

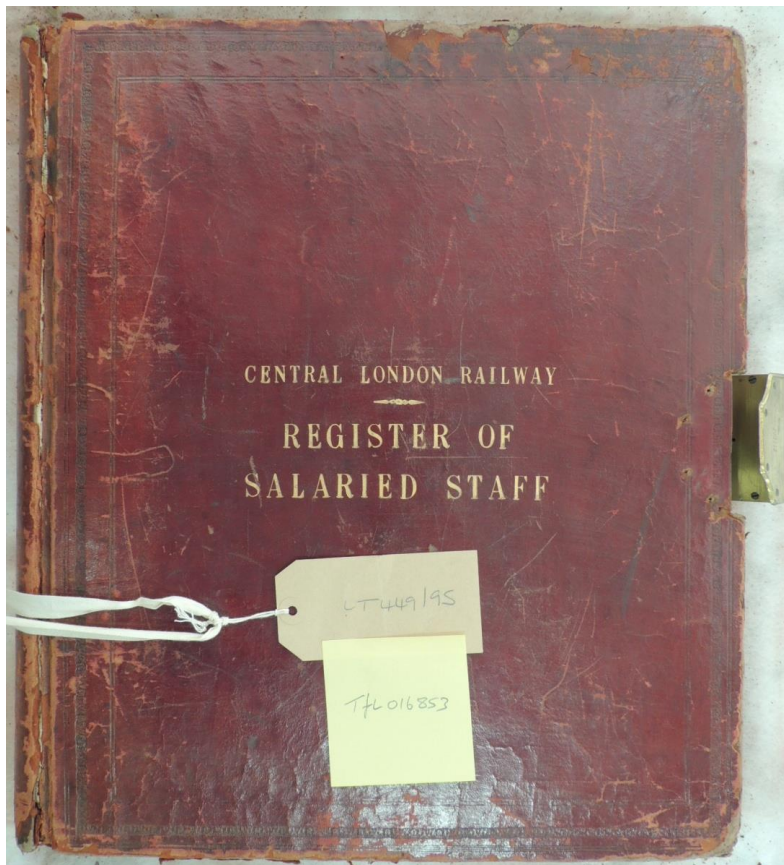


TfL Corporate Archives Research Guides

Research Guide No 26: Document Spotlight – Register of Central London Salaried Staff, 1890 to 1912

Background

The TfL Corporate Archives holds dozens of staff registers, dating from 1863 to 1934. These contain details of the appointment, discipline, recognition, promotion and discharge of thousands of staff. Many staff registers concern Metropolitan Railway staff, almost exclusively those on the front line.



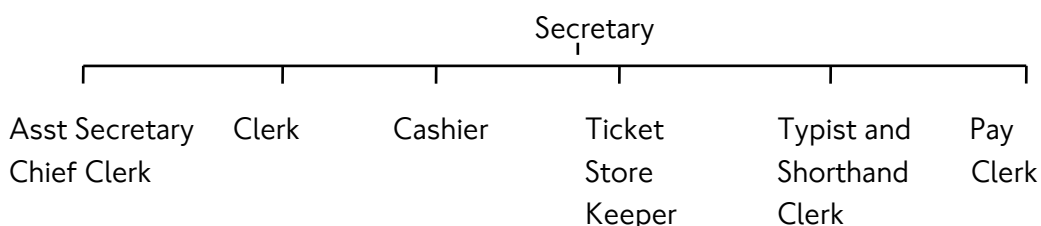
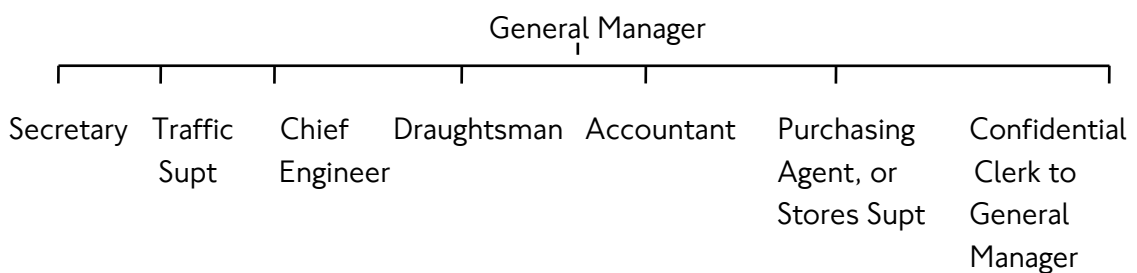
One register stands out against this background. It is the register of Central London salaried staff: 1890 to 1912. It contains just 369 entries. Unusually, the register was fitted with a Bramah lock – famous in Victorian times for being very secure.

