

EAST AFRICA PROT.

50066

C.O.
56207
Recd. 29 Sept 19

56207

disc J.

Railway Administration

1919

23 Sept.

Last previous Paper.

Seebomitz Views.

to Belmont Sir H. Read

1. This kind of thing is intolerable, except insofar as, I suppose, it must have passed Mr. Seebomitz's mind to write it all.
2. The main point is that he is off returning to the U.S. Service - in fact on the expiration of his leave on 15 October he ceased his connection with the E.A.P. Government.
3. The letter covers many matters - his own previous history in S. Africa; his history in Belg. alleged "plots" against him; detailed enquiries into every acct. made in the U.S.; criticism of suggestions for the working of the railway & of

Answer 29 Oct 1919
Copy to Mr. Seebomitz

next subsequent 1905

67599

the admⁿ. of Colonial Railways
generally etc.

I do not pretend to have read it
through carefully - I cannot
believe that this will be considered
necessary - but on p. 63 there
is a provisional summary, so to
speak, of his letter under four
heads, as to ① & ③ which
he leaves to the Dept. to consider
directly, the position simply is
that he was not considered suitable
for promotion into a better position
manager (Mr H. A. Saylor) did not
deal well with the case, there
seems no reason to ~~do~~ do
anything now. Mr Eddie admittedly
was "a very hard office worker"
(see notes in file 506), but
it is clear to all, from this
letter that he is much better
of, than in the Railway service.
No man has a right to promotion
if he is not recommended by
the competent authorities, it is
a very strong case to ^{need} overrule them
from the C.O.

Mr Neilson & Mr Eddie were in the same
boat at one time over this promotion
question - a Mr Neilson did finally
get promotion to the superior.

See copy in
file 506

the radical question quite unnecessarily -
and this has had much to do with
Mr. Sadie's bitterness.

Trust of his letter (I have only
skimmed it) is hopelessly wrong headed.

Oct. 20. 10. 19

Lt. Conson

at once.

H. J. R.

21/3/19

100

8/56207/19 bal

20 8

[Large handwritten scribble]

DRAFT.

Madie Esq.

27 Ansd
67599
29 October 1919

Sir,

MINUTE.

- Mr. Brantley 22 Oct
- Mr. Parkin 22/10/19
- Mr. [unclear]
- Mr. [unclear]
- X Sir H. Read 23/10
- Sir G. Forbes 27 (Su 163)
- Col. Amery
- Lord Milner

11/24. 30 Oct 1919

I am in touch with the rest
 of your letter of the 23rd of
 Sept & to inform you that
 if, on receipt of the copy
 which Mr. [unclear] state you
 have sent to him, the [unclear]
 the Capt. submits any [unclear]
 indications ^{on your case} ~~in the matter~~
 his lordship will be prepared
 to consider them, but that
 otherwise he is not disposed
 to interpose ~~the case~~

(Signed) H. J. READ.

In course
H. J. Read

RECEIVED
1919

15 Huntly Terrace,
Springboig,
Shettleston,
Pr. Glasgow.

9

September 1919.

My Lord,

In submitting my case to Your Lordship direct I make one further effort to secure justice. In the suggestions I will put forward, after having dealt with my own case, is to be found another reason for the step taken of addressing Your Lordship direct.

In the first place I subjoin particulars of my railway service.

North British Railway Company.

Joined the service of this Company in February 1890 as an apprentice clerk under a four years indenture and resigned in January 1901 in order to proceed to South Africa.

Total period of service - say 11 years.

Details of service with the North British Railway Company.

	Approx.	
Gamlachie Goods Station, Glasgow.	1 Year	Office Boy's duties.
	3 "	Asst. Forwarding Clerk.
Kirkintilloch Station.	1 "	Joint Goods & Coaching work.
	3 "	Chief Booking Clerk.
Chief Goods Manager's Office, Glasgow.	1 "	Relief Clerk.
	2 "	Clerk in Outstanding Accounts Section.

Imperial Military Railways & Central South African Railways - South Africa.

Joined the service of the railways in the Transvaal and Orange River Colonies in October 1901 and resigned in November 1908.

Total period of service - say 7 years.

Details of service with the South African Railways.

	Approx.	
Chief Traffic Manager's Office, Johannesburg.	1 Year	Clerk, General Section.
	1 "	In charge of the Outstanding Accounts Section.
	5 "	In charge of the Expenditure Section.

The seven years spent under Sir William Hoy were years of continuous and hard application. In my letter dated the 31st January 1913 I state—

"It will be seen from this that I was in the railway service in the South during two important periods in its history, periods which were full of hard work when everyone had to give his best. The first period dates from the time the railways in the Transvaal and Orange River Colonies were taken over by the British Military Authorities to the time responsible government was granted and the second period from then to the time just before the union of the South African Colonies when the Departmental system of organisation and working was departed from and the Divisional system introduced. I will always consider myself fortunate to have been in the service in the South when the railways as they are now were in the making. It was an experience that comes the way of very few."

In connection with my South African service I would like to explain that after a years' service as a clerk in the General Department of the Chief Traffic Manager's Office Sir William Hoy selected me to take over the charge of the Outstanding Accounts Department of his office. The work of this Section was then in a very bad state and the large amount outstanding in the books of the Administration was the cause of much concern. During the years 1901, 1902 and 1903 trained railway men in the numbers required could not be obtained and I found on taking over charge of the Section that at least half the staff were inexperienced. This made the position more difficult but at the time one had just to carry on and each day I had to scrap a large number of letters passed to me and to deal with these and special cases I had to return to the office each evening after dinner and put in from 2 to 3 hour's work. In this way and in concentrating on the clearing of all large items I was able to effect a considerable reduction. I knew that if I failed to effect the confidence placed in me there would be no

"Catering and Cartage Branches which were treated as subsidiary Departments."

On taking over the Expenditure Section my first duty, after the organisation of the section had been completed, was to thoroughly go into the whole question of Traffic ~~Expenditure~~ expenditure. This examination enabled me to place before Sir William Hoy a memorandum shewing approximately what saving it might be possible to effect. The action taken by Sir William Hoy was to appoint Mr. J. W. Carr, then Traffic Manager Johannesburg and myself to deal with the matter. Our instructions were to enquire into the working of each station and to arrive at the staff required to carry on the work in an efficient manner. During the period 1904 - 1908 I might mention the following as special work which was entrusted to me viz., enquiry into the organisation and working of the Cartage Branch, enquiry into the organisation and working of the Catering Branch, visits to other Colonial Railways in connection with joint working arrangements etc.

At this stage I consider it advisable to make some reference to the causes which led me to resign from the service of the Central South African Railways. At the end of 1908 I felt that I could not carry on longer without a change. I was on the verge of a serious breakdown and wanted to get away from railways for a time. The unification of the railways was about to take place and if I went away on leave I would not be free from worry as probably on my return I would find that I had been overlooked and therefore lost the position I had striven by hard work to attain. My point of view was that it all depended whether my Chief would secure the appointment of General Manager of the unified railways and to go Home simply to worry over the position in South Africa was foolish in view of the fact that I had an offer to settle down to a commercial life at

Home. Owing to trade depression at Home during 1909 the latter scheme was abandoned and I eventually returned to South Africa. 13

On reaching Cape Town I immediately communicated with Sir William Hoy and in his reply to me dated the 16th July 1910 he states:-

"I should like to help you because you deserve it but with the amalgamation of railways you will no doubt appreciate the large number of clerical staff who are spare and my difficulty is to absorb the Cape and Natal men whose services are available etc., etc."

On reaching Johannesburg I was advised that a letter had been received from the General Manager of the Uganda Railway to the effect that a Rates Clerk and a Traffic Inspector were required and asking Sir William Hoy if he could select suitable men. I immediately asked that my name should be put forward for either of the positions and the Sir William Hoy kindly did.

At the time I reasoned that East Africa was a new Colony and that there would be no lack of opportunity for men who had experience in both Home and Colonial railway working. Further I hoped that with the special knowledge I had acquired in South Africa I could do good work in East Africa. In South Africa we were encouraged to study the methods followed on other railways and suggestions were always welcomed. Our constant aim was to secure real efficiency.

I commenced my service with the Uganda Railway Administration on the 11th October 1910. The Late Mr H. A. F. Currie was the General Manager and the first class officials in the Traffic Department were:-

Late Mr. A. E. Cruickshank, Traffic Manager.

Mr. J. W. Sweeney, Senior Assistant Traffic Manager.

Late MR. G. A. Stanley, Assistant Traffic Manager.

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Mr. J. W. Sweeney, Senior Assistant Traffic Manager.

Late Mr. G. A. Stanley, Assistant Traffic Manager.

6.-

Mr. E. G. Wilson, Assistant Traffic Manager.

At the first interview I had with the then Traffic Manager it was decided that I should take a trip over the line to see the stations and the equipment at each and also visit the ports on Lake Victoria. On my return from this trip I was asked to reorganise the work in the General, Rates and Claims sections of the Traffic Manager's Office. During the time I was engaged on this work I was informed by the Traffic Manager (Late Mr. A. E. Cruickshank) that I would take over charge of the Rates, Claims and General sections of his office and that my designation would be altered from Traffic Inspector to Rates Clerk. I should here explain that both posts - Rates Clerk and Traffic Inspector - were graded Rs. 500- Rs 400 per month and that I had already signed a local agreement as Traffic Inspector. I should further explain that this decision did not leave the railway without the services of a Traffic Inspector. Mr. T/ French who was in the South African railway service at the same time as myself had secured through writing direct to Sir Percy Girouard, the then Governor of British East Africa, a post on the Uganda Railway. At the time both Mr. French and myself joined the railways in South Africa Sir Percy Girouard was Director of Railways. Mr. French left Durban on the 28th February 1910 for Mombasa and on arrival was posted as Traffic Inspector. When I arrived he had at least held the position for 6 months.

At this time Sir Percy Girouard was pressing for improvements in the working. This was met by the management with the cry for more European staff. The methods followed in 1900 were the methods followed in 1910. No progress could be reported in any direction. At the close of 1910 consigners had still to prepay the carriage charges on their goods and no credit of any kind was allowed.

It was only during 1911 that "tepay" bookings and ledger and deposit account credits were introduced. During my first years' service I made myself something of a nuisance in trying to bring about improvements but it was such a hopeless task. The management apparently considered the introduction of tepay bookings such a big thing that they expected to be left at peace for another period of ten years.

On the 3rd April 1911 Mr French was appointed Acting Assistant Traffic Manager at Mombasa. Although Mr. French had been my junior during his South African railway service I could raise no objection to his promotion as he had joined the Uganda Railway service before I did.

Mr French's Uganda Railway record is as follows.-

15th March 1910.	Arrived at Mombasa and posted as Traffic Inspector, Nairobi.
3rd. April 1911.	Appointed Acting Assistant Traffic Manager, Mombasa.
29th Octr 1912.	Transferred to Nairobi as Acting Assistant Traffic Manager.
6th Decr 1912.	Confirmed as Assistant Traffic Manager.
19th May 1913.	Proceeded on leave.
25th Decr 1913.	Returned from leave.
7th Feby 1914.	Resigned.

I have given these particulars as I wish later to refer to Mr French's case.

On the 22nd April 1912 the General Manager (Late Mr. H. A. F. Currie) and the traffic Manager (Late Mr. A. E. Cruickshank) proceeded on leave, the latter on termination of his leave taking up the appointment of General Manager of the Gold Coast Railway. This left the position of Traffic Manager vacant. The first class traffic officials at this time were.-

Date joined service.

Name.

23rd. August 1898.	Mr. J. V. Greenie, Senior Assistant Traffic Manager
23rd. May 1901.	Mr. G. A. Stanley, Assistant Traffic Manager.
20th. June 1901.	Mr. H. G. Wilson, Assistant Traffic Manager.

8.-

During each previous occasion on which the late Mr. A. E. Cruickshank had gone on leave the position of Acting Traffic Manager had been filled by Mr. J. W. Sweeney. On reference to page 24 of the General Manager's Report for 1912-1913 (Uganda Railway) the following record will be found. -

1912.

April 9th.

Transfers of Mr. G. A. Stanley, Assistant to the General Manager, to the Traffic Department as Assistant Traffic Manager, and Mr. J. W. Sweeney, Assistant Traffic Manager to the General Manager's Office as Assistant to the Manager.

" 22nd.

Departure of Mr. H. A. F. Currie, General Manager on leave and Mr. A. E. Cruickshank on leave prior to his transfer to the Gold Coast Railway as General Manager.

Mr. G. A. Stanley appointed Traffic Manager vice Mr. A. E. Cruickshank.

Sir Percy Girouard had left the Protectorate and Nairabi Club had again become the happy hunting ground for the small man where he could secure through intrigue what he could not through ability and experience.

The General Manager (Late Mr. Currie) on his arrival in England engaged two Assistant Traffic Managers, -

Mr. J. Cowan,
Mr. D. H. Harrison,

These gentlemen arrived in East Africa on the 12th August 1912.

With their advent I had to consider my own position. Mr. Currie the General Manager died on the 2nd July 1912 in England while on leave and Mr. Sandiferd the Locomotive Superintendent was acting General Manager. As Mr. Currie alone could be held responsible for these appointments I decided not to take any action until the new General Manager had taken over.

On the 27th November 1912 Mr. H. B. Taylor arrived and took over the position of General Manager.

After Mr. Taylor had been three months in the country

9.-

I raised the question of promotion. The first part of my letter of the 31st January 1913 reads as follows,-

"I beg to submit for consideration and for transmission through the usual channels to His Majesty's Secretary of State for the Colonies this application for promotion in the railway service either in this Protectorate or in any other Protectorate or Crown Colony where appointments to the official grade are subject to the approval of or confirmed by the Home Government. The recent engagement at Home by the late General Manager of two Assistant Traffic Managers indicating clearly as it does that there is no hope of advancement to the official grade for anyone at present employed on this railway in a subordinate position is I think in itself sufficient justification for the request made in the previous paragraph. I would go further and say that the appointments made afford conclusive proof that a sound railway experience is not considered essential and a good record is not a recommendation."

This application was not sent forward to His Excellency, The Governor until the 9th April 1913.

Mr. Taylor in his letter of that date to His Excellency the Governor states inter alia,-

"East Africa is a very progressive country where all classes are equal and discipline is not a strong point. I therefore do not consider that service in the subordinate grades on this railway is good training for an officer and I would prefer that appointments to the superior staff of this railway be made from Home or from men who have had service on the superior staff of other railways."

On the 27th May 1913 I asked for an interview with the General Manager and at 2 P.M. on the same date I met Mr. H. B. Taylor. Mr. T. Neilson, then Traffic Inspector, who was also at the time pressing for promotion attended the meeting. From the minute I prepared immediately the interview terminated I subjoin the following extract,-

"His (Mr. H. Blake Taylor, General Manager) policy would be to appoint men who possessed a University education to official positions. His mind was fully made up on this point and nothing that could be said would effect a change in his views."

No further action was taken by me until the 25th October 1913 when I addressed a letter to the then Secretary of State for the Colonies. On the 3rd November 1913 Mr. Neilson and

myself left East Africa for England on leave.

While at Home both Mr. Neilson and myself received a telegram from the Crown Agents to attend at their office on the 26th January 1914 on important business. This reminds me that I made no claim for the amount of the railway fare and hotel expenses incurred on the trip. The journey was fruitless. Mr Neilson and myself were in turn offered the position of Station Master on the Gold Coast Railway which we both declined. At the time I looked upon the offer as an insult and informed the official at the Crown Agents that my case was being dealt with by the Colonial Office. The Crown Agents representative thereupon suggested that we should call at the Colonial Office and said that he would telephone Mr. Macnaughten and arrange an interview. We gladly took the opportunity offered and saw Mr. Macnaughten at the Colonial Office. At this interview we were advised to return to East Africa and at the same time informed that the whole matter would be satisfactorily dealt with by correspondence. On this understanding I agreed to return to East Africa.

On reaching Mombasa I learned two things which gave me a clearer insight into the position. During my absence Mr/ French, Assistant Traffic Manager had resigned, and Mr McHardy had been transferred from the Colonial Audit to the Railway Department as an Assistant Traffic Manager.

In the plot, the object of which was not only to secure Mr. McHardy a position as Assistant Traffic Manager but with seniority next to Mr. E. G. Wilson, I think I am right in stating that the following officials were concerned viz, - General Manager (Mr. H. B. Taylor -) Traffic Manager (Late Mr. G. A. Stanley) and the Chief Accountant (Mr. E. Eastwood). For the success of this plot it was essential that Mr. French, Mr. Neilson and myself should be got rid of in some way or other.

II.

This explains the intrigue while Mr. Neilson and myself were on leave and the offer of the position on the Gold Coast Railway. In Mr. French's case the method followed was somewhat different. During the whole of the time Mr and Mrs French resided on the " Hill " at Nairobi they were ostracised by the railway official clique. A job he (Mr French) was ignored and thwarted in every possible way and I was not in the least surprised to learn that in a fit of general "fedupness" he resigned. Mr French is again with Sir Percy Girouard in the Firm of Armstrong, Whitworth & Coy.

In Mr. French the Uganda Railway lost a first class railwayman.

Before proceeding further I would mention that I noticed the following advertisement in the Glasgow Herald for the 9th February 1914 viz,-

"Assistant Traffic Manager required for Uganda Railway
 "for thirty months with possible extension, salary £2300-
 "£2550, free quarters, first class passages, leave on full
 "pay for three months increased to six months if returning,
 "age 22-26, unmarried. Candidates having experience in
 "traffic department of an English Railway and actual
 "experience in working goods and passenger traffic
 "together with usual office experience should apply at
 "once to the Crown Agents for the Colonies."

In my letter to the Under Secretary of State for the Colonies dated 24th February 1914 I drew attention to this advertisement and from this letter I quote the following,-

"In the correspondence that has already passed I have stated my case and I do not think that any good purpose will be served by continuing covering the same ground afresh.
 "I would like however to make the following observations on the changed aspect of the case,-

- (a). The causes which operate to retard the progress of the individual may also retard the progress of a Colony.
- (b). The efficient and economical working of a Railway is more a question of men than of system.
- (c). The University qualification has apparently been dispensed with.

It is somewhat difficult to write a straight connected history of the case but I must refer to an interview I had

12.-

with the Traffic Manager (Late Mr. G. A. Stanley) when I reported for duty on my return from leave. I asked him if it was the case that Mr. McHardy who had never worked a single day on a railway had been appointed an Assistant Traffic Manager. He replied that the matter was settled by the General Manager (Mr. H.B. Taylor) and that Mr. McHardy would start on the railway on the 1st April 1914. I then asked him if he would state definitely why I could not receive promotion on the Uganda Railway. He refused to make any answer. I then said "you refuse to make any answer to that question but I'll give you the reason. I started on the Uganda Railway as a subordinate and on that account I cannot reside on the Hill and because I cannot reside on the Hill I cannot receive promotion."

The next item of interest is Mr. Neilson's promotion to Assistant Traffic Manager. On the 18th July 1914 he was promoted from Traffic Inspector to Assistant Traffic Manager and transferred from Nairobi to Kampala in charge of the Port - Bell - Kampala Railway. This railway is from Port Bell on Lake Victoria to Kampala a distance of 6 miles and was not opened for public traffic till the 1st July 1915. Mr. Neilson was therefore at Kampala a full 12 months doing nothing. This would appear inexplicable to anyone lacking a knowledge of Railway Hill etiquette. It was considered the correct thing if a subordinate was promoted to the official grade that he should hold the position at an outside station for at least 12 months and so fit himself for residence on the "Hill" at Nairobi. Mr. French when he was appointed Acting Assistant Traffic Manager had to put in his period of exile at Mombasa. Adverting however to Mr. Neilson's promotion attention is drawn to the fact that the Empire entered the Great War on the 4th August 1914 and that the majority of Europeans on the railway in Nairobi left Nairobi on the 9th August 1914 to guard the railway bridges on the section Voi

to Makindu. Mr Neilson however was left at peace and as already stated for 12 months did nothing except draw his salary. It is difficult to explain Mr Neilson's promotion. He joined the Uganda Railway service after I did and in the South African service he was a Clerk in the Rates section of Sir William Hay's office when I was head of the Outstanding Accounts and Expenditure sections of the same office. A charitable view to take would probably be to state that Mr Neilson who returned from leave a month earlier than I did made his peace with Mr Taylor and agreed to accept promotion junior to Mr McHardy.

I returned from leave on the 17th March 1914 and at the first meeting I had with Mr Taylor I knew that I was the victim. I was accused of going to the Colonial Office and of making public what passed at the interview in Nairobi with the General Manager when he (Mr. Taylor) stated that his policy would be to appoint men who possessed a University education to official positions, and that his mind was fully made up on this point and nothing that could be said would effect a change in his views."

Mr Neilson was present at this interview with Mr Taylor on the 27th May 1913 and in July 1914 Mr Neilson was promoted from Traffic Inspector to Assistant Traffic Manager by Mr Taylor.

At the end of July 1914 I had come to the decision that the only course open to me was to give notice under my agreement and return Home and fight my case there. I had taken certain steps in this direction but had not given notice when the cable was received that Great Britain and Germany was at war. We in East Africa knew that this meant trouble between British East and German East Africa.

I knew it then to be my duty to remain in East Africa and to allow my own personal affairs to stand over until the end of the war.

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I knew it then to be my duty to remain in East Africa and to allow my own personal affairs to stand over until the end of the war.

From this decision I have not departed during the whole period of the War. On the 9th August 1914 I left Nairobi with the Uganda Railway Volunteers to guard the railway bridges on the section of the line Voi to Makindu. We were only about 45 strong and on this 100 mile section we had I think 10 railway bridges to guard.

On the 19th October 1914 I was recalled to the office by the Traffic Manager (late Mr G.A. Stanley) and the Acting General Manager (Mr B. Eastwood) to undertake a revision of the Tariff Book. I will refer later to this task but would meantime point out that I was recalled from active service to undertake this special work while the Administration had an official at Kampala in charge of a 6 mile line which was not open for public traffic until July 1914. The Tariff Book which I compiled came into force as on and from the 1st April 1915.

I referred to the fact that I was recalled from active service by the Traffic Manager and the Acting General Manager. This brings me back again to the General Manager (Mr. H.B. Taylor) who in his own little way had done all that he could to blast my career. Mr Taylor took over the position of General Manager on the 27th November 1912. The following interesting entries appear on pages 22 - 23 of the General Manager's Report for 1914 - 1915.

- 1914.
August 31st. Departure of Mr. H.B. Taylor on leave and assumption of duties of General Manager by Mr. B. Eastwood.
- 1915.
January 10th. Resignation of Mr. H.B. Taylor, General Manager.
- January 11th. Appointment of Mr. B. Eastwood as General Manager.

Mr. H. B. Taylor's service in East Africa only covered a period of 27 months and he left the Protectorate about three weeks after the outbreak of War.

On page 22 of the same report the following entry

appears,-

1914.

August 20th.

Arrival of Mr. J. K. Robertson, District Engineer for Uasin Gishu survey on first appointment.

I understand that Mr. Robertson was on two years leave from India and that Mr. H.B. Taylor offered him this temporary appointment by cable. Mr. Robertson's services terminated on the 13th September 1915. Thus Mr. Robertson, during the War, had one years salary from the Uganda Railway while on leave from India and presumably on pay from the Government of India.

I have not finished with Mr. H.B. Taylor. If that gentleman had treated me in a fair manner I would not now be spending a part of a well earned holiday at this self imposed task. I wish to make some reference to Mr. H.B. Taylors first annual report as General Manager. The first report he submitted was for the Financial Year 1st April 1912 to 31st March 1913. On page 24 of this report it is recorded that he arrived at Mombasa on first appointment on the 27th November 1912. Eight months of the financial year had therefore gone before he took over charge and the only reference to this is to be found on page 12 of the report under the head of Staff Changes, viz.,

"There have been several changes in the staff during the year as owing to the death of Mr H.A.F. Currie there was a vacancy in the management which was filled up by the appointment of Mr H.B. Taylor, Chief Engineer of the Indian State Railway Department."

I quote from the same report what is said under the heading of "Working of the Staff" viz.,

"I have nothing but the best to report regarding the working of the staff. The Uganda Railway is especially lucky in having a very fine body of men who have a strong feeling of esprit de corps and who have shown and continue to show a great keenness in their work. The very excellent work done by my Heads of Departments, more especially the Chief Engineer and Chief Accountant Messrs A.F. Church and B. Bastwood who have been with the railway from its infancy deserves special notice. The work done by Mr Church is of the very best and

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"I could not wish for the line to be better maintained. In addition to the control of the main line Mr Church has had the construction of the Busoga Railway in his charge and has performed the duties of Consulting Engineer for the Magadi, Thika and Pert Bell - Kampala extensions and well deserves the designation of Chief Engineer which has lately been sanctioned in place of the title of Superintendent of Works.

"Mr Eastwood is a most capable man and is most useful to me. He never tires of work and his many suggestions for the better working of the railway are most excellent. He has ever at heart the interests of the railway and of the staff. Since the completion of the Uganda Railway the duties and the responsibilities of the Chief Accountant have increased greatly, for in addition to the control of the finances of the parent line he has had to organise and nurse the Busoga Railway and before long his responsibilities will be further increased by the addition of the Thika, Magadi and Pert Bell - Kampala extensions which means that he will have to control five sets of railway accounts in addition to the Uganda Railway Marine and the Lake Kioga Flotilla services and I feel that he deserves more than this passing notice.

"I would like to put on record the work done by Mr H.E. Goodship whilst acting as Chief Accountant during Mr Eastwood's absence on leave. He carried out the onerous and arduous duties of Chief Accountant in a very capable manner indeed.

"Mr W.E. Nevill, Locomotive Superintendent, is most keen and takes a just pride in the working of his department. He only joined the railway during the year but has already shown his capacity for administrative work.

"Mr E.C. Wilson, Acting Traffic Manager, is a most sound traffic officer and is doing excellent service, and as referred to earlier, is given most inadequate remuneration for his responsible services to the public and the State.

"Lt R.M. Reynolds, Marine Superintendent, deserves special notice for the excellent working of his ships and the lake traffic. Besides controlling the ships and their staff the working of traffic at lake ports is controlled by the Marine Superintendent and as mentioned before I consider the time has come that the pay of the Head of the Marine Department be put on the same basis as other railway departments.

Mr R. Grant, Superintendent Engineer Marine has as usual done very good work.

"I also must mention Mr A.W. Reid, Chief Storekeeper for the very able manner he has controlled his department.

"Mr Sydney Cooper, District Engineer, 1st Maintenance Division and Mr C.M. Bunbury, Engineer-in-charge of the regrading also deserve special mention for the special work rendered.

"I have also to acknowledge the very excellent assistance given to me by the Assistant Manager Mr J.W. Sweeney.

"In conclusion, in addition to the Heads of the Departments and other officers, I have to thank my entire staff more especially the Heads of sections whose devotion to duty has contributed to the very excellent result of working of the railway during the past year."

I now quote another extract from page 24 of the Report,

17.-

1913.
March 20th.

Departure of Mr G.A. Stanley, Traffic Manager, on leave and assumption of duties of the Traffic Manager by Mr. E.C. Wilson, Assistant Traffic Manager vice Mr G.A. Stanley.

Mr. E.C. Wilson had only been in the position of Acting Traffic Manager for 11 days in the Financial Year in question. What happened when the Late Mr. A.E. Cruickshank, Traffic Manager, went on leave was again repeated when the Late Mr. G.A. Stanley, Traffic Manager, went on leave - intriguing against a man absent from the Country on leave.

Another instance of this is the case of Mr. Reynolds, Marine Superintendent. Mr. H.B. Taylor in his 1912 - 1913 report states,-

"Lt R.M. Reynolds R.N.R., Marine Superintendent, deserves special notice for the excellent working of his ships and the lake traffic etc., etc.,"

In the annual report for 1913 - 1914 submitted by Mr. H. B. Taylor I quote the following appearing on page 3 under the head of traffic working,-

"On receipt of complaints from traders and the Chamber of Commerce as to delays to traffic, damage to goods, and the mixing up of consignments a small committee was appointed to make a thorough enquiry and to report to the General Manager what should be done to improve the working. This committee consisting of the Chief Accountant, the Traffic Manager, and the Chief Mechanical Engineer carried out the work most thoroughly and their report has enabled much improvement to be made. It was found that most of the claims and delays arise in the traffic from lake ports and arrangements have been made to remedy any defective working."

The report submitted by this committee was considered of such importance that it was printed at the Railway Press. This enquiry was a deliberate attempt to discredit Mr Reynolds and the cause was the recommendation made by Mr. H.B. Taylor

18.-

in his 1912 - 1913 report that the salary of the Marine Superintendent should be increased to the same figure as the heads of other Departments. The enquiry was engineered by Mr Eastwood and supported by the late Mr Stanley who had a grievance against Mr H.B.Taylor on account of the reference made to Mr K.G.Wilson in the 1912 - 1913 report.

Mr Reynolds went on leave on the 20th April 1914 and the report was not published until after he had sailed from Mombasa.

Messrs Taylor and Eastwood are now in retirement on pension, Mr Nevill is with a private firm in England, and Mr Stanley died while on leave in England, so that of all those interested in this enquiry Mr Reynolds alone remains in the service.

In concluding my reference to Mr.H.B.Taylor's report for 1912 - 1913 I cannot refrain from adding that much as I regret that I did not receive the advantage of a University education I would be very sorry, even in my present deplorably ignorant state, to see my name at the end of such a report.

Mr.H.B.Taylor in his letter of the 9th April 1913 to His Excellency the Governor of the E. E. A. Protectorate states,-

"I therefore do not consider that service in the subordinate grades on this railway is good training for an officer and I would prefer that appointments to the superior staff of this railway be made from Home or from men who have had service on the superior staff of other railways.
"The great lack of discipline and the feeling of equality of all prevents such a procedure being a success."

It must have been about the time this letter was written that I happened to be present at an impromptu concert which took place at the Railway Club, Nairobi. The announcement was made that Mr.H.B.Taylor would sing "I'll sing the songs of Araby" but Mr.Taylor on this evening had been too intimate with the whisky bottle and although he made a number of attempts he never got past the first line of the song. Before

he sat down or was pulled down a member of the staff by way of encouragement called out to him "If you dont know the words hum it." Later the game of follow my leader was indulged in and in this manner what was considered as a very successful evening was brought to a close. I can remember now that I viewed the whole performance first with surprise, next amusement, and finally disgust.

Any "Railway" reputation that Mr H.B. Taylor possessed lies buried in East Africa.

On Mr.H.B.Taylor's departure on leave Mr B.Eastwood was appointed Acting General Manager and later confirmed in the appointment as General Manager on Mr.Taylor resigning.

Mr. B. Eastwood joined the Uganda Railway service on the 11th September 1897. I do not think that he had any previous railway experience when he joined but in this I may be wrong. His teachers were the staff employed under him and the Indian P. W. E. (Railway Department) Code. In his position both as Chief Accountant and General Manager he knew that the working of the Railway was rotten, but what he did not know was how to proceed in the task of making the railway an efficient machine and the only alternative he had was to bully his various Heads of Departments. The Heads of Departments who had so long been associated with him in work on a level when he was Chief Accountant and who considered themselves just as capable as Mr Eastwood considered Mr. Eastwood to be, resented his attitude in the superior position of General Manager.

Mr. H. B. Taylor gave it as his opinion that it was not desirable to promote a man from the subordinate to the official grade but here we have an instance where the Head of a Department of the Railway was promoted to Head of the Railway which proved not only a failure but a miserable fiasco. As an instance of bullying and persecution I would direct attention to Mr. J. W. Sweeney's case. On the 25th October 1915 Mr.

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20.-

Eastwood transferred Mr Sweeney from the position of Assistant to the General Manager to the Traffic Department. Mr Eastwood had for years persecuted Mr. Sweeney and when he attained the position of "top"dog he had to in this petty way make an exhibition of the powers he possessed. Mr Sweeney came into the Traffic Manager's Office, occupied a room by himself, and for ever a year did nothing. Like the Kampala incident this also happened during the great War.

I would like here to quote from a cutting I made from the Review of Reviews. It is an extract from an article by Mr. W/ S/ Rowntree on the "The Distribution of Authority in Industry" and appeared in the Ford Times, viz-

"Take the foreman who habitually bullies. In the first place, he is probably unaware that he is a bully, though he may speak of himself as firm. If he could be confronted with two snapshots, one of himself when, in his own department, he addresses a worker who had made some trivial blunder, or whose turn it was to be "hustled" the other of himself in consultation with some member of the firm, no one would be more astonished at the contrast between them than he would. The one snapshot would represent, incarnate, the spirit of fuss and bluster; the second would suggest, if not pure servility perhaps a manly deference towards the "top dog", combined with compassionate tolerance for the bottom dog. There is much truth in the popular dictum that bullies are cowards. But cowards, unfortunately, are very often both crafty and vengeful. They can paint black white as quickly and as instinctively as chameleons change their colour. And in their resentment fear and rancour are pretty equally mingled."

When Mr Eastwood departed from East Africa he left many acquaintances but few friends. The only members of the railway staff who saw him off at Nairobi station were -

Mr. M. Gallagher, Workshop Manager.

Mr. W/. McHardy, Deputy Traffic Manager.

Mr. S.N. Faulkner, Deputy Chief Accountant.

Mr. R. Lane, Acting Assistant to the Manager.

Mr. W. Morris, Clerk, Chief Accountant's Office.

Mr Eastwood had hardly been gone a week when his portrait disappeared from the European railway Club. It was found in a culvert on the railway line, brought down to the offices

and there destroyed.

Mr. Eastwood in my opinion engineered the appointments of Mr. W. McHardy, now Deputy Traffic Manager, and Mr. S.N. Faulkner, Deputy Chief Accountant.

I first met Mr. Faulkner when he was in the Colonial Audit Branch. His duties were to audit the railway accounts, i.e., to audit the work done in the Chief Accountant's office. Mr Faulkner went on leave and his duties were discharged by Mr. McHardy. Mr. B. Eastwood in these days was Chief Accountant and it is somewhat significant that Mr. McHardy is now Deputy Traffic Manager, and Mr Faulkner, Deputy Chief Accountant, without ~~either~~ having previously served on a railway.

Mr. Neville Priestley, Under Secretary to the Government of India (Railway Department) in his Report dated 30th December 1903 on the organisation and working of railways in ~~America under~~ ~~America under~~ the divisional system of organisation states-

"Para 42.- All employees of whatever class whether they have received a College or a Technical education or not are required to begin at the very beginning. Civil Engineers who are graduates of Colleges have to begin as redmen or as trackmen and are kept in that position till they show fitness before they are advanced to Assistant Supervisor which is the lowest position of authority. Mechanical Engineers who are College graduates have similarly to go through the mill in the Locomotive Department.

"para 43.- It is the same in the Operating Department. Anyone desiring employment in the superior grades whether he be a College graduate or not has to begin at the bottom rung of the ladder and prove his fitness before he is advanced."

"Para 24.- The Traffic Officers are usually selected from members of the Operating Department and the station and goods staff who have shown a bias for this particular kind of work as it is considered important that these officers should possess some knowledge of the incidence of the cost of transportation. Great importance is attached to the appointments of Traffic Managers and the greatest care is exercised in the selection of officers to fill them. The development of the business of the railway largely depends on their energy and capacity and on some railways their appointments are regarded as of equal importance with that of the General manager who has charge of the Transportation Department."

The Commission appointed to enquire into and to report upon the organisation and administration of the Central South Railways 1907 - 1908 in their report state under the head of Promotion,-

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22.-

"Para. - 329.- Promotions from grade to grade should be made under the orders of the General Manager on the recommendation of the head of the department and only upon the occurrence of a vacancy in the superior grade. Such Vacancies should ordinarily be filled, but as was indicated in para 350) if the General Manager is satisfied that for special reasons it is unnecessary or undesirable to fill a vacancy he may obtain the sanction of the Railway Committee to such a course; that is to say the number of posts in a grade may be reduced or a post may be transferred from one grade to another at any time under the special orders of the Railway Committee. A similar procedure should be observed when the General Manager thinks it necessary to increase the number of posts in a grade during the currency of the financial year."

