

300

RAILWAY SUPERIOR STAFF

Date.
1912

April

at ...
of ...
for ...

W. A. ...

to ...

... ..

... ..

... ..

... ..

Sub Staff

... ..

... ..

... ..

... ..

07
The following are the names of the

names of the

[Handwritten scribbles]

names of the

names of the

1575
8/16

W. G. ...

agree

2AB

June 8

names of the ... Mr. Butler + Mr. B. ...
that as the S.A.P. + ...
... do a ...

...
that ...
... submitted

Roll

Miss Antine [unclear]

Germany [unclear]

friend [unclear]

taking his [unclear]

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is [unclear] 62nd [unclear]

to the [unclear] [unclear]

Brother [unclear]

will [unclear]

but your [unclear]

Number [unclear]

- that on [unclear]

my 2500 (say) 1 is at 1.500

to that line and 1500 a 1600

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that is complete and after that

when he will get him 1600

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558

G. O.

15197

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

EAST AFRICA PROTECTORATE.

April 25th 1912.

No. 300

Sir,

I have the honour to transmit herewith for your favourable consideration a copy of a letter from the Manager of the Uganda Railway giving a full and detailed statement of the present and future requirements of his Department in so far as the establishment and pay of the Superior Staff are concerned.

Mr. Currie
Apr. 18th

2. Mr. Currie's claim that his recommendations for increase of staff or addition to salaries in the past have always been amply justified is one which I entirely endorse and I feel sure that Sir Percy Girouard will do the same.

3. The increase in general railway traffic is a matter which has already been several times represented to you and I think it is equally necessary for me to labour the point on the present occasion.

As you are aware the present arrangement was prejudicial to the interests of the line, and a change would be desirable.

DOF

5. It is not suggested that the increase in the Engineering Staff, if sanctioned, should take effect until the Magadi Branch is handed over some two years hence, but approval is now asked in order to facilitate future arrangements.

6. The additional Assistant Manager,

7. Mr. Curtis asks that his own position should be placed on the scale £300-£350 instead of the fixed rate of £450 now drawn. This would enable him to take an Assistant from any of his other Departments into his office on occasion demanded, without any adjustment of salary, which would be a considerable convenience.

8. The Accounts Department is in the most urgent need of extra supervising officers. The increase in the number of clerks, to which Mr. Currie invites attention, is in itself a sufficient indication of the pressure of work.

9. Sir Percy Wreghitt and Mr. Currie both to inform you when you receive this despatch and will doubtless be ready to

furnish

I have the honor to be
Sir -

Your humble, obedient servant,

[Handwritten signature]

ACTING GOVERNOR

REPLY TO THE

1915

C. O.
15197

General Manager's Office,
Kairobi 18 APRIL 1915

No. 120
966

331c
x Rly

See next

Sir,

In my letter No. 801 of the 12th. November 1904 I gave my views on the number of Officers I considered were required at that time in each Department of the Railway to carry on the work.

Excluding the Marine Department, I recommended that the total superior staff should consist of 20 Officers as follows:-

Management	3
Engineering Department	7
Locomotive	6
Traffic	2
Accounts	2
Total	20

2. Considered correspondence issued important documents using the despatches and margin; in the last of these His Majesty's

Subject: Commissioner recommended to be the
Secretary of Business Commission to the following
staff.

Secretary of State
Commissioner
No. 270 of the 20th
November 1908.
Commissioner to
Acting Manager
No. 4 of 2nd.
July 1908.

64
43



Management	"	1
Engineers	part-time	6
Locomotive	"	5
Traffic	"	4
Accountant	"	2
	Total	18

I would draw your special attention to
the remarks made in para 1 of my letter No. 187
of the 1st. November 1908; they are as applicable
in 1914 as they were seven years ago. I also
stated in para. 3 that the numbers had been reduced
to the minimum consistent with the efficient
working of the line. I would also beg you to
bear in mind in reading what follows in this
despatch the words I wrote on page 6 of my letter
No. 201 dated 15th. November 1908, viz

64
43
432
5

331c
whg
4

my objects being to have a small number
of men all of whom shall be fully em-
ployed and paid well and who shall be

principle and I think His Excellency
to hear me out when I state that I have never
recommended a pay commission or increase in
salary unless the case has been necessary and

3. - Statement of statements IX, X and Y of the Administration Report of the Railway for the year 1920-21 shows how our traffic increased for 1920-21 anything and 1908-09. The following table for 1911-12 proves that the increase has accelerated during the past financial year.

