

EAST AFRICA RAILWAY  
42109

72132  
RECEIVED  
SEP 19 1914

Director 850  
Field  
1914  
September  
Previous Paper  
3179

ESTIMATES 1915-6  
RAILWAY SUPERIOR STAFF

This copy of letter from Acting General Manager detailing provision it is desired to make. Submit observations.

In Recommendation

The attention to the staff proposed by the Acting G.M. are:  
(\*) = General Manager  
2 Assistant Engineers } Engineering Dept.  
A. Chief Draughtman }

But also 3 Asst Mech' Engineers (most line of 4 1/2) to 2 Asst Loco Insp'rs, in order to square with the 1914 and to secure intelligibility,

1 Asst Loco Insp'rs - loco. Insp'rs  
2 Asst Loco Insp'rs  
in place of the Asst Mechanical Engineer

It should understand how the acting G.M. calculates that the only increase to staff is the loco. Insp'rs.

Subsequent Paper  
22990/15

2 Asst Loco Insp'rs  
(20, 30/31069/10)

- E. 1 Deputy Chief Accountant - Accts Dept.  
 1 Deputy Chief Storekeeper - Stores Dept.

- F. 1 Commander }  
 1 Chief Officer }  
 1 2nd " } } Finance Dept.  
 1 Ch. Engineer } }  
 1 2nd " } }  
 } } P.S.S. Ratings

Total additions to staff proposed by <sup>the Acting</sup> P.M. = 15  
 Cost £ 4817

The Govt objects to the Chief Director and  
 and also to certain small increases of salary  
 proposed viz:

Dist. Engineer - minimum £530  
 instead of £500  
 and £55 duty  
 instead of £50

Supr. Burega Rly Duty allow £50  
 instead of £30.

Dist. Supts £500 - £25 - £650 + £55  
 Govt proposes £500 - £25 - £600 + £60

Deputy Chief Acct £530 - £25 - £650 + £55  
 Govt proposes £500 - £25 - £600 + £50

Chief Storekeeper £600 - £25 - £750 + £60  
 Govt proposes £500 - £15 - £700 + £55

I think that subject to the Govt's modifications  
 there is nothing to object to in the proposals  
 which are supported by strong reasons in  
 every case. We may expect, however,  
 considerable diminution in Rly traffic  
 next year and when the P.M. are  
 received, it may be near that point  
 to cut down. Hence some of these additions

5.9 one of the Traffic Managers and the  
additions in the ~~Stores~~ Stores and Acc'ts  
Dept.

887

? acknowledge and say that the proposed  
subject to the modifications recommended  
by the Gov. the S.O. is prepared to approve  
The proposals generally but that he will  
defer a decision until the S.O. for the  
year 1915-16 are before him and  
point out that in the Loco. Carriage and  
Wagon Dept. the proposed increases  
appear to be  
and 2. Div. Supt. in place of Chief  
Engineer, and not as stated by the  
Acting G.M.

H.F.D. 12/11/14

Regarding the Loco. Dept., Gov. 116986/14  
proposed (and approved) the promotion  
of Mr Ford, Workshops Supt., to  
Workshops  
manager, with the consequent addition of an  
Asst. to the Staff. In one despatch, he said

"The cadre of the G.M.E.'s Office will then be

Ch. Insp. Engineer (Mr. Devilly)

4 Asst. to G.M.E.'s

(Mr. Brennan, Mr. Gallagher,

Mr. Hartwell - vacant)

1 Workshops Manager (Mr. Ford.)"

The salary of Mr. Ford's new post was that  
mentioned by Mr. Eastwood, whose rates  
agree with the Est. despatched on other points.

Generally, I think the Government's proposals  
could readily be accepted in normal  
times, but a good deal has happened  
since Sept 24<sup>th</sup> & it is probable that the

Must see  
person  
2.11.14  
2.2

Draft Estimates, which should have  
been sent home before a reply by  
despatch could reach the Govt, will  
not contain any of these proposed  
increases.

? Telegraph

Your despatch of Sept 24 no. 850 in  
view of financial position shall  
await draft Estimates.

Was 25/10  
Telegraph is proposed.

at home.