Para 360.- Two questions of importance arise under this heading. Several witnesses have asked the Commission to pronounce in favour of promotion by seniority instead of by selection. Advancement by merit they assert means advancement by favouritism and the senior candidate for a position should not be passed over without trial. Isolated requests of this character might be ascribed to the grievances of superceded individuals but the volume of evidence received points to a very general apprehension of arbitrary treatment. It has been suggested that heads of departments rely too much on their office heads; that appointments and promotions have occasionally depended upon friendships or even upon relationships; and that head-quarters' men have been unduly preferred to men at out-stations and in districts. The Commission believe that there is some truth in such representations; but they must rely upon indirect means of correcting the mischief and they feel that it would be most detrimental to the interests of the railway to adopt any such rigid rule as has been suggested. The senior candidate ought to be the first considered for promotion; other things being approximately equal he should be preferred, if he is not preferred he should, if he so desires, be informed in writing of the reasons and be allowed to seek redress from his superior authority; but he should not be appointed if a junior candidate is conspicuously superior in the qualifications required for the new position. It is quite impossible to define the extent to which personal fitness and capacity ought to override age and length of service. This difficulty presents itself in all public services and departments and can only be handled by the experienced and responsible officers concerned. The only general principle which can be deduced is that the importance of selection is the greater in proportion as the post to be filled demands special qualifications.

A writer in a weekly paper I was reading the other day at the outset of his article remarks,-

"The more one knows about a subject and the more anxious one is to be both just and helpful the more difficult is ones task as a writer."

I feel that that exactly represents my position. While I have some idea of what I am up against I have a great faith in the future and a considerable stock of patience.

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23.-

Mr. McHardy's record is as follows,-

15th. March 1909.	Somerset House.
14th. July 1909.	Transferred to East Africa - Colonial Audit.
1st. April 1914.	Transferred to Uganda Railway as Assistant Traffic Manager.
20th. October 1914.	Departure on leave. (Note, - while others were on active service)
14th. June 1915.	Return from leave.
11th. October 1915.	Temporary transfer to Military.
1st. March 1917.	Returned from Military.
" " "	Promoted to Deputy Traffic Manager.

Mr. S. N. Faulkner's record is as follows,-

9th. April 1900.	Somerset House
8th. December 1909.	Assistant Auditor - Colonial Audit - East Africa.
15th. September 1916.	Appointed Deputy Chief Accountant, Uganda Railway.

Mr. Faulkner was with the Military Audit at the time he was appointed Deputy Chief Accountant and is now in England on leave as a member of the Military Audit force. It will be seen therefore that although he has not put in a single day's work on the Uganda Railway he has completed a tour of thirty months as Deputy Chief Accountant of the Uganda Railway.

A most marvellous performance and of considerable public interest.

From the date on which I joined the Uganda Railway service up to the present time the following Assistant Traffic Managers have been appointed.

- 1.- Mr. T. French.
- 2.- Mr. J. Cewan.
- 3.- Mr. D. E. Harrison.
- 4.- Mr. H. B. Dover.
- 5.- Mr. W. McHardy.
- 6.- Mr. E. E. Aikman.
- 7.- Mr. C. R. Webb.
- 8.- Mr. T. Neilson.
- 9.- Mr. C. E. Reeske.
- 10.- Mr. R. Lane.
- 11.- Mr. A. B. Cameron.

24.-

- 12.- Mr. R. A. Lawson.
 13.- Mr. L. Smart.
 14.- Mr. G. Bullock.

In addition to the above there were several from India who held temporary appointments during the War.

I have already in this letter referred to the appointments of Messrs, French, McHardy, and Neilson and will now proceed to submit facts in connection with the others referred to above.

Mr. Cowan's record is,-

12. August 1912.	Arrival in East Africa.
8th. January 1915.	Departure on leave.
14th. August 1915.	Return from leave.
9th. February 1918.	Departure on leave and services terminated at end of leave.

Prior to receiving his appointment as an Assistant Traffic Manager on the Uganda Railway Mr. Cowan was for a few years a clerk in the General Manager's Office of the North British Railway Company, Edinburgh. He had no knowledge of station work and station accounts. During both tours he put in he was known to be frequently absent from duty owing to drink, on some occasions for days at a time. What he did in the way of work was what could not be avoided.

Mr. D. E. Harrison's record is,-

12th. August 1912.	Arrival in East Africa.
20th. April 1914.	Departure on leave.
30th. June 1914.	Termination of services.

If Mr Harrison knew the difference between a truck label and a goods invoice this was about the extent of his railway knowledge at the time he took over duty as an Assistant Traffic Manager on the Uganda Railway.

In the Times for Saturday the 17th October 1914 the following notice appeared,-

"Indian State Railways - The Secretary of State for India in Council has, subject to the usual conditions appointed the five undermentioned gentlemen to be

25.-

Assistant Traffic Superintendents on Indian State Railways, - Messrs, R. Q. Crustwell, V. L. Dean, D. E. Harrison, R. Fraudlock, and E. A. Sims.

This gives food for thought.

Mr. H. B. Dever's record is,-

27th. December 1913. Arrival in East Africa.
3rd. September 1916. Departure on leave.
30th. December 1916. Resigned.

Mr. Dever I understand objected to remain in the service in a position junior to Mr. McHardy.

Mr. E. K. Aikman's record is,-

26th. May 1914. Arrival in East Africa.
22nd. June 1914. Gazetted as Assistant Traffic Manager.
30th. June 1914. Resigned.

Mr. Aikman as soon as he learned that Mr. McHardy had been transferred on the 1st. April 1914 from the Colonial Audit to the Railway Department refused to continue in the service as junior to Mr. McHardy.

Mr. C. E. Webb's record is,-

8th. June 1914. Arrival in East Africa.
1st. February 1915. Transferred to Military.

Mr. Webb is now Traffic Manager of the Central Railway in Conquered Territory.

Mr. C/ E/ Reeke's record is.

28th. November 1914. Arrival in East Africa.

Mr. Rooke returned from leave on the 21st January 1918 and his service terminated a few months afterwards. I have no information to shew what service Mr. Reeke had on Indian Railways. From his record it appears that he was on the Indian Reserve (Army) of Officers and that he left Bombay on the 17th October 1914, i.e., say ten weeks after the outbreak of War, for East Africa to take up the appointment of Assistant Traffic Manager on the Uganda Railway.

Before dealing with the cases of Messrs, Lane, Cameron, Lawson, Bullock and Smart it is only fair to state that the

26.-

Traffic Manager (Mr. E. G. Wilson) asked me on the 28th November 1916 if I would withdraw my resignation and allow my name to go forward for appointment as Assistant Traffic Manager. I replied that I might consider the proposal if the Administration would consider the question of seniority. When I returned from leave in March 1914 I informed the then Traffic Manager that I would never accept an official appointment on the Uganda Railway to be junior to Mr. McHardy. It was not therefore likely that in 1916 I would accept an appointment to be junior to Messrs, Cowan, Dever, McHardy, Webb and Neilson.

But for all the intrigue and underhand work practised I would now be home on leave as Deputy Traffic Manager.

Name.	Date joined.	Date promoted to Assistant Traffic Manager.
R. Lane	8 -1 -1914.	I - 7 - 1917.
A.B. Cameron	13 -8 -1913.	8 - 7 - 1918.
F. A. Lawson	28 -3 - 1912.	I -4 - 1919.
C. Bullock	27 -2 - 1913.	I -4 - 1919.
L. Smart	16 -7 - 1913.	I -4 - 1919/

When Mr. Martelli, Office Superintendent, General Manager's Office resigned, Mr Eastwood (General Manager) at a meeting to make a presentation to Mr. Martelli stated that Mr. Martelli as a subordinate had reached the highest point he could in the service of the Uganda Railway. Again Mr. Eastwood on the 22nd November 1916 at Mr. Shinn's presentation stated before a large gathering of the staff that no promotions would be made from the subordinate to the official grade in the Uganda Railway service. I take it that the offer made me on the 28th November 1916 by Mr. Wilson (Traffic Manager) was with the approval of Mr. Eastwood (General Manager) .

27.-

Mr. Lane was engaged through the Crown Agents as a Travelling Inspector of Station Accounts, the appointment dating as from the 8th January 1914 - scale of pay for the post Rs. 250 to Rs. 400 per month. On Mr Lane reporting for duty at Nairobi the then Chief Accountant (MR. Eastwood) discovered that he knew nothing about station work and accounts. On the 6th April 1914 Mr. Lane's designation was altered from Travelling Inspector of Station Accounts to Office Superintendent, Chief Accountant's Office. The duties he performed in this capacity were similar to those performed by a Record Clerk in the Head Office of a Department of any Railway. As a matter of fact the duties Mr Lane then performed are at the present time performed by an Indian or Geanese Clerk as was the case before Mr Lane joined the service. At the time Mr. Martelli, Office Superintendent; (Chief Clerk on most other Railways) General Manager's Office retired, Mr Eastwood, at the time General Manager, intimated to his office staff that Mr DeSouza a Geanese would succeed Mr Martelli. The europeans in the General Manager's Office resented this and in writing to the General Manager (Mr. Eastwood) stated their objectionate serving under a coloured man who was not a British subject.

Mr. Eastwood had sufficient sense, however, to see that if the matter became public and was brought up before the Legislative Council that he would have to give way so he transferred Mr Lane from the Chief Accountant's Office to the General Manager's Office as Office Superintendent.

On the 1st July 1917 Mr Lane was promoted to Assistant Traffic Manager although he has never yet worked a single day in the Traffic department of the Uganda Railway. When Mr. Eastwood left East Africa Mr. Church was appointed Acting General Manager. Mr. Sweeney (Assistant to the General Manager and up to this time acting as Assistant Traffic

Manager, Traffic Manager's Office, Nairobi) informed me that Mr. Church after taking over the post of Acting General Manager asked him (Mr. Sweeney) if he would care to return to the General Manager's Office and take up the duties of the post he held i.e., Assistant to the General Manager. To this Mr. Sweeney replied that a change was not worth while as he was waiting to go on leave. Mr. Church agreed to allow the existing arrangement to continue and informed Mr. Sweeney that this would be the best way out of the difficulty as Mr. Lane had informed him that he (Mr. Lane) had no knowledge of the duties of an Assistant Traffic Manager. Mr. Lane is a good shorthand writer and typist. During his English railway service he had the misfortune to get into this blind alley. There is ample evidence of the fact that he had no practical experience in station work and accounts when he could not take up the post for which he was engaged by the Crown Agents.

Mr. Lane, an Assistant Traffic Manager, was therefore allowed to remain in the General Manager's Office and was gazetted as Acting Assistant To the General Manager, the holder of the post of Assistant to the General Manager (Mr. J. W. Sweeney) remaining in the Traffic Manager's Office as an Assistant Traffic Manager.

No sooner had Mr. Lane been gazetted as Acting Assistant to the General Manager than he made written application for the £50 duty allowance drawn by Mr. Sweeney as Assistant to the General Manager. In his eagerness to pocket the money he quoted from a confidential letter from Mr. Eastwood To His Excellency the Governor on Mr. Sweeney. This action on the part of Mr. Lane can only be described as low. Mr. Sweeney joined the Uganda Railway in 1898, Mr. Lane in 1914.

I now come to Mr. Cameron's case. Mr. Cameron when promoted held the position of Station Master, Mombasa. He joined the Uganda Railway service on the 13th August 1913. At the

time he was promoted the following were senior to him.

Name.	Date joined.
R. A. Lawson.	26th March 1912.
G. H. Higgs.	27th February 1913.
G/ Bullock.	27th February 1913.

Mr Lawson and Mr Higgs in addition to longer service with the Uganda Railway had also a longer and superior Home service and were in all other respects better qualified for the position of Assistant Traffic Manager. Mr Wilson (Traffic Manager) and Mr Cameron can perhaps explain the preference. One result of the appointment was that Mr Higgs resigned and is not now in the service.

Mr. Lawson on the 1st April 1917 was transferred to Kampala as District Station Master in charge of the Port Bell - Kampala Railway. His predecessors in the post were Mr. Neilson and Mr. Cowan both Assistant Traffic Managers. His designation was only altered from District Station Master to Assistant Traffic Manager on the 1st April 1919 by the present General Manager, Mr. S/ Couper. His appointment as Assistant Traffic Manager should date from the day on which he took over charge of the Port Bell - Kampala Railway from Mr Cowan, Assistant Traffic Manager.

The promotion of Messrs Bullock and Smart was entirely due to circumstances and can best be described as "panic" appointments.

Mr. Bullock was Traffic Inspector and had a grievance. He was senior to Mr Cameron and had been passed over. It was known that he would fight his case at Home.

Mr Smart joined the service in July 1913 and from that date till the end of March 1919 acted as my assistant - scale of pay Rs. 200 to Rs. 300 per month. He had on joining the Uganda Railway a fairly good Home station experience although little or no Head Office experience. He owes me a good deal but being overburdened by a sense of his own importance has so far failed to realise this but I hope for him that the day is

30.-

not too far distant when he will mentally reach man's estate. For some time before I left Nairobi Mr Smart had been in communication with Mr Lawley of Messrs Pauling & Coy and Acting Manager in British East Africa of the Magadi Seda Coy for a position with Messrs Paulings the Railway Contractors. Advantage was taken of the fact that I was leaving to work this side line for all that it was worth. Mr Smart has been overdue leave since January 1916 so that the Traffic Manager to retain his services at so difficult a time has had to promote him from Assistant Rates Clerk to Assistant Traffic Manager. Being in a measure compelled to promote Mr Smart, Mr Bulleek had also to be promoted otherwise there was more trouble in store.

Before leaving East Africa I endeavoured to obtain copies of the following B. E. A. Commission reports but without success.

- B. E. A. Civil Service Commission Report.
- B. E. A. Land Commission Report.
- B. E. A. Kilindini Pier Working Report.

As the task I have set myself has developed I would like to have had before me a copy of each of these reports. In connection with the B. E. A. Civil Service Commission I was asked to represent the staff in the railway service and to state their case to the Commission but this I could not agree to and for the following reasons,

- (a). The majority of those employed in the railway service were not trained railway men.
- (b). On the question of the War Bonus I was in favour of a flat rate applying equally to single and married men.
- (c). I could take no action that would prejudice my own case with the Home Authorities.

The Engine Drivers then approached me to assist them and this I willingly agreed to do as I was not on the staff of the Locomotive Department.

31.-

I prepared memorandum No. 4 which was placed before the Commission on behalf of the Engine Drivers. I enclose a copy of this memorandum also memorandum No. 2 on the subject of "Classification of European Staff" which I also prepared as in dealing with the subject I was not in conflict with the Head of my own Department - the Traffic Department.

I was pressed by both Officials and members of the Public to place my own case before the Commission, and again before I left I was pressed to seek an interview with the new Governor Sir Edward Herthey. I had however in 1914 definitely made up my mind on the course I would pursue. For the same reason I refused more than one offer to leave the Government service and join commercial concerns in East Africa.

Uganda Railway Administration.-

The following Lines and Services are either owned or worked by the Uganda Railway Administration.

B. E. A. Protectorate.

Uganda Railway.

	Miles.
Main Line- Mombasa on the Coast to Kisumu on Lake Victoria Nyanza.	587.

Magadi Branch Line.

Magadi Junction Station on Uganda Railway Main Line to Lake Magadi.	91.
---	-----

Thika Branch Line.

Nairobi Station on Uganda Railway Main Line to Thika Station.	32.
---	-----

710.

Lake Victoria Nyanza

Steamer Service.

Uganda Protectorate.

<u>Port Bell - Kampala Railway.</u>	Miles.
Port Bell Pier on Lake Victoria Nyansa to Kampala Station.	6.
<u>Busega Railway.</u>	
Jinja Pier on Lake Victoria Nyansa to Namasagalie on Lake Kioga.	62.
	<hr/>
	68.
	<hr/>
Lake Kioga	...
Steamer Service.	...

The lines in East Africa and Uganda are single lines of metre gauge.

The line from Vei station to the B. E. A. - G. E. A. border connecting up with the Tanga Railway at Kaha Junction in conquered territory and which was constructed by the Military Authorities is worked by the Tanga Railway with running powers into Vei station on the Uganda Railway main line.

Organization.

GENERAL MANAGER,
NAIROBI.

<u>Department.</u>	<u>Head.</u>
Engineering.	Chief Engineer, Nairobi.
Locomotive.	Chief Mechanical Engineer, Nairobi.
Traffic.	Traffic Manager, Nairobi.
Accounting.	Chief Accountant, Nairobi.
Stores.	Chief Railway Storekeeper, Nairobi.
Marine.	Marine Superintendent, Kisumu.

Uganda Protectorate Railways.

Pert Bell - Kampala Railway.	Superintendent, Kampala.
Busega Railway.	Superintendent, Jinja.

Sections.-

<u>Main Line.</u>	<u>Miles.</u>
Mombasa to Vei.	104.
Vei to Makindu.	107.
Makindu to Hairebi.	120.
Hairebi to Nakuru.	122.
Nakuru to Kisumu.	135.

- 1.- Guards and Drivers stationed at Mombasa work between Mombasa and Vei. At Vei Rest Rooms are provided.
- 2.- Guards and Drivers stationed at Makindu work between Makindu and Vei.
- 3.- Guards and Drivers stationed at Hairebi work between Hairebi and Makindu and between Hairebi and Nakuru. At Makindu and Nakuru Rest Rooms are provided.
- 4.- Guards and Drivers stationed at Nakuru work between Nakuru and Kisumu. At Nakuru Rest Rooms are provided.

General Manager's Office.

The following Europeans are employed in the General

Manager's Office,-

Mr. Lane	Actg. Assistant to the Manager.
Mr. Martin	Office Superintendent.
Mr. Dewhurst	Clerk.
Mr. Higgins	"
Mr. Baldwin	"
Mr. Breeks	"

On joining the Uganda Railway Messrs Dewhurst, Higgins, Baldwin and Breeks had not previously worked on a railway. As a matter of fact Messrs. Dewhurst and Baldwin joined the Uganda Railway service as guards.

34.-

The work of the General Manager's Office is organised on weird and wonderful lines. In all my experience I have seen nothing so unbusinesslike or amateurish.

Some trained ~~railway~~ railwaymen in the Uganda Railway service have often said the one to the other "We are only playing at railways here". The man who has no practical experience behind him bluffs and it is so easy to bluff on the Uganda Railway and bluff is so often mistaken for experience.

The General Manager's memorandum netepaper is headed "Direction" Department but I have never yet seen any indication of direction. I can furnish particulars of cases which I have personally handled in the Traffic Manager's Office. I will confine myself to Claims cases but should first explain that no Head of Department has power to settle a claim in excess of Rs.50/- (£3-6-8) without the sanction of the General Manager. The traffic Manager deals with all Uganda Railway Main Line claims (i.e., on traffic booked between stations on the Uganda Railway) and all through traffic claims (i.e., on traffic booked between stations on the Uganda Railway and ports on Lake Victoria - Kampala station - stations on the Busega Railway and ports on Lake Kiega). The Marine Superintendent Kisumu deals with all claims on traffic booked from one port to another port on Lake Victoria and The Superintendent Busega Railway claims on traffic booked from one station to another station on the Busega Railway.

All letters to the General Manager where a sanction for payment is required, have to be forwarded in triplicate. One copy is returned to the Head of the Department the letter is from (Traffic Manager, Marine Superintendent, Superintendent, Busega Railway, as the case may be) stamped sanctioned, and the other copy is passed to the Chief Accountant stamped sanctioned.

35.-

All claims submitted to the General Manager for sanction by the Marine Superintendent and the Superintendent, Busoga Railway, are passed by the General Manager to the Traffic Manager for an opinion. The letters from these departments are simply passed to the Traffic Manager endorsed "Traffic Manager for remarks". To this the reply may be sent that the claim should be paid or declined or that the file of the Department concerned should be submitted before an opinion can be expressed. Again the Marine Superintendent may submit his file of papers to the Traffic Manager before venturing to place a case before the General Manager. The Traffic Manager gives an opinion to the Marine Superintendent. Acting on this opinion the Marine Superintendent refers the case to the General Manager. The General Manager passes the letter forward to the Traffic Manager with the usual endorsement "Traffic Manager for remarks". The Traffic Manager replies to the effect that the Marine Superintendent referred the case to him for an opinion and that the following reply was sent to the Marine Superintendent. So the work goes merrily on.

Claims may arise on traffic booked between ports on Lake Victoria and stations on the Busoga Railway or ports on Lake Kioga, or between stations on the Busoga Railway and ports on Lake Kioga. Such claims although on traffic which has not passed over the Uganda Railway generally reach the Traffic Manager's Office sooner or later and in the absence of "direction" and with the desire not to shew up bad working before the public, they are dealt with by the Traffic Manager's Office.

The system of submitting letters in triplicate to the General Manager when a sanction is required may be considered an economical and business arrangement but when the original letter from the Head of one Department is passed to the Head of another Department it gives the Head to whom it is sent by the General Manager an opportunity of criticising and

35.-

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The system of submitting letters in triplicate to the General Manager when a sanction is required may be considered an economical and business arrangement but when the original letter from the Head of one Department is passed to the Head of another Department it gives the Head to whom it is sent by the General Manager an opportunity of criticising and

pulling to pieces what is stated by the Head of the Department submitting the claim and this does not make for harmony in working. Again the system covers the incompetency of the staff in the office of the General Manager as by referring say a claim submitted by the Marine Department, to the Traffic Manager, the staff in the General Manager's Office secure an opinion which enables them to make some sort of a reply to the Marine Superintendent or sanction payment of the claim.

Another course that is frequently followed by the General Manager's Office is to address similar letters on the same subject to both the Traffic Manager and the Chief Accountant. The matter may not really concern the Traffic Manager but his opinion is asked for or on the other hand the Chief Accountant may not be interested in the subject. The staff of both the Chief Accountant's and the Traffic Manager's Office handling these cases get wise to this scheme and generally consulted each other before replies were sent so that there would be no conflict of opinion. If the staff in the General Manager's Office are in any doubt as to what course to follow the way out of the difficulty for them is to write the Traffic Manager or Chief Accountant for remarks or an opinion.

If the Traffic Manager had power to settle claims up to Rs. 300/- (£ 20-0-0) very few would be submitted to the General Manager for sanction. In the days of the Central South African Railways the Traffic Managers, Bloemfontein and Preterria, had, if I recollect aright, authority to settle claims up to £50-0-0.

Traffic Manager's Office.

On the 31st March last the Europeans employed in the Traffic Manager's Office were,-

37.-

Mr. Sweeney	Assistant to the General Manager acting as an Assistant Traffic Manager.
Mr. Radie	Chief Rates Clerk.
Mr. Smart	Assistant Rates Clerk.
Mr. Vioary	Trains Clerk.
Mr. Bird	Staff Clerk.
Mr. Morris	Junior Clerk.

This information is given so that a comparison can be made between the Traffic Manager's Office and the General Manager's Office. I knew of no railway under the Departmental system of organisation where the number of men employed in the General Manager's Office is greater or even equal to the number employed in the Office of the Head of the Traffic Department.

Mr. Bird was engaged as Staff Clerk in March 1919 and had not previously worked on a railway. I take it that traffic staff matters are considered safe in his hands and that when the Traffic Manager goes on leave he Mr. Bird will be able to advise the Officer, who fills the position of Acting Traffic Manager, on the qualifications and experience possessed by men when vacancies have to be filled and transfers arranged.

Traffic Department.-

Head Office, Nairobi.

- I. Traffic Manager.
- I. Deputy Traffic Manager.
- P. Assistant Traffic Managers.
- Office Staff.

District Office, Kilindini.

- I. Assistant Traffic Manager.
- 2 Indian or Gean Clerks.

Wharf Superintendent's Office, Kilindini Pier.

- I. Wharf Superintendent.
- Office Staff.

District Office, Nakuru.

I. Assistant Traffic Manager.

I Indian or Ugan Clerk.

The following first class officials are at present on the strength of the Traffic Department,-

I. Traffic Manager,	Mr. B. C. Wilson.
I. Deputy Traffic Manager,	Mr. W. McHardy.
I. Wharf Superintendent,	Capt. Jenkins.
7. Assistant Traffic Managers,	Mr. J. W. Swennie.
	Mr. T. Neilson.
	Mr. R. Lane.
	Mr. A. E. Cameron.
	Mr. R. A. Lawson.
	Mr. G. Bullock.
	Mr. L. Smart.

A Capt. Littlefair was gazetted as an Assistant Traffic Manager in March 1919 but up to the time of my departure he had not taken up his appointment. If Mr. Rooke returns to the service this will mean a further addition to the list.

Mr. Lane as already mentioned is employed in the office of the General Manager while Mr. Lawson fills the position of Superintendent of the Port of Mombasa - Kampala Railway. If these two officials are taken from the above list it leaves,-

- I. Traffic Manager.
- I. Deputy Traffic Manager.
- I. Wharf Superintendent.
5. Assistant Traffic Managers.

to manage a single line of 710 miles, viz.,

	Miles.	Number of Stations. (approx.)
Uganda Railway Main Line.	587.	50.
Magadi Branch.	91.	3.
Thika Branch.	32.	2.

with say a daily average of 5 up and 5 down trains.

The Lake Victoria Steamer Service is under the Marine Superintendent, the Lake Kioga Steamer Service is under a Superintendent, while the Busoga Railway is under a Superintendent who is an Assistant Engineer.

The following first class officials of the Traffic Department are already on leave or expected to be during 1919.

Mr. McHardy.	(new in England).
Mr Lane.	do.
Mr Bullock.	do.
Mr. Sweenie.	
Mr Smart.	

while Mr. Neilsen has only recently returned from Home leave.

In the 1918 - 1919 Budget Estimates of the Traffic Department provision was made for,-

- I Traffic Manager.
- I Deputy Traffic Manager.
- I Wharf Superintendent.
- 6 Assistant Traffic Managers.

Traffic Working.-

From the point of view of the man in the street there is only one Department in a Railway, i.e., the Department that transports passengers and goods. If this Department - the Traffic Department - is efficient it may be generally be taken that the other Departments are more or less efficient, as a pronounced weakness in the organisation and management of the other Departments would have its effect on the Traffic Department.

I do not wish to anticipate any action that may be taken on this letter but I would like to indicate under this Head steps that might now be taken by the Head of the Traffic Department to improve the position without waiting for direction from say a Commission of Enquiry.

I.- A proper Head and District Office central over train ordering and running.

At the present time if say a merchant in Nairobi telephones the Traffic Manager's Office asking when a train will leave Nairobi Station for an Up or Down Country station he is referred to Nairobi

station for the information. The station master, Nairobi, joined the service shortly before the outbreak of War as a guard and was prior to that a blacksmith. In his hands is more or less the ordering of trains run from Nairobi and from Voi and Nakuru in the direction of Nairobi. A case came under my notice some time ago where a wagon of Mails for Nairobi with other loaded wagons making up a full train load stood at Makindu station for a matter of 12 hours. An engine was available and in steam but a train had not been ordered by the Station Master, Nairobi, to run from Makindu to Nairobi, clearing the traffic at Makindu. This case would not come under the notice of the Traffic Manager, Nairobi.

- 2.- A proper Head Office control over the movement of Rolling Stock.

Empty wagons may stand in sidings and at stations for days when they are urgently required at other points to clear traffic. Through lack of proper control there is a great deal of unnecessary haulage of empty stock.

- 3.- To relieve the congestion of Import traffic at Kilindini Pier arrangements should be made between the Customs and Railway Departments for goods to come forward from Kilindini Pier to Nairobi under bond. A building is available as a King's Warehouse. I pressed for this in 1910 when Mr. Cruickshank was Traffic Manager and Mr. Currie, General Manager.

- 4.- A proper system of tranship working.

It is not uncommon for goods trains to leave Nairobi station for say Nakuru station with no less than 5 wagons containing traffic for the same

41.-

stations, i. e., the guard on arriving at a station would have to open 5 wagens to get out the goods for that station. Probably two wagens would have contained what was loaded in the five wagens or there might be sufficient weight for one particular station which ought to have ensured a direct truck to that station. From any guard on the line the Traffic Manager can learn what the position is.

- 5.- The collection and delivery of goods at Nairobi under private contract.
- 6.- Employment of european checkers at Kilindini Pier, Nairobi Goods and Kisumu Pier.

The cheapest of cheap labour is employed in the checking of goods. If ten european checkers are engaged it should be possible to dispense with the services of at least 20 Indians. Men without any railway experience can be quickly trained in this branch of the work.

- 7.- European (trained railway station clerk) to be employed as steamer clerk or purser on the S. S. " Clement Hill " Lake Victoria service.
- 8.- Kisumu Pier to be placed under the Traffic Department. The cost of working the Pier to be divided equally between the Traffic and Marine departments.
- 9.- Port Bell Pier to be placed under the Superintendent of the Port Bell - Kampala Railway. The cost of working the Pier to be divided equally between the Port Bell - Kampala Railway and the Marine Department.
- 10.- Jinja Pier and Namabagali to be placed under the Superintendent of the Busega Railway. The cost of working Jinja Pier to be divided equally between the Lake Victoria Marine and the Busega Railway.

42.-

The cost of working Namagali to be divided equally between the Lake Kioga Marine and the Busega Railway.

11.- A Traffic Department Officer to be in charge of the Busega Railway and not an Engineering Officer as has been the case since the Line was opened.

12.- Introduction of up to date methods in the consigning and invoicing of traffic. At the present time a Consigner must make out a separate consignment note for each consignment and not more than one consignment can be entered on an invoice. Invoices are made out in quadruplicate by carbon process. This represents a serious waste of paper.

Accounting Department.

Chief Accountant, Nairobi.	Deputy Chief Accountant.
	General Audit.
	Cashier.
	Assistant Chief Accountant.
	Traffic Audit.
	Printing Press.
Stationery Stores.	

I might refer to expenditure incurred in the compilation of useless statistics but this is not my intention in including this Department.

I wish to place certain facts on record in connection with the following appointments.

Head Accountants.

Name.	Joined the Uganda Railway
Mr. J. Preston.	22nd. June 1914.
Mr. F. Blaker.	15th. May 1914.
Mr. A. E. Mayne.	26th. MAY 1914.

43.-

The scale of pay for this grade is Rs. 300/- to Rs. 400/- per month.

The scale of pay for Chief Clerks in Head Offices and for the post of Chief Rates Clerk is Rs. 250/- to Rs. 400/- per month.

Messrs Fresten and Mayne were engaged locally and had no previous railway experience. They could not be placed on any work in the Traffic Audit Branch of the Accounting Department and were therefore found positions in the General Audit Branch of the Accounting Department at ledger keeping.

Mr. Blaker I understand had some service on Indian Railways.

In June 1916 Mr. Preston was promoted to Head Accountant and in April 1917 Messrs, Blaker and Mayne were promoted to the same grade.

On the 1st April 1917 the following were in lower grades,

Mr. E. W. Gould	date joined	14 - 7 - 1914.
Mr/ C. H. Higgs.	" "	27 - 2 - 1913.
Mr. J. Pindar.	" "	13 - 8 - 1913.
Mr. G. Martin.	" "	10 - 4 - 1913.
Mr. A. L. Shipley.	" "	10 - 3 - 1913.
L. Smart.	" "	16 - 7 - 1913.
Mr. E. Croft.	" "	13 - 6 - 1912.
Mr. A. B. Ashwell.	" "	26 - 4 - 1912.
Mr. C. H. Bloomfield.	" "	24 - 4 - 1914.

All the above were engaged at Home through the Crown Agents from Home Railways and were clerically employed.

Mr. Preston resigned while on leave in England while Messrs, Blaker and Mayne are now in England on leave. The General Audit Branch of the Accounting Department will therefore for a time be without its three head accountants and the work will be carried on as formerly by the Indian and Gen staff. The Chief Accountant and the Deputy Chief Accountant are also in England on leave at the present time.

I might also mention the cases of Messrs Melrose and Latham who were engaged in 1913 by the Crown Agents for Traffic clerical appointments. During 1914 while both were on

active (war) service they received notice that owing to the necessity for retrenchment their services were no longer required while Messrs. Preston, Mayne and others who were engaged locally in 1914 and who had no railway experience were retained in the service.

The Stationery Stores and the Printing Press should be placed under the Chief Railway Storekeeper.

Head Offices.-

If the Budget Estimates of the Uganda Railway for 1918 - 1919 are referred to it will be found that the following provision is made under the head of Superintendence - Offices,

Chief Engineer's Office,	15	Chapprassies.
Chief Mechanical Engr's Office	7	"
Traffic Manager's Office,	12	"
do.	4	Trolly boys.
General Manager's Office,	10	Chapprassies and Trolly boys.
Chief Accountants Office,	18	"

There are therefore 66 native messengers employed in the Head Offices, Nairebi. These offices are all together. In the Chief Storekeeper's office on the other side of the railway line 10 chapprassies are employed.

Railway trollies are made use of by some of the departmental Heads to convey them between their private residences and their offices and ofcourse railway labour is used. Some officials are also said to have a chowkidar in attendance upon them at their bungalows.

It is also well known that several of the subordinates also utilise labour which is paid for by the railway at their private residences. No doubt they consider they have as much right as their superiors to the labour and until it is driven home to all - both first and second class officials - that to use labour paid for by Government for private purposes is as serious as the embezzlement of money the practice will continue.

The signing of letters is another matter that attention might be directed to under this head. Letters which are

45.-

not passed to the Head of a Department for his personal signature are signed by one of his assistants. Each assistant signs his own name in full e. g.,

W. Brown
f. Traffic Manager.

J. Jones
f. Traffic Manager.

R. Smith
f. Traffic Manager.

The public knew that the letter is from the Traffic Manager but who the Traffic Manager is the public knew unless they look upon Jones, Brown or Smith, as the case may be, as filling that position. This practice is general in all Departments of the Uganda Railway.

On the South African Railways letters which are not signed personally by the Head of a Department bear his name and are initialled by the person authorised to sign on his behalf.

Too many private coaches are reserved and run on behalf of first class officials in the railway service. I have seen no less than three officer's coaches on a passenger train. Everytime an officer's coach is attached to a train public traffic is displaced and it would be interesting to have a statement prepared showing for a period of 12 months the miles run by these coaches, the following particulars being given, date, coach number, name of officer, department, points from and to, and miles run.

The organization and management of the Locomotive Workshops requires to be completely overhauled and up to date methods introduced. In this connection I would refer to the report of the Commission on the Central South African Railways 1907 - 1908, vide., pages 56 - 57, and 58 and Appendix G. pages 258 - 259 and 260 on the subject of "Casting system in the Locomotive Workshops."

Work is frequently done in the Locomotive Workshops for officials of the railway and other Government Departments for which either no charge or only a nominal charge is made. Again certain officials obtain their firewood, which is specially cut in suitable lengths for them, from the Locomotive Department. Issues from The Railway Stores which are not for railway use or purposes might also be examined.

Budget Estimates.

* As all State Railways in Crown Colonies and Protectorates follow the departmental system of organisation it is to be regretted that a uniform classification of expenditure has not been introduced.

The subject is a big one and I meantime content myself with directing attention to the form in which the Budget Estimates were submitted for the Central South African Railways 1907 - 1908, before the conversion from the departmental to the divisional system of organisation was undertaken and to the memorandum submitted to the International Railway Congress 1910 by the late Sir T. R. Price on Statistics - (a) Principles of Railway Working Statistics, and (b) Uniform Classification of Working Expenses.

On the subject of a Reserve Fund for Renewals etc I submit an extract from the report of the General Manager of the Central South African Railways for the six months ended 31st. December 1902.

"It is deserving of consideration whether steps should not be taken in a systematic way, to build up from any surplus revenue a reserve in some such form as may be deemed best, partly to provide for contingencies, partly to be spent for betterments, and partly for the benefit of the staff.
 "It is reasonable to expect periods of depression from time to time when the railway receipts will suffer in common with other sources of revenue.
 "It is unfortunately the experience in but too many cases that no provision is made for such contingencies, the result being that in such times of depression the Railway Authorities are compelled to coast about for other sources of revenue - usually by increases in rates that are believed to be able to bear the same - which thereby assists in accentuating the depression. By making provision for such periods when traffic is brisk, the Railways

"might, on the contrary, by moderate temporary reductions in rates during periods of depression, and in other ways, be able to assimilate trade and be the means of at least minimising if not actually preventing the effects of a temporary set back being felt. I trust authority will be given for this course to be taken in such form as may be deemed best."

