

DESPATCH.

EAST AFR. PROT.
No. 14505

C. O.
14505

No. 203
1905
April
of previous Paper.
to make
reference to

(Subject)

Railway Engineering Staff

201

To Managers confidential despatch recommending
certain changes amongst senior members of -
& concludes that effect be given to his proposals

(Minutes)

Per minute on 20853

702 26/6

H. J. R.

14/7

Mr. R. J. Church's despatch
Approved with alterations

702 26/6

432

24/6

of previous Paper

14005
REC'D
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Commissioner's Office,

Mombasa,

265

April 5th 1905.

Sir,

I have the honour to transmit herewith for your favourable consideration a copy of a confidential despatch from the Manager recommending certain changes amongst the senior members of the Railway Engineering Staff.

This subject has previously been discussed by Mr. Currie in his letters Nos. 248 and 291 which formed the enclosures on ~~Hydrocarbon~~ Nos. 602 and 723 to the Foreign Office. As I then remarked, the duties of Railway Engineers are so technical that I am scarcely in a position to express an opinion on their capabilities but I am convinced that Mr. Currie is eminently well fitted to do so and I feel confident that any judgments he may pass upon them, whether favourable or the reverse, are absolutely justified.

Secretary to the Principal Secretary of State

for the Colonies,

Downing Street,

London.

I would therefore strongly recommend that effect be given to all the proposals contained in the enclosed 266 despatch, and would specially ask that Mr. Currie's wishes as to the selection of the new Assistant Engineer, in the event of his appointment being sanctioned, be complied with. He is anxious that Mr. A. F. Church, who will then be home on leave, should be consulted and that the selection of a candidate should be made by the Consulting Engineers Messrs. Rendel and Robertson.

As the changes recommended are of a somewhat radical nature and intimately concern the future of several officers I should be much obliged for the favour of an early a reply as possible.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

J. Stewart

14505
RHP
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CONFIDENTIAL

UGANDA RAILWAY

267

No. 64

From
The Manager,
Uganda Railway.

To
E.M.'s Commissioner
East Africa Provinces
NAIROBI.

Nairobi, March 1905

Sir,

In my letter No. 288 dated the 20th September 1904 reported that Mr. E.S. Church was not giving satisfaction in the discharge of his duties as Official Superintendent of Way & Works and I stated that in consequence of this I was obliged to take the Snd. Maintenance Division away from him and place Mr. W. M. Gries in charge of it. I moreover requested the Foreign Office to suspend any action regarding Mr. E.S. Church until they had received a further report from me. I wished this because I was then in hopes that Mr. Church would be able to render sufficiently good services to justify my recommending that he should be retained on the line. I gave Mr. Church in writing a copy of the adverse remarks I made concerning him in that letter. When forwarding, with my letter No. 281 dated the 12th November 1904 the confidential reports called for in Foreign Office despatch No. 288 dated the 22nd September 1904, I stated that I regretted I could not modify the remarks made in my previous letter regarding Mr. E.S. Church. Since then I have done my utmost to get him to take an interest

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in the work of his Department and by exerting himself to give me a reasonable amount of assistance.

I regret to say that my efforts have been quite unsuccessful and things have now reached such a state that I am forced to recommend that his services be dispensed with at the earliest opportunity.

I have, for some time past, been obliged to take practically the whole of the control of the Engineering Department into my own hands and Mr. Church has become merely a post office between myself and the District Engineers. The District Engineers have therefore come to look to me for orders and to ignore the Supdt. of Way & Works.

This arrangement is of course radically wrong and is subversive to continuity of responsibility and discipline. I have however been forced to adopt it, greatly against my inclination because I found it impossible to get anything put through if left to Mr. Church. His incapacity is I fear patent to all; and I consider that the retention of an officer of his calibre in the responsible post of Supdt. of Way & Works carrying with it the salary of £1000 per annum can not fail to be demoralising to other Heads of Departments who, capable and hard working officers, are drawing much smaller emoluments. Mr. F. J. Church's agreement expires on the 31st March 1902 and I have already informed him that I can not possibly recommend him for an extension.

