

F. A. P.  
Uganda

38682

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Rec + reg. 15 Dec 11

1911

Conf  
1911  
Date  
Nov  
Previous Paper  
2354

### Amalgamation of Postal & Telegraph Services

Submits detailed proposals which have been considered in light of Gov. Uganda.

W. Butler

The proposed re-organization as explained here in detail ~~will~~ <sup>will</sup> be a useful reform. The work is very full there is little to add as far as staff goes. the result will be a combined dept -

- P.M.G. (W. Gosling)
- Deputy P.M.G.
- and Ch. Tel. Engineer (W. Lane)
- Telegraph Engineer (W. Creighton)
- Assistant P.M.G. (Captain Wallace)
- ditto (W. Killingbeck)
- Assistant Tel. Engineer (new post)
- Junior Tel. Engineer (W. Godwin)

Subsequent Paper  
538

Memorandum - it follows the rates  
of appointment - with the exception  
of Mr. Gorman who, obviously,  
cannot rank above an Assistant  
P.M. G. (Mr. Kellingbeck).

The complication arises when salaries  
are considered, as the present  
scheme does not exactly coincide  
with the one proposed by C.A.  
in the general revision of salaries in  
1911.

But as this  
is of later date than that  
proposed, I think that these  
proposals should be considered  
on their merits, even though the  
C.A. proposals already dealt with  
some of the salaries in question.

It is a case of carrying over  
the present position.

We have C.A. to have already  
received Mr. Kellingbeck's receiving  
£100.00.00 + £20, but  
of this is added to other Mr. Pringleton  
(ad.)

Col. Ing.) and Capt Wallace (Assistant  
P.M.S.) must also receive 120,

£400. 200 + £200 under the  
scheme of re-organisation. This

is more than they are worth

(cf. to the salary of a medical  
officer £200-£300 without index bar),

and I would suggest that the O.A.S.

(Col. Alexander)

(a) this salary for Col. Killingbeck

(b) in connection with this the

Scale A approved for the Assistant

Sept. 1955 - i.e. the next Col. Ing.

(Mr. Coughton) who must draw

the same or at any rate not less

than Mr. Killingbeck in the next  
arrangement.

~~\_\_\_\_\_~~ I suggest that  
the approved scales are not applicable  
to all these postal appointments  
and I have indicated in the last  
column of my table the salaries  
which

which I think should be adopted -  
of these proposals in Conf. Dis.  
F. No. with necessary modifications

~~General Remarks~~

When the C.O. is in a position to  
make arrangements on these matters,  
I would say strongly that the  
public services are dealt with  
apart from the general revision -  
as it is in reality quite distinct  
& should be put before the  
Treasury, ~~separately~~ for consideration  
on an administrative rather than  
a financial matter which requires  
special approval because of certain  
conditions ~~of the law~~ [Mr Ballabie might  
add]

Mr. Butler

This was considered by the F.F.  
Committee yesterday. The Committee

understand that it is very desirable  
for administrative reasons for the  
Amalgamation to take place, and they  
recognise that, in such cases, the salaries  
of individual officers must be largely  
determined by personal considerations. My  
recommendation, therefore, that the salaries  
proposed by the forms should be  
adopted for the present, and that  
no attempt should be made to introduce  
the standard scales of salaries, until  
changes in personnel arise.

Mr. Fiddes

Atk. 2/12

I agree that the proposed reorganisation  
is necessary. I would recommend it  
to the Treasury with the salaries shown  
~~in~~ in column 2 of Mr Parkinson's  
memorandum (i.e. those recommended by  
the C.O.) except that the new Assistant



50

S. L. L.

1910

Postmaster General (with 400,000) \$500,000 + \$50  
 Deputy Postmaster General (with 400,000) \$600 + \$50  
 Chief Clerk (with 400,000) \$350 + \$50  
 Telegrapher (with 400,000) \$350 + \$50

Chief Clerk (with 400,000) \$350 + \$50  
 Chief Clerk (with 400,000) \$350 + \$50  
 Chief Clerk (with 400,000) \$350 + \$50

Chief Clerk (with 400,000) \$350 + \$50  
 Chief Clerk (with 400,000) \$350 + \$50

Chief Clerk (with 400,000) \$350 + \$50  
 Chief Clerk (with 400,000) \$350 + \$50

Postmaster General \$500 + \$50  
 Deputy Postmaster General \$600 + \$50  
 Chief Clerk \$350 + \$50

Chief Clerk \$350 + \$50  
 Chief Clerk \$350 + \$50

Chief Clerk \$350 + \$50  
 Chief Clerk \$350 + \$50

Chief Clerk \$350 + \$50  
 Chief Clerk \$350 + \$50

All these posts are temporary & subject to change.