On the same subject the late Sir T. R. Price in his memorandum to the International Railway Congress 1910, and to which reference has already been made, states,-

"It will have been noticed that under different heads in the foregoing classification, provision is made for charging working expenditure with amounts for depreciation and an illustration based on the practice adopted on the Central South African Railways will serve to explain the working of the different depreciation funds.
 "A locomotive is purchased at a cost of £5000 on the opening of the railway, and is placed in traffic on 1st January 1908. Its life is estimated at twenty years. Each year (in addition to the cost of all repairs) then, 1/20th of its original cost is charged to working expenses under locomotives-maintenance (depreciation) and credited to locomotives renewals fund.
 "By the 31st December 1927 this fund will show a credit balance of twenty times £250 = £5,000.
 "The original locomotive is now worn out, its scrap value being say £300. It is desired to purchase a new locomotive in place of the old one, and the following adjustment is made in the books:-
 "An asset worth £5,000 has disappeared so capital account is credited with £5,000 and renewals fund debited with that amount.
 "On the purchase of a new locomotive say for £6,000 capital account is debited with the cost.
 "As regards the scrap value of the old locomotive, it is considered desirable for the present to credit renewals fund with the amount realized (less any costs for breaking up &c or of sale) this amounts in fact to an additional contribution for depreciation."

"In case the locomotive were scrapped at the end of ten years (i.e., ten years before its estimated life expired) working expenditure would still be charged with depreciation on the engine for the remaining ten years. If on the other hand it lasted fifty years (i.e., thirty years beyond its assumed life) on depreciation would be charged on it during the last thirty years.
 "All assets of the railway (and of subsidiary departments) which are liable to depreciation are treated in precisely the same way, the percentages set aside for depreciation being based on the estimated life. All money for replacements is provided by transfers from the different "renewal funds."

General Policy.-

The annual reports of the Uganda Railway for the last ten years can be examined but no record will be found of any clear and carefully considered policy.

I quote the following extract from the report of the General Manager of the Central South African Railways for the six months ended 31st December 1902.-

"A valuable and permanent purpose would be served if the broad outlines of the policy which it is desired the responsible Administrating Officers should aim at in the working of the railways, were authoritatively laid down, together with a scheme of precedence to be observed in carrying out the details thereof. Such a policy should be so mapped out that it could not be seriously departed from hereafter without the fullest consideration and formal notification. If this could be done it would prove of unquestioned public advantage and would enable the administering officers to direct the working in the channels thus indicated. It cannot be overlooked that the operations of the railways are so extensive and their ramifications so widespread and complex that not only is it not easy or speedy to divert the trend of working but uncertainty or diversion means waste of capacity and consequent loss in course of the change of direction ordered - possibly only to find later that the change made was a mistaken policy."

Colonial Audit - Railway Branch.-

A great deal of unnecessary work is performed by this branch. All goods invoices and parcels waybills which are checked in the Chief Accountant's Office as to rates charged and correctness of charges raised are again checked in the local auditor's office.

The following quotation is from the report of the Commission on the Central South African Railways 1907 - 1908.-

"Para. 88.- In scrutinising the work undertaken by the Auditor and his staff, it is necessary to have a clear view of the functions which he is intended to perform. The Commission conceive that, while the audit of the railway accounts and financial methods should be continuous, it should be guided by certain principles and be conducted within well-defined limits. Its main objects should be to secure that the instructions of the Railway Committee or other authority are adhered to, that the internal checks applied in the Chief Accountant's Office are sufficient and are made proper use of, that the expenditure is carried out under authority and is properly allocated, that the appropriations between

"capital and revenue are correct and that revenue is
 "charged with the proper amounts. Careful scrutiny is
 "required in all matters involving questions of principle.
 "Beyond this, the auditor should be satisfied to secure
 "by periodical checks that instructions are properly
 "carried out and that the machine is in good running
 "order. He should be careful that his examination does
 "not duplicate the work of the Chief Accountant, or
 "become so detailed as to prevent him from seeing the
 "wood for the trees. In a word, the auditor should take
 "more heed of questions of principle than of questions
 "of detail.

"Para. 89.- In some respects the work of the auditor's
 office appears to the Commission to overstep the limits
 "of proper auditing and to duplicate the work done by
 "the Chief Accountant's staff. This is especially the
 "case in connection with the audit of revenue, etc., etc."

During the whole of my service on the Uganda Railway I
 have never known the auditor to query a payment in respect of
 a claim."

On the 25th December 1915 the Up Mail was derailed and
 derailed at mile 163. The Germans at that time were paying
 considerable attention to the mining of the Uganda Railway
 and life and trains were being run with a wagen of earth in
 front of the engine. On the train referred to the wagen in
 front of the engine contained general goods to which great
 damage was done. Claims received by the Traffic Manager
 for loss and damage amounted to a considerable sum but all
 were declined on the grounds that the loss etc resulted from
 the "acts of the King's enemies". Several of the claimants
 placed their claims in the hands of Solicitors but in no case
 was legal action taken for payment of the claims preferred
 against the railway. After all the papers had been filed
 the Traffic Manager instructions were received from the
 General Manager (Mr. Eastwood) to pay the claims.

I submit that this is a case that might have received the
 attention of the auditor when it would have been estab-
 lished whether or not the payment of these claims was in
 order.

Mr. Eastwood when Chief Accountant wrote the Traffic Manager on the 6th April 1914 (reference to letter T. A. 917) as follows,-

"In confirmation of our conversation on this matter (i.e., Inter- Protectorate Sports at Entebbe during Easter 1914) I have the honour to inform you that the General Manager has sanctioned competitors in the Inter - Protectorate Sports to be held at Entebbe during Easter next, travelling at half the single fare for the return journey. The same concession will apply to wives and families of competitors and to their servants travelling in third class. I shall be glad if you will be good enough to have the necessary instructions issued."

Signed. B. Eastwood.
Chief Accountant.

During Easter 1914 excursion tickets were issued to the public at full ordinary single fare for the return journey.

I am not aware that this exceptional concession granted to members of Nairebi Club and engineered and arranged by the then Chief Accountant (Mr. Eastwood) was queried by the auditor.

In the Uganda Railway report for 1915 - 1916 the following entry appears under the head of Expenditure from Capital Funds.-

Acquisition of Makupa Brickfields.

So far as I am aware not a single brick has been turned out by the railway at the Makupa Brickfields. I take it that the auditor examined this transaction.

Free Passes issued by the General Manager is another matter that might be looked into.

Rates and Fares.-

The time has arrived when the whole question of rates for the carriage of goods and live stock and passenger fares in force on the Uganda Railway should be specially considered.

C.O. 533
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PUBLIC RECORD OFFICE LONDON

51.-

The goods class rates are on a flat basis, i.e., equal mileage rates, c. s.,

Class	Per 100 lbs. per mile. Cents.	Per ton per mile. Cents.
1	0.28	6.28
2	0.45	10.08
3	0.60	15.44
4	1.00	22.40
5	1.40	31.36
6	2.50	56.00
7	5.50	123.20

In the memorandum on "South African Railway Unification and its effect on Railway Rates" prepared for His Excellency, The High Commissioner, Johannesburg, and passed on to the then Secretary of State for the Colonies under despatch dated 21st January 1907, the question of railway rates from the Colonial State Railway point of view is exhaustively dealt with.

From this memorandum I quote the following extract with reference to equal mileage rates,-

"The difficulties in the way of making alterations in rates on the German railways have been such that, in most cases they still adhere to the antiquated system of equal mileage rates and have not been able to introduce reduced rates for long distances. Equal mileage rates as already explained have the effect of limiting the area over which traffic can travel from any one centre and so constitute a protective barrier against competition from any considerable distance. Local interests therefore which spring up under the protection of the equal mileage rate system object to the introduction of tapering rates because they allow the products of other districts to enter into their markets."

This with the following extract from Mr. H. B. Meyer's work on "Government Regulations of Railway Rates" gives some indication of the problems to be dealt with in East Africa and the importance of the subject.

"Turning from the railway-rate situation in the field of interstate trade and traffic in Australia, we find within the several States rigid adherence to a system of tapering rates which has resulted in a remarkable concentration of trade and industry in the leading seaboard city of each State. To illustrate: if the railway charge be one cent per ten-mile for the first 50 miles, 0.5 cent for the second 50 miles, and 0.3 cent for the third 50 miles, the average charge per ten-mile for a shipment of 150 miles will be 0.6 cent. That will be the cost to a merchant located in some small town 150 miles in the interior who makes a purchase in Melbourne. If that same merchant buys of a wholesale dealer located in a town 100 miles in the interior, he will have to pay at the rate of one cent per ten-mile for 50 miles. But the wholesale dealer who had purchased in Melbourne had already paid a freight charge of 0.75 cent per ten-mile to have the freight brought from Melbourne. Hence, by the time the commodities purchased of the wholesaler located 100 miles in the interior will have reached the merchant located 150 miles in the interior, they will have paid an average of 0.83 cent per ten-mile, as against an average charge of 0.6 cent paid by commodities purchased directly in Melbourne. It is obvious that, under these conditions, it will be impossible to establish a distributing trade in the intermediate interior towns. And that has been precisely the experience of each Australian colony. For example, when the

railways of Victoria terminated at Ballarat 100 miles in the interior, that town had a considerable wholesale trade, the commodities being distributed by horse and wagon to the smaller interior towns. But when the railways were extended beyond Ballarat, it became more profitable for the merchants of the smaller towns beyond Ballarat to purchase in Melbourne. Ballarat lost its distributing trade, and its more ambitious wholesale merchants removed to Melbourne. Similarly, the manufacturers who were located at Ballarat and had to pay a comparatively high average ten-mile charge on the imported raw material which they used, as well as a comparatively high ten-mile charge on the finished product produced, found it impossible to compete with the Melbourne manufacturers, who shipped their finished product at a comparatively low ten-mile charge. The result was that these manufacturers who had an ambition to manufacture for the trade of the colony, as a whole also moved to Melbourne. And this movement of trade and industry to the seaboard cities is in large part responsible for the extraordinary concentration of the people of Australia in a few cities. - a concentration which Mr. Reid has called "the curse of Australia" because it enables the people of a few overgrown cities to make the laws of a country whose resources are mainly agricultural and pastoral.

"The railways of the United States began with a system of tapering rates. But the necessity of meeting water competition at certain points, and the competition between the railways themselves at others, soon led to wide departures from such a scheme - to the making of competitive rates which grew in time into the "basing point" system. Under that system the rates from, say, New York to Atlanta, a basing point, will be as low that the sum of the through rate from New York to Atlanta, plus the local rate from Atlanta to any point within, say, 100 miles, will not exceed the direct through rate from New York to that point. In other words, within a certain radius of Atlanta, the wholesale merchant of that city will be on a footing of equality with the wholesale merchant of New York. The wholesale trade of New York will be decentralized - that is, a part will be transferred from New York to Atlanta.

"The basing point system has been a tremendous force in decentralising the trade and industry of this country, in building up trading and manufacturing cities in the South, the Middle States, the Southwest, the West and the Northwest. The system frequently involves the violation of the so-called "long and short haul principle", and for that reason with others, it has been disapproved by the Interstate Commerce Commission. On the other hand, it is well known that, so far as that body succeeded in breaking down the basing point system, it drove trade from the interior distributing centres to Chicago, New York and the other Atlantic seaboard cities. In fact, the most radical reduction in railway rates ordered by any State Legislature down to 1888 was prompted largely by the desire to protect the jobbing centres of a Middle Western State against the loss of trade to Chicago resulting from the partial enforcement of the long and short haul clause of the act to regulate commerce. It is well known also, that the merchants of New York and Chicago would like to see the Interstate Commerce Commission succeed in its efforts to break up the basing point system, for they knew that the present wholesale trade of the basing points would then come to them. The basing point system has another great merit besides that of decentralising population: it enables the railways to effect great economies in the cost of conducting transportation. In the absence of basing points, freight has to be carried over long distances from the sources of supply irregularly and in small lots. The establishment of basing points makes possible the bunching together of these small and irregular bits of traffic into huge train loads, which are handled with the greatest economy. etc., etc."

All Uganda Imports and Exports under the equal mileage rate system are harshly dealt with.

At the present time there is through communication between the Tanga and Uganda Railways and no doubt in the near future the Central Railway in Conquered Territory will be linked up with Lake Victoria by the construction of a line from Tabora to Mwanza. In time Tabora may also be linked up with the Uganda Railway at Nairobi and through bookings made possible between British East Africa and South Africa.

The persons entrusted with the setting up of a tariff framework must possess both experience and vision and a thorough grasp of local conditions.

The financial arrangements of the railway should however first be placed on a sound business footing and an estimate formed of the amount of earnings required before revenue is disturbed.

Passenger Fares, except third class, are also on an equal mileage basis, e. g.,

Uganda Railway Main Line.

First Class single journey....18 cents per mile.

Second " " " 9 " " "

Intermediate " " " " " "

Third Class Single Journey:-

Per distances up to 100 miles.....2.5 cents per mile.

" " 101 up to 300 miles.....2.0 " " "

" " over 300 miles1.5 " " "

Return journey tickets are issued at single fare and a half in first, second and intermediate class and at double single fare in third class.

The following comparison is made between tickets at single fare and the single journey value of return tickets:-

Uganda Railway.-

Miles.	Class.	Single Fare.		Return Fare.		Single journey value of return fare.	
		£	s. D.	£	s. D.	£	s. D.
100	1st.	I	4 0	I	18 0	I	8 0
	2nd.		12 0		18 0		9 0
	Inter.		8 0		12 0		6 0
	3rd.		3 4		6 8		3 4

South African Railways.

100	1st.	I	6 8	I	9 2	I	4 7
	2nd.	II	1		19 5		9 8½
	3rd.		6 4		14 7		7 3½

New Zealand Railway.-

100	1st.	II	7	I	3 2	II	7
	2nd.		7 5		14 10		7 5

New South Wales Railway.-

100	1st.	I	2 6	-----	-----	-----	-----
	2nd.		8 4	-----	-----	-----	-----

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C.O. 533

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Reference

COPIES OF THIS REPORT

MEMORANDUM

FOR THE COMMISSIONER

On the subject of the issue of return tickets to passengers at less than double the single fare I subjoin an extract from the report of the General Manager of the Central South African Railways for the six months ended 30th June 1903,-

"The advisability of continuing or otherwise the practice that has so long obtained of issuing return tickets - not transferrable - to passengers at less than double the single fare, has been engaging attention.

"On the one hand, passengers represent the frequent hardships entailed by the restrictions as to time and other limits of availability, and frequent recommendations are received for extensions in favour of particular localities, usually health resorts.

"On the other hand, there is a considerable leakage of public revenue, due to the transfer either by sale or other consideration of the backward halves of the tickets to persons who would otherwise pay the full fare to the Railway Administration for the right to travel.

"The issue of a return ticket at less than double the single fare, under normal conditions, is difficult to defend on business grounds.

"The subject came up for consideration at a recent Conference held with representatives of the principal Transvaal and Orange River Colony Chambers of Commerce, and it was agreed the most satisfactory course, in the interests of the general public, would be to discontinue the reduction by fixing the single fares at one-half of the present return fares.

"I propose recommending the adoption of this course when the revenue will admit of its being taken.

"In this connection the following extract from the Progress Report of the Royal Commission on the Management of the Railway Department of the Colony of Victoria" dated 6th May 1902, will be of interest:-

Return Tickets.

"For ordinary Passenger Traffic to and from Country Districts, your Commission cannot see any special advantage in the system of return tickets. The present charge for a return ticket is 50% more than for a single ticket, but by the abolition of return tickets and an alteration in the charge for single tickets, equal justice would be done to the Department and the public, while at the same time the Revenue would be safeguarded by depriving "Ticket Scalpers" of opportunities that the present system affords."

The staff at stations on the Uganda Railway is almost exclusively Indian and in addition there is a large Indian population in the Country. It is well known that a good proportion of the Indians employed by the Railway are engaged in private trading of one kind or another and that they are always ready to gather in easy money.

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 QUARANTINE
 PHOTOGRAPH
 JAMES
 PRE-1900

While on active service during 1914 I received the following letter dated 19th October 1914 from the Traffic Manager:-

"Dear Mr Eadie,

In order that the tariff and rates can be got on with I have arranged with the General Manager that you shall remain here. He will advise Capt. Kershaw that you are not returning today.

Yours etc.,

G. A. Stanley.
Traffic Manager."

While down the line I had a bad attack of fever and Capt. Kershaw had granted me three days leave in Nairobi which explains my presence in Nairobi at the time.

On receipt of the Traffic Manager's letter I reported for duty in the office and was informed that I had to undertake the revision of the Tariff Book. I pointed out that there was an Assistant Traffic Manager at Kampala doing nothing and suggested that he might be brought down and given the job. The suggestion was not entertained and as I had to take it in hand I insisted upon it being thorough and not simply a reprint of the previous issue and also that I should be free from general office work until the revision was completed. The only instructions I received were to the effect that I could not alter the basis of any of the class or special rates or depart from the equal-mileage system, and with this I was content as it left me free in other directions to follow my own ideas.

In the work of revision my main object was to secure in the matter of Tariff Regulations the greatest measure of uniformity with the South African Railways that local conditions would permit.

During the first ten years of the Uganda Railway East Africa may be said to have been simply an Indian Dependency but during the past ten years South Africa has discovered East Africa and as South Africa develops as a manufacturing country the trade between South and East Africa will increase.

The late Mr Currie (General Manager) and the late Mr Cruickshank (Traffic Manager) both came from India to the Uganda Railway at the time it was opened for public traffic so that in every direction Indian methods were followed and Indian rules and regulations adopted.

South Africa in railway management and working has nothing to learn from India and the policy East Africa should follow is to keep in close touch with South African Railway practice. The future demands this.

The Tariff book in force at the time I commenced the revision was got out by the late Mr Stanley when Traffic Manager, viz., No. 8 in force on and from the 1st August 1912.

I am forwarding under separate cover a copy of this tariff along with a copy of the one I got out, viz., No. 1 in force on and from the 1st April 1915. This tariff is still in force and if any reprint is made before a rates policy is decided upon it will simply be a waste of good paper.

I also got out a new issue of the Tariff for Civil Government and Military traffic, viz., No. 3 in force on and from the 1st October 1918. The previous issue of this tariff, viz., No. 2 in force on and from the 1st February 1914 was the work of the Chief Accountant's Office. I am also sending a copy of these tariffs.

From an inspection of these tariffs some idea will be formed of the work which the revision entailed. During 1914 - 1915 there was not a single European employed in the Railway Press. I had to check all proofs and in the case of a great many of the pages no less than 20 proofs had to be obtained before they could be finally passed.

In connection with the introduction of through bookings between the Tanga Railway and the Uganda Railway two or three meetings were held in Nairobi between the Chief Accountant, Tanga Railway, and the Traffic Manager and Chief Accountant, Uganda Railway. Notwithstanding these meetings and that minutes had been taken and were available for reference no forward move could be made in the preparation of a joint tariff. When it was realised what the position actually was, and this was only when I had placed before the Traffic Manager for signature a letter on the subject addressed to the General Manager, Tanga, the decision was arrived at that the only way out of the difficulty was for me to proceed to Tanga with a free hand to settle the matter direct with the General Manager of the Tanga Railway.

I had no difficulty in coming to an understanding with Captain Power the General Manager of the Tanga Railway. I undertook to take in hand on my return to Nairobi the preparation of a joint classification of goods and draft regulations relating to the acceptance and carriage of goods, luggage and parcels.

Some time before I left Nairobi the work on the joint tariff had been completed but its introduction had been postponed on account of legal and customs difficulties. These difficulties in my opinion could easily have been overcome but the attempt was not made.

As the tariff may now be in operation I wish to place these facts on record.

I now wish to refer to the questions of Salary and Leave in so far only as I am personally concerned.

In connection with the introduction of through bookings between the Tanga Railway and the Uganda Railway two or three meetings were held in Nairobi between the Chief Accountant, Tanga Railway, and the Traffic Manager and Chief Accountant, Uganda Railway. Notwithstanding these meetings and that minutes had been taken and were available for reference no forward move could be made in the preparation of a joint tariff. When it was realised what the position actually was, and this was only when I had placed before the Traffic Manager for signature a letter on the subject addressed to the General Manager, Tanga, the decision was arrived at that the only way out of the difficulty was for me to proceed to Tanga with a free hand to settle the matter direct with the General Manager of the Tanga Railway.

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59.-

Salary.-

Traffic Inspector. } Maximum rate of pay Rs. 400.
 Chief Rates Clerk. } per month.

	Per month.	
11th October 1910.	Rs. 300.	Joined U.R. service.
1st October 1911.	325.	Rs. 25 increase.
1st October 1912.	350.	Rs. 25 increase.
19th April 1913.	...	Completion of tour of 30 months.
1st October 1913.	375.	Rs. 25 increase.
1st April 1915.	395.	Rs. 20 increase.
1st April 1916.	400.	Rs. 5 increase.
10th October 1916.	...	Completion of tour of 30 months.
10th April 1919.	...	Completion of tour of 30 months.
20th April 1919.	...	Sailed from East Africa.

It will be seen from the above that it took me practically two tours of thirty months to reach my maximum salary, viz., Rs. 400 per month. Mr. S. Teetill a foreman in the Locomotive Workshops who joined the service on the 10th July 1914 under an Indian agreement and on the same scale of pay viz., Rs. 300 to Rs. 400 per month was, after the matter had been referred to the Attorney General, Nairobi, placed in the position of being in receipt of his maximum salary during the last period of his first tour. The increase granted me on the 1st October 1913 brought my salary up to Rs. 375 per month but the next increase was not granted till the 1st April 1915 (eighteen months interval) and on this occasion amounted to Rs. 20 which delayed the maximum being reached for another year.

I would point out here that the Tariff I completed was brought into operation on the 1st April 1915 and the General Manager in order to show his appreciation of the special work done reduced the annual increment from Rs. 25 to Rs. 20 per month. This treatment can be contrasted with the following:-

Chief Accountant's office.-

Chief Accountant's Office.

Name.	Date joined on salary of Rs.200.	In receipt of salary of Rs.300 per month on,
J. Preston.	22nd June 1914.	1st. June 1916.
E. Blaker.	15th. May 1914.	1st. April 1917.
A. E. Mayne.	26th May 1914.	1st. April 1917.

I have already explained that Messrs. Preston and Mayne had no railway experience when they joined the service of the Uganda Railway.

On the 1st April 1916 I was granted an increase of Rs.5 (six shillings and eight pence) per month which brought me up to my maximum of Rs 400/- per month and I am still being paid at this figure.

Leave.

11th. October 1910.	Joined Uganda Railway service.
10th. April 1913.	Completed tour of 30 months.
3rd. November 1913.	Proceeded on leave.
16th. March 1914.	Returned from leave.

Leave granted:-

3 months 10 days on full pay.

1 month 4 days without pay.

17th. March 1914.	Commenced duty on return from leave.
16th. September 1916.	Completed tour of 30 months.
16th. March 1919.	Completed tour of 30 months.
17th. March 1919.	Commenced third continued tour.
20th. April 1919.	Sailed from Mombasa on H.M.A.T. "Carisbrooke Castle."

Since I returned from my last leave I have completed two tours of thirty months each and entered upon a third tour which gives me a continuous residence in East Africa of 61 months and 3 days.

I sailed from Mombasa by the H. M. A. T. "Carisbrooke Castle" on the 20th April 1919 and arrived at Southampton on the 16th May 1919.

On the continuous period of service of 61 months and 3 days I have been granted 153 day's leave in England on full pay, i. e., this period of leave commenced on the 16th May 1919.

The leave granted is arrived at as follows:-

61 months @ 2½ days - 152½ days.

Single vacation leave.

This method of computing the leave due to me I consider most unfair. As I completed two tours and had entered upon a third tour surely at least one of these tours should be recognised for return vacation leave. If both tours are recognised for return vacation leave this will give me 300 days in England on full pay. If only one tour is recognised this will give me, viz.,

30 months @ 5 days - 150 days.

31 " @ 2½ " - 78
228.

I would also point out that Government has saved one return passage between Mombasa and London, and further that I was in East Africa during the whole of the War period. This cannot be said of the majority of the first class officials as the following statement will show:-

Date of Departure.	Department.	Name of Official.
20-10-14.	Traffic.	W. McHardy.
8-1-15.	"	J. Cewan.
3-9-16.	"	H. B. Dever.
15-10-16.	"	G. A. Stanley.
5-5-17.	"	C. E. Roske.
9-2-18.	"	J. Cewan.
14-3-18.	"	T. Neilson.
1919.	"	W. McHardy.
"	"	R. Lane.
"	"	G. Bullock.
22-3-16.	Accounting.	J. W. Heaton.
16-5-16.	"	H. V. Kershaw.
11-18.	"	H. H. Rushton.
1919.	"	H. B. Goodship.
"	"	S. N. Faulkner.
3-17.	Stereos.	H. S. D. Lloyd.
9-3-18.	"	A. W. Reid.

On the continuous period of service of 61 months and 3 days I have been granted 183 day's leave in England on full pay, i. e., this period of leave commenced on the 16th May 1919.

The leave granted is arrived at as follows:-

61 months @ 2½ days - 182½ days.

Single vacation leave.

This method of computing the leave due to me I consider most unfair. As I completed two tours and had entered upon a third tour surely at least one of these tours should be recognised for return vacation leave. If both tours are recognised for return vacation leave this will give me 300 days in England on full pay. If only one tour is recognised this will give me, viz.,

30 months @ 5 days - 150 days.

31 " @ 2½ " - 78 "

228.

I would also point out that Government has saved one return passage between Mombasa and London, and further that I was in East Africa during the whole of the War period. This cannot be said of the majority of the first class officials as the following statement will show:-

Date of Departure.	Department.	Name of Official.
20-10-14.	Traffic.	W. McHardy.
8-1-15.	"	J. Cowan.
3-9-16.	"	H. B. Dever.
15-10-16.	"	G. A. Stanley.
5-5-17.	"	C. E. Roeko.
9-2-18.	"	J. Cowan.
14-3-18.	"	T. Neilson.
1919.	"	W. McHardy.
"	"	R. Lane.
"	"	G. Bullock.
22-3-16.	Accounting.	J. W. Heaton.
16-5-16.	"	H. V. Kershaw.
6-11-18.	"	H. B. Rushton.
1919.	"	H. B. Goodship.
"	"	S. N. Faulkner.
8-5-17.	Stereos.	H. S. D. Lloyd.
29-3-18.	"	A. W. Reid.

14-II-14.	Engineering.	V. B. Atkinson.
8-I-15.	"	G. O. Hyatt.
8-I-15.	"	St. C. G. Davis.
4-9-15.	"	W. M. Greiss.
12-2-16.	"	C. S. Hunter.
2-6-16.	"	W. J. McJanet.
26-II-16.	"	T. W. Wardle.
23-2-17.	"	A. Smith.
10-4-17.	"	A. F. Church.
12-4-18.	"	C. M. Bunbury.
27-II-18.	"	C. S. Hunter.
6-II-18.	"	V. B. Atkinson.
30-5-15.	Locomotive.	P. C. Ford.
12-II-16.	"	W. E. Nevill.
19-8-18.	"	B. L. Bremner.
31-8-14.	General Managers.	H. B. Taylor.
7-5-15.	"	B. Eastwood.
11-II-17.	"	B. Eastwood.
7-2-18.	"	B. Eastwood.

It will be noticed that in some cases officials have left East Africa twice on leave since the date of my last return from leave, viz., 16th March 1914.

When I went on leave on the 2nd November 1913 the old leave rules applied to subordinates, viz., one month's leave for every 11 months completed service. In respect of a period of service dating from the 11th October 1910 to 2nd November 1913, i. e., 36 months 21 days I was only allowed 3 months and 10 days leave on full pay out of East Africa. As the time spent on voyages counted I got an additional 1 month and 4 days leave without pay. Under the present rules I would have been entitled to leave on the 9th April 1913 and to 150 days in England plus voyages on full pay.

When I returned from leave in March 1914 the new leave conditions were advised. If I had received fair and just treatment I would not have raised this question, but I now do so and make a claim to be placed in the position of having gone on leave in 1913 under the rules now in force. This claim is a reasonable one. I joined the service in October 1910, completed my first tour and went on leave in November 1913 under the old leave rules. Mr. A. Smith, Draughtsman, Engineering Department, joined the service in March 1911,

14-II-14.	Engineering.	V. B. Atkinson.
8-I-15.	"	G. G. Hyatt.
8-I-15.	"	St. C. G. Davis.
4-9-15.	"	W. M. Greiss.
12-2-16.	"	C. S. Hunter.
2-6-16.	"	W. J. McJanet.
26-II-16.	"	T. W. Wardle.
23-2-17.	"	A. Smith.
10-4-17.	"	A. F. Church.
12-4-18.	"	C. M. Bunbury.
27-II-18.	"	C. S. Hunter.
6-II-18.	"	V. B. Atkinson.
30-3-15.	Locomotive.	P. C. Ferd.
12-II-16.	"	W. E. Nevill.
19-8-18.	"	B. D. Bremner.
31-8-14.	General Managers.	H. B. Taylor.
7-5-15.	"	B. Eastwood.
11-II-17.	"	B. Eastwood.
7-2-18.	"	B. Eastwood.

It will be noticed that in some cases officials have left East Africa twice on leave since the date of my last return from leave, viz., 16th March 1914.

When I went on leave on the 3rd November 1913 the old leave rules applied to subordinates, viz., one month's leave for every 12 months completed service. In respect of a period of service dating from the 11th October 1910 to 2nd November 1913, i. e., 36 months 21 days I was only allowed 3 months and 10 days leave on full pay out of East Africa. As the time spent on voyages counted I got an additional 1 month and 4 days leave without pay. Under the present rules I would have been entitled to leave on the 9th April 1913 and to 150 days in England plus voyages on full pay.

When I returned from leave in March 1914 the new leave conditions were advised. If I had received fair and just treatment I would not have raised this question, but I now do so and make a claim to be placed in the position of having gone on leave in 1913 under the rules now in force. This claim is a reasonable one. I joined the service in October 1910, completed my first tour and went on leave in November 1913 under the old leave rules. Mr. A. Smith, Draughtsman, Engineering Department, joined the service in March 1911,

completed his first tour, and went on leave in April 1914⁷⁴ under the new leave rules. Both leaves were earned for practically the same period of service and I shall be pleased if consideration can be given to this claim.

Leave granted - 1913.

3 months and 10 days on full pay - 100 days less
voyages say 45 days - 55 days.

New leave rules 150 days on full pay plus voyages.

150 days
less 55 "
<hr/> 95. days.

General

I have endeavoured to prove:-

- 1.- that I have been victimised by Mr. E. P. Taylor, and Mr. R. Eastwood during the period they held the position of General Manager of the Uganda Railway.
- 2.- that through the form of jobbery practiced in the placing of Mr. W. McHardy in the position of Assistant Traffic Manager and afterwards Deputy Traffic Manager I have suffered monetary loss.
- 3.- that as a result of Nos. 1 and 2 I had no other alternative but to resign, and seek redress at Home.
- 4.- that the management and working of the Uganda Railway is bad.

In regard to Nos. 1 and 2 I leave my case in your Lordship's hands. I am prepared to go before a Commission of Enquiry and not only repeat what I have stated in this letter but supplement same.

I think it only fair that I should send a copy of this letter to His Excellency, the Governor of the British East Africa Protectorate and this step I am taking.

His Excellency the Governor is in a position to call for the personal files of the following, or correspondence relating

to their appointments, in the possession of the General Manager, Uganda Railway, and the Secretariat, Nairobi.

A. E. Cruickshank.	C. R. Webb.
B. Eastwood.	C. E. Recke.
G. A. Stanley.	R. Lane.
E. G. Wilson.	A. E. Cameron.
H. B. Taylor.	B. A. Lawson.
J. W. Sweeney.	L. Smart.
W. McHardy.	G. Bullock.
E. H. Faulkner.	-- Littlefair.
J. Eadie.	J. W. Heaton.
Y. Neilson.	H. H. Rushton.
T. French.	H. S. D. Lloyd.
J. Cowan.	W. E. Nevill.
D. H. Harrison.	P. C. Ford.
H. B. Dever.	S. W. Shimm.
E. K. Aikman.	G. H. Higgs.
J. S. Munro.	B. M. Carter.
W. F. D. Allison.	J. Barker Wyatt.
J. Pindar.	G. Aubrey.
G. Martin.	W. L. Merris
A. L. Shipley.	S. Teetill.
E. Creft.	R. M. Reynolds.
J. Preston.	H. K. Rebertsen.
E. Blaker.	W. J. McJanet.
A. E. Mayne.	H. E. Goodship.
H. Masen.	E. V. Schalech.
F. Jarrett.	Capt. Jenkins.
D. Crockart.	---Melrose (Traffic)
Capt. Endall.	--Latham

also correspondence in the General Manager's Office and the Secretariat relating to:-

the Priority Committee of which the General Manager of the Uganda Railway was Chairman.

Reports from the late Sir W. Johns prior to and during the period he was Director of Railways.

Cases of Railway employees returned to India and taken up by the Indian government.

Engagement of staff in India.

Reports from General Officers Commanding the Forces in East Africa on the Uganda Railway.

In regard to the management and working of the Uganda Railway I think I am safe in stating that Mr. S/ Geuper by this time regrets that he accepted the appointment of General Manager.

Mr. H. B. Taylor and Mr. B. Eastwood on their retirement probably see a little more clearly and reflect on what was left undone which should have been done and on what was done which would have been better left undone. I would like to meet both gentlemen again.

Speaking generally the man best equipped for the position of General Manager of a Colonial State Railway is the man who has had a sound railway commercial training, i. e., the man who has been through the mill in the Traffic Department and has worked his way up from that point.

I can assure your Lordship that the feeling against the management of the Uganda Railway is very bitter in both Protectorates, i. e., British East Africa and Uganda, while the service is seething with discontent.

In the memorandum I drafted for the Engine Drivers, and which was placed before the Civil Service Commission, it is stated:-

"To sum up the whole case the main causes ^{of} ~~the~~ discontent in our opinion are:-

(a). General indifference on the part of Heads of Departments to the welfare of those serving under them.

(b). Low wages.

- (c). Long hours resulting from bad organisation and inefficient supervision.
- (d). The methods followed in regard to increments and promotions.

In regard to the latter before the Commission conclude their labours sufficient evidence will have been brought forward to prove that men without either experience or ability or with a limited experience and little or no ability have been pitchforked into positions over others possessing a sound experience and greater ability.

It is only human nature of the truest type to despise the man who owes his appointment or promotion not to experience, ability and length of service but to means which honest men shun.

Every appointment or promotion of the latter kind which is made lowers the prestige of the Government service and in the opinion of many it could not be lower than what it is today.

During Mr. Eastwood's regime the men who received the highest increments were men without railway experience who presumably could not obtain employment elsewhere and joined the railway as a last resource. Not possessing any previous railway experience they had to make themselves useful in other directions. The result of this policy on trained railwaymen of many year's Home service need not here be described."

The feeling is general that the management of the Uganda Railway will do nothing to improve conditions and that they will oppose any movement whether from within or without the service that has this object in view."

If there is no harmony there can be no efficiency and the Uganda Railway harmony is unknown while efficiency and economy are looked upon as matters of little importance

67.-

attention to which might interfere with social duties.

Since 1913 I have held the opinion that a Commission of Enquiry into the Organisation and Working of the Uganda Railway is inevitable. Today it is more necessary to East Africa than a deep water pier at Kilindini.

East Africa without its railway would simply be a huge jungle. The railway has made it possible for the Country to support a considerable white population, and men who have settled in the Country, and invested their money in it, look for an enlightened railway policy and efficient service.

The official in the past has so padded himself in his official position that he has not been able to see the work to be done. If he went out on the line on an inspection tour he had to travel in a special coach and generally the entire journey would be made with the blinds of the coach up - to shut out the vulgar gaze.

Only first class appointments are pensible. From what I have seen pensions act as a sort of a dry - rot fungus, and this differentiation between first and second class officials in the same service is bad.

I would therefore place before your Lordship as a matter of urgent importance the appointment of a Commission of Enquiry into the Organisation and Working of the Uganda Railway.

If the Union Government could be induced to lean the services of Sir William Hey and others he might select to assist him, the work could be commenced at a very early date. Sir William Hey's appointment would create the very best impression in East Africa. The majority of europeans engaged in trade in East Africa have been formerly in South Africa and know how efficient the railway service is in the South.

Colonial Office Central.

