

2 This W.D. is
 at present running
 with his 10 Company
 R.A.M.C. at Clitham,
 and I am to request
 that you will draw
 up the usual
 form of agreement,
 embodying the conditions
 above mentioned, and
 communicate with
 Sgt Taylor thro his
 C.O. Officer etc.

lets
 RJA

EAST AFR. PROT.
 GERMAN E. AFRICA

No. 19876

DOMESTIC

19073

2 JUL. 06

78

(Inclusive)

(Subject)

1000

908

line

weight Paper

10.50

Anglo-German Boundary

Find copy of letter addressed to F.O.
 containing information -

(Minuter)

Wait for a comm. - from the F.O.

at once.

H. J. R.

5/6

for also 20
 20000

Mr. Antrobus.

The questions referred to in the minutes
 in the Duros letter have been very fully
 discussed during the last few days
 by representatives of the F.O., C.O., & D.M.O., in
 anticipation of the conference at Berlin.

Put by!

H. J. R.

3/7

W. J. G.
 at once

weight Paper

24000

Copy of a letter addressed to 77
Foreign Office

TOPOGRAPHICAL SECTION,

GENERAL STAFF,

WINCHESTER HOUSE,

ST. JAMES'S SQUARE,

S.W.

1st June, 1906.

The Director of Military Operations presents his compliments to the Under Secretary of State for Foreign Affairs and begs to return the papers (Africa, Germany, 10713) dealing with the Anglo-German boundary in East Africa from the neighbourhood of Lake Albert Edward to the South end of Lake Jipe.

Major-General Grierson begs to offer the following observations on the subject :-

- 1) It would appear desirable that all the questions connected with this boundary should be discussed by representatives of the two governments. Minor matters such as those affecting Mohuru Point, Rubabu Point, the Latema-Sekinni line, the River Kufu and Lake Jipe would no doubt be easily settled. But there remain three questions of greater importance, namely the question of the retention of M'kinga Harbour, of the adoption of the River Kagera as the frontier, and of the ownership of the M'umbiro region.

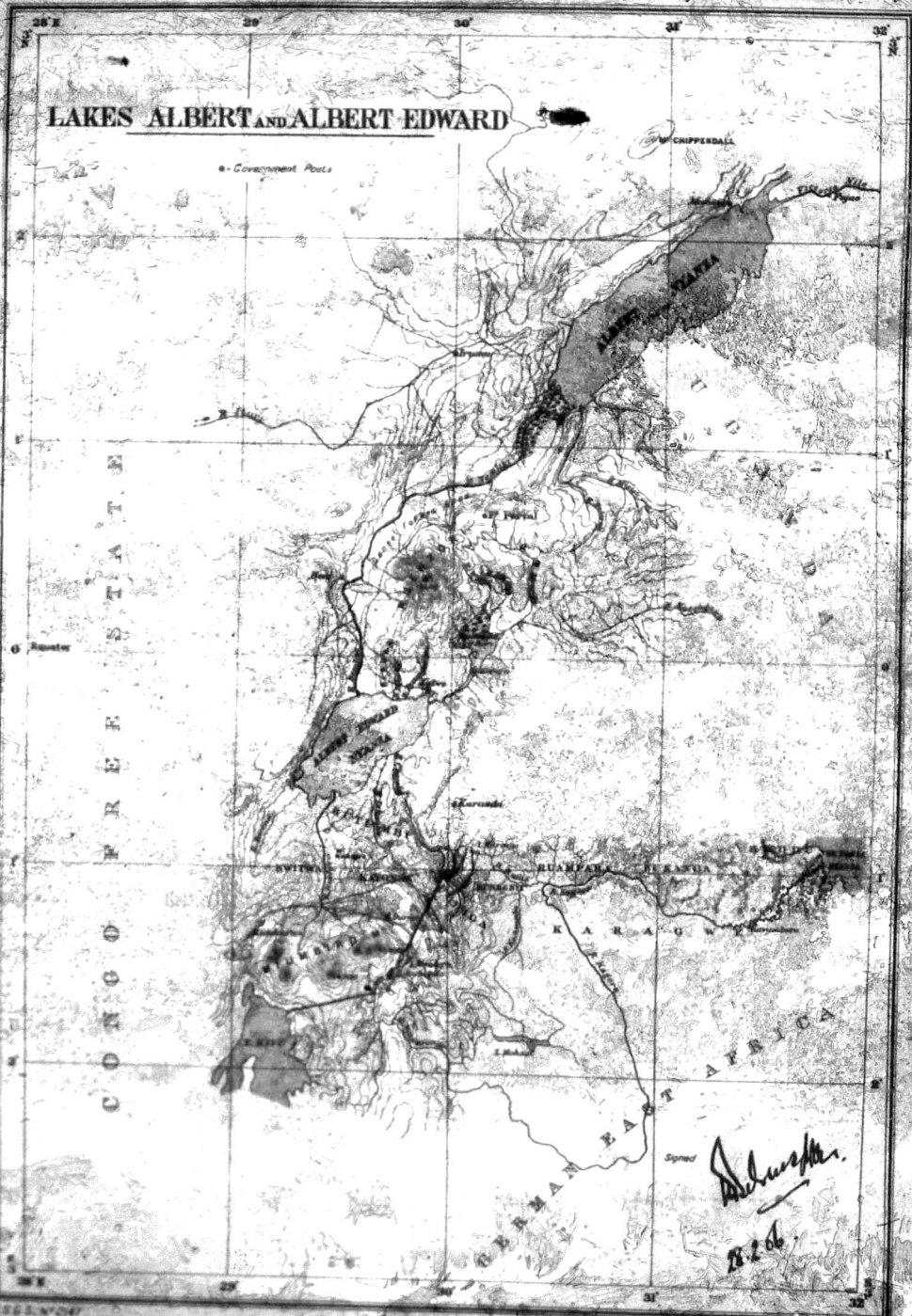
- (2) It would appear desirable to retain M'kinga Harbour.

