

Item 116, 6
pension

(1) When we took over the work from F.O. the
 number of permanent staff was considered,
 first from the point of view of what was
 a suitable figure for the ~~service~~
 security, what from the point of view of
 the actual officers to be made permanent
 within the limits of that ^{salary} list. The
 question of what offices should be
 put on the permanent establishment was
 subordinated to that of the men,
~~a consequence though it was not~~
 neglected (e.g. the case of the General
 Manager). But the initial factor was
 that of the maximum aggregate salary list,
 & this was a matter of posts & not of holders.
 I think therefore it must be held that
 only the numbers originally sanctioned or
 since added are, now pensionable officers.
 At the same time it is impossible to
 limit the use of pensionable officers now
 to a figure which dates, from mainly,
 from 1905, & some definite decision
 should now be arrived at as to the
 number of pensionable officers now to
 be regarded as pensionable.

A

(2) On this point it will be well to
 be on our guard of caution. There are several
 cases - Reynolds, Hutchinson, Linnell,
 - in which formal pension rights exist
 in consequence of previous ~~employment~~
 service, which is ~~not~~ deemed to be
 (1) that these officers are to be regarded
 as pensionable in respect of that ~~service~~

The officers in question have the Dept. their
missions are not made pensionable without
due course.

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(3) As to Second Officers, however, each
a separate piece of the information
we have been able to get out. It is
evident that whatever may have been
the original intention, Lt Eastwood is
entirely wrong in thinking that the
present practice is to require
five years service as Chief Officer
(or Commander), and, indeed, I am
surprised to find that the principle
of five years total service cannot
be found definitely stated earlier
than the end of 1409.

In any case that principle has been
embodied in the memorandum sent to
all the present Second Officers & has
been applied in a number of cases, e.g.

well, Blencowe Bruce [as a matter of
fact Bruce had completed 5 years as Chief
Officer before he was recommended for pension
rights, but the recommendation was based on his having
completed 5 years service in all].

It must therefore say that 5 years
total service is the rule?

As regards the recommendation that
a Second Officer, shall a Second Officer after

men selected will always be already pensionable. If the post on which pensionable abts. stands if not already pensionable should be on probation.

Subsidiary Engineer Marine Pensionable - on probation.

Deputy Superintendent Engineer Pensionable - on agreement for ^{2 years} ~~3 years~~ ^{rather} ~~rather~~ ^{rather} ~~rather~~ 5 years.

Commanders (5) } all pensionable, or at present,
Chief Officers (6) } subject to 5 years total service on agreement.

Second Officers (10) Not pensionable.

Chief Engineers (5). The Acting G. M. & the Gov. recommended all to be pensionable subject to 5 years requirement as Chief Engineer on agreement. This seems reasonable, as the Chief Engineers have nothing to look forward to and some incentive is necessary to keep them in a very important service. The recommendation might be objected on the condition that no one should be allowed to ~~leave~~ ^{be} admitted to senior rights who has not first seen for officers status. (See Decr. 1991/07)

The Capt. Kibbenham Chief, is paid for from local funds & is strictly temporary.

It should be distinctly understood that no release of staff is future class but all are of pensionable status.

establishment, except in the case of Commanders, Chief Officers, & ~~Chief~~ Chief Engineers, Marine, although probably in the case of senior abts. filled usually by promotion or accession of staff would practically always lead to an accession in the pensionable men in the grade as their prospects of promotion which they held in the junior grade could not be ignored.

I have suggested probation rather than agreement in the case of men appointed to senior pensionable appointments. They will be men of considerable service on this or some other railway -

W.C.S. 12/12/14

J. R.

14/11/14

J.R.

Br 12/14

as. 2928/06.

*rank of 2nd Officer
not previously*

"The Manager proposes that this staff should be regarded as pensionable after five years of approved service. My Lords have already agreed by the Treasury letter of 2nd September 1904 that the Captains and Chief Officers of Steamers should be pensionable; and they are willing to extend the concession to but not to Second Officers of Steamers, whose service, Their Lordships submit, should be purely temporary".

as. 11696/06.