Total Receipts	Total expend- itures	Train Mile- ages	
Rs.	Rs.	Rs.	Rs.
5,436,000	3,400,000	1,200,000	2,016,000

It is now practically certain that this progress will be maintained and when we begin to carry the second year will be still further augmented. I therefore consider that the time has come to carefully review the position as regards the superior staff and where necessary increase the cadre to enable me to deal efficiently and economically with our business.

4. RAILWAY DEPARTMENT.

In 1908 the total miles to be maintained was 100. This will shortly be increased as follows:-

Line 100 - 100 miles

In addition we have the Mysore Railway 61 miles; and as a separate unit... by an Assistant... of traffic and... The total

... & Works ... figures show
 ... Railway compared with ...
 ... of somewhat similar physical conditions
 ... length in other parts of the world.

		Cost per open mi- le of li- ne in- cluding	Total number of Offi- cers ...	Total Cost of main- tenance ...
Canada	50¢	17.0	0	17.0
Assam Bengal	70¢	21.2	12	21.2
Total	60¢	22.0	11	19.0
Other	-	-	-	17.0
	-	-	-	19.0

... since 1908 the number of
 ... Engineers has been increased by three
 ... total number of Engineering Officers
 ... open line is now 8, one is taken
 ... we have only 2 on the
 ... of line. In addition
 ... employed on Capital
 ... opinion that after
 ... of the main line,
 ... we shall be understaffed.

After careful consideration the
 ... of way & work and I am of the opinion
 ... that to efficiently maintain the whole line
 ... (including the ... the main line must
 ... be divided into 2 ... instead of 2 ...

... in also of the opinion
 ... pay of all Assistant Engineers
 at \$350. Promotion on the basis
 in annual increments so that inefficient men do

... iteration in the system
 ... are involve unnecessary
 ... but will be an encourage-
 ... man by offering

By proposed ... Engineering Depart-
 ... have effect from
 the date ... the ... of the
 ... will probably be about April

Proposed

Superintendent
 Assistant
 Sub-Engineers

Extra temporary
 Assistant for
 Capital works
 on \$300-450.

1
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by letter
 of
 1922
 a

The present post of Sub Engineer to be
 to Assistant Engineer when the present
 of the total staff asked for viz. 11, one
 will be for employment on Capital Works and should
 the very unlikely contingency occur that there
 are no such works in hand on which he can be uti-
 lised he will be employed on the main line; one
 will be employed as Superintendent of the Busoga
 railway leaving only 2 for the maintenance of 713
 miles of line.

As on the average two Engineers will
 always be on leave I am confident that my pro-
 posal does not err on the side of extravagance.

5. The maximum pay I propose for Assistant
 Engineers viz. £550 per annum or less than Rs. 2700/-
 per mensem is, for men with technical training
 and ability, low as compared with what is given
 on other Railways abroad the more so that our
 Assistants will only attain to this maximum after
 a considerable number of years service. It is
 moreover the maximum for assistants in all other
 departments of this Railway viz. the Stores.

I think that such alteration in
 our scale should be given some two years
 hence I should like the Colonial Office
 approval to it so that I may make the necessary
 arrangements.

6. The cost of maintenance of rolling stock
 is

The Colonial Office has indicated the
 following figures for the year 1900-1901

separation of the Stores Department from the Loco Department and the formation of a separate Stores Department under a Chief Storekeeper and one Assistant.

This removes one Assistant from this Department because until the above alteration was made the Storekeeper was designated Assistant Loco Superintendent Stores.

