possible rationed in the presence of an officer. This of course is a considerable drain on their time more especially on that of the Engineers, but the result fully justified it.

(4). The cost of living in this country is much higher than it is in Ceylon.

(5). The Railway having been only comparatively

Subscription No.	Approximate balance on 1-8-05.	recently opened to traffic in addition to the revenue works there are a large number of capital works still uncompleted. The more important of these still in hand and having an uncompleted balance of about
1. Nairobi Water Supply (the tension of)	6,000	
10. Minor bridges miles 447-582 ..	16,000	
2. Nairobi drains etc.	6,000	
50. Cord line Mombasa to Kilindini ..	2,000	
53. Water supply mile 380 to Sultan Hamud	700	
54. Realignments Mazeras to Mackinnon Road.	50,000	
55. Ballasting ..	100,000	
Piers-Entebbe, Jinja and Mwanza ..	7,000	
Total.	187,700	

£187,700, are given in the margin.

2. No engineers are retained to specially look after these although the importance of several would warrant this being done. I am having the works executed slowly under the charge of my existing staff which for the past summer has consisted of the Superintendent of way and works, (Mr. R. J. Church who is leaving the railway), Mr. S. Couper and Mr. W. M. Griess in charge of the districts and Mr. Hunter, assistant under Mr. Griess.

3.

Mr. Courtes has had sole charge of the 2nd. District with 40 assistants. Fortunately he has with the exception of a few days retained his health but it has been more than one man could efficiently do, and important works, such as station C.15, have had to be postponed.

Mr. Griess has had no assistant at Mombasa, and as a result work on a station No. 50 has been most unsatisfactorily carried out by the Contractor and the important realignments, station C.54, have not received the attention they deserve.

There is just about the same amount of corruption in Africa as in any other place in the world and although it may be economical on paper to have a small staff, when important works are being executed if effective supervision is not exercised the final result is bound to be the reverse of economical. Moreover, for reasons already stated, the African labourers at present require especially careful handling, which can only be efficiently given by officers in authority being personally within reach of them.

3. In accordance with Mr. Lyttelton's orders I have reduced the cadre submitted with my letter No. 291 dated 12th November 1904 to conform approximately with the minimum and maximum laid down in paragraph 9 of his despatch viz 2,8,200 and 2,11,200 respectively and I attach a nominal list of the officers in each department I recommend should be retained and whose combined salaries amount to 2,9,950.

I have carefully considered Mr. Lyttelton's remarks to the effect that persons admitted to the better
 please

4.

leave rules and pension may reasonably be expected to
 affect tender salaries. On the nominal list I have
 stated the dates on which each person joined the Rail-
 way and the date on which he received his last promotion,
 having regard to these, the duties each person is called
 upon to perform, his qualifications, and the fact that
 his prospects of future promotion will not be less favour-
 able I have been unable to see any way to reduce to any
 great extent. The numbers have however been reduced to
 the absolute minimum consistent with the efficient work-
 ing of the line, indeed I foresee that I shall at times,
 when officers are absent on leave or sickness or both,
 have great difficulty in carrying on.

To conform with the limit of 3,10,000 the
 total number of officers on the Railway during 1906-07
 will be as follows:-

Management	..	..	1
Engineers	..	..	8
Traffic	..	..	5
Loco	..	..	4
Accounts	..	..	5
			<hr/>
		Total	15
			<hr/>

Assuming that my proposals regarding the
 Assistant Superintendent of Marine made in paragraph 8
 of my letter are agreed to, this number

will be just sufficient in all departments ex-
 cept the Engineers. As regards these I think I have
 already stated enough to show that there are special
 reasons on this Railway at present for retaining a good
 staff of officers in this department.

During

4.

leave rules and regulations may reasonably be expected to accept lesser status. On the nominal lists I have prepared the dates on which each person joined the Railway and the date on which he received his last promotion. Having regard to these, the duties each person is called upon to perform, his qualifications, and the fact that his prospects of future promotion will not be less favourable I have been unable to see any way to reduce to any great extent. The numbers have however been reduced to the absolute minimum consistent with the efficient working of the line, indeed I foresee that I shall at times, when officers are absent on leave or sickness or both, have great difficulty in carrying on.

To conform with the limit of £10,000 the total number of officers on the Railway during 1906-07 will be as follows:-

Management	..	..	1
Engineers	..	..	5
Traffic	..	..	5
Loco	..	..	4
Accounts	..	..	5
			<hr/>
		Total	15
			<hr/>

Assuming that my proposals regarding the Assistant Superintendent of Marine made in paragraph 8 of this letter are agreed to, this number

will be just sufficient in all departments except the engineers. As regards these I think I have already stated enough to show that there are special reasons on this Railway at present for retaining a good staff of officers in this department.

during

5.

During next year two engineer officers viz Messrs Gress and Hunter are due for leave and both should take 15, for ⁵² ~~15~~ days, viz the latter who has had no leave since he was involved in the Lake Survey. With a staff of 8 men, one of whom is Acting Superintendent of my districts, there are only 2 men on each district and when one of these is absent the whole work falls upon the remaining man. It is needless or to explain further how inefficient this may be.

If Mr. Lyttelton agrees to reduce to this number it can be done by utilising Mr. Wardle the bridge Foreman (a confidential report on whom was sent with my letter No. 181/74 dated 12th October 1905) to hold charge as an Assistant Engineer during the absence of an officer. As however Mr. Wardle has to erect the piers at Mureby, ~~and~~ ~~and~~ ~~and~~ he will not be available before the end of next year and I shall have to be short handed until then.

I beg to request therefore that, at any rate for 1906-07, the limit of £10,000 may be exceeded by £350 the amount necessary to employ Mr. G. H. Waring on £400 and thereby enable me to have always at least two engineers on each district.

In this regard I would suggest that Messrs Gress and Hunter be excluded from the pension list until I have had further experience of them and am in a better position to recommend who shall be permanently retained.

5. In paragraph 7 of his despatch Mr. Lyttelton states that he is of opinion that it is desirable that

the

the leading officials, particularly the Manager, the
District Superintendents and the District Engineer should
hold permanent appointments.