To Governor 2 May, 1906. "You may inform the Captains and Chief Officers of the Steamers that after five years approved service they will be admitted to the pensionable establishment on the same terms as the Officers now admitted (i.e. refund of 5% addition to salary in lieu of Provident Fund); their previous service from the date of their first appointment being allowed to count for pension".

do.

Memorandum (apparently by Mr. Currie) as to conditions of service of Second Officers. "Should it be decided that Second Officers are entitled to pension same will be granted on conditions laid down by the Colonial Office and Treasury. Meantime only Commanders and Chief Officers are conditionally entitled to [pension]". This is crossed out in pencil and a marginal note says "not pensionable".

39810/09.

A copy of the Memorandum apparently prepared in 1906 is attached to the paper. It was originally sent to Lieutenant Bruce on his Patronage paper in January 1907. It says "All the appointments are temporary, but Commanders and Chief Officers may, after five years' approved service, be placed on the pensionable establishment".

The Memorandum (May 1907) contains no reference to status, nor does our revision of February 1908, which we sent out in November 1909 for further revision.

Gov./21677/97.

"Officers who have completed five years service on the Steamer and who have attained the rank of Commander are eligible for admission into the pensionable service".

Gov./161/09/10

In 1911 the question of making Lieutenant Blencowe (then a Chief Officer) pensionable after five years total service was raised, and the Governor's attention was drawn to the limitation to Commander in 161/09/10.

File 928.

The Governor replied that "it was not intended to limit the eligibility for admission to the pensionable establishment to Commanders".

Gov/10339/12.

Accordingly the memorandum now holds out a prospect of pensionability after five years total service if then of Chief Officer's rank, and there have been several cases in which pension rights after five years' total service have been given.

In the present paper the Acting General Manager recommends

Gov/42138/14

"that the appointment of Second Officers be made permanent and pensionable after five years of approved service, and that in the case of a Second Officer being promoted to a Chief Officer that the time of his appointment being made permanent shall be five years from the date of his first appointment, and not five years of approved service as Chief Officer, as is now laid down"

* Status: P = Pensionable
 R = Recommended by Governor for pensionable status
 N = Non pensionable

