

REPORT
OF
THE POSTAL COMMITTEE,
1920.



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FROM

THE PRESIDENT AND MEMBERS OF THE POSTAL COMMITTEE,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

COMMERCE DEPARTMENT.

Dated Simla, the 31st August 1920.

SIR,

With reference to the Resolution of the Government of India in the Commerce Department, No. 1223, dated the 19th April 1920, which is reproduced below, we have the honour to submit the following report regarding the enquiry we were directed to hold into the question of pay and conditions of service of certain sections of the subordinate non-gazetted staff of the Department of Posts and Telegraphs.

"In accordance with an undertaking given by the Director-General, Posts and Telegraphs, on behalf of Government in the Imperial Legislative Council on March 10th, the Government of India have decided to appoint a Committee consisting of Government officers, non-official gentlemen, and representatives of the staff, to enquire into the conditions of service and pay of the subordinate Postal staff. The Committee will be constituted as follows:—

PRESIDENT:

MR. H. N. HESELTINE, C.I.E.,

late of the Indian Finance Department.

MEMBERS:

THE HON'BLE RAO BAHADUR B. N. SARMA GARU,

Member, Imperial Legislative Council.

SIR HENRY LEDGARD.

MR. E. A. DORAN, C.I.E.,

late Postmaster-General.

RAO BAHADUR SRINIVASA RANGACHARI,

President, Bangalore Postal Union.

KHAN SAHIB ESHAN AZIM,

Superintendent of Post offices, United Provinces.

SECRETARY:

MR. P. N. MUKERJI, M.A., M.R.S.A.,

Financial Personal Assistant to the Director-General of Posts and Telegraphs.

"The terms of reference to the Committee are to enquire into the conditions of service of the non-gazetted supervisory, clerical, sorting, delivery and menial establishments employed in the Postal Branch, and such subordinate establishments of the Telegraph Branch, including Telephone staff, as have not been dealt with by the recent Telegraph Staff Committee, with special reference to the rates of pay and allowances, the hours of duty, and the principles which have been laid down for fixing the strength of the staff.

"The Committee will assemble in Simla in April 1920.

2. We assembled at Simla on the 26th of April 1920 and completed our sittings on the 31st of August 1920. It was deemed necessary in view of the circumstances in which we had been appointed, and the demands for a hearing which were pressed upon us from all directions, to take the evidence of witnesses representative of each of the sections of the staff to which our enquiry pertained. We examined in all 80 witnesses representing the undermentioned classes of employés of the Department.

Post Office.

1. Postmen including overseer and reader postmen.
2. Inferior servants of the Post Office, *e.g.*, packers, mail peons, letter-box peons.
3. Mail runners.
4. Mail guards of the Railway Mail Service.
5. Inferior servants of the Railway Mail Service, *e.g.*, porters, van peons, etc.
6. Mail Line, and Cash overseers.
7. Branch Postmasters.
8. Clerks of the Post office.
9. Subordinate supervisory establishment of the Post office.
10. Inspectors of Post offices and Head Clerks of Superintendents' offices.
11. Sorters of the Railway Mail Service.
12. Subordinate supervisory establishment of the Railway Mail Service.
13. Assistant Superintendents and Inspectors of the Railway Mail Service.
14. Clerical establishment of the Kashmir Motor Mail Service.
15. Clerical and menial establishment of the offices of the Postmasters-General.
16. Clerical and menial establishment of the offices of the Deputy Postmasters-General.
17. Clerical and menial establishment of the Dead Letter Offices.
18. Clerical and menial, other than artisan, establishment of the Postal Press and Workshop at Aligarh.

Telegraph.

19. Delivery peons.
20. Linemen.
21. Clerical and non-technical menial establishment of the Workshop and Store Depots.
22. Indian Inspecting Telegraphists.
23. Line Inspectors and Sub-Inspectors.
24. Telephone Inspectors and Operators.
25. Clerical and menial establishments in the offices of the Engineering branch.

3. In addition to the evidence, oral and written, of the large number of witnesses who appeared before us, we received a mass of documentary evidence from Postal Unions and Clubs from all parts of the country. Consequently much of our time has been given to recording and considering evidence and nothing that those concerned had to say has been left unheard and unconsidered.

4. Prior to the formation of the Committee the Director-General of Posts and Telegraphs had, with the concurrence of Government, outlined a scheme of revision of the Postal establishments concerned and in response to the Director-General's request, Postmasters-General and Deputy Postmasters-General of the Railway Mail Service had submitted proposals for an improvement of the pay and prospects of the non-gazetted supervisory, clerical, sorting, delivery and menial establishments under them. Our work was greatly facilitated by the materials thus made available. We had, besides, the advice of the undermentioned officers of the Department and of Mr. C. J. Hallifax, I.C.S., Reforms Commissioner, Punjab, to help us in our deliberations :—

MR. H. N. HUTCHINSON, O.B.E., I.C.S.

MR. W. SUTHERLAND, V.D., M.I.E.E.

MR. H. A. SAMS, C.I.E., I.C.S.

MR. P. G. ROGERS, I.C.S.

MR. H. S. H. PILKINGTON, C.I.E., M.V.O.

MR. M. L. PASRICHA.

MR. T. L. JAMES, A.C.G.I., A.M.I.E.E.

MR. F. F. PIKE.

5. In view of the urgency of the matters dealt with we have had to adopt the unusual course of submitting our proposals to Government in sections, each complete in itself, and this has entailed much repetition of matter which would not have occurred had it been possible to submit the report when completed as a whole. Further our report in respect to conditions of service is not as full as it might have been were it not that we were urged to hasten the submission of our proposals as much as possible and thus prevented from making a tour with the object of considering on the spot in places such as Calcutta and Bombay questions which required local investigation.

6. The Hon'ble Mr. Sarma had to sever his connection with the Committee on the 15th July on his appointment to office as a Member of His Excellency the Viceroy and Governor General's Executive Council. His departure was a great loss to the Committee but fortunately we had been able while he was still with us to determine the scales of pay to be recommended for the most important of the classes affected and to come to a decision regarding several important questions of principle.

CHAPTER I.

The grades of officials dealt with in this Chapter are (1) Postmen and others of the postmen class, *viz.*, reader or sorter postmen, overseer postmen, and mail guards of the Railway Mail Service, (2) inferior servants of the Post Office and Railway Mail Service, (3) postal runners, (4) Branch Postmasters, and (5) Mail and Cash Overseers. The five combined represent in point of numbers more than three-fifths of the employees of the Post Office, and as in the grade of postmen which is much the largest of all, the discontent which prevails is more widespread and acute than in other ranks of the Department, we submit these proposals in advance of the remainder of our report.

2. Even a brief outline of the history of this part of the staff previous to the year 1914 would serve no useful purpose. For a long series of years conditions remained all but undisturbed, increases of pay were sanctioned occasionally in places in which they were found to be necessary, but such sanctions were few and unimportant and each individual sanction affected a comparatively small number of men. It is in the years following the outbreak of the war that conditions have arisen which have caused the distress and resultant unrest and agitation and created the situation which our committee has been appointed to investigate. Relief has been afforded in the form of an allowance which was granted as a war allowance liable to be discontinued at any time, and is still so liable. Over and above this, increases of pay proper have during the past 5 years been sanctioned from time to time each for a small section of the establishment in places where distress was most felt. Previous to the constitution of the Committee, the Director-General of Posts and Telegraphs had issued a circular letter to Postmasters-General inviting the submission of proposals for the revision of the establishments, and our work has been greatly facilitated by the reports received in answer to this circular letter. Though we have not adopted the proposals of the Postmasters-General in their entirety, we have given them the most careful consideration and have not deviated from them except for well-considered reasons. We have heard some witnesses of the postmen class, but for the most part evidence on their behalf and on behalf of inferior servants has been tendered by witnesses of the postmaster and clerical class nominated to give evidence. Unfortunately the evidence is not of much value, the witnesses for the most part having put forward extravagant demands based on incorrect data and on the false theory that an employer cannot in equity refuse to enhance pay in the same ratio as the price of one staple or another has risen: "Rice," says one witness, "costs three times as much per maund as it did six years ago, therefore my pay which was then Rs. 9 should now be raised to Rs. 27." "Wheat", says another witness, "is now sold at 4 seers per rupee whereas at one time it used to be sold at 16 seers, therefore my pay should be raised from Rs. 9 to Rs. 36," and so on. The demands vary, but as much has been asked for postmen as Rs. 35 to Rs. 60 a month with a house rent allowance of Rs. 10 a month, and among the most modest is that pay be raised to Rs. 20 rising by periodical increments to Rs. 40. The evidence we have heard, however, has convinced us that the poorer servants of the Department honestly believe that they are ill-used; that this belief is widespread; and that the general discontent is a force to be reckoned with which will not be allayed unless fairly substantial relief is afforded in respect of pay, conditions of service, and clothing.

3. It will obviate reiteration if we preface our proposals by stating briefly the general considerations and principles by which we have been guided. The governing factor in all cases is the existing scale of pay; this as a basis provides solid ground upon which to build, and in conjunction with it we have, to guide us, the proposals of Postmasters-General and the recent proceedings of Local Governments, so far as they have been made available to us, regarding the pay of their servants of similar classes. In natural sequence, beginning from the bottom, is the case of inferior servants whose pay must be fixed so as to provide not only a minimum living wage but such a wage as will induce an unskilled labourer to accept employment in a Government Department rather than take his chance of earning a living by working as a casual labourer. Obviously initial pay must be fixed with reference to the wage which such a person can earn. It need not always be quite as high, as in favour of employment on a Government establishment are continuity of service and security of tenure, social status, the less arduous nature of the work, and privileges in respect of leave and pension. But, on the other hand, the disparity must not be so great as to outweigh these countervailing advantages. The rise, in recent years, more particularly in the last two years, of the daily rate at

which unskilled labour is paid has been phenomenal. Unfortunately we have not at our disposal up-to-date statistics covering a wide field to quote in support of this statement, but it is a matter of common knowledge. The rise in prices of the necessities of life, though the primary cause, is not the sole cause of this increase. With industrial development the demand for labour has increased, while plague, influenza, and the war have levied a heavy toll on the supply. Further, there is the expansion of ideas of what is a reasonable wage caused by the liberal pay offered to unskilled workmen during the war, and lastly, there is the aspiration of the working classes to a higher standard of living of which strikes are the outward and visible sign. The causes last mentioned are the more important as their effect will be permanent while that of the rise of prices may be temporary. The combined effect of these causes has been to force up the scale of wages of labour and consequently of menials in the service of Government in all its departments. In the Madras mofussil where the minimum pay of menial servants—not very long ago—was Rs. 6 a month, it is likely to be raised to Rs. 12, that being the rate which the Salaries Committee appointed by the Local Government has recommended as an absolute minimum. In the United Provinces, the Government have raised the pay of menial servants by as much in some cases as 75 per cent. In the Bombay mofussil, the minimum pay has been raised from Rs. 8 to Rs. 14 or by 75 per cent. In the Punjab, Mr. Hallifax, who is conducting enquiries regarding salaries for the Local Government, proposes to recommend for the mofussil a minimum of Rs. 14 a month which represents a maximum increase of 100 per cent. There must be other cases which have not yet reached the Government of India and there would appear to be no doubt that before long the pay of servants of this class will have been substantially increased all over the country and in every department.

4. The increase of pay we recommend for postmen is more liberal than the increase proposed for inferior servants, the reason being that the postman is drawn from a class distinctly superior to that of the ordinary menial, and the present rates of pay have been found insufficient to attract the class of man required. It is a complaint which has been insistently urged that postmen cannot be got in many important places for the sanctioned pay; that the Department has been compelled to accept men of a lower standard of intelligence than it formerly secured; and that even so the difficulties of recruitment are considerable. This is not to be wondered at seeing that the postman to be qualified for his work must have some knowledge of the script of at least two languages, one being English; that his duties involve considerable pecuniary responsibility, he is in fact in a small way a cashier, valuables and cash are entrusted to him, he has to render a daily account, to furnish security, and to make good losses. That he is or ought to be a much better man than the ordinary chaprasi, mail peon, messenger or packer is recognised by the status—that of a superior servant under the Leave and Pension Rules—which has been conferred upon him. The efficiency of the Postal Service very largely depends upon the postman, and we are confident that our recommendations are fully justified. We are strongly of opinion that for postmen Rs. 16 a month should be accepted as the minimum pay in any part of India, and we have throughout our recommendations made it a rule to propose for the smaller offices not less than Rs. 16 a month, and for the more important offices, in which the work is more difficult and responsible, not less than Rs. 18 a month.

5. A question of much importance which is dealt with here because it affects postmen and inferior servants in common with other classes of the staff of the Post Office, is how the initial pay to be allowed on the proposed time-scales to existing staff is to be determined. What all ranks have pressed strongly for is that each man should be allowed to reckon all his permanent service in the Department as service counting for increments, and be brought on to the new scale at the stage to which he would have risen had he entered the Department on the revised scale. In other words, the new scale is to be assumed to have been in force from the commencement of the service of each individual and he is to be given the pay to which he would have risen. For example, a postman of 13 completed years of service as a postman on a section of the establishment for which the time-scale proposed is Rs. 18— $\frac{1}{4}$ —24 would on transfer to this scale enter it on Rs. 21 and have to serve for a further period of three years to qualify for promotion to Rs. 22. The precedent in support of their demand which various Postal Associations and Postal Clubs, as also the witnesses who have appeared before us, have without exception quoted is that of the Civil Account and Audit offices including

the office of, and offices subordinate to, the Accountant-General, Posts and Telegraphs. Their contention is that the justice of their claim has been admitted by the Government of India and that consequently they are entitled to what they ask for. We are not prepared to go so far. As a matter of abstract justice, the staff have no claim as of right to any benefit at all in respect of past service, but the decision of the Government of India in the cases of the Audit Offices undoubtedly does form a precedent in support of a prayer for such a concession. Further, it does not follow that because the full benefit of past service was allowed in one case it must of necessity be allowed in all. Each case must be judged on its merits. Our proposals regarding pay for the postal staff are liberal, and we do not think the further lavish generosity claimed is either in equity due or financially justifiable. Any concession is entirely a gift, and this being so it is for the donor to decide what the measure of the gift shall be. It has been objected to the proposal to introduce a time-scale and to allow all past service to count for increments on that scale that it will result in large numbers of men whose only claim to consideration is length of service being advanced to pay which is in excess of the most liberal valuation of their worth. There is force in this objection and in our opinion the needs of the case will be met if the Government of India allow past service to count for increments within a specified limiting maximum. We have considered various alternative methods of keeping the increase of pay within reasonable limits but have been obliged to reject them as not being sufficiently liberal, and have come to the conclusion that the best course is to allow the increase to be determined on the basis of length of service subject to a specified maximum, and that in order to admit of liberal treatment the limit should be fixed at 50 per cent. on the sum of the pay proper and war allowance which each individual is actually in receipt of on the date of orders issued by Government on our report. As the following examples show the limitation will not ordinarily affect postmen. It is still more unlikely to affect inferior servants.

Example I.—A postman in Bombay of 20 years' service and in receipt of a pay of Rs. 25 + Rs. 5 acting allowance + Rs. 8 war allowance or Rs. 38 in all would on absorption into the time scale (27, 27, 27—1—45) be entitled to Rs. 45.

Example II.—A postman, on the same establishment of six years' service and in receipt of Rs. 20 + 6 war allowance would on absorption be entitled to Rs. 30. If acting in the Rs. 25 grade his transfer to the time-scale would mean to him a loss of Re. 1 a month, but as compensation he would get a substantive increase of pay in lieu of a temporary allowance.

6. As regards local and house rent allowances, we have in certain cases recommended the grant of house-rent allowances at places where quarters are not provided and where it has been represented to us that house rent accommodation is not procurable except on exorbitant terms. We have also, following the example of the Central Provinces Administration, recommended the grant of local allowances to postmen and inferior servants employed in the Berar districts and in the districts of Nagpur, Wardha and Nimar. The only further specific recommendation we have to make in this connection is that postmen and inferior servants employed in the Bombay City should be admitted, with effect from the date from which it was sanctioned for peons in Bombay, to the enhanced house-rent allowance of Rs. 7 a month sanctioned in the telegram from the Government of India, Finance Department No. 438-E.B., dated the 17th March 1920. For the rest, our general recommendation is that existing sanctioned local and house-rent allowances should continue to be drawn and that in future when locality allowances are proposed, they should not be sanctioned unless the Local Government concerned has admitted the place in question to be one in which a local allowance should be granted.

7. The staff of the Post Office like that of the Telegraphs (see paragraph 33 of the report of the Telegraph Committee 1920) claim that any improvement of their pay should be allowed with retrospective effect. Various dates have been suggested by the men and their representatives, but most ask that the sanction should take effect from 1st March 1919, that being the date from which they had reason to believe a revised scale of pay would be introduced. Others have asked for retrospective effect as from the 1st December 1919 quoting in support of their request the cases of the Telegraph Department, of offices of Audit and Account including the Postal and Telegraph audit offices, and the office

establishment of the Government of India Secretariats. If they were now to repeat their request they could, and doubtless would, add to the list of precedents the case of officers of their own Department, namely Superintendents of Post Offices. Although it is against the rule and practice of the Government to allow retrospective effect an exception has been made in the case of all increases which have recently been and are being sanctioned on account of the unfavourable economic conditions following upon the War. Realising that in the case of so large a Department this question is of great financial importance, we have given it the most careful consideration. Our conclusion is that it would be unwise to adopt any other than the 1st December 1919 as the date from which revision is to take effect, and we therefore recommend that the revision should be sanctioned with effect from that date.

8. It is impracticable to place all postmen and inferior servants, that is, packers, messengers, letter box peons, etc., of the Department on a scale of pay common to all circles as this could only be done by raising pay all round to the level of the Circle in which at present it is highest, levelling down being out of the question. This would entail very heavy expenditure which is unnecessary and can be avoided by taking pay and allowances as they are in each Circle and allowing a suitable increase thereon. We have proceeded on these lines and this necessitates the case of each circle being dealt with separately as is done in the following paragraphs. In order further to elucidate the position we have in the case of each circle appended a statement which compares the pay proposed by us with the corresponding pre-war pay, with present pay and allowances, and with the pay proposed by Postmasters-General. The rates of pay proposed are consolidated, that is to say, we contemplate the discontinuance of war and grain compensation allowances.

BOMBAY CIRCLE.

9. For the Bombay Circle we propose three scales of pay for postmen, namely,

(1) Class I, for Bombay City, Karachi, Poona, Aden, Ahmedabad, their town offices, the Persian Gulf and the following important offices in the vicinity of Bombay :—

Andheri, Vesavam, Borivli, Gorai, Malad, Manori, Bhayndar, Rai, Santa Cruz, Ghatkopar, Thana, Thana South, Kurla, Chembur, Trombay, Bassein Umela, Kalyan and Kalyan City.

(2) Class II, for Sind, the following head offices, including their town offices and the sub-offices specified in Schedule A.

Ahmednagar, Baroda, Broach, Dharwar, Kaira, Hyderabad, Sukkur, Rajkot, Satara, Sholapur, Alibag, Belgaum, Bhavnagar, Bhuj, Bijapur, Dhulia, Jalgaon, Karwar, Nasik, Ratnagiri, Surat, and Wadhwan Camp and

(3) Class III for the rest of Circle.

The scales proposed are :—

Class I.—Rs. 27 for three years, then rising by an annual increment of Re. 1 to a maximum of Rs. 45.

Class II.—Rs. 20 rising by a biennial increment of Re. 1 to a maximum of Rs. 32, and

Class III.—Rs. 18 rising by an increment of Re. 1 after every period of 4 years to a maximum of Rs. 24.

Our proposals differ from those of the Postmaster-General in that he proposed the division of postmen in his Circle into four classes, namely :—

(1) Bombay and Karachi, Ahmedabad, Poona, Aden and important offices in the vicinity of Bombay on Rs. 25—1—45,

(2) important head offices and sub-offices, hill stations and specially expensive places including unimportant places near Bombay on Rs. 22 rising by an increment of Rs. 2 every 5 years to Rs. 32,

(3) other head offices and important sub-offices on Rs. 20 rising by an increment of Rs. 2 for each 5 years to Rs. 30.

(4) All other places.—Rs. 18, rising by an increment of Re. 1 for each 5 years to Rs. 23.

10. We have amalgamated (2) and (3) for the reason that, having regard to present emoluments, we consider Rs. 20 a month a sufficiently liberal minimum for both classes of offices, and we do not think there is any sufficient reason for a differentiation in respect of the maximum. We suggest a minimum of Rs. 27 for Class I in lieu of Rs. 25 recommended by the Postmaster-General for the reason that Rs. 27 is now the actual minimum pay *plus* war allowance in Ahmedabad and we think it would be unwise either to reduce pay there or to place Bombay, Poona, etc., on a less favourable scale than Ahmedabad. In the case of class (4) we have, while retaining the minimum proposed by the Postmaster-General, enhanced the maximum to Rs. 24 in order mainly to provide a scale in which, like that of the grade above, the maximum is reached in a period of 24 years. Seeing that the Government of Bombay have fixed Rs. 20 and Rs. 14 respectively for the very lowest class of inferior servants in Bombay and the mofussil, and Rs. 25 and Rs. 17 respectively for ordinary police constables, we are convinced that Rs. 27 and Rs. 18 are reasonable minima for the work which is expected of postmen and the responsibility which their duties involve. On the other hand, it cannot reasonably, we think, be said of our proposals that they are illiberal. The minimum pay of postmen in the Bombay Circle before the war was Rs. 10 and the maximum Rs. 25, that is to say, the pay recommended by us represents an increase of 80 per cent. in the case of both minimum and maximum. As regards probationary postmen, we have in this as well as in other circles accepted the recommendations of the Postmasters-General.

11. The increases proposed by us for inferior servants in the Bombay Circle are small for the reason that these men are in receipt of a temporary allowance, to be absorbed in the proposed pay, which is much in excess of what is being allowed in other Circles. We have restricted the proposed maximum for Bombay and Karachi cities to Rs. 27 notwithstanding that the present maximum is Rs. 31 because the number on more than Rs. 22 is small. The case of four men who draw more than the proposed maximum may be dealt with specially. The Postmaster-General's proposal to allow Rs. 12—19 for boy messengers at the cheaper places, while retaining Rs. 16 as a maximum for Bombay and Karachi seems to us to be quite inadmissible. Boy messengers now on the establishment who are drawing pay in excess of the proposed rates should be absorbed as soon as possible in the adult menial establishment.

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BOMBAY.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PROPOSAL.		No.	COMMITTEE'S RECOMMENDATIONS.		No.
	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.		Minimum.	Maximum.	
<i>Postmen.</i>	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	
I ..	15 0 0	25 0 0	24 0 0	38 0 0	25—1—45	1,170	27—27—27—1—45	1,186		
	10 0 0	23 0 0	20 0 0	38 0 0						
II ..	10 0 0	16 0 0	16 0 0	27 0 0	22— $\frac{2}{5}$ —32 20— $\frac{2}{5}$ —30	257 503	20— $\frac{1}{2}$ —32	597		
III ..	10 0 0	16 0 0	16 0 0	19 0 0	18— $\frac{1}{2}$ —23	2,029	18— $\frac{1}{2}$ —24	3,076		
<i>Inferior Servants.</i>										
I.—Bombay and Karachi.	12 0 0	25 0 0	20 0 0	31 0 0	20— $\frac{1}{2}$ —30	629	20— $\frac{1}{2}$ —27	629		
IA.—Ahmedabad, Poona, Aden, Persia Gulf and important offices in the vicinity of Bombay.	9 0 0	15 0 0	17 0 0	21 0 0	20— $\frac{1}{2}$ —25	151	17— $\frac{1}{2}$ —22	151		
II ..	8 0 0	11 0 0	14 0 0	21 0 0	18— $\frac{1}{2}$ —23 17— $\frac{1}{2}$ —22	162 219	16— $\frac{1}{2}$ —21	301		
III ..	8 0 0	11 0 0	14 0 0	16 0 0	15— $\frac{1}{2}$ —20	361	15— $\frac{1}{2}$ —20	441		
<i>Runners.</i>										
	7 0 0	14 0 0	..	14 0 0	..	14 0 0	1,256	..	14 0 0	1,256
	..	..	..	15 0 0	..	15 0 0	395	..	15 0 0	395
	..	..	..	16 0 0	..	16 0 0	156	..	16 0 0	156
	..	..	..	17 0 0	..	17 0 0	20	..	17 0 0	20
	..	..	..	18 0 0	..	18 0 0	12	..	18 0 0	12
	..	..	..	20 0 0	..	20 0 0	5	..	20 0 0	5
<i>Boy Messengers.</i>										
I.—Bombay and Karachi.	7 0 0	10 0 0	15 0 0	16 0 0	16 0 0	16 0 0	92	15— $\frac{1}{2}$ —16	92	
II ..	5 0 0	9 0 0	12 0 0	15 0 0	12 0 0	19 0 0	47 104	12— $\frac{1}{2}$ —13	151	
III ..	5 0 0	13 0 0	12 0 0	22 0 0						

CENTRAL CIRCLE.

12. For the Central Circle we propose two rates of pay, namely (1) for head offices including their town offices and the important sub-offices of Mhow, Jaipur, Kamptee and Mount Abu, and (2) for the rest of the Circle. As however there are in this circle areas which are distinctly more expensive than others, we recommend that postmen and inferior servants employed in them should draw pay under one or other of the above scales *plus* a local allowance. The expensive areas in question are the Berar districts, and the districts of Nagpur, Wardha and Nimar. The Local Administration have, we are informed, recognised that the cost of living in these districts is comparatively high and decided that their servants of corresponding class employed in them should be allowed a local allowance in addition to their pay on the Provincial scale of salaries.

13. The Postmaster-General recommended five scales of pay, namely—

Three for the Berars, on—

(1) Rs. 20 rising by a quinquennial increment of Rs. 2 to 30.

(2) Rs. 20 rising by a quinquennial increment of one rupee to Rs. 25.

(3) Rs. 18 rising by a quinquennial increment of one rupee to Rs. 23.

And two for other places on—

(1) Rs. 18 rising by a quinquennial increment of Rs. 2 to Rs. 25.

(2) Rs. 17 rising by a quinquennial increment of one rupee to Rs. 22.

We suggest a simpler classification, adopting common scales for the Berars and the rest of the Circle, providing a local allowance for the Berars and the three expensive districts named above, and eliminating a separate scale proposed for a small section of the establishment in the Berars. Further, we cannot accept the proposal of the Postmaster-General that all village postmen should draw the rate of pay fixed for head offices. At present the rate of pay of village postmen is generally on a lower scale and while we agree that this distinction should be abolished, we are not prepared to go further. The scales we propose are:—

Class I.—Rs. 18 rising by an increment of one rupee every four years to Rs. 24.

Class II.—Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

14. Having regard to the maximum and minimum of pay and allowances of which postmen in this Circle are at present in receipt, we do not think it is necessary to allow a maximum of as much as Rs. 30. The present minimum and maximum of pay and allowances are respectively Rs. 11-8 and Rs. 23 and the minimum and maximum before the war were Rs. 8 and Rs. 16.

15. Except as regards boy messengers and runners, our proposals regarding inferior servants call for no remarks. In the case of the former, we can not accept the Postmaster-General's proposal which would raise the minimum as compared with the pre-war pay by about 300 per cent. The grant of war allowances on the adult scale to these boys has raised present emoluments to more than is usually allowed for this class of labour. We think this should not be perpetuated and have accordingly proposed a scale of pay, which being 100 per cent. in excess of the pre-war minimum, seems to us to be sufficiently liberal. Present incumbents should be absorbed in the adult grades as soon as possible, but until they can be so absorbed may be allowed to continue to draw pay equal to their present emoluments. As regards runners, we can see no sufficient reason for the wholesale and substantial increase proposed by the Postmaster-General.

