

Mr. [unclear]
[unclear]

Mr. [unclear]
[unclear]

I agree to Kenya - but
I will also make it clear
that I do not wish us
ground for assumption
that further increase
will be approved to
be given, as all such
proposals will need very
careful consideration in the
connection with the financial
position of the Colony
I have for any other

Yes - and
[unclear]
[unclear]
[unclear]
[unclear]
[unclear]

(2)

19th February, 1921.

Sir,

with reference to the third paragraph of
Lord Milner's despatch confidential of the 26th
October, I have the honour to transmit for your
information a Schedule of revised salaries, which
has been adopted on my authority for the Asiatic
staff of the Uganda Railway with retrospective
effect from the 1st April, 1920.

2. The scales in question were considered
and recommended by the General Manager of the
Uganda Railway in consultation with the Acting
Colonial Secretary and Acting Treasurer and
approximate to the salaries approved by Lord Milner
for the Asiatic staff employed in other branches of
the Uganda Railway service.

3. A Select Committee of the Legislative
Council to report on salaries and conditions of
service for the Asiatic staff was appointed at the
recent session, and is now engaged in formulating
proposals; but it was necessary to lay the
discontent prevailing amongst Railway servants by
some immediate improvement of the existing terms of
service.

THE RIGHT HONOURABLE

WINSTON CHURCHILL, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S. W.

1/25

2/25

prop - 0/25

1/25

4. The most equitable course for the time being obviously was to extend the privileges accorded to the rest of the non-European subordinate establishment as nearly as circumstances permitted and I trust that you will not withhold your approval to the action taken.

5. The changes introduced are without prejudice to any alterations which may be adopted subsequently as the result of the report of the select Committee.

I have the honour to be,

Sir,

Your humble, obedient servant,

Edward P. King

G O V E R N O R .

UGANDA RAILWAY.

Proposed Revised Scales of Salary - Asiatic Staff. 96

Office.	Proposed New Scale.	Grade
Permanent Way Inspectors. (1) 250-340	Florins per month. 250-15-350	I
Semi-Permanent Way Inspectors. 50-100	100-10-200	II
Inspectors. 100-150	210-15-315	I, II
Overseers. 50-100	100-10-200	II
Craftsmen. (2) 100-200	100-10-200 (200-15-300)	II
Station Masters "C". } 50-100	200-15-255	II
"D". }	150-10-190	II
Assistant Station Masters. }	90-10-140	II
Larks - Goods, Booking, Luggage and Parcels. 60-120	(150-10-190) (200-15-255)	II
"C" - "D" - "E" - "F"	90-10-140	II
Larks. 120-180	(150-10-190) (200-15-255)	II
Assistant Pier Larks. 80-100	90-10-140	II
Callers-in-charge. 80-120	150-10-190	II
Callers, Telephone Operators, Pressmen, Larks, and Ticket Collectors. 60-100	80-10-130	II
"C" - "D" - "E" - "F"	(150-10-190) (200-15-255)	II
"G" - "H" - "I" - "J"	90-10-140	II
Assistant Yard Foremen. 80-100	200-10-200	II
Yard Foremen. 80-100	90-10-150	II
Larks. 80-100	(150-10-190) (200-15-255)	II
Workshop Machine Inspectors. 80-100	100-10-200	II
"C" - "D" - "E" - "F"	(150-10-190) (200-15-255)	II
Drivers "A" Class. 80-100	90-10-140	II
"B" - "C" - "D" - "E" - "F"	65-75-85	II
Drivers "B" and Starters. 80-100	30-0-00	II
"C" - "D" - "E" - "F"		II

Monthly Expenses

Office.	Proposed New Scale.
Citizens "A" Class.	Florins per month.
Citizens "B" Class.	260-15-350
Cooks and Stewards (Assistant).	(180-10-200)
" " " (Chief).	(200-15-255)
Crewmen.	65-75-85
Senior.	90-10-150
Citizens "C" Class.	60-10-130
Ship Masters.	140-10-180
120 180	80-10-120
50-75	(140-10-190)
Ship Engineers.	(200-15-300)
100-170	75-10-130
Ports, including Cashiers and Steamer Clerks Special Grade.	(100-10-150)
" "	(200-15-255)
" "	260 upwards.
" "	190-15-255
" "	125-10-180
" "	75 to 120
" "	65-75

Rate of war bonus

Rate	Scale	War Bonus
50 99	25	50
100 149	24	49
150 199	23	48
200 249	22	47
250 299	21	46
300 upwards	20	45

200/1491/10
Kenya

93
13 April 1902

Classed 2809

DRAFT.

Sec.
Treasury

MINUTE.

Approved 8.4.02.
by 9/10/02

- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

A.I. copy to Gen T.F. 469 - 22/6/02 (2809/02)

I am directed to hand
to you, to be laid before the
L.C. of the Treas., the acc.
copies of correspondence regarding
the salaries of Asiatic officials
on the Uganda & Tanganyika
Railways.

2. The S. of I. has approved
the scales of salary shown
in the enclosure to the
desk from the Governor of
Kenya of the 19th of Feb, as
~~the ground that they are~~
roughly to the increased
scales of salary which have
been approved for the

T.F. 469 16 Sept.

Gen. T.F. 469 11 Oct.

Gen. T.F. 469 5 Jan

T.F. 469 17 Jan

Gen. T.F. 469 17 Jan

T.F. 469 23 Jan

T.F. 469 23 Jan

T.F. 469 23 Jan

T.F. 469 23 Jan

and inspect clerical staff in
 the Colony. The Memoranda from
 the Gov. of the T.T. which are
 enclosed show that the need
 for a revision of salary for
 the unskilled staff on the Tanganyika
 Railway is no less acute than
 in the case of the Uganda
 Railway, and it will be seen
 that the Governor recommends
 the new ^{Uganda} scales as suitable
 for adoption on the

In this case I am to
 report that the Gov. will give their
 approval at an early date for
 the introduction of these scales for
 the unskilled staff on the Tanganyika
 Railway with effect from the 1st
 of April 1920. It will be understood
 that, as in other cases, the men
 will enter the new scales at the
 point equal to or next above their
 present scales plus war bonus,
 and that the grant of war bonus
 will cease with the introduction of

(Signed) G. GRINOLE

Exp/14917/pt
 Kemp

Class 26008

13 April 1920

Sir,

I have the pleasure to acknowledge the receipt of your despatch no. 200 of the 19th of Feb., submitting a schedule of the revised salaries with your ~~own~~ approval for the Asiatic Staff of the Uganda Railway with effect from the 1st of April 1920, and to convey to you my approval of the action which you have taken.

2. I should have been glad of a more detailed explanation of the reasons which have guided you in adopting the various scales in the schedule, which appear in many cases to represent a considerable increase on the old scales.

DRAFT.

no 532

Mr. Kemp

MINUTE.

Exp/14917/pt
 Kemp

plus war bonus. Such an explanation, giving particulars of the salaries which it is necessary to offer in order to secure men of the various classes, will no doubt be furnished with any recommendations which you may have to make for a further revision of the salaries. In this connection I must request that no ground for assumption that any further increase will be approved ~~should~~ ^{may} be given to the Staff, and that no further increase ~~shall~~ may be granted without ^{the} prior approval of the S. G. S. All such proposals will require very careful consideration in connection with the financial position of the Colony, apart from any other consideration.

I take this opportunity of acknowledging the receipt of your

regard to the condition of
service of the Asiatic Railway
Staff.

I have no

(Signed) WINSTON S. CHURCHILL.