The recent separation of the Marine from the Loco Department has also taken considerable responsibility off the hands of the Loco Superintendent so that I am at present of the opinion that the existing sanctioned staff of this Department is:

		Scale
1	Locomotive Superintendent	700-700
1	Assistant Loco Superintendent	500-500
1	Do.	35-350
1	Do. in charge of Workshops	1-350
<hr style="width: 10%; margin-left: 0;"/>		

is sufficient. The only objection is that when one man is on leave the staff is below what efficiency.

Do not however propose to recommend for an increase in this Department for the present.

The following figures show that our Loco Department is very occasionally run as efficient.

	Total Su- perior STAFF.	Total cost per train mile
Uganda railway	4	18.17 pence
Central Railway	5	18.25 "
Kenya	6	22.36 "
Tanzania	-	30.00 "
Lagos	-	22.01 "
Egyptian	-	22.49 "

6. TRAFFIC DEPARTMENT.

4
12070

In my letter No. 108/17 of the 26th March 1918 I asked that the number of Assistant Traffic Managers should be increased to 4, making the total strength of the Department 8 and in doing so I stated that as far as I can see I consider that this number should suffice until we begin to run the Soda Traffic.

Although the density of our traffic is still low the cost of the whole Department per train mile as compared with other lines is decidedly good as the following figures will show.

	Total cost of Traffic Dept. per train mile
Uganda	6.63 pence
Kenya	16.58 "
Central Railway	16.00 "
Kenya	6.50 "
Egyptian	6.22 "
Lagos	12.00 "
Kenya	12.25 "

... of this Department I should

I have considered whether increased efficiency would not be attained by changing the whole system of control in all Departments from the present to what is generally known as the "Divisional" or "District" method:

and Port Moresby and to have Divisional Superintendants at each of these places who would be in control of all Departments would in many ways be an advantage. Having regard to the nature of our line i.e. a long trunk with only one important branch i.e. Madadi and with the bulk of our traffic running through from one terminus to another I have decided that, at any rate for the present, it will be better to adhere to our present system. Under this system control of all train running can be concentrated in one office at Nairobi and with the conditions described above this is the greatest factor in getting the work done.

In any case the losses of the alternative system are not small.

I may not attempt to compare the two systems, they are highly technical but if anyone cares to study them I would refer him to page 10 to 20 of the report of the Commission on the subject.

3. **Accountants**

Since the superior staff, viz two in this department was sanctioned in 1908 the amount of work has increased

	1905-06	1911-12
Total Earnings	3,372,832	5,136,000 approx
Total Exe	2,222,757	3,400,000

In addition extra work is involved by the introduction since 1905-06 of the Provident Fund, To pay system, Ledger Accounts and the maintenance of separate accounts for the Mysore, Trika and Nagadi Railways.

The number of clerks in the Chief Accountant's office has increased from 34 in 1904 to 74 in 1912 and during 1912-13 will probably have to be increased to over 85.

On no other Railway with about similar total financial transactions can I see that the number of superior Officers is so low as 4. Thus the Mysore General Railway with total earnings of Rs. 5,20,00,00 have 9 Officers. This is not a fair comparison as the Mysore General Railway has a much larger staff of clerks and other inferior staff than the Chief Accountant's office. It is therefore appropriate in having our Head Accountant a man of ability and integrity and it is not right that so much responsibility should be placed upon him.

I recommend that the Staff

stant 1 700-800 1 700-800
 2. 1 300-350 2 300-350

...ar this increase should have
 ... so that Mr. Eastwo
 ... already has
 it was due on account of my being unable to spare
 ... is going in June next and Mr. Goodship will
 be left alone. If His Excellency is prepared to
 agree to this recommendation I beg that the
 Colonial Office be asked to sanction it and to
 engage and send out another Assistant Chief
 Accountant on £350 as soon as possible.

Although no provision has been made in
 next years estimates for this officer there will
 be no difficulty in providing the money.

The man I should like to get must be
 under 26 years of age, with considerable experience
 in Railway Accounts and a gentleman. He should be
 unmarried.