Appointment	Status	Refrence	Holder	Status	Refrence	Salary	allow
General Manager	P	See 25993	Sarfor D B	P	File 4623	500 - 800	150
Asst do	N	See 25993	Sarfor D B	P	File 4623	300 - 550	50
Chief Accountant	P	See 25993	Woodside B	P	File 11994	400 - 500	70
Asst Accountant	P	See 25993	Woodside B	P	File 23002	300 - 550	
do	P	See 25993	Kershaw L	N	File 11994	300 - 550	
Chief Engineer	P	See 25993	Church A F	P	File 20128	400 - 500	70
District Engineer	P	See 25993	Goldie W D	P	- do -		
do	P	See 25993	Kearney E S	P	- do -	500 - 700	750
do	P	See 25993	Lyatt D C	P	File 11994		
Asst Engineer	P	See 25993	Baltimore G L	F	File 11994		
do	P	See 25993	Grant Dair S G	F	File 11994		
do	P	See 25993	Richardson W B	P	File 4013	300 - 550	30
do	P	See 25993	McGinnis W D	N	File 5528		
do	P	See 25993	Brighe: A E	N	File 5014		
do	P	See 25993	Will - do - A L	N	File 5016		
do	P	See 25993	Wrightford E	N	File 5016		
Sub Engineer	N	See 25993	Wardell S	N	File 3010	400 - 450	
Chief Bookkeeping	P	See 25993	Tavell W E	P	File 4654	400 - 500	70
Asst do	P	See 25993	Brenner H S	P	File 4654	300 - 500	
Asst Loco. Supt	P	See 25993	Gallagher M	P	- do -	350 - 550	
do	P	See 25993	Cartwell G B	N	File 3553		
Manager	P	See 25993	Ford F E	N	File 4651	350 - 550	
Asst Manager	P	See 25993	Scamley G A	P	File 4651	400 - 500	70
Traffic Manager	P	See 25993	Wilson E G	F	- do -	350 - 650	55
Asst do	F	See 25993	McHardy	F	File 4008		
do	F	See 25993	Lowman J	N	File 4008		
do	F	See 25993	Dixon J K	N	File 5418	300 - 550	
do	F	See 25993	Wells E R	N	File 5020		
do	F	See 25993	Wood	N	File 5020		
Chief Storekeeper	P	See 25993	Reed A W	P	File 4651	500	0
Asst do	N R	See 25993	Lloyd G S D	N	File 4651	300	
do	N R	See 25993	Wells W	N	File 4651	300	
Asst Supt	P	See 25993	Reed A W	P	File 4651	400 - 450	60
Supt Engineer	P	See 25993	Westhousen R	P	File 2610	500 - 700	50
Asst do	P	See 25993	Grant R	P	File 1554		
Asst do	P	See 25993	vacant				
Commissionary	P	See 25993	Penker E L	P	File 4651		
do	P	See 25993	Blencoe G B	P	File 4651		
do	P	See 25993	Bunce G W	P	File 4651	200 - 500	36
do	P	See 25993	Parriott G B	P	File 4651		
do	P	See 25993	Verob: L Y F	N	File 4651		
Chief Officer	P	See 25993	Katch L K	N	File 4651		
do	P	See 25993	Marsh H J L	N	File 4651	300 - 350	
do	P	See 25993	Bosan G B	N	File 4651		
do	P	See 25993		N	File 4651		

Appointment	Status	Refer	Address	Status	Refer	Salary
Secord Officer	Y	Gov 1902	Wash. D.C.	Y	File 1902	
do	Y		Woods R	Y	File 1902	5475
do	Y		Greenwood R	Y	File 1902	5523
do	Y		Waverly R	Y	File 1902	
do	Y		Waverly R	Y	File 1902	5750
do	Y		Waverly R	Y	File 1902	5822
do	Y		Manners R	Y	File 1902	5486
do	Y		Waverly R	Y	File 1902	6245
do	Y					
do	Y					
Chief Inspector	Y	Gov 1902	Bennet R	Y	File 1902	890
do	Y		Booth R	Y	File 1902	845
do	Y		Kennedy R	Y	File 1902	810
do	Y		Swan R	Y	File 1902	830
do	Y					
Supdt of Inland Wharf		Gov 1902	Schulch E	Y	File 1902	450-600

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MANAGEMENT.General Manager.

✓ Post made pensionable in 1912. (Treas. 28793/12).

Assistant to Manager.✓ Post not pensionable. All the officers who have held it have been pensionable officers ^{from} for the Traffic Dept.. It was created with effect from 1st April, 1911 (G.39329/10). The salary of £300 - £550 was fixed in 1912. (Gov. 15197/12). It is not recommended that the post should be made pensionable as the Manager may shortly require a Deputy Manager.ACCOUNTS.Chief Accountant.

✓ Post made pensionable in 1906 (Treas. 11696/6)

Assistant Accountant.

✓ -do- -do- -do-

-do-This post was created in 1912 (Govt. 197/12
Treas. 26605/12). The Acting Manager apparently assumes that the Treas. letter (11696/6) makes this post pensionable. Nothing is said in the 1912 correspondence as to pension and the man apptd., Kershaw, is still on agreement.ENGINEERING DEPARTMENT.(1) Chief Engineer.

(1) This post was originally known as Superintendent of Way and Works and was not

pensionable in 1914. (File 434).

Asst. Chief Mechanical
Engineer.

Formerly Assistant Loco. Superintendent.
Made pensionable in 1905 (43432/5).

Asst. Loco. Supdt..