There is no difficulty about conforming with
this as regards Mr. Sandiford and myself both of whom
already hold special appointments. As regard the Engi-
neer however the matter is somewhat different. In my
letter No. 64 dated 1st April 1905 I recommended that
Mr. A. F. Church should be appointed Officiating Superin-
tendent of Way and Works as being the senior engineer
on the railway after Mr. K. J. Church's departure. If
Mr. Church is to be nominated Superintendent of Way and
Works and deprived of pension it is only reasonable that
he should be given increased pay.

Having regard to his 10 years' service in this
country and his qualifications I do not recommend this.
I consider that his substantive appointment should be
District Engineer on £,600 and that for the present he
should officiate as Superintendent of Way and Works with
an acting allowance of £,100/- per annum. It should be
clearly explained to him that as he will now be given
pension he must recognize that his substantive post is
that of District Engineer and that the Colonial Office
may at any time send out a man as Superintendent of
Way and Works when Mr. Church will have to revert to
District Engineer. I may add I have read this over to
Mr. A. F. Church and he is satisfied with the arrange-
ment.

Mr. S. Douper should also be confirmed as
District Engineer on £,600 instead of £,700 vide my
letter No. 67 dated 3rd April 1905 and Mr. Hirsch's
substantive salary must be reduced to £,500 but he
should

7.
 should be granted an extra allowance of £100/- whilst
 in charge of a District.

8. In the Locomotive Department I have provided
 the withdrawal of Mr. Sandilands's special allowance
 and Mr. Sandilands's services will have to be dispensed
 with.

In the Traffic Department Mr. Sandilands must

My opinions of Messrs Sandilands and Sweetie
 are contained in the confidential reports I have already
 submitted. I will part with them with great regret. Mr.
 Sandilands is a very handy man who although not brilliant
 at anything is extremely useful. Scarcely fully occupied
 in his legitimate capacity as Assistant Locomotive
 Superintendent when all the other two Districts are pro-
 vided I have kept him busy, employed on my extra and
 special jobs, such as prospecting for water, searching
 for and finding time, looking after the maintenance of
 the steamers, etc., etc. Now that the leave rules are
 likely to be settled the bookkeeper, Mr. Reid and the
 other Assistant Locomotive Superintendents will want
 leave when he would have been most useful, and were so
 Mr. Sandilands will have to act of his own volition, my
 assistance next year.

I had intended posting Mr. Sandilands to the
 District of the Locomotive and Traffic. Al-
 though at the present moment this traffic is scarce
 requires a special man, if I can not do my duty then it
 will be so next year, and then I shall have no one avail-
 able for it. The other two Assistant Locomotive Superintendents

8.

are required on the headquarters and the other at Victoria, also in the regard line is to be built a good deal of extra work will be thrown on the Traffic Department. I hope that if they must to the services they have rendered on this it may and they get what they leave for no result will be taken into consideration and His Majesty's Government will endeavour to provide them with suitable posts elsewhere.

Having regard to Mr. Sandford's age and ability and remembering that up to the present he has been doing £1,500 per annum, also in view of the fact that the Marine Department is under his control as well as the Locomotive Department and that he will have to arrange for the erection of the "Electric Hill" in addition to looking after the maintenance of the rest of the fleet, I hope the Colonial Office will be able to grant him a partial increase of £1,000 per annum transferable to the Marine Department - Abstract P. - making his total emoluments £2,500 per annum.

7. On each list I have entered the letter P. opposite the names of those officers I recommend for immediate admission to the pensionable service with back effect from the date of their agreement. These contain the names of several officers which were not included in my recommendations made in November last year. This is accounted for by the additional experience I have in the service had in the mean.

The above proposals cancel the recommendation previously made for the promotions of Mr. Cruickshank to £2,900, Mr. S. Couper to £2,700, Mr. Pouradeske to £2,500, Mr. Sweeney to £2,550 and Mr. Hunter to £2,500. Also my

Request

9.

request that Mr. W. L. Waring may be transferred to the Railway on £,450.

The despatch under reply makes no mention of the Marine Department. I take the liberty however of referring to it in order that this report may discuss the whole question of service on the railway.

In my letter No. 291 dated 18th November 1904 I recommended that the officers of our steamers should be admitted to pension, with effect from date of joining the railway, after 5 years approved service. I still adhere to this opinion. The conditions have however in the meantime altered to the extent that a third steamer is under supply and a tug and lighters have been added.

In my letter no. 160 dated 31st August 1905 I also recommended that a third officer be appointed to each vessel. I mention these points here merely to show how the importance of our Marine Department is increasing.

In my previous recommendations made in November 1903, Mr. I provided for the Assistant Locomotive Superintendent of Marine in the Railway Grade but I now consider that as he will be wholly employed on the railway to do this would be incorrect and he should be on the Marine Grade - Abstract F.

Assuming that the Colonial Office sanctions the third officer to each vessel and that a strong tug is supplied our Marine Grade will be as follows:-

Assistant Super. Marine	..	1
Captains	..	2
Chief Officers	..	5
2nd Officers	..	5
3rd Captain	..	1
		<hr/>
		11

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carrying a minimum salary of £3,500 and a maximum of £4,050 per annum, with steps and arrears. The estimated salaries for 1966-67 would be at the rate of £3,670 per annum. All these officers will ultimately qualify for pension.

The total proposed cadre will therefore be-

Superintendent	1
Administrative	5 provided for 8 recommended.
Inspector	4
Sub-inspector	8
Accounts	2
Staff	11

26 or 27

whom except the Superintendent and Longservice Superintendents will ultimately be pensionable.

In paragraph 10 of his despatch Mr. Lytton states that ... "such officers" ... "would enjoy the leave privileges of Protectorate Officials with effect from 1st April 1960".

It is understood that officers will be allowed to take the leave already earned by them under the existing rules in force in the Railway but subject to the limitations and under the conditions in force for Protectorate Officials.

It will be remembered that the late Uganda Railway Committee ordered that all leave earned prior to 1st April 1960 must lapse and that service or leave should count from that date. The correspondence which ensued consequent on that order proved that hardship was caused by it to individuals and inconvenience to

the public service. The order was subsequently rescinded.

I shall be glad the ^{benefit} of interpretation of Mr. Lyttleton's order can be clarified.