RECOMMENDATION

The number of our Managers, other
 Clerks, Engineers etc. ... of course increase
 proportionately with the number of Steamers. As
 regards the shore staff ... no objection to

5679

open to recruit the whole staff.

10. STORE DEPARTMENT.

This has just been formed on the following basis.

		2	
Chief Storekeeper	1	400 - 600	
Assistant do.	1	300 - 450	

and I have no further remarks to make.

11. MANAGEMENT.

The post of Assistant to Manager which was created on 1st April 1911 has been of the greatest assistance to me and the only alteration in the present sanction I would recommend is that the pay of the post be fixed at £300 to £360 the same as other Assistant's (except the Assistant Storekeeper) vide my letter No.103/17 of the 30th March 1913. This will enable me to take in as my Assistant any of the Junior Officers of other Departments and allow him to draw the pay he is already getting. It will involve no extra expense to Government. I recommend therefore the following.

4/2
120/10

BY ME

17 1913

450

Number of

or

and throws a great deal of work on the Accounts Department and in a minor degree on the Traffic, Engineering and Loss Departments.

14. To summarise (1) I ask for sanction to the increase suggested in para 4 in the Engineering Department to take effect from the date we take over the maintenance of the Nagadi branch.

(2) For an immediate increase of one assistant in the Accounts Department.

(3) An alteration in the sanction scale of pay of the Assistant to Manager.

15. The attached statement shows the small increase that has occurred since 1905-06 in cost of superintendence in the different Departments despite the great increase in work.

I have the honour to be,

Sir,

Your obedient servant,

Sd/- H.A.F. Currie.

Manager,
Lundon Waj Bay

1900-06
Rs.

1911-12
Rs.

Abstract A.
Office and Subordinate

57,076

85,697

111,820

Superintendent.

Abstract B & C.

36,186

62,085

Office and Subordinate
Superintendents

7,500

17,694

Office etc.

Abstract D.

29,070

12,922

Office etc.

Abstract E.

30,000

12,857

Office

18,420

60,427

Office

Rs. 180,854

Rs. 202,825

Rs. 251,377

Rs. 383,350

15/97

Call



575

18 June 1912

A. Read

? Remind dress
Club
9/85

I am etc to transmit

DRAFT.

at mee
H. J. R.
10/8

to you, to be sent before
the 1st of the passing,

Secretary to the
Passing

the accompanying copy of

MINUTE.

- Mr. Smith 13.6
- Mr. Smith 14
- Mr. Read 15
- Mr. Fiddes 17

a despatch from the

- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

of the East forwarding

for cases

a copy of a letter from

the managers of the

Lyons and Railway Station

total no 300. to detail

26806

of the Railway

of the Railway

2 The subject has been

fully
June, 1901
Country

division
is ~~concerned~~
new of the great increase
of traffic, the staff has
asked for expansion
has minimum a total
two haulway can be
definitely run.

3. Re. ~~Department~~ ~~the~~ ~~two~~

~~There are~~ ~~to be~~ ~~account~~ ~~that~~
~~by~~ ~~the~~ ~~department~~
~~of~~ ~~the~~ ~~country~~
~~to~~ ~~be~~ ~~made~~ ~~in~~ ~~the~~ ~~near~~ ~~future~~
~~of~~ ~~the~~ ~~country~~
~~to~~ ~~be~~ ~~made~~ ~~in~~ ~~the~~ ~~near~~ ~~future~~

was, ~~some~~ ~~partly~~ ~~due~~ ~~to~~ ~~the~~ ~~fact~~ ~~that~~
has, ~~been~~ ~~for~~ ~~some~~ ~~years~~ ~~past~~ ~~been~~ ~~increasing~~
the ~~volume~~ ~~of~~ ~~the~~ ~~business~~

making ^{the} ~~the~~ ~~loss~~ ~~in~~
two divisions, ~~which~~ ~~is~~ ~~not~~ ~~to~~ ~~be~~ ~~seen~~
of ~~in~~ ~~two~~ ~~as~~ ~~at~~ ~~for~~ ~~in~~ ~~the~~