Formerly Assistant Loco. Superintendent
(Workshops). Made pensionable in 1905.
(43432/5)

-cc-

Made pensionable in 1908 (Treas.11394/8)
but only personally to Mr Penruddocke.

Workshop Manager.

*The present holder
in agreement*

Appointment created in 1914-15 Estimate,
with title of Workshop Supdt.. See
1694/1, in which nothing is said as to
pension. The Acting Manager seems again
to assume the 1901 corres. (43432/4) covers
the post.

Asst. Mechanical Engineer.

New post created in 1914. See
1694/1 to pension. The same remarks
apply as to Workshop Manager.

TRAFFIC DEPARTMENT.

Traffic Manager

Deputy Traffic Manager.

Asst. Traffic Manager (5)

It is assumed that the 1905 corres.
(43432/4 &c) covers all these posts

STORES DEPARTMENT.Chief Storekeeper.

Made pensionable in 1901 (43432/5 &c).

Asst. Ch. Storekeeper(2)

(See Annex 12 v. 12 p. 12)

Not pensionable. It is now recommended the posts be made pensionable by the Acting Manager and the ~~Marine Dept.~~ The Governor support the recommendation.

Marine DepartmentMarine Superintendent.

Appointment in 1911. (See 39529/10, 39530/10 and File 114). Nothing is said in this correspondence as to pension, but Lieut. Reynolds was transferred from a pensionable post in Nigeria to fill the appointment. The Acting Manager consequently assumes the post is pensionable.

Supt. of Busoga Marine.

Commander Hutchinson who holds this post is pensionable, and was made so in F.O. days. On his retirement the post is to be known as Deputy Supt. of Marine on \$400/- 20/- 500 and duty allow. of \$40. (See 2/305/12 Uga. and Treas. 3/303/12 Uga)

Nothing is said in this corresp. as to pension, but the Acting Manager assumes the post is pensionable.

Superintending Engineer.

This post was first known as Asst. Supt. of Marine, and was made pensionable (43432/5) On Mr. Grant being granted pension rights

Superintending Engineer (cont'd.) has had to submit to a reduction of salary. (File 1557)

Deputy Superintending Engineer. New pensionable post (43824/13 & 43829/13).
Not yet filled.

Commanders. Posts pensionable (Treas. 2928/6).

Chief Officers. -uo- -uo-

Second officers. Posts not pensionable (Treas. 2928/6). It is now recommended that they should be made pensionable by the Acting Manager, but the Governor does not support the recommendation.

Chief Engineers. Posts not pensionable (Treas. 19919/7). It is now recommended that they should be made pensionable by the Acting Manager and the Governor appears to support the recommendation.

Subintendent of Helindine Wharf Post created in 1714 (Gov. 10683/14) nothing said as to pension

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GOVERNMENT HOUSE
NAIROBI

BRITISH EAST AFRICA

October 2nd, 1914

EAST AFRICA PROTECTORATE

No. 370

SIR,

MO
24000

I have the honour to acknowledge the receipt of your despatch No. 722 of the 30th of July on the subject of the pensionable appointments in the Uganda Railway and to enclose for your information a copy of a letter from the Acting General Manager in which the points raised by you are fully dealt with.

2. I am in general agreement with the views advanced by Mr. Eastwood, and I am also prepared to endorse his recommendations, except that I consider that the proposal to make pensionable the appointments of second officers on the Lake Steamers should not be entertained at the present time.

3. With regard to paragraph 3 of your despatch

THE RIGHT HONOURABLE

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

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

despatch the considerations which have guided me hitherto in recommending officers of the Uganda Railway for admission to the pensionable establishment have been the complete fulfilment by the official concerned of the conditions attached to the appointment he may have been holding, qualifying it to be a permanent and pensionable post.

4. The appointments which I consider should be pensionable are those (a) which have already been decided to be such by the Secretary of State, (b) which have been recommended by me in previous despatches but have not yet received your sanction, and (c) which are suggested in Mr. Eastwood's letter with the exception referred to in paragraph 2 above.