11. As this is the end of October 1906 the... the officers on the Railway terminate on... Mr. Lyttleton may be... lines of his... it is... regarding... it... the general... the... I have informed Messrs Sweeney and Pennington that under the instructions received I do not have... to advise...
12.

On the 31st March next Mr. Sweeney will have 28 months privilege leave due to him and Mr. Pennington, who has been on leave since 1902 will have 2 months privilege leave due and in addition under our present rules will have earned surplus and could take another 6 months at half pay.

I beg to report that if it is ruled that these officers must leave the Railway I am authorized to grant them the privilege leave due to them on full pay i.e. Mr. Sweeney 28 months, and Mr. Pennington 3 months, or be taken, if desired, to effect from 1st April next.

13. Assuming that the Colonial Office decides that Messrs Pennington and Sweeney must go out of the... my other proposal is including the retention of Mr. J. Sandford on \$2,400 and to an allowance of \$1,100 to Mr. Sandford the total expenditure during 1906-07 for the superior

18.

superior staff excluding Abstract P. will be £10,580 as against £13,208 provided in my estimates for 1946-47.

Allowing under Abstract Q, for the personal allowance of £100 to Mr. Sandford the anticipated deficit can be reduced by £2,758 making £7,822.

My estimates having already issued, I do not consider it necessary to incur the expense of reprinting them for this alteration.

I have the honor to be,

Yours faithfully,

ad/- H. A. F. CURRIE.

Manager,

Uganda Railway.

(A).

No. 181
74

Manager's Office,

Bombay, October 12 - 1905.

Sir,

I have the honor to forward herewith my Estimates of Expenditure and Earnings for this Railway for the financial year 1906-07. Provision has been made for anticipated increase in train miles as also in earnings, and the result anticipated is a net profit of 26,898 as compared with an estimated deficit of 28640 for the current year.

The explanations of the differences between the estimate now submitted and the figures in the estimates for 1905-06 are as follows:-

EXPENDITUREABSTRACT A.

I (a). Not having been favoured with a reply to my letter No. 64 Confidential, dated 1st April last, I have been obliged to leave the officers referred to in that letter as they stand. I have allowed for the increase of 2100 per annum for Mr. S. Couper, District Engineer, recommended in my letter No. 67/17 dated 3rd April 1905; and for the increase of 250 per annum for Mr. Orless sanctioned in Foreign Office despatch No. 650, dated 5th December 1904; also for an increase of 250 for Mr. Hunter a confidential report on whom is enclosed.

W. M. ACTING COMMISSIONER,

B. T. A. Protectorate,

M O M B A S A.

(2)

I(c). This shows a reduction in the number of permanent way Inspectors. Provision has, however, been made for an increase in the salary of Mr. [Name] the [Title] man. This man has done exceptionally well and deserves the small increase provided for in the report on his is enclosed.

II. 1. The progress made in road and the general all round improvement permanent way has enabled us to make a "big" although provision has been made, for many months two men per mile, over long sections of the line, but with no continuous bad weather etc. the work has been [Name] This brings the average [Name]

Under II (c) Provision has been made for 1 (7 1/2 miles) steel sleepers to continue the renewal of decayed wooden sleepers on the [Name] 17 miles of which still remain.

This accounts for about 24000 - including freight &c - and the balance of 24000 out of the provided is for ordinary maintenance renewals of permanent way on other parts of the line. On the [Name] section there are a large number of bad wooden sleepers to be removed and an extra steel sleeper per rail has yet to be laid over several miles of road. Also [Name] sidings are required at a few stations to meet [Name] traffic the material for which is chargeable to the sub-head.

III. The provision of £1600 in current year's estimates has proved insufficient, so £2400 has been provided to cover the repairs contemplated for next year. A large number of girder bridges require painting.

IV. Our buildings are almost all of wood and iron and require constant repairs. This provision also covers minor additions to buildings rendered necessary by increase of traffic and the cost of moving buildings from stations where they are no longer required to stations where increased accommodation is necessary.

V. The increase under this head is under (8) Tools & Plant and (7) New Minor Works. The provision made in the current year's estimates for tools and plant has proved insufficient, so an increase has been allowed for next year, and under (7) "New Minor Works" provision has had to be made for such additional works as may from time to time become necessary on account of increase of traffic or other causes which would, prior to 1st April last, have been chargeable to Capital, vide enclosures to the Colonial Office despatch No. 300, dated 27th April 1905.

It will be seen therefore that, of the total increase asked for under Abstract A, viz. 27376, £2400 is under II(3) "Materials" and consists chiefly of issue of material already in this country under Capital "Suspense", and £4400 under "New Minor Works" as stated above. A full detailed list of the "New Minor Works" contemplated can not at present be given. Such works are not undertaken until their necessity is proved. They consist chiefly of additional waterways shown to be necessary after heavy rains, goods sheds at stations where traffic is developing, &c. &c.

(4)

any work estimated to cost over £500 would have to receive the prior sanction of the Colonial Office.

ABSTRACT B. 2. 2.

I (a). An increase of £25 has been provided for Mr. J. B. Burdocks on whom confidential report is enclosed.

II. The increase of £1700 under "Running Expenses" is almost entirely due to provision having been made for more drivers and firemen. They will not be engaged unless the traffic warrants it, but with the possibility of the material for the Magadi line having to be handled in addition to the increase anticipated in general traffic, more men of this class will certainly be required.

III. The increase of about £3000 under this subhead is due to provision having been made for fitting 100 more vehicles with the Westinghouse brake. At present out of 1156 vehicles on the line only 579 are fitted with the brake and 290 are piped; it is essential that, with our severe grades, every train should be fully equipped with automatic brake power, and I propose therefore to fit another 100 vehicles with the brake during the coming year.

I have also made provision for widening by one foot 50 seats of our 3rd class carriages. This alteration, whilst still keeping them within our running dimensions, increases each their carrying capacity from 32 to 40 persons and is obviously a most economical work costing as it does only about £30 to £40 per vehicle.

The construction of two more bogie composites will also be taken in hand.

These

(5)

These three works would have been chargeable to Capital had not the Capital account been closed; they must now be charged to Revenue as "betterments". They account for most of the increase of £3951 provided under this abstract.