8

124

C. G.  
38632

GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA.

5th November, 1911.

125

TELEGRAPH TELEPHONE.

GENERAL No. 101.

(Incls. 1)

For  
22364

Sir,

I have the honour to acknowledge the receipt of your confidential despatch of the 28th of July, respecting the amalgamation of the Postal and Telegraph Service in this Protectorate and in Uganda, and in accordance with your instructions I transmit herewith detailed proposals for the proper working of the scheme.

2. The question has been discussed with the Governor of Uganda, whose recommendations are embodied in the enclosure to this despatch, and no officer will be thinking that the proposed arrangement would be conducive to the benefit of our respective Protectorates.

3. A copy of this despatch and its enclosure has been sent to Mr. Jackson.

I have the honour to be,

Yours,

Your humble, obedient servant,

R. J. S.

GOVERNOR.

NOT FOR TABLE

LEWIS HANCOCK, P.C., & CO.,

SECRETARY OF STATE FOR THE COLONIES,

WHITEHALL, LONDON, S. W.

186  
386 32  
REC  
Rev. 11

125

EAST AFRICA AND UGANDA.

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PROPOSED AMALGAMATION OF TELEGRAPH ENGINEERING  
DEPARTMENT WITH THE POST OFFICE AND TELEGRAPHS  
UNDER THE CONTROL OF THE POSTMASTER GENERAL.

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PRESENT ARRANGEMENTS.

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1. The existing Post and Telegraph services  
in East Africa and Uganda consist of :-

(a) A Post and Telegraph Department under  
the direct control of the Postmaster  
General of the two Protectorates which  
deals with the actual Post and Telegraph  
traffic and all relations with the  
public in respect of Post and Telegraph  
business,

and  
(b)

A Telegraph Construction and Maintenance  
Department under the supervision of the  
Superintendent of Telegraphs, which deals  
with purely engineering matters such as  
the construction and maintenance of  
telegraphs.

2. The Postmaster General deals with the  
general finance and arrangements of the Post and  
Telegraph services, and is primarily responsible to the  
Governors of both Protectorates for their efficiency.

He is also the Officer to whom the public look for redress in case of errors or unsatisfactory service. Whilst at times expected to use his influence he has no actual powers of control in respect of the Engineering staff, although the Engineering branch may be said to be a sub-department of the Post Office.

3. This system by which the Postmaster General has authority only in respect of some four fifths of the staff, and is considered responsible - at least by the public - for the efficiency of the service generally, is not satisfactory. The staffs of the two branches are recruited from different sources. That of the Postmaster General is largely drawn from the British Post Office, whilst with two or three exceptions the Engineering staff may be said to be drawn from every available source other than the British Post Office. This absence of a common training, as an added factor to the absence of a common control, makes for friction and militates against an efficient co-operation, between the two branches of the Department. The existing arrangement is both unusual and unsatisfactory, and the fusion of the Engineering branch with the Postmaster General's Department is sought in order to ensure improved co-operation and efficiency.

PROPOSED REVISIONS AS APPLICABLE EAST AFRICA.

HEADQUARTER STAFF.

4. It is proposed that the title of the Superintendent of Telegraphs (Mr. Caine) be altered to that of Deputy Postmaster General and Chief Telegraph Engineer. He would have the immediate supervision of the more important Engineering matters and assist generally in the work of the amalgamated Department. He would rank next to the Postmaster General to whom he would be responsible, and in whose absence he would assume control of the whole Post and Telegraph service. Mr. Caine would retain his present personal rank and the right to wear the Fifth Class Civil Service Uniform. It is suggested that in consideration of his added responsibilities his salary should be increased by the addition of a "Duty Allowance" of £50 per annum. In this connection it is pointed out that his present salary has remained unchanged for 9 years.