During my East African service I have seen many of the weaknesses of the present system.

If I take appointments I find that the following were engaged by the Crown Agents for the Colonies:-

- Mr. Cewan, Assistant Traffic Manager.
- Mr. Harrison, do.
- Mr. Dever, do.
- Mr. Aikman, do.
- Mr. Reeke, do.
- Mr. Heaton, Assistant Chief Accountant.
- Mr. Lloyd, Assistant Chief Storekeeper.
- Mr. Schalch, Wharf Superintendent.

These are all first class appointments and the list could be added to. The point however is that not one of them are in the service of the Uganda Railway today, that some of them did not complete one tour, others only one tour, and that Government incurred voyage expenses in each case.

There is no system of transfer from one Colonial State Railway to another Colonial State Railway. The result is that each Colonial Railway is in the market at Home for men to fill all kinds of positions and this wider avenue of promotion is closed to the men in each State Railway service.

Cases like the following therefore arise. I will assume that a Traffic Manager is required for say the Nigerian Railways. The Crown Agents are asked to fill the appointment. They advertise in the usual way through the Press and finally engage a gentleman who has been say 15 years with a Home Railway Company. On another Colonial Railway there is an Assistant Traffic Manager with 10 years Home and 10 years Colonial railway experience and who is better fitted in every respect to fill the position yet this promotion is denied him and his 10 years in the Colonial service count for nothing.

No one can estimate the benefit that would result from a proper centralised control. Most of the Crown Colonies and Protectorates have railways. If I said that each of these railways had the same gauge, the same type of engines and rolling stock, all equipment standardised, uniform methods of working followed, and in addition that all materials and stores were purchased through a Central Buying Agency, the business man would immediately see that behind all this there was organisation on sound lines.

All that I can say however is that materials and stores for railways in Crown Colonies and Protectorates are purchased through the Crown Agents for the Colonies who are in the market along with the Agents of the self-governing Colonies, Indian, Egyptian and Sudan State Railways, and the Home railways.

Again I take it that Uganda Railway matters are dealt with ~~the~~ East African Branch in the Colonial Office, the Nigerian Railways under another Branch and the Jamaica Railways under still another Branch.

If, however, there was established in the Colonial Office a Railway Branch dealing with all matters affecting State Railways in Crown Colonies and Protectorates the results would be far reaching.

Prior to the War there was an appointment under the War Office of Inspector General of Oversea Forces. To complete the scheme of organisation suggested, and which would be weak without it, there should be established a connecting link between the Railway Branch of the Colonial Office and the railways in Crown Colonies and Protectorates and this we have in the appointment of a Director General of Oversea Railways.

A Commission from South Africa could be seen at work in British East Africa and if the same Commission could be induced to extend its field of labour and include the railways

in conquered territory i.e., the Tanga and Central Railways, this would be a great gain to the whole of East Africa. If the same Commission could be induced to further extend its field of labour by taking in all railways in Green Colonies and Protectorates the gain would be an Empire one. The Director General of Oversea Railways could then enter upon his duties with the hope of achieving satisfactory results.

I have the honour to be,

My Lord,

Your Lordship's most obedient servant,

John G. ...

The Right Honourable,

The Lord Viscount Milner, P.C., G.C.B., G.C.M.G.,

Colonial Office,

London.

COPY.

Nairobi,

25th. November 1918.

Traffic Manager,
Uganda Railway,
Nairobi.

Sir,

I shall be pleased to hear if the necessary steps can now be taken to book my passage to England.

The following facts may not be without interest even at the present time.

11th October 1910 - Joined the Uganda Railway service.
3rd November 1913 - Proceeded on leave.
16th March 1914 - Returned from leave.
1st July 1916 - Resigned, 3 months notice given.
30th September 1916 - Expiry of notice.

Notes.- Resignation accepted vide Director of Railways
A. 29/3/1925 of the 4th July 1916.

During a period of 97 months service I have been less than 5 months out of the Protectorate.

I enclose herewith application form for passport with accompanying photos.

I have the honour to be,

Sir,

Your obedient servant,

signed.- J. Radie.

Notes.-
Passport application

Passport application
form and 2 photos.

Uganda Railway.

COPY.-

No. C21/196/3167.

9th. December 1916.

Direction Department.

Traffic Manager,
Uganda Railway,
Nairobi.

Sir,

I have much pleasure in forwarding the accompanying letters from the Commissioner of Police addressed to Messrs, J. Eadie and S. W. Shinn thanking them for their action in connection with the recent native riot at Nairobi.

Will you please arrange for the letters to be delivered to the addressees and inform them of my appreciation of the assistance they were able to render on the occasion under notice.

I have the honour to be,

Sir,

Your obedient servant,

B. Eastwood.

Colonel.

For Director of Railways,

East African Force.

Mr. Eadie,

I have much pleasure in forwarding this.

E. G. Wilson,

Traffic Manager.

1916.

No. P350/2/16.

Office of the Commissioner of Police,
P. O. Box 135, Nairobi,
5th December 1916.

Sir,

I have the honour to inform you that your name has been brought to my notice by the Resident Magistrate and Superintendent of Police, Nairobi, in connection with the native riot which took place in Nairobi on the evening of November 2nd, 1916.

I desire to express to you my warm appreciation of the valuable assistance rendered by you to the Police on that occasion.

I have the honour to be,

Sir,

Your obedient servant,

signed.- W. K. Netley.

Lieut. Col.,

Commissioner of Police.

J. Eadie Esqr.,
Traffic Department,
Uganda Railway,
Nairobi.

Uganda Railway.

Traffic Manager's Office,
Nairobi, 25th October 1916.

Addressed to.-

COPY.

Chief Accountant, Nairobi.
Chief Mechanical Engineer, Nairobi.
Chief Engineer, Nairobi.
Chief Storekeeper, Nairobi.
Marine Superintendent, Kisumu.

Signing Authority.

For your information I subjoin copy of the Director of Railways A. 34/197/1709 of the 24th instant to me,-

"in reply to your E. 4986 dated the 23rd instant I agree to your arrangement whereby Mr. Radie will sign detail letters to other Departments on your behalf, provided however that the arrangement is temporary pending the presence of an Assistant Traffic Manager in your Office.

Signed.- E. G. Wilson,
Acting Traffic Manager.

Uganda Railway.

COPY.

B. 275.

Traffic Manager's Office?
Nairobi, 3rd. July 1916.Director of Railways,
Nairobi.Mr. J. Kadie.
.....

I have the honour to inform you that in accordance with clause 18 Mr. Kadie as per enclosed does not wish to renew his agreement. I shall be glad to know whether Mr. Kadie is allowed to go on the expiration of his 30 months service and get single vacation leave. Ofcourse if this is the case I cannot say at present whether I could release him then it depends on circumstances. He completes his 30 months on 17th September this year but ofcourse his three years agreement would not be up until 16th March 1917.

Signed.- C. A. Stanley.

Traffic Manager.

Memo.-

No. A. 29/2/1025 of the 4th. July 1916.

Sanctioned.

B. Eastwood.

Col.

for Director of Railways.

Uganda Railway.

Nairobi,

1st. July 1916.

Traffic Manager,

Uganda Railway,

Nairobi.

G.M.F.

Sir, With reference to the agreement (Registered No. 6708 - Class 2) entered into between the Crown Agents for the Colonies and myself on the 17th February 1914 and to clause 19 of same I beg to give the required notice that I do not seek re-engagement in the service of the Uganda Railway and shall be pleased if you will make the necessary arrangements for my return to England.

I have the honour to be,

Sir,

Your obedient servant,

Signed.- J. Madie.

R.223.

Traffic Manager's Office,
Nairobi, 3rd. October 1915.

COPI.

Mr. J. Radie,
Traffic Manager's Office,
Nairobi.

Sir,

With reference to your application to be allowed to join the forces, I regret that it has not been possible to let you go, and I cannot do better than quote the following from the Hon. General Manager's letter to me on the subject.

"In thanking all of these gentlemen for giving themselves to the defence and service of their Country, I must express my most sincere regret that I cannot let all the men go that have volunteered. A railway is very much a Military organisation in this Country, to let all men go that want to would be imperilling the safety of the Country, and the men who stay behind are helping the work of the Country and the success of the Military operations in an equal, although in a far more unpleasant manner than the men who are in the fighting line. There is no disgrace or reflection to be attached to any man that because he is of greater use to the service and to the Military Authorities he is kept at the base carrying out his usual duties."

Signed. G. A. Stanley.

COPY.

DISCHARGE CERTIFICATE.

This is to certify that No..... Rank Sergeant
Name John Radie Unit Uganda Railway Volunteers who was
enlisted on the 7th day of August 1914 is discharged in con-
sequence of the demobilisation of the Uganda Railway Vol-
unteers (on active service in East Africa during the whole
period) and that his claims have been properly settled.

His total service in the Uganda Railway Volunteers is
.....years 114 days.

Character, Very Good.

Place, Nairobi, British East Africa.
Date 30th November 1914.

H. V. Kershaw.

Signature of O.C. Unit.

Capt. Commanding,
Uganda Railway Volunteers.

Uganda Railway.

Traffic Manager's Office,
Nairobi, 19th October 1914.

COPY.

Dear Mr. Radie,

In order that the tariff and rates can be got on with I have arranged with the General Manager that you shall remain here. He will advise Capt. Kershaw that you are not returning today.

Yours etc.,

G. A. Stanley.

Traffic Manager.

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U.S. DEPARTMENT OF JUSTICE

Washington, D.C. 20535

1950

Dear Sir: I have arranged with the Central Intelligence Agency to have your file transferred to the CIA. It will be under the name of [redacted] and will be maintained in the CIA files.

Sincerely,
[Signature]

Copy.

General Manager's Office,
Nairobi, 30th March 1914.

No. 576.

Traffic Manager,
Nairobi.

Messrs, T. Neilson and J. Eadie.

In reference to a joint letter from Messrs, T. Neilson and J. Eadie to the address of the Secretary of State regarding promotion on the Uganda Railways, His Excellency instructs me to intimate to them that after full consideration of Messrs, Neilson and Eadie's respective positions and claims he regrets that he is unable to support their application for advancement to the superior staff of the Uganda Railway.

Will you accordingly inform Messrs, Neilson and Eadie of His Excellency's decision.

I have the honour to be,

Sir,

Your obedient servant,

Signed. H. B. Taylor.

General Manager.

COPY.

London,

24th. February 1914.

Sir,

I have the honour to acknowledge receipt of your letter No. 5066/ E.A of the 12th inst and note the action taken.

2.- On the eve of my departure for East Africa, I beg leave to bring the following further points under your notice.

(a). In the issue of the Glasgow Herald for the 9th inst, the following advertisement appeared, viz.,

"Assistant Traffic Manager required for Uganda Railway for thirty months, with possible extension; salary £500-£550; free quarters and first class passages; leave on full pay for three months, increased to six months if returning; age 22 - 26; unmarried. Candidates having experience in traffic department of an English Railway and actual experience in working goods & passenger traffic, together with usual office experience should apply at once to the Crown Agents for the Colonies, Whitehall Gardens, London, E.C."

(b). On the 14th inst I received the following letter from the Crown Agents for the Colonies (reference M6708 of the 13th February) viz.,

"We have been authorized by the Secretary of State for the Colonies to offer you re-engagement as a Rates Clerk on the Uganda Railway. If you are willing to accept this offer you should execute the enclosed agreements (in triplicate) in accordance with the printed instructions attached and return them to this Office without delay. We understand you return to Africa on the 18th inst."

3.- In the correspondence that has already passed, I have stated my case and I do not think that any good purpose will be served by covering the same ground afresh.

4.- I, however, would like to make the following observations on the changed aspect of the case.

C.O. 539
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REPRODUCED PHOTOGRAPHICALLY WITHOUT PERMISSION OF THE PUBLIC RECORD OFFICE, LONDON

(a) The causes which operate to retard the progress of the individual may also retard the progress of a Colony.

(b) The efficient and economical working of a railway is more a question of men than of system.

(c) The University qualification has apparently been dispensed with.

I have the honour to be,

Sir,

Your obedient servant?

Signed.- J. Madie.

Under Secretary of State for the Colonies,
Downing Street,
London.

CCNY.

No/ 5066/ E. A.

Downing Street,

12th. February, 1914.

Sir,

I am directed by Mr. Secretary Harcourt to acknowledge the receipt of your letter of the 26th of January, and to inform you that he is consulting the Governor of the East Africa Protectorate on the subject of your application for promotion in the Uganda Railway service.

I am,

Sir,

Your obedient servant,

Signed, - H. J. Read.

for Under Secretary of State.

Mr. J. Radie.

COPY.

Whitehall Gardens,

London, S. W.

13th February 1914.

H. 6708.

Sir,

We have been authorised by the Secretary of State for the Colonies to offer you re-engagement as a Rates Clerk on the Uganda Railway.

2.- If you are willing to accept this offer you should execute the enclosed agreements (in triplicate) in accordance with the printed instructions attached and return them to this Office without delay. We understand you return to Africa on the 13th inst.

I am,

Sir,

Your obedient servant,

Signed - H. Martin.

for Crown Agents.

Mr/ J. Eddie.

RECORD OFFICE, LONDON

COPI.

M. 6708.

Whitehall Gardens,
London, S. W.
13th February 1914.

Sir,

We have been authorised by the Secretary of State for the Colonies to offer you re-engagement as a Rates Clerk on the Uganda Railway.

2.- If you are willing to accept this offer you should execute the enclosed agreements (in triplicate) in accordance with the printed instructions attached and return them to this Office without delay. We understand you return to Africa on the 18th inst.

I am,

Sir,

Your obedient servant,

Signed, H. Martin.

for Crown Agents.

Mr/ J. Badio.

COPY.

London,
26th. January, 1914.

Sir,

We have the honour to state that in response to a telegram from the Crown Agents, we attended at their Office today when we were each in turn offered the position of Station Master on the Gold Coast Railways at £250 per annum.

2.- We take it that this offer is the direct result of letters addressed by us on the question of promotion.

3.- During the interview at the Crown Agent's Office we pointed out that the offer made could not be considered as promotion and that our case formed the subject of correspondence between the B. E. A. Government and the Colonial Office.

4.- It was then suggested that we should call at the Colonial Office and see Mr/ Macnaughten. This we did and as a result of the interview with that gentleman, it would appear that a misunderstanding has arisen. We were asked to submit in writing direct what we wanted.

5.- As stated in previous communications, we asked for promotion to the official grade and were even prepared to accept an appointment in that grade at a lower salary. The desire for a transfer from the Uganda Railway service is prompted by the fact that the door for promotion from the subordinate to the official grade is closed against us.

6.- It is manifestly unjust, after having served the Uganda Railway for years and given entire satisfaction, to have to stand aside and see vacancies in the official grade, which are opportunities for promotion to us filled by men from private railways at Home.

7.- At the interview we had with the General Manager of the Uganda Railway on the 27th May last, we asked to be informed of what stood in our way against promotion in the railway service.

8.- We feel that this question has not been satisfactorily answered nor does the offer of the post of Station Master on the Gold Coast improve the position in view of the fact that appointments in the official grade on the Uganda Railway are likely to be made in the near future.

9.- We think that we may reasonably again ask:-

(a). Is promotion possible from the subordinate to the official grade in the service of the Uganda Railway? If the answer is in the affirmative, we would again respectfully enquire what stands in our way against promotion. Appointments have previously been made from the subordinate to the official grade in the Uganda Railway service.

(b). So far as we are aware of the establishment of the Uganda Railway, the question of a University education brought forward by the General Manager at our interview with him has not hitherto been the determining factor in 1st appointment, or in cases of promotion from the subordinate rank to the official grade in that service.

We have the honour to be,

Sir,

Your humble obedient servants,

Signed.- J. Radie.

T. Neilson.

The Right Honourable Lewis Harcourt, P.C., M.P.,
Downing Street,
London.

COPY.-

Nairobi, British East Africa?
25th. October 1913.

The Right Honourable Lewis Harcourt, P.C., M.P.,
Secretary of State for the Colonies,
Downing Street,
London, S.W.

Through,

The Traffic Manager, Nairobi.
The Hon. General Manager, Nairobi.
The Hon. The Chief Secretary, E. A. P.
His Excellency, The Governor, E. A. P.

Sir,

I respectfully beg to submit for favour of consideration the enclosed copies of letters which have passed originating with me dated 31st January last, having reference to an application for promotion in the service or on transfer.

As I frankly admit that the stage has been reached when I would welcome a transfer on a reduced salary rather than serve a further term on the Uganda Railway under present existing conditions.

3.- My railway experience is fully dealt with in my letter of the 31st January last, copy of which is included in the enclosures to this letter.

4.- I am proceeding on five month's leave (roughly three months with pay and two months without pay) on the 3rd proximo by the S. S. "Gascon" and my Home address is:-

Glen Reuther,

Foxley,

By Glasgow, N.B.

5.- The enclosures to this letter are:-

- (a). Copy of my reference from the North British Railway Company.
- (b). Copy of my reference (two) from the Central South African Railways.
- (c). Copy of my letter dated 31st January last.
- (d). Copy of repeat to above.
- (e). Copy of memo containing notes on interview with the General Manager.

2.

(c). Copy of memorandum containing notes on the interview with the Hon. The General Manager.

I have the honour to be,

Sir,

Your obedient servant,

Signed.- J. Radie.

C.O. 533

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ALLY WITHOUT PERMISSION OF THE
PUBLIC RECORD OFFICE, LONDON.

Notes on interview with the General Manager (Mr. H. B. Taylor) Uganda Railway, Nairobi, 2 p.m., Tuesday, 27th May 1913.

.....

1.- The General Manager was informed that the object of the interview was to ascertain definitely what our prospects were for promotion in the service of the Uganda Railway.

Reference was made to the appointments of Messrs. Cowan and Harrison as Assistant Traffic Managers and to the rumour current that a request had been made for another Assistant Traffic Manager to be sent out from Home.

We had yet to learn what stood in our way against promotion. Business men understood the value to place upon the desire in the individual to improve his position.

If the door was barred against promotion then the only alternative left us was to "clear" out of the service. We received our training on other Railways and entered the service of the Uganda Railway with the necessary experience to enable us not only to accept official positions but the full responsibilities attached to an official position.

A statement of this nature could not be made in either the case of Mr. Cowan or Mr. Harrison.

Ignoring altogether such questions as promotion, remuneration and leave the conditions under which the work is carried on would tend to drive any experienced railway man, occupying a subordinate position, from the service.

2.- The General Manager remarked that he was not responsible for the appointment of Messrs. Cowan and Harrison as Assistant Traffic Managers. He had to admit that both were failures.

Our applications for promotion had been forwarded to the Colonial Office with a strong recommendation in each case.

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75
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P. A. I. C. OFFICE LONDON

2.-

His policy would be to appoint men who possessed a University education to official positions. His mind was fully made up on this point and nothing that could be said would effect a change in his views.

I asked the General Manager if my letter dated the 31st January 1913 addressed to himself for transmission through the usual channel to the Secretary of State for the Colonies had been sent forward to the Secretary of State along with the printed form P. 2 headed "Application for promotion in the Colonial Service" which I was asked to fill in as a result of my letter dated the 31st January 1913 and I was informed that my letter dated the 31st January 1913 with enclosures attached thereto had been forwarded with the P. 2 form referred to, to the Colonial Office.

Signed.- J. Radie.

Signed,

20th. May 1913.

Present at interview.-

General Manager.

Mr. T. Neilson.

Mr. J. Radie.

Signed.- J. Radie.

Uganda Railway.

No. A. 2/4/134.

General Manager's Office,

Nairobi, 9th. April 1913.

COPY.

Sir,

Applications for Promotion in the Colonial Service.
.....

I have the honour to forward for favourable consideration by His Excellency the Governor and for transmission to the Crown Agents applications from Messrs, Thomas Neilson, Traffic Inspector, and John Eadie, Rates Clerk, for promotion in the Colonial service.

2.- The Traffic Manager in his forwarding letter states these two men have done most satisfactory work on this Railway and has pleasure in recommending their promotion.

3.- East Africa is a very progressive Country where all classes are equal and discipline is not a strong point.

I therefore do not consider that service in the subordinate grades on this railway is good training for an Officer and I would prefer that appointments to the superior staff of this railway be made from Home or from men who have had service on the superior staff of other railways.

4.- Both Messrs, Eadie and Neilson are excellent men in the positions they now hold and no doubt would do well on promotion in any other Country than East Africa; but I feel sure they would not be able to uphold authority on the Uganda Railway and it is essential we strengthen our traffic service with the class of men who will be able to give us the very best service.

5.- Both of the applicants are giving us good service now in their respective posts and I should be sorry to lose their services, but any way even if promoted on this line we would lose the services of Mr. Eadie from the Rates Section

and of Mr. Mellison from the Traffic Inspector's Branch and it would be difficult to replace them. I would not though stand in the way of either getting the promotion they ask for and consider that their good service deserved recognition and recommend that their names be placed before the Crown Agents.

I do not though consider it desirable that we recruit the superior staff from the subordinate grades on this railway.

The great lack of discipline and the feelings of equality of all prevents such a procedure being a success.

I have the honour to be,

Sir,

Your obedient servant,

Signed.- H. B. Taylor.

General Manager/

Enclos.-

2 applications in triplicate.

The Chief Secretary,

E. A. P.,

Nairobi.

Uganda Railway.
.....

Traffic Manager's Office,
Nairobi, 7th. February 1913.

CCFY.

Hon. General Manager,
Nairobi.

Referring to our conversation, I attach applications for promotion from Messrs. Eadie and Neilson.

Mr. Eadie is 36 years of age and present pay is Rs. 350 per month. He has been Chief Rates and Claims Clerk in this Office for 2½ years. The maximum of the post is Rs. 400/ per month. Previous to joining this railway Mr. Eadie held an important post in the General Manager's Office, S. A. Railways.

Mr. Neilson is 33 years of age. Present pay Rs. 325 (will be recommended for Rs. 25/6 increase this month). Maximum pay of Traffic Inspector Rs. 400/- per month. Mr. Neilson has been Traffic Inspector for 2 years.

Both these men have done most satisfactory work on this railway; they are thoroughly trained railway men and I have much pleasure in recommending them both for promotion.

Signed. - G. A. Stanley.

Traffic Manager.

COPY.

Nairobi,

31st. January 1913.

The Hon. General Manager,
Uganda Railway,
Nairobi.

(Through the Traffic Manager) .

Sir,

I beg to submit for consideration and for transmission through the usual channel to His Majesty's Secretary of State for the Colonies this application for promotion in the railway service either in this Protectorate or in any other Protectorate or Crown Colony where appointments to the official grade are subject to the approval of or confirmed by the Home Government.

The recent engagement at Home by the late General Manager of two Assistant Traffic Managers, indicating clearly as it does that there is no hope of advancement to the official grade for anyone at present employed on this Railway in a subordinate position, is I think in itself, sufficient justification for the request made in the previous paragraph. I would go further and say that the appointments made afford conclusive proof that a sound railway experience is not considered essential and a good record is not a recommendation.

I joined the service of the North British Railway Company in February 1890 as an Apprentice Clerk under a four years indenture, and resigned in January 1901 in order to proceed to South Africa. During my service with the North British Railway Company I passed through the various branches of station working, both Goods and Passenger, and for the last 2 years with that Company was employed in the Chief Goods Manager's Office, Glasgow, where I added considerably to the experience previously gained.

I arrived in Durban, Natal, during March 1901 where I procured a temporary post until such time as I could secure a position on the Imperial Military Railways and obtain a Military permit (Boer War - Peace declared June 1902) to enable me to proceed to Johannesburg in the Transvaal. I entered the service of the Imperial Military Railways on the 6th. October 1901 and resigned on the 3rd November 1908. I would here remark that during the Military regime the Railways in the Transvaal and Orange River Colonies were worked jointly as the Imperial Military Railways. After the grant of responsible Government they were still worked jointly but as the Central South African Railways.

During the entire period of my service in the South I was employed in the Chief Traffic Manager's Office, Johannesburg. I was first attached to the General Section, next in charge of the Outstanding Accounts Section, and during the last five years was in charge of the Expenditure Section. In this latter position I was directly responsible to the Head of the Traffic Department (Sir W. W. Hey, now General Manager of the South African Railways) for the expenditure of that Department, and for the supervision of the Catering and Cartage Branches which were treated as subsidiary Departments.

It will be seen from this that I was in the Railway service in the South during two important periods in its history, periods which were full of hard work when everyone had to give his best. The first period dates from the time the railways in the Transvaal and Orange River Colonies were taken over by the British Military Authorities to the time responsible Government was granted, and the second period from then to the time just before the Union of the South African Colonies when the Departmental system of organisation and working was departed from and the Divisional system introduced.

I arrived in Durban, Natal, during March 1901 where I procured a temporary post until such time as I could secure a position on the Imperial Military Railways and obtain a Military permit (Boer War - Peace declared June 1902) to enable me to proceed to Johannesburg in the Transvaal. I entered the service of the Imperial Military Railways on the 8th October 1901 and resigned on the 3rd November 1908. I would here remark that during the Military regime the Railways in the Transvaal and Orange River Colonies were worked jointly as the Imperial Military Railways. After the grant of responsible Government they were still worked jointly but as the Central South African Railways.

During the entire period of my service in the South I was employed in the Chief Traffic Manager's Office, Johannesburg. I was first attached to the General Section, next in charge of the Outstanding Accounts Section, and during the last five years was in charge of the Expenditure Section. In this latter position I was directly responsible to the Head of the Traffic Department (Sir W. W. Hey, new General Manager of the South African Railways) for the expenditure of that Department, and for the supervision of the Catering and Cartage Branches which were treated as subsidiary Departments.

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3.-

I will always consider myself fortunate to have been in the service in the South when the Railways, as they are now, were in the making. It was an experience that comes the way of very few.

Since October 1910 I have been employed in the Traffic Manager's Office here in charge of the Rates, Claims and General Sections.

I enclose copies of my references relating to my service with the North British Railway Company (1) and the Central South African Railways (2).

I have the honour to be,

Sir,

Your obedient servant,

Signed.- J. Madie.

3. Encos.-

W. H./ E.79.

General Manager's Office,
Johannesburg, 16th. July 1910.COPY

Dear Mr. Madie,

I am in receipt of your letter of the 6th inst and note that you purpose again residing in South Africa.

If the action you took was for health reasons I always thought that it would have been wiser to have made application for leave which I for one would have been most anxious to authorise.

I should like to help you because you deserve it, but with the amalgamation of railways you will no doubt appreciate the large number of clerical staff who are spare and my difficulty is to absorb the Cape and Natal men whose services are available. Some will have to retire on the grounds of age limit, others will have to retire because their capability is not very satisfactory, and others will have to be placed on the spare list and be employed on special work until permanent positions are available. Under these circumstances and at such short notice you will no doubt see and appreciate the difficulties before me, but if I am able to influence an appointment for you at a later date I will do my best to assist you. Assuming a position is found for you I am sure that to begin with it will not be of the rank nor at the emolument which you enjoyed at Johannesburg.

I will take an opportunity of speaking to Mr. Clark personally when I see him which I hope to do in the course of a week or so.

Yours faithfully,

Signed.- W. W. Hey.

J. Madie Esqr.

General Manager.

C.O. 533
226
PUBLIC RECORD OFFICE LONDON

(Transportation Department).

Chief Traffic Manager's Office,
Johannesburg, 7th. November 1908.

S. 5885.

COPY.

TO WHOM IT MAY CONCERN,-

This is to certify that Mr. John Eadie has been employed in the service of this Administration from the 6/10/1901 to 3/11/1908 and left on the latter date of his own accord. During the whole of the period mentioned he has held an appointment in my office and for the last 5 years of his service has occupied the position of Officer in Charge of the Expenditure Branch.

I have pleasure in stating that Mr Eadie has proved himself to be a most capable and hard working Officer and he has displayed a high standard of initiative and ability in the performance of his duties. I can strongly recommend him for any position calling for the exercise of qualifications mentioned.

Signed.- W. W. Hey.

Chief Traffic Manager.

No. 39.

General Manager's Office,
Johannesburg, 14th. October 1908.

COPY.

Sir,

Classification of Salaried Staff.

With reference to my Circular No. 231, I have the honour to inform you that under the Classification of the Salaried Staff you have been appointed as from 1st. July last to a position in Grade I.A. the maximum salary of which is £400 per annum.

In addition to the salary which may be payable to you in accordance with the following local allowance will be granted you, according to the area in which you will be stationed:-

£200 - If stationed in Area A. £60 per annum.

£100 - If stationed in Area B. £30 per annum.

I have further to advise you that an increase of £50 per annum in the amount of your present emolument has been approved and will be granted to you as from 1st. July last.

On the basis of remuneration which is now applicable to Salaried Applicants, your present emolument will be converted into the following terms, and from 1st. July last they will be expressed in that form in the records of the Administration.

Substantive Salary.....	£375.
Local Allowance, Area A.....	60.
Total	<u>£435.</u>

The adjustment necessary to give effect to the increased rate of pay for the retrospective period will be made in the paysheets for October 1908.

Signed.- W. W. Hey.

General Manager.

Mr. J. Eddie

Central South African Railways.

107A

W. H. 571.

Chief Traffic Manager's Office,
Johannesburg, 13th. December. 1904.

COPY.

Memo. for Mr. Madie.

I have great pleasure in sending you herewith a voucher awarding you a bonus of £25 for special services rendered by you during the current year, and to add an expression of my satisfaction at the intelligent manner in which your duties have been carried out.

Signed.- W. W. Hey,
Chief Traffic Manager.

S. 18/1.

Chief Goods Manager's Office,
Glasgow, January, 18th 1901.

COPI.

TO ALL WHOM IT MAY CONCERN.

This is to certify that Mr. John Badie has been in the service of the North British Railway Company since February 1898, when he entered the Goods Department as Apprentice Clerk at Camachie Station, Glasgow. He was afterwards transferred to the Passenger Department, and took up the position of Booking Clerk at Kirkintilloch, which he left on 25th August 1898, and has since been employed in the Outstanding Accounts Department of this Office.

Mr. Badie has always proved himself a diligent and capable Clerk in the faithful discharge of the duties allocated to him, and during his service of nearly eleven years he has acquired a fair knowledge of railway work generally. He resigned his position entirely of his own accord, and leaves this Office on the 19th current with the ultimate intention of settling in South Africa.

Signed.- A. Rutherford.

Chief Goods Manager.

Memorandum No. 4 - For the B. E. A. Civil Service Commission.

**Monthly Paid Staff - European.
Engine Drivers.**

This memorandum deals only with the case of the European Engine Driver.

2.- As in other grades in the Railway service there existed prior to August 1914, and exists at the present time, considerable dissatisfaction in regard to both conditions and emoluments, yet during nearly four years of War - and it speaks well for the patriotism of the Britisher - this dissatisfaction has not been allowed to interfere with the duties each man has been charged with, nor has it been allowed to develop into what might have proved serious for a Country with a war on its hands.

3.- The feeling is general that the management of the Uganda Railway will do nothing to improve conditions and that they will oppose any movement, whether from within or without the service, that has this object in view.

4.- Before any proposals can be put forward it is necessary first to state what the present conditions are. This can best be done by quoting from a Circular issued by Mr. A. E. Devill when he held the appointment of Chief Mechanical Engineer.

The Circular is dated 1st April 1914.

Clause 2.-

Drivers are divided into two classes.-

1st class Rs. 150/- rising to Rs.250/-.

2nd. " Rs. 80/- " " Rs.145/-.

Clause 4.-

Trip Allowance.- This will be on the same scale as before, viz.,

1st class Drivers Rs. 6/- per 100 miles.

2nd " " Rs. 4/- per 100 "

2.-

Fractional distances in proportion.

Mallet engines a special additional allowance of Rs. 1/50 per 100 miles or fractional distances is allowed.

Clause 6.-

Except when working special arrangement Drivers in all classes will run on the trip system, viz., - in addition to their monthly wages they will be paid an allowance per 100 miles or fraction of 100 miles run, which extra remuneration covers all detentions on the road up to 13 hours also day and night allowance when away from Headquarters. Duty in excess of 13 hours overtime will be paid for in proportion, i. e., 9 hours per day- 30 days per month. No man will be paid for more than 16 hour in any one day."

5.- If we take the Driver on the minimum of the first class grade, viz., Rs. 150/- per month and the average mileage run per month as 3,000 miles the position would be,-

Pay	Rs. 150/-
Mileage Allowance	Rs. 150/-
	<u>Rs. 300/-</u>

Note.- In the case of a Driver working a Mallet engine the allowance would be Rs. 225/-.

6.- The remuneration of Running Staff, i. e., Drivers and Guards has proved a vexed question in many Countries.

If prior to the War the scale of pay had been on an equitable basis and mileage allowance fixed on a basis to cover overtime (after a nine hour's day) and night allowance when away from the Depot station the case to be stated now would simply be one for an increase in the scale of pay to meet the increased cost of living.

Men engaged from Home Railways start on the minimum of the first class grade, viz., Rs. 150/- per month.

This is the man's pay when he is off duty owing to

sickness, when he is on leave, and on this pay he contributes to the Provident Fund and participates in its benefits; while when fully employed during a month the amount drawn in respect of mileage allowance may exceed the scale rate of pay.

The mileage system in force here does not guarantee a living wage.

As already stated a first class Driver is on the scale Rs. 150/- to Rs. 250/- per month.

The fact that the scale has been fixed on so low a basis proves that the mileage allowance is taken not only to cover all overtime and expenses when away from the Home station but to bring a man's monthly fixed rate of pay up from what it is to what it should be.

This is a bad feature in the present system.

The question of adequate remuneration for skilled labour has not been referred to but it must not be overlooked that the man who follows the calling of an Engine Driver is one who has worked for a boy's wage and for years at a low wage, i. e., has had a special course of training.

In considering the question of remuneration for this class of labour local conditions must ever be a dominating factor. Assuming the cost of living here to be the same as in England, i. e., that for 75 cents the same value would be received here as for one shilling in England, would a Driver earning Rs. 45/- per week on an English Railway come out to the Tropics for the same rate of pay.

If a man is paid at piece-work rates it follows that the harder he works and the longer hours he works the larger the amount he will receive for his labour.

The mileage system partakes therefore of the character of piece-work in that the Driver to procure a living wage has to scheme and strive to get in a certain number of miles in the month.

He may go on duty not feeling exactly fit for it, he may go out under rest, or with an engine that should be booked

4.-

fer repairs. The great thing for him is to get in mileage - the life of the engine matters nothing. The mileage system takes no account of the hours worked but of the miles run only. If a man is on duty for 20 hours, and such cases are not unknown, he is only paid three hours overtime. The miles run may have only represented the distance from the Depot at which he signed on to the Depot at which he signed off, for which trip the booked time may be from 8 to 10 hours. A man may be called at say 3 a.m. to take out a train booked to leave at 4 a.m., but the train may not leave until 7 a.m. He has therefore been four hours on duty before his engine has turned a wheel on the trip he is booked out on. Again he may be held up at a station to avoid a detention of a few minutes to a train advancing in the opposite direction.

If the accounts of the Administration reflected accurately the cost of overtime worked and dealt by the Running Staff, an excess in one month over another, or an excess of the amount which was considered a fair average, would demand investigations to be made and in time this would result in improved working and a more intelligent interest would be displayed by the Traffic and Locomotive Staff while the supervision also would become more active and experienced than what it is at the present time.

The mileage system hides not only the amount of overtime worked but also indifferent and inexperienced working and supervision.

7.- The Engine Driver has no fixed hours of duty. The following particulars are taken from the working time table in force on the 30th March 1918.

Arrival times of scheduled trains at Nairobi station.-

8.30 a.m., 11.40 a.m., 11.55 a.m., 2.15 p.m., 2.35 p.m.,
5.20 p.m., 6.35 p.m., 9.10 a.m.

Departure times of scheduled trains from Nairobi station.-

3.30 a.m., 9.0 a.m., 10.0 a.m., 12.30 p.m., 2.30 p.m.,
3.5 p.m., 6.40 p.m., 7.15 p.m.

For example the Driver who works 3 Up on say a Tuesday booked to leave Nairobi at 3.30 a.m. and to arrive at Nakuru at 2 p.m. i. e., 10½ hours on duty on the trip if running to booked time, plus 1½ hours in respect of booking on and off - total 12 hours on duty) works 4 Down on the Wednesday booked to leave Nakuru at 2.40 a.m. and to arrive at Nairobi at 11.40 a.m.

