

# **UNDERGROUND ELECTRIC RAILWAYS COMPANY OF LONDON, LIMITED: 1907 SCHEME OF ORGANISATION**

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## **BACKGROUND**

Many readers will be familiar with organisation notices, but few are earlier than the one approved in 1907 by the Underground Electric Railways Company of London Limited (UERL). The entire minute is set out below.

## **MINUTE 761, BOARD MEETING HELD ON 20 MARCH 1907**

The Managing Director (Sir George Gibb) laid on the table Scheme of Organisation for the Company and the Baker Street & Waterloo, the Charing Cross, Euston & Hampstead and the Great Northern Piccadilly & Brompton Railway Companies, and reported that if the same was approved by the Board he proposed to get it approved and adopted by the Boards of the three Tube Companies.

The following is a copy of the Scheme of Organisation:

Underground Electric Railways Company of London Limited.

Baker Street & Waterloo Railway.

Charing Cross, Euston & Hampstead Railway

Great Northern, Piccadilly & Brompton Railway.

### **Organisation**

(Approved & adopted by the Boards of Directors of the above named Companies)

### **Subject to the supervision of the Managing Director**

- (1) **The General Manager** is charged with the general management of the undertakings and all heads of departments, except the Secretary and Accountant, report to him.
- (2) **The Superintendent** is charged with:
  - (a) Maintaining the railway, including tunnels, permanent way, buildings, lighting, telephones, signals, clocks, and all works which fall within the scope of the Civil Engineering Department of a railway. In this department he will have under him an Engineer, who will also act as Deputy Superintendent.
  - (b) Maintaining the rolling stock, lifts, lift machinery and generally all work which falls within the Mechanical Engineering Department of a railway, also the control and discipline of all motormen. In this department he will have under him a Rolling Stock and Lift Engineer.
  - (c) The operation of the railways including the preparation of train services, the control of trains and lifts in service, and the arrangement of duties and the discipline of the operating staff. In this department he will have under him a Traffic Assistant.
- (3) **The Passenger Agent** is charged with the commercial business of the Company, in particular:
  - (a) Arrangement of passenger fares and rates.
  - (b) Advertising including the preparation and issue of all public notices.
  - (c) The selection of spaces for trade and railway advertising and the supervision of all bill posting by the station staff or the advertising contractor.
  - (d) All correspondence with the public, such as complaints, disputes as to fares, etc.
  - (e) Settlement of all claims up to £20 where no principle is involved and which are not in the hands of a solicitor. He will take the advice of the Solicitor of the Company in all cases of difficulty, or raising questions of principle, and will refer to him all claims over £20, or which are in the hands of a solicitor on behalf of the claimant.
  - (f) Control of Lost Property Office.
  - (g) The proposal of train services and other alterations and improvements to increase the traffic of the railways.
  - (h) The collection and tabulation of general information as to fares, journey times, routes, traffics of other railways, trams and 'buses.
- (4) **The Traffic Auditor** is charged with:
  - (a) The appointment and discipline of the Booking Clerks.

- (b) The arrangement and equipment of Booking Offices.
- (c) The collection of cash
- (d) The regular audit of the station accounts.
- (e) The preparation of returns and statistics of traffic
- (f) The appointment and control of Ticket Sorters.
- (g) The ordering of Tickets and holding of the stores thereof.
- (h) The keeping of accounts and the allocation of expenditure for the Superintendent.

(5) **The Purchasing Agent** is charged with:

The purchase of all stores on requisitions. A requisition signed by the head of a department shall be sufficient authority for the supply of stores which in the opinion of the Purchasing Agent are necessary for the execution in ordinary course of the duties which the executive officers are respectively charged, but all requisitions for stock of spares, or outside the limits of the normal supply for current business must be submitted to the General Manager for approval.

(6) **The Secretary** in addition to the usual secretarial work of the Companies is charged with the Estate business and with the supervision of all contracts for trade advertising, bookstalls and other auxiliary sources of revenue.

(7) **The Accountant** is charged with:-

- (a) The preparation of the half-yearly accounts of the Companies, the collection of the materials therefor, and the keeping of the books necessary for the purpose.
- (b) The checking of all pay-bills and invoices and bringing the same forward for payment.
- (c) The duty of seeing that all monies are duly brought to credit and properly accounted for.
- (d) The special auditing from time to time of all accounts kept in all Departments, including the stores and station accounts.

**Resolved** that the foregoing scheme be approved and adopted, the apportionment of salaries of the different officers being adjusted hereafter between the Board of this Company and the Boards of the three Tube Companies. (End of minute).

## SALARIES

In addition to the reporting arrangements outlined above, the relative status of the staff is indicated by their annual salaries, approved by the UERL meeting on 01 May 1907.

Name	Role	£
J.P. Thomas	Superintendent	600
C.P. Louch	Accountant	500
F. Pick	General Manager's Office	500
A.R. Cooper	Engineer & Asst Supt	400
A. Rozier	Rolling Stock & Lift Engineer	300
F.E. Vouillon *	Secretary's Dept	300
W. Gott	Passenger Agent	300
J.P. Allix	Traffic Assistant	225

\* Grant of £50 for special work during Mr Mandelick's absence.

For comparison, annual Board level remuneration is set out below:

Charles Tyson Yerkes †	Chairman	10,000
Sir George Gibb	Deputy Chairman, Managing Director and Chairman of the Works Committee	8,000
James Russell Chapman	Chief Engineer	5,000
Robert W Perks	General advice	4,500
Leslie W. Green	Architect	2,500
A.H. Stanley	General Manager	2,000
Harley H. Dalrymple-Hay	Chief Engineer of Tube Construction	1,500
W.E. Mandelick	Company Secretary	1,000
	Works Committee Member	1,000
John W. Towle	Resident Engineer at Chelsea Power House	750
	Director's fee ‡	500

† Died December 1905. ‡ Plus £4 per meeting attended

## DISCUSSION

Although some job titles are unfamiliar, there are similarities with the organisation 60-90 years later, despite very substantial changes in the level of technology.

The organisation was quite integrated: the Superintendent was responsible for operations and engineering maintenance; although motormen were listed separately from other operating staff, they still reported to him. The Passenger Agent had a marketing and development role, arranging passenger fares and rates, and proposing train services and other alterations to increase traffic. The Traffic Auditor role, controlling booking clerks and ticket selling operations, may have been found necessary to keep control of what was then a very labour-intensive activity.

Salaries for Board Members were broadly a factor of ten higher than those of operating and engineering managers. This probably reflected the quantity and scale of contracts being managed: the nearly simultaneous building/completion and equipment of three tube lines, the construction of a large power station and distribution network, and the electrification and re-signalling of the Metropolitan District Railway. The value of contracts approved between 1902 and 1906 totalled £3.5 million. The value of money was roundly 97 times greater in 1907 than in 2023 – this gives some idea of the scale of the work, and the quantity of cash, that needed to be raised. To carry out the equivalent work today would cost many billions of pounds.

Most of the information in this article has been taken from the minutes of the UERL Board Meetings held on 20 Mar and 01 May 1907. The archive references are *Acc/1297/UER/01/002/013* and *Acc/1297/UER/01/002/015*.

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