ABSTRACT D.

I (a). An increase of £100 has been provided for Mr. A. V. Grucikahank vide my letter No. 268, dated 11th October 1904, to which I have not yet received a reply.

Provision has also been made for £50 for Mr. J. W. Granite and £25 each for Messrs. Wilson and Stanley. Confidential reports of all these officers are enclosed.

I(b) & (c). Provision has been made for extra goods clerks and guards to meet anticipated increase in traffic, and for clerks &c. for the "Clement Hill" for 6 months, the chief item of increase being ^{under} "coolies, loading and unloading" which amounts now to £2400 as against £898 for the current year. As our traffic develops, more especially on the lake, this item must increase on account of the double handling of goods.

II. Provision has been made for more tarpaulins, weighing machines, better lighting of carriages &c.

The total increase under this abstract viz.

£4844 contains the following important items:-

	<u>Increase.</u>
Coolies, loading & unloading ..	£ 1578
Guards &c. to be engaged only if necessary. ..	548
Tarpaulins, weighing machines, lights &c. ..	798
Lake Agencies & Compensation ..	720

(6)

All due to anticipated increase in traffic. This extra expenditure will only be incurred in the event of the traffic developing.

ABSTRACT E.

The small increase provided under this Abstract is chiefly due to stationary.

ABSTRACT F.

There is an increase of 23948 made under this Abstract on account of the staff of and stores for the "Gleam Hill" for 6 months as also for the provision of a 3rd officer for each vessel, with my letter No. 160/74, dated 21st August 1908.

ABSTRACT G. calls for no remarks.

EARNINGS.

After allowing for the reductions in rates recommended in my letter No. 155/1908, dated 12th August 1908 the estimate of next year's earnings is based on the following figures:-

WEEKLY EARNINGS.

<u>Weeks 1904-05.</u>	<u>RAILWAY.</u>	<u>Estimate 1908-09</u>	<u>Actuals for 25 weeks from 1.4.08 to 28.9.08.</u>
Rs.		Rs.	Rs.
38,300	Cosching & Goods	38,000	43,000
1,870	Railway Material	1,000	3,000
4,175	Total Earnings	4,000	5,400
43,845	Total	44,000	50,400

Estimate

ESTIMATE FOR 1906-07.

RAILWAY	(Coaching and Goods.	..	Rs. 45,000
	(Railway Material.	..	" 5,000
	Steamer workings	.. ..	" 6,000
			<hr/>
	Total		Rs. 54,000
			<hr/>

It will be seen that an increase of about 204,600 is anticipated in our earnings as compared with the current year's estimates and an increase of about 219,000 in expenditure has been provided for. Of this latter nearly 210,000 is on account of "betterments" and

A. II. 8	..	23400
A. V. 7	..	24400
B. F. C. X	..	23000
		<hr/>
		23800

23500 for the staff etc.
of the "Clement Hill" leavel
only 23400 for expenses due
to handling the increased

traffic; under favourable circumstances even this will not be required.

I have the honor to be,

Sir,

Your obedient servant,

(Sd). R. A. F. Currie,

MANAGER,

Uganda Railway.

50
43832
REC- 18 DEC 05

Confidential

Report on Mr J. Stanley.
Rank Assistant Traffic Superintendent
Salary £325
Maximum salary of post £450
Joined Uganda Railway on May 23, 1901

Sir D. Stanley
13th April last I recommended
that Mr Stanley's salary be
raised from £325 to £350 per
annum. I have not yet
received a reply to that letter,
but I have made provision in
the estimates for 1906-7 and I
now beg to recommend that a
further increase of £25 be
granted raising Mr Stanley's
salary to £375 per annum.
Provision for this has also
been made in the estimates.
Mr Stanley is a capable and
conscientious officer and considering
the

the responsibilities of his post
 I consider £375 the least
 remuneration he should receive.
 In his official capacity he
 has to do a good deal of
 travelling and there are other
 calls on his pocket in connection
 with traders and travellers
 which fall hard on a man
 with such a low salary as
 he at present receives

Signed H A T Currie
 Manager
 Uganda Railway

Manoh
 10. 11. 1905

Confidential

Report on Mr E G Wilson
 Rank. Assistant Traffic Superintendent
 Salary £325
 Maximum salary of post £450
 Joined Uganda Railway on 20th June 1901

Sub Stewart:
 199 May 4/05
 Currie

In my letter no 78/11 dated
 the 13th Aprilth last I recommended
 that Mr Wilson's salary be
 raised from £325 to £350 per
 annum. I have not yet
 received a reply to that
 letter but I have made a
 provision in the estimates
 for 1906-7 for this increase
 and I now beg to recommend
 that a further increase of £25
 be granted raising Mr Wilson's
 salary to £375 per annum
 Provision

Provision for this has also
been made in the estimates.
Mr Wilson is a capable and
conscientious officer and
considering the responsibilities
of his post I consider £375
per annum the least remunera-
tion he should receive.
In his official capacity he
has to do a great deal
of travelling and there are
other calls on his pocket in
connection with readers and
travellers which fall hard on
a man with such a low
salary as he at present
possesses.

signed H. A. T. Lunn

Manager

Uganda Railway

Khartoum

10/10/1895

Confidential

Report on Mr T. Wandle

Rank Bridge Foreman

Salary £360

Joined Uganda Railway on July 31st 1896

Mr T Wandle joined the Uganda
Railway in July 1896 as Bridge
Foreman on £300 per annum
which salary was increased
to £360 in July 1897. He is
an expert Bridge Foreman and
is also capable of undertaking
any engineering job he may
be called upon to execute. He
has been in charge of the
dry dock at Port Florence
which work was most successfully
completed last month.
Considering that, with the
exception of a few Indians
the labour employed on
this

This work was entirely
 Wakanonda who had never
 done a day's work before,
 it proves that Mr Wakanonda
 handled them extremely
 well. He is a very valuable
 man to us, in fact is the
 only qualified Foreman on
 the line and I strongly
 recommend that his pay
 be increased to £385 per
 annum with effect from 1st
 April next. He has done
 continuous good work on the
 Railway and has had no
 promotion since 1897

