

DESPATCH

EAST AFR. PROT.
No. 19109

C D
19109
Recd
29 MAY 07

No.
167
1907
30 April

(Subject.)

Mr. W. W. W. W. W.
Briarage Foreman

In letter of 14th July recommending he be given the honorary title of Civil Engineer, & engaged on a new project at £400 p. a. w. prospect of promotion to £450 p. a. if a Prov. Fund is instituted he be admitted to it. Supports

(Minutes)

Mr. Read

It would have been better if Mr. Currie had influenced Mr. Shuttle what he proposed for him as it is a little complicated. He is to be an officer for some purposes, & good for others e.g. not for social purposes. (The B.P. is a regular temple of modernity.) I think, the High point is to the other terms £400 rising to £450 seems a good deal; but it is difficult to get men whose character will stand the temptations of the climate & surroundings. Ask Mr. Shuttle whether he can

at previous Paper.

at subsequent Paper.

23089

prepared to average on the terms
stated detaching them.

I don't think we need go to the
as the aff. is not to be honorable.
to consult them. I suppose we ought
to appear here, at Mr. Coover's
from) 11/18/18

... .. as proposed?

to ... but the prospect of rising
to \$400 is hardly so definite as
not seen from Mr. Ellis's minute
... is if the agreement is
... that has made money
... and I hope that it doesn't
... my raw agreement
... June is
...

C. O.
19109
REC.
MAY 07
1907

SECRETARY OF STATE
No. 167.
(Encl. 2.)

My Lord,

I have the honour to transmit to Your
Lordship herewith a copy of a letter with enclosures
which the Manager of the Railway has addressed to me
on the subject of Mr. T. W. Wardle, Bridge Foreman.
2. Mr. Wardle is anxious to be promoted above his
present rank and to be placed on the pensionable staff.
In view of the excellent work which he has performed on
the Railway I recommend to Your Lordship's favourable
consideration the proposals put forward by Mr. Currie.

viz that Mr. Wardle be given the honorary title of

Sub-station Foreman and be remunerated on a new scale

Principal Secretary of State

For the Colonies

Downing Street,

LONDON, S. W.

Copy No. 4
April 28th
Enclosure

with salary of £10 per annum and with the prospect
of promotion to £450; and that in the event of a
Provident Fund being instituted he be admitted to it,
but that he be not eligible for pension.

3. Mr. Wardle's address is, as given by Mr. Currie
11, Clun Terrace, Cardiff.

I have the honour to be,

with the highest respect,

Yr Lord,

Your Lordship's most obedient,

Humble servant,



Acting Commissioner.

CONFIDENTIAL

INCLOSURE No. 1
in despatch No. 167 of April 30th
1907. 628

C. O.
19109

Manager's Office
Nairobi, 25 - April 1907.

No. 45

Your Excellency,

Mr. F. W. Wardle, Bridge Foreman, has been granted six weeks' leave and goes home by the French Mail on the 28th inst.

Mr. Wardle's record on the Uganda Railway is as follows:-

Appointed as Bridge Foreman on 2800 p.a.	on 31-7-96
Promoted	to 2800 " " 31-7-97
"	" 2885 " " 1-8-06

Throughout his 10 years service in East Africa he has consistently done excellent service and is a most valuable servant to the railway.

2. Mr. Wardle however is not satisfied with the position he holds, he is anxious to rise above his present rank of subordinate; moreover he lays stress on clause 13 of his original agreement (copy enclosed) and maintains that he has a reasonable claim to be put on the pensionable service.

3. As regards the latter request I have informed him that I am anxious to get a Provident Fund sanctioned for the subordinate staff and that until I know whether the Treasury will agree to it or not I will not take up

Very truly
yours

Excellency,
The Acting Commissioner,
East Africa Protectorate,

NAIROBI,

individual cases such as his. Should the Treasury sanction the Provident Fund he will benefit by it but in any case I can not hold out much hope of his ever being admitted to the pensionable service.

4. As regards the former request viz: that he may be promoted to the rank of an officer I am prepared to admit that as far as ability goes Mr. Wardle has considerable claims. He is quite capable of taking charge of any work in East Africa, in fact for the last 2 or 3 years he has been in practically independent charge of important works such as the dock at Port Florence, the piers at Mwanza, Antebbe, Jinja etc. and has carried them out most satisfactorily.

5. His literary attainments are however somewhat deficient and consequently he would have difficulty in efficiently doing such office work. I am also of the opinion that Mr. Wardle would not socially be at all happy as an officer.