CENTRAL CIRCLE.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PROPOSAL.			COMMITTEE'S RECOMMENDATIONS.		
	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	No.	Minimum.	Maximum.	No.
<i>Postmen.</i>	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	
I	8 0 0	16 0 0	13 8 0	18 8 0	20— $\frac{2}{5}$ —30		194	18— $\frac{1}{4}$ —24		405
	..	..	12 8 0	23 0 0	18— $\frac{2}{5}$ —28		1,030	With a local allowance of Rs. 2 each for men in the Berar districts and in the Nagpur, Wardha, and Nimar districts.		
II	8 0 0	16 0 0	12 8 0	15 8 0	18— $\frac{1}{5}$ —23		110	16— $\frac{1}{4}$ —22		1,471
	..	..	11 8 0	19 8 0	17— $\frac{1}{8}$ —22		542	With similar local allowance for men in the districts named above.		
<i>Inferior servants.</i>										
I	7 0 0	10 0 0	13 8 0	15 8 0	16— $\frac{1}{5}$ —21		107	14— $\frac{1}{5}$ —19		150
								With Re. 1 extra in the Berar districts and the Nagpur, Wardha, and Nimar districts.		
II	7 0 0	10 0 0	12 8 0	13 8 0	15— $\frac{1}{5}$ —20		503	13— $\frac{1}{5}$ —18 (With Re. 1 extra in the above cases.)		556
<i>Runners.</i>	5 0 0	9 0 0	10 8 0	13 8 0	..	14 0 0	1,728	..	12 0 0	1,155
	..	..	..	..	..	15 0 0	348	..	13 0 0	633
	..	..	..	..	..	..	..	..	14 0 0	153
	..	..	..	..	..	..	..	..	15 0 0	128
<i>Boy Messengers.</i>	4 0 0	7 0 0	..	..	..	12 0 0	20	..	17 0 0	2
	..	..	8 8 0	10 8 0	..	11 0 0	107	8— $\frac{1}{5}$ —9		127

BIHAR AND ORISSA CIRCLE.

16. For the Bihar and Orissa Circle, we propose two scales of pay for postmen, namely (1) for head offices with their town offices and the important sub-offices specified in schedule B, and (2) for the rest of the circle, the pay being for—

Class I—Rs. 18 rising by an increment of one rupee every four years to Rs. 24.

Class II—Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

The Postmaster-General also proposed two classes but he put the pay at—

A—Head offices and important sub-offices, Rs. 15 rising by an increment of one rupee every three years to Rs. 20 and further rising by an increment of one rupee every two years to Rs. 25.

B—Rest of the Circle, Rs. 15 rising by an increment of one rupee every five years to Rs. 20.

17. The scales seemed to us defective (1) in that they did not, in so far that the minimum proposed was the same in both cases, recognise what is an established fact, namely, that postmen in head offices, whose duties are more difficult and responsible than in smaller offices, should be better paid, and (2) that for a large number of the staff they allowed no increase whatever on present minimum emoluments. The present minimum and maximum are Rs. 14 and Rs. 22 and the minimum and maximum before the war were Rs. 9 and 15. As regards inferior servants our proposals are rather more liberal than those of the Postmaster-General which we found on examination in detail would give no advance on existing emoluments to a very large part of the staff. The remarks about boy messengers in paragraph 15 are equally applicable here.

BIHAR AND ORISSA.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PROPOSALS.			COMMITTEE'S RECOMMENDATIONS.		
	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	No.	Minimum.	Maximum.	No.
<i>Postmen.</i>	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	
I	9 0 0	15 0 0	14 0 0	22 0 0	15— $\frac{1}{4}$ —20— $\frac{1}{2}$ —25		406	18— $\frac{1}{4}$ —24		381
II	9 0 0	15 0 0	14 0 0	17 0 0	15— $\frac{1}{4}$ —20		1,288	16— $\frac{1}{4}$ —22		1,313
<i>Inferior servants.</i>										
I	8 0 0	11 0 0	12 0 0	15 0 0	13— $\frac{1}{4}$ —18		358	14— $\frac{1}{4}$ —19		341
II	8 0 0	9 0 0	12 0 0	14 0 0	12— $\frac{1}{4}$ —18		262	13— $\frac{1}{4}$ —18		279
<i>Runners.</i>										
	..	6 0 0	..	12 0 0	13 0 0	..	1,685	13 0 0	..	1,685
	..	7 0 0	..	13 0 0	14 0 0	..	191	14 0 0	..	191
	..	8 0 0	..	14 0 0	15 0 0	..	1	15 0 0	..	1
	..	9 0 0	..	..	..	..	..	..	..	..
<i>Boy Messengers.</i>	4 0 0	6 0 0	9 0 0	13 0 0	12— $\frac{1}{4}$ —15		123	8— $\frac{1}{4}$ —9		123

UNITED PROVINCES CIRCLE.

18. For the United Provinces Circle, we propose two scales of pay—

(1) for 1st class head offices, for the head offices of Gorakhpur, Mussoorie, Naini Tal, Almorah, and Dehra Dun, and for certain important sub-offices, namely, those at Ranikhet, Chakrata, and Lansdowne including in all cases their town offices and

(2) for the rest of the Circle ;

but as some of the former are in places where accommodation is not easily procurable, we suggest that in the case of the offices at Lucknow, Agra, Cawnpore, Allahabad, Meerut and Benares, postmen should be allowed a house rent allowance of Rs. 2 a month and inferior servants a similar allowance of one rupee a month. Mussoorie and Naini Tal are not included in this category because at these places free quarters are provided. The scales we propose for postmen are :—

Class I.—Rs. 18 rising by an increment of one rupee every 4 years to a maximum of Rs. 24

Class II.—Rs. 16 rising by an increment of one rupee every 4 years to a maximum of Rs. 22.

The Postmaster-General recommended three scales of pay, namely—

(1) for Cawnpore, Lucknow, Agra, Allahabad, Mussoorie and Naini Tal Rs. 15—25 ;

(2) for Meerut, Benares, Gorakhpur, Almora, Ranikhet, Chakrata, Lansdowne and Dehra Dun, Rs. 14—20 and

(3) for the rest of the Circle, Rs. 12—17.

19. It is perhaps a defect of the grouping that it placed two second class offices, Mussoorie and Naini Tal, in class I and two first class offices, Meerut and Benares, in class II. Our proposal to raise the minimum to Rs. 16 has obviated the necessity of dividing the offices into 3 classes. We propose a minimum of Rs. 16, because the minimum of Rs. 12 *plus* Rs. 1-8, the continuance of which the Postmaster General contemplated, seems to us to be inadequate for the reasons that the Local Government have raised the pay of menials on Rs. 8 (which is the present minimum pay of postmen) to Rs. 13 ; that in our opinion postmen should not get less than Rs. 16 a month anywhere ; and that Rs. 13-8 gives an insignificant increase to a large number of the staff and no increase at all to a further considerable number. The present minimum and maximum of pay and allowances are respectively Rs. 11-8 and Rs. 22 and the minimum and maximum before the war were Rs. 9 and Rs. 15.

Our proposals regarding inferior servants are on the whole rather more liberal than those of the Postmaster-General. That officer had, it seemed to us, not allowed an increase sufficient to place matters on a satisfactory permanent footing and we have therefore recommended some improvement on his proposals more especially in respect of the minimum pay. As regards runners it may be stated in explanation of the enhancement that the Postmaster-General contemplated the continuance of grain compensation allowance which we propose to discontinue.

UNITED PROVINCES.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PROPOSAL.			COMMITTEE'S RECOMMENDATIONS.		
	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	
<i>Postmen.</i>										
I	3 0 0	18 0 0	12 8 0	22 0 0	15 to 25. In 25 years, by an increment of Re. 1 at irregular intervals, with grain compensation allowance.		401	18— $\frac{1}{2}$ —24 + House rent allowance of Rs. 2 for the 6 first class head offices and their town sub-offices.		619
					14 to 20 In 25 years by an increment of Re. 1 at irregular intervals, with grain compensation allowance.		218			
II	3 0 0	15 0 0	11 8 0	17 8 0	12 to 17 In 25 years, by an increment of Re. 1 at irregular intervals, with grain compensation allowance.		3,289	16— $\frac{1}{2}$ —22		3,289
<i>Inferior Servants.</i>										
I	6 0 0	12 0 0	9 8 0	15 8 0	12 8 0	20 0 0	436	14— $\frac{1}{2}$ —19 With Re. 1 as house rent for the 6 first class head offices and their town sub-offices.		436
II	5 0 0	8 0 0	9 8 0 (There are only two men who get as much as 19-8-0).	19 8 0	11 8 0	16 8 0	1,019	13— $\frac{1}{2}$ —18		1,019
<i>Runners.</i>										
....	7 0 0	8 0 0	9 8 0	..	..	10 0 0	1,374	11 0 0	..	1,374
	..	..	10 8 0	..	..	10 0 0	312	12 0 0	..	31
	..	..	11 8 0	..	..	10 0 0	177	13 0 0	..	177
	..	..	12 8 0	..	..	12 0 0	73	14 0 0	..	73
<i>Boy Messengers.</i>										
....	4 0 0	6 0 0	7 8 0	9 8 0	..	..	..	8— $\frac{1}{2}$ —9		133

BENGAL AND ASSAM.

20. The scales proposed for postmen by the Postmaster-General are :—

- (1) for Calcutta General Post Office and town sub-offices, Alipore and Howrah—Rs. 18 rising by irregular increments of one rupee to Rs. 35 in 25 years ;
- (2) for Darjeeling, Sikkim—Tibet, parts of Assam, Dacca, Mymensingh Chittagong, hill stations generally, and other expensive places —Rs. 16 rising by irregular increments of one rupee to Rs. 26 in 25 years ;
- (3) for head offices other than those included in the above, important sub-offices and sub-offices with 3 or more postmen—Rs. 15 rising by irregular increments of one rupee to Rs. 24 in 23 years ; and
- (4) for the rest of the Circle—Rs. 15 rising by irregular increments of one rupee to Rs. 20 in 24 years.

21. We propose four scales namely—

- (1) for Calcutta and its town sub-offices,
- (2) for Alipur and Howrah and their town offices,
- (3) for other head offices including their town offices important sub-offices, Sikkim—Tibet, parts of Assam, hill stations, and other expensive places, (*vide* schedule C),
- (4) for the rest of the Circle.

The scales of pay proposed are—

Class I—Rs. 22 for three years, and then rising by an annual increment of one rupee to Rs. 40.

Class II—Rs. 20 rising by a biennial increment of one rupee to Rs. 32.

Class III—Rs. 18 rising by an increment of one rupee every four years to Rs. 24, with house-rent allowance (if quarters are not provided) of Rs. 2 in Darjeeling, Dacca, Mymensingh and Chittagong.

Class IV—Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

22. We have raised the pay proposed for Calcutta, firstly because Rs. 18 is the present emolument of postmen, and here as elsewhere the circumstances justify an increase of the present emoluments of postmen, and secondly because with a minimum of Rs. 18 and maximum of Rs. 35, the disparity between it and the scale proposed for Bombay, namely Rs. 27—45 would be so large as to be likely to cause dissatisfaction in Calcutta. We have proposed a lower scale for Alipore and Howrah, because on the whole in these places living is cheaper than in Calcutta and the work is of a less difficult and responsible character. We have also substituted one group on Rs. 18—24 for the two proposed groups on Rs. 16—26 and Rs. 15—24, our reasons being that having regard to present emoluments, Rs. 15 and 16 are too low as minima and Rs. 26 is an unnecessarily high maximum. There are three men in Darjeeling whose emoluments exceed Rs. 24, but we do not think that on account of these exceptional cases the maximum should be pitched higher than the general range of emoluments justifies. The three exceptional cases can be dealt with by special order. As regards class (4), Rs. 16—22 has for reasons which have been stated elsewhere been adopted as the mofussil scale of pay. We cannot agree that a sub-office should be placed in a higher class merely because the number of postmen employed in it is three or more, and we have accordingly placed in class IV a number of postmen who under the Postmaster-General's proposals would come into class III. The present minimum and maximum of pay and allowances in Calcutta, excluding house-rent allowance, are Rs. 18 and Rs. 29, and in offices elsewhere than in Calcutta Rs. 13 and Rs. 23 (excluding three special appointments in Darjeeling). The minimum and maximum before the war were, in Calcutta, Rs. 13 and Rs. 20 and elsewhere in the Circle Rs. 9 and Rs. 20. As regards inferior servants our proposals are on the whole more liberal than those of the Postmaster General. The reason of this is that we found on examination that the Postmaster General's rates would give no increase at all in a large number of cases and an insignificant increase in many others.

BENGAL AND ASSAM.

Class	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER GENERAL'S PROPOSALS.			COMMITTEE'S RECOMMENDATIONS.		
	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	
<i>Postmen.</i>										
I	13 0 0	20 0 0	18 0 0	29 0 0	18	to 35	754	22—22—22—1—40		754
II	10 0 0	20 0 0	15 0 0	23 0 0	18 0 0	35 0 0	97	20—1—32		97
III	9 0 0	20 0 0	13 0 0	23 0 0	16 0 0	26 0 0	1,252	18—1—24		591
					15 0 0	24 0 0				
IV	9 0 0	16 0 0	13 0 0	23 0 0	15—1—20		3,290	16—1—22		3,951
<i>Inferior Servants.</i>										
I.—Calcutta										
Indian Commissionaire.	..	25 0 0	..	29 0 0	30—1—35		1	30—1—35		1
Record suppliers	..	..	21 0 0	23 0 0	25		10	25 0 0		5
Jemadar ..	..	15 0 0	14 0 0	18 0 0	20—1—25			22 0 0		5
Packers ..	8 0 0	11 0 0	14 0 0	17 0 0	14—1—22		266	20 0 0		1
Farashes and Inkmen.	8 0 0	11 0 0	13 0 0	14 0 0	14—1—22		13	16—1—21		266
Assistant Jemadar, Peons, mail peons, Durwans, Coolies, Liftmen, Manjis and Oarsmen.	8 0 0	12 0 0	13 0 0	15 0 0	Fixed grades of 15, 16 and 17.		107	15—1—20		120
Daftris ..	12 0 0	15 0 0	18 0 0	23 0 0	Fixed grades of 20, 22 and 25.		3	20—1—25		3
Carpenters ..	14 0 0	15 0 0	18 0 0	19 0 0	.. 25 0 0		2	20 0 0		2
Boy Messengers.	5 0 0	6 0 0	..	10 0 0	.. 12 0 0		76	11—1—12		76
II.—Alipore and Howrah.										
Packers and all classes of peons.	10 0 0	12 0 0	13 0 0	15 0 0	14—1—22 and fixed pay Rs. 15 for peons.		52	15—1—20		52
III.—Darjeeling, Sikkim, Tibet, Lower and Upper Assam Divisions, Dacca, Mymensingh and Chittagong.	10 0 0	15 0 0	13 0 0	18 0 0	14—1—19		194	15—1—20		194
IV.—Head offices other than those mentioned above and the places mentioned in Schedule C.	9 0 0	12 0 0	12 0 0	15 0 0	13—1—18		610	14—1—19		369
V.—Rest of the circle.	7 0 0	10 0 0	11 0 0	13 0 0	12—1—17		405	13—1—18		646
<i>Runners.</i>										
I.—Calcutta, Alipore and Howrah.	..	..	..	13 0 0	15 0 0	16 0 0	40	15 0 0		40
II.—Rest of the Circle	..	..	11 0 0	19 0 0	Fixed grades of Rs. 13—14— to Rs. 22.		3,708	22 0 0		50
								21 0 0		65
								20 0 0		14
								19 0 0		12
								17 0 0		68
								16 0 0		36
								15 0 0		483
								14 0 0		609
								13 0 0		2,371
<i>Boy Messengers.</i>								9—1—11		171
..	3 0 0	10 0 0	8 0 0	13 0 0	10 0 0	15 0 0	171			

23. We propose four scales of pay for postmen and inferior servants, namely—

- (1) for Rangoon General Post Office and its Town sub-offices,
- (2) for Mandalay, Moulmein, Tavoy and Bassein, and their town offices.
- (3) for other head offices and the large and important sub-offices specified in schedule D, including in both cases the town offices, and
- (4) for the rest of the Circle.

The scales of pay proposed for postmen are :—

- (1) Rs. 24 rising by Rs. 2 every three years to Rs. 40,
- (2) Rs. 22 rising by an increment of one rupee every two years to Rs. 34,
- (3) Rs. 20 rising by an increment of one rupee every four years to Rs. 26, and
- (4) Rs. 18 rising by an increment of one rupee every four years to Rs. 24.

Our proposals differ from those of the Postmaster-General in that he proposed the division of postmen into 3 classes, namely—

- (1) for Rangoon and its Town sub-offices, Mandalay, Moulmein, Tavoy and Bassein—Rs. 23 rising by a biennial increment of one rupee to Rs. 35,
- (2) for other Head offices and the sub-offices specified in schedule—Rs. 20 rising by an increment of one rupee every 4 years to Rs. 27, and
- (3) for the rest of the Circle—Rs. 18 rising by an increment of one rupee every five years to Rs. 25.

24. We have proposed a lower scale of pay for Mandalay and other towns placed by the Postmaster-General in the Rangoon class for the reason that the present pay and allowances in these stations are substantially lower than in Rangoon and there is no reason for levelling them up to Rangoon. We have raised the minimum for Rangoon, because for more than half the establishment Rs. 23 would give no increase at all, and we have also raised the maximum because the existing maximum of pay and allowance is Rs. 34 and an increase of one rupee would be inadequate. We have reduced the maximum proposed for Postmaster-General's class (2) because the present maximum of pay and allowances does not warrant a higher future maximum of pay than Rs. 26, and for the same reason we have reduced the Postmaster-General's proposed maximum for class (3) by one rupee. The present minimum and maximum of pay and allowances excluding house-rent allowance are in Rangoon—Rs. 21 and Rs. 34 and in the rest of the Circle—Rs. 17 and Rs. 29. The pre-war minimum in Rangoon was Rs. 18 and the maximum Rs. 30 ; elsewhere the minimum was Rs. 14 and the maximum Rs. 25.

As regards inferior servants we have amended the scales proposed by the Postmaster-General in some minor particulars. For example, having regard to existing rates of pay we have put up the minimum in class I from Rs. 19 to Rs. 20 and reduced the maximum in the other three classes. This incidentally has eliminated two seriously defective grades proposed by the Postmaster-General, namely those for Classes III and IV under which the maximum would not have been reached until 35 years' service had been completed, that is to say, rarely reached at all. For boy messengers a scale which provides increments for 15 years is obviously unsuitable and we have accordingly substituted a scale which in addition to a reasonable minimum provides as we have suggested for other places one increment only. Further increases for boys should accrue from their promotion to the adult scale.

BURMA.

[illegible]

MADRAS CIRCLE.

25. For the Madras Circle, the Postmaster-General proposes five scales of pay for postmen, namely :—

- (1) For Madras General Post Office and its Town Sub-offices, Rs. 20 rising by an irregular increment of one rupee to Rs. 40 in 26 years with a house rent allowance of Rs. 2 a month.
- (2) For Bangalore, Madura, Ootacamund, Dhanushkodi and Hyderabad, Rs. 18 rising by a biennial increment of one rupee to Rs. 30.
- (3) For special localities, Rs. 19 rising by an increment of one, rupee every four years to Rs. 25.
- (4) For other Head Offices and important Sub-offices, Rs. 17 rising by a triennial increment of one rupee to Rs. 25.
- (5) For the rest of the Circle, Rs. 17 rising to Rs. 23 by an increment of one rupee every four years.

We propose —

- (1) For Madras General Post Office and Town Sub offices, Rs. 20 rising by an increment of two rupees every three years to Rs. 36.
- (2) For Bangalore, Madura, Ootacamund, Dhanushkodi and Hyderabad, and their town offices Rs. 20 rising by a biennial increment of one rupee to Rs. 32.
- (3) For other Head Offices and the important Sub-offices specified in schedule E, with town offices in all cases, Rs. 18 rising by an increment of one rupee every four years to Rs. 24, and
- (4) For the rest of the Circle, Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

26. We have reduced the maximum proposed for Madras by the Postmaster-General with reference to the present actual maximum which is Rs. 32. For Class (2), we have enhanced the minimum because the present actual minimum of pay and allowance is in excess of that proposed by the Postmaster-General, and we have raised the proposed maximum by Rs. 2 so as to allow a reasonable increase over the present actual maximum. We have amalgamated the Postmaster-General's proposed Classes (3) and (4), but any local allowance sanctioned for a special locality should continue to be drawn. For the rest of the Circle we have placed the minimum at Rs. 16 instead of Rs. 17, as proposed by the Postmaster-General, because the present minimum is only Rs. 11-8-0, and we are not satisfied that there is any sufficient reason for allowing the Madras Moffussila a higher minimum than has been allowed for the neighbouring Province of Bengal. The present minimum and maximum are, in Madras City—Rs. 18½ and 32 and in the rest of the Province—Rs. 11½ and 32. In addition to the scale of pay proposed we recommend the grant of a house allowance of Rs. 2 a month to postmen employed in Madras City, Bangalore, Madura and Hyderabad.

As regards inferior servants the Postmaster General placed 277 men in a grade Rs. 17 to Rs. 23 and 9 men in a grade Rs. 15 to Rs. 20. Having regard to present rates of pay and to the fact that the Madras Salaries Committee recommended Rs. 15, a recommendation which we are informed the Government of Madras have accepted, as a suitable minimum for inferior servants in the Madras Town, we recommend Rs. 16 to Rs. 21, for those (103 men) now in receipt of Rs. 14-8-0 to Rs. 19-8-0 and Rs. 15 to Rs. 20 for those (183 men) whose present emoluments are Rs. 10-8-0 to Rs. 13-8-0. For the same reasons we consider the Postmaster General's proposals to allow Rs. 15 to Rs. 20 to men now in receipt of Rs. 9-8-0 to Rs. 13-8-0, and Rs. 17 to 22 to those in receipt of Rs. 14-8-0 to Rs. 17-8-0 unduly liberal, and suggest that the rates of pay should be Rs. 13 to 18 and Rs. 15 to Rs. 20.

MADRAS.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PROPOSAL.			COMMITTEE'S RECOMMENDATIONS.		
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	No.	Minimum	Maximum	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	
<i>Postmen.</i>										
I	12 0 0	20 0 0	18 8 0	32 0 0	20 to 40 in 25 years by an increment of Re. 1 at irregular intervals + house rent allowance of Rs. 2.		318	20—½—36 + House rent allowance of Rs. 2 each.		318
II	8 0 0	20 0 0	18 8 0	26 0 0	18—½—30		294	20—½—32 + house rent allowance of Rs. 2 at Bangalore, Madura and Hyderabad.		294
III	8 0 0	20 0 0	14 8 0	24 0 0	17—½—25		720	18—½—24		601
					19—½—25		228			
IV	8 0 0	14 0 0	11 8 0	18 8 0	17—½—23		3,317	16—½—22		3,664
<i>Inferior Servants.</i>										
I	..	..	14 8 0	19 8 0	17 0 0	23 0 0	264	16—½—21		98
	7 0 0	12 0 0	10 8 0	13 8 0	15 0 0	20 0 0	9	15—½—20		175
	..	..	..	26 0 0	..	30 0 0	2	30—0—0		2
II	7 0 0	13 0 0	9 8 0	12 8 0	15 0 0	20 0 0	1,177	13—½—18		1,238
	..	..	13 8 0	17 8 0	17 0 0	22 0 0	102	15—½—20		41
	..	..	..	19 0 0	..	20 0 0	4	20—0—0		4
<i>Runners.</i>										
I.—General Post Office.	6 0 0	7 0 0	9 8 0	11 8 0	..	12 0 0	90	12 0 0		90
II.—Circle ..	5 0 0	10 0 0	9 8 0	13 8 0	..	12 0 0	2,544	12 0 0		2,544
	..	..	..	..	..	13 0 0	384	13 0 0		384
	..	..	..	..	..	14 0 0	79	14 0 0		79
<i>Boy Messengers.</i>										
I.—General Post Office.	..	5 0 0	7 8 0	8 8 0	..	9 0 0	1	9—½—10		1
II.—Circle ..	3 0 0	7 0 0	7 8 0	10 8 0	..	9 0 0	257	9—½—10		268
	..	..	..	..	..	10 0 0	4			
	..	..	..	..	..	11 0 0	7			

PUNJAB AND NORTH-WEST FRONTIER CIRCLE.

27. For the Punjab and North-West Frontier Circle we propose four scales of pay, namely :—

- (1) For first class Head offices, their town offices, and the Baluchistan mofussil.
- (2) For the Head offices at Dera Ghazi Khan, Dera Ismail Khan, Kohat, Bannu, Sargodha, Lyallpur, and Montgomery and their town offices.
- (3) For other Head offices, the sub-offices at Kasauli, Murree, Dalhousie, Nowshera, and Risalpur, offices, other than Head offices, in Drosh, and in the Peshawar, Kohat, Bannu, Dera Ghazi Khan, Dera Ismail Khan, Sargodha, Lyallpur and Montgomery districts.
- (4) For the rest of the Circle.

The rates of pay proposed for postmen are :—

- (1) Rs. 22 rising by an increment of one rupee every two years to Rs. 34 with a house-rent allowance of Rs. 2 a month in Delhi, Lahore, Rawalpindi, and Peshawar.
- (2) Rs. 20 rising by an increment of one rupee every four years to Rs. 26.
- (3) Rs. 18 rising by an increment of one rupee every four years to Rs. 24.
- (4) Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

The Postmaster-General proposed five scales as follows :—

- (1) For first class Head offices—Rs. 25 rising by an annual increment of one rupee to Rs. 50.
- (2) For Baluchistan mofussil—Rs. 25 rising by an increment of one rupee every five years to Rs. 30.
- (3) For Head offices on the Frontier and the Canal Colonies—Rs. 20 rising by an increment of Rs. 2 every five years to Rs. 30.
- (4) For other Head offices, important sub-offices and the offices mentioned in classification (3) above—Rs. 16 rising by an increment of Rs. 2 every five years to Rs. 26.
- (5) For the rest of the Circle—Rs. 14 rising by an increment of one rupee every five years to Rs. 20.

28. The following are explanations of the amendments proposed :—

Postmaster-General's Class (1).—As the present minimum is Rs. 20-8-0, we do not think it is necessary to fix the future minimum at so much as Rs. 25 and the present maximum being Rs. 27, we consider a maximum of Rs. 50 altogether excessive.

Postmaster-General's Class (2).—For the same reason we have proposed Rs. 22 as the minimum, and as regards the maximum, though Rs. 34 is high, we do not think a separate class with a lower maximum for the small staff employed in the Baluchistan mofussil is necessary.

Postmaster-General's Class (3).—We have reduced the maximum with reference to the present actual maximum (Rs. 23-8-0) drawn by all but one man.

Postmaster-General's Class (4).—We have raised the minimum by Rs. 2, because in the case of a large percentage of the staff, Rs. 16 would give little or no increase, and we have reduced the maximum because to all but 24 of the 733 men in the class, Rs. 24 will give a sufficient increase, and we do not think that a maximum, which all who serve long enough will rise to in regular course, should be pitched specially high because of this small percentage. Moreover, most of the 24 men will be Head Postmen who will be compensated by the duty allowance which is elsewhere proposed for Head Postmen.

Postmaster-General's Class (5).—We have raised the minimum for the reason that less than Rs. 16 has not been proposed anywhere for men of the postmen class. Further, an initial pay of Rs. 14 as proposed by the Postmaster-General would give little or no increase to 1,933 of the 2,100 men in the class.

29. As regards inferior servants, the main reason of our modifications of the Postmaster-General's proposals is that we found on examination of statistics obtained by us that the rates recommended were in some cases higher than it was necessary to allow having regard to present pay and allowances. As regards runners, the alteration has been made in consultation with the Postmaster-General to whom it was pointed out that as his proposals stood they allowed liberal increases to some men at the expense of others who stood actually to lose money as a result of the revision. For boy messengers, we consider that a scale divided into grades which implies long continued service as a boy messenger is quite unsuitable. Promotion for boys should lie in advancement to the adult grades.