I have the honour to be,

Sir,

Your humble, obedient servant,

Alarway Bayard

GOVERNOR.

42138

INCLOSURE

RECEIVED
1914

Despatch No. 876 of 24/8/14 1914

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11 September 14

UGANDA RAILWAY STAFF.

SIR,

I have the honour to acknowledge the receipt of the Colonial Office despatch No. 732 dated 30th July 1914, forwarded under your No. S.1030 II of the 28th August, dealing with the question of permanent and pensionable appointments on the Uganda Railway, and as requested to offer my remarks upon this question.

2. At the present time the following offices are pensionable, but not all the holders of such offices -

General Manager.

Chief Accountant.

Assistant Chief Accountant

Chief Engineer.

District Engineer

Assistant Engineer.

Assistant Locomotive Superintendent.

Workshop Manager.

Traffic Manager.

Deputy Traffic Manager.

Assistant Traffic Manager.

Chief Storekeeper.

Marine Superintendent.

Marine Superintending Engineer.

Commanders.

THE HON'BLE
THE ACTG CHIEF SECRETARY
TO THE GOVERNMENT.
KAMPALA.

Chief Officers.

Marine Superintendents - Lake Boats.

The incumbents of these appointments are granted pension rights after such period of probation or approved service as may have been laid down by the Secretary of State, and subject always to his special consent in each case.

3. The first offices made pensionable were those of: -

District Engineers.

Assistant Engineers

Assistant Locomotive Superintendents,

these then included - Workshop Manager.
Chief Storekeeper
Marine Engineer.

Traffic Manager.

Assistant Traffic Manager.

Chief Accountant.

Assistant Chief Accountants.

This was in 1906 and took effect with such holders of these appointments as were then admitted, with effect from the date of their original engagements with the Railway. Several officials holding some of the offices above mentioned were not given pension rights until a later date, after they had served a longer period of probation

4. At the time these changes in the conditions of service were proposed it was intended that only the position of General Manager should be excluded from the permanent pensionable offices, but it was ruled that the then Locomotive Superintendent (Mr. Sandiford) who was under a special engagement, and the Superintendent of Way & Works should also be, for the time, excluded. Mr.

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48432/16

See
Hodgk
H.K.

de

Sandiford was enjoying a personal allowance of £500 per annum, but on the re-arrangement that took place this was reduced to £100 leaving him with a salary of £1000 against the maximum on the new scale of £900. He also when the Provident Fund was introduced had the benefit of membership, and so further increased his emoluments by a deferred pay of £90 per annum. There was not at that time a permanent incumbent of the office of "Superintendent of Way & Works" but the position was held by Mr. A.F. Church, the senior district engineer, who was given an acting allowance for the office of £100 per annum.

5. Mr. Church was made Superintendent of Way & Works at the minimum pay of the post in April 1908. As he had been placed on the pensionable staff in 1906, and the appointment made in 1908 was merely a confirmation of the office he had been officiating in for the three previous years at the same salary, the confirmation clearly meant the inclusion of the office in the pensionable list.

6. The office of Superintending Engineer Marine was made pensionable in 1910, and a reduction in salary was enforced. Assistance was granted after a term of 5 years approved service.

7. The Marine Superintendent was pensionable before he was transferred to our service, and the transfer carried pension rights with it on the introduction of the new office.

8. The Captains and Chief Officers of the Lake Steamers are put on the pensionable staff

after five years approved service. Second officers, Chief Engineers, who are on the Superior grade, are not pensionable.

9. The decision of Mr. Secretary Lyttelton contained in his despatch No.432 dated 28th September 1906, that he did not consider it desirable that the General Manager, the Locomotive Superintendent and the Maintenance Engineer should hold permanent appointments was reversed in the case of the Superintendent of Way & Works in 1909, as before stated, and in the case of the General Manager by the decision of the Lords of the Treasury in their despatch No.18673/1913 dated 18th August 1913 to the address of the Under Secretary of State for the Colonies.