Signed H A C Currie
 Manager
 Uganda Railway

Handed
 10 10 1905

Report on Mr J. Sweeney
 Rank. Senior Assistant Traffic Manager
 Salary £500
 Maximum Salary & Post £600
 Joined Uganda Railway on
 23rd August 1898.

vide Sib
 ant's no
 270021.1904.
 23/12/1904
 1904

Please refer to my confidential
 report on Mr Sweeney forming
 one of the Enclosures to my
 letter no 291, dated 12th November
 1904. *

He has been acting for Mr
 Cuckshank (the Traffic Manager)
 for 5 months and although
 I notice that he is nervous
 and sometimes somewhat
 uncertain, I have been un-
 able to detect any mental
 deficiency

deficiency. He has, I consider,
discharged his duties as
Acting Traffic Manager very
well and I must withdraw
my suggestion that on
termination of his agreement
he be got rid of. Our
traffic is developing much
faster than we anticipated
and if the line is to be
built to Magadi I shall
require the three assistants
now on the line.

I see no reason why he should
not be made pensionable
with the others and I beg
to recommend that his
salary be raised to £550
with effect from 1st April

next

next. He got his last increase
in April 1903

signed H. A. F. Currie
Manager
Uganda Railway

Handed
11 10 05

Report on ~~Mr~~ J H Pennardock
 Rank. Assistant loco Superintendent
 Salary £ 1175
 Maximum salary of post £ 500
 Joined Uganda Railway on July 7th 1899

Please refer to my confidential
 report on Mr Pennardock
 forwarded with my letter no 291
 dated 12th November, 1901. *

Since then Mr Pennardock
 has been sent up to the lake
 to look after the steamers when
 in port and in addition to
 his ordinary locomotive
 duties to do the work of the
 Marine Officer asked for and
 who, I hope, will shortly be
 sent out. He has acquitted
 himself very well and I beg
 to recommend that his salary
 be

Sir D. Stewart
 no 723 of
 11/1901.

See letter no 11 on Mr Pennardock
 reported no 610 of 1899

be raised from £475 to
£500 per annum with effect
from 1st April next. This will
place him on the same level
as Messrs Reid and Gallagher.
He received his last promotion
in July 1902 when his pay
was raised from £450 to
£475 per annum.

signed

A. A. F. Currie

Manager

Uganda Railway

Nairobi

10.10.1905

be raised from £ 475 to
£ 500 per annum with effect
from 1st April next. This will
place him on the same level
as Messrs Reid and Gallagher.
He received his last promotion
in July 1902 when his pay
was raised from £ 450 to
£ 475 per annum.

Signed

H. A. F. Currie

Manager

Uganda Railway

Nairobi

10.10.1905

Uganda Railway

Report on Mr. C. S. HunterRank Assistant EngineerSalary £450 Marine salary of post £600is in Joined Uganda Railway on 26th September 1896

Mr. C. S. Hunter joined the Uganda Railway as Chief Draughtsman and was transferred to the Engineering Department in November 1899 when he was posted as Assistant to Commander Whitehouse on the Lake Survey - He remained on this Survey, until the reception of a few months when Commander Whitehouse was on leave, until October 1904 when on account of ill health he was invalided from the Lake and rejoined the Engineering Department as an Assistant Engineer. When on the Lake Survey he was very well reported on by Commander Whitehouse. Under very trying conditions he proved himself to be a capable and hard working assistant, for which he has up to the present received no official acknowledgement. Since he rejoined the Railway I have had opportunities of watching his work and I have formed a very high opinion of

of his abilities. He is one of the most conscientious hard working Assistant Engineers I have ever come across and displays great tact and judgment in handling the natives. He is a man who could get employment anywhere and is a valuable man to retain. His last promotion was with effect from the 1st September 1903 when his salary was raised from £400 to £450 per annum.

In recognition of the good work he did under very trying circumstances for some years on the Lake Survey as also for the good work he has done during the past year on the Railway.

I most strongly recommend that he be raised from £450 to £500 with effect from the 1st April next.

(sd) H. A. F. Currie

Manager
U. R.

Nairobi }
10-10-05 }

116
Jas. W.
...

303
C O.
43432

REC'D
DEC 8 1905

No. 191
1905 A 1 m

Manager's Office,
Nairobi, November 1905.

Sir,

In forwarding herewith a petition from Mr. J. W. Sweeney, Assistant Traffic Manager, to H.M.'s Secretary of State for the Colonies, I beg to draw attention to the remarks made in my letter No. 187 dated the 1st inst.

I am of the opinion that I can usefully employ Mr. Sweeney on this Railway and that his retention will not be a useless expense to the State.

In order to carry out Mr. Lytton's orders and reduce the cost of the Superior Staff to £10,000 per annum I had to select one Officer from the Traffic Department for reduction and I chose Mr. Sweeney because if one man must go, he is the one I can spare with the least inconvenience to the working of the line.

I have the honour to be,

Sir,

Your obedient servant,

Sd/- H. A. F. Currie.

Manager,

Uganda Railway.

Acting Commissioner,
East Africa Protectorate,

H. O. M. B. S. S.

Nairobi

British East Africa

9th November 1905

To

The Right Honorable

Alfred Lyttelton P. C.

Secretary of State for the Colonies

Colonial Office

Downing Street S. W.

The Humble Petition of John William Swonie, Senior Assistant Traffic Manager, Uganda Railway, East Africa Protectorate, humbly prays:

(1) That your Petitioner has just received intimation from the Manager to the effect that his appointment of Senior Assistant Traffic Manager on the Uganda Railway in the East Africa Protectorate is likely to be terminated.

(2) That your Petitioner was engaged in the year 1898 on behalf of the Uganda State Railway for the period of three years and upon an agreement that on the expiration of that term it mutually agreed upon the engagement might be made a permanent one by placing Your Petitioner on the Fixed Establishment of the Railway with the regulation privileges as regards leave of absence and retiring allowance on quitting the public service, and that on the expiration of the term of three years in the year 1901 Your Petitioner was reengaged for a further period of three years and Your Petitioner believed such engagement would then be a permanent one upon the terms before mentioned and that Your Petitioner relying on such belief has since married and made a permanent home for himself in the East Africa Protectorate.