The Driver has to get his sleep and his meals as and when can and if a batcheler has often to content himself with a loaf of bread and a tin of sardines. Leaving a depot station which is between 5,000 and 6,000 feet above sea level at 3.0 a.m. and on the trip gradually reaching a higher altitude is no pleasant experience.

3.- The matter of increments has been a fruitful source of discontent.

We do not wish to deal at any great length with this subject as the Administration can be called upon to furnish statements. Such statement to be of the fullest practical value, must give, in the case of each individual, the following particulars, viz., date of joining the Uganda Railway service, full particulars of service with other railways, or if no previous railway service full particulars of the trades or professions engaged in.

There are men now in the service of the Uganda Railway, who, prior to joining, had not previously worked on a railway but who are today in receipt of higher salaries than many who have joined with 10 and over years service on other railways and who started life on railways as boys at a boy's wage.

The following Drivers are attached to the Nairobi depot and run between Nairobi and Makindu and Nairobi and Nakuru.

<u>Name.</u>	<u>Date of Joining.</u>	<u>Salary on Joining. Per Month.</u>	<u>Present Salary. Per Month.</u>
A. Vicary	3-1-13.	Rs. 180.	Rs. 200.
J. Lemas	29-12-13.	Rs. 150.	Rs. 185.
J. Duckworth.	4-11-13	Rs. 150.	Rs. 175.
J. J. Chapman.	17-10-14.	Rs. 150.	Rs. 168.

In a period of 4½ years Driver Duckworth's salary has been increased by Rs. 25/-. At this rate of progress in 13½ years time from now he may hope to be on his maximum.

9.- Another matter we wish to bring specially under notice is that of Fines.

If anything goes wrong a fine is imposed on someone. There is never any attempt to improve the organisation, supervision or working. It is much easier to impose a fine than to thoroughly enquire into a case and see what steps can be taken to prevent a recurrence.

In the case of the Running Staff the favourite practice is to stop the mileage allowance for the trip on which the mistake or fault occurred. It would be interesting to know if deductions made in this particular manner are credited to the "Fine" Fund. We hold that when a fine is imposed the amount should be stated and should be shown on the paysheet as a fine.

10.- We have endeavoured to outline what the present conditions are and now come to our proposals but before submitting same we would like to refer briefly to some of the causes for what has been termed "discontent in the service".

If a railway is to be efficiently and economically worked there must be harmony throughout.

If a man is at variance with his immediate superior or has the feeling popularly described as being "fed up" the result is either obstructive or indifferent working.

To sum up the whole case the main causes of discontent in our opinion are,

(a). General indifference on the part of Heads of Departments to the welfare of those serving under them.

(b). Low wages.

(c). Long hours resulting from bad organisation and inefficient supervision.

(d). The methods followed in regard to increments and promotions.

In regard to the latter, before the Commission conclude their labours, sufficient evidence will have been brought forward to prove that men without either experience or ability or with a limited experience and little or no ability ~~xx~~ have been pitchforked into positions over others possessing a sound experience and greater ability.

It is only human nature of the truest type to despise the man who owes his appointment or promotion, not to experience, ability, and length of service, but to means which honest men shun.

Every appointment or promotion of the latter kind which is made lowers the prestige of the Government service and in the opinion of many it could not be lower than what it is today.

During Mr. Mastwood's regime the men who received the ~~various~~ ^{various} promotions were men without railway experience who probably could not obtain employment elsewhere and joined the railway as a last resource.

Not possessing any previous railway experience they had to make themselves useful in other directions.

The result of this policy on trained railway men of many years Home service need not here be described.

II.- Our proposals are,-

(a). The abolition of the mileage allowance.

(b). Revised scale rate of pay per month based on a nine hour's day and 26 day month.

(c). Payment of overtime as under,-

Weekdays - Ordinary time.

Sundays - All Sunday duty to count as overtime at time and half.

Holidays - All holiday duty to count as overtime at double time.

(d). Introduction of a Climatic Allowance.

Our proposals must be taken and considered as a whole.

On the assumption that the mileage allowance will be abolished, that our recommendations in regard to the payment of overtime and a climatic allowance will be accepted, that the arrangement of sections remain as at present and that existing privileges will not be withdrawn or curtailed we put forward the following scale of pay, viz.,

European Staff - Monthly Paid.

Drivers - Proposed rate of pay per month.

CLASS.	1st. Year.		2nd. Year.		3rd. Year.		4th. Year.	
	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.
Special.	374.40		.....		.....		.....
First.	315.90		327.60		339.30		351.00	
Second.	257.40		280.80		304.20		.....

In each case the amount is based on a rate per hour for a nine hour's day and a 26 day's month, e.g.,

Special Class Rs. 374/40.

Per hour - Rs. 1/60.

Per day - Rs. 14/40.

Per month - Rs. 374/40.

The above represents a guaranteed rate of pay per month when a Driver is available for duty. Sick and leave pay is dealt with under another memorandum.

European Drivers joining the service from other railways should start on Rs. 315/90 per month.

It is understood that no Driver shall of right be entitled to advancement by increments after the lapse of any particular period and that the payment of every increment is subject to good conduct, zeal, and efficiency in the discharge of

Our recommendations under the head of Overtime are,-

Weekdays - Ordinary time.

Sundays - All Sunday duty to count as overtime at time and half.

Holidays - All holiday duty to count as overtime at double time.

In calculating overtime each day must stand by itself and must be reckoned from the time a Driver signs on to the time he signs off duty.

A Driver after completing a trip should not again be booked on duty until he has had the following intervals for rest at,-

Out stations - 9 hours.

Home stations - 12 hours.

The stabling allowance should be Rs.5/- per night.

As a part of our proposals we wish to see introduced the payment of a Climatic Allowance. Our recommendations under this head are,-

European Staff - Monthly Paid.

Climatic Allowance - Drivers.

Depot.	Section.	Allowance per day.
		Rs. Cts.
Kajiado.	Kajiado to Lake Magadi.	.. 50.
Makindu.	Makindu to Voi.	2 . 00.
Mombasa.	Mombasa to Voi.	1 . 50.
Nakuru.	Nakuru to Kisumu.	1 . 00.
Kampala.	Pert Bell to Kampala.	2 . 00.
Jinja.	Busega Railway.	2 . 50.

Note.- Payment to be made on the number of days in each calendar month.

No money can compensate a man who has ruined his health through long residence at an unhealthy station. The Head of a Department if he wishes to punish a man can transfer him to a station more unhealthy than the one he is at.

10.-

Need we say more on this subject.

Climatic Allowances are paid on the South African Railways.

We suggest that a statement should be called for of all staff overdue leave, the number of months overdue to be shown in each case.

In concluding we submit that we have asked for nothing that can be considered as unreasonable.

We are no strike committee putting forward demands, but a body of men who strongly desire to see an improvement in the conditions and in the working of the railway.

Nairobi,
20th. March 1918.

C.O. 558
PUBLIC RECORD OFFICE, LONDON

Classification of European Staff.

1.- On railways where an entirely European staff is employed this is a subject that presents no difficulties as the division naturally falls under two main heads namely, (a) Salaried Staff and (b) Daily Paid Staff.

2.- On page 8 of the General Manager's report for the Financial Year ending 31st. March 1917, a statement of staff employed is given under the following classification, -

(1).- Europeans.

(a).- Superior Staff.

(b).- Subordinate Staff.

(2).- Indians.

(a).- Subordinate Staff.

(b).- Artizans.

(c).- Menials.

(3).- Gans.

(a).- Subordinate Staff.

(b).- Artizans.

(4).- Africans.

(a).- Menials.

3.- We understand that in 1914 the Secretary of State for the Colonies sanctioned the following classification, -

(a).- European Officers on first class appointments.

(b).- European Officers on second class appointments.

(c).- Non - European Officers.

and at the same time intimated that the term "subordinate" was abolished.

The European staff have not up to the present been advised of this and attention is drawn to the fact that the term is still being used, vide., Annual Report 1916 - 1917 and Budget Estimates 1918 - 1919.

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C.O. 533

226

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 11-19-2001 BY 60322 UCBAW

2.-

4.- The Colonial Office Classification in our opinion does not meet the case and appears to have been decided upon in order to do away with the use of the term subordinate.

Reference is made to this matter in the Addendum to the Petition addressed to the Right Honourable the Secretary of State for the Colonies - vide, section (K) I page 24 which reads - "That the grading of the service be reviewed and revised etc., etc., and the invidious distinction between first and second class officers be abolished.

5.- In agreements entered into between the Administration and Officers on second class appointments, also in the case of all Indians and Goans the rate of pay is shown in rupees on a monthly basis, whereas in the case of Officers on first class appointments the rate of pay is shown in pounds sterling on a yearly basis. In the Budget Estimates and in the granting of annual increments the same practice is followed.

6.- The staff in all grades - European, Indian, Goan and Native are paid monthly and in no case is the rate of pay on a daily basis. The classification adopted by most Railways including those in self-governing Colonies provides for the division of the staff into two classes namely, (a) Salaried Staff and (b) Daily Paid Staff. The Salaried Staff division includes all those in grades where the rate of pay is shown per annum in the following manner - From £....minimum by annual increments of £.... to £.....maximum of grade whereas in the Daily Paid division the rate of pay is shown per day, From Rs....minimum by annual increments of Rs... to Rs.... Maximum of grade.

7.- The only classification that we can put forward is one that divides the staff into

(a).- Salaried Staff.

(b).- Monthly Paid Staff.

The Salaried division should include the following,-

2.-

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7.- The only classification that we can put forward is one that divides the staff into

(a).- Salaried Staff.

(b).- Monthly Paid Staff.

The Salaried division should include the following:-

- 1.- All Officers on first class appointments at the present time.
- 2.- All Clerical staff, lady typists, and draughtsmen employed in Head Offices.
- 3.- Station Masters and Assistant Station Masters.
- 4.- Goods Agents and Assistant Goods Agents.
- 5.- Pier Masters and Assistant Pier Masters.
- 6.- Catering Manager and Assistant Catering Manager.
- 7.- Locomotive Department Inspectors.
- 8.- Traffic Department Inspectors.
- 9.- Accounting Department Inspectors.
- 10.- Engineering Department Inspectors.
- 11.- Workshop Foremen, and Assistant Foremen.
- 12.- Loco. Foremen and Assistant Foremen.
- 13.- Head Printer.

(Europeans only)

This classification will only involve a readjustment of the salaries of these officers at present on second class appointments.

Nairobi,

30th. March 1918.

15 Huntly Terrace,
Springbeig,
Eastleston,

122

1919
Mr. Glasgow,

September 1919.

Your Excellency,

I have the honour to forward for Your Excellency's information and consideration copy of a letter which I have addressed to the Secretary of State for the Colonies. Copies of the main enclosures to the above letter are also sent herewith.

I am forwarding Your Excellency under separate cover a copy of the report of the Commission on the organisation and administration of the Central South African Railways 1907 - 8.

I have the honour to be,

Your Excellency's most obedient servant,

John Cadie.

His Excellency,

Sir Edward Northey, K.C.M.G., C.B.,

Government House,

Nairobi,

British East Africa.

UGANDA RAILWAY.

123

Weekly Traffic Notice No. 259.

TRAFFIC MANAGER'S OFFICE,

Karachi, 11th September 1915.

G. A. STANLEY,

Traffic Manager.

178. Resignation from Government Service.

181

The following from the Secretary of State for the Colonies is published for the information of the Staff.

I have the honour to inform you that it has been brought to my notice that some of the war-break of war officers holding appointments in the Colonial Service have, in several instances, tendered their resignation of their appointments without previous enquiry as to whether they could be permitted to do so, and have even refused to return to their duties after it had been made clear to them that the exigencies of the public service made it impossible that their resignations should be accepted.

2. I have reason to believe that some Members of the Colonial Service hold the view that it is open to servants of the Crown to tender their resignations and refuse to be re-appointed, whenever they suit their convenience to do so. Such views are entirely erroneous. No servant of the Crown has liberty to resign his appointment, except by permission of the Crown, and this should be clearly understood by every member of the Colonial Service.

3. I recognise that such resignations have not been tendered since the outbreak of hostilities by officers without first obtaining permission to do so, having usually been proposed as a preliminary to serve the Empire in some capacity directly connected with the war. It is, however, for the individual Officer to decide what capacity he can best serve His Majesty the King, and, moreover, such conduct, far from being a public duty, may cause most serious detriment to the public service, especially at such a time as the present, when I am compelled to regard it as a serious dereliction of duty which cannot be excused.

4. In his circular despatch of the 14th August 1914, my predecessor informed you of the liberal conditions as to pay were then in vogue for Civil Servants during the absence, and as well as of the conditions which the State should allow every Officer who could possibly be spared to join His Majesty's Forces.

I am, therefore, in the opinion of the Secretary of State, that a resignation cannot be tendered without previous enquiry as to whether the Officer can do so, and that it is absolutely necessary to be satisfied that it is absolutely necessary to the public service.

I must, therefore, be in the opinion of the Secretary of State, that a resignation cannot be tendered without previous enquiry as to whether the Officer can do so, and that it is absolutely necessary to be satisfied that it is absolutely necessary to the public service.

6. I request that you will ensure that the Government of the Protectorate and the Government of the

(No. 2819)

UGANDA RAILWAY.

124

Weekly Traffic Notice No. 337.

TRAFFIC MANAGER'S OFFICE

Nairobi, 3rd March 1917.

E. G. WILSON,

Acting Traffic Manager.

4228.

Leave—European Staff.

Copy of the General Manager's Circular Letter No. C. 11/24/541, of the 22nd February 1917, is published for the information of the European Staff—

I have the honour to inform you that recognising a certain hardship that has been imposed upon the European Staff owing to the conditions under which they accumulated leave and to the effect that the war has upon these conditions, I made representations to the Administration asking that any service beyond the period of 30 months which has been accumulated owing to the inability of the staff concerned being detailed in this country in consequence of the war—that any such service might be allowed to accumulate leave, and that the full period of leave so accumulated should be granted to the staff.

I am pleased to be able to state that His Majesty's Government in India has approved the proposal that the subordinate European staff of the Railway shall, as a special war measure, be allowed to earn additional leave in respect of service beyond the usual term of 30 months and that such arrangements can be made for the leave of the staff to be earned and accumulated, of course, to be understood that this concession is purely temporary and except under exceptional circumstances will be confined to the year of the present year, that is, 1916-1917.

It is possible that the full period of leave so earned cannot be granted in the ordinary course at one time, but in such a case any period of leave not granted will be carried forward and counted as leave due to him upon his resumption of duty. It is possible that such an arrangement may involve a certain amount of disappointment, but the necessities of the staff are so grave that they are no longer in having to abstain from annual accumulations to the exigencies of the war. They will, at any rate, be able to secure at one time or another all the leave which they have earned, and, speaking with the authority of the Secretary of State, this is more than it has been possible to arrange to some of the other branches of the public service.

I have expressed to His Majesty's Government on behalf of the staff their gratitude and appreciation for this very great benefit that has been conferred upon them, and shall be glad if you will have this letter circulated amongst the European members of your staff.

UGANDA RAILWAY.

125

Weekly Traffic Notice No. 342.

TRAFFIC MANAGER'S OFFICE

Nairobi, 31st March 1917

E. G. WILSON,

Acting Traffic Manager

4290.

Notice.

The Compulsory Service Ordinance, 1915.

Notice is hereby given that in connection with Rule 8 of the Rules under the Compulsory Service Ordinance 1915 published in the Official Gazette of the 23rd March 1917 and Rule No. 6 published in the Official Gazette of the 28th March 1917 no male person resident in the British East Africa Protectorate coming within the qualifications of the two above Rules will be allowed to proceed by the Steamers of the Uganda Railway to any port in Uganda or German East Africa unless he is in possession of a permit as laid down in these Rules.

Attempt to leave the Protectorate.

- (a) "8. No male person being a British subject of European origin between the age of 18 and 45 shall leave the Protectorate without permission in writing from the President of the War Council."
- (b) "6. Any person being a British subject of European origin who shall attempt to leave the Protectorate without the permission in writing of the President of the War Council shall be guilty of an offence, and shall be liable to a fine not exceeding Rs. 1,000 or to imprisonment of either description for a term not exceeding two months or to both. A police officer may arrest without a warrant any person committing a breach of this Rule."

NAIROBI.

29th March 1917.

R. EASTWOOD,

General Manager.

UGANDA RAILWAY.

Weekly Traffic Notice No. 343.

TRAFFIC MANAGER'S OFFICE

Nairobi, 7th April 1917.

E. G. WILSON,

Acting Traffic Manager.

4295. **Compulsory Service Ordinance, 1915.**

CIRCULAR No. 6 OF 1917.

With reference to the importance and urgency of the military situation in this country, the European members of the Uganda Railway Staff and of its branches are given notice that leave out of the country will not be granted unless the application is supported by a medical certificate.

Heads of Departments are informed that members of their staff for whom recommendations for leave have been put forward or granted or may be put forward will, unless they are proved to be medically unfit, be considered as being available for military service.

Nairobi:

20th March 1917.

B. EASTWOOD,

General Manager.

UGANDA RAILWAY.

Weekly Traffic Notice No. 344.

TRAFFIC MANAGER'S OFFICE

Nairobi, 14th April 1917

E. G. WILSON,

Acting Traffic Manager

4309. Circular No. 8 of 1917.

RAILWAY STAFF SERVING ON COMMITTEES, &c.

Members of the Railway Staff are hereby instructed that they must not accept nomination or sit upon any Boards or Committees that will in any way deal with matters of Railway transport, facilities or policy, without first having obtained my sanction and approval to such nomination.

H. EASTWOOD,

General Manager.

UGANDA RAILWAY.

128

Weekly Traffic Notice No. 347.

TRAFFIC MANAGER'S OFFICE.

E. G. WILSON,

Nairobi, 5th May 1917.

Acting Traffic Manager.

4313. Martial Law Regulations.

Government Notice No. 150.

His Excellency the Acting Governor has been pleased to issue the following regulations under Martial Law.

1. These regulations shall apply to persons of European or Asiatic origin.

2. No person who at the date of the promulgation of these regulations is engaged or who may at any time thereafter be engaged in any employment as an employee shall leave such employment without the consent of his employer. Provided that in the event of an employee's consent being unreasonably withheld the employee may appeal to the district committee appointed under the Compulsory Service Ordinance, 1915, of the district in which the trade, business or occupation in which he is employed is situated and such district committee may give the employee permission to leave his employment and provided that in the event of the district committee refusing such permission the employee may appeal from the decision of the district committee to the War Council appointed under the aforesaid Ordinance whose decision shall be final.

3. Nothing in these regulations contained shall be deemed to limit or affect the power of the War Council at any time to select any male employee for military service in accordance with the provisions of section 5 of the Compulsory Service Ordinance, 1915.

4. No person shall after the promulgation of these regulations give employment to any person unless he holds a certificate from the employer by whom he was last employed or in accordance with these regulations holds a certificate from a district committee or a district commissioner that he is free to accept employment. If any person complains to a district committee that an employer has unreasonably refused or neglected to issue a certificate as aforesaid the district committee may after inquiry into the case if it thinks fit itself issue such a certificate or order the issue of such a certificate by the employer.

A district commissioner may issue a certificate as aforesaid to any person who has not heretofore been in employment in the Province or to any person who is out of employment at the date of the promulgation of these regulations.

5. Where an employee is discharged or dismissed by his employer or the employee otherwise leaves his employment in accordance with these regulations the employer shall forthwith give him a certificate as aforesaid.

6. These regulations shall be read together with the martial law regulations of December 10, 1914, and any breach of these regulations shall be punishable with a fine not exceeding Rs. 3,000 or with imprisonment of either description for a term not exceeding six months or with both.

By Command His Excellency the Acting Governor.

NAIROBI.

W. J. MONSON,

Acting Chief Secretary.

The 30th day of April, 1917.

UGANDA RAILWAY.

129

Weekly Traffic Notice No. 384.

TRAFFIC MANAGER'S OFFICE,

Nairobi, 12th January 1918

E. G. WILSON,

Traffic Manager.

4732. Leave—European Staff. Reference Weekly Traffic Notice 337, para. 4228.

Copy of General Manager's letter No. M. 567(41) of 3rd January 1918, is published for the information of the European staff.

In accordance with the above quoted correspondence I agree to the extension granted to the European Staff to earn additional leave in respect of service beyond the usual tour of 30 months, owing to their being delayed in consequence of the requirements of the Government, being extended until arrangements can be made for the leave of the staff. The carried out or until such time as the Railway resumes working under normal conditions.

UGANDA RAILWAY.

Weekly Traffic Notice No. 384.

TRAFFIC MANAGER'S OFFICE,

Nairobi, 12th January 1918.

E. G. WILSON,

Traffic Manager.

4732. Leave—European Staff. Reference Weekly Traffic Notice 337, para. 4223.

Copy of General Manager's letter No. M. 3974/11 of 3rd January 1918 is published for the information of the European staff.

"In accordance with the above quoted correspondence I agree to the compassion granted to the European Staff to earn additional leave in respect of service beyond the usual limit of 30 months, owing to their being delayed in consequence of the requirements of the Government, being extended until arrangements can be made for the leave of the staff to be carried out or until such time as the Railway resumes working under normal conditions."

UGANDA RAILWAY.

130

Weekly Traffic Notice No. 389.

TRAFFIC MANAGER'S OFFICE,

Nairobi, 16th February 1918

E. G. WILSON,

Traffic Manager.

4785.

East Africa Protectorate.

The Secretariat,

Nairobi.

17th February, 1918.

S. No. 16896.

CIRCULAR No. 17.

CIVIL SERVICE OF THE EAST AFRICA PROTECTORATE

1. A Commission under the Commission of Inquiry Ordinance, 1912, is shortly to be appointed to enquire into the conditions of the civil service of the East Africa Protectorate and to report on the means whereby these conditions can be permanently improved.

2. This Commission will also consider and prepare a scheme for the grant of a war bonus to members of the civil service. The Secretary of State has stated that he approves the principle of such a bonus and is averse from any recommendations which the Commission may make for the curtailment in any way of the services and will consider sympathetically any proposals for a bonus which may be framed. Any such scheme will have an immediate and possibly retrospective effect.

W. J. MONSON,

Acting Chief Secretary.

UGANDA RAILWAY.

131

Weekly Traffic Notice No. 391.

TRAFFIC MANAGER'S OFFICE,

Nairobi 2nd March 1918

F. G. WILSON,

Traffic Manager.

4811.

Circular No. 3 of 1918.

CIVIL SERVICE COMMISSION.

(EUROPEAN STAFF.)

A number of memorials and petitions have been received from various members of the European Staff of the Railway putting forward suggestions for the improvement of their conditions of service.

2. The European members of the Railway Staff elected and were represented by their delegates on the Civil Service Commission which was formed at a general meeting of the European members of the East Africa Protectorate Service to consider and report upon this matter. This report I understand has now been filed.

3. It is being the case I cannot consider to accept any further commendations or memorials relating to this subject.

4. The delegates appointed by the Railway European Staff will be given an opportunity of appearing before the Commission that has been appointed by His Excellency the Acting Governor to consider this subject, when they should bring forward any points they may wish to be considered in connection with the petition or regarding the conditions of service. Any such suggestions should therefore be forwarded direct to the elected Railway delegates.

A. F. CHURCH,

Nairobi

Acting General Manager.

14th February 1918.

Government Advt.



Uganda Railway.

Owing to the extension of their system in the near future the Uganda Railway Administration is desirous of forming a register of all persons in the East Africa and Uganda Protectorates who have a knowledge of Railway work, who would be competent to act as engine drivers, guards, signallers, station masters, or in any other capacity connected with Railway working, and who would be willing to enter the service of the Railway if there should be any opportunity of the Railway offering them employment.

Applications for registration, giving full particulars of past services and copies of any testimonials, should be sent to

The Employment Registration Branch,
Chief Accountant's Office,
Uganda Railway.

H. B. TAYLOR,
General Manager.

General Manager's Office,
Nairobi,
14th August, 1914.

MAROOINED AT MAKINDU

Experience of Uganda Railway Passengers in Washout

HARD TIMES IN FOOD DEPARTMENT

Two more washaways for Makindu! The Uganda Railway provided the relief train arrived by ten o'clock, but the passengers here might have been left to their fate had it not been for the strenuous efforts of the Transport Department to get a train down to eight, leaving Nairobi at 8 p.m., and unloading at the coast before Mombasa. Their success will, of course, depend on their finding no fresh damage to the line on the last morning.

A relief engineering train with 3000 lbs. of stores left Nairobi at 8 p.m. last night, so reinforcements for the scene of the washaways.

On enquiry concerning the mails, it was stated that it was not possible to transmit them for the relief train which reached Nairobi in the small boats yesterday.

After being marooned at Makindu for a matter of four or five days, a party of travellers on their way up from the Coast arrived in the Capital during the early hours of yesterday morning. One of the party was Judge Maxwell.

The train on which the passengers started on their journey up-country left Mombasa on Saturday, March 29, and reached Makindu the following day. Here they were forced to remain, owing to the washaways on the line, until Thursday afternoon, when a relief train came, and by means of a bushing on two occasions the train arrived in Nairobi about 2 a.m. on Friday morning. April 4, the complete journey from the coast having taken just on a week.

It seems that there were in all three breaks on the line, one between Kibwezi and Makindu and two between Makindu and Nairobi. The train carrying the passengers negotiated the spot of the line washaway all right, but became impregnated, so to speak, because the washaways on both sides of Makindu. A breakdown train arrived at the break on the Nairobi side of Makindu on Sunday, but before it could get away again, the third washaway occurred on the Makindu side of Simba. This result was therefore that two trains were caught between the breaks.

A GROSS

The delayed passengers remain on the dilapidated of the railway authorities in repairing the line and on Sunday what the authorities had done on Thursday. The travellers could hardly have got through. The hardships were, however, so great during the journey.

Fortunately, Makindu is provided with a day bungalow, which is also a clean railway rest-house near the station. Consequently the marooned passengers were able to make their enforced stay there as pleasant as possible under the circumstances. There was a shortage of food on Monday, but thereafter there was plenty for all, especially in the way of liquor.

ITALIANS' LUCK

The beleaguered party numbered about 80, and included several ladies and one little child. Besides Judge Maxwell, there was a party of K.A.R. officers and one or two Italian business men whilst two of these last two gentlemen had arrived at Mombasa a few days previously by an Italian steamer which the vessel was in port. They had proposed making a rapid trip to B.E.A.'s capital and back via the washaways. However, destroyed their prospects, and they were forced to return post-haste to the Coast without seeing the business of Nairobi. Indeed, it is doubtful whether they succeeded in catching their boat or not.

A party from the society and stores train, caused by being unexpectedly held up, the story of the marooned ones at Makindu was then told.

The old Railway Institute at Makindu contains the remains of a library and this included some of the passengers' notes from Mombasa. Naturally no news of the outside world was available and it was all the worse for it. The "East African Standard" found in the library, but it was found that the papers were carried away in the papers by 1917, the thing being done of course since that time, and therefore the travellers had to preserve their souls in patience.

KILIMINGO TIME

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PAY OR STARVE

One curiosity of Railway methods was found in the matter of payment for meals. Naturally the passengers were not travelling banks, and consequently some of them soon began to run short of ready cash, and eventually a means of a matter of dollars or going without. It seems strange that the party should have been expected to pay for their meals at all, seeing that they were being sustained through the lack of their own. Several had personal bags, who likewise ran out of food. Subsequently inquiries were received from the Railway authorities in Nairobi that the boys should be fed and the cost debited to their accounts. One passenger was invited to write to Nairobi for money, and was supposed to accept his cheque for the value of £10. The Railway authorities would have been to keep the passengers and their boys for the five days at the railway a expense. Some members of the party started their returned journey to Nairobi on Thursday afternoon. They were accompanied by train attendants and other having proceeded some 50 miles, they reached the scene of the first stop. Here the transport agents went across the pay on food and baggage was carried across. With some people on the engine, and others turned away where they could find work, a fresh start was made, and three miles further on the second washaway was reached near Simba. Here the passengers requested again to be on their way, but the train was not allowed to start at 8.30 p.m., and here dinner was taken. Thereafter the train proceeded without further meeting to Nairobi.

A lot of gifts will during the party's stay at Makindu, and it was during the evening that the train reached Kin. The line in many places was made with water and a curious sound was made as the train approached its way through.

The majority of the passengers feel that the Railway authorities could have done more than they actually did to expedite matters, but with the feeling that all's well that ends well, there is little disposition to make definite comments.

THE EAST
African Standard
Mombasa Times & Uganda Argus

MONDAY, FEB. 16, 1919.

With the dawn of a new day, a new world will be seen. In our country, people in this country are beginning to look forward to an era of peaceful development and progress. Before the first steps can be taken, however, it is necessary that our house—metaphorically speaking—should be put in some semblance of order, and not the least important matter demanding immediate attention and treatment is the situation in the ranks of the Protectorate Civil Service. In spite of all that has been said and done in the past, the situation by all accounts is going from bad to worse, and things appear to be reaching a climax. This is especially the case among the lower grades of the Service, and it looks very much as though the removal of the existing martial law regulations will be meted by wholesale resignations from Government employ. It is said that the existing dissatisfaction and the threatened wholesale desertions from the Service amount in a large measure to the tardy removal of martial law, but whether that is the case or not, it is not difficult to see that a sudden denudation of the Government service would have serious effect on the country as a whole. The present discontent is wide spread, though it is naturally, perhaps, more apparent in some departments than in others, but it is not advisable at this stage to particularise. What we are anxious about is that the present grievances shall in a large measure be redressed, and that the forward work of the Administration shall not be interfered with. No Government can succeed in its aims unless it has a contented and loyal staff behind it, but we fear that such a staff does not exist in East Africa. The country wants more than anything else a progressive and efficient Administration, but if a Government service is reeling with discontent, it cannot by any stretch of imagination be termed efficient. The principal grievance is, of course, the matter of increments, and it is in

Nairobi, and referring to the inadequate salaries of Government employees. His Excellency said: "If you want a man to do his job, you have to pay him in proportion to what he is expected to do." Here we have the crux of the whole question, and it is satisfactory to realize that the salient point has been grasped by the very head of our local Administration. Underpayment of our lowest in the country is of course not confined exclusively to the Government service, though in that quarter it is most pronounced. This country attracts to its sorrow many good and efficient Government servants, have been just simply due to the totally inadequate salaries offered by this particular service. However loyal and enthusiastic a man may be, who can persuade him for resigning from the service in order to accept a position at double the salary elsewhere. That is what is frequently happening here, the Government of the Orange of South Africa having recently secured the services of some of our best men in this way. It is sincerely to be hoped that an end will be put to an unsatisfactory position. If this country is to progress, it must possess an efficient, contented, and loyal public service, and it is pleasing to know that His Excellency is prepared to lend his active and sympathetic assistance in bringing this about.

African Standard

Mombasa Times & Uganda Arab

MONDAY, DECEMBER 18, 1916.

New arrivals in this country have good cause for complaint in the absence of that attention to their varied needs which might reasonably be expected. From the outset, they have to scramble ashore as best they can, happy if they do not lose their luggage overboard, and this is the beginning of a series of rebuffs and disappointments which the Protectorate authorities do not trouble themselves to remedy. What the newcomer principally objects to are the unpleasant and unexpected annoyances that need not exist at all. He may have to hurry to the train to book his seat before getting even a cup of tea and a sandwich, hoping, of course, that those will be got for him at the station. Judge of his chagrin when he is told there is no such thing as a refreshment room at the Mombasa Station, and also that as Samburu Station refreshment room is closed he will have to tighten his belt until arrival at Voi. He probably grins and bears it, grimly determined not to condescend to argue about it, but the bad effect is there imprinted on his mind, sure enough. He will not give an unsolicited testimonial to the Uganda Railway! Our attention has been referred to the withdrawn application by the Railway authorities for a licence for the Mombasa Refreshment Room, which establishment was formerly quite useful and popular. The Medical Officer of Health evidently insisted on sanitary improvements being made, involving structural alterations, and these "are not likely to be forthcoming." Why they are not likely to be forthcoming is not clear, for it should be the duty of the Railway authorities to see that the instructions of the M.O.H. are carried out. That a Government Department should be told that its application for a liquor licence would be opposed by the M.O.H. is claimed by many people to constitute nothing short of a public scandal, and we are inclined to agree with them. Such treatment as is being accorded to visitors tends to drive them and their capital away from the country to other places, where they are welcomed with open arms, and encouraged to stay for their own good and for the future welfare of the land of their adoption. We happen to know that the Catering Department of the Uganda Railway is quite a good paying concern, and therefore it seems all the more puzzling that the structural alterations at Mombasa Station are permitted to remain an insuperable obstacle. There must be no dog-in-the-manger policy about it. If the Railway cannot carry on the refreshment room in a proper manner the work should be let out to contract, as has been done

TUESDAY, NOV. 19, 1919.

Uganda Chamber of Commerce.

A General Meeting was held at the Imperial Hotel, Kampala, on November 8th.

There were present.—The President (Dr. Hunter), Vice-President (Mr. A. D. Jones), Messrs. Hattersley, Buckley, Borup, Godinho, Felkes and Haslam (Secretary).

Official in Charge of K.P.B. Ry.

The following resolution was carried unanimously.—

"That this Chamber understands that the District Station Master has not entire charge at Port Bell Pier, and has no authority over steamers in Port, and further has no power to settle local matters. That in the opinion of the Chamber the officer in charge of the Kampala Port Bell Railway should be of the rank of a Superintendent, and not merely a District Station Master with full authority over the working of the Railway, including the Pier and steamers, and power to deal with and settle local questions."

The Secretary was instructed to point out in a covering letter to the G.M.U.R. that both Mr. Lawson's predecessors were superintendents, one even before the line was opened for traffic, and to ask why these statuses of this official should have been lowered. Also to express the complete confidence and appreciation of the services of the official now in charge; and to state that the Chamber would have raised the question long ago, but did not consider it a suitable time to do so owing to the war. A copy of this letter and resolution to be sent to the C. S.

African Standard

Mombasa Times & Uganda News

THURSDAY, SEPT. 12, 1918.

The people of NAKURU are very rightly up in arms over what is generally known as the Rooker case, and they are determined that the matter shall not be allowed to drop. Resolutions on the subject have been passed both by the Nakuru Chamber of Commerce and the recent public meeting convened by the Maize Growers' Association, and the Nairobi and Kisumu Chambers of Commerce have been asked to support Nakuru in its protest against the attitude of the Administration. The facts of the case are too recent to need recapitulation in detail. It is sufficient to say that Mr. C. E. Rooker, who had performed excellent work in his capacity as Assistant Traffic Manager on the Uganda Railway, was allowed to resign because he had the temerity to insist on the safety of the travelling public, and the Protectorate has lost the services of a capable, hard working and energetic official. Before we go further, it may be as well to state, in order to avoid any misapprehension, that we hold absolutely no brief for Mr. Rooker, but so far as the general principle is concerned we are in one with the people of the Nakuru District in their protest. Efficient and energetic officials are all too few in this country, and that is the reason why we are so anxious that when the services of a really good man are secured they should be retained at all costs. It must be confessed that the record of the Protectorate service makes a depressing reading in this connection, and such as many popular and able officials have been allowed to resign the service and leave the country where their services have been of a most valuable character. In a few instances the question of remuneration has been the leading factor, but in the case of Mr. Rooker, the matter of salary was not the point at issue at all. He was allowed to resign apparently for the same reason that the distinguished Mr. S. P. ... in questions concerning the conduct of affairs on the section of the railway coming under his immediate control. As a matter of fact, the direct result of his instructions being countermanded from higher quarters was an accident at Njoro, which might easily have had serious consequences. No man, however good he may be, can do justice to his work if he is continually subjected to all kinds of irksome restrictions, and it is not surprising that a man of Mr. Rooker's calibre found things unbearable. Just why the Administration should seek to curb a man's energy it is difficult to understand, and the limitation of Mr. Rooker's executive action certainly had unfortunate results. If the policy existed of encouraging junior officials wherever possible to give of their best to the public services, which are at present the subject of such widespread complaint, would probably be vastly improved. It has been already stated that

THE
"DAILY LEADER"
OF
BRITISH EAST AFRICA

TUESDAY, SEPT. 10, 1918.

The Nakuru Meeting.