Despite this I fully sympathise with Mr. Wardle's ambition to improve his status and in recognition of the excellent services he has rendered I beg to recommend that:-

- (1). He be given the honorary title of Sub-Engineer. This rank will ensure his being employed as an Assistant Engineer and will carry with it the privileges of an officer i.e. officers leave rules, etc.
- (2). That he be informed that he can never expect to be promoted to District Engineer or indeed beyond the rank of Sub-Engineer, but may hope to get promotion in salary up to £250/- per annum.

B.

(3). That his present salary be increased to £400/- per annum and that he be made to sign a new agreement for 3 years from date of return to West Africa.

(4). That he be informed that if a Provident Fund be instituted he will of course be admitted to it but that he can never expect to be put on the pensionable service. As regards this Mr. Wardsle has since 1903 been drawing an additional salary in lieu of Provident Fund.

6. His address in England is 11, Clun Terrace, Cardiff, and I would ask that as soon as convenient he be called up to the Colonial Office and have whatever decision may be come to fully explained to him.

7. Although no special provision has been made in the current year's estimates for the increase in salary recommended, it will be more than covered by saving on account of Mr. Wardsle being on leave.

I thank the honor to be,

Sir,

Your obedient servant,

sd/- H. A. F. CURRIE,

Manager,

Uganda Railway.

19109

REC'D
MAY 29 07

UGANDA RAILWAY.

WHEREAS the thirty first day of July, One thousand eight hundred and nine-six, between Her Majesty's Secretary of State for Foreign Affairs (hereinafter called "the Secretary of State"), acting through the Uganda Railway Committee (hereinafter called "the Committee"), of the one part, and Thomas Wardle of 155 Donald Street, South, Cardiff, in the County of Glamorgan, of the other part,

WHEREBY it is agreed by and between the parties hereto as follows:-

1. The said Thomas Wardle, hereinafter called "the person engaged", is hereby selected for appointment as a Bridge Foreman in connection with the construction of the proposed railway in British East Africa, or the construction of any other works in connection with the projected railway or otherwise in British East Africa, upon the terms and conditions hereinafter set forth.

2. The person engaged shall proceed to Lombasa when directed by the Committee through the commanding member, there to perform the duties of a Bridge Foreman for such period as may be necessary for the completion of the railway or other works, the Secretary of State providing him with a free passage second class, and subject to clause 10) back passage to England on the expiration of this Agreement, provided he leaves for England within a period of ten months from the date of such expiration.

3. The duties of the person engaged shall include all work connected with the railway, or the construction or erection of other works, and all any other suitable duties which the Secretary of State, through the Chief Engineer, may call upon him to perform.

4. The person engaged shall, on arrival in Bombay, and during the time he shall continue in the service of the Secretary of State, reside in such place and occupy himself in such manner as the Chief Engineer shall direct, and he shall not, either directly or indirectly, engage or be concerned in any other service or business whatsoever, or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Secretary of State, and shall use his utmost exertions to promote the interests of the Secretary of State.

5. The person engaged shall at all times act under the instructions and general directions of the Chief Engineer of the works, or such other officer as the Secretary of State, through the Committee, may act in authority over him.

6. The person engaged shall be paid a salary at the rate of Twenty Five pounds (25/-) per month. Salary will commence on date of engagement, and will be paid during the voyage out to Bombay, and will also be paid on the voyage home again.

7. The person engaged shall be provided with quarters, or be paid such allowance in lieu of quarters as the Secretary of State shall consider equitable.

8. If employed on duty away from his station, the person engaged shall be paid such an allowance, including the cost of transport, as the Secretary of State may deem fit.

9. If the person engaged shall be compelled by reason of ill-health (not caused by his own carelessness) to resign his appointment, and remains a certain length of time by the Chief Medical Officer or any other duly qualified medical officer employed by the Secretary of State to that effect, the Secretary of State shall provide him

with a free passage second class to England, provided that such return passage be claimed within two months; but if he shall resign his appointment from any other cause he shall refund to the Secretary of State, or to the Committee, the amount paid for his passage to Mombasa, and shall not be entitled to a return passage to England.