(3) That Your Petitioner made no personal application for an appointment on the Uganda State Railway, but was selected by and took up the appointment at the request of the Secretary of State for Foreign Affairs through the Agent of the Great Indian Peninsula Railway of India and gave up nineteen years service on the Great Indian Peninsula Railway in August 1898 for, as Your Petitioner then believed, permanent employment under the Protectorate Government in East Africa.

Spine Decline Commissioner.

Enclosure No. 5

IN THE OFFICE OF THE SECRETARY OF STATE FOR THE COLONIES AND OVERSEAS DOMAINS

(4) That Your Petitioner has seen through to the most part of the work during the construction of this Railway and was repeatedly commended by the Manager and Chief Engineer for good work in his report to the Railway Committee.

On the completion of the Railway in the Year 1902 Your Petitioner received the thanks of the Government and later on an acknowledgment from Yourself for good work done during the construction of the Railway in the Lake District.

(5) That Your Petitioner has officiated for the Traffic Manager for five months in 1901 and received the thanks of the Manager and Chief Engineer and is now officiating in that capacity.

(6) On the completion of the construction of the Railway Your Petitioner was appointed in charge of the Lake Victoria District, one of the unhealthiest portions of the country.

(7) That Your Petitioner has been receiving a comparatively small salary during the period of five years of from £300 to £425 per annum and since the completion of the Railway of £500 in the East Africa Protectorate being an expensive country in which to reside and Your Petitioner having in his official capacity to do a good deal of entertaining more especially at the German Ports, which he is obliged to frequently visit has been unable to effect any savings.

(8) Judging from what Your Petitioner is informed by the Manager Your Petitioner has faithfully done his duty in organizing the traffic on the Lake Victoria, and that during the eighteen months Your Petitioner was at Fort Florence that the trade and traffic increased to such an extent that another steamer is now being added to the service.

(9) That Your Petitioner is informed that the Manager has no objection against him, neither has he reason to complain of Your Petitioner's work or conduct -

The only reason given Your Petitioner for the terminating of his services is that the Government is compelled to reduce the cost of the Railway Staff.

Your Petitioner has no complaint, but merely asks

that his best work may be secured and his services retained.

(10) That Your Petitioner relies upon this humble request as being put to you with the greatest confidence that owing to the rapid development of the East Africa and Uganda Protectorates the reduction of the Railway Staff can only be a temporary measure and over a later staff that is now employed will be necessary in the near future.

(11) That Petitioner desires to annex herewith copies of testimonials from the Manager and Chief Engineer of the Uganda Railway in respect of his work during his service. And Your Petitioner as his duty binds will ever pray.

Dated at Kampala, East Africa Protectorate the Ninth day of March 1905

H. S. ...

Submitted through the Manager and His Majesty's Acting Commissioner, East Africa Protectorate.

UGANDA RAILWAY.

No. 1372
175

From

The MANAGER,
Uganda Railway.

To

J. W. Sweeney, Esq.,
Acting Traffic Manager,
Uganda Railway - NAIROBI.

Dated Nairobi, May 24th 1905.

Sir,

It gives me great pleasure to forward herewith
in original a letter from U.M. Commissioner expressing
the appreciation of H.M. Secretary of State for the Colonies
of your work in assisting the local authorities to combat
the plague at Port Florence.

I have the honor to be,

Sir,

Your obedient servant,

(Sd) H.A.F. Currie,

MANAGER,

Uganda Railway.

True Copy.

NAIROBI,

MAY 23rd 1905.

Sir,

I am desired by His Majesty's Secretary of State for the Colonies to inform you that he has heard with much satisfaction that the recent outbreak of plague has run its course, and he attributes the successful stamping out of this much dreaded disease to be largely due to the devotion and energy shown by all those who have been employed, or have volunteered their services, in dealing with the outbreak. Mr. Lyttelton has instructed me to express to you his high appreciation of your work in assisting the local authorities to combat the disease.

I am,

Sir,

your most obedient,

humble servant,

(Sd) D. Stewart.

W. E. Sweeney, Esq.,

N a i r o b i .

(True copy)

UGANDA RAILWAY.

EXTRACT from letter No. 144 dated the 18th May 1899,
 From the Chief Engineer, Uganda Railway,
 To the Managing Member, U. Ry. Committee, London.

X X X X X X

"The other Officer I would especially mention is Mr. Sweeney, Assistant Traffic Manager, who is in charge of the section between Voi and Railhead. It is due to his energy and increasing attention that the supply of Permanent Way material has been sufficient to keep the men at Railhead continually employed, and there was only one day when work was delayed on this account and this was owing to the want of engine power".

X X X X X X X

EXTRACT of letter No. 178 dated the 13th June 1899,
 From the Chief Engineer, Uganda Railway,
 To the Managing Member, U. Ry. Committee, London.

X X X X X X X

"As reported last month no efforts on the part of the Railhead Staff are of any avail unless the Traffic Department are able to supply the necessary rails and sleepers and though working under the greatest difficulties for want of adequate Rolling Stock the close supervision that has been exercised by Mr. Smith, Acting Traffic Manager, and Mr. Sweeney, Assistant Traffic Manager, has enabled sufficient material to be forwarded to complete the most satisfactory month's progress that has yet been done".

X X X X X X X



His Majesty's Secretary of State for Foreign Africa is happy to record his appreciation of the eminently satisfactory way in which the construction of the Uganda Railway has been carried through in spite of grave difficulties and trying conditions of climate. He desires that the thanks of His Majesty's Government may be conveyed to the staff which has been engaged in the construction of this important project for the skill and energy displayed in bringing it to a successful issue.

He desires more particularly to notice the services rendered by the following officers whose names have been specially brought forward as deserving of praise:-

LIST of OFFICERS who have done good SERVICE during the CONSTRUCTION of the RAILWAY.

ADMINISTRATION-

... ..

ENGINEERING-

... ..

LOCOMOTIVE DEPARTMENT-

... ..

TRAFFIC DEPARTMENT-

Mr. A.E. Cruickshank.
" J.W. Sweeney ...

Traffic Manager.
Senior Asstt: Traffic Manager.

ACCOUNTS DEPARTMENT-

... ..

