

C.O.
15225

EAST AFR. PROT
Uganda
15225

In
Balfield 325

1914

7ape

Last previous Paper.

Nov/0682

Asiatic Surgeons & Compounders

Sends copy requir governing employment.

M.P. B. Stomley to read

These rules for E.A.P. and Uganda
agree with the draft approved in Lagos letter
of 18 Aug. 13 (Treas/28991/E. Africa) except
for a few ^{alterations of detail} ~~details~~ which we may, I think,
allow.

(1) Cl. 3. A sentence is added making the
term of engagement (normally 3 years) subject
to the exigencies of the service.

(2) Cl. 6. In the old the rate of subsistence
allowance for the ^{European} ~~European~~ ^{Civilian} ~~Civilian~~ staff was stated
as ^{not} ~~not~~ ^{European} ~~European~~ ^{Civilian} ~~Civilian~~ staff was stated

(3) Cl. 8. Compounders with salary of Rs
80 per mensem and over are now to
have class 2 passages. In the draft,
all Compounders have deck passages.

The only point of difference between conditions
approved by E.A.P. and those approved
by Uganda is explained in a foot note.

It may be necessary to add a clause as
to the pension fund raised in Govt/140682/14.
2 pat by. 27.7.14

Part by J

Subsequent Paper.

20789 uga

the Chief Mechanical Engineer's
Office, viz. two, will not
be affected.

(Signed) L. HARGREAVES.

2. I approve of the creation of the post of Workshops Manager & the appt of Mr Ford, Workshops Superintendent, to the post; & wish

me being will be sent to the C.A. for the C.A. to engage an additional

Asst. Mechanical Engineer on the scale £350 by £20 to

£550. The cadre of the Chief Mechanical Engineer's Office will then be -

Chief Mechanical Engineer (Mr. G. Hill)

4 Assistant Mechanical Engineers { Mr. Bremner
Mr. Gallagher
Mr. Hartnell
Mr. ...

1 Workshops Manager (Mr. Ford)

3. As regards the salary of the new post, I observe that you recommend the scale

A copy of the letter to the C.A. is on

£250 to £200 with 85
£25 duty allowance; no mention is made of increments, but the proper increment for this scale wd be £25. It is, however, a matter for consideration whether the scale £200 by £20 to £250 with £20 duty allowance wd not, at any rate for the present, suffice; but if you have reason to feel satisfied that ~~this scale~~ the salary ought to be on the higher scale proposed in your slip, I do not wish to press for the lower scale.
4. I approve that Mr. Ford will still hold a "temporary" appt & that the number of permissible appts in the

9th 1898 E.S.P.

ST
10 MAY
1898
64

85

DRAFT.

E.S.P. No 476

amod 40536

For Mr. Balfield

19 May 1914

MINUTE.

- Mr. *de P 1915/16*
- Mr. *Attorney 19.8.14*
- Mr. *Rees*
- Sir G. Fiddes. 19
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Sir,

I have the honor to acknowledge the receipt of your despatch N. 328 of the 7th of April enclosing a copy of a letter from the Chief Mechanical Engineer of the Grand Railway on the subject of ~~the~~ the creation of a new post of workshop manager with the appointment of an Assistant Mechanical Engineer to replace the officer promoted to fill the post.

W. J. Harcourt
W. J. Harcourt
W. J. Harcourt

is the little now given
to the Assistant
to examine papers submitted,
the last of whom engaged
by you was Mr. G. F. W.

Hartwell [C. A. letter
M. 4679 of the 11th of May
1911].

3. In case of any doubts
as to the ~~suit~~ ^{qualifica.}
required for this appt.,
you should refer to the
General Manager of the
Upward Railway. In this
connection, I am to ~~state~~ inf. you
that in his ~~dis~~ ^{reply} asking for
the appt. of a new Assistant
Mech. Engineer to the Gov.
states that the Chief Mechanical
Engineer has no drawing
Office & that with the advent of

(file 83)

of an additional Assistant
he will be able to get out 83
plans & drawings for
new shops & for stock
wh. can and only be done
personally by himself.
It may therefore be pre-
sumed that one of the
duties of the new Assistant
will be the preparation
of such plans & drawings.