There is something in the atmosphere of a Nakuru meeting which stamps it as different from a Nairobi or Mombasa meeting. We should say that a Nairobi meeting is mainly commercial and representative of both merchant and employe classes, a Mombasa meeting is sound, weighty and influential in the higher shipping and merchant sense, while a Nakuru meeting is typically a settler and gentleman-farmer county meeting. Truly the backbone of the country in a British and European sense—the backbone because the European trade of the country usually depends upon these stations and the capital they invest in the land. Development of the colony. Other country district meetings exhibit the same feature in a subsidiary sense.

It is true that Nakuru is the Mecca of the political reformer. Nakuru opinion does not indeed control public opinion altogether, but it is a big factor towards it, even if only for reason that the average Nakuru man is much more independent of government or official influence than the people in the towns, a large number of whom would be outspoken because of their relations with officials or with the Government from the Administration. There is nothing very extraordinary about this, for the agrarian and landed classes everywhere are more independent and more powerful.

Nakuru is not a centre of political activity, but it is a centre of political activity. The subject of the retirement of Mr. Rooke is a case in point.

The public we expressed no opinion on the point, having only the public statement of the retirement before us, but the universal admiration of Mr. Rooke's work and at Nakuru must bear weight, and the particulars given of the cause of his retirement and the example of how the Railway is run call for Government examination and explanation.

That Nakuru should watch the route of the railway to Uasin Gishu is natural, for the cultivated land which such a railway will traverse on the present plan of construction is considered a vital question to the Naivasha district farmer. Certainly this route cannot cover every person's farm, but it should go the best route for the country as a whole, having regard to weight of popular interest and to the exigencies of economic construction. There seems a fear that "back-stair" influence is being exercised, in which case back-stair will find itself on a shaky foundation, as far as the public is concerned.

That there is a need for a strong political association in the country is a point which our views on this subject are touched upon in the article which appeared in our last Saturday's Weekly Edition. As a free country of free men we abhor cliques, and the only way to counter any *deus ex machina* working is for public discussion to be invited and possess a means by which the public voice be heard. The country, it is true, has been association-making and association-breaking for years; but this does not matter, so long as the country gets there. We are not many in number to day, but the interests are collectively big, and there is little doubt that after the war our number will be materially, if not largely, increased. It is very unnecessary—in view of our still voiceless condition in the Legislative Council—from a popularly elected sense—being responsible to the public for their seats—that some strong popular association be formed, and the best place for such a nucleus to spring from is Nakuru.

Maize Growers Association

Important Nakuru Meeting

Plea for Political Combination

Railway Methods Impeached.

(BY OUR SPECIAL CORRESPONDENT)

Important and well-attended one of the Maize Growers Association was held on Saturday morning at the Victoria Hotel, among those present were Messrs. Edmondson, H. Fletcher, Armstrong, Simpson, A. E. Evans, D. Fawcett, Wright, Capt. James, M. Flinn, J. C. Cattermole, Thackrah, A. Stanning, D. Stanning, J. Stanger, Moberley, Davis and others. Mr. Edmondson was to take the chair, but excused himself on the statement he had to make. Capt. Allison was to be the chair. Mr. Thackrah was the Secretary to the Association.

Appeal for Unity

Mr. Edmondson said to the conference that his main object was co-operation, and that the meeting was to be a unity. A new era was to be opened after the war, and they were prepared to meet the new era. The lack of proper co-operation was due to three causes: (1) the individualism (2) in that time was wasted in that "somebody else will do it" and what was a business was not done. (3) they allowed themselves to enter into public relations. Due to the interference of the market prices put on the goods they knew nothing they could do. They were good enough in routes to be working daily. He said that the price of maize which had to be allowed. He asked whether the Maize Association had put their hands. There had been only one thing that was Mr. Frank. Many things had been done by private interest and only be prevented by the united community. The meeting had been the subject of the Maize Association was that that was the only one existing. The Maize Growers Association wanted seeing to for unity between growers and for the purpose of the market. For though maize had to be, what would they had a bumper crop. It would come about next the cultivation was largely done.

gentleman of the press present and then have a meeting in a fortnight's time. Mr. A. Davis agreed that this should be done, but he thought this was really a good and very representative meeting and would be considered as if the same number of self-men were gathered together at any future meeting. He suggested that they should proceed with the discussion in order to give more information to the meeting which would follow.

Co-operative System

Capt. Douglas rose and in the course of a sound and excellent speech said he had had to the part to do with similar associations of the kind. There was some question where he differed from Mr. Edmondson.

In almost all countries of the world co-operation was never successful unless the members absolutely depended on the result of their work. He had heard discussions in other countries and he was not clear about the origin of co-operation. But there was only one kind of association which was likely to succeed in this country, viz. such as that of the Maize Growers. Why had they had such a bad time? Some of the members had left them. Some he quite agreed with what Mr. Edmondson said in this respect. On the question of embodying all industries he asked whether it was wise to go for these big things and drop weak things. Co-operation should not grow too quickly. If they tried to cover cattle and sheep, flax and maize, all under the one combine, they would endanger the work they had already done. Under a general association work one, apparently, might be run out of it; but in actual practice it would endanger the object they had in view. This might be overcome by founding a strong Farmers Association; but he advised them not to go outside their immediate interest. He recalled the one attempt that had been made to co-operate in East Africa. The idea was excellent, and heralded with a flourish of trumpets; but hard-fought and killed it. In South Africa they had been just as enthusiastic to get the smallholder's profits. They had nearly got along and had put up £100,000. The first year was a disappointment. The second year they were already in doubt. The competition of the middleman, working daily hard in his own interest began to tell in time. Boiled down, it would alter tax, more...

weeks. He would like some time to talk over the matter. Mr. G. Stanning asked that the question of the proposed deviation of the railway be put on the agenda of the meeting. Capt. Douglas asked if the proposal meant the starting of a political association (Maize and other crops). Well, if we do go it, why don't you Maize Association? (Hear, hear). Capt. Edmondson said to view the development of the plans they might invite members of the Maize Association to join and form a Nakuru Association.

After a discussion, it was agreed in principle to call a general public meeting in three weeks' time.

The Case of Mr. Rooke

A letter was read from Mr. Penson regretting his inability to attend (due to sitting as foreman of jury). The letter said: With reference to the case of Mr. Rooke I am strongly of opinion that both the interests and safety of the travelling public of E.E.A. necessitate an immediate, impartial and public enquiry into the present railway methods and administration. Generally in my mind, Mr. Rooke is one of the few officials who has really energy and initiative and endeavoured to get the section of the Railway into something like order. I consider the loss of this officer's services to the public to be most regrettable, and that that you will use your influence to obtain a full enquiry into the circumstances relating to his resignation.

Typical Railway Instance

I would like to give you a typical instance of the unfitness of the U.P.R. at the present time. Three weeks yesterday I was on Nairobi platform when I heard the driver (Lomas) of the up-mixed train complain to the carriage examiner of the condition of the brakes on that train. However, the train was allowed to proceed in spite of the protest made by the driver. On leaving Kaptepet, the train gathered way, and noticed in running down the very steep hill approaching Kijabe that the train was going at an abnormal speed. Later, on making enquiries, I learned that the brakes on some that half the train were out of action, and that a serious runaway only averted owing to the fact that the train was being driven by one of the best drivers who had ever been in this country. I mention this instance as being typical of the scandalous way in which responsibilities by railway servants are ignored or disregarded by head officials.

Mr. Clutterbuck, in reference to the Rooke dismissal, stated that after Mr. Rooke took control there was almost a cessation of work on the line. Since his departure those that had started again.

- Mr. Thackrah then proposed:
- That in view of the unsatisfactory and inefficient administration of the Uganda Railway, this Meeting requests His Excellency the Acting Governor to appoint a Special Commission with the usual powers to enquire into:
 - (1) the circumstances relating to the resignation of Mr. Rooke, late A.T.M.U.R. and
 - (2) the accident which occurred at Njoro Station on June 2nd, 1922.

Members of at least three unofficial members and that the proceedings of such Special Commission be open to the public.

Mr. Thackrah, in speaking on the resolution, said that the facts of Mr. Rooke's departure were that the stationmaster asked him for leave which Mr. Rooke refused until he was and competent man was put in his place. The stationmaster then asked for leave after Mr. Rooke's health, which was granted, and on a signal was put in the place. Mr. Rooke went to the Traffic Manager that unless a responsible official was placed in the vacant position he would not be responsible. The man in charge had been on duty for 24 hours at a stretch for a period of many days. An accident did in fact occur, a rolling stock where which might have been serious. Mr. Rooke was one of the few who did try to do his job to meet the public. We find that such men are not encouraged.

Mr. Ripby said he never doubted that all approved of Mr. Rooke. They knew that it would be difficult to fill his place, and it was up to the public to protect anyone who did try, and do his duty.

The Chairman remarked that this was the reason why he desired a Special Commission to be put on the position to see why the Government had dismissed the official and to see what could be done to help.

The motion was supported by Mr. D. Fawcett and passed unanimously.

Agricultural Implements

The Secretary, Mr. Thackrah, announced that he was informed by Government that a large quantity of agricultural implements was on the water, but he did not know when they were bound for (laughter). The Home Government had granted permission for a quantity to be shipped to this country (cheers).

Capt. James said that he hoped a fuller discussion would be entered into on the general question of a wider association. He agreed that there should be a head association, but a special association for stock etc.

Capt. Douglas said what they wanted was a political association to remove the other associations of political questions. There should be an association for the Nairasha province. Each special agricultural district should work for its own special interest. On separate questions each municipality should approach the Government on its own affairs and if not receiving satisfaction that the proposed political association could take the matter up.

Eventually it was decided to call a public meeting for Sept. 2nd, and it was proposed by Mr. Stanning and carried unanimously that Mr. Davis be asked to publish a full report of these proceedings and to ask the further meetings the following to be placed in the agenda: (a) to discuss the proposed (b) the proposed deviation of the Usini-Ghata railway, and (c) the formation of a political association for Nairasha Province. The meeting.

SATURDAY, AUGUST 17, 1918.

UGANDA RAILWAY
 Why Traffic Official
 Resigned
 PROTEST FOR PUBLIC

To THE EDITOR "E. A. STANDARD."

Sir,—In order to allay any false impression that may exist will you kindly publish this letter.

I have left the Uganda Railway at my own request. I did not agree with the Traffic Manager on several points: primarily on the subject of the safety of the travelling public, secondly on the subject of public servants' loading, and thirdly on the extent of limitation of executive action as far as a district traffic officer is concerned and finally on the treatment of Indian staff.

I appealed to His Excellency the Governor fully prepared to sacrifice my position in the public interest rather than tolerate a state of affairs which I considered wrong.

The authorities chose the alternative I offered of terminating my services.

I consider the whole matter of sufficient importance to the public to warrant its publication and accordingly ask you to publish this letter.

I trust where I, as a junior official, have failed in my attempt to improve matters, your paper will by its influence succeed.

I remain yours faithfully,

H. E. BOON

Lab. Asst. Traffic Manager

Uganda Railway

Mombasa, Aug 17/18.

SATURDAY, AUGUST 17, 1918.

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Lab. Asst. Uganda Railway

Uganda Railway

Mombasa, August 9.

Delays at Kilindini.

Serious Indictment.

On National and Protectorate Grounds.

The Port Threatened.

The report we published yesterday of the finding of the Special Committee of the Mombasa Chamber of Commerce on the delay in discharging lighters at Kilindini is a most serious indictment of the Government Bill-way control and touches the whole life of this colony.

Mombasa is the gateway to British East Africa, not only to the Protectorate, but also to Uganda, a great area of the Eastern Congo, and also to the larger portion of Lake Victoria Nyanza. When it is considered that this great portion of the continent of Africa depends on the imports and exports on this universal gateway being used to its fullest and best extent, then may all be realised adequately, how important it is that every material and material supplied facility should be afforded to their fullest extent. Not only does this need of efficiency affect our national trade directly, but also indirectly influences the shipping calling at the port for in these days of scarcity of men, both British and non-British.

Ships should be cleared from Mombasa to other world ports as soon as they discharge their cargo and keep no longer than is necessary.

The Dock Cranes

It has been suggested by the experienced shipping firms as well as by the Chamber of Commerce, that all the dock cranes at Kilindini should be transferred to the wharf. This is a very wise suggestion and would greatly assist in the clearing of the port. The dock cranes are old and inefficient, and the wharf cranes are new and efficient. The wharf cranes are also more conveniently situated for the loading and unloading of cargo. It is suggested that the dock cranes should be transferred to the wharf as soon as possible.

The Labour Question.

The question arises: Are our boats a part of our national defence? If they are, our authorities will do their utmost to ensure their safety. It is suggested that the boats should be used for military purposes, just as much as to recruit porters for the army in the field. Thousands of natives are used as carriers, doing really more arduous and dangerous work than carrying loads at Kilindini. Why not employ a few hundred of the Kilindini wharf to expedite the recruitment of

coloured men are doing military work on the staffs and at the various bases, why not spare a score to tally cargo at the port? This argument is apart from the disability which the commerce of our only port suffers from in this delay. What is the good of attempting to raise further revenue when the very neck of the bottle which conveys us revenue is half choked? There must be a limit to imports if we cannot export. We will never export, even to the restricted form compelled by the war, if ships are held up regularly at Kilindini. Surely an organisation could be devised to clear such ships in record time, directly it arrives. The evidence given by the shipping companies not only criticises the existing methods, but also points out how the evil can be remedied. The capacity of each crane is acknowledged to be from 300 to 400 tons per day, but the Uganda Railway management only manages to handle 100 tons with one crane machine. More if help were sent to Mombasa port with less loss of time at Kilindini port will it grow to 200 tons.

Delayed Ships

The delay in discharging cargo at Kilindini is a serious matter. It is suggested that the shipping companies should be held responsible for the delay. It is also suggested that the Government should take steps to ensure that the port is cleared as soon as possible. It is also suggested that the shipping companies should be held responsible for the delay. It is also suggested that the Government should take steps to ensure that the port is cleared as soon as possible.

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WEDNESDAY AUGUST 14, 1918.

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On National and Protectorate Grounds.

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Mombasa is the gateway to British East Africa, not only to the Protectorate, but also to Uganda, the great area of the Eastern Congo, and also to the larger portion of Lake Victoria littoral. When it is considered that this great portion of the continent of Africa depends in its imports and exports on this universal gateway being used to its fullest and freest extent, then may it be realised adequately how important it is that every material and additional supply facility should be utilised to their fullest extent. Not only does this need of efficiency affect our interests directly, but also indirectly it influences the shipping sailing at the port; for in those days of scarcity of vessels, both owners and Controllers shipping will by averse from sending home by a minor world's port when they discover that vessels are kept unreasonably long in off-loading and waiting in cargo.

The Slow Cranes

Direct evidence is supplied by the experienced shipping firms at Mombasa that at Kilindini the cranes are not working up to half their capacity. This in time of war when every bit of industry is speeding up and working night and day in order to cope with demand, and in the case of shipping with the high necessity of leaving tonnage. The defence of the Traffic Manager of the Uganda Railway seems to rest on a claim that labour is scarce and that the engagement of a clerical staff to tally the cargo would be too expensive. The Railway acknowledges that the working day is from 7 a.m. to 12 p.m. and then from 2 p.m. to 6 p.m., which, if taken at the following morning, though extensive boats lie in the harbour able and ready to work all night. These are the same hours as before the war. We hear and read a lot from Mr. Lloyd George and other home statesmen of the need to fight the shipping menace by seeing and making the most of our ships, but surely when Mombasa Harbour can sleep peacefully from 5 p.m. till the following morning with big and valuable ships being detained days, simply because the Uganda Railway wharf authorities are not disposed to work, then it is true that we hear, or rather at Kilindini, do not know a war is on!

The Labour Question.

The question arises: Are our boats a part of our national defence? If they are (as all authorities tell us) then surely it is up to the local authorities to speed their sailing, even so as military measure, just as much as to recruit porters for the army in the field. Thousands of natives are used as carriers doing heavy menial work and dangerous work than employing fighters at Kilindini. Why not employ a few hundred at the Kilindini wharf to expedite the discharging of cargoes? Hundreds of white and

coloured men are doing military work on the wharfs and at the various bases, why not spare a score to tally cargo at the port? This argument is apart from the disability which the commerce of our only port suffers from in this delay. What is the good of attempting to raise further revenues when the very neck of the bottle which conveys us revenue is half choked? There must be a limit to imports if we cannot export. We will never export, even in the restricted form compelled by the war, if ships are held up unduly at Kilindini. Surely an organisation could be devised to meet each ship in record time directly it arrives. The evidence given by the shipping companies not only criticises the existing methods, but also points out how the evil can be remedied. The capacity of such cranes is acknowledged to be from 300 to 500 tons per diem, yet the Uganda Railway management only aspires to handle 150 tons with the same machines. More is being done at Mombasa port with less facility than at Kilindini port with its greater conveniences.

Diverted Ships.

It is a very serious question for this colony, for the Union-Castle Company are already threatening to limit further the ships calling at Mombasa, due to the delays. We have steamers delayed at the port for as long as 17 days, while the "Magellan" was 27 days at the port! The "Clary Castle" was 19 days off-loading, and taking in its cargo, the total average of cargo tonnage handled per day coming out at 337—and there are five steamers at Kilindini, two of which, at least, we may assume were devoted to that ship's service until the war in port. The "Clary Castle" is capable of handling 1,000 tons per day, but the lighters are being emptied so rapidly as they are filled leaves her lying idle half the time.

The Railway advances other reasons for the delays than the idleness at the cranes, notably the slow collection by the porters and also consequent congestion at the wharf; but surely in times of emergency there is no need to store goods while landing them. If the godown are full there is space on the wharf for non-perishable cargo, and organisation and proper labour will do a lot to speed clearing these goods. In any case an exhaustive enquiry has been instituted by the Mombasa Chamber, and the members and the shipping companies are unanimously of the opinion that the whole procedure of landing cargo could be expedited. One recalls that Port Elizabeth, an open port with ships cleared by lighters, has by organisation successfully competed for years against its sister ports at Cape Town and Durban with their ships discharging at the wharf. Such an efficient organisation should be devised for Mombasa, and serious representations should be made to the Colonial Office for the services of a special authority to organise these landing arrangements and widen the door to this growing European, Indian and Native community, all classes of which suffer indirectly by the idleness of those in local authority.

1918
SATURDAY, AUGUST 17, 1918.

RAILWAY MYSTERY

Thefts that Call for Explanation

MOLO COMPLAINTS

TO THE EDITOR "E. A. STANDARD."

Sir, After repeated complaints to the Traffic Department of the Railway about thefts I receive letters such as the two enclosed: they both originate from Njoro which is both en route from Njoro which is the next station but one to Turi: a 7lb joint of beef and 1lb of sausage was taken out of one and a 7lb joint and 1lb of meat out of the other: thefts never take place from bookers to Railway officials so presumably the thief can read; therefore on such a short journey it surely ought to be easy enough to trace the thief.

The same thing occurred some time ago until a new A.T.M. for this district arrived, when, owing to the steps he took it ceased altogether. Apparently he was too energetic for this sleepy old department and was removed as soon as he tried to handle things, with the result that thefts have recommenced again immediately.

Complaints to the P.M. are useless; some time ago I complained that there was no train to take the milk three days out of eight. I received an acknowledgment of my letter and nothing further. Again I complained that Rs. 51, brought on 6 pigs from Ruru was, to say the least of it, somewhat extortionate, but they have taken no notice of this at all.

As long as the Traffic Department takes no notice of complaints from the public just so long will the Traffic department's employees take no notice of orders from their chief: for instance an order came out that all meat baskets were to be weighed before the Guard and signed for, and weighed out again to the station master at their destination so as to stop theft but needless to say no notice of this order whatever is taken: at the same time I admit it was not a very brainy idea as it would delay the "mixed" about half an hour every time it passed: but what is it up hour or a day or a month to the Uganda Railway? Just a "mere scrap of time!"

Again, three weeks ago I sent a crate of eggs to the Nairobi market, where this was absorbed by the Railway too or whether the Nairobi market are taking a leaf out of the Traffic Department's book in business matters, I cannot say, but I have never heard anything of it since it left. If the market have received it, let them remember that Government departments and Government Departments only can carry on business as in the days of Adam without coming to grief.

Yours etc.,

QUENTIN G. GOGGAN.

Turi, Molo, August 11

Enclosure

Njoro, Aug. 7

Dear Goggan,

Am afraid I must cannot my meat order from you, it is getting a bit too expensive in thefts. The last 4 lbs have not been a quarter of your invoice, and today's lot shipped is being one sheep's head and about 3 lbs. of meat only. It is quite impossible for me to get to station and take delivery myself, consequently the station people blame my boys, though I know it is not them.

It is an infernal nuisance, as one cannot get decent meat in Nakuru, and it is a mere waste of paper complaining to the Railway authorities as I expect you have found. So please do not send any more after you get this, in these hard times I can't afford to feed the U. R. Indian staff as well as ourselves.

Yours Sincerely,

G. O. Goggan, Esq.
Turi.

LAKE STEAMERS

Question of Trading by Officers

COMMISSION OF ENQUIRY

It is announced in the "Official Gazette" that the Acting Governor, under the powers conferred on him by the Commissions of Inquiry Ordinance of 1912, has appointed George Hunter Pickering, Commander Oswald Barry, R.N., and Mr. Wilfred Pickford, to be Commissioners to inquire into and report on the following matters:

(1) Have the officers of the Uganda Railway steamers plying on Lake Victoria as the officers having control of such steamers or any of them engaged in trade whether in goods or cattle at any time during the years 1915, 1916 and 1917.

(2) Which of the aforesaid officers, if any, have whether directly or indirectly engaged in trade as aforesaid.

(3) Have any of the aforesaid Uganda Railway steamers and if so which been used at any time during the years 1915, 1916, 1917, to convey goods or cattle the property of any of the officers of such steamers or of any of the officers having control of such steamers when such steamers were—
(a) under the control of the Admiralty; (b) under the control of the Protectorate Government.

(4) Which of the aforesaid officers, if any, have conveyed or caused to be conveyed on any of the aforesaid steamers during the aforesaid period goods or cattle other than goods or cattle property booked for transport in any such steamer or the property of his Majesty's Government or the Protectorate Government.

(5) The dates on which and places at which any goods or cattle were imported into the Protectorate by any of the aforesaid officers during the period 1915-1917, inclusive.

(6) Any facts material to or necessary for the elucidation of any of the foregoing matters.

Mr. G. H. Pickering is appointed chairman of the Commission.

~~1413~~
NOTICE.

WHEREAS A COMMISSION has been appointed notice whereof has been duly set forth being Government Notice No. 254/1917, in the issue of the Official Gazette dated the 1st August, 1917, to inquire into and report on the following matters:—

(1) Have the officers of the Uganda Railway Steamers plying on Lake Victoria or the officers having control of such steamers or any of them engaged in trade whether in goods or cattle at any time during the years 1915, 1916 and 1917

(2) Which of the aforesaid officers, if any, have whether directly or indirectly engaged in trade as aforesaid.

(3) Have any of the aforesaid Uganda Railway Steamers and if so which been used at any time during the years 1915, 1916 and 1917, to carry goods or cattle the property of any of the officers of such steamers or of any of the officers having control of such steamers, when such goods were

(4) Under the control of any Authority or under the control of the Protector of the Government.

(5) Which of the aforesaid officers, if any, have whether directly or indirectly engaged in any of the aforesaid matters within the aforesaid period goods or cattle being carried on any of the aforesaid steamers, by the officers of such steamers, to the extent of the aforesaid matters, when such goods were

(6) Have goods or cattle been carried on any of the aforesaid steamers, by any of the officers of such steamers, when such goods were

(7) Have any of the aforesaid officers, if any, been engaged in any of the aforesaid matters.

And whereas the Commission appointed to inquire into the matters hereby before stated have commenced to sit on the 6th August, 1917, for the purpose of conducting such inquiry at the Court House in Kisumu and will sit on days for seven days. Now **THIS NOTICE IS TO REQUEST**, all persons having any knowledge of the aforesaid matters or all persons aware how any fact relevant to the aforesaid matters can be ascertained to forthwith communicate with me at the Court House Kisumu.

G. H. PICKERING,
Chairman of the Commission.

4th August, 1917.

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(6) Any facts material to or necessary for the elucidation of any of the foregoing matters.

And whereas the Commissioners appointed to inquire into the matters herein before stated have commenced to sit on the 6th August, 1917, for the purpose of conducting such inquiry at the Court House Kampala and will continue so to sit for several days. Now THIS NOTICE IS TO REQUEST, all persons having any knowledge of the aforesaid matters or all persons aware how any fact relevant to the aforesaid matters can be ascertained forthwith communicate with me at the Court House Kampala.

G. H. FIGGERS.

Chairman of the Commission.

4th August, 1917.

SATURDAY, MARCH 17, 1917.

AN APPRECIATION.

TO THE EDITOR, "EAST AFRICAN STANDARD."

Sir,—With reference to your correspondence "A. S. A. Pinner's" remarks in your issue of yesterday, I am glad to see he pays a tribute to the work done by the Uganda Railway Volunteers during the first months of the war in this country. In the rush of the great events that have come upon us in the past two-and-a-half years, the services rendered by this handful of men have been entirely overlooked. I have the honour to know the majority of them, and I also had the good fortune to have come in contact with them when they were serving their country in the field. Quietly, without advertisement, or hope or thought of reward, these men came to the aid of the Protectorate in the hour of her greatest need.

They were mobilised on Saturday, August 8, and at midnight on the Sunday quietly left Nairobi for the seat of war. There were some two dozen of them all told and their duty was to guard a hundred and fifty miles of railway line, that part which was in too close a proximity to the German border to be comfortable. They were placed in twos and threes on the different bridges. One can imagine their feelings out in the wilds. They were posted in many cases 20 or 30 miles from each other. Their chances of life were very slender, for had Brother Boshu come over, what fight could two or three men hope to put up against a score or more?

For the space of three months, up to the end of November, they kept to their posts, trains were again run to and from the Coast and passengers travelled in safety. During the whole period the line was never broken once. This alone says something for the vigilance with which this little force performed their duty.

They were entirely untrained; they supplied their own kit; and for days on end they went hungry when the Powers That Were seemed to have forgotten that these men had stomachs to be fed.

Those of the men who were posted at Taavo Bridge had the good fortune to take part in the first Taavo River fight on the first Sunday in September, and they acquitted themselves well.

Of the two score strong and healthy men who went away on that Sunday night in August, seventeen returned at the end of November. The rest had gone under with fever. To-day they are wrecks of their former selves. As quietly as they went, they returned, there was no one to meet them at the station to welcome them home at the end of a duty well and gallantly performed.

There is no man living in this country who can have a grain of doubt but that these two score men together with the E. A. M. B. were responsible for the saving of B. E. A. prior to the landing of the troops from India.

One has yet to hear of any expression of gratitude towards these men who gave their all that others might sleep in safety.

Some of them are back again at their duties on the railway; others are fighting the Empire's battles in far countries; and many have fallen into that sleep from which there is no awakening this side of the veil. Those that are living can be met in Nairobi every day, going about their work quietly, unobtrusively and uncomplaining; but one cannot doubt that in their minds there must be a great wonder at the gratitude of the people of Nairobi.

I must tender my sincere apologies for having occupied so much of your valuable space, but you, sir, will I know, hold me justified in placing on record the work done by men who call that "This isle not fit a silver sea" home, even though that work is done in an outpost of empire.

Yours, etc.,

Nairobi, March 14. FAIR-PLAY.

RAILWAY QUESTION.

TO THE EDITOR, "EAST AFRICAN STANDARD."

Sir,—There was a notice some weeks ago appearing in all Army Orders, asking for men, after the cessation of hostilities, for employment on the Uganda Railway. I am one who did apply, and I consider anyone (I mean particularly my South African brothers), had better take carefully into consideration the conditions of service before accepting same.

As an instance, I was offered a certain pay which a Cape Boy in the South would turn up his nose at. True there are certain privileges, such as a free trip Home on full pay, etc., but these do not balance with what one can yet in South Africa, or, as a matter of fact at Home, for at present better conditions prevail there than laid down by the Uganda Railway.

One more point, I had the pleasure of interviewing one of the officials of this "wire out" and I must say I was surprised at the "officialism" it seems to permeate the air of B.E.A., but the sooner the officials of the Uganda Railway, or any other Government department, begin to understand that this sort of thing is not the better.

As Home they understand better now-a-days and I should advise some of the officials of this country to take a "peek" from those that be at Home where you find Capital and Labour hand in hand.

I have had the pleasure of meeting several Uganda Railway employees and the general discontent I saw, quite understand.

Many of these men, in the first months of the war gave up everything, to stand the shanty and its bridges, and has any gratitude from the railway been heard of?

Therefore as well as giving my South African friends warning, this night's note to the Hon. the General Manager of the Uganda Railway who perhaps will treat the B.E.A. employees better if he is desirous of having any white men engaged on the railway.

They are hearing him fast enough at present and giving the Uganda Railway a good name in the Old Country and in South Africa.

An old saying, "Be wise in time."

Yours etc.,
"A. S. A. PIONEER."

TO THE EDITOR, "EAST AFRICAN STANDARD."

Sir,—I have read with interest of late the correspondence in your columns regarding the treatment of the subordinate staff of the Uganda Railway. I thoroughly endorse it. I think the pay of the European subordinate staff a scandal. True, the said staff get leave to England after about 33 months' service, but as it costs many of them all their salary to live when in East Africa, the pleasure of leave is completely annulled, as they have not sufficient money to get reasonable enjoyment during the time they are there and should a subordinate have saved enough money to get a fair amount of pleasure when he gets back (to use a vulgarism) he's "hooked." In my opinion there is not sufficient encouragement for reliable and energetic men to stay on the Uganda Railway. Possibly, Mr. Editor, you can tell me how many vacancies have occurred on the official grade during, say, the last five years and how many men have been promoted to them from the subordinate grade.

I speak from experience, and my reason for leaving the railway was that I saw the prospect of basing my position there was a responsible one.

Yours, etc.
AN EX-EMPLOYEE

TO THE EDITOR, "EAST AFRICAN STANDARD"

Sir.—As an old railway employee, I was greatly interested in a letter appearing in your issue of the 13th instant, under the name of "A S. A. Pioneer."

Travelling as I do, I hear quite a lot from the "babus," and being an old Indian railway servant (European of course) I take a great interest in railway men's affairs, and the discontent is not only with the Europeans as stated in that letter, but the Goans and Indians are also "fed up."

Is it true or not, that quite a number of the aforementioned are resigning or trying to?

Of course their grievances I can quite understand, viz., the high cost of living on account of the war, but what is the good of explaining to some of the officials—as they say.

In all other British possessions—including the Old Country—where things are supposed to be so slow—they have taken into account the high cost of living and made the necessary arrangements by increasing the wages.

I was reading in an Indian paper a few weeks ago where the Government had recognised the fact of the increased cost of living and had given a 10 per cent. increase to all their employees high and low.

At Home the same has been done, and South Africa has followed suit where the General Manager of the South African Railways—Sir W. W. Hoy—strongly backed it up for his staff.

As regards Australia and New Zealand—it is hardly worth mentioning—they play the game there.

I know for a fact that several of the commercial firms in town have met their employees, fairly and squarely, and given them a sort of war allowance.

Why cannot the Uganda Railway do the same?

I am sure all it requires is a cable to the Colonial Office, when I am confident the Colonial Secretary—if it is put before him in the proper light—will sanction a substantial increase all round.

Therefore, for the sake of quite a number of my friends on the Uganda Railway I think the least the Administration can do is to study all their staff, for apparently they are having some difficulty in keeping same.

As "A S. A. Pioneer" says, I have also met some of the officialism that permeates the air of B. E. A.

Life is too short for this sort of thing new-a-days—to draw comparison between men—no matter whether they were at Eton or Harrow, if only had a board school education, one is as good as the other, as this war has proved.

Another thing, Mr. Editor, is not the white population in this country small enough already, without good men being forced to leave it?

I am taking this matter up for I know the poor devils on the Uganda Railway cannot, for fear they are victimized. This meant to bring the General Manager of the Uganda Railway to realize it is about time he took action in treating his staff better.

Yours, etc.,

EX-UGANDA RAILWAYITE.

Nairobi, March 14.

TUESDAY, MARCH 20, 1917.

THE RAILWAY QUESTION.

TO THE EDITOR, "EAST AFRICAN STANDARD."

Sir,—What a charm for Mr. Bottomley! I refer to the correspondence on the Railway Question appearing in your columns. I have lately read his "Wicked Woman of Wales" denunciation and should dearly like to see another such from his pen headed "Our Wicked, Old Men of B.E.A."

I heartily endorse the sentiments expressed by your correspondents, but don't think they are strong enough.

To men of British birth the sharp distinction drawn between subordinate (useful word) and superior grades must be galling in the extreme.

Lately, I believe, one or two of these so-called subordinates have been raised to the knees of the gods, i.e. the Hill. One or two, but what of the rest? Is there any hope that they, too, will ascend in the scale of Society? (No Sir, they cannot all have someone behind to push them on. Fairy godfathers, perhaps godmothers, are rare these days, and without one or the other one cannot expect to rise. Qualifications are nothing! I believe in the forms sent home for the engagement of superior(?) staff it is stated that the candidate must be of good social position and a gentleman. Yes Sir! One head of a department requested that only public school men be engaged for his section of the administration of the school or board school non—what does it matter? So long as the heart and brain are there. It is efficiency, not a double-barrelled name and a pedigree bought for £20 in Bond Street, that is required.

A word of warning! Officialdom is sitting on the edge of a volcano. It may erupt at any moment. Let those whose business it is take heed. At home the old order of things has gone by the board. It is as dead as Queen Anne. The sooner B.E.A. wakes up to the fact the better for all concerned.

Yours, etc.,
LOOKER-ON.

Nairobi, March 1917.

WEDNESDAY, MARCH 21, 1917.

Fluid Notes.

BY THE PARIS PUMP

Am being inundated by letters and complaints these days. Not as regards my own misdeeds. People have learned that I am in-ventible. They have probably tried to use a bomb from a dog before. Now, those letters and complaints come from a growth in our postal service to the question of life on the Uganda Railway.

I am not going to discuss our postal service to-day. Mr. Goshop and I have picked bones before. He must be rather tired of picking bones. Yesterday he invited me up to tea. I said, "I'd promise to be good." He never grants me if the telegram comes from, say, Mombasa, on Monday, reaches me, say, on Saturday following—perhaps!

Over all, a delay of five or six days in the delivery of a telegram is no moment to the Post Office. Besides it gives the sender of the telegram time to write a letter explaining the telegram in full before the telegram arrives. So what's the point of fussing about telegrams?

continued to say nothing... postal service. I have to... about other... such... under our... I want to talk... the Uganda... so... 34... the worst... Uganda Railway... No... is labelled... when one has a... of the London and North... the Midland.

Now about the Uganda Railway. It is so democratic. All its institutions like the... have people know... That is an awfully... name. It sounds... of... has been kept awake by... the day.

But that's really such a small matter after all. What I do admire most about the Uganda Railway is the clever manner in which it out-its subordinates masters just for all the world as an indignant Goshop might say, the masters of Jeroka wa Kamana. It is so nice to have one's salary docked. It is such a dear pleasant prank. It must be awfully fascinating to managers to say to their wives an evening...

Yes Maria, I cut MacWholes wages five shillings to day. He did not stir me. Or may he MacWholes light a cigarette on the station platform. A most heinous offence when on duty. That would irritate him to the privilege of being docked, say, five rupees. Or may he be scratches his head when the manager is looking. Apart from the grave danger of his getting a bit of wood in his finger he risks being cut another ten rupees. I am sure nobody possibly could object to losing money this way. Besides subordinates' salaries on the Railway are so very big. It must be quite a pleasure to have to face a few 10-rupee fines each pay day. Mustn't it?

Of course, the practice is basi-cally legal too. No man has a right to all his salary if a mana-ger says he hasn't. Agreements are sources of law notwithstanding. Besides, it is awfully rude and aw-fully disrespectful of any one for him to dispute the right or authority of a manager to cut his salary.