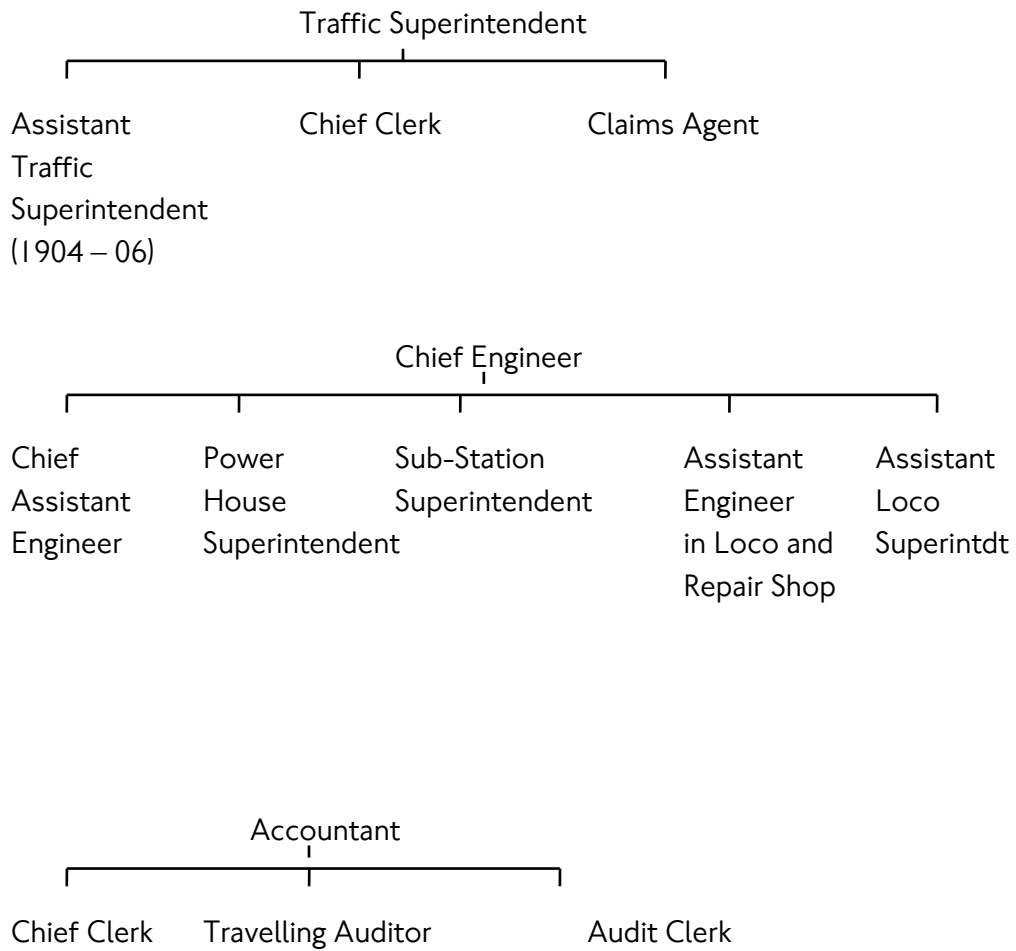


Unlike many other registers, which have entries packed in, this contains just two names on each page, and plenty of space between each. It charts the appointment and salary increases for head office staff, from a time when the Central London Railway was at the planning stage (it opened in 1900), until its absorption into the Underground Electric Railway Company of London in 1912. The following paragraphs give an insight into some of its characters and events.

Reporting lines

The register helpfully notes the job title and department of most entries and, in some cases, who appointed them. This has been used to reconstruct the reporting lines shown below. These were based on long serving staff and reflect the broad position in 1904-07.