H. G. R.

25/25/14

replaced within the year. With regard to the other appointments referred to in  
your despatch No 850, of the 24th of September, I note that provision is not made for  
the additional Assistant Locomotive Superintendent or for the second of the two addi-  
tional Assistant Traffic Managers. There remain two new Assistant Engineers, the  
Assistant Accountant, who would be required to replace Mr. Goodship on his taking  
the new post of Deputy Chief Accountant, the new Deputy Chief Storekeeper, and  
the Commander required for survey duty. On the understanding that, as you state,  
these appointments will not be filled at present, I shall raise no objection to their  
being retained in the Estimates, but I should wish to be consulted before any steps  
are taken to obtain candidates, and my approval would depend on the financial posi-  
tion at the time. For the moment, as I understand the matter, I need only give  
final sanction to the following:—

*Abstract B and C.*—Appointment of Mr. Brenner and Mr. Gallagher as  
District Superintendents, on the scale of £500-£25-£600 and £50 duty allowance.  
Immediate increase, £100.

*Abstract E.*—Promotion of Mr. Goodship to be Deputy Chief Accountant, on  
the scale of £500 by £25 to £600, with £50 duty allowance. Immediate increase, £60.

Alteration of the emoluments of the Chief Storekeeper from £600 and £60 duty  
allowance to £550-£25-£700 and £55 duty allowance, Mr. Reid to enter the scale  
at £625. Immediate increase, £20.

John A. and Capt. G. H. M. (25/10/14)

EAST AFRICA PROTECTORATE.

No. 850.

42122  
836  
GOVERNMENT HOUSE,  
NAIROBI.  
BRITISH EAST AFRICA

September 24th, 1914.

Sir,

In continuation of my despatch No. 890 of July 22nd respecting a proposed increase in the cadre of the Traffic Department of the Uganda Railway, I have the honour to transmit herewith a copy of a letter from the Acting General Manager detailing the provision which he wishes to be made in the Estimates for 1915-16 for the other Superior Staff appointments.

2. I have examined Mr. Eastwood's recommendations, which I understand have been drawn up in accordance with Mr. Taylor's instructions and am in general agreement with them. I would therefore request your favourable

consideration

THE RIGHT HONOURABLE

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

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

consideration for the various items with the exception of those which I will now mention.

3. I endorse the Acting General Manager's proposals in regard to the Engineering Department except that I do not support the suggested increase in the commencing salary of the District Engineers nor do I think that any increase in the duty allowance is required either for them or for the Superintendent of the Busoga Railway at present. The creation of a post of Chief Draughtsman is not necessary in my opinion.

4. Similarly in the Mechanical Engineer's Department I consider that the District Superintendents proposed should be on a scale of £500-600 with a duty allowance of £50. Otherwise I agree with Mr. Eastwood.

5. In the Accounts Department I recommend the adoption of the scheme put forward but the salary of the Deputy Chief Accountant should in my opinion be on the scale £500 by £25 to £600 with £50 duty allowance. Mr. Goodship is well fitted for the post.

6. In the Stores Department I would suggest

suggest a scale of £550 by £25 to £700 with a duty allowance of £55 for the Chief Storekeeper. Mr. Reid now draws £600. His salary next year would therefore be £625 but he will lose £5 in duty allowance.

7. I recommend the adoption of the proposals relating to the Traffic, General Charges and Marine Departments.

I have the honour to be,

Sir,

Your humble, obedient servant,

*A. Lambay Bayard.*

GOVERNOR.

42722

INCLOSURE

In Despatch No. 850 of 22/10/19

No 2/34/17  
444

11 September

TO

THE HON'BLE  
THE CHIEF SECRETARY  
TO THE GOVERNMENT,  
NAIROBI.

SUPERIOR STAFF - UGANDA RAILWAY.

SIR,

I have the honour to lay before you my proposals for new appointments and increases in the staff necessary for the year 1915-16, and also certain alterations that I consider should be effected in connection with some of the present appointments.

The sanctioned scales now in force include the staff necessary for all of the services in East Africa and Uganda that are controlled by the Uganda Railway Administration, and I will deal with the different departments in the order in which they appear in the Yearly Estimates.

ABSTRACT "A"

2. ENGINEERING DEPARTMENT - Maintenance of Way & Works

(a)

The present sanctioned list and scale is :

- 1. Chief Engineer £700 by £25 to £900 Duty allowance £70.
- 3. District Engineers £500 by £25 to £700 " " £50.
- 7. Assistant Engineers £300 by £20 to £350.

I would ask that this be increased to :

- 1. Chief Engineer £700 by £25 to £900 Duty allowance £70.
- 3. District Engineers £550 by £25 to £750 " " £55.