It is the only good harbour in the North West portion of the Lake.

(3) It is true that any railway from near Mwindi Harbour to Kibongoi must follow the line of the River Kagera, but the advantages of such a railway would appear to be small and the probability of its construction remote. There is no actual necessity to adopt the Kagera as the frontier. The true course of this River is shown on the attached map (T. . . . 2147).

(4) Attached is a precis of geographical information concerning the Mfumbiro region drawn up by Lieutenant Behrens, (who fixed the peaks).

There would appear to be no doubt of the validity as regards Germany, of the British claim to this region, and the Anglo-German frontier would therefore be somewhat as shown on the attached map (T.S.G.S. 2147). Such a frontier would give us access to Lake Kivu and would include in British territory a healthy and fertile upland country.



LAKES ALBERT AND ALBERT EDWARD

• Government Posts

C
O
N
G
O
S
T
A
T
E

Scale

Signed

Schuster

1896

Scale 1 inch to 25 miles

Pub. Office, March 1896

C. O.
20969
16, St. James Square,

London, 12 JUN 06

12 June, 1906.

81

The Under Secretary of State,
Colonial Office.

Sir,

Before the control of the Uganda Railway was handed over by the Uganda Railway Committee to the Foreign Office the question of the provision of a Provident Fund for the non-pensionable Railway Employees was considered. It was however decided until it was ascertained (1) whether the Railway could earn sufficient Revenue to pay for its working expenses and (2) what proportion of the Staff should be pensionable, the matter could not be satisfactorily dealt with, but pending a reconsideration of the matter the whole of the permanent staff drawing over Rs. 1000 p. mensem have been granted 5% addition to their salary in lieu of a Provident Fund. The result of the working for 1904-5 has shown that under favourable circumstances the Railway can earn a substantial balance over its working expenses and the question of granting pension to certain officers has recently been settled, I beg therefore to bring the matter forward again for consideration

E. L.

2. It is unnecessary for me to urge the advantages of a Provident Fund. It will suffice to say that it has been found advisable to institute some such fund on nearly every Railway or large Corporation throughout the world thereby enabling each employee to lay by a part of his earnings as a provision against retirement and at the same time giving each man a direct interest in the economical working of the Railway or institution on which he is employed.