10. With regard to the Chief Mechanical Engineer his appointment is not yet placed on the pensionable list, but from the contents of the despatch asking that a Locomotive Superintendent should be engaged in place of Mr. Sandiford and from the terms of Mr. Nevill's agreement it appears that the promise of pension must have been introduced at the time of Mr. Nevill's engagement.

His Excellency the Governor in his despatch No. 573 of October 11th 1911 writes :-

"I consider it essential that the status of the officer to whom the appointment is offered should, at any rate at first, be non-pensionable, and that his first agreement should be for a tour of not less than 30 months duration at a salary of £750 to £850 according to qualifications."

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20653/5

Inc
25793/1

3/1
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Mr. Nevill was engaged on the 30 months tour suggested but in place of the proposed salary, which commenced at a higher rate than the sanctioned salary of the appointment, Mr. Nevill was placed directly upon the normal scale. I would suggest that the proposed salary of £750 to £850 during the period of probation was placed at an amount that would allow of its reduction when the appointment was made permanent, and that the fact that the sanctioned salary was given during the period of probation commencing at the minimum was in consequence of the appointment being considered a pensionable one at the time that it was made.

11. The position of Deputy Superintending Engineer Marine, which is not yet filled, is a pensionable post after a period of 30 months probation.

*4/2/42
4304/15*

12. In addition to the office of Chief Mechanical Engineer the other nonpensionable offices are those of :-

- Assistant to the Manager.
- Assistant Chief Storekeepers.
- Second Officers - Lake Steamers
- Chief Engineers.

13. The position of Assistant to the Manager not being made a pensionable appointment is probably due to the fact that the office did not exist when the proposals regarding pensions were first put forward, and that since its introduction the officer filling the post for such time as it was temporarily filled and afterwards when Mr. Sweeney was permanently appointed to it, have

always been personally on the pensionable staff.

I do not recommend that this office should be made a permanent one at the present time, as it is probable the General Manager will require a Deputy Manager, as put forward in Mr. Curries letter No. 291 of 13th November 1904 in which case an assistant to the Manager would not be needed until some later date.

14. The same reason as given above can be given for the Assistant Chief Storekeepers not being included, and I would recommend that the office of Assistant Chief Storekeeper shall be made a permanent and pensionable appointment after a period of five years approved service. The fact that there must be five years approved service before pensionable service may be granted need not necessarily prevent an appointment being confirmed at an earlier date.

15. There were no second officers on the Lake Steamers when the pension proposals were first put forward, and promotion has been so rapid in the past that the question of including second officers in the list has not arisen. Now, however, with more ships and a definite policy of having a second officer on each ship, and also the hope of general long service on the part of the ship's officers there appears to be no reason why they should not be given the same privileges as the Captain and Chief Officer, and I would recommend that the appointments of second officers in the Marine Department be made permanent and pensionable after five years of approved service, and that in the case of a second officer being

promoted to a Chief officer that the time of his appointment being made permanent shall be five years from the date of his first appointment, and not five years of approved service as Chief officer, as is now laid down. The scale of salaries and increments for second officers is in the same proportion to their duties as those of the Captains and Chief Officers, and consequently there should not be any reduction of salary consequent upon their admittance to pensionable service.

16. Chief Engineers were not included in the Superior grade until 1907 and are not admitted into it after one year's approved service after their appointment as Chief Engineers. The same reason and arguments apply to them as to second officers, and I would ask that they may be given the same privileges, with the exception that the five years of approved service would date from the time of appointment as Chief Engineer, and not from the time of first appointment in the service.

17. As stated in paragraph 2 there are officials who are holding pensionable offices that are not personally pensionable. These occur in every department, and the question of their being made permanent and pensionable will be brought before His Excellency for his consideration and recommendation to the Secretary of State when the several periods of probation have been served.