5. Mr. Creighton, the present Assistant Superintendent of Telegraphs for East Africa, to be given the title of "Telegraph Engineer". He would deal with Engineering matters generally, subject to the direction of the Chief Telegraph Engineer, and as a result of the additional appointment mentioned below would be able to take over Mr. Caine's present duties to a sufficient

extent to enable the latter to give the attention to the general Departmental work contemplated in paragraph 4 above. He would act as Chief Telegraph Engineer (but not as Deputy Postmaster General) in Mr. Caine's absence. Mr. Creighton's personal rank would be next below Mr. Caine, but he would be considered purely as an Engineer. He would have the immediate supervision of the Engineering staff but would take no part in the general administration of the Post Office in respect of its relations with the public and other Government Departments. Mr. Creighton is now on scale £350 to £450, and is at present receiving £390. It is proposed that he should be placed on the same scale as Mr. Killingbeck, viz, £350 by £20 to £450. His duties would become quite as important as those of the Assistant Postmaster General.

6. The Assistant Postmaster General (Mr. Killingbeck) to retain his present duties and scale of salary. He would rank next below Captain Wallace who is referred to under the heading of Uganda.

7. A new Assistant Telegraph Engineer to be recruited from the British Post Office. This Officer should have all-round experience of the erection and maintenance of overhead land line Telegraphs and Telephones in the United Kingdom, and if possible some knowledge of the practical erection and adjustment of wireless telegraph installations.

installations. He should be about 30 years of age and have not less than eight years experience in the Engineering Branch of the British Post Office Telegraphs. He would be junior to Mr. Creighton and his appointment should carry liability for service in both East Africa and Uganda. The salary suggested is £350 per annum rising by annual increments of £10 (or £15) to £400. It would probably assist in the obtaining of a suitable Officer if the Authorities at St. Martins le Grand would allow him the option of returning to the service of the British Post Office after a probationary service of three years in this country. In view of the leave which will fall due next year it is desirable that the proposed new appointment be made in time to permit of the person selected arriving in East Africa not later than the end of April next.

DISTRICT STAFF.

8. The District Telegraph Inspectors (Sub-Engineers) would report to the Telegraph Engineer who would deal with routine matters and pass to the Deputy Postmaster General and Chief Telegraph Engineer such papers as required his attention. Serious matters affecting the efficiency of the service would be brought before the Head of the Department, but in the ordinary way the Engineering staff would be dealt with by, or through, their Engineering superior officers.

9. The existing relations between District Postmasters and the District Telegraph Engineering staff would remain unaltered so far as the European Officers are concerned, but the coloured staff on both sides would become subordinate to the European. For example European Officers of the Engineering branch would exercise a much needed supervision over the many Indian Sub-Postmasters in singlehanded charge of outlying Post and Telegraph Offices. Similarly European Postmasters would be responsible for the control of Indian and Native Telegraph lines at places where no Engineering Officer is stationed.

#### COORDINATION OF FUNCTIONS.

10. Officers travelling on inspection duties would as far as practicable be charged with the duty of examining into all branches of the work when visiting out-stations. At present the Postmaster General and the Superintendent of Telegraphs may be inspecting the same Station at the same time, one attending to questions affecting public business and the other to Engineering matters, and the same applies to junior officers.

11. In the event of sickness, or special emergency, European District Postmasters would be required to temporarily take over the duties of European Sub-Engineers; also by mutual arrangement to supervise coloured working parties when the Sub-Engineer is absent on line repairs.

ACCOUNTING, STOREKEEPING, AND OFFICES.

12. There would be one accounting branch common to the amalgamated Department from which all payments of salaries &c would be made. The Engineering Storekeeping would also be combined with that of the Post Office at the smaller centres, and the system of separate offices in different parts of a township, one for the Post Office and another for the Engineering branch, could be dispensed with.

PROPOSED REVISION AS AFFECTING UGANDA.