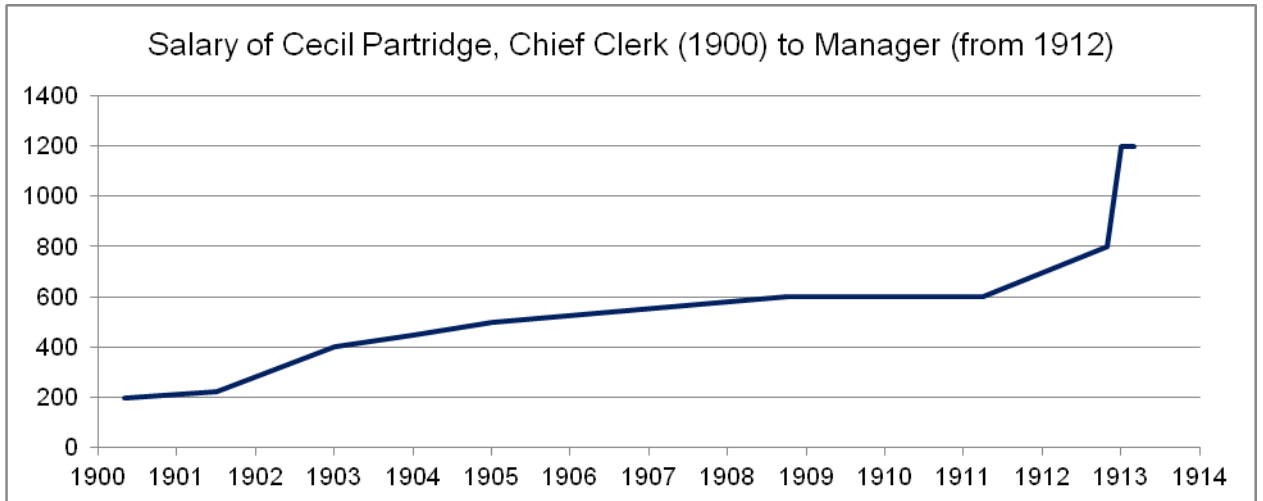
Salaries

The salary range was large – a factor of 100, in fact. Junior Clerks, aged 14 or 15, were appointed at £20 or £25 per annum. At the other end of the scale was Granville Carlyle Cunningham, appointed as General Manager on 15 Nov 1899 at £2000 per annum (over £200,000 at 2015 prices). His appointment, by Board Minute, was noted ‘Agreement for 3 years certain’. In fact, Cunningham’s salary remained at £2000 until his resignation in 1911.

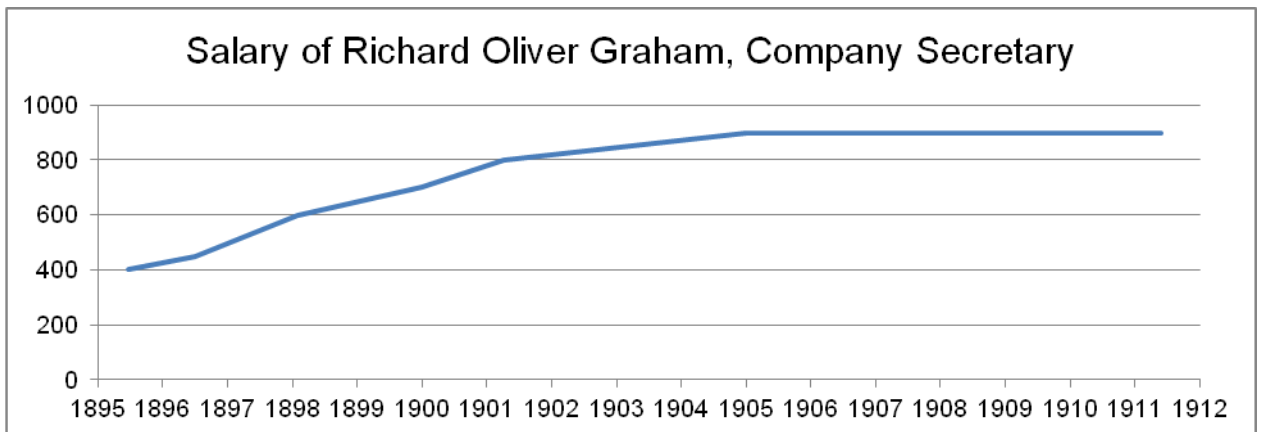
Charles Aldington was appointed Traffic Superintendent on 1 October 1899 at a salary of £600 per annum, and rose, as agreed, in £100 annual increments to £800. His appointment also contained the stipulation of 6 months on either side. This clause was imposed when Aldington resigned in June 1902 – his resignation was not finally accepted by the Board until December, and he finally left in March 1903.