PUNJAB AND NORTH-WEST FRONTIER.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PROPOSAL.			COMMITTEE'S RECOMMENDATIONS.	
	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	No.	Minimum.	Maximum.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.
I Postmen.									
I	12 0 0	16 0 0	20 8 0	27 0 0	25—1—50		545	22—1—34	591
					25—1—30		39	Plus house rent allowance for some stations.	
II	10 0 0	15 0 0	15 8 0	20 8 0	20—1—30		66	20—1—26	86
III	9 0 0	14 0 0	12 8 0	19 8 0	16—1—26		733	18—1—24	706
IV	9 0 0	12 0 0	12 8 0	16 8 0	14—1—20		2,100	16—1—22	2,100
Inferior Servants.									
I. 1st Class Head Offices except Quetta.	8 0 0	12 0 0	13 8 0	23 8 0	20—1—25		467	17—1—22	403
			(There is only one man on Rs. 23-8-0 and one on Rs. 21-8-0).						
Baluchistan.	8 0 0	12 0 0	18 0 0	20 0 0	20—1—25		..	18—1—23	64
II	8 0 0	12 0 0	10 0 0	16 8 0	17—1—22		65	16—1—21	75
III	8 0 0	10 0 0	12 8 0	13 8 0	15—1—20		526	15—1—20	516
IV	8 0 0	10 0 0	11 8 0	14 8 0	14—1—19		324	14—1—19	324
Mail guards and Boatmen.									
9 Mail guards	..	..	24 8 0	30 8 0	30—1—40		11	27—1—32	9
2 Boatmen	..	..	..	24 8 0	30—1—40		..	25 0 0	2
Runners.									
	6 0 0	10 0 0	9 8 0	16 8 0	..	12 0 0	1,111	..	11 0 0
	..	..	..	..	..	13 0 0	844	..	12 0 0
	..	..	..	..	..	14 0 0	214	..	13 0 0
	..	..	..	..	..	15 0 0	28	..	14 0 0
	..	..	..	..	..	20 0 0	2	..	15 0 0
	..	..	..	..	..	..	..	..	18 0 0
Boy Messengers and Bellow boy.									
	3 0 0	8 0 0	8 8 0	14 8 0	Fixed grades. 10, 12, 13 and 15.		46	9—1—11	
							11		
							2		62
							3		
							respectively.		

30. There remain the senior appointments in post offices which are filled by men of the Postmen class, namely, overseer postmen, sorting or reader postmen and head postmen. The following statement shows the number of such men employed in each Circle, the pay they drew before the war, the pay they are now in receipt of and the pay recommended by Postmasters-General. Our opinion is that in the case of these appointments it is preferable in lieu of special rates of pay to sanction specified duty allowances to be drawn in addition to pay of grade by the postmen selected for, and actually employed on, these duties. Such a system will admit of the selection regardless of seniority of postmen best qualified for the work, the removal without dismissal, degradation, or stigma, of men who for any reason it is deemed desirable to revert to the regular line. The scale of allowances we propose is :—

	Rs. A. P.
(1) For overseer postmen	10 0 0 per mensem.
(2) For sorter or reader postmen	7 8 0 " "
(3) Head postmen, including those specially required to convey or escort cash—Rule 6, Appendix 12, Post Office Manual, Volume V	5 0 0 " "

Circle.	Class of Men.	PRE-WAR RATE OF PAY.		PRESENT RATE OF PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PR. POSALS.		REMARKS.
		Minimum.	Maximum.	Minimum.	Maximum.	No.	Rate of pay.	
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs.	
Bengal and Assam	Overseer postmen	..	25 0 0	23 0 0	39 0 0	22	40—1—45	
						2	30—1—35	
	Reader or sorting postmen	..	25 0 0	23 0 0	37 0 0	58	35—1—40	
						5	30—1—35	
Bihar and Orissa	Head postmen	..	20 0 0	17 0 0	29 0 0	2	35—1—40	
						95	30—1—35	
							16—1—26	
							25	
Bombay	Overseer postmen	..	30 0 0	30 0 0	52 0 0	37	60	
	Reader or sorting postmen	..	25 0 0	30 0 0	45 0 0	116	50	
	Head postmen	..	12 0 0	23 0 0	31 0 0	65	Same pay as that of postmen.	
Burma ..	Overseer postmen	..	25 0 0	35 0 0	45 0 0	16	35—1—50	
	Reader or sorting postmen	..	25 0 0	29 0 0	39 0 0	6	23—1—35	
						1	20—1—45	
Madras	Head postmen	..	15 0 0	25 0 0	25 0 0	3	30—1—45	
						29	25—1—30	
	Overseer postmen	..	23 0 0	28 0 0	37 0 0	11	Same rate of pay as that of postmen.	
Central Provinces..	Sorting postmen	..	21 0 0	28 0 0	37 0 0	26		
	Head postmen	..	13 8 0	23 0 0	37 0 0	39		
	Overseer postmen	..	..	..	..	..		
Punjab and North-West Frontier.	Sorting postmen	..	14 0 0	20 0 0	26 0 0	9	35	
							32	
	Head postmen	..	10 0 0	16 0 0	26 0 0	26	20—1—25	
United Provinces..						21	18—1—23	
	Overseer postmen	..	16 0 0	20 0 0	32 0 0	7	Same rate as that of postmen.	
	Sorting postmen	..	16 0 0	25 0 0	38 0 0	29	50—1—60	
United Provinces..	Head postmen	..	12 0 0	20 0 0	35 0 0	50	Same rate as that of postmen.	
	Overseer postmen	..	15 0 0	18 0 0	26 0 0	14		
	Sorting postmen	..	15 0 0	20 0 0	26 0 0	31	Fixed rate of 20, 25 and 30.	
United Provinces..	Head postmen	..	12 0 0	20 0 0	26 0 0	44		

DEPARTMENTAL BRANCH POSTMASTERS AND OVERSEERS.

31. The officials dealt with in this section are Branch Postmasters, that is Postmasters in charge of the smallest of Departmental Post offices, and two classes of Overseers, namely, those engaged in clearing the accumulated cash collections of outlying post offices, and those employed in the supervision of runners. For some time past a steady effort has been made in the Department to place branch offices in charge of men of the postmen class with the result that now almost all Branch Postmasters are ex-postmen. This has been done mainly for financial reasons, but partly also to improve the prospects of, and thus induce men of a better type to seek employment as postmen. Cash and mail Overseers also consist of promoted Postmen.

32. The pay of Branch Postmasters and of Overseers, cash and mail, is rather better in Burma than in India and we think it necessary therefore to propose slightly better time-scales of pay for them. The number of Branch Postmasters in Burma is 76 of whom 11 are of the clerical class. Apart from these 11, who draw as pay and war allowance Rs. 45 a month there are 30 on Rs. 34, 6 on Rs. 29 and 29 on Rs. 23. We recommend :—

(i) that for the 76 appointments a time-scale of pay of Rs. 25 rising by an annual increment of Re. 1 to Rs. 35 be sanctioned.

(ii) that the 11 clerks employed as Branch Postmasters be absorbed in the clerical establishment and be replaced by men of the postmen class, and that pending absorption they may be given such personal allowance as will raise their emoluments to the pay to which they are entitled on the time-scale for clerks, and

For cash and mail Overseers in Burma, of whom there are 11 on Rs. 45 and 1 on Rs. 34, we recommend a time-scale of pay of Rs. 35 rising by an annual increment of Re. 1 to Rs. 45.

33. In the rest of India there are 1,261 Branch Postmasters. Ignoring 4 on rates of pay plus war allowance and grain compensation allowance ranging between Rs. 14-8-0 and Rs. 15-8-0, the present pay and allowances of this class range from a minimum of Rs. 18 to a maximum of Rs. 38. We recommend that the time-scale of pay for the class be fixed at Rs. 24 rising by an annual increment of Re. 1 to Rs. 32. This is less than the present maximum, but as the number of men on pay and allowances exceeding Rs. 32 is very small—only 22 out of a total 1,261—we cannot see our way to recommending a higher maximum on their account. They may be granted personal allowances equal to the difference between their pay and allowances and the proposed maximum. The personal allowances will be

7 of Rs. 6 each per mensem,

9 of Rs. 5 each per mensem, and

6 of Rs. 2 each per mensem.

For cash and mail Overseers in India of whom there are 1,041 on rates of pay and allowances ranging from Rs. 18 to Rs. 55 we recommend two scales of pay, namely,

108 on Rs. 32 rising by an annual increment of Re. 1 to Rs. 40.

933 on Rs. 22 rising by an annual increment of Re. 1 to Rs. 30.

The higher scale is proposed because there are now on the establishment 108 men on pay and allowances in excess of Rs. 30 a month. The proposed grading leaves out two men, one of whom is in receipt of Rs. 55 and the other of Rs. 45. In these cases personal allowances of Rs. 15 and 5 may be allowed to the present incumbents.

34. In explanation of the proposed minima of Rs. 22 and Rs. 24 respectively recommended for Overseers and Branch Postmasters it may be stated that though they are based for the most part on what we find to be the existing conditions, there is the justification for the distinction that Overseers are usually selected from the postmen grade at an earlier period of service than Branch Postmasters, their duties being such as to require younger men. The higher maximum for Overseers too is proposed mainly because of existing conditions, but there is also this to be said for granting them more than is proposed for Branch Postmasters that they do not enjoy free quarters as do the latter, and that their work is much more arduous.

35. These increases do not look large but it must be remembered that increases in the pay of Overseers and Branch Postmasters had been given recently in some of the Postal Circles, and the proposed rates are inclusive of all allowances which are at present drawn and which are liable to variation or withdrawal under altered economic conditions.

36. The following table shows the present emoluments of the men and the proposed rates of pay :—

	No.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	Consolidated time-scale.	No.	Average pay.	Average total cost.
		Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
<i>Burma Circle.</i>									
Branch Postmasters ..	11	40	5	..	495	25-1-35	76	31½	2,406½
	30	30	4	..	1,020				
	6	25	4	..	174				
	29	20	3	..	667				
Total ..	76	..	..	..	2,356	..	76	..	2,406½
Overseer ..	11	40	5	..	495	35-1-45	28	41½	1,166½
	17	30	4	..	578				
Total ..	28	..	..	..	1,073	..	28	..	1,166½
Total for Burma ..	104	..	..	..	3,429	..	104	..	3,573·3
Branch Postmasters ..	9	40	4	3	333	24-1-32	1,261	29·6	37,325·0
	7	30	4	4	266				
	6	30	4	..	204				
	66	25	4	3	2,112				
	19	25	4	..	551				
	44	20	3	4	1,188				
	321	20	3	3	8,346				
	178	20	3	..	4,094				
	69	15	3	3	1,449				
	101	15	3	2/8	2,070½				
	376	15	3	1/8	7,332				
	60	15	3	..	1,080				
	1	13	3	2/8	18½				
	2	12	2	1/8	31				
	2	10	2	2/8	29				
Total ..	1,261	..	..	..	29,104	..	1,261	..	37,325·0
Overseers ..	1	50	5	..	55	32-1-40	108	37·6	4,060·4
	1	40	5	..	45				
	22	30	4	3	814				
	3	30	4	2/8	109·5				
	1	30	4	2	36				
	2	30	4	..	68				
	3	25	4	4	99				
	75	25	4	3	2,400				
	60	25	4	..	1,740				
	4	22	4	3	116				
	135	20	3	4	3,645	22-1-30	933	27·6	25,750·8
	287	20	3	3	7,462				
	4	20	3	2	100				
	132	20	3	..	3,036				
	1	16	3	1/8	20·5				
	11	15	3	2/8	225·5				
	258	15	3	1/8	5,031				
	41	15	3	..	738				
Total ..	1,041	..	..	..	25,740·5	..	1,041	..	29,811·6
Total for the Rest ..	2,302	..	..	..	54,844·5	..	2,302	..	67,137·2
GRAND TOTAL ..	2,406	..	..	..	58,273·5	..	2,406	..	70,710·4

Rs.
 Net average increase per mensem 12,437
 Net average increase per annum 1,49,214

RAILWAY MAIL SERVICE.

37. The Railway Mail Service consists in the main of three Circles each under the independent charge of a Deputy Post-master General who is directly subordinate to the Director-General. There are in addition three Divisions, namely, the Foreign Mail Division, the Burma Division and the Calcutta Sorting Division which are respectively under the Postmasters-General of Bombay, Burma and Bengal and Assam. The statements below show in tabular form our proposals in respect of each of these separate units. We have as far as possible fixed the pay which we propose in each case at rates which have been proposed by us for men of corresponding classes employed in the Post office proper. Our proposals do not, with one exception, differ materially from the recommendations of the administrative officers in charge. The exception is that of porters, including head porters or jemadars, for whom we recommend fixed instead of progressive rates of pay. The case of these men is analogous to that of runners for whom fixed rates of pay have been proposed both by Postmasters-General and ourselves :—

RAILWAY MAIL SERVICE.

Northern Circle.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		DY. POSTMASTER-GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATION.		
	Minimum.	Maximum.	Rate.	No.	Rate.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs.		Rs. A. P.	Rs. A. P.	
Mail guards	13 0 0	16 0 0	J. 32 0 0	5	20—½—30	42			
			26 0 0	8	....	..			
			19 8 0	5	....	..			
			D. 33 0 0	3	....	..			
			27 0 0	7	....	..			
			20 8 0	1	....	..			
			K. 26 0 0	1	....	..	22—½—34		42
			21 0 0	4	....	..			
			L. 32 0 0	2	....	..			
			26 0 0	9	....	..			
			10 8 0	1	....	..			
			O. 32 0 0	1	....	..			
Van peons	9 0 0	13 0 0	26 0 0	1	....	..			
			21 0 0	1	....	..			
			J. 15 8 0	4	15—½—20	..	J. and O. 15—½—20		18
			14 8 0	5	....	..	D. and L. 17—½—22		21
			D. 19 8 0	4	18—½—23+LA	..	..	..	..
			16 8 0	3	Rs. 2 in costly places	..	..	..	..
			K. Nil.	..	....	..	..	..	..
			L. 18 8 0	14	....	..	..	..	..
			O. 14 8 0	9	....	..	..	..	..

Northern Circle -contd.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		DY. POSTMASTER-GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATION.		
	Minimum. Maximum.		Rate.	No.	Rate.	No.	Minimum. Maximum.		No.
	Rs. A. P.	Rs. A. P.					Rs. A. P.	Rs. A. P.	
Porters ..	9 0 0	17 0 0	J. 12 8 0	13	....	..	14 0 0	..	13
			13 8 0	27	....	..	15 0 0	..	27
			16 8 0	2	....	..	16 0 0	..	2
			D. 13 8 0	17	....	..	15 0 0	..	17
			14 8 0	26	....	..	16 0 0	..	26
			15 8 0	32	....	..	17 0 0	..	32
			16 8 0	38	....	..	18 0 0	..	38
			19 0 0	16	....	..	20 0 0	..	16
			K. 14 0 0	22	....	..	15 0 0	..	22
			15 0 0	2	....	..	16 0 0	..	2
			16 0 0	11	....	..	17 0 0	..	11
			18 0 0	2	....	..	19 0 0	..	2
			19 0 0	4	....	..	20 0 0	..	4
			20 0 0	3	....	..	21 0 0	..	3
			21 0 0	1	....	..	22 0 0	..	1
			L. 11 8 0	1	11- $\frac{1}{2}$ -16	..	13 0 0	..	1
			12 8 0	3	12- $\frac{1}{2}$ -17	..	14 0 0	..	3
			13 8 0	15	13- $\frac{1}{2}$ -18	..	15 0 0	..	15
			14 8 0	13	15- $\frac{1}{2}$ -20	..	16 0 0	..	13
			15 8 0	43	18- $\frac{1}{2}$ -23	..	17 0 0	..	43
			17 8 0	27	20- $\frac{1}{2}$ -25	..	19 0 0	..	27
			18 8 0	16	with local allowance of Rs. 2 for Lahore, Delhi, Ambala, Amritsar, Peshawar, Nowshera, Kohat and Quetta.	..	20 0 0	..	16
			19 8 0	15		..	21 0 0	..	15
			20 8 0	2		..	22 0 0	..	2
			O. 11 8 0	38	....	..	13 0 0	..	38
			12 8 0	30	....	..	14 0 0	..	30
			13 8 0	1	....	..	15 0 0	..	1
			14 8 0	1	....	..	16 0 0	..	1
			15 8 0	1	....	..	17 0 0	..	1
Peons & Faras'es ..	9 0 0	..	J. 13 8 0	2	15- $\frac{1}{2}$ -20	5	15- $\frac{1}{2}$ -20	..	5
Chowkidars ..	9 0 0	..	D. 16 8 0	3	....	..	..	..	..
			K. 14 8 0	1	15- $\frac{1}{2}$ -20	2	15- $\frac{1}{2}$ -20	..	2
Jemadars ..	..	..	D. 19 8 0	1	....	..	22 0 0	..	1
			23 0 0	1	20- $\frac{1}{2}$ -25	..	25 0 0	..	1
			25 0 0	1	with a local allowance of Rs. 2 at Delhi.	..	27 0 0	..	1

RAILWAY MAIL SERVICE.

Eastern Circle.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		DY. POSTMASTER-GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATION.		
	Minimum. Maximum.		Rate.	No.	Rate.	No.	Minimum. Maximum.		No.
	Rs. A. P.	Rs. A. P.					Rs. A. P.	Rs. A. P.	
Mail guards ..	12 0 0	23 0 0	A. 32 0 0	8	Rs.	25	..	..	..
			26 0 0	8					
			19 8 0	9					
			P. 32 0 0	5					
			26 0 0	6		17			
			19 8 0	6		21			
			C. 31 0 0	7	20- $\frac{1}{2}$ -35	27			
			25 0 0	7					
			19 8 0	7					
			E. 29 0 0	8		35	20- $\frac{1}{2}$ -35		125
			23 0 0	10					
			19 8 0	9					
			S. 32 0 0	2					
			29 0 0	13					
			29 0 0	6					
			23 0 0	7					
			19 8 0	7					
Van peons ..	10 0 0	13 0 0	A. 14 8 0	11					
			15 8 0	13		27			
			P. 16 0 0	2					
			C. 18 0 0	5					
			17 0 0	13					
			15 0 0	20					
			14 0 0	4					
			13 0 0	1	15-1-20	91	15-1-20		118
			E. 17 0 0	14					
			15 0 0	13					
			S. 18 8 0	3					
			15 8 0	4					
			15 0 0	8					
			14 8 0	6					
Head Porters, Jemadars and Overseers.	13 0 0	15 0 0	A. 18 8 0	1	18-1-24	..	..	20 0 0	1
			P. 19 0 0	1	18-1-24	..	..	20 0 0	1
			C. 23 0 0	1				25 0 0	1
		25 0 0	29 0 0	2				30 0 0	2
			Overseers.	1	19-1-25	..	..	22 0 0	1
			E. 20 0 0	1	Plus H. R. in H w ah and Sealdah.	..	..	20 0 0	3
			18 0 0	3					

Eastern Circle—contd.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		DY. POSTMASTER GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATION.		
	Minimum.	Maximum.	Rate.	No.	Rate.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs.		Rs. A. P.		
Chowkidars and Durvans.	6 0 0	10 8 0	S. Nil.						
			A. 11. 8 0	1	12— $\frac{1}{2}$ —17				
			P. 13 0 0	1	11— $\frac{1}{2}$ —16				
			C. 13 0 0	1	12— $\frac{1}{2}$ —17				
			E. 13 0 0	1			13— $\frac{1}{2}$ —18		5
Peons	7 0 0	11 8 0	S. 13 8 0	1	13— $\frac{1}{2}$ —18 with H. R. and L. A.				
			A. 12 8 0	2	11— $\frac{1}{2}$ —16				
			P. 13 0 0	1					
			14 0 0	1					
			15 0 0	1					
Porters	7 0 0	13 8 0	C. 13 0 0	2	12— $\frac{1}{2}$ —17		13— $\frac{1}{2}$ —18		11
			E. 13 0 0	2					
			S. 13 8 0	2	13— $\frac{1}{2}$ —18 with H. R. and L. A.				
			A. 13 8 0	1			15 0 0	..	1
			12 8 0	71	11— $\frac{1}{2}$ —16		14 0 0	..	71
			11 8 0	19			13 0 0	..	19
			P. 13 0 0	12			14 0 0	..	12
			14 0 0	15			15 0 0	..	15
			12 8 0	11			14 0 0	..	11
			15 0 0	33			16 0 0	..	33
			C. 16 0 0	9	12— $\frac{1}{2}$ —17		17 0 0	..	9
			15 0 0	9			16 0 0	..	9
			13 0 0	37	13— $\frac{1}{2}$ —18		14 0 0	..	37
			12 0 0	39			13 0 0	..	39
			E. 14 0 0	6	12— $\frac{1}{2}$ —17		15 0 0	..	6
			13 0 0	89			14 0 0	..	89
			15 0 0	1	13— $\frac{1}{2}$ —18 with H. R. and L. A.		16 0 0	..	1
			14 0 0	5			15 0 0	..	5
			12 0 0	4			13 0 0	..	4
			S. 15 8 0	5	12— $\frac{1}{2}$ —17		17 0 0	..	5
			15 0 0	1			16 0 0	..	1
			13 8 0	25			15 0 0	..	25
			13 0 0	24	13— $\frac{1}{2}$ —18		14 0 0	..	24
			12 0 0	9			13 0 0	..	9

RAILWAY MAIL SERVICE.

Western Circle.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		DY. POSTMASTER-GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATION.		
	Minimum.	Maximum.	Rate.	No.	Rate.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs.		Rs.		
Mail guards	..	15 0 0	B. 32 0 0	4					
			26 0 0	7					
			21 0 0	3					
			16 0 0	3	20— $\frac{1}{2}$ —35	24	22— $\frac{1}{2}$ —34		24
			18 0 0	4					
	..	15 0 0	21 0 0	3					
			F. 29 0 0	1	20— $\frac{1}{2}$ —30	38			
			26 0 0	2					
			18 0 0	1					
			13 0 0	3					
	..	16 8 0	M. 31 0 0	3					
			26 0 0	3					
			18 8 0	3			20— $\frac{1}{2}$ —32		38
			13 0 0	5					
			T. 32 0 0	5					
	..	16 8 0	26 0 0	3					
			19 8 0	2					
			12 0 0	3					
			16 0 0	3					
			H. 32 0 0	3					
	..	16 0 0	26 0 0	5					
			19 8 0	7					
			12 0 0	7					
			16 0 0	7					
			B. 22 0 0	7					
	..	16 0 0	20 0 0	4					
			18 0 0	10					
			10 0 0	2	16— $\frac{1}{2}$ —25		16— $\frac{1}{2}$ —24		39
			20 0 0	6					
			18 0 0	7					
	..	13 8 0	17 0 0	3					
			10 0 0	2					
			M. 19 0 0	2					
			15 8 0	9					
			14 8 0	5					
	..	12 0 0	F. 17 0 0	1					
			14 0 0	10	15— $\frac{1}{2}$ —20		15—		101
			13 0 0	7					
			11 0 0	8					
			T. 17 0 0	8					
	..	13 8 0	15 8 0	11					
			13 0 0	20					

Western Circle--contd.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		DY. POSTMASTER-GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATIONS.		
	Minimum.	Maximum.	Rate.	No.	Rate.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.		Rs.	Rs. A. P.	
Porters ..	10 0 0	13 0 0	H. 18 8 0	7					
			15 8 0	10			15— $\frac{1}{2}$ —20		
			14 8 0	11					
	9 0 0	18 0 0	B. 25 0 0	1			..	..	..
			18 0 0	34					
			17 0 0	30			..	27 0 0	1
			16 0 0	20			..	19 0 0	34
			15 0 0	11			..	18 0 0	30
							..	17 0 0	20
							..	16 0 0	11
	9 0 0	15 0 0	W. 21 0 0	1	30 0 0		..	24 0 0	1
			18 0 0	37	25 0 0	21	..	19 0 0	37
			17 0 0	12	22 0 0	66	..	18 0 0	12
			16 0 0	10	20 0 0	69	..	17 0 0	10
	7 0 0	12 0 0	F. 14 0 0	2	18 0 0	131	..	15 0 0	2
Chowkidars and Durwans.			12 0 0	20	16 0 0	11	..	14 0 0	20
			11 0 0	35	15 0 0	87	..	13 0 0	35
	8 8 0	11 8 0	M. 20 0 0	1	14 0 0	22	..	22 0 0	1
			13 8 0	73	13 0 0	15	..	15 0 0	73
			12 8 0	4			..	14 0 0	4
			11 8 0	12			..	13 0 0	12
	8 8 0	11 8 0	T. 12 0 0	17			..	14 0 0	17
			10 0 0	44			..	12 0 0	44
	7 0 0	11 8 0	H. 13 8 0	7			..	15 0 0	7
			14 8 0	1			..	16 0 0	1
			12 8 0	1			..	14 0 0	1
			11 8 0	22			..	13 0 0	22
	..	10 0 0	B. 17 0 0	1	....	..	..	18 0 0	1
		8 0 0	F. 10 0 0	1	....	..	..	13 0 0	1
	8 8 0	9 8 0	M. 11 8 0	1	....	..	..	14 0 0	1
Peons ..			13 8 0	1	....	..	..	15 0 0	1
		6 0 0	T. 11 8 0	1	....	..	..	13 0 0	1
		10 0 0	W. 17 0 0	1	....	..	..	18 0 0	1
		8 8 0	H. 11 8 0	1	....	..	..	13 0 0	1
	9 0 0	10 0 0	H. 13 8 0	1	....	1	..	15 0 0	1
			12 8 0	1	....	..	..	14 0 0	1

RAILWAY MAIL SERVICE.

Foreign Mail Division, Bombay.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATIONS.		
	Minimum.	Maximum.	Rate.	No.	Rate.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.		Rs.		
<i>In Bombay.</i>									
Mail Guards ..	..	15 0 0	34 0 0	2	30— $\frac{1}{2}$ —45	2	27,27— $\frac{1}{2}$ —45		2
Van-Peons and Peons.	12 0 0	16 0 0	22 0 0	15	20— $\frac{1}{2}$ —30	..	20— $\frac{1}{2}$ —27		40
	..	..	20 0 0	6					
	..	..	18 0 0	19					
Porters ..	9 10 0	18 0 0	18 0 0	4	20— $\frac{1}{2}$ —30	4	..	20 0 0	4
<i>Outside Bombay.</i>									
Mail Guards ..	..	15 0 0	23 0 0	2	20— $\frac{1}{2}$ —40	3	22— $\frac{1}{2}$ —34		2
	..	..	18 0 0	1			20— $\frac{1}{2}$ —32		1
Van Peons ..	9 0 0	18 0 0	19 0 0	1	18— $\frac{1}{2}$ —30	..	17— $\frac{1}{2}$ —22		2
	..	..	14 0 0	2		..	14— $\frac{1}{2}$ —19		1

RAILWAY MAIL SERVICE.

Burma.

Class	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATION.		
	Minimum.	Maximum.	Rate.	No.	Rate.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs.		Rs. A. P.	Rs. A. P.	
Mail-Guards ..	20 0 0	20 0 0	29 0 0	28	30— $\frac{2}{5}$ —40	28	30— $\frac{1}{5}$ —35		28
Van-Peons ..	12 0 0	16 0 0	18 0 0	9	20— $\frac{1}{5}$ —25	39	20— $\frac{1}{5}$ —25		39
			19 0 0	14					
			21 0 0	14					
			23 0 0	2					
Jamadar ..	..	20 0 0	26 0 0	1	25— $\frac{1}{5}$ —30	1	..	28 0 0	1
Porters ..	12 0 0	16 0 0	17 0 0	17	20— $\frac{1}{5}$ —25	10	..	18 0 0	17
			18 0 0	16				19 0 0	16
			19 0 0	7	18— $\frac{1}{5}$ —23	30	..	20 0 0	7
Peons ..	12 0 0	16 0 0	17 0 0	1	20— $\frac{1}{5}$ —25	2	..	20— $\frac{1}{5}$ —25	2
			18 0 0	1					

RAILWAY MAIL SERVICE.
Calcutta.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER GENERAL'S PROPOSAL.		COMMITTEE'S RECOMMENDATION.		
	Minimum.	Maximum.	Rate.	No.	Rate.	No.	Minimum.	Maximum.	No.
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.		Rs. A. P.	Rs. A. P.	
Porters*	10 0 0	12 0 0	18 0 0	2	20-1-25				
			17 0 0	27					
			15 0 0	29	14-1-22		16- $\frac{1}{2}$ -21		125
			14 0 0	49					
			14 0 0	18	15-0-0				
Runners	..	10 0 0	15 0 0	1	17-0-0			17 0 0	1
			14 0 0	2	16-0-0			16 0 0	2
Peons	..	10 0 0	14 0 0	2	17 0 0		15- $\frac{1}{2}$ -20		2
					16-0-0				
Jemadar	..	15 0 0	21 0 0	1	25-1-30	..	25-0-0		1
Farash	9 0 0	10 0 0	13 0 0	1	14-1-22	..	15- $\frac{1}{2}$ -20		1
Fireman	..	..	13 0 0	1	15 0 0	..	15- $\frac{1}{2}$ -20		2
			12 0 0	1	14-0 0				

* These men are employed in the General Post Office and are really packers. The pay proposed for them is therefore that proposed for packers.