10. If the person engaged shall at any time neglect or refuse or from any cause arising out of his own default (illness excepted, as provided for in clause 9) become unable to conform or comply with all or any of the provisions of this Agreement, or any of the duties required of him, or all or any of the orders of the Secretary of State through the Chief Engineer, or shall correspond verbally or otherwise, directly or indirectly, in or about the affairs of Her Majesty's Government, with any person not in the employment of Her Majesty's Government, or shall publish, directly or indirectly, any document or information of any kind affecting Her Majesty's Government, or shall in any manner misconduct himself, of which the Chief Engineer shall be judge conclusively, it shall be competent for the Secretary of State to do away his appointment at any time, and he shall be forthwith dismissed by the Secretary of State, and all rights, benefits, and advantages reserved to him by this Agreement shall cease, and he shall be liable to be called upon to repay the amount paid for his passage to Mombasa.

11. In the event of the Secretary of State desiring to determine the engagement of the person engaged at any time, he shall be at liberty to do so on giving his three months' notice in writing (to which the Chief Engineer) to be available at any period of the year, or on the Secretary of State giving him three months'

4.

salary in lieu of such notice, and in either case providing him with a free passage second class to England. It shall also be competent to the Secretary of State, through the Chief Engineer, to terminate the employment of the person engaged if at any time it shall be certified by the Chief Medical Officer or other duly qualified medical officer employed by the Secretary of State that he is incapable on physical grounds of rendering further efficient service in British East Africa, and in such case he shall be provided with a free passage second class to England, but shall have no other value upon the Secretary of State.

13. The person engaged may, if the exigencies of the service permit, be granted such leave of absence on half salary, with free passages home and out again, as the Committee may from time to time recommend. During such leave the Committee will be at liberty to require the person engaged to render such services or assistance from time to time in connection with the work as he may deem expedient or desirable.

13. On the expiration of this engagement as hereinbefore provided, the Secretary of State shall have the option of extending the appointment for such further period as may be deemed proper, or, if actually desired, the appointment of the person engaged may be made a permanent one on the completion of the work for which he is now engaged, by placing him on the fixed establishment of the railway, with the regulation privileges as regards leave of absence and retiring allowance on his quitting the public service, in which case his service under this Agreement shall count towards pension.

14. The Secretary of State shall deduct each month from the salary of the person engaged the sum of Eleven pounds, which amount shall be payable in England by the Crown

Agents for the Colonies to Margaret Currie, the wife of the person insured, on her presentation to them for acceptance a bill drawn upon them by the Accountant of the railway in her favour.

It is the intention of the Committee shall not be in any way personally liable for anything arising out of this Agreement.

As witness our hands the day and year above written.

Signed, on behalf of the Secretary of State, by E.H. Sanderson, Vice-Chairman of the Committee, as aforesaid, in the presence of H. Tyrrell.

Signed, on behalf of the Secretary of State, by P.S. O'NEILL, Chairman of the Committee, as aforesaid, in the presence of Charles Strachey.

Signed by Thomas Wardle

in the presence of-

s/- THOMAS WARDLE.

Witness:-

Name, David Davies,

(Address, 12, Water to Street, Cardiff.

Occupation, Accountant.

For E.A.P.
19109

2 copies

25 June 1907

DRAFT.

T.W. Wardle Esq.

(11 Elm Terrace
Cardiff)

MINUTE.

Mr. Bottomley 2/16

Mr. Read 10/12/10/11

Mr. Juss.

Mr. Atrobus

Mr. Cox

Mr. Lucas

Mr. F. Hopwood

Mr. Churchill

The Earl of Elgin

and 25089

Sir,
I am directed by the Earl of Elgin to inform you that he has received a despatch from the Gov. of the E.A.P. on the subject of your re-employment for further service on the Uganda Railway.

2. The Governor has recommended that you should be re-employed with the title of Sub-Engineer, which would carry with it the ordinary leave privileges enjoyed by officers in the Protectorate (including first class passages) service, and that your salary should be at the rate

(I am not sure what Mr. Currie means by "etc.")

(Being a civil servant of the Government.)

Copy to Mr. 27 July 1907

of the year this
salary might actually
be the recommendation of
the change of the Railway
and the Governor he
would not 2500 a year, but
in definite promise of
this increase would
be made, and it would
be necessary for you
to understand that
no hope can be held out
of your promotion beyond
the rank of Sub. Engineer.

3. If a President
Fund is voted established
you will of course be
admitted to it, but
it will not in any case
be possible to place you
on the pensionable
establishment of the
Protectorate.

4. I am to enquire
whether you are prepared

to enter into an agreement
for a three years
service from the date
of your return to
Africa on the above
terms

Signed: H. L. ASTOR