2. Assistant Engineers £300 by £20 to £550

1. Chief Draftsman £300 by £20 to £550

- (b) One of the extra Assistant Engineers is required as a personal assistant to the Chief Engineer, the second man is wanted for the Busoga Railway.
- (c) The work of the Chief Engineer's office is increasing, and it is necessary that there shall be an Assistant to keep in touch with and keep all office work up to date and so allow the Chief Engineer more time for the better arrangement and organisation of his department, and also greater facilities for personal inspection of the line and works that are in progress.
- (d) The supervision of the Busoga Railway is more than one man can conveniently or adequately manage, as the Superintendent has the direct local working of all the different departments and also the supervision of the Steamship work at Jinja Pier. There are still construction and load works being carried out at various points both at and between Jinja and Namasegali and an assistant is necessary not only to help but also to have a knowledge of the general working in case of either sickness or leave on the part of the Officer in charge for the time being.
- (e) The Chief Draftsman is a new appointment, and it is proposed to fill it by the promotion of the present Head Draftsman - Mr. A. Smith. The work of the drawing office is growing in both quantity and importance, and it is considered essential that the office should be in charge of an Officer of the superior grade, and not a second class officer as is the case at present. During construction days both the Chief Draftsman and Assistant

Chief Draftsman were 1st Class officers, and it is desired that the official in charge shall once more be on the old standing.

(f) The increase in the minimum salary of District Engineers is introduced to do away with the overlapping that at present exists between the maximum pay of an Assistant Engineer and the commencing pay of a District Engineer.

The present scale presents the possibility of the anomaly of an engineer in charge of a division drawing £50 per annum less than the assistant serving under him.

This also increases the duty allowance attached to the appointment by £5 per annum.

(g) The effect of these proposals would be :

2. Assistant Engineers at £300 per annum each	..	£600
1. Chief Draftsman	...	.. £200
£5 Duty allowance extra to three District Engineers	..	15
Increase in Mr. Hyatt's salary beyond the annual increment to put him upon the minimum of the grade. .... ..		
	..	25
		<hr/>
TOTAL ..		£840

(h) I would also recommend that in view of the importance of the appointment that the duty allowance of the Superintendent of the Busoga Railway be increased from £20 to £50 per annum. This would make the total of the increases proposed for the Engineering Department £860 per annum.

ABSTRACT "B & C"

9. LOCOMOTIVE CARRIAGE & ROLLING STOCK DEPARTMENT.

(a) The cadre of the Chief Mechanical Engineer's office is :

1. Chief Mechanical Engineer	£700 by £25 to £800	Duty Allowance	£70
1. Assistant Mechanical Engineer	£500 by £25 to £500		
1. Workshop Manager	£400 by £25 to £500	Duty Allowance	£25

2. *Am Loco Supl 3* F200 F70 - F637  
2 (3. Assistant Mechanical Engineers ₹250 by ₹29 to ₹250

Sanction is asked for the Cadre to be :

	<u>Duty Allowance</u>
1. Chief Mechanical Engineer ₹700 by ₹25 to ₹900 -	₹75.
2. District Superintendents ₹250 by ₹25 to ₹250 -	₹25.
1. Workshop Manager ₹250 by ₹25 to ₹250	₹25.
2. Assistant Loco Superintendents ₹250 by ₹29 to ₹250.	

(b) The additional Assistant Loco Superintendent is wanted for the drawing office of the Chief Mechanical Engineer, and also to fill vacancies caused by either sickness or leave of the other officers of the Department. At the present time there is no such provision, leave has to be refused when it becomes due, and the extension of the service of any one officer delays the leave of all other officials of the same establishment. The consequence is that the department is practically always short-handed and the supervision of the work generally has to suffer.

(c) It is considered necessary for the better and more efficient and more economical working of the railway to divide the line into two Districts, each in charge of a District Superintendent with an Assistant Superintendent under him. This will not only more definitely define the work and responsibilities and so compel more attention being given to their duties by the staff at the different changing stations, but it will also relieve the Central office of a mass of detail that should not but that does at the present time occupy time that should be more wisely spent in re-organisation, and the consequent economies that would be effected in working expenses. The improvement proposed in the maximum of these offices brings them into line with officers of similar standing in other departments.