His place was taken by Cecil Partridge, but on the lower salary of £400. After a number of increments, this rose to £600 in Oct 1908. In 1911, Partridge was promoted from Traffic Superintendent to Traffic Manager, but at the same salary, notwithstanding the Board’s vote of appreciation for services rendered during a Railway Strike. However,

this was addressed in a later promotion (to Manager, rather than General Manager) and pay rises which doubled his pay to £1200, as shown below.



Richard Graham was appointed Company Secretary in 1895. His salary doubled in the 5 years from 1895 to 1901, but then increased only by 12.5% in the following 10, as shown in the graph below.



The Chief Engineer commanded a salary in the range £600 - £750, and reported to the General Manager.

P Walter d'Alton probably had the busiest time of the three Chief Engineers appointed during this period – he joined in December 1900, when complaints had been made of serious vibration along the line of route. A Parliamentary Inquiry found the major cause to be the 28 locomotives and their high unsprung weight. The entire fleet was replaced by 64 motor cars at a cost of £63,500, this task being completed by early 1903. d'Alton resigned on the last day of 1902.

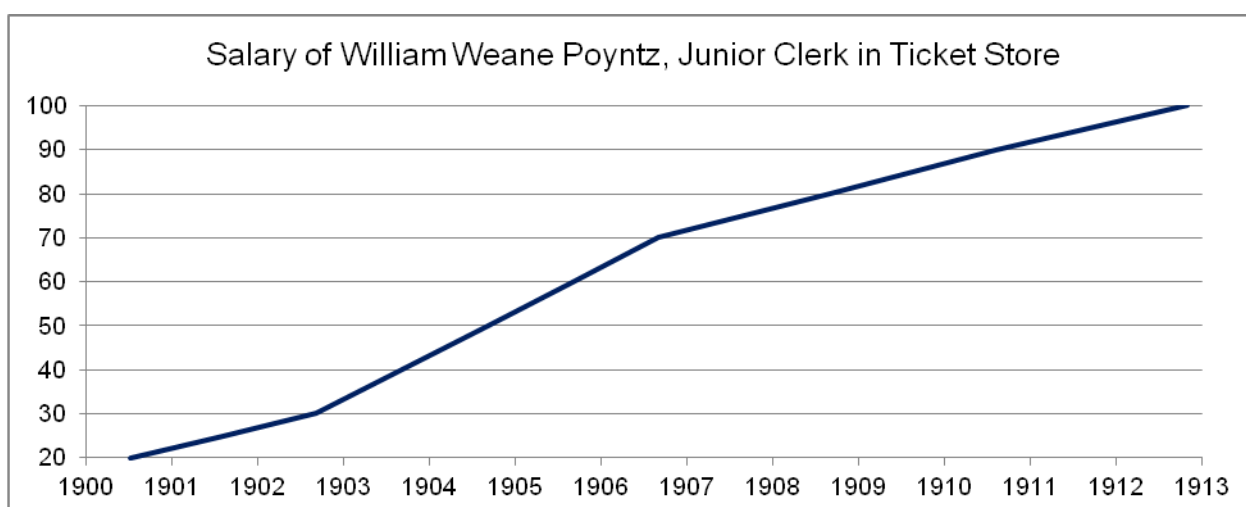
Not everyone received an annual salary increase: Henry Holt was appointed Way & Works Engineer in Nov 1900 at £600 per annum. In 1911, his salary was still the same, and on 26 April that year he was told that his services were no longer required. However, he was paid 6 months' salary in lieu of notice.

The line had a Power House Superintendent, recognising the fact that the line had its own coal fired power station, at Wood Lane. His salary was £252. A month after the line's opening to the public (30 July 1900), a number of 'Engineer in Charge of' posts were created. These were output focused titles for their time, and details were as follows.