18. From the facts and records given in this letter it will be seen that the consideration of the salaries to be given for permanent and pen-

sionable services now established have already received the attention and decision of the Lords of the Treasury, and the offices which it is here proposed shall be transferred from the non-pensionable to the pensionable establishment are in such accord with the offices in which the transfer has already been made that no modification of salary appears to be desirable.

I have the honour to be,

Sir,

Your obedient servant,

J. B. BERTWOOD

Actg General Manager
UGANDA RAILWAY.

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 17/11/48
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Uganda Railway

Proposed List of Proposed Pensionable Appointments

Appointment	Number pensionable	Note	Remarks
General Manager	one	A	
Chief Accountant	one	A	
Assistant Accountants	two	B	
Chief Engineer	one	A	
District Engineers	three	A	
Assistant Engineers	four*	B	* In addition to Mr. Linsell
Chief Mechanical Engineer	one	A	
Asst. Mechanical Engineer	one*	A	* This is the senior appointment held by Mr. Brennan & should be subject to the arrangement would be open to consideration
Asst. Loco. Superintendents	two	B	
Workshops Manager	one	B	
Traffic Manager	one	A	
Deputy Traffic Manager	one	A	
Assistant Traffic Managers	three	B	
Chief Storekeeper	one	A	
Assistant Storekeepers	two	B	
Marine Superintendents	two*	A	* one for Basoga Marine
Sub-intendant Engineer, Marine	one	A	
Deputy Supt. Engineer, Marine	one	B	
Commanders	all	C	* These, newly created appointments would be pensionable
Chief Officers	all		
Chief Engineers	all		

- Notes:
- A. Subject to ordinary period of probation with the case of an Officer not already pensionable.
 - B. Subject to five years' approved service on agreement.
 - C. Subject to five years' total approved service in the Uganda Railway or Basoga Marine.
 - D. Subject to five years' approved service as Chief Engineer and to previous admission to Officer's status.

Officers promoted while still on agreement from an office to which note B applies to an office to which note A applies will as a rule be required to complete a probationary period in the latter office for three years before they can be used as eligible for admission to pensionable status.

For S.A.P.
42/38/14

145

29 Dec. 1914

Wood 23624

Sir,

I have the honor to
ack. the recd. of your
Desp. no. 870 of the 2nd
of Oct^r, on the subject of
the pensionable appts.
on the Uganda Railway.

2 As I understand the
letter from the Acting General
Manager which accompanied
your despatch, it is
assumed that, if in a
certain rank pensionable
offices have been created,
any additional posts
in that rank are pensionable
offices even though they
have not definitely been
declared to be on the
pensionable establishment.
This assumption, in my opinion,

DRAFT.

S. A. P. no. 1094

Mr. Belfield
MINUTE.

Mr. Read 17

Mr. G. Fobles 23

Mr. H. Just.

Mr. J. Anderson.

Mr. J. Anderson.

Mr. J. Anderson.

Mr. J. Anderson.

Mr. J. Anderson.

Mr. J. Anderson.

in common

~~Mr. J. Anderson.~~
8th Dec 1914

cannot be upheld, and
his office, ~~was~~ should
be regarded as ~~being~~
A permanent establishment
unless they were added
to the limited number of
pensionable officers approved
in the correspondence which
took place in 1905 & 1906
or have since been
expressly added to the list.

3. As I consider it
inevitable that some
increase should now be
made in the number of
such officers, in view of
the great expansion of
the work of the railway
and the permanent need
for a large staff, I do
not think it necessary
to set out in detail all
the cases in which this
miscellaneous class of
officers, but I a few
examples may be convenient
for purposes of illustration.