Now, after all losing a few rupees each month in one little fine is really a brilliant affair. To have a nice little fine among chasing Indian and... doesn't nearly ever compensate for... That is quite the proper... Besides, it coordinates of European... Not only does this in-crease the prestige of the European, but... and... and other... first... on their... in the Hill. And that is just... When a man attains to the dizzy height of a manager or an accountant or a first class official of any colour he can't possibly have anything in common with a subordinate European or Indian or Goan. He has become something more than human. He is a Uganda Railway superman. His place is not in a little wooden hut in the Railway Quarters among Indians and Goans and Jeroka wa Kamana. He ascends, bless your heart, to the lofty heights of Olympus, as near to the angels as he can hope to be. And there he lives and moves and has his being in grand aloofness. He is Olympian. Colonus-like he straddles the nice little homes down below in the swamp in the Railway Quarters and doesn't care a mallet engine if it snows conservancy buckets.

But my supply of paper has run short. I'll tell you more about it all by m by.

NEWS FROM NAKURU.

Butter-Makers' Association.

THE RAILWAY QUESTION.

[FROM OUR OWN CORRESPONDENT.]

Nakuru, March 20.

A jumble sale is being held here on March 23 at 4 p.m., in aid of the Prisoners of War Fund. The sale takes place in the school and will be opened by Mrs. Donald. Clothes, household articles, crockery, fruit, flowers, vegetables, and articles of every description will be for sale. Tea will be dispensed at 60 a head.

In regard to my letter of last week, re the formation of a butter-makers' association, I have since seen several gentlemen who are interested, and they quite agree with me that no time should be lost in carrying out the idea. It has been suggested to me that Mr. Curwen of Molo is a good man, and if he sees fit to take the matter up, Molo will have had the honour of starting both the butter and bacon associations. The Home market was omitted from my letter last week and this should be the chief place of export as, I hear, butter is now being retained at Rs. 1.75 per lb., which should leave a good margin of profit, after all expenses are paid. Of course, the main thing would be the standardisation of butter. One maker informs me that his butter was good after a three months' safari, and although this is a "tail order," there is no doubt that B.E.A. butter would reach England in first class condition. Why does not someone make a trial shipment to the Imperial

Market? I am glad to hear that our worthy B.M. Mr. Donald is well disposed, and that he will probably be leaving us at the end of the month. I also hear that Mr. Pilsbry will replace him here as Resident Magistrate.

With reference to the recent letters in the Standard on the disabilities of the employees of the Uganda Railway, it seems that the guards and drivers have still another complaint. One said to me recently: "We are often 16 to 18 hours on duty. We always need to have our meals, at a reduced rate, in the dak bungalows or refreshment rooms; being unable to carry a sufficient supply with us, owing to these long hours on duty, and if we made the attempt, our food went sour." It often occurs that we are away on fuel trains for a week at a time and, if food is sent to us, it has to be booked and carriage paid. All drivers, firemen and guards are now prohibited from having meals, or even a cup of tea, in these same dak bungalows, etc.

It seems to me rather a drastic and unnecessary order, as good feeding is absolutely essential to good health in this country. The leave of the majority of the employees is long overdue and their health should be of the first consideration, more especially as most of the officials still get their leave.

By all accounts, a big percentage of the men will leave at the earliest opportunity, and, with the impossibility of obtaining men from outside sources, it is up to the general public of B.E.A. to take up the matter, as the future points to a very serious disorganisation of railway traffic and the general public will be the chief and only sufferers.

These last few days again the weather has been very dry, hot and dusty and it is to be hoped the rains will soon begin in earnest.

Mr. Brier, of Messrs. Goldberg & Co., is paying us a visit after a very successful safari further up-country, including Eldoret.

CORRESPONDENCE

"Fluid Notes."

TO THE EDITOR OF THE "LEADER."

Sir,—It was with some amusement I read the excuses for your "licensed libel" at the end of "Fluid Notes," March 21st. Is there still a man who will support such a charge as the critic of our hypocrisy and scandalous

For instance our P. O. with its delays in delivery and the necessity for whites to struggle with blacks at its counters. Our F.W.D. and the roads. Our social tyrannies and falsehoods.

Our Health Authorities with their dangerous robbery, the plague. Our Government's promises (never intended) to those who want to be free. Our H. T.'s level for men for the poor at the 75 cents. As it has to give ladies a distance of 1000

thoughts, expedients, and whether men will give a distance of 1000

subjudice. And that is the

And it has been a long time since I have seen a letter with such long and long in the way of a

And to all the people who are not part of anyone to reveal the truth

Our one duty is to reveal the truth, which is the only way to not be a

March 24th, 1917.

CORRESPONDENCE.

"Fluid Notes."

TO THE EDITOR OF THE "LEADER."

Sir,—It was with some amusement I read the excuses for your "licensed libel" at the end of "Fluid Notes," March 21st. Is there really no one who will support even a halfhearted and feeble critic of our "liberalism" and scandalous vice?

For instance our P. O. with its delays in delivery and the necessity for whites to struggle with blacks at its counters. Our P.W.D. and the roads. Our social tyrannies and falsities.

Our Health Authorities with their dangerous hobby, the plague. Our Government's promises (never redeemed) to those who went to the front. Our M. T.'s laws for and for the poor while it gives the rich has to never ladies' and men's thoughts expended. Our women men with their "subjugation" and "subjugation." And that is the list.

Does it have to be said that I have received no reply to my letter of 14th March and that space in your paper is wasted?

With all this space Mr. Editor you should not have been so slow. And to those who say that it is the part of anyone to reply to such letters.

Our one duty is to tell the truth, when we can. And to tell the truth, when we can. And to tell the truth, when we can. And to tell the truth, when we can.

March 24th, 1917.

Enclosures of 2 news - cuttings.

**NYANZA FARMERS
Meeting of Planters'
Association**

RAILWAY DEMANDS

James Farmer and Planters' Association held its first annual meeting at Mombasa on July 17 when the following resolutions were adopted: That the planters' association should be organized in the Nyanza district. That the planters' association should be organized in the Nyanza district. That the planters' association should be organized in the Nyanza district.

LABOUR.

As the result of a general discussion the following resolution passed: That the planters' association should be organized in the Nyanza district.

That the Government should be asked to consider the possibility of providing the planters with a road which it is to work and carry on the plantations.

That the Government should be asked to consider the possibility of providing the planters with a road which it is to work and carry on the plantations.

After the meeting the planters' association held a picnic at Mombasa on July 18. The picnic was a success and the planters' association was organized in the Nyanza district.

THE NYANZA STOCK

There is a general feeling of optimism among the planters in the Nyanza district. The stock market is doing well and the planters are looking forward to a successful season.

The planters' association is planning to hold a meeting in the near future. The meeting will be held in the Nyanza district.

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**THE LIFE OF EVERY
MAN AND WOMAN
DEPENDS UPON THE
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The blood is cut in three main places, the back, the neck, and the feet. The back is the most important place and the neck is the next most important.

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**OFFICE TO VISITORS
RECOMMENDATIONS OF
MATERIALS.**

What of B. E. A. The materials are of the highest quality and are recommended for use in all cases.

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Advertisements for various products and services, including 'TOILET BARGAINS', 'CALVERTS No. 5', and 'WHITE SOAP'.

UGANDA RAILWAY.

Special Traffic Notice No. 419.

Special Traffic Notices are sent out as occasion demands, in addition to the Weekly Traffic Notices, and are numbered consecutively with the Weekly Traffic Notices.

The same arrangements as to the acknowledgment of the Weekly Traffic Notice applies.

TRAFFIC MANAGER'S OFFICE,

Nov. 22, 21st August, 1918.

E. G. WILSON,

Traffic Manager.

VAR 20508

UGANDA RAILWAY.

CIRCULAR No. 5 OF 1918.

Re WAR BONUS.

Copies of Secretariat Circulars Nos. 60, dated 12-8-18 and 62, dated 19-8-18, dealing with the question of War Bonus are published for the information of all concerned.

All Members of the Staff other than the Artizan Class should send a statement of their claims from January 1/1917 to July 31/1918 in writing, at once, to their Head of Department, and in the case of Engineering Department, to their Divisional Officers who will verify same, make any necessary corrections, embody such claims on the form referred to in para 14 of the Circular. The form should then be sent to the Chief Accountant for audit and payment.

As far as future payments are concerned the form should be forwarded monthly through the usual channel to the Chief Accountant at the same time as the monthly salary or wages bill.

Artizan Class.

All claims should be prepared by the Head of Department or Divisional Officer on the authorized form and forwarded to the Chief Accountant for audit and payment.

Staff at present working on the Busoga Railway and Port Bell-Kampala Railway.

In the case of the above staff, claims must be made out for the members of the different departments by their respective Heads in Nairobi, and submitted to the Chief Accountant for audit and payment.

This refers to members of the staff other than the artizan class.

In their case claims must be made out by the Superintendent of Busoga Railway and District Station Master Kampala and submitted to the Chief Accountant for audit and payment.

It should be distinctly understood that in no case must any payment of War Bonus be made until such claim has been passed by the Chief Accountant for payment.

Heads of Departments should take into account members of their staff who are on leave.

Married Non-Europeans

Heads of Departments etc. etc., should endeavour to verify the fact of marriage in cases in which claims are made under Schedule III, also the fact of dependency of children on widowers.

In case of any doubt arising as to interpretation of the circular, reference should be made to Chief Accountant. If necessary any point can be subsequently referred through that Officer to the undersigned.

A. F. CHURCH,
Acting General Manager,
Uganda Railway.

A copy of this form is printed on pages 11 and 12.

GENERAL MANAGER'S OFFICE
Nairobi, 21st August 1918

The Secretary,
Nairobi, 161
12th August 1918

S. No. 18002
CIRCULAR No. 50

The Secretary of State for the Colonies has now approved the proposed scheme of bonuses to members of the East Africa Protectorate Civil Service on the lines suggested to him by His Excellency as a result of the Interim Report of the Civil Service Commission, but subject to a reduction of 40% in the case of all bonuses to Europeans.

His Excellency directs me to inform you that, in approving this award, the Secretary of State has indicated that he fully realizes that the staff of the East Africa Protectorate in common with those of other parts of the Empire, have suffered hardship on account of the war and that he is most anxious to afford such relief as may be possible, but that it is not practically to deal with the matter as it affects this Protectorate only.

The Secretary of State remarks that even in the form now approved the amount payable war bonus to Europeans are so far in excess of anything that has been proposed in the case of other Colonies and Protectorates in the Empire, that he does not feel justified in authorizing any larger bonus until the position has been reviewed and reported on by some independent authority who is acquainted with what is being done in other parts of the Empire.

5. The Secretary of State therefore proposes to send out to East Africa with as little delay as possible a Special Commissioner, and gives the assurance that should the Commissioner recommend an increase in the scale now approved, he will give the matter his most sympathetic reconsideration.

4. In the meantime the Secretary of State desires that immediate payments should be made to the extent which he has approved and has promised to reconsider the whole question in the light of the Special Commissioner's Report. It is therefore evident that the acceptance of the present offer in no way prejudices the future.

3. The details of the scheme upon which the bonus will be paid for now in course of preparation and a circular will be issued in the course of the next few days containing particulars for the submission of claims.

W. J. GIBSON,
Acting Chief Secretary.

War Bonus

The Secretariat

Nairobi

16th August, 1918.

No. S. 1804/18
Circular No. 65

The award of a war bonus to members of the East Africa Protectorate Civil Service has been decided by the Secretary of State for the Colonies and will be paid to the amount and subject to the conditions herein set out.

The bonus will be payable in respect of periods spent in the East Africa Protectorate, with retrospective effect from the 1st of January, 1917, and until further notice. The bonus will not be payable in respect of periods of leave or service outside the Protectorate.

Bonus will however be payable in the case of members of the East Africa staff of the Railways, Customs, and Post Office stationed in Uganda in respect of periods spent in Uganda.

The eligibility for the bonus of periods during which the civil servant who has received military rank or precedence or has drawn any military pay, rations, or allowances in higher consideration, but claims should not at present be entered in respect thereof.

Subject to the conditions and other conditions laid down in this circular the bonus will be payable to all civil servants who have been continuously in the Government service since the 1st of January, 1916. Those who have joined the Government service since that date will also be eligible provided that they have been appointed to posts on scales of emoluments which are laid down in the Estimates and are in accordance with scales approved prior to the 1st of January, 1916, and which have not been increased as a result of war conditions.

Notwithstanding the above, emoluments as defined in para 10, are in excess of the following rates or amounts for war bonus:

Unmarried Europeans	£800 per annum
Unmarried	£400 per annum
Married Non-Europeans	Rs. 270 per annum
Married	Rs. 135 per annum

Persons whose pay is less than the above rates are entitled to any war bonus, except the rank and file of the Police, Prison, Customs, and Forest Guards.

The amounts of bonus payable to persons on the above scales are:

- I. Married Europeans
- II. Europeans (For quarters)
- III. Married Non-Europeans whose wages are less than Rs. 300 per annum and other than those provided for in Schedule VI.
- IV. Demerited Non-Europeans whose wages are less than Rs. 300 per annum other than those provided for in Schedule VI.
- V. Non-Europeans whose wages are under Rs. 30 per annum other than Africans and those provided for in Schedule VI.

VI. Police, Prison, Customs, and Forest Guards whose wages are less than Rs. 50 per annum.

Widowers with children will be regarded as married men for the purposes of these schedules, provided that such children are dependent upon them.

Female Employees
Female employees will receive two-thirds of the bonus payable to unmarried male employees on the same rate of pay.

Emoluments defined.
10. The amount of bonus payable under Schedules I, II, III, and IV, is to be computed in accordance with the "Emoluments" of the civil servant. For purposes of this computation "Emoluments" should be taken to include substantive salary, duty allowance, personal allowance, and acting allowance, the value of house or house allowance according to the scales laid down in the schedules, but should not include other allowances which are intended as reimbursement of definite expenses such as travelling allowance (daily or consolidated), motor vehicle, horse, and bicycle allowance, nor should they include overtime, detention, and similar allowances.

11. Members of the Survey Department who are in receipt of consolidated salaries which include house and travelling allowances will make no additions to the value of house allowance in computing their total Emoluments but will make calculations at the following rates from their salaries for purposes of this calculation:

Asst. Junior Staff Surveyors	£50 per annum
Junior Staff Surveyors	£50 per annum
Senior Staff Surveyors	£45 per annum
District Surveyors	£40 per annum

12. Detention allowances which have been paid to certain members of the Post Office Staff will be reckoned neither as part of the Emoluments nor as part payment of this bonus.

13. In the case of those members of the Uganda Railway Staff who draw pay and allowances and not a consolidated salary, fifty per cent. of the pay of the member shall be added to his pay in respect of his allowances for the purpose of computing his Emoluments.

14. The attached forms should be used as vouchers for all payments of bonus calculated in accordance with Schedules I, II, III, or IV, and one form should be used for each person's bonus. Primary salary form should be used in cases of those entitled to bonus in accordance with Schedules V, or VI, provided that the necessary particulars are furnished on the vouchers to enable them to be checked against the rates of pay and whether rations or quarters are provided in accordance with Schedule V.

15. Claims must be prepared forthwith in respect of the period from the 1st of January, 1917, to the 31st of July, 1918, and arrangements should be made for settling them during the month usually employed in the payment of monthly salaries. Heads of Departments should take care that these claims are carefully checked and are well explanatory before being presented for payment. It is suggested that where claims are made against Nairobi, Mombasa, or Kisumu, such Department should, as soon as the first claim is completed, send them to the Treasury for inspection in cases where the claims are being dealt with on the spot.

16. The rates of bonus payable to persons on the above scales according to the monthly emoluments of the person to whom they relate. Thus for persons below the rate of £800 per annum, to be payable on the 1st of January, 1918, if the whole amount payable for the month is not a multiple of the rate, the amount should be settled on the basis of the monthly emoluments for the whole period. This should be applied to persons on the above scales in the rates of the Emoluments which they are entitled to receive, such as leave, absence or break in the service, or other circumstances which are payable or which for any reason, such as the death of the person to whom they relate, the bonus is payable. The bonus should be calculated on the basis of the monthly emoluments for each month for the whole period separately. It is suggested that arrangements be made to calculate each month's period separately and to send the necessary vouchers to the Treasury to calculate periods of less than a month. The bonus should be payable on the aggregate of the Emoluments actually received for each period.

17. Payments claims will be prepared monthly at the end of each month on the basis of the monthly Emoluments actually received. The War Bonus will be charged to "War Expenses" and not to "Suspense".

18. Any questions arising out of the interpretation of any special cases arising out of this circular should be referred to the first officer in the Treasury, or to the first officer in the Department of the Treasury, Uganda, or to the first officer in the Department of the Treasury, subject to the authority of the War Bonus Query Committee.

19. Any special cases which do not appear to have been provided for in this circular and which are not dealt with by the Treasury or (Chief Accountant of the Uganda Railway) may be put forward by Heads of Departments for consideration by the Government. Heads of Departments should however, use their discretion and avoid forwarding applications unless they are convinced that they deserve special consideration.

J. W. BARTH,
Acting Chief Secretary.

War Bonus.

The Standard
Nairobi
10th August, 1918.

The award of war bonus to members of the East Africa Protectorate Civil Service has now become the duty of the Secretary of State for the Colonies and will be paid to the amount and subject to the conditions herein set out.

The bonus will be payable in respect of periods spent in the East Africa Protectorate, with retrospective effect from the 1st of January, 1917, and until further notice. The bonus will be payable in respect of periods of leave or service outside the Protectorate.

Bonus will however be payable in the case of members of the East Africa Protectorate in the case of members of the East Africa Protectorate in respect of periods spent in Uganda.

The eligibility for the bonus of periods during which the civil servant who has received military rank or precedence or has drawn any military pay, or any allowance in kind, is under consideration, but claims should not at present be entered in respect thereof.

Subject to the fulfillment of other conditions laid down in this circular the bonus will be payable to all civil servants who have been continuously in the Government service from the 1st of January, 1916. Those who have joined the Government service since that date will also be eligible provided that they have been appointed to posts on which salaries are laid down in the Estimates and are in accordance with scales approved prior to the 1st of January, 1916, and which have not been increased as a result of war conditions.

Salaries which are defined in clause 10, are in excess of the following scale of military or naval bonus:

General Employment	£260 per annum
Vinohar	£40 per annum
General Non-employment	Rs. 275 per annum
General	Rs. 150 per annum

A bonus will be payable to those who have received military rank or precedence or has drawn any military pay, or any allowance in kind, is under consideration, but claims should not at present be entered in respect thereof.

The amounts of bonus payable are as follows:

- I Married persons.
- II Widowers with children.
- III Married Non-Europeans whose ages are less than 30 years and other than those provided for in Schedule VI.
- IV Married & Non-Europeans whose ages are less than 30 years and other than those provided for in Schedule VI.
- V Non-Europeans whose wages are under Rs. 30 p.m. other than Africans and those provided for in Schedule VI.
- VI Police, Prisoners, Customs, and Forest Guards whose wages are less than Rs. 30 p.m.
- VII Widowers with children will be regarded as married men for the purposes of these regulations, provided that such children are dependent upon them.

9. Female employees will receive two-thirds of the bonus payable to unmarried male employees on the same rate of pay.

10. The amount of bonus payable under Schedules I, II, III, and IV, is to be computed in accordance with the "Emoluments" of the civil servant. For purposes of this computation "Emoluments" should be taken to include substantive salary, duty allowance, personal allowance, and acting allowance, and the value of house or house allowance according to the scales laid down in the schedules, but should not include other allowances which are intended as reimbursement of definite expenses such as travelling allowance (daily or consolidated), motor vehicle, horse, and bicycle allowance, nor should they include overtime, detention, and similar allowances.

11. Members of the Survey Department who are in receipt of consolidated salaries which include house and travelling allowances will make no additional claim in respect of house allowance in computing their total Emoluments but will make deductions at the following rates from their salaries for purposes of this calculation:

Asst. Junior Staff Surveyors	£30 per annum
Junior Staff Surveyors	£50 per annum
Senior Staff Surveyors	£45 per annum
District Surveyors	£40 per annum

12. Detention allowances which have been paid to certain members of the Post Office Staff will be reckoned neither as part of the Emoluments nor as part of the bonus.

13. In the case of those members of the Uganda Railway Running Staff who draw pay and allowances and get a consolidated salary, fifty per cent. of the pay of the member shall be added to his pay in respect of his allowances for the purpose of computing his Emoluments.

14. The attached form should be used as vouchers for all payments of bonus calculated in accordance with Schedules I, II, III, or IV, and one form should be used for each person. The ordinary salary form should be used in cases of those entitled to bonus in accordance with Schedules V, or VI, provided that the necessary particulars are furnished on the vouchers to enable them to be completed in the rates of pay and whether rations or quarters are provided in accordance with Schedule V.

15. Claims may be prepared forth with in respect of the period from the 1st of January, 1916, to the 31st of July, 1918, and arrangements should be made for settling claims by the 1st of August, 1918, and arrangements should be made for settling claims by the 1st of August, 1918, and arrangements should be made for settling claims by the 1st of August, 1918.

16. The rates of bonus payable to those who have received military rank or precedence or has drawn any military pay, or any allowance in kind, is under consideration, but claims should not at present be entered in respect thereof.

17. The War Bonus will be charged to the War Expenditure Account.

18. Any questions arising out of this circular should be referred to the Secretary of State for the Colonies, or the Secretary of State for the Colonies, or the Secretary of State for the Colonies.

19. Any questions arising out of this circular should be referred to the Secretary of State for the Colonies, or the Secretary of State for the Colonies, or the Secretary of State for the Colonies.

20. Any questions arising out of this circular should be referred to the Secretary of State for the Colonies, or the Secretary of State for the Colonies, or the Secretary of State for the Colonies.

J. W. BARTH,
Acting Chief Secretary.

No. 8, 1918 (C)

Form for which see page 163

Uganda Railway Running Staff

Military Service

Persons to whom payable

Maximum Emoluments of persons eligible

Africans of whose wages are under Rs. 30 p.m.

Amounts of Bonus payable

Female Employees

Emoluments defined

Post Office Detention Allowance

Uganda Railway Running Staff

Form for military service

Method of Payment

Method of Calculation

War Expenditure Account

Secretary of State for the Colonies

Secretary of State for the Colonies

Secretary of State for the Colonies

Secretary of State for the Colonies

Secretary of State for the Colonies

Married Europeans.

Those receiving total Emoluments at the rate of over Rs. 750 and under Rs. 825 monthly will receive Bonus at the rate of three fifths of the difference between their actual Emoluments and Rs. 825. Those receiving Rs. 750 and less will receive Bonus at the following rates:-

Total Monthly Emoluments	Monthly Bonus.	Total Monthly Emoluments	Monthly Bonus.
Over Rs. 740 up to Rs. 750	45	Over Rs. 350 up to Rs. 370	90
750	48	370	89
760	51	380	88
770	54	390	87
780	56	400	86
790	59	410	84
800	62	420	83
810	64	430	81
820	65	440	80
830	68	450	78
840	70	460	77
850	72	470	75
860	74	480	73
870	76	490	71
880	78	500	69
890	79	510	67
900	81	520	65
910	83	530	63
920	84	540	60
930	85	550	58
940	86	560	55
950	87	570	52
960	88	580	49
970	89	590	46
980	90	600	43
990	91	610	40
1000	92	620	37
1010	91	630	

N.B. - Total Emoluments include substantive salary, duty allowance, personal allowance, house allowance etc. and the value of house or house allowance at the following rates:-

Substantive salary not less than £250 p.a.	Rs. 75/- p.m.
£150 but less than £250 p.a.	Rs. 50/- p.m.
£80 but less than £150 p.a.	Rs. 25/- p.m.
less than £80 p.a.	Rs. 20/- p.m.

Unmarried Europeans.

Those receiving total Emoluments at the rate of over Rs. 300 and under Rs. 350 p.m. will receive Bonus at the rate of three fifths of the difference between the actual Emoluments and Rs. 350. Those receiving Rs. 300 and less will receive Bonus at the following rates:-

Total Monthly Emoluments	Monthly Bonus	Total Monthly Emoluments	Monthly Bonus
Over Rs. 490 up to Rs. 500	30	Over Rs. 200 up to Rs. 210	42
480	31	190	41
470	33	180	40
460	35	170	39
450	37	160	38
440	38	150	36
430	39	140	34
420	40	130	33
410	41	120	31
400	42	110	29
390	43	100	27
380	44	90	25
360	45	80	23
350	46	70	21
270	47	60	19
250	46	50	16
230	45	40	14
220	44	30	11
210	43	20	9

N.B. - Total Emoluments include substantive salary, duty allowance, personal allowance, house allowance etc. and the value of house or house allowance at the following rates:-

Substantive salary not less than £250 p.a.	Rs. 75/- p.m.
£150 but less than £250 p.a.	Rs. 50/- p.m.
£80 but less than £150 p.a.	Rs. 25/- p.m.
less than £80 p.a.	Rs. 20/- p.m.

SCHEDULE III

Married Non-Europeans (other than those provided for in Schedules V or VI)

Bonus will be payable at the following rates:-

Total monthly Emoluments	Monthly Bonus
From Rs. 262 up to Rs. 270.	The difference between Emoluments and Rs. 270.
Not less than 250 but less than 262	Rs. 8
225 250	10
195 225	12
170 195	14
95 170	16
80 95	14
70 80	12
60 70	10
50 60	8

and

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 20 will be payable monthly, provided that the monthly Emoluments added to the monthly amount of bonus do not thereby exceed Rs. 270, in which case the difference between the monthly Emoluments and Rs. 270 will be payable.

N.B.—The total Emoluments should include substantive salary, duty allowance, personal allowance, and acting allowance, etc., plus Rs. 20 taken to be the value of house or home allowance, whether drawn or not provided or not.

Married Non-Europeans, other than Africans, whose substantive salary is less than Rs. 50 per mensem come under Schedule V or VI.

SCHEDULE IV

Unmarried Non-Europeans (other than those provided for in Schedules V or VI),

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Bonus will be payable at the following rates:-

Total Monthly Emoluments.	Monthly Bonus.
From Rs. 175 up to Rs. 180.	The difference between the Emoluments and Rs. 180.
Not less than 160 but less than 175	Rs. 5
145 160	Rs. 6
130 145	Rs. 7
95 130	Rs. 8
80 95	Rs. 7
70 80	Rs. 6
60 70	Rs. 5
50 60	Rs. 4

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 20 will be payable monthly, provided that the monthly Emoluments added to the monthly amount of bonus do not thereby exceed Rs. 180, in which case the difference between the monthly Emoluments and Rs. 180 will be payable.

N.B.—The total Emoluments should include substantive salary, duty allowance, personal allowance and acting allowance, etc., plus Rs. 20 taken to be the value of house or home allowance, whether this is in fact provided or not.

Married Non-Europeans, other than Africans, whose substantive salary is less than Rs. 50 per mensem come under Schedule V or VI.

Married Non-Europeans (other than those provided for in Schedules V or VI)

Bonus will be payable at the following rates —

Total monthly Emoluments	Monthly Bonus
From Rs. 269 up to Rs. 270.	The difference between Emoluments and Rs. 270.
Not less than 250 but less than 262	Rs. 8
225 250	10
185 225	12
170 195	14
95 170	16
80 95	14
70 80	12
60 70	10
50 60	8

and

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 20 will be payable monthly, provided that the monthly Emoluments added to the monthly amount of bonus do not thereby exceed Rs. 270, in which case the difference between the monthly Emoluments and Rs. 270 will be payable.

N.B.—The total Emoluments should include substantive salary, duty allowance, personal allowance, and acting allowance, etc., plus Rs. 30 taken to be the value of house or house allowance whether this is in fact provided or not.

Married Non-Europeans, other than Africans, whose substantive salary is less than Rs. 30 per mensem come under Schedule V or VI.

Unmarried Non-Europeans (other than those provided for in Schedules V or VI).

Bonus will be payable at the following rates —

Total Monthly Emoluments.	Monthly Bonus
From Rs. 175 up to Rs. 180.	The difference between the Emoluments and Rs. 180.
Not less than 160 but less than 175	Rs. 5
145 160	Rs. 4
130 145	Rs. 7
95 130	Rs. 8
80 95	Rs. 7
70 80	Rs. 6
60 70	Rs. 5
50 60	Rs. 4

and

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 20 will be payable monthly, provided that the monthly Emoluments added to the monthly amount of bonus do not thereby exceed Rs. 180, in which case the difference between the monthly Emoluments and Rs. 180 will be payable.

N.B.—The total Emoluments should include substantive salary, duty allowance, personal allowance and acting allowance, etc., plus Rs. 20 taken to be the value of house or house allowance whether this is in fact provided or not.

Unmarried Non-Europeans, other than Africans, whose substantive salary is less than Rs. 30 per mensem come under Schedule V or VI.

SCHEDULE V.

Non-Europeans whose wages are less than Rs. 30
per mensem (other than Africans and those
provided for in Schedule VI).

Bonuses will be paid at the following rates—

	Bonus in respect of period from 1-1-17 to 31-7-18.	Bonus in respect of period subsequent to 31-7-18.
Those provided with neither quarters nor rations ...	2 months wages ...	Rs. 6 p. m.
Those provided with rations but no quarters ...	2 months wages ...	Rs. 3 p. m.
Those provided with quarters but no rations ...	1 months wages ...	Rs. 4 p. m.
Those provided with quarters and rations ...	1 months wages ...	Rs. 2 p. m.

The bonus in respect of the period from the 1st of January, 1917, to the 31st of July, 1918, will be reduced proportionately if bonus is not payable in respect of the whole period.

SCHEDULE VI.

Police, Prisons, Customs, and Forest Guards.

Bonus will be paid to those persons who are employed in the following capacities:—
Watchmen, ...

REGULATION

The bonus in respect of the period from the 1st of January, 1917, to the 31st of July, 1918, will be paid at the rate of Rs. 5 in a mensem, which shall be reduced proportionately if bonus is not payable in respect of the whole period.

PERIODS (1)		EMPLOYMENTS DURING PERIODS						Average Monthly Employments		Number of Subsidiaries which are listed		Monthly rate of Bonus	
From	To	Total Subsidiary	(2)	Total Duty Personal and Agency Allowances	Total House Allowance (where applicable) to Subsidiaries	(3) Total of any other Allowances which are to be included in Enrolments	Total Enrolments	Rs.	Rs.	Rs.	Rs.		

TOTAL Rs.

[1] Periods should consist of either completed Calendar months or parts of a month (not a combination of the two)

[2] Details of amounts in these columns should be shown in the box

Calculations and entries should be in Indian Rupees, 50 cents and paise being taken as one Rupee, and amounts under "paise" ignored

Explanatory notes should be made on this page

I Certify that this return is a correct statement of the Bonus and that the enrolments for the period specified are correct and that the amount of bonus received is as shown in this register

Received the Sum of

ALL NECESSARY INFORMATION TO ENABLE THIS CLAIM TO BE GRANTED SHOULD
BE FURNISHED BELOW INCLUDING:—

Rate of salary and increments

Date of going and returning from leave since 1st January, 1917

Date of marriage (if since 1st January, 1917)

Dates of periods of Military Service

Dates of periods during which house allowances are claimed (specify
quarters occupied)

Details of Duty, Personal, Sundry and other allowances

FOR INFORMATION AND GUIDANCE
of
THE SERVANTS OF THE ADMINISTRATION.

UGANDA RAILWAY.

Special Traffic Notice No. 397.

Special Traffic Notices are sent out at occasions demanded by the
the Weekly Traffic Notices, and are numbered consecutively with these
Traffic Notices.

The receipt of this circular must be acknowledged in writing to the
Chief Clerk, Uganda Railway.

ADHOCER OF UGANDA RAILWAY

Surcharge on certain classes of Traffic conveyed at Goods Rates and on Parcels Traffic.

1. On and from Monday, the 1st April 1918, the following surcharge is to be levied on the articles enumerated below when conveyed at Goods Class or Exceptional Rates, and General Classification of Merchandise, Classification of Explosives and other Dangerous Goods, and Special Tariffs, and on Parcels when such goods or parcels are consigned and invoiced or labelled between the points specified under clause 2 of this Special Notice.

2. The surcharge will be levied on all goods and parcels not specifically exempted under this Special Notice when such goods or parcels are consigned and invoiced or waybilled—

(a) **Upwards Traffic from Coast Zone** (i.e. Kilindini Pier and Mombasa stations to Mariakani station inclusive).

(1) **From**—
Stations and intermediate mileages on the section Kilindini Pier and Mombasa stations to Mariakani station inclusive (Upwards Traffic Coast Zone).

(2) **To**—
Stations and intermediate mileages on the Uganda Railway outside the Upwards Traffic Coast Zone (i.e. Kilindini Pier and Mombasa stations to Mariakani station inclusive), ports on Lake Victoria, stations on the Busoga Railway, ports on Lake Koga, Kampisa station, and stations on the Voi Military Railway.

(b) **Coast Zone Traffic in Upwards Direction.**

(1) **From**—
Stations and intermediate mileages on the Uganda Railway within the Upwards Traffic Coast Zone, (i.e. Kilindini Pier and Mombasa stations to Mariakani station inclusive).

Stations and intermediate mileages in an Upwards Direction from the station or mileage from which the traffic is despatched.

(2) **Downwards Traffic to Coast Zone** (i.e. Tsavo station to Kilindini Pier and Mombasa stations inclusive).

(1) **From**—
Stations and intermediate mileages on the Uganda Railway outside the Downwards Traffic Coast Zone (i.e. Tsavo station to Kilindini Pier and Mombasa stations inclusive), ports on Lake Victoria, stations on the Busoga Railway, ports on Lake Koga, Kampisa station, and stations on the Voi Military Railway.

(2) **To**—
Stations and intermediate mileages on the section Tsavo station to Kilindini Pier and Mombasa stations inclusive (Downwards Traffic Coast Zone).

(c) **Coast Zone Traffic in Downwards Direction.**

(1) **From**—
Stations and intermediate mileages on the Uganda Railway within the Downwards Traffic Coast Zone (i.e. Tsavo station to Kilindini Pier and Mombasa stations inclusive).

(2) **To**—
Stations and intermediate mileages in a Downwards or Downwards Direction from the station or mileage from which traffic is despatched.

NOTE.—No surcharge will be raised on traffic booked between Kilindini station and Mombasa station, Kilindini station and Kilindini Pier or between Mombasa station and Kilindini Pier.

(2) LIST OF ARTICLES AND SURCHARGE RATE TO BE LEVIED WHEN CONVEYED AT GOODS RATES.—

ARTICLES.	Surcharge per 100 lbs.	
	Bs.	Cts.
Ale	3	00
Angle Bars and Plates	0	20
Arms or Axles for Vehicles	0	20
Axles, Axle Boxes, Axle Arms, and Bushes	0	20
Baggage	2	00
Bars, Iron or Steel	0	20
Bends	4	00

(3) LIST OF ARTICLES AND SURCHARGE RATE TO BE LEVIED WHEN CONVEYED AT GOODS RATES.—

ARTICLES.	Surcharge per 100 lbs.	
	Bs.	Cts.
Beams, Iron or Steel	0	20
Bearers, Iron or Steel	0	20
Beater Bars, Iron or Steel	0	20
Beer	3	00
Bees' Wax	4	00
Boats and Canoes	10	00
Books, Bound	2	00
Brake Blocks, Iron or Steel	0	20
Bridge Work, Iron or Steel	0	20
Bristol Boards	0	50
Buildings, Portable, Wood or Iron, in Parts	0	50
Builders Implements, not new, as per classification	0	20
Boilers, Iron or Steel	0	20
Building Blocks, Concrete, rough, hollow	0	20
Camp Equipment	2	00
Cement	0	20
Chalk C. P.	0	20
Charcoal C. P.	0	20
Chillies	1	00
Cisterns	0	50
Clothes	3	00
Coal, Coke, and Patent Fuel	0	20
Coco Nuts C. P. whole	0	50
Coco Nuts C. P. Kernels	0	50
Coco Nuts C. P. Flare or Husks	0	50
Colours and Paints	0	50
Columns, Iron or Steel	0	20
Concrete Blocks or Slabs	0	20
Contractor's Plans, not new, as per classification	0	20
Cotton Goods, C. & h. p.	4	00
Cigars and Cigarettes	6	00
Cycles, not Motor	3	00
Cycles, Motor	10	00
Cycle Trailers	10	00
Drugs and Medicines	2	00
Drum-hins, galvanised iron	0	50
Dyes and Dye Extracts	2	00
Dynamos	2	00
Electrical Machinery and Transformers e.o.h.p.	0	50
Explosives all classes and Section 25 of Part 7 page 25	4	00
Felt, Asphalted; Roofing or Tarred Felt	0	50
Fibre	0	50
Fire Bars, Iron or Steel	0	20
Fish, Fresh	0	50
Flour, Wheat, Imported	1	00
Forgings, Iron or Steel	0	20
Fruit, Fresh	0	50
Furniture	3	00
Galvanised and ungalvanised Iron, Plain or Corrugated	0	50
Ghee	0	50
Girders, Iron or Steel	0	20
Glass and Glassware	2	00
Grain, Imported.—Bajra, Bajri, Barley, Beans, Bam, Chowdh, Jowari, Lentils, Lucerne Seed, Millet, Matama, Moone, Oats, Peas, Wheat and Wink	0	50
Grates, Ranges and Stoves	1	00

PUBLIC RECORD OFFICE
 Reference
 C.O. 533 / 226
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(5) List of Articles and Surcharge Rate to be levied when conveyed at goods rates.