(d) The result of the proposed changes would be :-

1. Assistant Local Superintendent, per annum	£250
Duty Allowance to two District Superintendents	
@ £55 each per annum	£ 110

There would not be any increase of salary in either of the two District Superintendent's - Mr. Bremner and Mr. Gallagher - as both of them are drawing either the minimum salary, or more, of the appointment, and it has been ruled that the addition of duty allowance does not allow an increment to be given at the same time. I have not, therefore, put forward any increment in the figures given, but at the same time I would ask that the cases of both Mr. Bremner and Mr. Gallagher may be considered and if possible, an exception be made in their favour. They have each been with the Railway for nearly 17 years, they are both men in whom every trust can be placed and on the 1st April 1915 they will have been upon their present salaries for 14 years and 8 years respectively.

(e) The total effect of the proposed change is £480 per annum.

ABSTRACT 'D'

4. TRAFFIC DEPARTMENT.

(a) The present Cadre is :

1. Traffic Manager	£700 by £25 to £900	Duty Allowance	-	£70
1. Deputy Traffic Manager	£50 by £25 to £350		-	£55
5. Assistant	" " £300 by £20 to £550			
1. Wharf Superintendent)	£450 by £25 to £900		-	£45
Kilindini.				

(b) I would ask that this is increased by - Two Assistant Traffic Managers. The reason for the proposed increase is fully set out in His Excellency's despatch No. 690 of

42  
21269

22nd July to the Secretary of State.

- (e) The result of the proposal would be an increase of Expenditure of £800.

ABSTRACT OF

5. GENERAL CHARGES

There is no change proposed in the Controlling office, African Management, except that the designation "Assistant to the Manager" be changed to "Personal Assistant". The present designation is too much like "Assistant Manager" for it to safely and correctly define either the duties or the responsibilities of the position.

6. ACCOUNTS DEPARTMENT.

The present Cadre is :-

- |     |                       |                     |                |
|-----|-----------------------|---------------------|----------------|
| (a) |                       |                     | Duty Allowance |
| 1.  | Chief Accountant a .. | £700 by £25 to £900 | - £70          |
| 2.  | Assistant Accountants | £300 by £20 to £550 |                |

I would ask that this be increased by - One Deputy Chief Accountant £550 by £25 to £650 Duty Allowance £55.

- (b) The work in the Accounts Department increases in a greater proportion to the increase of traffic than that of any other department of the railway. An increase of work or additional services controlled by the Marine department affects the Marine Department only. An increase of traffic on the railway affects the Locomotive and Traffic Departments, and an increase in construction, survey or capital works affects the Engineering only, but they all directly affect the Accounts. There should never be less than three officers on duty at any one time, as it has been worked, there have been three officers for seven months only out of the last 27 months. The present staff gives no arrangement for leave or sickness, and no opportunity of appointing a man

for any special work, enquiry, or re-organisation. I cannot place too much emphasis on the necessity of an additional man.

- (c) If this is approved I would promote Mr. H. E. Goodship to be Deputy Chief Accountant, and this would entail the appointment of an Assistant Chief Accountant at the scale of £300 to £350.

The Cadre would then read :

1. Chief Accountant £200 by £25 to £300 Duty allowance £75
1. Deputy Chief £350 by £25 to £350 " " £50
2. Assistant Chief Accountants £300 by £20 to £350.

Mr. Goodship will be paid at the rate of £450 per annum with effect from 1st April 1915. The effect of the proposal therefore is :

1. Deputy Chief Accountant - Improvement of Appointment	)	£115
1. Assistant Chief Accountant	...	£300
TOTAL		£415

- (d) In addition to the duties of the Accounts office at the present time there will be added the responsibility of the accounts of the Magadi railway in the forthcoming year.

#### 7. STORES DEPARTMENT

- (a) The Cadre at present is :

1. Chief Storekeeper £500 plus £50 Duty allowance
2. Assistant Storekeepers £300 by £20 to £450.

The scale as given of the Assistant Chief Storekeepers have not been sanctioned by the Secretary of State, but the range of salary is that given in their Agreements, and the yearly increments are those in force with salaries on the same scale.

- (b) I would recommend that the office of the Chief Storekeeper be improved, and that a definite scale be laid down as is

the case with all other branches of the railway service, and I would ask that the cadre in future shall be :-

- 1. Chief Storekeeper £600 by £35 to £750 Duty allowance £80
- 1. Deputy Chief Storekeeper £450 by £30 to £550 " " £45
- 3. Assistant Chief Storekeepers £300 by £80 to £480

(c) The work of the Stores department is rapidly increasing and must continue to increase. The responsibilities of the Chief Storekeeper are becoming greater with every year's work and it is only right that they should be financially recognised. It is an appointment that demands wide technical knowledge and irreproachable integrity and I do not consider that a maximum salary of £750 per annum is too high a price to pay for these qualifications.