3. The present arrangement in force on the Uganda Railway is quite useless as a Provident Fund. The 5% additional salary is paid to each man with his salary every month and is looked upon as part of his regular pay. I doubt whether one per cent of the employees have ^{and therefore} banked it for the purpose for which it was originally granted.

4. I am of the opinion that the Indian State Railway Provident Fund rules will suit the Uganda Railway better than any other. I enclose a copy of them for your information. With a few minor alterations they could be made to suit our requirements admirably.

5. Unfortunately in East Africa there is as yet neither a Post Office Savings Bank nor Government securities into which savings can be invested; the only means of investing money is by placing it in deposit with the National Bank of India which allows 3% interest on deposits for 12 months. This Bank is, as you are aware, the Government Bank for the time being.

6. What I now beg to recommend is that the

Colonial Office and Treasury may be pleased to sanction the provision of a Provident Fund, in the abstract on the lines of the Indian State Railway Fund, with the following alterations:-

- (1) Paragraph 3 (a) (ii) and (v). The minimum salary shall be Rs. 30/- per mensem.
- (2) Paragraph 11 and 15 A. (b). The one half per centum of the net earnings will have to be increased to probably about 3% but the limit laid down in paragraph 13 will apply. It will probably be advisable to provide the necessary sum for bonus in the yearly estimates under Abstract G.
- (3) Paragraph 15 B and C. No sterling accounts will be kept.
- (4) 15. F. The Fund will be for purely Railway employees only. Clerks in the Local Auditors office etc., cannot enter.
- (5) Paragraph 16. The Fund will not undertake to invest voluntary deposits in Government securities; vide also paragraphs 54 to 58. Such investments will have to be made by depositors themselves.
- (6) Paragraphs 34-41. Security deposit account will not be required at first.
- (7) It should be added that on attainment of 50 years of age an employe must retire from the service of the Railway unless specially permitted to remain by His Majesty's Commissioner. Such a rule is necessary in order to enable Government to dispense with the services of men who are getting inefficient through age.

(8) Failing a Savings Bank or Government Securities into which to invest the funds, an arrangement will have to be come to with the National Bank of India. I am in hopes that this can be satisfactorily done and that they will give 4% interest on deposits placed with them by Government; if so the Railway could give 3½% interest on Compulsory deposits and bonus, and 3% on voluntary deposits. If, however, the National Bank will only grant 3½%, the Railway will only be enabled to give 3% and 2½% on compulsory and voluntary deposits respectively.

My idea of course is that the difference of between what Government gets from the Bank and what Government grants to depositors will be available to cover ~~the expenditure~~ the expenditure entailed in keeping the accounts, providing stationery etc. This object will not be attained at first but as funds accumulate, expenditure and receipts will tend to balance and once having balanced the interest on deposits can be slightly increased as Government will not wish to make a profit.

7. The present arrangement of granting 5% addition to salary in lieu of Provident Fund, amounts, with our present staff, to about £2,500 per annum. My proposal for a Provident Fund for all non-pensionable employees (myself excluded) drawing over Rs. 30/- per man with compulsory deposits of one twelfth salary and bonus equal to compulsory deposit will cost about £5,000 per annum to start with, i.e., an extra expenditure of £2,500.

to funds accumulate the difference of 1/2 referred to above will cover this and other incidental expenditure.

8. I have recently suggested that our existing leave rules for the subordinate staff should be altered, because I consider that they are too favourable for them. The rules I propose are I consider suitable and will save the Railway considerable expenditure. As, however, the existing rules have been in force for some time I should like the Provident Fund to be instituted at the same time as the new rules are enforced, so that the staff will have no cause to grumble at the alterations. The less favourable leave rules being counterbalanced by the Provident Fund.

9. If Lord Elgin and the Treasury are pleased to approve of my proposal in the abstract these papers should be sent to East Africa for careful consideration by the Railway and local authorities. The figures I have given and the alterations I have suggested must for the present be taken as approximate only.

(Inf'd.) K.C.

2/6

W. H. C. Currie