

The Financial Report
of the Corporation Accounts
for the year ended
the 31st of March 1913
is being sent to you
in a separate letter

(No) 32-3307

EAST AFR PROT
43542

43542
19 1913

Governor
Field 1911

1913
24th November

See previous Paper
4028

RAILWAY STAFF

Submit observations on Director's proposals.
Requirements of other-Depts have not been ascertained.

The 29th November

^{at Board}
^{at Boarding} of the
Before finally giving approval to
the considerable increase in ^{4.000.000} recurrent expenditure ^{what for?}
as reported by the Governor, I think
that we must await the 1913-15
Estimate. Partly to see what is
being done in the other Dept.
& partly to see what is the total
increase proposed in ^{personnel} ^{involvement}
involvement. The Gov. does
however say that in supporting
these proposals, he has taken
into account the requirements of
the other Dept. so that will probably

Comd. (No) 43542
1913

In the case of both of them, there was
a well spoken of. I should
be inclined to give an increment
as well as a duty allowance
i.e. £495 + £30. He has long
served - was at £200 for many
years - is doing very well

If all this is agreed to,
the increments to existing staff
stated by Mr. Browning in para
10 of his report on 15/2/14 at
£275 will be £350.

Committee for salaries - whether
the increases are approved,
I hope they will be in use
should send a separate
list in their papers to

The process referred to in the
report is in progress.

With a view to engage the new men
employment be careful to see
that they get all the info

furnished by Mr. Taylor

on 10/2/14

Copy sent to Mr. Taylor 11/2/14
Entered in the accounts office

State Railway

11/2/14

121

11/2/14

11/2/14

at once

11/2/14

I had the
concerning
must see
the way
about all

GOVERNMENT HOUSE,
Nairobi, Mombasa,
BRITISH EAST AFRICA.

November 26th 1913.

EAST AFRICA PROTECTORATE.

42

No. 911

13/11/13

Sir,

I have the honour to refer to your telegram of October 20th and to inform you that I have now given careful consideration to the recommendations of the General Manager of the Railway on the subject of the numbers and emoluments of the superior staff for 1914-15, as detailed in Mr. Bowring's despatch No. 21 of September 19th.

2. I have not overlooked the requirements of other Departments and in the despatch which will accompany the estimates I will make certain recommendations for increased staff and emoluments. I have, however, thought it desirable to address you separately on the subject of the Railway Department for the reason that the finances of the Railway have always been kept to a great extent separate and distinct.

3. I support Mr. Bowring's application for the additional staff proposed in paragraph 2 of Mr. Bowring's despatch at the salaries indicated except that I propose £500 adequate as the maximum salary of the Deputy Superintendent of Marine.

RIGHT HONOURABLE

LEWIS HARCOURT, C.

SECRETARY OF STATE FOR THE COLONIES

DOWNING STREET, LONDON, E.C.

(2)

4. I recommend the increases in the emoluments of the posts detailed in paragraph 4 of the despatch subject to the following modifications:-

- (a) Marine Superintendent £500 to £700 plus £50 duty allowance
- (b) Superintending Engineer £500 to £700 plus £50 duty allowance
- (c) Assistant Manager to remain on existing scale but a duty allowance of £50 to be provided for the officer who may for the time being discharge the duties of that post.

I recommend that Lieutenant Reynolds and Mr. G. J. should enter the new scales at salaries of £550 each, and that Mr. Sweeney should receive an increment of £25.

5. I further recommend the provision of the duty allowances as set forth in the despatch, except that there should be no change in the allowances as at present provided for the Marine Superintendent and the Superintending Engineer and that the officer acting as Assistant to the Manager should draw an allowance of £50. With regard to the latter post,

I consider it desirable to continue the existing arrangement whereby one of the Traffic Managers or, if necessary, some other officer, should be detailed from time to time for the duties. This arrangement allows a greater latitude than if a separate and distinct post of "Assistant Manager" were created.

6. With regard to the increments within sanctioned scales as proposed on page 11 of Mr. Taylor's letter of September 11th, I have to make the following recommendations:-

- (a) That in view of the fact that duty allowances are

(2)

4. I recommend the increases in the emoluments of the posts detailed in paragraph 4 of the despatch subject to the following modifications:-

- (a) Marine Superintendent £500 to £750 plus £50 duty allowance
- (b) Superintending Engineer £500 to £700 plus £50 duty allowance
- (c) Assistant Manager to remain on existing scale but a duty allowance of £50 to be provided for the officer who may for the time being discharge the duties of that post.

I recommend that Lieutenant Reynolds and Mr. Spott should enter the new scales at salaries of £550 each, and that Mr. Sweeney should receive an increment of £25.