4. The appt. shd
be filled as soon as
possible, & I am to
request you to treat
the matter as urgent.

2
C. H. READ,
Chief Mechanical Engineer, Govt. Railway

9M 18950 Sal

[Handwritten signature]

DRAFT.

Ca

Pressing

19 May 1914

MINUTE

- Mr. *Kepp* 19/5/14
- Mr. *Bottomley* 19.5.14
- Mr. Fiddes* 19
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Cont.

to request you
to engage on the usual
Class I agreement on

Appointment Mechanical
Engineer for the Uganda
Railway with salary at
the rate of £350 per

annum increasing
by annual increments
of £20 to £550 per

2. ~~the~~ "Appointment

See 476 - 19 May 1914

grounds and, as I have stated in this letter, in view of the fact that in the near future the responsibilities of the post will be materially increased, that I beg to request you to recommend the creation of the post of Workshop Manager on an adequate salary and that Mr Ford be appointed to this post.

It is neither my wish nor intention that Mr Ford should either in fact or appearance supersede the two senior Assistants now in the Department but the fact must be recognised that we cannot expect to retain the services of these two Officers for very much longer and if my suggestion is not given effect to it will entail my being left in the very near future with none but Juniors and low paid officers to assist me in the running of a department, which can be said to be almost daily increasing in its scope and responsibilities.

Such a state of affairs cannot but militate against the efficiency which I so earnestly desire to achieve, as it is necessary for the proper administration of their duties that the Workshops Manager and the two District Officers must be given a standing and a rank to enable them to be respected by the staff they have to control and manage.

That this necessity is apparent is emphasised by this system being adopted on almost every Railway in the world and the Uganda Railway has now developed to such an extent that there would appear to be no sound reason for not adopting a procedure which is so generally practised in the Railway world.

I have the honor to be,

Sir,

Your obedient servant.

M. McCall

Loco: Superintendent.

Uganda Railway.

GRAPHIC ADDRESS
N. R. B.
Box No. 21.

Uganda Railway.

Genl. Superintendent's Office.

Nairobi 15 March 1914

E. E. A.

The Hon'ble The Manager.,
Uganda Railway.

Sir,

I have the honor to draw your attention to my previous correspondence regarding the appointment of an additional Assistant Loco: Superintendent and the creation of the post of Workshops Manager.

Now that we have received the sanction of the Secretary of State for the obtaining and construction of the additional vehicles which were so urgently required for the equipment of the line it means that the work thrown on the Officer in charge of the Workshops will be heavier than ever.

The Uganda Railway has suffered in the past from there having been no official post of Workshops Manager, which is undoubtedly is and must be one of the most onerous posts held in the Department, and it would appear an anomaly that on this Railway this post is held by a man who ranks as a Junior Assistant only.

I am not advocating the idea that any man is indispensable but I certainly consider that ^{it} is a good and sound policy that when you have a man at hand who is thoroughly efficient and capable, to encourage him to better efforts.

As explained in my previous letter the output of the Works has been very considerably increased and the general management of the Workshops has most materially improved by the introduction of modern methods and ideas which have recently been given effect to and it is on these

Confidential

(3)

73

asked to select an Assistant Locomotive Superintendent to fill a vacancy.

I have the honour to be,

Sir,

Your humble, obedient servant

Alway Mylud.

GOVERNOR.

(2)

C. O.
16986

73

£500 by £250 + £700 + £500

Gen 10683

Manager is at least equal to that of a District Engineer and I consider that the salary of this new appointment should not be less than £450 to £600 per annum with £45 duty allowance being the rate recommended in my despatch No.195 for the appointment of Superintendent for Kilindini Wharf.

The adoption of this scale need not be considered incompatible with the salaries now drawn by the two Senior Assistants in the Locomotive Department for as the Superintendent points out it is unlikely they will remain in the service much longer. These two senior officers are both eligible for pension and it is probable that they will not return to duty after their present tour of service.

4. If you sanction this appointment, a vacancy will be created for another Assistant Locomotive Superintendent whose services are most urgently needed. The Locomotive Superintendent has no drawing office and with the advent of an additional assistant he will be able to get out plans and drawings for new shops and for stock which can now only be done personally by himself under great difficulty and to the detriment of his other duties.