38. In view of the diversity of classes of servants dealt with, the very large numbers of such servants, and the urgency and complexity of the case, we have in order to facilitate consideration of our proposals adopted the rather unusual course of setting out the proposals in the tables which follow in proposition statement form. Even so we feel that we have not been able to state the proposals in this complicated case as clearly as we should have liked.

I.—BOMBAY CIRCLE.

Class.	PRESENT.					PROPOSED.				Net Average Increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay	Average pay.	Average total cost.	
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs.		Rs.	Rs.
verseer, Reader and Head postmen.	34	40 0 0	12 0 0	..	1,768					
	90	35 0 0	10 0 0	..	4,050	153	27-27- 27-1-45	36	5,508	..
	6	30 0 0	8 0 0	..	228	49	20- $\frac{1}{2}$ -32	25	1,225	..
	19	55 0 0	8 0 0	..	627	12	18- $\frac{1}{2}$ -24	21	252	..
	2	23 0 0	8 0 0	..	62	Duty allowance for 36 overseers @ Rs. 10 each.				360
	9	20 0 0	7 0 0	..	243					
	18	18 0 0	7 0 0	..	450	Duty allowance for 113 Reader postmen @ Rs. 7-8-0 each.				847-5
	7	16 0 0	6 0 0	..	151					
	4	15 0 0	6 0 0	..	84					
	10	14 0 0	6 0 0	..	200	Duty allowance for 65 Head postmen @ Rs. 5 each.				325
	4	13 0 0	6 0 0	..	76					
	9	12 0 0	6 0 0	..	162	..	..	..	..	..
	1	11 8 0	6 0 0	..	17-5	..	..	..	..	..
	1	11 0 0	6 0 0	..	17	..	..	..	..	..
TOTAL ..	214	..	..	..	8,138-5	214	..	..	8,517-5	379
Postmen and village postmen.	152	30 0 0	8 0 0	..	5,776	1,186	27-27-27 -1-45	36	42,606	..
	197	25 0 0	6 0 0	..	6,107	597	20- $\frac{1}{2}$ -32	25	14,925	..
			..	..	..	2,076	18- $\frac{1}{2}$ -24	21	64,596	..
	2	21 0 0	8 0 0	..	58	..	..	..	..	..
	24	20 0 0	7 0 0	..	648	..	..	..	..	..
	283	20 0 0	6 0 0	..	7,358	..	..	..	..	..
	4	19 0 0	7 0 0	..	104	..	..	..	..	..
	61	18 0 0	7 0 0	..	1,525	..	..	..	..	..
	280	18 0 0	6 0 0	..	6,720	..	..	..	..	..
	55	17 0 0	7 0 0	..	1,320	..	..	..	..	..
	100	16 0 0	6 0 0	..	2,200	..	..	..	..	..
	66	15 0 0	6 0 0	..	1,386	..	..	..	..	..
	154	14 0 0	6 0 0	..	3,030	..	..	..	..	..
	107	13 0 0	6 0 0	..	2,033	..	..	..	..	..
	425	12 0 0	6 0 0	..	7,650	..	..	..	..	..
	769	11 0 0	6 0 0	..	13,073	..	..	..	..	..
	2,180	10 0 0	6 0 0	..	34,880	..	..	..	..	..
TOTAL ..	4,859	..	..	..	93,918	4,859	..	..	1,22,217	23,299
Carried over	5,073	..	..	..	1,02,056-5	..	..	..	1,30,734-5	23,678

I—BOMBAY CIRCLE—contd.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs.		Rs.	Rs.
Brought forward	5,073	..	..	..	1,02,056.5	..	..	..	1,30,734.5	28,678
Probationary postmen.	5	16 0 0	6 0 0	..	110	15	22	..	330	..
	5	14 0 0	6 0 0	..	100	..	..	..	..	..
	10	12 0 0	6 0 0	..	180	5	20	..	100	..
	3	11 0 0	6 0 0	..	51	3	18	..	54	..
TOTAL ..	23	..	..	..	441	23	..	..	484	43
Inferior Servant	4	25 0 0	6 0 0	..	124	629	20— $\frac{1}{2}$ —27	23.5	14,781.5	..
	16	20 0 0	6 0 0	..	416	151	17— $\frac{1}{2}$ —22	19.5	2,944.5	..
	17	18 0 0	6 0 0	..	408	..	..	..	..	..
	124	16 0 0	6 0 0	..	2,728	..	..	..	..	..
	212	15 0 0	6 0 0	..	4,452	..	..	..	..	..
	302	14 0 0	6 0 0	..	6,040	..	..	..	..	..
	42	13 0 0	6 0 0	..	798	..	..	..	..	..
	85	12 0 0	6 0 0	..	1,530	301	16— $\frac{1}{2}$ —21	18.5	5,568.5	..
	128	11 0 0	6 0 0	..	2,176	441	15— $\frac{1}{2}$ —20	17.5	7,717.5	..
	183	10 0 0	6 0 0	..	2,928	..	..	..	..	..
	406	9 0 0	6 0 0	..	6,690	..	..	..	..	..
	3	8 0 0	6 0 0	..	42	..	..	..	..	..
TOTAL ..	1,522	..	..	..	27,732	1,522	..	..	31,012	3,280
Runners	5	14 0 0	6 0 0	..	100	5	20	..	100	..
	12	12 0 0	6 0 0	..	216	12	18	..	216	..
	20	11 0 0	6 0 0	..	340	20	17	..	340	..
	156	10 0 0	6 0 0	..	2,496	156	16	..	2,496	..
	325	9 0 0	6 0 0	..	5,925	325	15	..	5,925	..
	1,256	8 0 0	6 0 0	..	17,584	1,256	14	..	17,584	..
TOTAL ..	1,844	..	..	..	26,661	1,844	..	..	26,661	..
Boy messengers	1	13 0 0	6 0 0	..	19	92	15— $\frac{1}{2}$ —16	15.75	1,449	..
	92	10 0 0	6 0 0	..	1,472	..	..	..	..	..
	17	9 0 0	6 0 0	..	275	151	12— $\frac{1}{2}$ —13	12.75	1,925.25	..
	7	8 0 0	6 0 0	..	98	..	..	..	..	..
	30	7 0 0	6 0 0	..	390	..	..	..	..	..
	96	6 0 0	6 0 0	..	1,152	..	..	..	..	..
TOTAL ..	243	..	..	..	3,886	243	..	..	3,374.25	—11.75
GRAND TOTAL	8,705	..	..	..	1,60,276.5	..	..	..	1,92,265.75	31,989.25

II—CENTRAL CIRCLE.

Class.	PRESENT.				Total cost.	PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.		No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average monthly cost.	
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs.	Rs.	Rs.	Rs.
Sorting and head postmen.	10	20 0 0	3 0 0	3 0 0	260	35	18— $\frac{1}{4}$ —24	21	735	..
	5	18 0 0	3 0 0	3 0 0	120	..	..	..	..	..
	2	17 0 0	3 0 0	3 0 0	46	21	16— $\frac{1}{4}$ —22	19	399	..
	6	16 0 0	3 0 0	1 8 0	123	..	Duty allowance for 9 Sorting postmen @ Rs. 7-8 each.	..	67.5	..
	5	15 0 0	3 0 0	1 8 0	97.5	..	..	..	..	..
	5	14 0 0	3 0 0	1 8 0	92.5	..	Duty allowance for 47 Head postmen @ Rs. 5 each.	..	235	..
	5	13 0 0	3 0 0	1 8 0	87.5	..	..	..	..	..
	9	12 0 0	2 0 0	1 8 0	139.5	..	..	..	..	..
	6	11 0 0	2 0 0	1 8 0	87	..	..	..	..	..
	3	10 0 0	2 0 0	1 8 0	40.5	..	..	..	..	..
TOTAL ..	56	..	..	..	1,093.5	56	..	..	1,436.5	343
Postmen and village postmen.	9	17 0 0	3 0 0	3 0 0	207	405	18— $\frac{1}{4}$ —24	21	8,505	..
	15	16 0 0	3 0 0	1 8 0	307.5	..	..	..	..	..
	30	15 0 0	3 0 0	1 8 0	585	1,471	16— $\frac{1}{4}$ —22	19	27,949	..
	39	14 0 0	3 0 0	1 8 0	721.5	..	Local allowance of Rs. 2 each for 138 men.	..	276	..
	86	13 0 0	3 0 0	1 8 0	1,505	..	..	..	..	..
	124	12 0 0	2 0 0	1 8 0	1,922	..	..	..	..	..
	157	11 0 0	2 0 0	1 8 0	2,276.5	..	..	..	..	..
	520	10 0 0	2 0 0	1 8 0	7,020	..	..	..	..	..
	721	9 0 0	2 0 0	1 8 0	9,012.5	..	..	..	..	..
	175	8 0 0	2 0 0	1 8 0	2,012.5	..	..	..	..	..
TOTAL ..	1,876	..	..	..	25,569.5	1,876	..	..	36,730	11,160.5
Probationary postmen.	11	10 0 0	2 0 0	1 8 0	148.5	11	16	..	176	27.5
Inferior servants.	2	12 0 0	2 0 0	1 8 0	31	150	14— $\frac{1}{4}$ —19	16.5	2,475	..
	18	11 0 0	2 0 0	1 8 0	261	..	..	..	..	..
	87	10 0 0	2 0 0	1 8 0	1,174.5	550	13— $\frac{1}{4}$ —18	15.5	8,525	..
	336	9 0 0	2 0 0	1 8 0	4,290	..	Local allowance of Re. 1 each for 85 men.	..	85	..
	239	8 0 0	2 0 0	1 8 0	2,748.5	..	..	..	..	..
	18	7 0 0	2 0 0	1 8 0	189	..	..	..	..	..
TOTAL ..	700	..	..	..	8,604	700	..	..	11,085	2,481
Carried over ..	2,643	..	..	..	35,415.5	..	..	..	49,427.5	14,012

II.—CENTRAL CIRCLE—concl'd.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Brought forward	2,643	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. 35,415.5	..	Rs. ..	..	Rs. 49,427.5	Rs. 14,012
Runners	2	12 0 0	2 0 0	1 8 0	31	2	17	..	34	..
	128	10 0 0	2 0 0	1 8 0	1,728	128	15	..	1,920	..
	158	9 0 0	2 0 0	1 8 0	1,975	158	14	..	2,212	..
	633	8 0 0	2 0 0	1 8 0	7,279	633	13	..	8,229	..
	1,155	7 0 0	2 0 0	1 8 0	12,127.5	1,155	12	..	13,860	..
TOTAL	2,076	..	..	..	23,141	2,076	..	..	26,255	3,114
Boy messengers	6	7 0 0	2 0 0	1 8 0	63	127	8- $\frac{1}{2}$ -9	8.75	1,111.25	..
	82	6 0 0	2 0 0	1 8 0	779	..	..	..	..	..
	39	5 0 0	2 0 0	1 8 0	331.5	..	..	..	..	..
TOTAL	127	..	..	..	1,173.5	127	..	..	1,111.25	-62.25
GRAND TOTAL	4,846	..	..	..	59,730	..	..	..	76,793.75	17,063.75

III.—BIHAR AND ORISSA CIRCLE.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Reader and Head postmen.	1	Rs. A. P. 16 0 0	Rs. A. P. 3 0 0	Rs. A. P. 3 0 0	Rs. 22	46	Rs. 18- $\frac{1}{4}$ -24	Rs. 21	Rs. 966	Rs. ..
	17	15 0 0	3 0 0	3 0 0	357	Duty allowance for 19 Reader postmen @ 7-8-0 each.				..
	17	14 0 0	3 0 0	3 0 0	340	..	..	..	142.5	..
	7	13 0 0	3 0 0	3 0 0	133	Duty allowance for 27 Head postmen @ Rs. 5 each.				..
	4	12 0 0	2 0 0	3 0 0	68	..	..	..	135	..
	TOTAL ..	46	..	..	..	920	46	..	..	1,243.5	323.5
Postmen and Village postmen.	58	12 0 0	2 0 0	3 0 0	986	381	18- $\frac{1}{4}$ -24	21	8,001	..
	121	11 0 0	2 0 0	3 0 0	1,936	1,313	16- $\frac{1}{4}$ -22	19	24,947	..
	364	10 0 0	2 0 0	3 0 0	5,400	..	..	..	..	..
	1,151	9 0 0	2 0 0	3 0 0	16,114	..	..	..	..	..
TOTAL ..	1,694	..	..	..	24,496	1,694	..	..	32,948	8,45
Inferior Servants	11	10 0 0	2 0 0	3 0 0	165	341	14- $\frac{1}{2}$ -19	16.5	5,626.5	..
	49	9 0 0	2 0 0	3 0 0	686	279	13- $\frac{1}{4}$ -18	15.5	4,324.5	..
	446	8 0 0	2 0 0	3 0 0	5,798	..	..	..	..	..
	103	7 0 0	2 0 0	3 0 0	1,236	..	..	..	..	..
	11	6 0 0	2 0 0	3 0 0	121	..	..	..	..	..
TOTAL ..	620	..	..	..	8,006	620	..	..	9,951	1,945
Runners	1	9 0 0	2 0 0	3 0 0	14	1	15	..	15	..
	191	8 0 0	2 0 0	3 0 0	2,483	191	14	..	2,674	..
	1,685	7 0 0	2 0 0	3 0 0	20,220	1,685	13	..	21,905	..
TOTAL ..	1,877	..	..	..	22,717	1,877	..	..	24,594	1,877
Boy messengers	1	8 0 0	2 0 0	3 0 0	13	..	..	..	..	..
	8	6 0 0	2 0 0	3 0 0	88	123	8- $\frac{1}{2}$ -9	8.75	1,076.25	..
	42	5 0 0	2 0 0	3 0 0	420	..	..	..	..	..
	72	4 0 0	2 0 0	3 0 0	648	..	..	..	..	..
TOTAL ..	123	..	..	..	1,169	123	..	..	1,076.25	-92.75
GRAND TOTAL	4,360	..	..	..	57,308	..	..	..	69,812.75	12,504.75

IV.—UNITED PROVINCES CIRCLE.

Class.	PRESENT.					PROPOSED.					Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.		
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs.	Rs.	Rs.	Rs.	
Head, Sorting and Overseer postmen.	26	20 0 0	3 0 0	3 0 0	676	45	18— $\frac{1}{2}$ —24	21	945	..	
	12	18 0 0	3 0 0	3 0 0	288	44	16— $\frac{1}{2}$ —22	19	836	..	
	4	17 0 0	3 0 0	3 0 0	92	Duty allowance for 14 sorting postmen @ Rs. 10 each.				..	
	1	16 0 0	3 0 0	1 8 0	20.5					140	
	10	15 0 0	3 0 0	1 8 0	195	Duty allowance for 31 sorting postmen @ Rs. 7.8 each.				..	
	11	14 0 0	3 0 0	1 8 0	203.5					232.5	
	22	13 0 0	3 0 0	1 8 0	385	Duty allowance for 44 Head postmen @ Rs. 5 each.				..	
	3	12 0 0	2 0 0	1 8 0	46.5					220	
TOTAL	89	..	..	..	1,906.5	89	..	..	2,373.5	467	
Postmen and Village postmen.	68	16 0 0	3 0 0	1 8 0	1,394	..	..	..	..	..	
	137	15 0 0	3 0 0	1 8 0	2,671.5	..	..	..	..	..	
	171	14 0 0	3 0 0	1 8 0	3,163.5	..	..	..	..	..	
	158	13 0 0	3 0 0	1 8 0	2,765	619	18— $\frac{1}{2}$ —24	21	12,999	..	
	110	12 0 0	2 0 0	1 8 0	1,705	3,289	16— $\frac{1}{2}$ —22	19	62,491	..	
	216	11 0 0	2 0 0	1 8 0	3,132	..	..	..	..	..	
	205	10 0 0	2 0 0	1 8 0	2,767.5	..	House-rent allowance for 485 postmen@ Rs. 2 each.	..	..	..	
	547	9 0 0	2 0 0	1 8 0	6,837.5	..		..	..	..	
	2,296	8 0 0	2 0 0	1 8 0	26,404	..		..	970	..	
		3,908	..	..	..	50,840	3,908	..	..	76,460	25,620
Inferior servants	2	15 0 0	3 0 0	1 8 0	39	..	..	..	..	..	
	23	12 0 0	2 0 0	1 8 0	356.5	..	..	..	..	..	
	253	10 0 0	2 0 0	1 8 0	3,415.5	436	14— $\frac{1}{2}$ —19	16.5	7,194	..	
	91	9 0 0	2 0 0	1 8 0	1,137.5	1,019	13— $\frac{1}{2}$ —18	15.5	15,794.5	..	
	343	8 0 0	2 0 0	1 8 0	3,944.5	..	House-rent allowance for 352 inferior servants @ Rs. 1 each.	..	..	..	
	693	7 0 0	2 0 0	1 8 0	7,276.5	..		..	..	..	
	36	6 0 0	2 0 0	1 8 0	342	..		..	..	..	
	5	5 0 0	2 0 0	1 8 0	42.5	..		..	..	..	
	9	3 0 0	2 0 0	1 8 0	58.5	..	..	..	352	..	
TOTAL	1,455	..	..	..	16,612.5	1,455	..	..	23,340.5	6,728	
Runners	73	9 0 0	2 0 0	1 8 0	912.5	73	14	..	1,022	..	
	177	8 0 0	2 0 0	1 8 0	2,035.5	177	13	..	2,301	..	
	312	7 0 0	2 0 0	1 8 0	3,276	312	12	..	3,744	..	
	1,374	6 0 0	2 0 0	1 8 0	13,053	1,374	11	..	15,114	..	
TOTAL	1,936	..	..	..	19,277	1,936	..	..	22,181	2,904	
Boy messengers	4	6 0 0	2 0 0	1 8 0	38	133	8— $\frac{1}{2}$ —9	8.75	1,163.75	..	
	12	5 0 0	2 0 0	1 8 0	102	..	..	..	..	..	
	117	4 0 0	2 0 0	1 8 0	877.5	..	..	..	..	..	
TOTAL	133	..	..	..	1,017.5	133	..	..	1,163.75	146.25	
GRAND TOTAL	7,521	..	..	..	89,653.5	..	..	..	1,25,518.75	35,865.25	

V.—BENGAL AND ASSAM CIRCLE.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.	
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Total Average cost.		
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs.	Rs.	Rs.	Rs.	
Overseer, Sorting and Head Postmen.	20	35 0 0	4 0 0	..	780	76	22—22—22—1—40.	31	2,356	..	
	56	30 0 0	4 0 0	..	1904	6	20— $\frac{1}{2}$ —32	25	150	..	
	1	30 0 0	4 0 0	3 0 0	37	102	18— $\frac{1}{2}$ —24	21	2142	..	
	7	25 0 0	4 0 0	..	203	..	Duty allowance for 24 overseer postmen on Rs. 10 each.	..	240	..	
	2	23 0 0	4 0 0	..	54	..	..	..	..	..	
	5	20 0 0	3 0 0	..	115	..	Duty allowance for 63 sorting postmen Rs. 7-8 each.	..	472.5	..	
	1	18 0 0	3 0 0	..	21	..	..	..	..	..	
	3	17 0 0	3 0 0	..	60	..	Duty allowance for 97 Head postmen Rs. 5 each.	..	485	..	
	1	17 0 0	3 0 0	3 0 0	23	..	..	..	..	..	
	10	16 0 0	3 0 0	1 8 0	205	..	..	..	..	..	
	1	15 0 0	3 0 0	1 8 0	19.5	..	..	..	..	..	
	2	15 0 0	3 0 0	1 0 0	38	..	..	..	..	..	
	11	15 0 0	3 0 0	..	252	..	..	..	..	..	
	1	14 0 0	3 0 0	1 8 0	37	..	..	..	..	..	
	7	14 0 0	3 0 0	..	119	..	..	..	..	..	
	21	13 0 0	3 0 0	..	333	..	..	..	..	..	
	6	13 0 0	3 0 0	1 8 0	105	..	..	..	..	..	
	16	12 0 0	2 0 0	..	224	..	..	..	..	..	
	7	11 0 0	2 0 0	..	91	..	..	..	..	..	
2	10 0 0	2 0 0	..	21	..	..	..	..	..		
TOTAL ..	184	..	..	..	4,647.5	184	..	..	5,845.5	1,198	
Postmen and Village postmen	101	25 0 0	4 0 0	..	2,929	754	22—22—22—1—40	31	23,374	..	
	157	20 0 0	3 0 0	..	3,611	97	20— $\frac{1}{2}$ —32	25	2,125	..	
	328	17 0 0	3 0 0	..	6,569	..	..	..	..	..	
	6	16 0 0	3 0 0	1 0 0	120	..	..	..	..	..	
	3	16 0 0	3 0 0	1 8 0	61.5	3,951	18— $\frac{1}{2}$ —24	21	12,411	..	
	30	16 0 0	3 0 0	..	570	..	..	..	..	..	
	307	15 0 0	3 0 0	..	5,526	..	..	..	..	..	
	8	15 0 0	3 0 0	1 0 0	152	591	16— $\frac{1}{2}$ —22	19	75,069	..	
	22	15 0 0	3 0 0	1 8 0	429	..	..	..	..	..	
	26	14 0 0	3 0 0	1 8 0	481	..	..	..	..	..	
	6	14 0 0	3 0 0	1 0 0	108	..	..	..	..	..	
	75	14 0 0	3 0 0	..	1,275	..	..	..	..	..	
	37	13 0 0	3 0 0	1 8 0	647.5	..	..	..	..	..	
	234	13 0 0	3 0 0	..	3,744	..	..	..	..	..	
	137	12 0 0	2 0 0	..	1,918	..	..	..	..	..	
	56	12 0 0	2 0 0	1 8 0	808	..	..	..	..	..	
	44	12 0 0	2 0 0	1 0 0	660	..	..	..	..	..	
	151	11 0 0	2 0 0	..	1,993	..	..	..	..	..	
	120	11 0 0	2 0 0	1 8 0	1,740	..	..	..	..	..	
	320	11 0 0	2 0 0	1 0 0	4,480	..	..	..	..	..	
	325	10 0 0	2 0 0	1 8 0	4,387.5	..	..	..	..	..	
	2,877	10 0 0	2 0 0	1 0 0	37,401	..	..	..	..	..	
	23	10 0 0	2 0 0	..	276	..	..	..	..	..	
	TOTAL ..	5,393	..	..	..	79,907.5	5,393	..	..	1,13,279	33,371.5
	Carried over ..	5,577	..	..	..	84,555	..	..	..	1,19,124.5	31,569.5

V.—BENGAL AND ASSAM CIRCLE—*contd.*

Class.	PRESENT.					PROPOSED.					Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Total average cost.		
		Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.		Rs.		Rs.	Rs.	
Brought forward	5,577	..	..	..	84,555	..	..	..	1,19,124.5	34,569.5	
Probationary postmen.	136	12 0 0	2 0 0	1 0 0	2,040	146	16	..	2,336	..	
	10	12 0 0	2 0 0	..	140	31	14	..	434	..	
	12	10 0 0	2 0 0	1 0 0	156	11	13	..	182	..	
	19	9 0 0	2 0 0	1 0 0	228	..	..	..	..	..	
	13	8 0 0	2 0 0	1 0 0	143	..	..	..	..	..	
	1	8 0 0	2 0 0	1 8 0	11.5	..	..	..	..	..	
TOTAL	191	..	..	..	2,718.5	191	..	..	2,952	233.5	
Inferior servants	1	25 0 0	4 0 0	..	29	1	30— $\frac{1}{5}$ —35	32.5	32.5	..	
	6	20 0 0	3 0 0	..	138	5	25	..	125	..	
	5	18 0 0	3 0 0	..	105	5	22	..	110	..	
	1	17 0 0	3 0 0	..	20	3	20	..	60	..	
	5	16 0 0	3 0 0	..	95	3	20— $\frac{1}{5}$ —25	22.5	67.5	..	
	3	15 8 0	3 0 0	..	55.5	..	..	..	..	..	
	5	15 0 0	3 0 0	..	90	266	16— $\frac{1}{5}$ —21	18.5	4,921	..	
	2	15 0 0	3 0 0	1 8 0	59	..	..	..	..	..	
	57	14 0 0	3 0 0	..	939	166	15— $\frac{1}{5}$ —20	17.5	6,105	..	
	2	13 0 0	3 0 0	1 8 0	35	339	14— $\frac{1}{5}$ —19	16.5	6,088.5	..	
	2	13 0 0	3 0 0	1 0 0	34	646	13— $\frac{1}{5}$ —18	15.5	10,013	..	
	1	13 0 0	3 0 0	..	16	..	..	..	..	..	
	14	12 0 0	2 0 0	1 8 0	217	..	..	..	..	..	
	84	12 0 0	2 0 0	1 0 0	1,269	..	..	..	..	..	
	8	11 0 0	2 0 0	1 8 0	116	..	..	..	..	..	
	263	11 0 0	2 0 0	1 0 0	2,842	..	..	..	..	..	
	42	10 0 0	2 0 0	1 8 0	567	..	..	..	..	..	
	387	10 0 0	2 0 0	1 0 0	5,031	..	..	..	..	..	
	44	9 0 0	2 0 0	1 8 0	550	..	..	..	..	..	
	546	9 0 0	2 0 0	1 8 0	6,480	..	..	..	..	..	
	200	8 0 0	2 0 0	1 0 0	2,200	..	..	..	..	..	
	34	8 0 0	2 0 0	1 0 0	391	..	..	..	..	..	
	4	7 0 0	2 0 0	1 0 0	49	..	..	..	..	..	
	14	5 0 0	2 0 0	1 0 0	112	..	..	..	..	..	
TOTAL ..	1,664	..	..	..	21,431.5	1,664	..	..	27,822.5	6,391	
Carried over ..	7,432	..	..	..	1,08,705	..	..	..	1,49,399	41,194	

V.—BENGAL AND ASSAM CIRCLE—*concl.*

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Brought forward	7432	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. 1,08,705	..	Rs. ..	.. ..	Rs. 1,49,899	Rs. 41,194
Runners ..	50	16 0 0	3 0 0	..	950	40	15	..	600	..
	63	15 0 0	3 0 0	..	1,134	50	22	..	1,100	..
	2	11 9 0	3 0 0	1 0 0	38	65	21	..	1,365	..
	14	14 0 0	3 0 0	1 8 0	259	14	20	..	280	..
	12	13 0 0	3 0 0	..	192	12	19	..	228	..
	14	12 0 0	2 0 0	1 0 0	210	68	17	..	1,156	..
	53	12 0 0	2 0 0	1 8 0	821.5	36	16	..	576	..
	1	12 0 0	2 0 0	1 0 0	15	483	15	..	7,245	..
	10	11 0 0	2 0 0	..	130	609	14	..	8,526	..
	7	11 0 0	2 0 0	1 8 0	101.5	2371	13	..	30,823	..
	19	11 0 0	2 0 0	1 0 0	266	..	..	..	..	..
	315	10 0 0	2 0 0	1 0 0	4,095	..	..	..	..	..
	208	10 0 0	2 0 0	1 8 0	2,808	..	..	..	..	..
	456	9 0 0	2 0 0	1 0 0	5,016	..	..	..	..	..
	153	9 0 0	2 0 0	1 8 0	1,912.5	..	..	..	..	..
	2370	8 0 0	2 0 0	1 0 0	26,070	..	..	..	..	..
	1	7 0 0	2 0 0	1 0 0	10	..	..	..	..	..
	3,748	..	..	..	44,028.5	3,748	..	..	51,899	7,870.5
Boy Messengers	1	11 0 0	2 0 0	1 0 0	14	..	..	..	..	..
	7	8 0 0	2 0 0	1 0 0	77	76	11— $\frac{1}{5}$ —12	11.75	893	..
	1	10 0 0	2 0 0	1 0 0	13	171	9— $\frac{2}{5}$ —11	10.5	1795.5	..
	2	9 0 0	2 0 0	1 8 0	25	..	..	..	..	..
	2	9 0 0	2 0 0	1 0 0	24	..	..	..	..	..
	14	8 0 0	2 0 0	1 8 0	161	..	..	..	..	..
	1	7 0 0	2 0 0	1 8 0	10.5	..	..	..	..	..
	89	7 0 0	2 0 0	1 0 0	890	..	..	..	..	..
	21	6 0 0	2 0 0	1 8 0	199.5	..	..	..	..	..
	49	6 0 0	2 0 0	1 0 0	441	..	..	..	..	..
	60	5 0 0	2 0 0	1 0 0	480	..	..	..	..	..
TOTAL ..	247	..	..	..	2,335	247	..	..	2,688.5	353.5
GRAND TOTAL	11,427	..	..	..	1,55,068.5	..	..	..	2,04,486.5	49,418

