

13495
REC 16 APR 07

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Comm. REG 16 APR 07

March 15th 1907

No. 100

(Incl. 1)

With reference to Sir D. Stewart's despatch

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1/2/07

of August 23rd 1905 respecting the appointment of

the Chief Engineer, I have the honour to

transmit herewith for Your Lordship's favourable consider-

ation a copy of a letter from the Manager of the Uganda

Railway embodying certain proposals for the amelioration

of the conditions of service attaching the officers in

question.

It appears that Mr. Currie, although he at first

thought that it would be better to employ engineers of a

subordinate rank, has experienced difficulty in obtaining

such men

Principal Secretary of State

for the Colonies,

Downing Street,

LONDON, E.C.

men of the right class and now considers that it will be necessary to offer better terms in order to attract suitable applicants.

Having regard to the arduous and responsible nature of the work expected from these engineers and the insalubrious character of the climate of Lake Victoria and its shores, I have the honour to recommend the conditions now proposed.

I have the honour to be,

With the highest respect,

Your Lordship,

Your Lordship's most obedient,

Humble servant,



Acting Commissioner.

INCLOSURE

TR. P. 100 of 15/11/07

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REC'D
REG' 16 APR 07

No. 30
1724

Manager's Office,

NAIROBI, March 13 1907.

Your Excellency,

In my letter No. 135/1815, dated 14th August 1905, when recommending that two Engineers for our steamers should be engaged in England by Mr. Grant, I stated that "having regard to the duties the men have to discharge and also seeing the limited accommodation we have on board, I should prefer that any men who may come out should hold subordinate rank only, but should this be impossible I would be prepared to waive the objection as regards the Chief Engineer".

We have at present in our service as Chief Engineers two, if not three, men who are rendering us satisfactory service, but who having been engaged in the subordinate grade feel that in not being granted officers rank they are being denied what is the universal custom on all steamships. Having regard to the great difficulties we have experienced in the past in obtaining Engineers I am anxious to do all I can to retain good men when we get them, and I propose therefore to alter the rates of pay of all Engineers and the status of the Chief Engineer as detailed in the enclosure.

To give the Chief Engineer the rank of officer and to grant him pay in excess of Rs. 400/- is, however, beyond my powers and if you approve my proposals I have the honor to request that you will recommend them to

His Excellency,

the

The ACTING COMMISSIONER,

H.M.A.P. - NAIROBI,

(1)

the Colonial Office for sanction.

I may state that my proposals will not necessitate any alterations in next year's estimates.

The proposed alterations in the rates of pay of 2nd and 3rd Engineers are within my own powers. They have been forced on me on account of our inability to get any one to come to us, much less one to stay with us, on the lower rates. I give these figures in order that you may see exactly how the whole service stands.

The rules as drafted allow of our giving any of our present men promotion to officers rank provided they prove themselves qualified for such rank and we can recruit fresh men in either rank as circumstances render necessary.

I have &c.

Yours faithfully,
H.A.P. CURRIE,
Manager,
Ghana Railway.

(2)

the Colonial Office for sanction.

I may state that my proposals will not necessitate any alterations in next year's estimates.

The proposed alterations in the range of pay of 2nd and 3rd Engineers are within my own powers. They have been forced on me on account of our inability to get any one to come to us, much less able to stay with us, on the lower rates. I give these figures in order that you may see exactly how the whole service stands.

The rules as drafted allow of our giving any of our present men promotion to officers rank provided they prove themselves qualified for such rank and we can recruit fresh men in either rank as circumstances render necessary

I have &c.

Yours faithfully,
H. A. P. CURRIE.

Manager,

Uganda Railway.

A Chief Engineer at present on our steamers can, after one year's service as Chief Engineer, be promoted to Officer's rank provided he holds a Chief Engineer's certificate and has proved that he is a suitable man for promotion.

Promotion to officer's rank will not, however, give him any claim whatever to pensionable service.

2nd Engineers will not hold officers rank even when acting as Chief Engineers.

Chief Engineers and 2nd Engineers shall draw no extra allowances.

3rd Engineers (who are generally recruited from the Railway Shops) shall, on account of the extra responsibility, receive an extra allowance at the rate of Rs.45/- per mensem beyond their substantive pay so long as they are attached to the steamers.

Chief Engineers in the grade officers grade will rank immediately below Chief Officers.

A 2nd Engineer acting as Chief Engineer may receive pay up to Rs.350/- per mensem. 3rd Engineers acting as 2nd Engineers may receive up to Rs.225/- inclusive of allowances.

The rates of pay for Engineers will now be as follows:-

	Proposed Salaries.		Present Salaries.	
	From Rs.	To Rs.	From Rs.	To Rs.
Chief Engineers	350/-	450/-	250/-	375/-
2nd Engineers	225/-	300/-	130/-	225/-
3rd Engineers	80/-	120/-	80/-	120/-

Promotion of Chief Engineers beyond Rs.400/- will be given for approved service only and in increments of not more than Rs.15/- per mensem per annum.

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DRAFT

Secretary
Treasury

MINUTE.

Mr. Lobb ²³/₄

Mr. Reed 11/24/10

Mr. Just

Mr. Antoline

Mr. Cox

Mr. Jones

Mr. Hopwood

Mr. Chamberlain

The Earl of Elgin

oag EAP No. 100. 15. 11/27/10
(13495)

11/24/10

Sir

I am directed by
the EAP to transmit to
you to be laid before the
Hon. Commr of H.M.'s Treasury,
the accompanying copy of a sub
mittee report for the object
of the EAP relative to
certain proposed changes
in the matter of the
conditions of service of
engineers employed by the
Voyage R/R Dept. on the
Lake steamers in the Prov.

2. The particular
proposal to which Lord E
wants invite their
Lordships' assent is that

in the letter of the 15th of
 March last from the
 Gen Manager of the
 Dept of the Interior
 relative to the
 promotion of the
 Chief Engineers should
 be at the rate of
 \$3000 per annum
 to \$4500 per annum,
 promotion beyond the rate
 of \$4000 per annum
 for approved service
 and improvements
 of not more than \$1500
 per annum

3. It is further proposed
 to make Chief Engineers
 at present serving
 on the Lake Steamers
 eligible for promotion

to Officers rank after
 completing one year's service
 provided that ~~the~~ holder a
 Ch. Engr certif and ~~has~~
 suitable in that respect
 The ~~proposal~~ will show
~~how~~ ~~it~~ ~~will~~ ~~not~~ ~~carry~~
 promotion ~~will~~ not carry
 with it a claim to
~~promotion~~ ^{rights} ~~therein~~; and
 further, that the proposals
 detailed in the 2nd para
 of the letter will not
 involve any alterations in
 the ~~rate~~ ~~of~~ ~~pay~~ for the
 current year

A.L.R.