Engineer in Charge of Power House	£250
Engineer in Charge of Substations	£250
Engineer in Charge of Loco and Repair Shop	£250
Engineer in Charge of Electric Lighting	£200

However, these posts did not last. They may have been difficult to fill – there were five resignations in 1900 and 1901 (two from the Power House in 1901).

Although salaries at the other end of the scale were much lower, junior staff like William Poyntz, who joined aged 14 years 10 months, could see their income increase by a factor of 5 in 12 years.

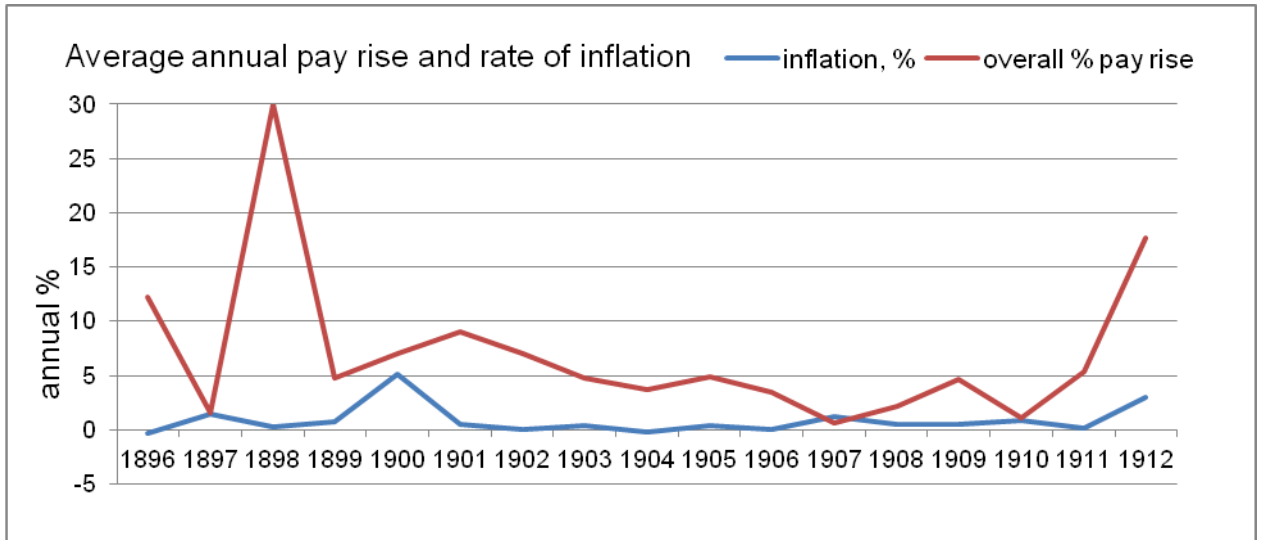


Pay rises and inflation

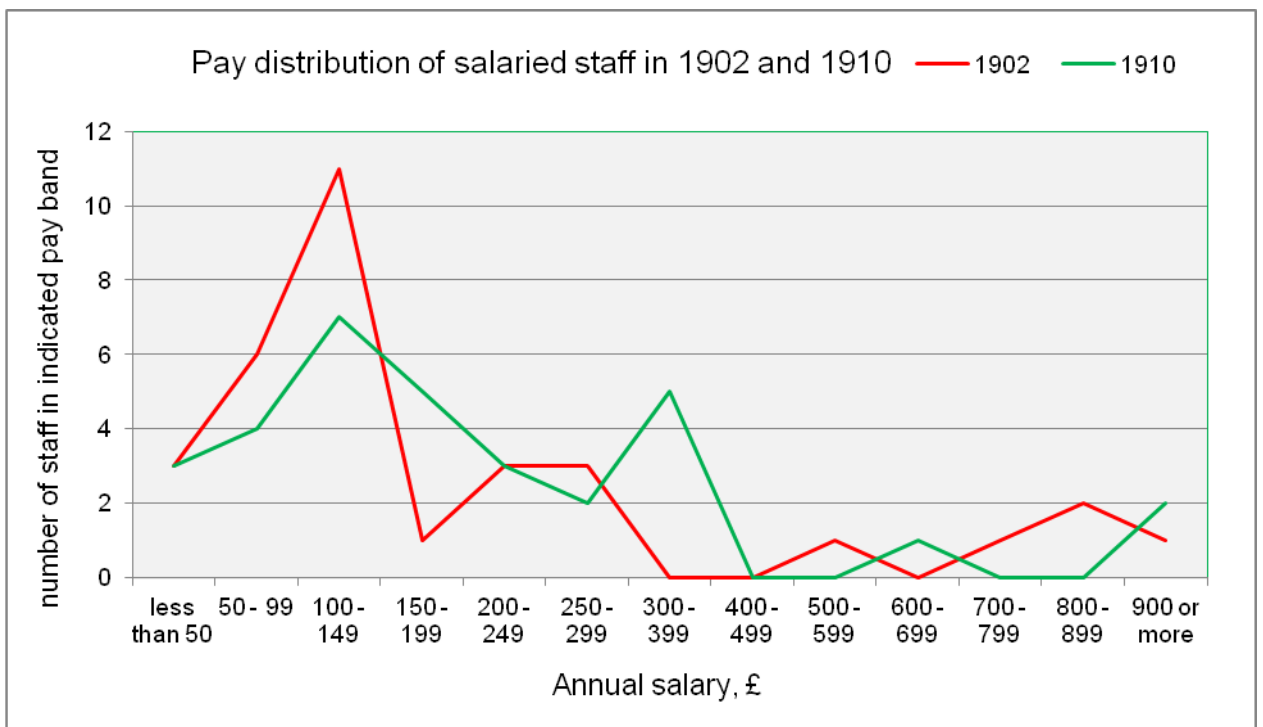
Pay rises and the rate of inflation are plotted below. Although there were peaks and troughs in both, the average annual pay rise was nearly always significantly above the rate of inflation. The only exception was 1907.

The 30% spike in 1898 was the result of large rises in the salary of the Secretary and Assistant Secretary in a total of just four staff. Between 1902 and 1910, the number

was in the range 32 - 36, based on the number of staff eligible of a pay rise. The average annual salary was £245.



The effect of several years on the distribution of salaries can be seen in the graph below.



The principal difference between distribution of salaries in 1902 and 1910 is an upwards drift of salaries at the lower end of the spectrum. This is reflected in the fall from 11 to 7 in the number of staff on £100 - £149, and a rise from 0 to 5 in the number on £300 - £399.

Discipline

In contrast to the registers of wages grades staff, there are few recorded items of discipline. A factor in this situation could be the powerful lever of salary increments, at the sole discretion of those at the top of the organisation. We have seen above the different fortunes of Richard Graham and Cecil Partridge, who saw their salary grow at opposite ends of the Central London Railway's existence.