COMMISSARIAT-

... ..

TELEGRAPH DEPARTMENT-

... ..

TRANSPORT DEPARTMENT-

... ..

MEDICAL DEPARTMENT-

... ..

POLICE-

... ..

STORES-

... ..

RAILWAY MAGISTRATE-

... ..

INDIAN AGENCY-

... ..

Copy forwarded to Mr. J.W. Sweeney, Senior Asstt:
Traffic Manager, for information.

(Sd) H.A. F. Garrie,
MANAGER,
Uganda Railway.

The Traffic Manager
Uganda Railway

Forwarded with best congratulations.

(Sd) A.E. Cruickshank
Traffic Manager.
12/12/08

Proposing

DRAFT

The Secretary to the Treasury

Nov 18 1898

18 December 1898

MINUTE.

- Mr. Wills 14/12
- Mr. Read 1/15
- Mr. Andrews 15 f.o
- Mr. Cox.
- Mr. Lucas.
- Mr. Graham.
- Sir M. O'Malley.
- The Duke of Marlborough.
- Mr. Lytton.

Dear Sir,

I am directed by the Earl of Uxbridge to transmit to you, to be laid before the L.C. of the Treasury, the account, original copy of a despatch from the Acting Comptroller of the C. & A. P. forwarding a copy of a letter from Mr. Currie enclosing the estimates of the Revenue & Expenditure of the Uganda Railway

for answer - see further minutes - 9 minutes on 4/12/98.

Mr. Jackson to Mr. Lytton
 Mr. Currie 11 Oct
 Mr. Currie 15 Nov

copy to Currie 5/10/98

Copy to Com. & P.F.

in the year 1906-7,
and a further letter
from Mr. Currie on
the same subject

It will be noticed
that the estimates, as
submitted, anticipated
a net profit on the
year's working of
£ 6998 ³ as compared
with an estimated deficit
of £ 8640 for the
current year, ~~which~~
~~deficit~~ ~~and~~ ~~which~~
with no doubt ~~affair~~
not meeting ~~factory~~
to ~~the~~

The ~~achery~~ provided
for the superior staff
of the Railway in
their ~~total~~ ~~also~~ ~~amounts~~

Don't know	£ 4,275
Wing Walls	
Construction & Repairs	3,500
Traffic	2,400
General Charges	
General Repair	2,000
Contingent & Reserve	1,228
Total	<u>13,403</u>

to ~~amount~~ £ 13,403. 318

But in view of the
fact that it is intended
that the superior officials,
aside with the exception
of the General Manager,
shd. be made gain
permanent staffs of
senior etc. officials, Mr
Lighthall considered
that ~~an effort~~ ^{a resolution} shd.

be made towards the
total endowment of
these offices, and accor-
dingly he addressed
the ~~staff~~ ^{staff} of which a
copy is enclosed, sug-
gesting that the
total salaries of
the superior staff
should ~~not exceed~~
~~amount~~ ^{be} ~~of~~ ~~£~~ ~~25,000~~

2853
Mr Lighthall to Mr Jackson 10/23/07
copy is enclosed, sug-
gesting that the
total salaries of
the superior staff
should ~~not exceed~~
~~amount~~ ^{be} ~~of~~ ~~£~~ ~~25,000~~
placed on a scale

coming from the 125,000
 to the 175,000, and that
 the total for the current
 coming year will not
 exceed the 150,000 (£14,000)
 In accordance with this
 def. Mr. Currie has out-
 mitted an estimate
 arrived estimate
 under which the
 total salaries of the
 officers retained will
 range from £8250
 to £11,400 & will for
 the coming year amount
 to £9950. Of these
 Mr. the General Manager,
 & the Locomotive Superintendent
 are not to be furnished,
 and Mr. Hayth, one of
 the Assistant Engineers,
 will not be made
 an act present.

DRAFT

which is to be
 chargeable to
 the Marine
 Dept.

MINUTE.

- Mr.
- Mr.
- Mr. Anthonis.
- Mr. Cor.
- Mr. Lucas.
- Mr. Graham.
- Sir M. O'Malley.
- The Duke of Marlborough.
- Mr. Lyttelton.

which he has proposed
 in deference to the
 suggestions of the
 Secretary of State

5. Mr. Currie, however, 314
 strongly recommends
 that a sum of £100,000
 of £100,000 to be given
 to Mr. Sandiford, the
 Locomotive Superintendent,
 that Mr. Waring,
 at present attached
 to the Survey Dept. of
 the Public Works, should
 be employed as an
 Engineer - without
 remuneration
 at present, but of greater
 value rights - at
 a salary of £4000 p.a.
 6. It is evident from
 Mr. Currie's letter that
 he considers that the
 the reductions, being the
 staff of the Railway
 to a bare minimum, and
 also that he is very
 does not think

reports to discuss
 all the views of
 Mr. Burdett,
 Assistant in the
 Locomotive Dept.,
 and Mr. Purvis,
 Assistant Traffic
 Manager; and,
 going to his views the
 weight which should be
 his responsibility for
 the making of the hire vehicles
 there, & being regard
 to the recent arrangements
 in the traffic, had
 begun considers that
 those officers should be
 retained on their existing
 salaries for the coming
 year at least.
 Their salaries are
 £475 & £500 a year
 respectively.

£9,450
 Mr. Purvis 400
 Mr. Burdett 475
 Mr. Purvis 500
 Total £11,325
 The personal staff of £2000
 of the Locomotive Dept.
 to the Traffic Dept.

£13,400
 less 11,325
 £2,075

£
 Engineering Dept. 2350
 Locomotive Dept. 1600
 Traffic Dept. 1500
 Accounts Dept. 1200
 £6650

in the aggregate

so that the total cost
 of the superior staff
 will amount to £11,325
 showing a saving
 on the original
 estimate of £2000
 of the total
 only £2075 will
 require financial
 consideration, and
 conform with a
 Do their Lordships
 in their letter to
 the F.O. of the 2nd
 of Sept. 1904 (14968/04)
 sanctioned the
 appointment of
 officers for the Rail-
 way (including
 the steamboat service)
 on a scale of salaries
 similar to that of a
 minimum of £8150
 to a maximum of
 £10,400.