13. For some time past the need has been felt for the appointment of an Officer of the rank of Assistant Postmaster General to be stationed in Uganda. Mr. Killingbeck was sent to Uganda some time since but had to be withdrawn for work at Head-quarters. More recently a First Class Postmaster has been stationed at Entebbe with certain general powers of supervision, but this has not been entirely satisfactory - an Officer of higher standing and authority is required.

CAPTAIN WALLACE.

14. It is proposed that Captain Wallace should combine a certain authority and responsibility for the general work of the Department with his present Engineering functions, and that he be given the title of Assistant Postmaster General. He would have

have the immediate supervision of the whole of the Post and Telegraph staff in the Uganda Protectorate, with authority to dispose of minor questions affecting the public and the various Departments of the Uganda Government, so avoiding the delay at present necessitated by reference to Nairobi. He would report to the Postmaster General on matters of public business and questions affecting the general administration of the Department, and to the Chief Telegraph Engineer (and Deputy Postmaster General) on purely Engineering matters. His personal rank in the Department would be next below Mr. Creighton and next senior to Mr. Killingbeck. Captain Wallace is now at the maximum (£400) of his present scale of pay and it is proposed that this be increased to £450 by annual increments of £50 in view of the added responsibilities suggested. With this increase should be associated a liability for service in the East Africa Protectorate if called upon, without his being in any way entitled to transfer from Uganda to East Africa.

MR. GODWIN.

15. Mr. Godwin, at present Junior Assistant Superintendent of Telegraphs, to have the title of Junior Telegraph Engineer. His duties would be purely Engineering, except in so far as combination of functions is contemplated in the following paragraphs.

DISTRICT

DISTRICT STAFF.

16. The general arrangements for the district staff would be similar in principle to those for East Africa as outlined in paragraphs 8 to 11. Reports on Engineering matters would be made to Captain Wallace who would deal with them personally or forward the papers to Nairobi according to the nature and importance of the subject dealt with. Reports affecting public business and ordinary routine (non-engineering) would either be sent through Captain Wallace or direct to the Postmaster General's Office at Nairobi according to their nature. The procedure in this respect would be somewhat on the lines in which certain classes of the reports of Postmasters in England are sent to the District Surveyors and others direct to St Martins le Grand.

17. The combination of functions of District Postmasters and District Sub-Engineers would be greater in Uganda than in East Africa. There would be no necessity, for example, to maintain both a European Postmaster and a European representative of the Engineering branch to supervise a few Indian Officials and Native employees in the Nile Province.

FINANCIAL

FINANCIAL AND OTHER ARRANGEMENTS BETWEEN THE  
TWO PROTECTORATES.

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18. Under the present system the expenditure of the Post and Telegraph services is divided between the two Protectorates as follows :-

The East Africa Estimates include :-

- (a) The entire cost of the Post Office (including the working of the telegraphs) in both Protectorates.
- (b) The entire cost of construction and maintenance of telegraphs in East Africa.

and the Uganda Estimates are charged with :-

- (c) The cost of construction and maintenance of Telegraphs in Uganda.
- and
- (d) One half of Mr. Caine's salary (£300) and £50 towards his office expenses.

There is an adjustment of account by which, on the one hand, the Uganda Administration refunds to East Africa the estimated cost of working of the telegraphs in Uganda, and receives, on the other hand, the whole of the Telegraph Revenue collected in Uganda. The net result is that each Protectorate provides for its own capital expenditure for telegraph construction, and the loss on the working and maintenance of the Post and Telegraph services

is distributed between them, neither being charged with the value of the services performed by the Post Office for other Departments of Government.

19. It is not proposed to alter this arrangement. The cost of the additional Assistant Telegraph Engineer and the proposed duty allowance to Mr. Caine would be borne by East Africa, and the addition of salary to Captain Wallace would be borne by Uganda. The First Class Postmaster at Entebbe would be withdrawn on Captain Wallace taking over the local control of the combined staff, and a Second Class Postmaster substituted. This would reduce the charge against Uganda for "Telegraph Working". Certain economies would result from the combination of functions by the District staff but these would probably be absorbed in meeting the extra work arising from the development of the country on completion of the Jinja/Kakindu Railway, which will otherwise presently necessitate an increased staff.