5. I trust therefore that your favourable consideration may be given to this proposal for the new appointment of Workshops Manager and that on sanction being accorded the Crown Agents may be

asked

6986

REC'D
REG'D GOVERNMENT HOUSE,
NATUBI.

EAST AFRICA PROTECTORATE.

BRITISH EAST AFRICA.

No. 323.

April 7th 1914.

Sir,

I have the honour to forward herewith for your favourable consideration a copy of a letter from the Locomotive Superintendent, Uganda Railway, recommending the creation of a new post of Workshops Manager and the appointment thereto of Mr. P.C. Ford, at present one of the Assistants in the Department.

2. The General Manager and myself are in entire agreement with Mr. Nevill's proposals the more so in view of the substantial increase of work in the shops which will result from compliance with the indents the submission of which was sanctioned in your telegram of 6th March. Moreover should a loan be granted, even heavier duties and responsibilities will fall upon the Department and the need for strengthening it will be even more imperative. The work now is very strenuous indeed and it is a credit to the administration that it should be carried out so successfully in shops which are 50% below the standard of requirements. For this achievement Mr. Ford with his up to date knowledge of Workshop practice is mainly responsible.

3. The position and responsibility of a Workshops
Manager

THE RIGHT HONOURABLE

LEWIS HARCOURT, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

Loco. Supt. Ug. Ry.
Feb 16th, 1914.

Gov 4580.

Further, the proposal ^{does} ~~is~~, very definitely,
involve the addition of one Capt. Loos,
Capt. to the Staff & I am not inclined,
in view of what we have heard of the
state of the old structures, & of the
number of new ones, to defer to the
Governor.

I should be inclined to give a
full, subject, possibly, to the reduction
of the scale to £400. £20. £500 +
£40 d.a.

C.A.S. 16/5/14

as proposed by Mr Bottomley?

H. J. R.

18/5/14

Aloune

R. 10.5.14

We might put
to the Gov. but
it leave the
decision with
H. J. R.

R.

The actual order of seniority is -

[Merrill - app'd 1912]

Brewster - app'd 1898

Gallagher - app'd 1900 (Previously
Loss. Merrin
app'd 1897)

Hartwell - app'd 1911

Ford - app'd 1913

The two senior men who will (the 20 boys)

not remain in service much longer

are Brewster & Gallagher. The

former is described in conf. report of
7/11/14 - "This work is primarily
reported on but he is said to be reluctant
to assume responsibility."

The latter - "He is considered to be a man
of great resource & experience as a
work manager."

The proposal now is, not so much
to create a new app't, as to
call Mr. Ford "Workshop Manager"
instead of "Workshop Superintendent"
(the title app'd on 27th April 15) who
will have a salary of £450 - £600
+ £25 instead of £350 by £20 to
£530 - in short, it is simply
a device to alter what was
arranged a few months back in
order to reduce Mr. Ford's emolument.

However, the parallel with

"Conf. 10083/14 is not much use, as

as we have not yet agreed to
app't. of a Dept. for the Kilindini
Wharf at £450 - £600 + £25.

And if the proposal is not
approved, whatever may be the
intention, Mr. Brewster & Mr. Gallagher
will be arranged in practice
succeeded by a younger man -
& that, even though Mr. Gallagher
is reported as being a man of great
resource & experience as work
manager. /X If & when these men
retire, then we can put up Mr. Ford.

! ask receipt - a give the substance
of this minute x-x in special language,
say that in civil app't. is not prepared
to consider the "C". but that if & when
the senior men referred to do resign
the service the "C" of appointing Mr.
Ford as Workshop Manager at the
inward salary can be considered

All
Yours Sir J. Fisher. 1575714

As Mr. Brewster now gets £600 +
Mr. Gallagher £550 there is no great
reason for objection of preference, as it
is not likely that Mr. Ford would reach
over £500 in this time. Further, they
are legionaries while Mr. Ford is subject
to deduction for Provident Fund.

x ? in circum-
stances

50-£45 d.o.)

Suppose comes
the