Lord Brough has no objection
has no objection that
double that they will
be met with a restriction
of the present

These proposals, it is
to consider, in the future
proposals for further
on the permanent establishment
most some of the officers
to whom their right to be
and now granted

2. The General Manager
has proposed for the Marine
Department a staff
of 11 officers with
total salaries rising from
£3500 to £4080 and
amounting fully in next
year to £3670. These
officers have to be borne
provisionally after 5
years of paid service
10. This is, of course,
a considerable increase

It is understood
that, with the increase
made in the case
of Mr. Pennington
& Mr. Sweeney,
the proposed
staff will, in
the opinion of
the General Manager
be adequate to
the present
requirements of
the railway; but
it will of course
be necessary in
the future, as the
traffic increases,
to consider the
question of further
additions to the
staff both
permanent and
temporary.

DRAFT.

MINUTE.

- Mr. ...
- Mr. ...
- Mr. Antrobus.
- Mr. Cose.
- Mr. Lucas.
- Mr. Graham.
- Sir M. Ommanney.
- The Duke of Marlborough.
- Mr. Lyttelton.

Mr. Jackson to P. P. No 494 1846

in the previous section also.
316
It results from
(a) from the necessity
of providing a staff for
the new steamer
"Almont Hall" which
will, it is hoped, be
launched early next
year.
(b) from the added
proposed addition of
a 2nd Officer
at £240 to be
taken staff of each
of the three steamers.
(The need for this
addition is fully
shown in Mr.
Cairns's letter enclosed
in Mr. Jackson's despatch,
a copy of which is
enclosed. The proposed
addition will enable
the services of all
officers of five superin-
-tendent to be abolished

(c) The transfer of the
Consent to Motion
Deft. from the
Consent Deft. to
the Marine Deft. with
a value of £450 l.

(d) The provision of a
Captain for the
Tug, which it is
proposed to add to
the flotilla
The need for this
tug & for 3 lighters
is explained in Mr
Jackson's des. No 494
already cited, & is
further explained in
his des. No 528 of the
30th of Sept.

Mr Jackson to P.P. No 528

311
It appears that
on the 26th Sept
there were no lighters
waiting for goods
waiting shipment
at Mwanza
& Bukoba, and
Mr Curie considered
that even when the
"Consent" had arrived
there would be no
traffic that could
be dealt with conveniently.
It appears that during
1904-5 the waiting
steamer caused
5-8% cost not
passed on their capital
cost, and Mr Curie
is anxious to add
to traffic which is
profitable in itself &
also adds to the
prosperity & development

of the two subordinates.

Mr. Carr's estimate
of the cost of the Tug
is larger however it
derived from the Com-
puting Engineer,
and, although the prices
of different makes
may vary a good deal, ^{£27000}
probably £8000 for
the tug & £1500 each
for the barges, would be
about the figure.

(Exclusive of the
cost of transport
and erection)

Mr. Carr has not
made provision for
this expenditure in the
estimate, but he
prefers that, if, as is
anticipated, the Railway
shows a surplus on
the working of the current

year, the sum
required for the Tug
& barges shall be
provided out of that
surplus.

DRAFT

MINUTE.

- Mr.
- Mr.
- Mr. Ansbros.
- Mr. Cox.
- Mr. Lucas.
- Mr. Graham.
- Sir M. Ommanney.
- The Duke of Marlborough.
- Mr. Lyttelton.

14. Lord Vigon expressed
Mr. Carr's views
of the desirability of
obtaining this surplus
soon as possible,
and he would be reminded
T. L. that, as the Capital
account of the Railway
is closed, there is no
other way of providing
for expenditure which
is the case of an
ordinary Railway Co
would be chargeable to
capital.

15. In conclusion I am
to ask that ^{it be}
with ^{in view of the} ^{early} ^{settling}
to ^{communicate} their
decision, at least
in regard to the
proposed staff of the

history, to ~~conclude~~
with, as the present
agreements of the existing
officers termination
the ~~it is~~ ^{it is} ~~likely~~ ^{likely} ~~that~~
they are ~~not~~ ^{not} ~~likely~~ ^{likely} ~~to~~
remain to know
their future prospects
is ~~not~~ ^{not} ~~likely~~ ^{likely} ~~to~~

Ala

Comms
43432
1.1.1

DRAFT

To the
Treasury

Ans'd 29th Dec

(3)

29 December 05

MINUTE.

- Mr. ~~W. H. R.~~ 20/12
- Mr. ~~Head~~
- Mr. ~~Antonia~~ 21 f.s.
- Mr. ~~Cox~~
- Mr. ~~Cooper~~
- Mr. ~~Graham~~
- Sir M. ~~O'Malley~~
- The Duke of ~~Marlborough~~
- Mr. ~~Lytelton~~

for answer
see further minutes
on 43432

Sir
With reference to the
letter from the
Dept of the 18th
note I am directed
by the Secy of the
to inform you
that his attention has
been drawn to the
fact that no provision
has been made in
the ~~present~~ ^{present} ~~estimate~~ ^{estimate}
furnished by the
Comms for Home
Charges (abstract)

The amounts provided last year were as follows

Cash	\$	150
Printing	\$	300
Printing paper	\$	500
Chgo Commission	\$	250
Printing	\$	50
<hr/>		
Total	\$	1250

and it is proposed to make an exactly similar provision this year except that, as mentioned in the Treasury letter of the 30th of Aug (1898/05), the fee of the Consulting Engineer will be \$250 and there will be a provision of \$250 to cover office expenses. The total amounting to \$1000. The situation of the affairs of the Bank
 2006 H. F. Wood

on a temporary basis

Parry's estimated estimate	
Net Savings	9,646
<hr/>	
Additional Exp	
and in C. A. letter	
of 18 th Nov	1475
Additional Exp	
now proposed	1110
<hr/>	
Estimated net savings	7061

was mentioned in the Treasury letter of the 16th of Aug 1898 (1898/05), & that I am to add that I had begun to think I should like to employ him in this capacity. If the proposals in the letter from the Dept. of the 18th inst, & in this letter, are approved by the L.C. of the Treasury, the net estimated profit on the making of the Railway will be \$7061.

J. H. Wood