20. The system by which Uganda purchases its own telegraph material, Engineering stores &c and works on "Unallocated Stores" stores would remain in operation. Engineering stores belonging to the respective Protectorates would not be transferred except by mutual arrangement.

21. The Uganda staff would be kept up to strength under the arrangements now in force and remain subject to the control of the Governor of

Uganda

Uganda. Unless by mutual arrangement Officers borne on the Uganda Estimates would not be utilized for East Africa. The operative staff of the Post Office which would continue to be borne on the East Africa Estimates would, however, be interchangeable between the two Protectorates as at present.

22. With the exception of the alterations enumerated the working of the Post and Telegraph services generally would be on the same lines as hitherto, the cost of the Post Office being borne by East Africa whilst the cost of telegraph construction and maintenance would be borne by each Protectorate separately. The telegraph construction programmes of the two Protectorates would remain separate and distinct and subject to the control of the respective Governors. The Postmaster General would continue to report to the Chief Secretaries of both Protectorates on matters affecting either Government individually, and would be responsible to the Governor of each Protectorate for the efficiency of its local Post and Telegraph arrangements.

DRAFT.

The Sec. of the Treasury

2 January 1912

MINUTE.

Mr. Parkenson 30  
 Mr. Butler 30 + 5  
 Mr. Fiddes  
 Mr. H. Just  
 Mr. J. Anderson  
 Lord Lucas  
 Mr. Harcourt

I am etc. to transmit to you  
 the laid before the L.C. of the  
 Treasury, a copy of  
 correspondence with the Gov  
 of the ~~re~~ relating to a  
 proposed re-organization  
 of the Postal & Telegraph  
 Dept. of the I.A. and  
 Uganda ~~etc~~

225

Handwritten notes and signatures, including 'John' and 'G. J. ...'

223624  
223624  
223624

Important dispatch of the

the <sup>no.</sup> of pens and  
the <sup>no.</sup> of ~~pens~~ <sup>instruments</sup> ~~instruments~~  
enclosed in his confidential  
dispatch of the 8<sup>th</sup> of November  
show clearly & fully the  
changes which it is  
proposed to make.

Mr Howard feels that  
there can be no doubt  
that the re-organisation  
is necessary, & in  
replying to it to  
Mr H, there is no need  
for him to "emphasise"  
the "unworkable nature"  
of the present arrangement  
by which ~~the~~ a portion  
of the telegraph service

by the construction and  
maintenance of the <sup>139</sup>  
lines, <sup>138</sup> is independent  
of the P.M.G. who  
is responsible for the  
working of the telegraph  
system.

3 a statement is  
enclosed showing the  
salaries of the various  
appointments concerned  
as now ascertained &  
the salaries which it is  
proposed by the Government  
to assign to these posts.  
It will be seen that  
a duty allowance of £50  
is recommended for <sup>the</sup>  
Salt Lake Postmaster General

Chief Engineer (1st Class)  
increments of £20  
instead of £10 for  
the telegraph engineer  
(1st Class), & increments  
of £20 instead of £10  
and an increase in the  
maximum of the salary  
from £200 to £250 for  
the Assistant Postmaster  
General (Captain Wallace).

All these changes are  
explained in the enclosures  
to this letter & in Mr. Bascant's  
~~own~~ opinion ~~that~~ they  
are very reasonable  
~~and~~ ~~reasonable~~  
reservable. ~~conson~~  
With regard, however, to  
the new appointment

DRAFT

MINUTE

- Mr.
- Mr.
- Mr. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Lucas.
- Mr. Harcourt.

of telegraph engineer <sup>137</sup>  
he would be increased <sup>140</sup>  
to a salary of £250  
per annum <sup>the first instance</sup>  
to the post without increment  
instead of the incremental  
scale £300 to £200  
suggested by the Governor.

This appointment, like  
the rest of the Postal  
& telegraph appointments  
in the E. I. Company's P.L.S.,  
<sup>would</sup> be permanent and  
reasonable. The

need for this additional  
post is explained  
in Sir P. Gordon's despatch  
of the 12<sup>th</sup> June.

... to the  
necessity of <sup>contingent</sup>  
with