(1) In the Accounts Dept.
only one pensionable off.
of

of Asst. Accountant
has been created, & the
Records and Post, added
to the establishment staff
in 1912, is not pensionable.
(ii) In the Eng. Chief
Engineers Dept. only two
Officers of District Engineer
have been made pensionable
in 1905-6, and the Third
post, created in 1912, is not
pensionable, though held
by an officer who possesses
pension rights. If the
Officers of Asst. Engineer, one
was made pensionable in
1905-6, & as far as I
can ascertain only one has
since been ^{definitely} added, namely
the post created on the
Estimates for 1912-13 in
connection with the transfer
of an Asst. Engineer to
take charge of the Borough
Railway, Cantonment.
Engineers have also been
given pension rights
personally and one (Mr.

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr.
- Sir G. Fildes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott. 1stington.
- Mr. Harcourt.

(See to News on 36360)

(Linnell) the retired
the pension rights should be
granted in the Public
to be held, but there
apparently
should be not pensionable.

(ii) In the Traffic Dept.
the appts of
one Traffic Manager and
two Asst. Traffic Managers
were made pensionable
in 1905-6, but no
additions appear to have
been made since then.

4. I should also state
that in para 2 of his letter
Mr Eastwood includes
the Asst. of Marine
Asst. in the list of
pensionable officers. This
Asst. has not been made
pensionable, though
Mr Reynolds (as he
is known) visits at
a late (i.e. approx)
and continues to enjoy the
pension rights which he
should have before his selection
for the appt. The case of
Mr Linnell, already referred

to, is similar, and also
that of Comander 147
Ritchie, Capt. of
the "Benoga" the same.

5. Some misunderstanding
appears to exist with
regard to the position of
the executive officers of
the Marine, and Mr
Eastwood appears to
be mistaken in regarding
the present practice as
requiring five years
as Chief Officer (or Comander)
before pensionable status
can be acquired. The
earlier references, to which
we are not free from referring,
but it can definitely
be stated in the enclosure
to Mr P. Guinness's
despatch No. 689 of the
10th of Dec 1909 that
"Officers who have
completed five years
service on the Marine
and who have attained

161 $\frac{9}{10}$

the rank of Captain
[for which Chief Officer
has substituted a Lt
The next despatch was 1864
of the 12th of March 1862]
are eligible for advancement
in the pensionable service.

10377/10

This proposal has been held
out to candidates selected
for appl. as Second Officer,
and the arrangement has
been acted on in several
instances.

6. I concur with you
in the view that there
are no grounds for
making the appls of
Second Officer pensionable
as such, but the matter
can be reconsidered in
a few years if it is
found that the
absence of pension rights
is a hardship. At present
there is no Second Officer
with

with two years service 148
and it is unnecessary to
go further than to
allow them to count their
Service as Second Officer
towards the five years
required for pension rights
in the case of those who
are promoted.

7. As regards Chief
Engineers, however, I
agree that they may
be regarded as eligible
for pension rights after
five years ^{allowing} service in that
rank, provided that
they have been previously
admitted to Officers
status.

8. As I have remarked,
it is ~~now~~ reasonable
that the pensionable
establishment of the
railway should be
substantially larger now
than in 1866, when the

majority of the posts were
pensionable were made so,
but I think it is necessary
to make it possible for
posts where that which
would represent the number
of appointments to be permanently
required, since it is

generally recognized that
the balance of advantage
lies on the side of retaining
the honor & discipline with
the services of sanitary officials,
without difficulty until
ample opportunity has
been obtained of judging
of their suitability for their
positions. I enclose a

list of those appointments which
I consider might hereafter
be pensionable, with notes
showing the conditions on
which for the particular
holders of the appointments might
be admitted to the
pensionable staff, and, if

DRAFT.

as to the number of
pensionable appointments in
any grade

You have an enclosure
attached. This list may
be adopted.

149

9. It would be understood
that no additions to the
list would be made
without my sanction, &
that no officers would
be placed on the permanent
staff unless there was
a vacancy, and then
only with my consent,
and, further, that if it
should happen that
an officer who held
a non-pensionable
appointment ^{or} ~~was~~ ^{personally}
in possession of pensionable
rights there will be no
claim to the post of
of pensionable right to the
office, although he may
have been on his leave of the
service.