VI—BURMA CIRCLE.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No. of Men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Overseer, Reader and Head post men.	16	Rs. 40	Rs. 5	Rs. ..	720 0 0	22	24— $\frac{3}{4}$ —40	32	704	Rs. ..
	6	35	4	..	234 0 0	5	22— $\frac{1}{2}$ —34	27	135	..
	3	25	4	..	87 0 0	27	20— $\frac{1}{4}$ —26	23	621	..
	3	22	4	..	78 0 0	1	18— $\frac{1}{4}$ —24	21	21	..
	17	20	3	..	391 0 0	Duty allowance for 16 overseer postmen @ Rs. 10 each.			160	..
	9	18	3	..	189 0 0	Duty allowance for 7 Reader postmen @ Rs. 7-8 each.			52.5	..
	1	16	3	..	19 0 0	Duty allowance for 32 Head postmen @ Rs. 5 each.			160	..
	TOTAL ..	55	..	..	1,718 0 0	55	..	..	1,853.5	135.5
Postmen and Village Postmen.	30	30	4	..	1,020 0 0	213	24— $\frac{3}{4}$ —40	32	6,816	..
	42	25	4	..	1,218 0 0	71	22— $\frac{1}{2}$ —34	27	1,917	..
	12	22	4	..	312 0 0	122	20— $\frac{1}{4}$ —26	23	2,806	..
	98	20	3	..	2,254 0 0	544	18— $\frac{1}{4}$ —24	21	11,424	..
	62	19	3	..	1,364 0 0	..	..	..	..	..
	122	18	3	..	2,562 0 0	..	..	..	..	..
	16	17	3	..	320 0 0	..	..	..	..	..
	123	16	3	..	2,337 0 0	..	..	..	..	..
	415	15	3	..	7,470 0 0	..	..	..	..	..
	30	14	3	..	510 0 0	..	..	..	..	..
TOTAL ..	950	..	..	..	19,367 0 0	950	..	..	22,963	3,596
Probationary postmen.	19	15	3	..	342 0 0	19	18	..	342	..
	5	14	3	..	85 0 0	5	17	..	85	..
	2	13	3	..	32 0 0	2	16	..	32	..
	26	..	..	..	459 0 0	26	..	..	459	..
Carried over ..	1,031	..	..	..	21,544 0 0	..	..	..	25,275.5	3,731.5

VI.—BURMA CIRCLE—*contd.*

Class.	PRESENT					PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Brought forward	1031	Rs. ..	Rs. ..	Rs. ..	Rs. A. P. 21,544 0 0	..	Rs. ..	..	Rs. 25,275.5	Rs. 3,731.5
	Attendant ..	1	40	5	45 0 0	1	35— $\frac{3}{5}$ —50	42.5	42.5	—2.5
Jemadars ..	1	25	4	..	29 0 0	2	22— $\frac{2}{5}$ —30	26	52	..
	1	22	4	..	26 0 0	..	..	..	..	..
TOTAL ..	2	..	..	..	55 0 0	2	..	..	52	—3
Interior servants	1	23	4	..	27 0 0	141	20— $\frac{1}{5}$ —25	22.5	31,72.5	..
	14	20	3	..	322 0 0	46	19— $\frac{1}{5}$ —24	21.5	989	..
	36	18	3	..	756 0 0	66	18— $\frac{1}{5}$ —23	20.5	1353	..
	2	17	3	..	40 0 0	324	16— $\frac{1}{5}$ —21	18.5	5994	..
	96	16	3	..	1,824 0 0	..	..	..	..	..
	184	15	3	..	3,312 0 0	..	..	..	..	..
	33	14	3	..	561 0 0	..	..	..	..	..
	68	13	3	..	1,088 0 0	..	..	..	..	..
	142	12	2	..	1,968 0 0	..	..	..	..	..
	1	10	2	..	12 0 0	..	..	..	..	..
TOTAL ..	577	..	..	..	9,930 0 0	577	..	..	11,508.5	1578.5
Runners ..	1	30	4	..	34 0 0	1	34	..	34	..
	4	22	4	..	104 0 0	4	26	..	104	..
	13	20	3	..	299 0 0	13	23	..	299	..
	5	19	3	..	110 0 0	5	22	..	110	..
	9	18	3	..	189 0 0	9	21	..	189	..
	1	17	3	..	20 0 0	1	20	..	20	..
	3	16	3	..	57 0 0	3	19	..	57	..
	48	15	3	..	864 0 0	48	18	..	864	..
	19	14	3	..	323 0 0	19	17	..	323	..
	30	13	3	..	480 0 0	30	16	..	480	..
TOTAL ..	21	12	2	..	294 0 0	21	14	..	294	..
	1	10	2	..	12 0 0	1	12	..	12	..
TOTAL ..	155	..	..	..	2,786 0 0	155	..	..	2,786	..
Boy messengers	4	12	2	..	56 0 0	..	..	..	..	..
	12	10	2	..	144 0 0	24	12— $\frac{1}{3}$ —13	12.75	306	..
	8	8	2	..	80 0 0	..	..	..	..	..
TOTAL ..	24	..	..	..	280 0 0	24	..	..	306	26
GRAND TOTAL	1790	..	..	..	34,640	..	..	..	39,970.5	5330.5

VI—BURMA CIRCLE.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No. of Men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Overseer, Reader and Head post men.	16	Rs. 40	Rs. 5	Rs. ..	Rs. 720 0 0	22	24— $\frac{2}{3}$ —40	32	704	..
	6	35	4	..	234 0 0	5	22— $\frac{1}{2}$ —34	27	135	..
	3	25	4	..	87 0 0	27	20— $\frac{1}{4}$ —26	23	621	..
	3	22	4	..	78 0 0	1	18— $\frac{1}{4}$ —24	21	21	..
	17	20	3	..	391 0 0	Duty allowance for 16 overseer postmen @ Rs. 10 each.			160	..
	9	18	3	..	189 0 0	Duty allowance for 7 Reader postmen @ Rs. 7-8 each.			52-5	..
	1	16	3	..	19 0 0	Duty allowance for 32 Head postmen @ Rs. 5 each.			160	..
	TOTAL ..	55	..	..	1,718 0 0	55	..	..	1,853-5	135-5
Postmen and Village Postmen.	30	30	4	..	1,020 0 0	213	24— $\frac{2}{3}$ —40	32	6,816	..
	42	25	4	..	1,218 0 0	71	22— $\frac{1}{2}$ —34	27	1,917	..
	12	22	4	..	312 0 0	122	20— $\frac{1}{4}$ —26	23	2,806	..
	98	20	3	..	2,254 0 0	544	18— $\frac{1}{4}$ —24	21	11,424	..
	62	19	3	..	1,364 0 0	..	..	..	..	..
	122	18	3	..	2,562 0 0	..	..	..	..	..
	16	17	3	..	320 0 0	..	..	..	..	..
	123	16	3	..	2,337 0 0	..	..	..	..	..
	415	15	3	..	7,470 0 0	..	..	..	..	..
	30	14	3	..	510 0 0	..	..	..	..	..
TOTAL ..	950	..	..	..	19,367 0 0	950	..	..	22,963	3,596
Probationary postmen.	19	15	3	..	342 0 0	19	18	..	342	..
	5	14	3	..	85 0 0	5	17	..	85	..
	2	13	3	..	32 0 0	2	16	..	32	..
Carried over ..	26	..	..	..	459 0 0	26	..	..	459	..
	1,031	..	..	..	21,544 0 0	..	..	..	25,275-5	3,731

Class.	PRESENT					PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Brought forward	1031	Rs. ..	Rs. ..	Rs. ..	Rs. 21,544 0 0	..	Rs. ..	..	Rs. 25,275-5	Rs. 3,731-5
Attendant ..	1	40	5	..	45 0 0	1	35— $\frac{2}{3}$ —50	42-5	42-5	-2-5
Jemadars ..	1	25	4	..	29 0 0	2	22— $\frac{2}{3}$ —30	26	52	..
	1	22	4	..	26 0 0	..	..	..	..	..
TOTAL ..	2	..	..	..	55 0 0	2	..	..	52	-3
Interior servants	1	23	4	..	27 0 0	141	20— $\frac{1}{2}$ —25	22-5	31,72-5	..
	14	20	3	..	322 0 0	46	19— $\frac{1}{2}$ —24	21-5	989	..
	36	18	3	..	756 0 0	66	18— $\frac{1}{2}$ —23	20-5	1353	..
	2	17	3	..	40 0 0	324	16— $\frac{1}{2}$ —21	18-5	599-1	..
	96	16	3	..	1,824 0 0	..	..	..	..	..
	184	15	3	..	3,312 0 0	..	..	..	..	..
	33	14	3	..	561 0 0	..	..	..	..	..
	68	13	3	..	1,088 0 0	..	..	..	..	..
	142	12	2	..	1,968 0 0	..	..	..	..	..
	1	10	2	..	12 0 0	..	..	..	..	..
TOTAL ..	577	..	..	..	9,930 0 0	577	..	..	11,508-5	1578-5
Runners ..	1	30	4	..	34 0 0	1	34	..	34	..
	4	22	4	..	104 0 0	4	26	..	104	..
	13	20	3	..	299 0 0	13	23	..	299	..
	5	19	3	..	110 0 0	5	22	..	110	..
	9	18	3	..	189 0 0	9	21	..	189	..
	1	17	3	..	20 0 0	1	20	..	20	..
	3	16	3	..	57 0 0	3	19	..	57	..
	48	15	3	..	864 0 0	48	18	..	864	..
	19	14	3	..	323 0 0	19	17	..	323	..
	30	13	3	..	480 0 0	30	16	..	480	..
TOTAL ..	21	12	2	..	294 0 0	21	14	..	294	..
	1	10	2	..	12 0 0	1	12	..	12	..
TOTAL ..	155	..	..	..	2,786 0 0	155	..	..	2,786	..
Boy messengers	4	12	2	..	56 0 0	..	..	..	..	..
	12	10	2	..	144 0 0	24	12— $\frac{1}{2}$ —13	12-75	306	..
	8	8	2	..	80 0 0	..	..	..	..	..
TOTAL ..	24	..	..	..	280 0 0	24	..	..	306	26
GRAND TOTAL	1790	..	..	..	34,640	..	..	..	39,970-5	5330-5

VII.—MADRAS CIRCLE.

Class.	No. of men.	PRESENT.				PROPOSED.				Net average increase per mensem.	
		Rate of pay.	Rate of W. A.	Rate of G.C.A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay	Average pay.	Total average cost.		
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.			Rs.		Rs.
Overseer, Reader & Head Postmen.	23	30 0 0	4 0 0	3 0 0	851 0 0	25	20— $\frac{3}{4}$ —36	28	644		
	10	25 0 0	4 0 0	3 0 0	320 0 0	18	20— $\frac{1}{2}$ —32	25	450		
	10	20 0 0	3 0 0	3 0 0	260 0 0	35	18— $\frac{1}{4}$ —24	21	735		
	13	18 0 0	3 0 0	3 0 0	312 0 0	Duty allowance to 11 overseer postmen at Rs. 10 each.				110	
	14	16 0 0	3 0 0	1 8 0	287 0 0	Duty allowance to 26 reader postmen at Rs. 7-8 each.				195	
	6	14 0 0	3 0 0	1 8 0	111 0 0	Duty allowance to 39 Head postmen at Rs. 5 each.				195	
TOTAL ..	76	..	..	..	2,141 0 0	76	..	..	2,329	188	
Postmen & Village Postmen.	37	25 0 0	4 0 0	3 0 0	1,638 0 0	318	20— $\frac{2}{3}$ —36	28	8,904		
	63	20 0 0	3 0 0	3 0 0	1,184 0 0	294	20— $\frac{1}{2}$ —32	25	7,350		
	118	18 0 0	3 0 0	3 0 0	2,832 0 0	601	18— $\frac{1}{4}$ —24	21	12,621		
	157	16 0 0	3 0 0	1 8 0	3,218·5	3,664	16— $\frac{1}{4}$ —22	19	69,616		
	115	15 0 0	3 0 0	1 8 0	2,242·5	House rent allowance for 583 postmen at Rs. 2 each.				1,166	
	293	14 0 0	3 0 0	1 8 0	5,420·5						
	13	13 0 0	3 0 0	1 8 0	227·						
	242	12 0 0	2 0 0	1 8 0	3,751						
	120	11 0 0	2 0 0	1 8 0	1,740						
	311	10 0 0	2 0 0	1 8 0	4,198·5						
	648	9 0 0	2 0 0	1 8 0	8,100						
	2760	8 0 0	2 0 0	1 8 0	31,740						
	4877	..	..	..	66,292·5	4,877	..	..	99,657	33,364·5	
	Probationary Postmen.	34	12 0 0	2 0 0	1 8 0	527 0 0	27	17 0 0	..	459	
5		10 0 0	2 0 0	1 8 0	67·5	12	15 0 0	..	180		
TOTAL ..	39	..	..	..	594·5	..	..	..	639	44·5	
Inferior Servants	2	20 0 0	3 0 0	3 0 0	52	2	30	..	60		
	6	15 0 0	3 0 0	1 8 0	117	4	20	..	80		
	4	14 0 0	3 0 0	1 8 0	74	..	..	..	..		
	1	13 0 0	3 0 0	1 8 0	17·5	98	16— $\frac{1}{2}$ —21	18·5	1,813		
	112	12 0 0	2 0 0	1 8 0	1,736	216	15— $\frac{1}{2}$ —20	17·5	3,780		
	20	11 0 0	2 0 0	1 8 0	290	1,238	13— $\frac{1}{4}$ —18	15·5	19,189		
	273	10 0 0	2 0 0	1 8 0	3,685·5	..	..	..	..		
	101	9 0 0	2 0 0	1 8 0	1,262·5	..	..	..	..		
	396	8 0 0	2 0 0	1 8 0	4,554	..	..	..	..		
	642	7 0 0	2 0 0	1 8 0	6,741	..	..	..	..		
	1	6 0 0	2 0 0	1 8 0	9·5	..	..	..	..		
	TOTAL ..	1,558	..	..	..	18,539	1,558	..	..	24,922	6,383
	Runners	25	10 0 0	2 0 0	1 8 0	337·5	90	12	..	1,080	
131		9 0 0	2 0 0	1 8 0	1,637·5	2,544	12	..	30,528		
461		8 0 0	2 0 0	1 8 0	5,301·5	384	13	..	4,992		
16		7 8 0	2 0 0	1 8 0	176	79	14	..	1,106		
430		7 0 0	2 0 0	1 8 0	4,515	..	..	..	..		
TOTAL ..	2,034	6 0 0	2 0 0	1 8 0	19,323	..	..	..	..		
TOTAL ..	3,097	..	..	..	31,290·5	3,097	..	..	37,706	6,415·1	
Carried over ..	9,647	..	..	..	1,18,857·5	..	..	..	1,65,253	46,395	

VII.—MADRAS CIRCLE—concl'd.

Cl ss.	PRESENT.					PROPOSED.					Net average monthly increase.
	No. of men.	Rate of pay.	Rate of W.A.	Rate of G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.		
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs.		Rs.	Rs.	
Brought forward	9,617	..	..	..	1,18,857·5	..	..	..	1,65,253	46,395·5	
Boy messengers	7	7 0 0	2 0 0	1 8 0	73·5	269	9— $\frac{1}{2}$ —10	9·75	2,622·75		
	4	6 0 0	2 0 0	1 8 0	38	..	..	..	..		
	157	5 0 0	2 0 0	1 8 0	1,334·5	..	..	..	..		
	101	4 0 0	2 0 0	1 8 0	757·5	..	..	..	..		
TOTAL ..	269	..	..	..	2,203·5	269	..	..	2,622·75	419·25	
GRAND TOTAL..	9916	..	..	..	1,21,061	..	..	..	1,67,875·75	46,814·75	

VIII.—PUNJAB AND NORTH-WEST FRONTIER CIRCLE.

Class	PRESENT.					PROPOSED.					Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Total G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Total average cost.		
Overseer. Sorting and Head postmen.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs.	Rs.	Rs.	Rs.	
	29	30 0 0	4 0 0	..	986	51	22— $\frac{1}{2}$ —34	27	1377		
	2	20 0 0	3 0 0	..	46	7	20— $\frac{1}{2}$ —26	23	161		
	30	18 0 0	3 0 0	..	630	28	18— $\frac{1}{2}$ —24	21	588		
	2	16 0 0	3 0 0	..	38	Duty allowance for 7 overseer Postmen @ 10 0 0 each.		..	70		
	1	15 0 0	3 0 0	..	18	Duty allowance for 29 Sorting Postmen @ 7 8 0 each.		..	217.5		
	21	25 0 0	4 0 0	..	609	Duty allowance for 50 Head Postmen @ 5 0 0 each.		..	250		
	1	28 0 0	4 0 0	..	32	..	..	..	..		
	..	..	..	296.5	296.5	..	..	..	..		
	TOTAL ..	86	..	..	..	2655.5	86	..	..	2,663.5	8
Postmen and Village Postmen.	7	22 0 0	4 0 0	..	182	591	22— $\frac{1}{2}$ —34	27	15,957		
	66	20 0 0	3 0 0	..	1,518	86	20— $\frac{1}{2}$ —26	23	1,978		
	122	18 0 0	3 0 0	..	2,562	706	18— $\frac{1}{2}$ —24	21	14,826		
	8	17 0 0	3 0 0	..	160	2,100	16— $\frac{1}{2}$ —22	19	39,900		
	238	16 0 0	3 0 0	..	4,522	..	..	..	..		
	222	15 0 0	3 0 0	..	3,996	..	..	..	..		
	87	14 0 0	3 0 0	..	1,479	..	..	..	..		
	112	13 0 0	3 0 0	..	1,792	..	..	..	..		
	272	12 0 0	2 0 0	..	3,808	..	..	..	..		
	131	11 0 0	2 0 0	..	1,703	..	..	..	..		
	1,165	10 0 0	2 0 0	..	13,980	..	..	..	..		
	1,053	9 0 0	2 0 0	..	11,583	..	..	..	..		
	..	..	..	7,598.5	7,598.5	..	..	..	..		
	TOTAL ..	3,483	..	..	..	54,883.5	3,483	..	..	72,661	17,777.5
	Probationary Postmen.	2	16 0 0	3 0 0	..	38	2	22	..	44	
11		13 0 0	3 0 0	..	176	..	..	..	..		
32		12 0 0	2 0 0	..	448	43	20	..	860		
6		11 0 0	2 0 0	..	78	..	..	..	..		
20		10 0 0	2 0 0	..	240	26	16	..	416		
..		..	..	163.5	163.5	..	..	..	..		
TOTAL ..	71	..	..	..	1,143.5	71	..	..	1,320	176.5	
Carried over ..	3,640	..	..	..	58,682.5	..	..	..	76,644.5	17,962	

VIII.—PUNJAB AND NORTH-WEST FRONTIER CIRCLE—concl'd.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No. of men.	Rate of pay.	Rate of W. A.	Total G. C. A.	Total cost.	No. of men.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs.	Rs.	Rs.	Rs.
Brought forward	3,640	..	..	..	58,682.5	..	..	..	76,644.5	17,962
House rent allowance for 412 postmen at Rs. 2 each.	..	..	..	..	..	..	..	..	824	824.0
Inferior servants	1	17 0 0	3 0 0	3 0 0	23	404	17- $\frac{1}{2}$ -22	19.5	7,878	..
	1	16 0 0	3 0 0	2 8 0	21.5	63	18- $\frac{1}{2}$ -23	20.5	1,291.5	..
	24	15 0 0	3 0 0	37 0 0	469	75	16- $\frac{1}{2}$ -21	18.5	1,387.5	..
	2	14 0 0	3 0 0	5 0 0	39	516	15- $\frac{1}{2}$ -20	17.5	9,030	..
	36	13 0 0	3 0 0	68 0 0	644	324	14- $\frac{1}{2}$ -19	16.5	5,346	..
	263	12 0 0	2 0 0	504 8 0	4,276.5	..	..	..	..	..
	145	11 0 0	2 0 0	315 0 0	2,200	..	..	..	..	..
	340	10 0 0	2 0 0	686 0 0	4,766	..	..	..	..	..
	422	9 0 0	2 0 0	916 8 0	5,558.5	..	..	..	..	..
	147	8 0 0	2 0 0	311 8 0	1,781.5	..	..	..	..	..
	1	7 0 0	2 0 0	2 8 0	11.5	..	..	..	..	..
	TOTAL ..	1,382	..	..	..	19,790.5	1,382	..	..	24,933	5,142.5
Mail Guards ..	3	25 0 0	4 0 0	4 8 0	91.5	9	27- $\frac{1}{2}$ -32	29.5	265.5	..
	6	20 0 0	3 0 0	9 0 0	147	..	..	..	..	..
TOTAL ..	9	..	..	..	238.5	9	..	..	265.5	27
Boatmen ..	2	20 0 0	3 0 0	3 0 0	49	2	25	..	50	1
Runners ..	2	12 0 0	2 0 0	5 0 0	33	2	18	..	36	..
	33	10 0 0	2 0 0	65 0 0	461	33	15	..	495	..
	79	9 0 0	2 0 0	185 0 0	1,054	79	14	..	1,106	..
	1,231	8 0 0	2 0 0	2,681 8 0	14,991.5	1,231	13	..	16,003	..
	729	7 0 0	2 0 0	1,513 8 0	8,074.5	729	12	..	8,748	..
	125	6 0 0	2 0 0	187 8 0	1,187.5	125	11	..	1,375	..
TOTAL ..	2,199	..	..	..	25,801.5	2,199	..	..	27,763	1,961.5
Boy messengers	3	11 0 0	2 0 0	4 8 0	43.5	62	9- $\frac{1}{2}$ -11	10.5	651	..
	2	8 0 0	2 0 0	5 0 0	25	..	..	..	..	..
	9	7 0 0	2 0 0	17 8 0	98.5	..	..	..	..	..
	11	6 0 0	2 0 0	19 8 0	107.5	..	..	..	..	..
	36	5 0 0	2 0 0	76 0 0	328	..	..	..	..	..
Boy	1	6 0 0	2 0 0	2 8 0	10.5	..	..	..	..	..
TOTAL	62	..	..	..	613	62	..	..	651	38
GRAND TOTAL..	7,294	..	..	..	105,175.0	..	..	..	131,131.0	25,956.0

IX.—NORTHERN CIRCLE, R.M.S.

Class.	PRESENT.		PROPOSED.				Net average increase per mensem.
	No.	Total pay and allowances.	No.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Mail Guards	42	Rs. 1,098.5	42	Rs. 22— $\frac{1}{2}$ —34	Rs. 27	Rs. 1,134	Rs. ..
Van Peons	39	651.5	18	15— $\frac{1}{2}$ —20	17.5	315	..
			21	17— $\frac{1}{2}$ —22	19.5	409.5	..
Porters	422	6,345.5	422	13 to 22	..	6,963	..
Peons and Farashes ..	5	76.5	5	15— $\frac{1}{2}$ —20	17.5	87.5	..
Chowkidars	2	27	2	15— $\frac{1}{2}$ —20	17.5	35	..
Jamadar	3	67.5	3	22 to 27	..	74	..
TOTAL	513	8,266.5	513	..	..	9,018.0	751.5

X.—EASTERN CIRCLE—R.M.S.

Class.	PRESENT.		PROPOSED.				Net average increase per mensem.
	No.	Total pay and allowances.	No.	Consolidated time-scale or fixed pay.	Average pay.	Total average cost.	
Mail Guards	125	Rs. 3,133	125	Rs. 20— $\frac{1}{2}$ —35	Rs. 27.5	Rs. 3,437.5	Rs. ..
Van Peons	118	1,846.5	118	15— $\frac{1}{2}$ —20	17.5	2,065	..
Head Porters, etc. ..	9	192.5	9	20 to 30	..	207	..
Chowkidars, etc. ..	5	64	5	13— $\frac{1}{2}$ —18	15.5	77.5	..
Peons	11	146	11	13— $\frac{1}{2}$ —18	15.5	170.5	..
Porters	425	5,570	425	13 to 17	..	6,061	..
TOTAL	693	10,952	693	..	..	12,018.5	1,066.5

XI.—WESTERN CIRCLE—R.M.S.

Class.	PRESENT.		PROPOSED.				Net average increase per mensem.
	No.	Total pay and allowances.	No.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
Mail Guards	62	Rs. 1,607	24	Rs. 22— $\frac{1}{2}$ —34	27	Rs. 648	Rs. ..
			38	20— $\frac{1}{2}$ —32	25	950	..
TOTAL	62	1,607	62	..	..	1,598	..
Van Peons	140	2,263.5	39	16— $\frac{1}{2}$ —24	20	780	..
			101	15— $\frac{1}{2}$ —20	17.5	1,767.5	..
TOTAL	140	2,263.5	140	..	..	2,547.5	..
Porters	395	5,548	395	12 to 27	..	6,123	..
Chowkidars, etc. ..	7	92	7	13 to 18	..	104	..
Peons	2	26	2	14 to 15	..	29	..
TOTAL	606	9,536.5	606	..	..	10,401.5	865

XII.—RAILWAY MAIL SERVICE.

F. M. Division, Bombay.

Class.	PRESENT.		PROPOSED.				Net average increase per mensem.
	No.	Total pay and allowances.	No.	Consolidated time-scale or fixed pay.	Average pay.	Average total cost.	
		Rs.		Rs.	Rs.	Rs.	Rs.
Mail Guards	5	132	2	27—27—27—1—45.	36	72	..
			2	22— $\frac{1}{2}$ —34	27	54	..
			1	20— $\frac{1}{2}$ —32	25	25	..
Total	5	132	5	..	..	151	..
Van Peons, and Peons ..	43	839	40	20— $\frac{1}{2}$ —27	23.5	940	..
			2	17— $\frac{1}{2}$ —22	19.5	39	..
			1	14— $\frac{1}{2}$ —19	16.5	16.5	..
Total	43	839	43	..	..	995.5	..
Porters	4	72	4	20	..	80	..
Total	52	1,043	52	..	..	1,226.5	183.5

XIII.—RAILWAY MAIL SERVICE.

Burma.

Class.	PRESENT.		PROPOSED.				Net increase per mensem.
	No.	Total pay and allowances.	No.	Consolidated time-scale or fixed pay.	Average pay.	Total average cost.	
		Rs.		Rs.	Rs.	Rs.	Rs.
Mail Guards	28	812	28	30— $\frac{1}{2}$ —35	32.5	910	..
Van Peons and peons ..	41	803	41	20— $\frac{1}{2}$ —25	22.5	922.5	..
Jamadar	1	26	1	28	..	28	..
Porters	40	710	40	18 to 20	..	750	..
TOTAL	110	2,351	110	..	..	2,610.5	259.5

XIV.—CALCUTTA R.M.S.

Class.	PRESENT.		PROPOSED.				Net average increase per mensem.
	No.	Total pay and allowances.	No.	Consolidated time-scale or fixed pay.	Average pay.	Total average cost.	
		Rs.		Rs.	Rs.	Rs.	Rs.
Porters	125	1,868	125	16— $\frac{1}{2}$ —21	18·5	2,312·5	..
Runners	3	43	3	16 & 17	..	49	..
Peons	2	28	2	15— $\frac{1}{2}$ —20	17·5	35	..
Jamadar	1	21	1	25	..	25	..
Farash	1	13	1	15— $\frac{1}{2}$ —20	17·5	17·5	..
Firemen	2	25	2	15— $\frac{1}{2}$ —20	17·5	35	..
TOTAL ..	134	1,998	134	..	..	2,474	476

Summary.