And he ~~desires~~ ^{to} ~~to~~ ~~make~~ ~~a~~ ~~plan~~
in a ~~position~~ ~~to~~ ~~take~~ ~~care~~ ~~of~~
arrangements which will lead ~~to~~
the ~~new~~ ~~system~~ ~~of~~ ~~operations~~

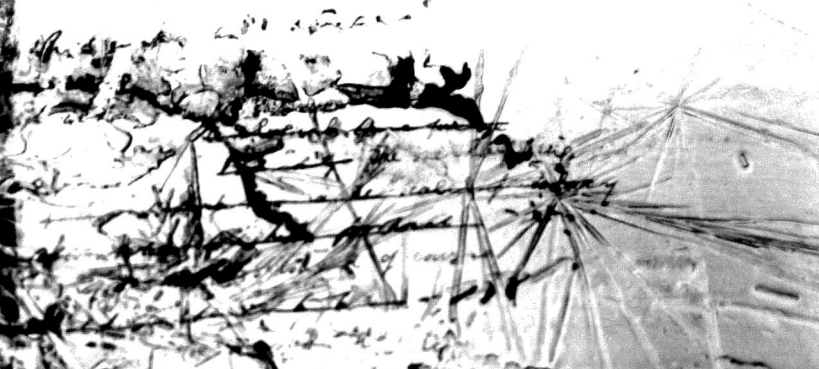
4. ~~to~~ ~~be~~ ~~seen~~
5. ~~to~~ ~~be~~ ~~seen~~ ~~Reports~~
making ~~to~~ ~~be~~ ~~seen~~

of ~~the~~ ~~business~~ ~~and~~ ~~of~~ ~~the~~ ~~country~~
~~of~~ ~~the~~ ~~business~~ ~~and~~ ~~of~~ ~~the~~ ~~country~~
~~of~~ ~~the~~ ~~business~~ ~~and~~ ~~of~~ ~~the~~ ~~country~~

~~When the points are
high water advantage will
be for the company
and for the individual
and for the state~~

(2) When promotion is made
it would make him to
effect an economy by
promoting an Assistant
Engineer at a salary of
£500 per annum

When promotion is
made, the salary proposed is
£500 per annum. It would
be a saving of £1000 per annum
by means of the promise of a salary of
£400 per annum
of an Assistant Engineer



It is often happens
when promotion is made,
that an Assistant
Engineer is promoted
some time before
reaching the maximum
of his scale. In such
cases, promotion to a
commencing salary of
£130 as a District Engineer
would, in Mr Currie's
opinion, be unnecessarily
lavish. It would of
course be understood
that an Assistant
Engineer in receipt
of more than £500 per
annum would not
do a salary on promotion
to be a District Engineer.
Mr Currie does not anticipate
that any difficulty will
arise from the possibility
(which he considers a very
light one) that a District
Engineer may occasionally
and temporarily be drawing
less than the
Assistant Engineer's

to maintain the business
of the Railway?
£1500

Wt
about in the
economy to be
to select
to regard the
Assistant Chief Accountant,
Mr Currie has explained
that the appointment of
this officer would not
have been asked for unless
best that, had it not
been found necessary to spend
for Chief Accountant
has

the date of the account
that was provided
any less the amount
of the additional fees
would have been a receipt
last year.

6. It will be noted that
Mr. Currier's account
do not ^{cover} the amount
of the ~~amount~~ of
the organization of the
Miami Bell Telephone
Company. The amount of
the ~~amount~~ of the
of the ~~amount~~ of the
any proposal in the

of the ~~amount~~ of the
of the ~~amount~~ of the
of the ~~amount~~ of the

349
Miami, Florida, in the
interest of economy efficiency
it has been decided to refer
the details of the analysis
will require careful review,
and it has been decided
addressed to the parties in
the matter is soon as to
to be a further to submit
detailed proposals.

7. Mr. Currier's
has been the above
Explanations will be
will be the to address