As regards his successor I have for some time past given the matter my serious consideration and I have finally decided to make the following recommendation.

There are on the Railway three Engineers of some experience. These in order of standing are Mr. A. F. Church, Mr. S. Couper and Mr. W. M. Griess.

Mr. A. F. Church goes on 6 months leave from the middle of April next when Mr. S. Couper takes over the End Maintenance Division.

This latter officer is fully qualified to run a district and I propose to put him permanently in charge of it. In

In the ordinary course Mr. A.F. Church would on return from leave take over the Ist. Maintenance Division from Mr. Griess. This officer has however fully realized the anticipations I formed of him, as expressed in my letter No. 208 dated 11th. October 1904, and I can confidently leave him in charge of the district, but so do as I must find other occupation for Mr. A.F. Church.

Although it would be a greater assistance to me to have as Supt. of Way & Works a man of wider experience than Mr. A.F. Church I have formed a very good opinion of his general ability and I also consider that a man who has local experience and who has done good work on the line should be given a chance, I have therefore decided to recommend that he be given his brother's position. This I consider should be done immediately on his return from leave in the middle of ^{October} September next.

Mr. R. J. Church returned from his last leave on the 2nd. October 1903 so that under the existing leave rules he will in the middle of ^{October} September next have over 9 months privilege leave on full pay due to him. If before then the Railway officers are admitted to the East Africa Protectorate leave rules he will have close on 8 months due to him.

I beg to recommend therefore that Mr. R. J. Church be informed as early as possible, that he will be relieved of his duties by Mr. A.F. Church on that officer's return from leave in ^{October} September and that in recognition of his 9 years service on the Railway he will be allowed full pay until the termination of his agreement at the end of March 1906. Under the East Africa Protectorate leave rules this will be giving very little more than he can claim.

If this recommendation is approved Mr. A.F. Church should be consulted, when in England, regarding the engagement of another Assistant Engineer, who should be sent out as

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as to arrive in this country not later than the middle of September next. I should like a man of between 25 & 30 years of age on from £ 300 to £ 450 per annum who has had some experience in the East. I do not want a young man straight from an Engineering College without any practical experience because the training to be gained on open line is not sufficient of itself to render him efficient for a long time and with our small staff I have no room at present for apprentices.

If you approve of my recommendation and Mr. A.F. Church is given the appointment, I consider that it should be clearly explained to him that he will be put in as Offg. Supt. of Way & Works for one year, at the end of this period if he has proved himself capable of efficiently filling the post he will be confirmed in it otherwise he will have to revert to his substantive post of District Engineer.

Mr. A.F. Church's salary was raised from £ 300 to £ 350 with effect from the 14th. April 1904 and the Foreign Office in despatch No. 658 dated the 22nd. November 1904 stated that they would recommend that he be confirmed as District Engineer with effect from the 1st. April 1905.

If appointed Offg. Supt. of Way & Works he should I consider be given an acting allowance of £ 50 per annum.

I propose, under a separate letter, recommending Mr. S. Cooper who has been on £ 300 since 1st. July 1902 for promotion from £ 300 to £ 350 per annum with effect from the date he takes over from Mr. A.F. Church; vide also my letter No. 280 dated the 23rd. October 1904 in which I stated that I had made provision for in the estimates for 1905-06.

Mr. E.M. Griess was promoted from £550 to £600 with effect from the 1st. October 1904 vide Foreign office despatch No. 658 dated the 5th. December 1904. I consider that although he is doing excellent service as District Engineer

there is no necessity to give him further promotion at present. If he remains in charge of the Ist. Maintenance Division I shall recommend him for confirmation and therefore promotion to £ 700 i.e. the minimum sanctioned pay of the post with effect from the 1st. April 1908.

It will be seen that if my recommendations are accepted it will, financially, be much more favourable than engaging another Officer as Supdt. of Way & Works on say £ 1000 per annum.

I have the honor to be,

Sir,

Your obedient servant,



Manager,

Uganda Railway.