Name of Circle.	Present cost per annum.	Proposed cost per annum.	Increase.
I.—Bombay	19,23,318	23,07,189	3,83,871
II.—Central Provinces ..	7,16,760	9,21,525	2,04,765
III.—Bihar and Orissa ..	6,87,696	8,37,753	1,50,057
IV.—United Provinces ..	10,75,842	15,06,225	4,30,383
V.—Bengal and Assam ..	18,60,822	24,53,838	5,93,016
VI.—Burma	4,15,680	4,79,616	63,966
VII.—Madras	14,52,732	20,14,509	5,61,777
VIII.—Punjab and North-West Frontier.	12,62,100	15,73,572	3,11,472
IX.—Branch Postmasters and Overseers.	6,99,276	8,48,520	1,49,244
X.—Northern Circle, R. M. S.	99,198	1,08,216	9,018
XI.—Eastern Circle, R. M. S. .	1,31,424	1,44,222	12,798
XII.—Western Circle, R. M. S.	1,14,438	1,24,818	10,380
XIII.—Foreign Mail Division	12,516	14,718	2,202
XIV.—Burma, R. M. S. ..	28,212	31,326	3,114
XV.—Calcutta, R. M. S. ..	23,976	29,688	5,712
TOTAL ..	1,05,03,990	1,33,95,765	28,91,775

SCHEDULE A.

List of sub-offices included in Class II of the Bombay scale.

- | | |
|-------------------------|------------------------|
| 1. Viramgram. | 21. Anand Town. |
| 2. Hubli. | 22. Godhra. |
| 3. Hubli Dajiba's peth. | 23. Godhra, R. S. |
| 4. Hubli Durgadbail. | 24. Godhra Distillery. |
| 5. Hubli Sarafkhatta. | 25. Nadiad. |
| 6. Old Hubli. | 26. Khandala. |
| 7. Deesa. | 27. Lonavala. |
| 8. Mehsana. | 28. Yeravda. |
| 9. Babujamal Kolhapur. | 29. North Yeravda. |
| 10. Castle Rock. | 30. Jamnagar. |
| 11. Kolhapur. | 31. Mahableshwar. |
| 12. Kolhapur City. | 32. Bhiwindi. |
| 13. Shahpuri. | 33. Matheran. |
| 14. Cutch Mandvi. | 34. Devlali Bazar. |
| 15. Bagalkot. | 35. Devlali Camp. |
| 16. Gadag City. | 36. Junagadh. |
| 17. Gadag. | 37. Porbandar. |
| 18. Gadag Betgeri. | 38. Dhrangadra. |
| 19. Bhusaval. | 39. Limbdi. |
| 20. Anand. | 40. Morvi. |
| | 41. Devlali. |

SCHEDULE B.

List of important Sub-offices in the Bihar and Orissa Circle.

Patna City.	Rajmahal.
Gulzarbagh.	Darbhanga.
Aurangabad.	Sitamarhi.
Bhabua.	Hajipur.
Nawada.	Samastipur.
Sasaram.	Giridih.
Arrah Nawada.	Koderma.
Bhadrak.	Ranchi Secretariat.
Chakradharpur.	Raxaul.
Jamshedpur.	Nepal.
Siwan.	Kishanganj.
Bettiah.	Buxar.
Jamalpur.	Dumraon.
Jhaja.	Katihar.
Begusarai.	Forbesganj.
Jamui.	Bihar Sharif.
Deoghar.	Barh.
Sakrigali.	Dinapore Cantonment.
Pakur.	Madhupur.

SCHEDULE C.

List of important Sub-offices in Bengal and Assam Circle.

1. Asansol.	39. Baruipur.
2. Raniganj.	40. Kalna.
3. Chandranagore.	41. Uttarpara.
4. Diamond Harbour.	42. Rishra.
5. Narayanganj.	43. Serajganj.
6. Kishorganj.	44. Ghoramara.
7. Chandpore.	45. Gaibandha.
8. Katwa.	46. Saidpur.
9. Kurseong.	47. Habiganj.
10. Siliguri.	48. Karimganj.
11. Kharagpur.	49. Serampur.
12. Contai.	50. Alipur Duar.
13. Khagra.	51. Bagerhat.
14. Ranaghat.	52. Satkhira.
15. Titagarh.	53. Birhanpur.
16. Bhola.	54. Kandi.
17. Jhalakati.	55. Rampur Hat.
18. Patuakhali.	56. Santipur.
19. Munshiganj.	57. Kushtia.
20. Manikganj.	58. Nawadip.
21. Madaripur.	59. Dum Dum.
22. Jamalpur.	60. Palong.
23. Netrakona.	61. Rajhari.
24. Tangail.	62. Naogaon.
25. Sherpur Town.	63. Mahiganj.
26. Bramhabaria.	64. Imphal.
27. Feni.	65. Basirhat.
28. Arambagh.	66. Pirojpur.
29. Murshidabad.	67. Muktagacha.
30. Barnagore.	68. Agartala.
31. Kanchrapara.	69. Golaghat.
32. Naihati.	70. Hoogly.
33. Uluberia.	71. Fatikchhari.
34. Lakhimpore North.	72. Gcalpara.
35. Sibsagar.	73. Barpeta.
36. Sonamganj.	74. Lumding.
37. Magura.	75. Nazira.
38. Alambazar.	

SCHEDULE D.

Schedule showing the names of important Sub-offices in Burma Circle.

CLASS III.

- | | |
|-------------|-----------------|
| 1. Henzada. | 6. Tharrawaddy. |
| 2. Pyapaon. | 7. Thayetmyo. |
| 3. Minbu. | 8. Katha. |
| 4. Sagaing. | 9. Myaungmya. |
| 5. Thaton. | 10. Myingyan. |

SCHEDULE E.

Important sub-offices in the Madras Circle which are included in Class III.

- | | |
|--------------|--------------------|
| Oorgaum. | Coonoor R. S. |
| Conjeevarum. | Tuticorin. |
| Chidambaram. | Alleppy. |
| Ellore. | Aska. |
| Bezvada. | Vizinagram. |
| Dindigul. | Rameswaram. |
| Cannanore. | Waltair. |
| Tellicherry. | Waltair R. S. |
| Palghat. | Mercara. |
| Bowringpet. | Pudukottah. |
| Ongole. | Wellington. |
| Kodaikanal. | Wellington Market. |
| Coonoor. | |

CHAPTER II.

CLERICAL GRADES UP TO Rs. 100.

This section of the establishment of the Post Office consists of about 17,300 men, and it comes next in importance numerically to the staff dealt with in the preceding chapter. From the financial point of view it is even more important inasmuch as any increase of pay that may be sanctioned for it will cost more money than the amount necessary to confer substantial benefits on the poorer paid servants, namely, postmen and menials. Much has been done for these men since 1914, the aggregate increases sanctioned having enhanced their emoluments between that year and 1920 by no less than 43 per cent, but substantial as this relief has been, it has not proved sufficient to mitigate the hardships caused by the phenomenal increase in the cost of living, which has hit this class harder than it has those of lower rank in society; they are compelled by custom to conform to a higher standard of living and when times are hard a clerk on Rs. 30 a month is relatively far worse off than a chaprasi on Rs. 12 or Rs. 15. The increase of pay last sanctioned for them was that of the scheme introduced with effect from the 1st of February 1920 which added Rs. 17,05,860 a year to the cost of the Department. The scheme failed to allay the agitation which when it was announced had been going on for about 18 months, and it failed mainly because it brought immediate aid to only a part of the staff—many were left out. What in the circumstances was wanted was universal relief, all were suffering equally, all asked for help, and a scheme which gave liberal increases to some and nothing to others probably served only to aggravate the position because of the envy it aroused among the less fortunate. It is for this reason we think that a time-scale which will benefit practically every individual is so universally demanded. The idea of a time-scale has gripped the imagination of the staff, and now amounts to an obsession; the entire establishment is united in asking for it, and we have been told over and over again by every Postal Association, every Postal Club, and every witness who has appeared before us that nothing but a time-scale will give satisfaction. The Department had realised as early as in February last that the scheme sanctioned with effect from the 1st of that month would not meet the needs of the case, and had come round to the view that a time-scale, which previously had been objected to mainly because of its great cost, must be introduced. In March 1920 the Director-General with the approval of the Government of India, outlined a scheme for the introduction of such a scale and issued it as a guide to Postmasters-General who were asked to frame proposals accordingly. We understand that Postmasters-General, with one exception, are in favour of the introduction of a time-scale of pay. The dissentient has stated his objections forcibly, and his remarks on the subject have been of much help to us in considering the relative merits of an improved graded scale and an adequate time-scale—a question of great importance which we felt bound to examine carefully notwithstanding the advance that has been made towards the acceptance of a time-scale; we did not look upon the question as one which had been finally decided and we had received no mandate from Government that a time-scale had been definitely accepted and must be proposed.

2. The generally accepted objection to a time-scale is that the tendency of heads of offices is, following the line of least resistance, to allow periodical increments almost as a matter of course, and that consequently the incentive to effort which exists in the case of a graded scale, where promotion from grade to grade has to be earned by good work, is absent. It may be that there is some force in this criticism, but whatever its defects may be, the time-scale has in recent years very largely displaced the graded scale, not only in superior services, such as the Indian Civil Service, Indian Police, Superior Engineering Establishments, Imperial and Provincial, etc., but also in the case of subordinate establishments, as for instance the clerical and subordinate account establishments of the Imperial Audit offices, the office establishments of the Government of India Secretariats, and the office establishments under several Local Governments. The truth is the graded system which is peculiar to India has been tried and found wanting and is doomed to extinction. However scientifically the grading may be arranged, blocks of promotion occur at intervals and nothing is more demoralising to a service or establishment than a condition of things which debars the staff from an equable flow of promotion. For promotion to be regular recruitment must be regular and the Post Office, owing to the fact that it is an ever-growing department liable to spasmodic increases

(additions to clerical staff were 163 in 1916, 1,691 in 1917, and 595 in 1918) is one in which recruiting is, and must always be extremely irregular, and to which the graded system is therefore peculiarly unsuitable. It is mainly because, on some of the cadres of the department, there has been long standing congestion that the staff are now so seriously discontented. There are hundreds of cases in which deserving men have had to serve from 8 to 10 or more years without having received a step of promotion, and cases have been brought to our notice of men highly thought of by their superiors who after 19 or 20 years' service in the department were, until the revision of February 1920, which benefited many, in receipt of only Rs. 50 a month. Of course it would be possible to so regulate additions to a graded scale as to maintain a prescribed proportion of appointments in the several grades, but the tendency would unfailingly be, under financial pressure, gradually to depart from the standard proportion and to add to numerical strength by overloading the lower grades. Moreover, it should be remembered that acting allowances, constant transfers and waste of power resulting from there being hundreds of men always on joining time and in transit from post to post are concomitants of the graded system, and their cost should be treated as part of the cost of a graded scale in making comparison with the cost of a time-scale. In 1918-19 the acting allowances paid to clerks in the Post Office cost Rs. 9,23,800, and there were 18,500 transfers entailing a travelling allowance bill of Rs. 1,26,000 and a waste of working power, caused by the absence of men on joining time, equal in the aggregate to that of about 600 clerks. With a time-scale there would be no acting allowances except to the very limited number officiating outside the scale in the few senior appointments of the establishment, and transfers would be far less frequent. It stands to reason therefore that the cost of a graded scale would exceed that of a time-scale on the same average pay, and that a time-scale by substantially reducing the number of men continually absent from work, would in effect produce a substantial addition to the working power of the establishment. It has further been objected to the time-scale that, at the inception of the scheme at any rate, it will involve very heavy expenditure if past service is allowed to count for increments on the new scale; that the bulk of this expenditure will be incurred on the grant of large increases to men of long service not far off retirement; that there are many good and deserving men who will reap no benefit whatever from the scheme; and that the discontent and unrest that now prevail in the Department are not likely to be allayed when the younger men come to realize that they are to get in some cases nothing and in other cases very little, while all the benefits go to those whose careers are practically behind them. This criticism is only partially true. Men who will benefit most will be the senior men, that is, those who have suffered most from retarded promotion. But it is an exaggeration to say that most of the beneficiaries will be men not far off retirement and that "all the benefits will go to those whose careers are behind them". An analysis of the Circle gradation lists shows that the proportion of men of from 1 to 10 years' service is 41 per cent. of from 11 to 20 years' service 38·3 per cent. and of over 20 years' service 20·7 per cent. These figures show that the number of men who are near retirement who will benefit from the scheme is comparatively small. Moreover in order to restrict the amount of increase to very senior men we have suggested a limiting maximum. The suggestion that a time-scale will be unacceptable to the younger men is not borne out by the evidence placed before us. The entire Department, young men and old, have combined in pressing for it and not in a single instance has it been stated in the immense mass of evidence, oral and written, which we have recorded that the younger men desire anything but such a scale as will secure their regular advancement.

3. Briefly stated the reasons for which we have decided to recommend the introduction of a time-scale are :—

- (1) that it will remove blocks of promotion which are fatal to contented service, and will secure to all who work diligently regular increments of pay;
- (2) that the entire Department are insistent in their demand for such a scale, have been led to expect it, and would have just cause of complaint if it were now not sanctioned;
- (3) that a genuine grievance, namely, that promotion for field or other special service is made at the expense of men who have not the good fortune to be selected for such service, will be largely removed,

in that the reward in most of these cases will take the form of advance of personal pay not affecting others;

- (4) that a time-scale will cost less than a graded scale on equal average pay, will largely eliminate transfers which are beneficial neither to employer nor employed, conserve the working power which is dissipated in travelling, and preparing for travelling, and, incidentally, will substantially reduce office work of which that caused by acting promotions and reversions, and by transfers forms no small part.

4. Although the staff are of one mind in condemning the graded system and asking for the substitution for it of the time-scale system, there is much diversity of opinion among them as to what the particular scale or scales should be. In February 1920 shortly after the issue of the Director-General's circular No. 83, dated the 18th February 1920, the Honorary Secretary of the Bombay Presidency Postal Association submitted an appeal on behalf of postal clerks in Bombay in which he asked that they should be placed on a time-scale of pay rising from Rs. 50 to Rs. 130 in the nineteenth year of service. The clerks of the Bombay Post Office had themselves, in a memorial submitted a month earlier, asked for a scale rising from Rs. 50 to Rs. 150 in thirty years. A few weeks before this the clerks of the Calcutta General Post Office had petitioned asking for a scale of Rs. 50 rising to Rs. 100 in ten years. The original plea from Bihar and Orissa was for a time-scale of Rs. 50 to Rs. 130 in some cases, and from Rs. 50 to Rs. 150 in others. Similarly some of the memorialists from the Punjab and North-West Frontier Circle asked for Rs. 40—4—100 and others for Rs. 50—5—130. The bolder spirits of Madras asked for Rs. 50—5—100—10—200 in twenty years. In the comparatively short time which has elapsed since these requests were being put forward the tendency of the staff and their representatives has been to improve upon their original ideas of the value of their services. The Bombay Presidency Postal Association now propose Rs. 60—5—100—10—200 with local allowances of Rs. 30 a month in Bombay, Rs. 25 in Karachi, and Rs. 20 in several other towns, and a witness from Calcutta suggests three scales, namely, (1) for graduates Rs. 75—450 (2) for men who have matriculated Rs. 55—310 and (3) for others Rs. 40—220. But the remaining Circles generally suggest as suitable Rs. 50—5—100—10—200. The rapid expansion of ideas which these increasing demands divulge is remarkable. Taking as an example the case of the Bombay Presidency Postal Association, it will be seen that in the short space of a little more than two months, during which, by the way, economic conditions had not altered for the worse, this institution discards an appeal for an increase of 45 per cent. on present pay and allowances, which was to have earned "the heartiest gratitude of a vast number of postal clerks all over India in general and the Bombay postal clerks in particular" in favour of a demand for an increase of 146 per cent. on present pay and allowances. The pay and local allowance now proposed by the Association for Bombay are more than three times as much as was the average pay of the staff so recently as in 1918.

5. Postmasters-General have proposed a variety of scales, the United Provinces, Bihar and Orissa, and Central Circles favouring one scale for the whole of the Circle, and the rest two scales, one for the principal town or towns, and another for the rest of the Circle. The proposals are as set out below, the period of rise from minimum to maximum being, in every case except Bengal, one of 20 years :—

Minimum to maximum scale, in every						Rs.	Rs.		
BENGAL AND ASSAM —						50	rising to	150	} in 25 years.
For Calcutta, Alipore and Howrah						40	„	120	
Rest of the Circle									
BIHAR AND ORISSA —						40	„	100	
For the whole of the Circle									
BOMBAY —						60	„	130	
For Bombay City, Karachi, Aden, and the Persian Gulf						50	„	120	
For Sind, excluding Karachi						40	„	120	
For rest of the Circle									
BURMA —						50	„	120	
For Rangoon						45	„	120	
For rest of the Circle including Burma Railway Mail Service Division									

CENTRAL —

For the whole of the Circle 40 rising to 100

MADRAS —

For Madras City 45 „ 120
For rest of the Circle 40 „ 100

PUNJAB —

For Lahore and Delhi 45 „ 120
For rest of the Circle 40 „ 100

UNITED PROVINCES

For the whole of the Circle 35 „ 100

6. We propose four different scales of pay :—

Rs.

- (1) For Bombay, Aden, Rangoon and their town offices,
also offices in the Persian Gulf 50—50—60—3—105—5—140

Efficiency bars at 81 and 105 stages.

- (2) For Calcutta, Alipore, and Howrah, Madras,
Karachi, Lahore, Delhi and their town offices, also
all offices in Baluchistan 45—45—50—3—65—4—105
—5—140.

Efficiency bars at 73 and 105 stages.

- (3) For 1st class head offices (including their town offices)
other than those included in the above, all offices
in Burma other than Rangoon and its town sub-
offices, for all offices in Sind other than Karachi
and its town offices 40—40—45—3—54—4—130

Efficiency bars at 70 and 102 stages.

- (4) For 2nd class head offices, their town offices, and all
sub-offices other than those which fall under one or
other of the above categories 35—35—40—3—64—4—120

Efficiency bars at 61 and 92 stages.

Note.— In each case the scale proposed for a head office applies equally to its town sub-offices.

7. Bombay and Rangoon have been placed in a class by themselves, Bombay because the cost of living there is probably higher than anywhere else in India, and because recruitment has been found so difficult that a large number of temporary appointments are vacant, and Rangoon because the office there is manned for the most part by men from Southern India to attract and retain whom the scale of pay should be rather better than that obtaining in Madras. Aden and the Persian Gulf must be classed with Bombay because the men employed there are as a rule obtained from Bombay. The Postmaster-General, Bombay, proposed to class Karachi with Bombay but we are unable to agree as that town is a cheaper place to live in than Bombay, and we do not think that there is any necessity to allow clerks there a higher scale of pay than that which we propose for Calcutta and Madras. We have placed Lahore in this class because we have ascertained that Rs. 45 is the minimum pay which Mr. Hallifax, Reforms Commissioner, Punjab, is proposing for clerks stationed there, and Delhi we think cannot be placed in a lower class. In Baluchistan the present scale is better by Rs. 20 in each grade than the scale in force in the rest of the Circle. The Postmaster-General proposed to continue to classify Baluchistan with other parts of his Circle and to allow to clerks stationed there a local allowance of Rs. 20 which would, for present incumbents, be treated as pay for purposes of pension. In our opinion it will be simpler to allow for Baluchistan a scale of pay in keeping with that which clerks there now receive as pay rather than to have complications of pay and local allowance counting for pension for those now on the establishment and not so counting for future entrants. We have put 1st class Head offices on a rather higher scale of pay than other offices in the same Circle for the reasons that these offices are all in large towns where the cost of living is comparatively high, and that the work in them is usually more arduous and more difficult than in the smaller offices; men of a higher order of intelligence are wanted for them than for the smaller offices, and it is hoped that the more favourable scale of pay will attract such men. Burma and Sind are placed in this class because the cost of living in these areas is high, and clerks cannot be got to serve in them for pay which is sufficient for the mofussil elsewhere in India.

8. We have in each case considered carefully the scale of pay which should be allowed having regard to present pay and allowances, to pay recently sanctioned for other services and Departments, to rates of pay given to clerks in Banks and in merchants' offices, to recommendations of Postmasters-General, and to representations made to, and evidence recorded by us. The minima we propose vary from Rs. 35 for the mofussil generally to Rs. 50 for Bombay, Rangoon, Aden and the Persian Gulf, and the maxima from Rs. 120 to Rs. 140. Approximately two-thirds of the staff (roughly 11,000 out of 17,000) will be graded in the class which begins on Rs. 35 and ends at Rs. 120. The minima sanctioned in January 1920 for the offices of Provincial Accountants-General are Rs. 40 generally, Rs. 44 in Calcutta, Rs. 50 in Bombay and Rs. 60 (i.e., Rs. 40 plus Rs. 20 local allowance) in Rangoon. The maximum is Rs. 150 in all cases. Though we propose a lower maximum our scales are more favourable in that the time to be served to obtain the maximum is shorter. Unfortunately we have little or no information as to what Local Governments have sanctioned for their clerks. The point however is not of very great importance as the pay of clerks of the Post Office must of necessity be fixed with reference to what they are now drawing. For example the minimum we propose for the Madras mofussil is Rs. 35 and we cannot see how with a present minimum of Rs. 30 plus Rs. 4 war allowance, the Government of India could sanction less even though the Government of Madras may, accepting the recommendation of their Salaries Committee, fix the minimum for clerks on Provincial establishments in the Madras Mofussal at Rs. 30. Moreover conditions of service of postal clerks differ very much from those of the ordinary clerk in a Government office; their hours of work are longer, and much more irregular, beginning in some cases at 5 A.M. and ending as late as 10 P.M., they get no holidays to speak of, and they have considerable pecuniary responsibilities. In confirmation of this view we quote the following from the minutes of a meeting recently convened at Simla to discuss certain matters connected with the pay of clerical and menial establishments :—

“ On the other hand in the Postal Department the clerical service is unpopular and its duties are harder than those of ordinary clerical establishments.”

The officers present at the meeting were: Mr. D. Dewar, I.C.S., Comptroller and Auditor General; Mr. C. J. Hallifax, I.C.S., Reforms Commissioner, Punjab; Mr. B. N. Mitra, Financial Adviser; Colonel Baker, Military Accountant-General; Mr. Patch, Accountant General Punjab; Mr. Gibson, I.C.S., Financial Secretary to the Government of the Punjab; Mr. Hutchinson, I.C.S., Postmaster-General, Punjab; Mr. Goyder, Chief Auditor, North-Western Railway, and Mr. Smart, Deputy Accountant-General, Railways. From information obtained from Chambers of Commerce we find that the pay given in Bombay by Banks and merchants' offices to their clerks, on first appointment, is generally Rs. 50 or rather more, in Calcutta Rs. 30, and in Rangoon some offices start their clerks on Rs. 35 but most pay Rs. 50 and some as much as Rs. 70. Comparison of the case of Banks, etc., with Government offices is however vitiated on the one hand by the annual bonus and other benefits which Banks do, and Government do not, grant and on the other by certain advantages of Government service, security of tenure for example. While we have not been able to see our way to conceding all that the clerks and their representatives have asked for we have been impressed by the evidence produced in order to show that the scale of pay even as recently improved is, under present conditions, inadequate and we think that it will be admitted that we have dealt with the matter in a liberal spirit. The average pay of clerks in grades up to Rs. 100 was Rs. 40.1 in 1914 and between that year and 1919 improvements were effected which raised the average to Rs. 43.2 and a war allowance averaging Rs. 5 per man was sanctioned. In February 1920 a general revision was sanctioned which enhanced the average remuneration, pay plus war allowance, to Rs. 57.7. In the aggregate these concessions amount to the substantial increase since 1914 of 43 per cent. The scales which we now propose raise the average to Rs. 75.5 which means an increase on present pay and allowances of 31 per cent. and on pre-war pay of 88 per cent. If to the direct benefit conferred by the substitution of the proposed time-scales for grades up to Rs. 100 is added the indirect but substantial benefit which accrues from the revision proposed further on in this report of the higher or “selection” grades it is not by any means an exaggeration to say that if our proposals are accepted, the clerks of the Department will have gained as compared with 1914 to the extent of 100 per cent. if not more.

9. An important feature of our proposals is the abolition of probationers as a separate class. It has been represented to us that men sufficiently well educated to make good clerks are not now being attracted to the Post Office, and this is borne out by an examination of the gradation lists in the lower and probationary grades. For example, in Bombay out of 247 probationers and clerks appointed since October 1915 there are only two who have passed a University Entrance Examination, the rest being "7th Standard". This is a serious matter for there is probably no other Department in which efficiency depends so much upon the work, mostly unsupervised, of the clerk and the main cause of it is that the Department requires men entering it to join as unpaid probationers or candidates, and following this to serve for an indefinite period on a pittance. The outturn of work of most men recruited under such conditions is necessarily poor and this must be partly responsible for the growing demands for revision of the time test and more men. The mischief does not end here for the errors and omissions for which men so recruited are responsible irritate the public, cause reports and complaints, and thus add materially to the work and number of correspondence clerks. In the Lahore Post Office, for example, there are in the correspondence section no less than 21 men no small share of whose work is to deal with letters which would not have been written had the work in the delivery, and despatch, registration, savings bank, money order, etc., branches been better done. This is only typical of what is happening in most places. Conditions of work in the Post Office, long and irregular hours, night work, practically no holidays, are in themselves sufficient to cause the Department to be unattractive to the candidate for employment, but when to this is added a long term of probation on little or no pay, there is no cause for surprise when men who can find any other work say "no, thank you" to the Postal recruiting officer. We propose to abolish the probationer grade, as such, and to substitute for it on the time-scale an initial pay, to be drawn for two years, which may be regarded as the period of probation, before admission to the pay which otherwise we would have proposed as the minimum, that is to say, taking Bombay as an example, Rs. 60 is the minimum we would have proposed for the time-scale had the probationer grades been retained, but we have proposed Rs. 50 to be drawn for the two years during which a new entrant may be regarded as in training. We fully realize that the abolition of probationers as a separate grade, length of service in which is indeterminate, will add very materially to the cost of the Department especially if, as we suggest elsewhere, the leave and training reserve be substantially increased, and we have therefore carefully considered the alternative of retaining the present system unmodified except to the extent of a small increase of pay for probationers. We feel, however, that this would be a mistake not only from the point of view of efficiency but even that of true economy. There is no doubt that generally speaking the class of men a Department secures depends upon the initial pay it offers and that it will pay the Post Office to spend the money required to attract recruits of a class that will make good clerks. At present it would appear to be only able to get men who cannot find work elsewhere and such men are dear at any price.

10. The scales of pay proposed by us provide that the maximum pay shall be reached in the 25th year of service whereas under the scales proposed by Postmasters-General it would be reached in the 21st year. Very large numbers will complete their 20th year of service and comparatively few of these can be promoted to grades outside the time-scale, the appointments in such grades necessarily being small in proportion to the number on the time-scale. It is necessary therefore to avoid packing the establishment with hundreds of men, so early as in the 21st year of their service, who have no further advancement to look forward to, and this will be largely effected by our proposal to prolong to the 25th year of service the period in which the maximum pay of the time-scale will be reached. An examination of the latest gradation lists shows that whereas there were on the establishment on the 1st of May 1920, 3,100 men of over twenty years' service, there were only 1719 of over twenty-four years' service.

11. We propose that efficiency bars be placed at the 10th and 18th years of service and that the tests to be applied in allowing further increments should be for the first bar, that the candidate for promotion has shown his fitness for work in all branches in which he has been employed, and for the second bar, that the candidate is considered by the head of his office to be fit to hold charge of a section of a head office, or of a sub-office with three or more clerks. In fixing the initial

pay on the time-scale of present incumbents in accord with the rule proposed in paragraph 5 of Chapter I of this report these conditions should be applied. Moreover, it should not be forgotten that there is in the Department a number of clerks—men promoted from the grade of postmen and others—who are not worth even so much pay as that of the stage at which the first efficiency bar stops promotion, and it will be necessary that in the case of such men Postmasters-General should decide, according to the merits of each case, up to what stage promotion is to be allowed.