ARTICLES	Surcharge per 100 lbs.
Grind Stones	0 50
Groceries e. o. h. p.	3 00
Ground Nuts	0 50
Gums	4 00
Hides	0 50
Outlets and Gutting	0 50
Holes	2 00
Houses, Portable, Wood or Iron, in parts...	0 50
Iron and Steel, manufactured or unmanufactured e. o. h. p. as per classification page 176 of the Tariff Book	6 00
Ivory	0 50
Joiner's Work	0 20
Joists, Iron or Steel	1 00
Kerosine Oil	10 00 each.
Launches, steam, in parts	0 20
Lead, old or scrap	0 20
Lead Sheet	0 20
Lead Piping	0 20
Lead Ingots	4 00
Linen Goods e. o. h. p.	2 00
Luggage	0 20
Malleable Iron Castings	4 00
Matches	0 50
Mica C. P.	2 00
Milk Condensed	0 50
Mirrors	0 50
Nuts and Bolts, Iron or Steel	0 20
Oils, Fuel in Tank Wagons	0 50
Paints and Colours	0 50
Paper for Newspaper Printing	1 00
Petrol	0 20
Pipes, Fire or Earthen	0 50
Pipes and Fittings for same, cast iron or galvanised	4 00
Plates	0 20
Plates, Iron or Steel	0 50
Posts and Posts, Iron or Steel (not fencing)	2 00
Poles, Tent	0 50
Pots, Clay or Earthen	2 00
Printed Matter, bound	3 00
Provisions e. o. h. p.	0 20
Rafters, Iron or Steel	0 50
Railings, cast or wrought iron	0 50
Railway and Tramway Permanent Way Material including Trolleys	1 00
Refrigerators	4 00
Revolvers	1 00
Rice, Imported	0 50
Ridgings	1 00
Rifles	0 50
Roofing Materials as per classification	0 20
Roof Work, Iron or Steel	3 00
Rubber, Raw	0 50
Salt	0 20
Scrap Metals	4 00
Silk	1 00
Sim-Sim	2 00
Skins	6 00
Snuff	2 00
Soap	0 50

(3) List of Articles and Surcharge Rate to be levied when conveyed at goods rates. —(contd.)

ARTICLES	Surcharge Per 100 lbs.
Spices	3 00
Spirits, Alcoholic.—Brandy, Rum, Gin, Whisky, and all Liqueurs	6 00
Stationery	2 00
Stout	3 00
Sugar	2 00
Tanks, galvanised iron	0 50
Tar	0 50
Tarpaulins	0 50
Tea	3 00
Tent pegs	2 00
Tent poles	2 00
Tents	2 00
Tiles, roofing	0 20
Timber, Imported	0 20
Tobacco, Imported	6 00
Trophies	3 00
Traps and fittings for same, Iron or Steel	0 50
Vegetables	0 50
Vehicles as defined under clause (a) 1 of section 23 of Part 6, page 152 of the Tariff Book Class A. and B. Vehicles (i.e. Motor Class C. and D. Vehicles (i.e. not Motor or Steam propelled) Two wheeled Vehicles	3 00 each.
Three wheeled Vehicles	2 00 each.
Wattle Bark	0 50
Wearing Apparatus, h. p.	3 00
Wheels, Iron or Steel	0 50
Wines	5 00
Wood Preservative	0 50
Wool c. p.	3 00
Woolen Goods, e. o. h. p.	4 00

Articles not included in the above list (other than articles included in the Exemption List vide Clause 4) when classified under—

Class No.	Surcharge
1	1 00
2	1 00
3	2 00
4	3 00
5	3 00
6	4 00
7	4 00

The minimum surcharge on each description of traffic is ten cents.

NOTES.

(a) The surcharge applies irrespective of distance and must be levied on each description of traffic separately e. g. a consignment consists of cigars and tobacco, imported, they are classified for rail charges R. R. 5 and the surcharge rate in each case is Rs. 6 per 100 lbs. but the surcharge would be raised on the cigars and tobacco separately as they are not grouped together in the surcharge rate list.

If, however, a consignment consisted of imported beans and barley, the imported grain surcharge would apply on the total invoice weight of the beans and barley and the same course would be followed in similar cases viz., spirits, alcoholic, which includes brandy, whisky, etc., and roofing materials which includes malthead, rubberoid, etc.

(b) In the case of bookings from ports on Lake Kioga, stations on the Busoga Railway, ports on Lake Victoria and Kampala station where the class rates in force are not uniform with those in force on the Uganda Railway, the surcharge, in the case of articles not included under clause 3, and not exempted vide clause 4, will be levied at the scale laid down at the end of clause 3 according to the freight classification of the article applied. This course will also be applied in the case of through bookings to and from Voi Military Railway stations.

LIST OF EXEMPTIONS

No surcharge will be levied on the following articles—

- Agricultural and Dairying Machinery—vide Appendix A pages 205 and 206 of Tariff.
- Books
- Aerated Waters C. P.
- Bags, gunny.
- Bamboos C. P.
- Bricks.
- Castor Seed C. P.
- Cattle Tink Grease.
- Cattle Medicines.
- Cocoa Beans C. P.
- Coffee Beans C. P.
- Cotton raw, ginned or unginced C. P.
- Cotton, pressed C. P.
- Cotton Seed C. P.
- Cotton Seed Cake C. P.
- Dip, Cattle and Sheep, powder.
- Disinfecting Fluids.
- Dyeing Powder.
- Emery and Tripoli.
- Pencil Lead.
- Perforated Plates.
- Fertilizers.
- Filwood.
- Flax Seed C. P.
- Flour, all kinds C. P.
- Fog or Fog Oil, Shell, Mr. Lacorne Green and Stone C. P.
- Gum, C. P. Gajra, Bajra, Bastley, E. and West, C. P.
- Maize, Millet, Matamb, Mlong, C. P.
- Grave Stones and Tombstones.
- Ham, C. P.
- Iron and Steel.
- Lime and Lin. C. P.
- Lubricated C. P.
- Machinery—Bri. Making, Concr. or Rivet, or other, or Pump, Oil Pressing, and Rubber Pressing.
- Machinery e. o. h. p.
- Majzo.
- Majzo Crushed.
- Manure, and Meal.
- Motors, Artfield.
- Medicine, Cattle.
- Miscellaneous C. P.
- Natural Wax, C. P.
- Plaster, for building.
- Plant Wash Fluid.
- Potatoes.
- Roads and Rashes C. P.
- Returned Empties.
- Rice and Rice Flour C. P.
- Rollers, Land and Road.
- Sand.
- Sawdust.
- Seeds, Agricultural and Garden.

List of Exemptions (contd.)

- Shrubs and Trees for planting
- Stim Stim Seed Cake C. P.
- Soda
- Sunflower Seeds C. P.
- Stone
- Timber C. P.
- Trees and Shrubs for planting
- Water
- ARR. E. E. Uganda Government and Military traffic, carriage charges on which are paid under Warrent, Cash or D. C. Form.

5) GENERAL INSTRUCTIONS—GOODS

Where, in this Special Notice, mention is made of the Uganda Railway this must be taken to include Branch Lines viz., Matull Branch, and the Murchison Line.

The surcharge leviable must be shown separately in invoices, and will be entered paid to pay according as goods are consigned e. g.

EXAMPLE—

Goods in Invoice from Mombasa to Ndibiri.

	ACTUAL		INVOICE.		Class.	Rate.		Paid.	To pay.	
	Weight.	lbs.	Weight.	lbs.		Rs.	Cts.		Rs.	Cts.
1 Case	149	150	1	3	4	3	00	4	95	
1 Case	2	00	...	...	...	3	00	
1 Case	100	100	5	4	62	...	...	4	62
1 Case	5	5	00	5	00	
1 Case	...	160	...	...	8	24	...	13	20
1 Case	6	00	...	9	00	
1 Case	1	62	...	9	00	
1 Case	10	10	...	12	00	
1 Case	18	00	
1 Bag	9	24	
1 Bag	2	00	
1 Bag	3	96	
1 Bag	0	30	
1 Bag	3	10	
1 Bag	4	00	
1 Bag	8	00	
1 Bag	4	00	
1 Bag	4	00	

6) SURCHARGE

- (a) The Surcharge on goods conveyed at parcels rates—
- (b) The surcharge to be levied on each parcel or package separately and on the weight on which carriage charges are calculated.
- (c) The minimum surcharge on each parcel or package is 50 cents.
- (d) Special Surcharge Rate.—
 - Cycles, Motor Rs. 3/- each.
 - Cycles, Motor Rs. 10/- each.
 - Cycle Trailers Rs. 10/- each.

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(6) Surcharge to be levied on articles conveyed at Parcels Rates. *(Contd.)*

LIST OF ARTICLES EXEMPTED.

Articles exempted from parcels rates, vide Section 16 of Part 4, page 120 of the Tariff Book, 1923, and Section 16 of Part 4, page 120 of the Tariff Book, 1924, and Section 16 of Part 4, page 120 of the Tariff Book, 1925, and Section 16 of Part 4, page 120 of the Tariff Book, 1926, and Section 16 of Part 4, page 120 of the Tariff Book, 1927, and Section 16 of Part 4, page 120 of the Tariff Book, 1928, and Section 16 of Part 4, page 120 of the Tariff Book, 1929, and Section 16 of Part 4, page 120 of the Tariff Book, 1930, and Section 16 of Part 4, page 120 of the Tariff Book, 1931, and Section 16 of Part 4, page 120 of the Tariff Book, 1932, and Section 16 of Part 4, page 120 of the Tariff Book, 1933, and Section 16 of Part 4, page 120 of the Tariff Book, 1934, and Section 16 of Part 4, page 120 of the Tariff Book, 1935, and Section 16 of Part 4, page 120 of the Tariff Book, 1936, and Section 16 of Part 4, page 120 of the Tariff Book, 1937, and Section 16 of Part 4, page 120 of the Tariff Book, 1938, and Section 16 of Part 4, page 120 of the Tariff Book, 1939, and Section 16 of Part 4, page 120 of the Tariff Book, 1940, and Section 16 of Part 4, page 120 of the Tariff Book, 1941, and Section 16 of Part 4, page 120 of the Tariff Book, 1942, and Section 16 of Part 4, page 120 of the Tariff Book, 1943, and Section 16 of Part 4, page 120 of the Tariff Book, 1944, and Section 16 of Part 4, page 120 of the Tariff Book, 1945, and Section 16 of Part 4, page 120 of the Tariff Book, 1946, and Section 16 of Part 4, page 120 of the Tariff Book, 1947, and Section 16 of Part 4, page 120 of the Tariff Book, 1948, and Section 16 of Part 4, page 120 of the Tariff Book, 1949, and Section 16 of Part 4, page 120 of the Tariff Book, 1950, and Section 16 of Part 4, page 120 of the Tariff Book, 1951, and Section 16 of Part 4, page 120 of the Tariff Book, 1952, and Section 16 of Part 4, page 120 of the Tariff Book, 1953, and Section 16 of Part 4, page 120 of the Tariff Book, 1954, and Section 16 of Part 4, page 120 of the Tariff Book, 1955, and Section 16 of Part 4, page 120 of the Tariff Book, 1956, and Section 16 of Part 4, page 120 of the Tariff Book, 1957, and Section 16 of Part 4, page 120 of the Tariff Book, 1958, and Section 16 of Part 4, page 120 of the Tariff Book, 1959, and Section 16 of Part 4, page 120 of the Tariff Book, 1960, and Section 16 of Part 4, page 120 of the Tariff Book, 1961, and Section 16 of Part 4, page 120 of the Tariff Book, 1962, and Section 16 of Part 4, page 120 of the Tariff Book, 1963, and Section 16 of Part 4, page 120 of the Tariff Book, 1964, and Section 16 of Part 4, page 120 of the Tariff Book, 1965, and Section 16 of Part 4, page 120 of the Tariff Book, 1966, and Section 16 of Part 4, page 120 of the Tariff Book, 1967, and Section 16 of Part 4, page 120 of the Tariff Book, 1968, and Section 16 of Part 4, page 120 of the Tariff Book, 1969, and Section 16 of Part 4, page 120 of the Tariff Book, 1970, and Section 16 of Part 4, page 120 of the Tariff Book, 1971, and Section 16 of Part 4, page 120 of the Tariff Book, 1972, and Section 16 of Part 4, page 120 of the Tariff Book, 1973, and Section 16 of Part 4, page 120 of the Tariff Book, 1974, and Section 16 of Part 4, page 120 of the Tariff Book, 1975, and Section 16 of Part 4, page 120 of the Tariff Book, 1976, and Section 16 of Part 4, page 120 of the Tariff Book, 1977, and Section 16 of Part 4, page 120 of the Tariff Book, 1978, and Section 16 of Part 4, page 120 of the Tariff Book, 1979, and Section 16 of Part 4, page 120 of the Tariff Book, 1980, and Section 16 of Part 4, page 120 of the Tariff Book, 1981, and Section 16 of Part 4, page 120 of the Tariff Book, 1982, and Section 16 of Part 4, page 120 of the Tariff Book, 1983, and Section 16 of Part 4, page 120 of the Tariff Book, 1984, and Section 16 of Part 4, page 120 of the Tariff Book, 1985, and Section 16 of Part 4, page 120 of the Tariff Book, 1986, and Section 16 of Part 4, page 120 of the Tariff Book, 1987, and Section 16 of Part 4, page 120 of the Tariff Book, 1988, and Section 16 of Part 4, page 120 of the Tariff Book, 1989, and Section 16 of Part 4, page 120 of the Tariff Book, 1990, and Section 16 of Part 4, page 120 of the Tariff Book, 1991, and Section 16 of Part 4, page 120 of the Tariff Book, 1992, and Section 16 of Part 4, page 120 of the Tariff Book, 1993, and Section 16 of Part 4, page 120 of the Tariff Book, 1994, and Section 16 of Part 4, page 120 of the Tariff Book, 1995, and Section 16 of Part 4, page 120 of the Tariff Book, 1996, and Section 16 of Part 4, page 120 of the Tariff Book, 1997, and Section 16 of Part 4, page 120 of the Tariff Book, 1998, and Section 16 of Part 4, page 120 of the Tariff Book, 1999, and Section 16 of Part 4, page 120 of the Tariff Book, 2000.

ACCOUNTING.—

METHOD OF CHARGING GOODS :—The surcharge will be levied on each 10 cwt. or multiple thereof on the basis laid down in para (c) 2 page 15 of the Tariff Book, e.g. (1) A consignment of beads weighing 34 pounds should be charged as 40 pounds at Rs. 4-00 per 100 pounds (vide list of charges above) Rs. 1-60, e.g. (2) A consignment of chilkas weighing 500 pounds should be charged as 500 pounds at Re. 1-00 per 100 pounds Rs. 5-00.

METHOD OF CHARGING PARCELS :—The surcharge will be levied on each package separately on the weight on which freight charges are raised thus on a consignment consisting of two parcels (the contents of which are not included in the list of exempt articles) weighing 3 pounds and 43 pounds respectively the surcharge levied would be on the first parcel the minimum charge of cents fifty and on the second parcel as for 50 pounds at Rs. 2-50.

Cycles, Motor Cycles & Trailers &c will be charged at the minimum charge laid down in the foregoing scale of charges.

ABSTRACTING.—In compiling the abstracts stations &c. will take to account the amount shown on the invoice or waybill, i. e. Railway freight plus surcharge, in the "Payable" and "Ledger account" columns as the case may be.

The undermentioned instructions refer to consignments whether booked or unbooked on invoice or parcels waybill.

In the case of traffic forwarded "paid" the despatching station or port is responsible for the collection of all undercharges made in the surcharge.

In the case of traffic forwarded "to pay" the receiving station or port is responsible for the collection of all undercharges which may be detected. When undercharges are detected before delivery has been effected and are afterwards found to be irrecoverable, forwarding and receiving points will be held equally liable.

APPROXIMATE EARNINGS.—Stations &c. when submitting statements as to earnings to the Chief Accountant must show in the body of the form **only the amount of freight** and all amounts raised on account of surcharge being entered in the "Remarks" column. They must simply showing the total amount "paid" and "to pay" without regard to the fact that the traffic is booked, separate totals to be made for Goods and Parcels.

Agents, Steamer and Goods Clerks on Lake Victoria who now submit their earnings by wire must give particulars of surcharges at the end of the telegram.

The District Station Master, Port Bell-Kampala Railway, Station Masters of the Steamer and Goods Clerks Lake Kioga must submit these figures by wire immediately after the close of each week, voyage, or as occasion may arise, for the broken periods of separate voyages as instructed in para 54 page 18 of the Traffic Accounts Manual.

It is most important that the surcharge figures, be correct and great care must be taken with regard to their accuracy.

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(6) Surcharge to be levied on articles conveyed at Parcels Rates. (Contd.)

ARTICLES EXEMPTED.

Articles exempted from parcels rates, vide Section 16 of Part 4, page 120 of the
Tariff Book, Sections 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

ACCOUNTING.—

METHOD OF CHARGING GOODS.—The surcharge will be levied on each 10 pounds or multiple thereof on the basis laid down in para (c) 2 page 15 of the Tariff Book, e.g. (1) A consignment of beads weighing 34 pounds should be charged as 40 pounds at Rs. 4-00 per 100 pounds (vide list of charges above) Rs. 1-60. e.g. (2) A consignment of chilkas weighing 504 pounds should be charged as 500 pounds at Rs. 1-00 per 100 pounds Rs. 5-00.

METHOD OF CHARGING PARCELS.—The surcharge will be levied on each parcel or package separately on the weight on which freight charges are raised thus on a consignment consisting of two parcels (the contents of which are not included in the list of exempted articles) weighing 3 pounds and 43 pounds respectively the surcharge levied would be on the first parcel the minimum charge of cents fifty and on the second parcel as for 50 pounds at Rs. 5-00 per 100 pounds Rs. 2-50.

Cycles, Motor Cycles & Trailers &c. will be charged at the minimum charge for each as laid down in the foregoing scale of charges.

ABSTRACTING.—In compiling the abstracts stations &c. will take to account the total amount shown on the invoice or waybill, i. e. Railway freight plus surcharge, in the "paid" "to pay" and "Ledger account" columns as the case may be.

The undermentioned instructions refer to consignments whether booked under goods invoice or parcels waybill.

In the case of traffic forwarded "paid" the despatching station or port will be held responsible for the collection of all undercharges made in the surcharge.

In the case of traffic forwarded "to pay" the receiving station or port must check all surcharges and recover any undercharges which may be detected. When undercharges are not detected before delivery has been effected and are afterwards found to be irrecoverable the forwarding and receiving points will be held equally liable.

APPROXIMATE EARNINGS.—Stations &c. when submitting statements as above to the Chief Accountant must show in the body of the form **only the amount of freight charges**, all amounts raised on account of surcharge being entered in the "Remarks" column in red ink, simply showing the total amount "paid" and "to pay" without regard to the sections to which the traffic is booked, separate totals to be made for Goods and Parcels.

Agents, Steamer and Goods Clerks on Lake Victoria who now submit their earnings by wire must give particulars of surcharges at the end of the telegram.

The District Station Master, Port Bell-Kampala Railway, Station Masters Busoga Railway, Steamer and Goods Clerks Lake Kioga must submit these figures by wire immediately after the close of each week, voyage, or as occasion may arise, for the broken periods of separate months as instructed in para 54 page 18 of the Traffic Accounts Manual.

It is most important that the surcharge figures, be correct and great care must be exercised with regard to their accuracy.

E. AFRICA

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C O
65552

Recd
17 NOV 19

Eggart HC

Messrs Rudolf Lore & Co. Markers

1919

15 Nov

Last previous paper

Review history of firm & enquire as to
liquidation & accounts of liquidation of
firm's connection with name of "East
Africa Trading Co."

W. B. ...

Copy to ...
copy to ...
copy to ...

Next subsequent Paper.

E
3374
20

replies are received
? send to Lab (ref. 679/11)
2' train to Uganda etc G. E. ...

the letter read. - I request that
they will furnish reports on
the position of the E.A. Trading
Company's liquidation & accounts,
as requested, via a form
suitable for transmission to
Mr. H. Egan - say that similar
req. has been made to the other
parties. All made to the other
18.11.49

W. Dixon

I presume these are in the
same position as those of Abscon Insurance (as to
them you have some). If we have no
report of the directors - we must ask as
before. - They are entitled to be paid the proceeds,
as is the liquidator & the estate. - not correct this

... succession by the ...
... to ...
... must work out ...
... face ...
... will have to ...
... that happened to ...
... (as to point previously) & they might ...
... will be ...

18/11/49

Mr. Bush

The fact you refer to is 5487/61308/
when Pole claimed that ... properly should
... exempt from liquidation ... have asked ...
... get confirmation of ... nationality ...
... long ago from

the latter concl. - request that
they will furnish reports on
the position of the E.A. Trading
Company's liquidation accounts,
as requested, in a form
suitable for transmission to
Sir H. Siggan - say that similar
req. has been made to the other
parties. All made to the other
18.11.49

Mr. Dixon
I presume these are in the
same position as those of Absolutaire (as to
how you have some of). If we have no
that the liquidation - we must ask as
these. They are entitled to the fair proceeds,
it is a question whether we should not consider
the set off of representation by the fact of
it is of course to be determined for
have they must work out these figures
and we must be aware that part of the (confusion)
we will have to prove their nationality,
I am sure that happened to the other side I
was not present previously & they might as
well be obtaining this now

18/11/49

Burke
The fact you refer to is 8405/61308/H.S.
Pole claimed that Guy's property should be
exempt from liquidation as he was an F.O.
to get confirmation of his nationality.
I had a visit not long ago from a

members of the Czechoslovak Legation, who said that they had come to an agreement with the Bd. of Trade, by which the property of Czechs, Slovaks in the U.K. would be released on production of a certificate from the Legation as to nationality. He wanted to know whether the same could be done in the U. of S. Africa. I said that the Legation had better take up the matter officially with F.O. who would presumably communicate with us and consult the Union. So far we have not heard from F.O. I asked him whether the question arose in any other part of the Empire & thought not, except India.

As proposed by Mr Parkinson adding that, if these gentlemen can produce official confirmation of their nationality, it will be necessary for the proceeds of liquidation to be paid for them.

I reply that we are consulting Govt. & meanwhile it would be well if these gentlemen were to take steps to ^{obtain} official confirmation from the Czechoslovak Govt. of their nationality.

Curd

Mr. B. Howley

19/1/19

I thank you
A.B. 19/1/19

Sir

I have been for the S.A.P. Board of the C.P. hoping in vain.

6.11.19

at once
to J.P.

19/1/19

HENRY COOPER EGGAR, M.V.O.

TELEPHONE, LONDON, 3268 CITY.
TELEGRAMS, "EGGARSOLE, LONDON."

WINCHESTER HOUSE,

OLD BROAD STREET,

LONDON, E.C.2.

Deal

C O
65662
REC
17 NOV 1919

15th November 1919

TO:- THE UNDER-SECRETARY OF STATE FOR THE COLONIES 172
COLONIAL OFFICE,
Downing Street, S.W.1.

Sir,

I have the honour to state that in my capacity of
Director I have been consulted by Messrs. Rudolf Loy and Otto
Markus described below, with regard to their affairs in
British East Africa and in territory comprised in what was
formerly German East Africa with the object of obtaining
information as to the liquidation and accounts of the
liquidation of the business carried on by them under the style
of East African Deal Company.

Messrs. Rudolf Loy and Otto Markus are by birth
Czechs and are now subjects of the Czechoslovak Republic which
is a recognised ally of Great Britain. They are both on the
Loy and Markus, with financial assistance from the East African
Deal Company Limited
of the East African
Deal Company Limited, an important business in
British East Africa with offices at Mombasa and in course of
time part of the same financial aid and at a later stage
with similar assistance rendered by Messrs. David Sassoon and
Company Limited of London the scope of such business was
extended and branch offices & agencies were opened in British East
Africa Uganda Zanzibar and in German East Africa.

At the outbreak of war with Germany on the 4th August 1914 the East African Trading Co. were carrying on business in British East Africa at Mombasa Kisumu (Port Florence) in Uganda at Entebbe Kampala and Jinja at Zanzibar and in German East Africa at Daressalam Tabora Kigoma Kigali Bukoba Mwanza and Nyambiti and in several of such places the firm were possessed of goods houses godowns and building sites.

On the 12th August 1914 Messrs. Loy and Markus were interned at Mombasa and thence escorted to and interned in the jail at Nairobi and they several times appealed to the British Authorities and protested against internment.

On the 20th August 1914 Mr. Markus was released from internment and sent to Europe on parole not to engage in the war against Great Britain and her Allies.

Mr. Loy was likewise released from internment but in October 1914 he was again interned and sent to India. His ultimate release was recently granted by the British Foreign Office after intervention by the President of the Czecho-Slovak Republic, the British Charge d' Affaires in Prague and the Czecho-Slovak Legation in London.

Sometime towards the middle of 1919, the date is not known to Messrs. Loy and Markus, an order was passed probably by the administration of British East Africa under some enabling ordinance for the liquidation of the business of the East African Trading Company in British East Africa and a Mr. Ernest Adams at Mombasa was appointed Liquidator.

It is understood that the liquidation is now closed,

HENRY COOPER EGGAR, M.V.O.

TELEPHONE: LONDON, 3208 CITY.
TELEGRAMS: "EGGARCOOP", LONDON.

WINCHESTER HOUSE,

OLD BROAD STREET,

LONDON, E.C.2.

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At the outbreak of war with Germany on the 4th August 1914 the East African Trading Co. were carrying on business in British East Africa at Mombasa Kisumu (Port Florence) in Uganda at Entebbe Kampala and Jinja at Zanzibar and in German East Africa at Daressalam Tabora Kigoma Kigali Bukoba Mwanza and Nyambiti and in several of such places the firm were possessed of goods houses godowns and building sites.

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Mr. Loy was likewise released from internment but in October 1914 he was again interned and sent to India. His ultimate release was recently granted by the British Foreign Office after intervention by the President of the Czecho-Slovak Republic, the British Charge d'affaires at Prague and the Czecho-Slovak Legation in London.

Sometime towards the middle of 1915, the date is not known to Messrs. Loy and Markus, an order was passed probably by the administration of British East Africa under some enabling ordinance for the liquidation of the business of the East African Trading Company in British East Africa and a Mr. Ernest Adams at Mombasa was appointed Liquidator.

It is understood that the liquidation is now closed,

At the outbreak of war with Germany on the 4th August 1914 the East African Trading Co. were carrying on business in British East Africa at Mombasa Kisumu (Port Florence) in Uganda at Entebbe Kampala and Jinja at Zanzibar and in German East Africa at Daressalam Tabora Kigoma Kigali Bukoba Mwanza and Nyambiti and in several of such places the firm were possessed of goods houses godowns and building sites.

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TELEPHONE, LONDON, 3364 CITY.
TELEGRAMS, "EGGAR&S, LONDON."

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year is... of the

by the... were in some...
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of the
... of the

German East African Bank, Ltd
German East Africa

requisitioned goods and raw materials the property
of the German Government...
government engaged to pay the value of the goods and material
interest after determination of the war.

Messrs. Loy and Markus are informed that the amounts
deposited with the German East African Bank and amounts
representing the value of the goods and material requisitioned
by the German Government aggregate to Rs.1,200,000 the
equivalent at exchange of 1/4 per Rupee of £80,000 sterling

HENRY COOPER EGGAR, M.V.O.

TELEPHONE, LONDON, 3200 CITY.
TELEGRAM, "EGGARHOLE, LONDON."

WINCHESTER HOUSE,

OLD BROAD STREET,

LONDON, E.C.2.

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and that the receipts given by the German Government are in the hands of a Mr. A. E. Deverell at Daressalam who was formerly the Manager of the Branch Office of the East African Trading Company at that place.

As supplementing this letter I annexed for reference a copy of a statement furnished to me by Mr. Markus descriptive of the position and of events so far as known to him and his partner Mr. Loy.

Since the annexed statement was furnished Mr. Markus has been told that liquidation of the business of his firm in what was formerly German East Africa has also been directed by the Government of British East Africa on the acquisition by conquest of German territory that Mr. Ernest Adams has been appointed liquidator of such business also, and that such liquidation is proceeding.

Apparently, inasmuch as the parties whose business has been and is being liquidated are subjects of the Czechoslovak Republic which has been acknowledged and declared to be an Allied Power, the matter of such liquidation is not one within or affected by the terms of the treaty of peace signed at Versailles on the 28th June last but is one directly between the Administration original and extended, of British East Africa and the parties concerned. I write this by way of submission and subject to correction.

Messrs. Loy and Markus, naturally, are most anxious to obtain particulars and accounts of the liquidation of their business and affairs, and on their behalf, I solicit the favour of your informing me whence such particulars and accounts

HENRY COOPER ECGAR, M.V.O.

TELEPHONE, LONDON, 3288 CITY.
TELEGRAMS, "EGGARSOLS, LONDON."

WINCHESTER HOUSE,

6 OLD BROAD STREET,

LONDON, E.C.2.

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can be procured or where any such particulars and accounts can be inspected, and what information on the subject of such liquidation is available at or through the colonial office.

I have the honour to be,

Sir,

Your most obedient Servant,

H.C. Egar.

In 1903, Rudolf Loy and Cito Mar... both Czechoslovak citizens... at that time Austrian subjects, established the most... financial... Messrs. Wm. France, Fernick & Co. Ltd. of Penarth Street, E.C. a trading firm in British East Africa under the style of the East African Trading Company with offices at Mombasa, doing principally import and export business. In the course of the year... is... has been extended and branch offices and agencies... in British East Africa, Uganda, Zanzibar and German East Africa. In 1910 the Chamberlain-Harrison Joint Service appointed the firm as... its... East Africa - Zanzibar - and German East Africa. In 1913, the firm's business conducted in... by Messrs. Wm. France, Fernick & Co. Ltd. was... to Messrs. David Sassoon & Co. Ltd. who then... financial and moral support than Messrs. Wm. France, Fernick & Co. Ltd. could give owing to the large and... of the East African Trading Company was... staff of the East African department of... Fernick & Co. Ltd. was then transferred to... David Sassoon & Co. Ltd. including the Manager, Mr. ... The staff of the East African Trading Company in Africa consisted to the largest extent of British Subjects to the smaller extent of Austrian, German and French Subjects. Both Partners had the best reputation both with European and Native population and enjoyed a high social standing. Offices of the firm were established in British East Africa besides at Mombasa, in Kisumu (Port Florence) in Uganda at Entebbe,

Kampala and Jinja, at Lamu, and in German East Africa at Darassalam, Tabora, Kigoma, Kigali, Bukoba, Muariza and Nyamiriti. In many of these places the firm had their own houses godowns etc. Both partners have always been doing their utmost to work in the interest of their new countries, which they have made their home, and in recognition Markus has been elected Vice President of the British Chamber of Commerce at Mombassa. At the time of the outbreak of the War he was acting President of that Institution. In 1908 he had been appointed Austro-Hungarian honorary Vice-Consul for British East Africa and Uganda and held an Escoquatour, signed by His Majesty King Edward. At that time of course such appointments were considered a distinction. Towards the end of 1913 the Harrison Liner S/S Merchant went ashore near Malindi, about 30 miles north of Mombasa, carrying a large cargo of valuable Government stores for East Africa, which was owing to the firms endeavours and matter, ship and cargo were

From
 of G. P. A.
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 1914, the
 at Nairobi. Owing
 to released and sent
 to Europe on the ship or with safe conduct after
 having signed parole, not to fight against Great Britain or her
 Allies. Loy was likewise released, until in October 1914 he
 was again interned and sent to India. Only recently his
 release was granted by the Foreign Office, after the

intervention of President Nasaryk of the Czechoslovak Republic, the British charge d'affaires at Prague, and the Czechoslovak Legation, at London, when the Foreign Office informed the Legation, that there is no objection to his travelling home. At the end of 1914, Mr. Toplis was sent out to East Africa by Messrs. David Sassoon & Co. Ltd. and remained there till 1918 to London. Soon after his return, it is said, the Government gave orders for the liquidation of the African Trading Company. A Mr. Ernest Adams at Kisumu, was appointed Official Liquidator. The first instalment of about £25,000 - each to Messrs. David Sassoon & Co. Ltd. and to The National Bank of India Ltd. It is understood that Mr. Toplis, that the liquidation of the firm's property in British East Africa, Uganda, and Zanzibar has been carried out and the proceeds have been used for part payments of the debts. But there still remains an amount of about £20,000 due half to The National Bank of India Ltd. and half to Messrs. David Sassoon & Co. Ltd. The liquidation of the firm's property in the former German East Africa has so far not been completed or at least not fully carried out. Whether there are still any stocks of goods is not clear. But there was property like building sites, houses and gardens etc. in Mombasa, Kisumu, Zanzibar, Uganda. These branches have recovered during the early part of the war, all or most of their assets and have deposited the respective amounts with the German East African Bank, the only one at that time in German East Africa. The Government of German East Africa has requisitioned certain goods and raw materials, which were in stock at these various branches, and has issued receipts, in which they promised to pay the respective amounts plus interest after the termination of the War to the owners of

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the East African Trading Company i.e. Loy and Markus. From Mr. Toplis it is understood that these Bank deposits and receipts from the late German East African Government amount together to about 1,200,000 Rupies. All these receipts are in the hands of Mr. A. E. Deverell at Daressalam, who used to be the Manager of The East African Trading Company's branch office at Daressalam, and who manages now the Office at Daressalam of The African Mercantile Company Ltd. which concern has been established in 1915, at the time when The East African Trading Company's liquidation was started. The shareholders of this new concern are principally Messrs. David Sassoon & Co. Ltd. The Clan-Elleman-Harrison Lines Joint Service and Messrs. W. L. Ingle Ltd. a firm of Tanners at Leeds, who had an Agreement with The East African Trading Company for the sole purchase and supply of hides from British East Africa, Uganda, Zanzibar and German East Africa. The African Mercantile Company Ltd. have taken over the staff of The East African Trading Company and are working in the same places as The E. A. T. Company used to, except in German East Africa, where, it is understood, they are up to now only established at Daressalam and Tanga. Their London (registered) office is 8, King William Street, E.C. The London Manager is Mr. Wm. Chas. Toplis, the Manager in Africa Mr. A. Garland, Mombasa, who used to be before the War the representative of Messrs. W. L. Ingle Ltd. at Mombasa. All accounts, ~~agreements~~ books, documents etc. of The East African Trading Company and personal effects of both partners are at Mombasa.

Amud 352/10

Ind

28th November 1919

Sir,

DRAFT.

I am to ask the rate of
for the 15th of Nov. 1919
of the ~~...~~ ^{0.50} ~~...~~ ^{...}
the ~~...~~ ^{...} ~~...~~ ^{...}
the ~~...~~ ^{...} ~~...~~ ^{...}

MINUTE.

Admission
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of the

to the present position
of liquidation of the
of the
of the
of the

(2) a further letter
I feel will be sent
on the receipt
asked for, but in the
I am to suggest that
of Markus should be
steps to obtain official
confirmation from the Czechoslovak
Government of the Nationality
as citizens of that republic

Admission

(Signed) H. S. ...

(Signed) ...

28 November 1919

with reference to the ...
the 73rd of Jan 1916
I have the honor to ...
from the ...
the ...

(3) A ...
is the ...
for Zulu, the ...
of Zanzibar, the Admin. Offs.
of the East.
for Zulu ...
of the ...