(d) The appointment of a Deputy Chief Storekeeper is most essential. Up to the present time, when the Chief Storekeeper has gone on leave his appointment has had to be temporarily filled by an officer from another office, with the result that however capable and earnest such an officer may be in his own work he has not got the requisite knowledge for the appointment of Chief Storekeeper, and the work of the Stores department suffers, as practically all that can be done is to carry on routine work. Not only does the Stores Department suffer, but so also do the other offices which are for the time deprived of men that they cannot spare without their own work deteriorating. A Deputy Chief Storekeeper should be in touch with the necessities of the railway, the management of the stores office and be a fit and capable man to take charge in the absence of the Chief Storekeeper. This would have to be an entirely new appointment. I would not feel justified in promoting either of the present Assistants.

The increase in Expenditure due to these proposals would be:

Chief Storekeeper - Increment	...	£85
-------------------------------	-----	-----

	<u>Brought forward</u>	£85
Deputy Chief Storekeeper	...	495
		<u>TOTAL £ 580</u>

I cannot too strongly recommend the adoption of these proposals.

ABSTRACT 'F'

8. MARINE DEPARTMENT

The sanctioned list and scale is as follows :-

1. Marine Superintendent	£200 by £25 to £750	Duty allowance	£50
1. Marine Superintendent (Lake Kioga)	£200 by £25 to £200	"	£50
1. Superintending Engineer	£500 by £25 to £700	"	£50
1. Deputy	£400 by £20 to £500	"	£40
6. Commanders	£350 by £20 to £500	"	£25
5. Chief Officers	£300 by £15 to £350		
12. 2nd Officers	£240 by £10 to £280		
6. Chief Engineers	£300 by £15 to £400	"	£30
11. 2nd Engineers	£200 by £10 to £250		

I would ask that this be increased by : One Commander, whose services would be available for survey work. It is very necessary that we should have more detailed knowledge of the shores of the Lake, and also the possibilities of arranging new ports.

For the s/s "RUBINGA" -

- 1. Chief Officer
- 1. 2nd Officer
- 1. Chief Engineer
- 1. 2nd Engineer.

These would increase the expenditure by :

2. Commanders	@ £350 plus £25	£725
1. Chief Officer	....	300
1. 2nd Officer	...	240
1. Chief Engineer @ £300 plus £30		330
1. 2nd Engineer		200
		<u>TOTAL £ 1595</u>



The Cadre would then be :-

1. Marine Superintendent	£800 by £25 to £700	Duty allowance	£50
1. Marine Superintendent (Lake Kioga)	£500 by £25 to £800	"	£50
1. Superintending Engineer	£500 by £25 to £700	"	£50
1. Deputy Superintending Engineer	£400 by £20 to £500	"	£40
6. Commanders	£350 by £20 to £500	"	£36
6. Chief Officers	£300 by £15 to £350	"	"
13. 2nd Officers	£240 by £10 to £280	"	"
7. Chief Engineers	£300 by £15 to £400	"	£30
13. 2nd Engineers	£200 by £10 to £250	"	"

(9) The total effect of these proposals is :-

Expenditure due to increase of staff and including duty allowance where it is payable on any such appoint- ment . )	£4,507
Improvement in existing appointments and addition of duty allowance. )	£ 310
	<u>TOTAL £4,817</u>

Of the amount of £4,507 due to increased staff £1,488 is necessitated by the new steamship "RUBINGA".

(10) There is an expression of opinion in connection with the work that a Railway necessitates that is so old and so often used that at times it appears to be almost negligible, but its truth and importance cannot be too often reiterated, and that is - "That one of the greatest economies in connection with manual labour is the payment of competent and sufficient supervision".

I have the honor to be,  
Sir,  
Your obedient servant,

Sd/ B. EASTWOOD

Asst General Manager.  
UGANDA RAILWAY.

400. 42122/1912

EAR

C D  
R. 26 NOV  
D

811

26 November '14  
Nullepo

DRAFT Telegram

Governor  
Nairobi.

MINUTE.

- Mr. Harpa 25/11/14
- Mr. Botmanley 26/11/14
- Mr.
- Mr.
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Islington.
- Mr. Harcourt.

Sent 11.35 am 26 " 14

Your despatch of 24<sup>th</sup> Sept no  
unforleth

850 in view of  
tipolonga

financial position

fellmonger

~~will~~ shall await

ariale

draft Estimates  
emulating

Harcourt.