12. Our proposals postulate a self-contained cadre for men on the time-scale for each of the areas specified. Otherwise they would be unworkable. The position at present is that Bombay, Karachi, Calcutta, Madras, Rangoon, Lahore and Delhi have self-contained cadres in respect of all appointments up to Rs. 100, that other 1st class head offices have a self-contained cadre in respect of appointments up to Rs. 50 in some cases and Rs. 60 in others; and that 2nd class head offices and all other offices directly under the Superintendent of Post Offices have Superintendent's or Divisional cadres up to Rs. 50 and in some cases Rs. 60. What we contemplate is that *in respect of all appointments on the time-scale* the cadre shall be a station cadre under the Postmaster, for all 1st class head offices, and a divisional cadre under the Superintendent for all other offices. It was a defect of the system of graded scales that except in the very large offices, such as those of Calcutta and Bombay separate or localized scales were not possible as the number of appointments of each grade was too small for a separate self-contained cadre. Consequently the senior appointments, namely, some of those on pay exceeding Rs. 50 and Rs. 60 and all on pay exceeding Rs. 100 had to be grouped as for a Circle scale with the result that in order to obtain promotion in their turn men had to be transferred from place to place in the Circle. With a time-scale this ceases to be necessary and it is possible to extend localization as we propose, a very desirable reform in the interests both of the Department and of the staff. We have considered the question whether localization to the extent we suggest is impracticable owing to seasonal fluctuations of work in different offices, have obtained information on the subject from Postmasters-General, and have satisfied ourselves that the fact that in some few offices there are seasonal fluctuations does not constitute any impediment to the localization proposed. Extra clerks required in certain offices are either found by the employment of temporary establishment or obtained on loan from other offices where at that time work is known to be slack. The men so borrowed continue to be borne on the establishment from which they are taken and in neither case, that is whether extra clerks are temporarily engaged locally or obtained by transfer from elsewhere, is there anything which affects the proposed localization.

13. It is desirable in the Post Office, as in other services, that among the clerks there should be a leavening of men of superior educational qualifications. Under the graded system such men could be, and were, brought in by direct appointment to grades above the lowest, and it is necessary that in order to permit of their continued recruitment the rules should provide that they may be appointed on the time-scale system at a stage above the minimum. We recommend that for men who have passed the Intermediate Examination and graduates of a University, the starting pay on the time-scale shall be that admissible from the beginning of the 3rd and 5th years of service respectively; the superior educational qualifications attained merit the anticipation of increments to the extent of the longer time spent in School or College.

14. The question of a leave reserve is one of very great importance. The only recognized reserve at present is one of 1,913 men employed as probationers which is equal to about 12 per cent. of the strength of the establishment. This is palpably insufficient, as the reserve required to provide men for privilege and casual leave vacancies alone is one of 14 per cent., and allowing for medical and other leave, a reserve of 20 per cent. (or, on present strength, of 3,245) would be none too much. We recommend that this should be sanctioned and have in the statement in paragraph 27 added to the numbers in each of the time-scales a proportion of the reserve of 3,245 men. This represents an increase of 1,332 men at a cost of about Rs. 12,00,000 per annum. We recognize that this is a large addition to the cost of the Department, but in our opinion it is fully justified in that it is necessary in order to admit of the removal of one of the most serious of the grievances of the staff, namely, that on account of shortage of establishment, they are

not able to get the privilege leave to which they are entitled and the casual leave of 20 days per annum which has been sanctioned for them by way of compensation for deprivation of holidays. Almost without exception the witnesses we have examined have stated that they find it useless to apply for leave as it is invariably refused, that as a rule they can obtain sanction only when they can produce a medical certificate, and that even then the period of absence allowed is short of that which is asked for and is admissible under rule. We need hardly say that it is incumbent on the Department to incur the expenditure, however heavy it may be, which is necessary in order to ensure that the staff shall be able to obtain when they ask for it the moderate amount of leave of absence which the Government has sanctioned in the interests of the service as much as in the interests, and for the benefit of the staff. Nothing can be worse for a service than that it should consist of a jaded staff and there is no service in which recreation and rest are more essential than the Post Office with its long hours of work and monotonous round of duties unrelieved by the periodical holiday which is so great a boon to other services. A further and an equally strong reason for the formation of an adequate reserve is that it is necessary in the interests of efficiency, it is essential as being the only means of providing the Department with a supply of trained clerks for the replacement of absentees. An outsider with no knowledge of the work of the Department is almost useless in any Post Office and quite useless in a small one. In a large office he may be employed as an assistant or under-study but in a small office there is no such place for him, and the Department after all is made up principally of thousands of small offices.

15. Although Rs. 12,00,000 is the cost, in round figures, of adding 1,332 men to the strength of the Department the actual increase of expenditure resulting from the addition to the reserve will be much less, inasmuch as with an adequate reserve the Department will do without outsiders appointed to officiate in leave vacancies, such appointments not being permissible on an establishment provided with a leave reserve. It has been ascertained that the acting allowances at present paid, which will be a set off against the proposed expenditure, amount to about Rs. 6,00,000 a year. The proposed reserve however does not provide for men on deputation—on field service for example—and the appointments of outsiders in vacancies due to this cause will continue to be necessary; such appointments are comparatively few and far between.

16. As to retrospective effect and the benefit of counting past service, we recommend that the concessions should be those proposed in paragraphs 7 and 5 of Chapter I. The revision of establishment sanctioned on our report should be introduced with effect from the 1st December 1919 and the rule as to past service counting for increments on the time-scale should be that clerks appointed to that scale should be permitted to count for increments all permanent service that is to say service from the date of admittance to the Department substantively as paid probationer, and that the initial pay on the time-scale should be that which is admissible under this rule, subject to a limiting maximum increase of 50 per cent. on the pay and war allowance which each individual is in receipt of on the date of the orders issued by Government on these proposals. It is, however, necessary here to make further provision which was not wanted in the case of the staff dealt with in Chapter I. The case specially to be provided for is that of graduates and others who on account of special qualifications entered the Department in grades above the lowest. We recommend that for this class the rule for determining initial pay on the time-scale should be that such pay should be the pay on which in each case the man was appointed *plus* an increment for every year of service, from the stage nearest the pay on which he was appointed on the time-scale in which he is absorbed. We also propose that when pay calculated under these rules falls between two stages on the progressive scale the pay admissible should be that of the next higher stage. The following examples indicate how according to our attention the proposed rules should be applied:—

Example 1.—A in the grade of Rs. 70 has on the 1st December 1919 completed 16 years of service since he was confirmed as paid probationer. He is acting in the grade of Rs. 80 and is in receipt of Rs. 10 as acting allowance. He is at a place where the scale Rs. 40—40—45—3—54—4—130 is applicable. His pay on transfer to the time scale will be Rs. 98.

Example 2.—B in the grade of Rs. 50 (*plus* 5 war allowance) is in the 19th year of his service on the 1st December 1919 counting from the date of confirmation as a paid probationer and is to be absorbed in the grade Rs. 35—35—40—3—64—4—120. Here the 50 per cent. limiting rule applies and B is entitled on the time scale to Rs. $(50+5)+\frac{1}{2}(55)=82\frac{1}{2}$. But as Rs. 82-8-0 is not a stage of the scale his pay should be fixed at the next higher stage *viz.*, Rs. 84.

Example 3.—C a graduate was taken into the Department on Rs. 60 and is now in receipt of Rs. 80 *plus* a war allowance of Rs. 4. He has eighteen years' permanent service on the 1st December 1919 and is at a place where the scale Rs. 45—45—50—3—65—4—105—5—140 is applicable. The nearest stage to Rs. 60 in the new time-scale is Rs. 59 and the addition of eighteen increments for his permanent service entitles him to Rs. 135. But here the 50 per cent. limiting rule applies and C is entitled to Rs. $(80+4)+\frac{1}{2}(84)=126$, which, however, not being a stage of the proposed scale, his pay should be fixed at the next higher stage, *viz.*, Rs. 130.

APPOINTMENTS ABOVE Rs. 100.

17. In the circular letter which the Director-General of Post Offices wrote in March 1920 to Postmasters-General, asking them to frame proposals for the introduction of time-scales of pay for the lower grades of clerks, he stated that it was also intended to increase the number of appointments in the grades above Rs. 100, and directed that the proposals of the Postmasters-General should cover both classes. The proposals of Postmasters-General regarding the upper grades are as stated below:—

CENTRAL CIRCLE.					
Present.			Proposed.		
		Rs.			Rs.
11 on ..	..	100—150	32 on ..	..	100—150
6 on ..	..	150—200	21 on ..	..	150—200
2 on ..	..	200—300	11 on ..	..	200—300
19			64		

BIHAR AND ORISSA CIRCLE.					
Present.			Proposed.		
		Rs.			Rs.
6 on ..	..	100—150	25 on ..	..	100—150
5 on ..	..	150—200	24 on ..	..	150—200
5 on ..	..	200—300	20 on ..	..	200—300
			7 on ..	..	300—400
16			76		

BURMA CIRCLE.					
Present.			Proposed.		
		Rs.			Rs.
25 on ..	..	100—150	29 on ..	..	100—150
10 on ..	..	150—200	20 on ..	..	150—200
7 on ..	..	200—300	14 on ..	..	200—300
42			63		

UNITED PROVINCES CIRCLE.					
Present.			Proposed.		
		Rs.			Rs.
15 on ..	..	100—150	28 on ..	..	100—150
9 on ..	..	150—200	27 on ..	..	150—200
7 on ..	..	200—300	18 on ..	..	200—300
31			73		

MADRAS CIRCLE.

<i>Present.</i>			<i>Proposed.</i>		
	Rs.			Rs.	
22 on ..	.. 100—150	45 on ..	.. 100—150		
20 on ..	.. 150—200	28 on ..	.. 150—200		
6 on ..	.. 200—300	11 on ..	.. 200—300		
48		84			

BENGAL AND ASSAM CIRCLE.

<i>Present.</i>			<i>Proposed.</i>		
	Rs.			Rs.	
43 on ..	.. 100—150	78 on ..	.. 100—150		
24 on ..	.. 150—200	47 on ..	.. 150—200		
13 on ..	.. 200—300	36 on ..	.. 200—300		
80		161			

BOMBAY CIRCLE.

1 on ..	.. 120	82 on ..	.. 100—150
35 on ..	.. 100—150	46 on ..	.. 150—200
24 on ..	.. 150—200	28 on ..	.. 200—300
11 on ..	.. 200—300		
71		156	

PUNJAB AND NORTH-WEST FRONTIER CIRCLE.

<i>Present.</i>			<i>Proposed.</i>		
	Rs.			Rs.	
18 on ..	.. 100—150	29 on ..	.. 100—150		
15 on ..	.. 150—200	18 on ..	.. 150—200		
11 on ..	.. 200—300	15 on ..	.. 200—300		
44		62			

These proposals suggest widely differing ideas and a complete absence of uniformity of principle. They obviously could not be accepted without modification because they in some cases (notably in that of Bihar and Orissa) involve expenditure which is far beyond anything that the circumstances demand and also because they would result in inequalities which could not be justified. Further the scales of pay proposed do not provide for the discontinuance simultaneously with the introduction of the scheme of revision, of war allowance which should we think be a feature of all revisions of establishment.

18. Ordinarily it is the case that the number of appointments in the top grades of a service is fixed with reference to the actual number of superior charges for which such appointments are required. For example the number of Commissioners in a Province is determined by the number of Revenue Divisions, the number of Deputy Commissioners by the number of Revenue Districts, and so on. To take another case, the number of Superintendents in an office establishment is determined by the number of sections or branches into which the establishment is divided and for which a supervisor is required. In the Post Office, however, it would seem that this principle is absent, at any rate there is no evidence of it in the organisation of the subordinate establishments of the Department as it stands. Hitherto it would appear that when any increase has been made in recent years at any rate, to these grades, this has been done in order to maintain an existing proportion of the supervisory to the lower grades, the reason for the proposed addition being said to be "to provide a uniform flow of promotion to the higher grades". In our opinion the number of appointments in the higher grades of the subordinate Postal Service should be determined solely with reference to the number of charges as are such as reasonably should carry a pay above the time-scale of pay recommended for the ordinary clerical work of the post offices. Having considered each class of appointment separately we recommend

that the appointments which should be classified as supervisory or otherwise important, and be graded above the time-scale are all Head Postmasters, Deputy and Assistant Postmasters, Head Clerks of Branches and Senior Accountants in Presidency offices, and Sub-Postmasters in charge of offices in which five or more clerks are employed or in which monetary transactions are exceptionally heavy. The appointments of most importance in these classes are those which are at present placed in the Rs. 200—300 grade. We find on examining the list of the 62 appointments which are at present classified in this grade, and comparing those appointments with others which are not so classified, that there are 44 appointments which are in every way quite as important as many of those placed in the higher grade. Consequently we propose to increase the number in the Rs. 200—300 (proposed Rs. 250—350 grade) from 62 to 106. Similarly the numbers in the two lower grades have been increased for the reason that there are large numbers of appointments not included in the upper grades which are quite as important as several of those which are included. A list (Schedule A) is appended of the 814 charges for which appointments on pay exceeding the maximum of the time-scales should in our opinion be sanctioned. The minimum proposed for these grades is placed at Rs. 145 for the reason that Rs. 140 is the maximum proposed for the most highly graded of the time-scales. Appointments which are filled by selection should, and ordinarily do, commence at a minimum which is slightly higher than the maximum of the class below. The three grades on Rs. 250—20—350, 175—10—225 and 145—5—170 take the place of the three existing grades on Rs. 200—300, 150—200 and 100—150 the increase in the case of each of the three, taking into account war allowance which will be discontinued, is one of 13·2 per cent., 8·3 per cent. and 15·2 per cent. In common with all employees of the Post Office men in these grades should get some increase of pay and cease to draw war allowance. The increase proposed will, we feel sure, be regarded as moderate. We propose to grade the 814 appointments as follows:—

	Rs.
106 on ..	250—20—350
268 on ..	175—10—225
440 on ..	145—5—170

INSPECTORS AND SUPERINTENDENTS' HEAD CLERKS.

19. A class of official which is graded separately from the ordinary clerical establishment is that of Inspectors and Head Clerks of offices of Superintendents of Post Offices. The two form one cadre, the present strength of which is 447 appointments divided into grades as follows:—

	Rs.
88 on ..	60
149 on ..	80
140 on ..	100
70 on ..	100—150

20. The claims made by or on behalf of these men have, as have those made by or for the clerical staff, advanced rapidly during the past few months. In a memorial submitted in February 1920 the scale of pay asked for was one of three grades on fixed pays of Rs. 100, 150 and Rs. 200. Subsequent prayers have been—

- (1) in April 1920, for Rs. 100 rising by an annual increment of Rs. 10 to Rs. 250,
- (2) in May 1920, for Rs. 100 rising by an annual increment of Rs. 10 to Rs. 300, and
- (3) in June 1920, for Rs. 200 rising by an annual increment of Rs. 10 to Rs. 300.

21. Both classes of official ask that they should be designated Assistant Superintendents. We agree that, like all other subordinates of the Post Office, Inspectors and Head Clerks of Superintendents' offices have some claim to an increase of pay, but we do not think that either present economic conditions or the duties and

responsibilities of these officials warrant anything like so large an increase as has been asked for. Having considered all that has been said and written on the subject, we recommend that the pay of both Inspectors and Head Clerks be fixed at Rs. 100 rising by an annual increment of Rs. 5 to Rs. 175. The present average of pay *plus* war allowance is 95.7 and the average pay proposed is 141.7 so that our proposal will give an increase of Rs. 46 or 48 per cent. As regards the superior designation asked for we are strongly of opinion that it should not be allowed. The existing titles "Inspector" and "Head Clerk" are exactly descriptive of the functions of these officials, and it is not desirable that they should be given a title calculated to mislead the public and to be otherwise mischievous.

22. As regards initial pay of present incumbents on the proposed progressive scale the minimum pay admissible will of course be the minimum of the proposed grade, namely, Rs. 100. Apart from this, however, the men will claim as regards counting past service the full benefit recommended for men who are absorbed on the general time-scales suggested in paragraph 16. We would not accept the claim in its entirety as the cases differ in that on the scale Rs. 100—175 the maximum is reached in a shorter period than on the time-scales, and the case will we think be met if on the introduction of the new rates of pay Head Clerks and Inspectors then on the establishment are allowed the benefit of one increment for every two years of service, substantive or acting, as Head Clerk or Inspector or both. An exception may be made to this in the case of Head Clerks and Inspectors in Burma (there are only 21 in all), where the present minimum pay of the class is Rs. 100, who may be allowed the benefit of one increment for every completed year of service, substantive or acting, as head clerk or Inspector or both.

23. We also think that the time has come at which some improvement should be effected in respect of the travelling allowance of Inspectors. Under present rules these officers are allowed intermediate or second class accommodation according as their pay does or does not exceed Rs. 100 a month, *plus* a servant's fare if actually paid (Article 1072, Civil Service Regulations). They are not allowed in addition to either a Railway pass or a single fare, the usual extra fare granted to servants of Government for incidental expenses, nor are they permitted in the case of journeys by road to exchange daily allowance for mileage. Their daily allowance whether travelling by rail or road is Rs. 2 a day. The proposed increase of pay will of itself entitle them to 2nd class accommodation for journeys by rail. We propose no further change in respect of travelling allowance other than that the daily allowance be increased from Rs. 2 to Rs. 3. With the rise in the cost of transport, that is cooly wages, tonga and cart hire, and of other expenses incidental to travelling, it is improbable that Rs. 3 a day represents now a higher remuneration than Rs. 2 did formerly, and in our opinion it is very undesirable that the travelling allowance should remain at such a figure as is likely to induce Inspectors to shirk touring, halt for longer periods than is necessary, and adopt other devices in order to save themselves from pecuniary loss. Any concession in respect of travelling allowance that may be sanctioned will of course not have retrospective effect.

24. The following shows in tabular form the financial effect of the revision of pay of Inspectors and Head Clerks of offices of Superintendents :—

PRESENT.				PROPOSED.				
No.	Pay.	W. A.	Total.	No.	—	Scale.	Average.	Total.
	Rs.	Rs.	Rs.			Rs.	Rs.	Rs.
88	60	6	5,808					
149	80	4	12,516					
140	100	5	14,700	121	Head Clerks	100—175	143½	17,394
70	100—150	7	9,823	326	Inspectors	100—175	141½	46,183
447	..	..	42,847	447	....	..	..	63,577

LOCAL ALLOWANCES.

25. Postmasters-General are not agreed regarding local allowances; their proposals are not based upon any uniform or well defined principle and consequently show much divergence. Some are in favour of multiplying this form of remuneration, while others would resort to it very charily, and the proposals made do not appear in most cases to be the outcome of very careful consideration, some are vague and incomplete and others are manifestly defective. We feel that in considering our proposals the Government of India would like to know the views of Heads of Circles and these therefore are briefly stated below :—

(a) The Postmaster-General, Central Circle, suggests a local allowance of Rs. 5 for clerks stationed in the Berar districts and Nagpur head office and its town sub-offices.

(b) The Postmaster-General, Bombay, has selected 136 places at which he would grant allowances of in some cases Rs. 15, in others Rs. 10, and in others Rs. 5, and these would be "compensatory in respect of pay" and would not displace "special allowances like the bad climate and water allowances now given at certain places according to the orders of the Local Government".

(c) The Postmaster-General, Bengal, makes no proposal but merely dismisses the subject with the general remark that there are of course places outside "Calcutta such as Darjeeling, Shillong, certain districts in Assam and special localities such as Alipur Duar, Aijal, Manipur, etc., where the cost of living is higher than in other places in Bengal and Assam and a local allowance of 25 per cent. of the pay will be granted for these places".

(d) The Postmaster-General, United Provinces, would grant local allowances to all clerks and postmasters employed in the hills at an elevation of over 2,500 feet, amount of allowances ranging from a minimum of Rs. 10 a month to a maximum of Rs. 25 a month and varying (1) with pay and (2) with distance of place from railway.

(e) The proposals of the Postmaster-General, Punjab, stated in his own words are :—

"With regard to the question of granting local allowances in specially expensive places I consider that it is necessary in the towns and localities specified in the margin and at the rates noted against each. This principle is already recognised in Simla, the

(1) In Simla and isolated posts in the North-West Frontier.	The special rates now drawn.	
(2) In Baluchistan	Rs. 20 to all.	
(3) In other hill stations and the rest of the North-West Frontier.	Rs. 10 up to 50 and 20 above Rs. 50.	
(4) Dera Ghazi Khan, Lahore, Delhi, Lyallpur, Jhang, Montgomery, Sargodha, Dharamsala, Amritsar, Ambala and Rawalpindi.	Rs. 5 up to 50 and Rs. 10 above Rs. 50.	

North-West Frontier and hill stations generally, but opportunity is now taken to extend it to the Colony areas where the position is if anything more acute owing to the high wages commanded by unskilled labour. The case of Baluchistan is unique as the present rate of pay is Rs. 20 higher than in the rest of the Circle. In treating this increase as a "local allowance" under the new scheme it is of course necessary that it should be treated as pay for purposes of pension in the case of existing incumbents."

(f) The Postmaster-General, Bihar and Orissa, while not proposing any new local allowance would increase existing local allowances by 33 per cent. in consideration of the fact that the places where these allowances are paid at present have not received any special treatment.

(g) The Postmaster-General, Burma, also proposes no new allowances but would increase existing sanctioned allowances "by 5 per cent. subject to a maximum of 33½ per cent."

(h) The Postmaster-General, Madras, proposes that no change be made in respect of local allowances unless the Local Government revise the allowances drawn by their servants.

26. Generally speaking, we disagree with these views. We cannot agree that the list of local allowances sanctioned for the Department which is a very generous

currency, for example, the Kutch currency allowance, which of course should be paid at the specified percentage on the enhanced salary.

27. The following tabular statement shows the financial effect of our proposals in the foregoing paragraphs :—

Class.	PRESENT.						PROPOSED.				Net average increase per mensem.
	Grade.	No.	Pay.	W. A.	G. C. A.	Total cost.	Consolidated Time-scale.	No.	Average.	Total cost.	
	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
Supervisory appointments.	200—300	62	16,533½	806	..	17,339½	250—350	106	316½	33,566½	..
	150—200	113	20,716½	1,017	..	21,733½	175—225	268	208½	55,833½	..
	100—150	172	22,933½	1,204	..	24,137½	145—170	440	161½	71,133½	..
	120	1	120	6	..	126	..	..	..	..	..
	100	320	32,000	1,600	..	33,600	..	..	..	..	..
	90	97	8,730	388	..	9,118	..	..	..	..	..
	80	37	2,960	148	..	3,108	..	..	..	..	..
	70	7	490	42	..	532	..	..	..	..	..
	60	5	300	30	..	330	..	..	..	..	..
	Total	814	..	..	..	1,10,024	..	814	..	1,60,533	..
Ordinary Clerical appointments.	100—150	3	400	21	..	421	50—50—60—3 —105—5—140	1,383	89.2	1,23,363.6	..
	100	231	23,100	1,155	..	24,255	45—45—50—3	2,178	84.2	1,83,387.6	..
	90	503	45,270	2,012	..	47,282	65—4—105—5 —140	..	..	..	..
	80	792	63,360	3,168	..	66,528	40—40—45—3 —54—4—130	2,591	79.7	2,06,502.7	..
	70	1,414	98,980	8,484	..	1,07,464	35—35—40—3 —64—4—120	12,059	71.4	8,61,012.6	..
	60	2,234	1,34,040	13,404	..	1,47,444	Local allowance for 176 men of the Berars and the Nagpur, Wardha and Nimar Districts in the Central Circle @ Rs. 5 each.				..
	50	3,502	1,75,100	17,510	..	1,92,610					..
	40	4,158	1,66,320	20,790	..	1,87,110					..
	30	2,120	63,870	8,516	5,695	78,081					..
	Total	14,966	..	..	..	8,51,195	..	18,211	..	13,75,146	..
Probationers	40	56	2,240	280	..	2,520	..	..	..	..	..
	30	342	10,260	1,368	148	11,776	..	..	..	..	..
	25	1,451	36,275	5,804	3,459	45,538	..	..	..	..	..
	20	60	1,200	180	212	1,592	..	..	..	..	..
	15	4	60	12	16	88	..	..	..	..	..
Total	..	1,913	..	..	..	61,514	..	..	..	..	..
TOTAL	..	16,879	..	..	..	9,12,709	..	..	..	..	..
Inspectors and Head Clerks of Offices of Superintendents of Post Offices.	100—150	70	9,333½	490	..	9,823½	100—5—175	..	..	..	..
	100	140	14,000	700	..	14,700	Head Clerks	121	143½	17,393½	..
	80	149	11,920	596	..	12,516	Inspectors	326	141½	46,183½	..
	60	88	5,280	528	..	5,808	..	..	..	..	..
	..	447	..	..	..	42,847	..	447	..	63,577	..
GRAND TOTAL	..	18,140	..	..	..	10,65,580	..	19,472	..	15,99,258	5,33,676 or Rs. 64.04, 11 per annum

* Including the 1,332 additional appointments proposed in paragraph 14.

one, should be largely added to, or that there is any occasion whatever to increase the amount of existing local allowances.

With reference to the proposal of the Postmaster-General, Central Circle, we propose that a local allowance of Rs. 5 a month may be sanctioned for all clerks on the time-scale of pay employed in the Nagpur, Wardha and Nimar districts, also the Berar districts, all of which the Local Government have recognized as being dear districts, with the following exception, namely, (1) clerks in the Nagpur head office and its town sub-offices for whom we have proposed a favourable scale of pay because it is a head office situated in an expensive place, (2) the sub-postmasters, Chikalda and Dharni who are already in receipt of allowances of Rs. 10 and Rs. 5, respectively.

Men employed in Baluchistan should not, we think, be given a local allowance to be treated as pay for the present incumbents and as a local allowance for future entrants. The Baluchistan area under our proposals will form a self-contained cadre and should be given a scale of pay suitable for it rather than a foreign scale plus a local allowance. The staff in Baluchistan receive at present as pay Rs. 20 per man above the Punjab scale, and we find on examination that this brings the emoluments of the clerks to approximately the same as is drawn by clerks in places for which we propose the Rs. 45—45—50—3—65—4—105—5—140 scale, and we accordingly propose that that scale should be sanctioned for Baluchistan, that is for the Quetta head office and its sub-offices. It may be objected that we are in this case departing from the principle enunciated by ourselves that clerks employed in the mofussil should not be as highly paid as those in 1st class head offices, but the fact that all clerks in Baluchistan including those in the mofussil, receive extra pay of Rs. 20 a month makes it impossible for us to propose a lower scale of pay for them; they number only 72 in all. We do not agree that local allowances should be sanctioned as a matter of course for all hill stations as there are such stations, Almora for example, which are not exceptionally dear, and the labour employed in which is indigenous, nor do we see that it is necessary to sanction at a stroke of the pen local allowances of Rs. 10 and Rs. 20 a month for "the rest of the North-West Frontier". The list of allowances already granted on the North-West Frontier is a very long one and it should not be added to unless it can be shown that any addition proposed is in harmony with a decision of the Local Government in respect of its employees serving in the same area. The same is the case as regards clause (4) of the proposals of the Postmaster-General, Punjab. Local allowances for the places named should not be sanctioned unless the Local Government give them in these places to their servants. We have proposed a liberal scale of pay for Lahore and Delhi and as regards the Canal Colonies the fact that wages commanded by unskilled labour are high hardly affords justification for the grant of local allowances to clerks.

Similarly as regards the proposals of the Postmaster-General, Bombay, in our opinion the proposed local allowances should not be allowed unless and until an effort is made to show that they are really justified. We agree with the Postmaster-General, Bombay, that in view of the liberal scale of pay recommended for Bombay and Karachi all local allowances drawn in those places should be discontinued simultaneously with the introduction of the new scale of pay.

Subject to the above remarks, our recommendation as regards local allowances generally is that all sanctioned allowances may be continued, but that Postmasters-General should be required to review the list of local allowances in their Circles with the object of discontinuance from future incumbents of any allowance which under present conditions is not justified. There is, however, one complication to which we desire to draw particular attention in order to guard against accidental enhancement of local allowances. In very many instances these allowances have been sanctioned in the form of a percentage on pay, e.g., Rs. 14 to a clerk on Rs. 70, Rs. 12 to one on Rs. 60, and so on. In these cases the allowance to be continued should be one of the amount which is actually being drawn on the date of the orders of Government on our proposals. In the cases cited for example it may happen that the revision of pay effected under the general revision of pay which is now being effected raises the pay of the man on Rs. 70 to Rs. 105 and of the man on Rs. 60 to Rs. 90 and Rs. 12 and not allowances of 20 per cent of pay. As an exception to this again there is the local allowance granted by way of compensation for depreciation of

28. The additional expenditure involved, it will be seen, amounts to Rs. 64,04,112 a year. But against this must be set the savings which will accrue (1) from the reduction of expenditure on acting allowances in consequence of the substitution of time-scales, in which there is no acting promotion, for graded scales in which such promotions involve very heavy expenditure, (2) from the discontinuance, in consequence of the formation of an adequate leave reserve, of the appointment of outsiders to officiate in leave vacancies and (3) from the reduction of expenditure on travelling allowances consequent on transfers being less frequent when the establishment is on a time-scale and localised to the extent proposed. Figures supplied to us by the Accountant General, Posts and Telegraphs, indicate that the saving resulting from the three causes will amount to about Rs. 10,00,000 a year. The net extra cost of the proposals may therefore be put at about Rs. 54,00,000 a year.