The recorded cases of formal discipline were as follows:

Date	Details
15 Sep 1902	EH Jones, Clerk in the Secretary's department, salary £72, called upon to resign for improperly dealing with money – paid off with two weeks' notice.
09 Apr 1904	John C Bell, Pay Clerk in the Secretary's department, salary £130, called upon to resign for using improper language – given one month's notice.
31 Mar 1906	George Bowden Balshaw, Clerk to Cashier, Secretary's department, salary, £82, suspended for one week for using disrespectful language about a fellow's wife. To give a written apology and salary reduced by £10 per annum from May – Nov 1906.

Apart for the commendation given to Cecil Partridge for services rendered during a Railway Strike, no other positive remarks were recorded.

Some compassion was shown to WL Cottrell, appointed Chief Assistant Engineer in 1903. He was granted 4 months sick pay at full pay, and a further 3 months sick pay at half pay, ending on 31 Jan 1906. Sadly, he died on 30 Jan, and a compassionate allowance of £100 was granted to Mrs J Cottrell.

Reflections

The Central London Railway was a pioneering railway – it was only the second deep tube line to be built, and it made a large impression on the travel habits of Londoners. As a document which was quite private (it existed over a century before the Freedom of Information Act), the Salaried Staff register provides some intriguing glimpses into the pay, structure and discipline of the company's management team for the fleeting existence of the Central line as a legally separate company. It might not be unreasonable to conclude, from the relative absence of disciplinary entries, the practice of promoting many personnel from within, the above inflation pay rises, and the compassion afforded to Mr and Mrs Cottrell in their time of need, that the team was both effective and well led.