5. I further recommend the provision of the duty allowances as set forth in the despatch, except that there should be no change in the allowances as at present provided for the Marine Superintendent and the Superintending Engineer and that the officer acting as Assistant to the Manager should draw an allowance of £50. With regard to the latter post, I consider it desirable to continue the existing arrangement whereby one of the Traffic Managers or, if necessary, some other officer, should be detailed from time to time for the duties. This arrangement allows a greater latitude than is a separate and distinct post of "Assistant Manager" were created.

6. With regard to the increments within sanctioned scales as proposed on page 11 of Mr. Taylor's letter of September 11th, I have to make the following recommendations:-

- (a) That in view of the fact that duty allowances are

(3)

are now provided, no increments be approved for 1914-15 for the Chief Engineer, the Locomotive Superintendent, the Traffic Manager or the Chief Accountant.

(b) That increments of £25 instead of £50 be allowed for Messrs. Ford and Keranda.

(c) That the remaining increments be allowed.

7. Referring to paragraph 5 of Mr. Bowring's despatch I have the honour to express my entire agreement on the subject of annual increments for the Railway Staff generally and recommend that the opportunity of readjusting the emoluments of certain posts be taken for adopting the usual procedure of providing fixed annual increments for all posts which are at present sanctioned within minimum and maximum limits. I accordingly recommend that fixed annual increments be provided on the following scale:-

Posts carrying maximum salaries over	
£200 and under	£10 ✓
£400 and over £200	£15 ✓
£600 and over £400	£20 ✓
Over £600	£25 ✓

I have the honour to be,

Sir,

Your humble, obedient servant,

Almond, Rajah

COMMISSIONER

Genl 5522/73. Ecl



DRAFT

Let No. 259

Genl Sir H. Bellfield

19 March 1914

Sir,

- MINUTE
- Chief Clerk
- Mr. Brown
- Mr. P. R. ...
- Mr. G. ...
- Sir H. ...
- Sir J. Anderson
- Lord ...
- Mr. ...

Thank the honour to acknowledge the receipt of your Dep No 94 of the 25th of Nov. on the subject of the recommendations made by the Genl Manager of the Uganda Railway as to the establishment & arrangements of the Inspector staff of the Railway in Districts and to

W. A. J.

sent to P.S. ...

to refer you to my
No. 258 of the 733

March on the

for
(39240/14)

the progress in

which I have summarized

my discussions on the
various proposals put

forward. You will

observe that I have

accepted generally

your recommendations,

but I have adopted the

principle that increments

should not be granted in steps

and are appl. to both

and net, although as nearly

attached, and further

have varied slightly

the rate of increments

(done in separate
separately)

(3529/13)

For salaries up to £300 ... £10 increments
426

For salaries up to £200 ... £15 increments

For salaries up to £550 ... £20 increments

For salaries with maximum

of more than £350 ... £25 increments

2. ~~The~~ Steps will be
taken to obtain the
additional staff now
appreciated for the Army
Dept, a viz 1 Assistant

Tropic Managers, 6
Second Officers, 1

~~2~~ Second Engineers,
and in filling them
up to the requirements
mentioned in your No. 738

No. 738 of the 25th Sept
will be borne in mind.

I have already inf.
you

you in my dep. No 10 of
 the 6th of January that
 (4311/13)
 have been sent
 to the C.A. for the Col. to
 engage a suitable candidate
 for the post of Deputy
 Superintendent Engineer;
 while no vacancies will
 exist for Assistant Engineer
 on the 7th of April next owing
 to the transfer of Mr. Larnell
 to the P.C. Dept.
 to fill the new posts created
 on the Est. for the 1st. With
 regard to the Assistant Traffic
 Managers, I understand that
 only one additional officer
 is required to complete the
 establishment, although
 there appears to be some
 provision in your dep. under
 its authority, but

43522/13, Cal

DRAFT

Ca

MINUTE

Mr. [unclear] 19/1/13
 Mr. [unclear] 16/1/13
 Mr. G. [unclear]
 Mr. H. [unclear]
 Mr. J. Anderson
 Mr. [unclear]
 Mr. Harcourt

19 minutes
 I am etc. [unclear] you that
 be a [unclear] of your [unclear]
 pending [unclear] to the [unclear] as
 soon as possible, the second
 Engineer for the [unclear]
 Railway Manual with
 salary at the rate of £200
 rising by annual increments
 of £10 to £260
 2. The candidate
 selected should enter
 into

1/13/13
 Mr. [unclear]
 Mr. [unclear]
 Mr. [unclear]
 Mr. [unclear]
 Mr. [unclear]
 Mr. [unclear]