Schedule A.

List of Selection Grade Appointments.

Rs. 250—20—350. (106.)

BENGAL AND ASSAM.

Postmasters.—Darjeeling, Alipore, Burdwan, Comilla, Shillong, Barisal, Sylhet, Farid
Pabna, Jalpaiguri, Midnapore.

Deputy Postmaster.—Dacca.

Two Assistant Postmasters.—Calcutta General Post Office.

Sub-Postmasters.—Bara Bazar, Bow Bazar, Dharamtala, Simla (Calcutta), Camas St
Beadon Square, Amherst Street

Accountant.—Calcutta General Post Office.

Four Head Clerks.—Calcutta General Post Office.

Superintendent.—Sanitary Department, Calcutta General Post Office.

Traffic Supervisor.—Calcutta General Post Office.

BIHAR AND ORISSA.

Postmasters.—Muzaffarpur, Cuttack, Gaya, Patna, Ranchi, Chapra.

BOMBAY.

Postmasters.—Surat, Hyderabad (S.), Belgaum, Baroda, Rajkot, Sukkur.

Deputy Postmasters.—Karachi and Poona.

Four Assistant Postmasters.—Bombay General Post Office.

Sub-Postmasters.—Mandvi, Kalbadevi.

Accountant.—Bombay General Post Office.

Five Head Clerks.—Bombay General Post Office.

BURMA.

Postmasters.—Pegu, Moulmein, Akyab, Bassein.

Three Assistant Postmasters.—Rangoon.

Two Head Clerks.—Rangoon Head Post Office.

CENTRAL.

Postmasters.—Indore, Ajmer, Raipur, Jodhpur.

MADRAS.

Postmasters.—Dhanushkodi, Trichinopoly, Calicut, Mysore, Ootacamund, Kumbakonam
Tanjore, Coimbatore, Rajahmundry, Tinnevely and Negapatam

Deputy Postmaster.—Bangalore.

One Assistant Postmaster.—Madras General Post Office.

Sub-Postmaster.—Mount Road.

Accountant.—Madras General Post Office.

Manager, M. O. and S. B. Department.—Madras General Post Office.

One Head Clerk.—Madras General Post Office.

PUNJAB AND NORTH-WEST FRONTIER.

Postmasters.—Ludhiana, Sialkot, Srinagar, Gujranwala, Hoshiarpur, Ferozepore, Jhelum, Multan.

Deputy Postmasters.—Delhi, Simla, Rawalpindi.

One Assistant Postmaster.—Lahore Head Post Office.

Sub-Postmaster.—Chandni Chowk (Delhi).

UNITED PROVINCES.

Postmasters.—Naini Tal, Mussoorie, Jhansi, Bareilly, Gorakhpur, Moradabad and Muttra.

Deputy Postmasters.—Cawnpore, Lucknow.

Rs. 175—10—225. (268.)

BENGAL AND ASSAM.

Postmasters.—Chinsura, Rangpur, Krishnagar, Jessore, Silchar, Berhampore, Dibrugarh, Bankura, Noakhali, Gauhati, Dinajpur, Jorhat, Barrackpore, Rajshahi, Malda, Khulna, Bogra, Cooch Bihar, Dhubri and Tezpur.

Deputy Postmasters.—Chittagong, Mymensingh, Howrah.

Two Assistant Postmasters.—Dacca Head Post Office.

Sub-Postmasters.—Asansol, Hatkhola, Narayanganj, Chandernagore, Raniganj, Diamond Harbour, Entally, Chandpur, Kishanganj.

Deputy Sub-Postmasters.—Bara Bazar, Bow Bazar, Dharamtala.

Eighteen Head Clerks.—Calcutta General Post Office.

BIHAR AND ORISSA.

Postmasters.—Arrah, Hazaribagh, Monghyr, Bhagalpur, Lahiria Sarai, Parulia, Puri, Purnea, Jharia, Sambalpur, Balasore and Motihari.

Sub-Postmasters.—Patna City and Nepal.

BOMBAY.

Postmasters.—Ahmednagar, Bhavnagar, Dharwar, Bushire, Nasik, Broach, Dhulia, Ratnagiri, Sholapur, Jalgaon, Satara, Karwar, Bijapur, Thana, Kaira and Bhuj.

Deputy Postmasters.—Ahmedabad and Aden.

Two Assistant Postmasters.—Karachi Head Post Office.

Assistant Postmaster.—Poona Head Post Office.

Sub-Postmasters.—Girgaon, Poona City, Umarchadi, Crawford Market, Mumbadevi, Byculla, Grant Road and Bandar Abbas.

Assistant Accountant.—Bombay General Post Office.

Twenty-four Head Clerks.—Bombay General Post Office.

BURMA.

Postmasters.—Tavoy, Toungoo, Prome, Shwebo, Meiktila, Monywa, Mogok, Port Blair, Bhamo, Taunggyi, Pakokku, Myitkyina, Mergui, Maubin.

Deputy Postmasters.—Mandalay and Moulmoin.

Sub-Postmasters.—Maymyo, Namtu, Pazumdang, Fraser Street, Rangoon Cantonment, East Rangoon.

Treasurer.—Rangoon Head Post Office.

Seven Head Clerks.—Rangoon Head Post Office.

CENTRAL CIRCLE.

Postmasters.—Akola, Amraoti, Bhopal, Hoshangabad, Kotah, Jaipur, Bikaner, Neemuch, Sangor Cantonment, Bilaspur, Sambhar Lake and Khandwa.

Deputy Postmasters.—Nagpur, Jubbulpore.

Sub-Postmasters.—Mhow, Jaipur City and Pachmarhi.

MADRAS.

Postmasters.—Guntur, Vellore, Cocanada, Salem, Vizagapatam, Mangalore, Masulipatam, Bellary, Chittoor, Shimoga, Nellore, Pondicherry, Cuddalore, Cochin, Berhampur, Trivandrum, Cuddapah, Chingleput, Kurnool.

Deputy Postmasters.—Dhanushkodi, Madura, Hyderabad.

Sub-Postmasters.—Bangalore City, Secunderabad, Park Town, Sowcarpet, Vepery and Triplicane.

Five Head Clerks.—Madras General Post Office.

PUNJAB AND NORTH-WEST FRONTIER.

Postmasters.—Lyallpur, Abbottabad, Dera Ismail Khan, Gujrat, Kohat, Bannu, Sargodha, Gurdaspur, Campbellpur, Jullundur, Jammu, Dharamsala, Dera Ghazi Khan, Rhotak and Hissar.

Deputy Postmasters.—Amritsar, Quetta, Peshawar and Ambala.

Two Assistant Postmasters.—Simla.

Two Assistant Postmasters.—Delhi.

One Assistant Postmaster.—Lahore.

Two Assistant Postmasters.—Rawalpindi.

Sub-Postmasters.—Kohi-Malik-Siah-Ziaret, Simla Secretariat, Murree, Lahore Cantonment, Multan City, Dalhousie, Kasauli, Nowshera and Fort Sandeman.

UNITED PROVINCES.

Postmasters.—Muzaftnagar, Mirzapur, Shahjahanpur, Fatehgarh, Ghazipur, Basti, Rae Bareli, Bulandshahr, Almora, Jaunpur, Dehra Dun, Aligarh, Azamgarh, Saharanpur, Fyzabad, Ballia, Sultanpur, Banda, Partabgarh, Etawah, Sitapur and Gonda.

Deputy Postmasters.—Agra, Allahabad, Benares City, Meerut.

Assistant Postmasters.—Lucknow, Cawnpore.

Sub-Postmasters.—Aligarh City and Allahabad City.

Rs. 145—5—170. (440.)

BENGAL AND ASSAM.

Postmasters.—Nowgong, Suri.

Deputy Postmasters.—Alipore, Sylhet, Comilla, Burdwan, Shillong, Darjeeling, Pabna, Rangpur, Jalpaiguri, Faridpur, Jessore, Midnapore, Krishnagar, Chinsura, Silchar, Cooch Behar, Dhubri and Tezpur.

Assistant Postmasters.—Mymensingh, Chittagong.

Sub-Postmasters.—Kyd Street, Cossipore, Ballygunge, Bagh Bazar, Bhawanipur, Kidderpore, Fort William, New Market, Shyam Bazar, Sirajganj, Madaripur, Jamalpur, Netrokona, Tangail, Munshiganj, Jhalakati, Pataukhali, Manikgunj, Goalundo, Bhairab, Feni, Habiganj, Karimganj, Colootola, Khengrapati, Tirretta Bazar, Ramna, College Street, Nator.

Deputy Sub-Postmasters.—Camao Street, Simla (Calcutta)

Two Assistant Sub-Postmasters.—Bara Bazar.

Assistant Postmasters.—Bow Bazar, Dharamtala.

Assistant Traffic Supervisor.—Calcutta General Post Office.

Twelve Head Clerks.—Calcutta General Post Office.

BIHAR AND ORISSA.

Postmasters.—Daltonganj, Dumka, Chaibassa.

Deputy Postmasters.—Gaya, Chapra, Cuttack, Muzaffarpur, Ranchi, Monghyr, Hazaribagh, Arrah, Patna, Bhagalpur, Purnia, Purnea, Puri, Jharia, Sambalpur, Balasore, Motihari.

Sub-Postmasters.—Siwan, Jamshedpur, Dinapore Cantonment, Darbhanga, Ranchi Secretariat, Katihar, Sakrigali, Bhagalpur City.

BOMBAY.

Postmasters.—Wadhwan Camp, Alibag.

Deputy Postmasters.—Baroda, Belgaum, Nasik, Dharwar, Surat, Bhavnagar, Ahmednagar, Rajkot, Jalgaon, Satara, Ratnagiri, Sholapur, Dhulia, Broach, Sukkur, Karwar, Bijapur, Thana, Kaira, Bhuj, Hyderabad.

Assistant Postmasters.—Ahmedabad, Poona, Belgaum, Karachi and Hyderabad.

Sub-Postmasters.—Malabar Hill, Navsari, Cutch Mandvi, Ahmedabad-Kalupur, Hubli, Kirkee, Jamnagar, Kalyan, Kolhapur City, Bulsar, Patan, Bhusaval, Anjar, Nadiad, Bagalkot, Chiplun, Godhra, Deolali, Junagad, Shikarpur, Karachi City, Larkana, Aden Camp, Bandra, Parel, Mazgaon, Sangli, Pandharpur, Satara City, Porbandar, Ankleshwar, Dhoraji, Malvan, Virangam, Amroli, Mehsana, Mirpur Khas, Apollo Street, Veraval.

Deputy Sub-Postmasters.—Poona City, Mandvi, Girgaon, Kalbadevi, Mahableshwar.

Assistant Sub-Postmasters.—Mandvi, Kalbadevi.

Sixteen Head Clerks.—Bombay General Post Office.

BURMA.

Postmasters.—Mawlaik, Magwe, Kyaukpau.

Deputy Postmasters.—Toungoo, Tavoy, Akyab, Pegu, Promo, Mogok, Shwebo, Bassein, Monywa, Mergui, Myitkyina, Maubin, Meiktila, Bhamo.

Sub-Postmasters.—Insein, Rangoon Secretariat, Kandawgly, Kemmendine, Myingyan, Henzada, Pyapon, Yenangyaung, Sagaing, Katha, Myaungmya, Pyinmana, Minbu, Thayetmyo.

Assistant Postmaster.—Mandalay.

Assistant Treasurer.—Rangoon Head Post Office.

CENTRAL.

Postmasters.—Udaipur, Buldana, Chanda.

Deputy Postmasters.—Ajmer, Indore, Bilaspore, Raipur, Akola, Jodhpore, Amraoti, Bhopal, Hoshangabad, Bikaner, Saugor Cantonment, Jaipur, Kotah, Neemuch, Sambhar Lake, Khandwa.

Assistant Postmasters.—Nagpur, Jabulpore.

Sub-Postmasters.—Katni, Chhindwara, Kamptee, Sutna, Rutlam, Nasirabad, Nagpur City, Alwar, Burhanpur, Beawar, Yeotmal, Indore-Sharifa and Gondia.

Deputy Sub-Postmasters.—Mhow.

MADRAS.

Postmasters.—Raminad, Hassan, Chikmagalur and Anantpur.

Deputy Postmasters.—Calicut, Ootacamund, Mysore, Trichinopoly, Vizagapatam, Negapatam, Kumбакonam, Vellore, Masulipatam, Cocanada, Rajamundry, Salem, Coimbatore, Guntur, Mangalore, Tanjore, Tinnevely, Bellary, Cuddalore, Nellore, Berhanpur, Cochin, Shimoga, Chittoor, Pondicherry, Cuddalore, Chingleput, Kurnool.

Two Assistant Postmasters.—Hyderabad.

Two Assistant Postmasters.—Bangalore.

Assistant Postmasters.—Dhanushkodi, Madura, Negapatam.

Sub-Postmasters.—Mylapore, Cannanore, Tuticorin, Ellore, Tellicherry, Dindigul, Coonoor, Palghat, Vizianagram, Palamcottah, Bezvada, Chidambaram, Alleppy, Conjeevaram, Teppakulam, Nayavaram, Erode, Tenali, Vellore Fort, Karur, Mercara, Bangalore Bazar, Periyakulam, Mannady, Flower Bazar, Cuddalore old town.

Deputy Sub-Postmasters.—Secunderabad, Bangalore City, Mount Road.

PUNJAB AND NORTH-WEST FRONTIER.

Postmasters.—Gurgaon, Mianwali, Jhang, Drosh, Karnal, Bahawalpur, Muzaffargarh and Montgomery.

Deputy Postmasters.—Ludhiana, Ferozepore, Srinagar, Jhelum, Sialkot, Multan, Dera Ismail Khan, Lyallpur, Abbottabad, Hoshiarpur, Gujranwala, Jammu, Gujrat, Gurdaspur, Sargodha, Jullundur, Kohat, Campbellpore, Dharamsala, Dera Ghazi Khan, Rohtak, Hissar and Bannu.

Assistant Postmasters.—Amritsar, Ambala and Quetta.

Two Assistant Postmasters.—Peshawar.

Sub-Postmasters.—Chota Simla, Jullundur City, Peshawar City, Sialkot City, Mardan, Ferozepur City, Nathiagali, Ambala City, Sirsa, Bhiwani, Rewari, Batala, Tank, Rawalpindi City, Loralai and Naulakha.

Deputy Sub-Postmasters.—Chandni Chowk, Multan City, Secretariat (Simla).

One Head Clerk.—Lahore Head Post Office.

UNITED PROVINCES.

Postmasters.—Bijnor, Etah, Mainpur, Kheri-Lakhimpur, Fatehpur, Unao, Bahraich, Budaun, Pilibhit, Pauri, Bara Banki, Hardoi.

Deputy Postmasters.—Jhansi, Mussoorie, Bareilly, Naini Tal, Mirzapur, Jaunpur, Azamgarh, Aligarh, Fyzabad, Muttra, Bulandshahr, Muzaffarnagar, Gorakhpur, Fatehgarh, Almora, Moradabad, Saharanpur, Shahjahanpur, Rai Bareilly, Dehra Dun, Ballia, Sultanpur, Banda, Partabgarh, Etawah and Sitapur.

Assistant Postmasters.—Meerut, Allahabad, Lucknow, Benares City, Cawnpore and Agra.

Sub-Postmasters.—Benares Cantonment, Hathras, Kanauj City, Farrukhabad City, Roorkee, Agra City, Rampur State (United Provinces), Ranikhet, Bisheswarganj, Collectorganj, Generalganj, Chakrata, Lansdowne, Lucknow Chowk, Chandausi, Katra (Allahabad).

CHAPTER III.

RAILWAY MAIL SERVICE.

Sorters on pay up to Rs. 100.

This forms an important section of the subordinate establishment of the Post Office, the number of appointments of the class, including probationers, being 3,804. In July 1912 the average pay of these appointments varied from Rs. 37, which was the pay of about two-thirds of the total number, to Rs. 45. In 1913 and 1914 increases were sanctioned raising the averages from Rs. 37 to Rs. 38 and Rs. 45 to Rs. 46; then came the war allowance granted to all, and this was followed by another addition of Re. 1 a month to average pay. Finally, the Secretary of State sanctioned with effect from the 1st of March 1919 a general revision which raised average pay and allowances to Rs. 76 for the Foreign Mail Division, Rs. 61 for the Calcutta Railway Mail Service and S. (Silchar) Divisions and Rs. 55 for the rest of India. The percentages of increase since 1912 amount to 68·8 in the case of the Foreign Mail Division, 52·5 in that of the Calcutta Railway Mail Service Division and 48·6 in that of the rest of the staff. On the whole therefore sorters of the Railway Mail Service have fared better as regards increases of pay allowed in recent years than clerks of the Post Office. Nevertheless they are not satisfied and have made common cause with the clerks in clamouring for further concessions and in unanimously demanding a time-scale of pay. Their ideas are if anything more liberal, the rates of pay and allowances suggested by members of the staff as adequate varying from a minimum of Rs. 50—5—100—10—200 to a maximum of Rs. 102—340.

2. The proposals of the Postmasters-General and Deputy Postmasters-General are as follows, the period of rise from minimum to maximum in all cases being 20 years, except in the case of the Calcutta Railway Mail Service in which it is 25 years :—

	Rs.
Postmaster-General, Bombay, for Foreign Mail Division ..	60—130
Postmaster-General, Bengal, for Calcutta Railway Mail Service ..	50—150
Postmaster-General, Burma, for Burma Railway Mail Service ..	45—120
Deputy Postmaster-General, Eastern Circle	40—120
Deputy Postmaster-General, Northern Circle	40—100
Deputy Postmaster-General, Western Circle :—	
(For four Divisions)	40—100
(For two Divisions)	45—120

3. The duties of a sorter do not demand a high standard of intellectual capacity and it has been urged that the class for this reason should be paid at a lower rate than clerks employed in Post office whose work is more varied and requires greater intelligence. On the other hand it has been pointed out that the duties of sorters of the Railway Mail Service entail almost incessant travelling, frequent absence from home, the additional expenditure incidental thereto for which travelling allowance is not granted, and work under trying physical conditions. It probably is the case that the average level of intelligence of the Post Office clerk is slightly higher than that of the Railway Mail Service sorter, but there is not really very much to choose between them, and in determining what pay should be proposed the fact that at the present time the difference between the average pay of the one class and the other is very small indeed must be the dominating factor. The Railway Mail Service is if anything more unpopular than the Post Office proper, and our conclusion is that the sorter must continue to be paid at much the same rates as the Post Office clerk. We accordingly recommend the following scales :—

	Rs.
(1) For the Foreign Mail Division	50—50—55—3—100—4— 120—5—130
(2) For the Calcutta Railway Mail Service, sorters of the C. and E. Divisions of the Eastern Circle sta- tioned in Calcutta and Howrah, the Madras Railway Mail Service and the sections of the M. and T. Divisions of the Western Circle which are stationed in Madras	45—45—50—3—86—4— 110—5—130
(3) For the rest	40—40—45—3—90—4— 110—5—120

with efficiency bars at the 10th and 18th years of service in all cases, that is to say at Rs. 76 and 100 in scale (1), at Rs. 71 and Rs. 98 in scale (2) and at Rs. 66 and Rs. 90 in scale (3). As we have said in the case of postal clerks (paragraph 11 of Chapter II) all sorters now on the establishment should not be given the benefit of the time-scale as a matter of course. There are among this class men promoted from inferior service and others who are only second or third rate sorters and who are quite sufficiently remunerated for the work they do by the pay which they now draw. Such men should not be assumed to be qualified for promotion even up to the level of the first efficiency bar and the case of each of them should be considered on its merits.

4. The Foreign Mail Division is stationed in Bombay and the scale we recommend for it is much the same as that recommended by us for Post Office clerks in Bombay. Rupees 50 a month is proposed as the minimum because the difficulties of recruiting clerks for service in Bombay are quite as great in the case of the R. M. S. as in that of the Post Office, but the maximum is lower, the distinction being based upon the fact that the work is of a more machine-like description and less responsible. We have been guided by the same principle in determining the scale recommended for clerks stationed in Calcutta, Madras and the mofussil generally. The scale proposed for clerks of the R. M. S. stationed in Calcutta, Howrah and Madras begins on the same minimum as the scales proposed for the clerks of the Post Office in those towns, but otherwise is slightly less favourable, and the scale proposed for the mofussil generally begins on the same minimum as, but otherwise is slightly less favourable than, the scale proposed for Postal clerks in 1st class Head offices, that scale being selected in preference to the one next below because of the fact that clerks of the R. M. S. are for the most part stationed in the larger towns. These proposals assume that the Calcutta R. M. S. will continue to form a separate and self-contained cadre; that the sorters of C. and E. Divisions of the Eastern Circle who are stationed in Calcutta and Howrah will be formed into a cadre separate from that of the rest of the Circle, transfers from one cadre to the other being discontinued; and similarly that the Madras R. M. S. and Sorters of the M. and T. Divisions stationed in Madras will be formed into a combined cadre (under the control of the Superintendent, M. Division) the members of which would not be interchangeable with the rest of the staff of the Western Circle.

5. *Appointments on pay exceeding Rs. 100.*—The proposals of Postmasters-General and Deputy Postmasters-General in respect of appointments of this class are as stated below :—

Postmaster-General, Bengal and Assam, proposes to increase the number of appointments of these grades from 13 to 25 (including 6 appointments in lieu of Assistant Superintendents which he proposes to abolish).

Postmaster-General, Bombay, proposes an increase from 3 to 8.

Postmaster-General, Burma, proposes an increase from 1 to 3.

The Deputy Postmaster-General, Eastern Circle, proposes an increase from 19 to 46.

The Deputy Postmaster-General, Northern Circle, proposes an increase from 19 to 73.

The Deputy Postmaster-General, Western Circle, proposes an increase from 18 to 180.

6. Excluding the 6 appointments of Assistant Superintendent which the Postmaster-General, Bengal, has included in his figures but which do not belong to this class, the present sanctioned strength of superior appointments in the clerical service of the Railway Mail Service is 67. Heads of Circles would raise it to 329, an increase which would cost a very large sum of money for which we can see no justification whatever. Previous to the revision sanctioned in 1919 the number of superior clerical appointments was 21. As a result of that revision the number was increased with effect from the 1st of March 1919 to 65, and it has since been still further increased, and now stands at 67. There is nothing on record to indicate on what grounds the number was fixed at 65 on the occasion of the revision of 1919. As we have said elsewhere our opinion as to these superior appointments is that the number should be determined solely on the basis of the number of charges which are sufficiently important to carry pay exceeding the maximum proposed for the time-scale

The posts in the Railway Mail Service which would seem to us to come under this category are two for each Superintendents office, namely (1) Accountant and (2) either the Head Clerk or the Head Record Clerk in such an office, Head record clerks in important record offices, Head sorters of stationary mail offices with 7 or more sorters, and head sorters of travelling sets consisting of 6 or more sorters. On this basis we recommend that the number be increased to 120. We would grade them as follows :—

	Rs.
40 on	175—10—225
80 on	145—5—170

distributed among the Circles as below :—

	Grade.	Grade.
	175—225	145—170
Eastern Circle	10	18
Western Circle	12	26
Northern Circle	10	20
Calcutta Railway Mail Service	4	8
Foreign Mail Division	3	5
Burma Railway Mail Service	1	3

7. The reserve in the Railway Mail Service is one of 510 paid probationers which is equal to about 15 per cent. of the total strength of the service. As in the case of the Post Office establishment, we recommend that a reserve of 20 per cent. be allowed and we have accordingly allowed a reserve of 694 men which represents, on the present strength of the establishment, an increase of 184 at a cost of about Rs. 1,65,600 per annum. We have in this case also following our recommendation in paragraph 9 regarding the Post Office provided for the abolition of probationers as a separate class, and, as in that case, it should be understood that with the enhanced reserve the appointment of outsiders to officiate in leave vacancies will not be admissible.

RAILWAY MAIL SERVICE ASSISTANT SUPERINTENDENTS AND INSPECTORS.

8. This establishment of Assistant Superintendents and Inspectors of sorting is a curious organization. The former are divided into three classes, namely,—

- (1) Sorting Assistant Superintendents.
- (2) Investigating Assistant Superintendents.
- (3) Divisional Assistant Superintendents.

The principal duty of (1) is to supervise sorting and check sorting lists, of (2) the investigation of cases of loss and fraud and (3) apparently is a personal Assistant to the Superintendent. There are three grades of Assistant Superintendents, namely, Rs. 100, 125 and 150. The inspector is a checker of sorting and this class also is divided into 3 grades, namely, Rs. 60, Rs. 80 and Rs. 100. There would appear to be no difference between Sorting Assistant Superintendents and Inspectors, and we can see no reason why an Assistant Superintendent or Inspector should not in the ordinary course of his duties do both investigation of loss, etc., and inspection of sorting, the present system must be wasteful, one officer visiting a place for inspection and another visiting the same place at the same time for investigation. Nor can we see why the Superintendent of the Railway Mail Service should be provided with an assistant of a kind not allowed to the Superintendent of Post Offices on the postal side.

9. The following are the sanctioned scales of Assistant Superintendents and Inspectors :—

	Rs.
15 Assistant Superintendents on	150
8 Assistant Superintendents on	125
20 Assistant Superintendents on	100
18 Inspectors on	100
20 Inspectors on	80
31 Inspectors on	60

10. In the Post Office there is no official corresponding to the Assistant Superintendent of the Railway Mail Service, the work of both classes being done by the Inspector of Post Offices who is both an inspecting and investigating officer, and our opinion is that two classes are not wanted in the Railway Mail Service. We accordingly recommend that Assistant Superintendents be abolished and that a new class of Inspectors corresponding in pay and status to Inspectors of Post Offices be created with the designation Inspectors, Railway Mail Service. We further recommend that these officers should in respect of initial pay on the new scale be treated in the same way (*vide* paragraph 22 of Chapter II) as Inspectors of Post Offices and that like those Inspectors they should draw a daily allowance of Rs. 3 a day. With an amalgamation of duties as suggested some reduction of numbers should be possible, and moreover officials such as Platform Inspectors who at present are regarded as Inspectors should not have the pay and status of the proposed "Inspectors, Railway Mail Service". With numbers as they stand at present the financial effect of our proposals will be an increase of Rs. 56,976 per annum as shown below :—

	PRESENT.					PROPOSED.			
	Grade.	No.	Total pay.	Total W. A.	Total cost.	Consolidated time-scale.	No.	Average pay.	Total average cost.
Assistant Superintendents.	Rs. 150	15	Rs. 2,250	Rs. 105	Rs. 2,355	100—5— 175	112	Rs. 141½	15,867
	125	8	1,000	48	1,048				
	100	20	2,000	100	2,100				
Sorting Inspectors ..	100	18	1,800	90	1,890				
	80	20	1,600	80	1,680				
	60	31	1,860	186	2,046				
TOTAL ..	..	112	..	..	11,119	..	112	..	15,867

Net average increase per mensem Rs. 4,748.
 Net average increase per mensem Rs. 56,976.

LOCAL ALLOWANCES.

11. The Deputy Postmaster-General, Northern Circle, is much in favour of extending local allowances. He would grant them to more than half the sorters and clerks under his control at an additional cost of nearly Rs. 60,000 a year. The Deputy Postmaster-General, Eastern Circle, is much more moderate. Suggesting a uniform scale of pay for the whole of the circle he proposes that local allowances be granted to —

- (1) 8 sorters stationed at Nagpur.
- (2) 175 sorters stationed at Howrah.
- (3) 106 sorters stationed at Sealdah and 21 at Darjeeling.
- (4) 4 sorters working in the Duars.
- (5) 59 sorters working in Assam.

The Postmaster-General, Bombay, proposes no new local allowances for the Railway Mail Service Division (the Foreign Mail Division) under his control but would absorb existing allowances costing Rs. 122 a month. The Deputy Postmaster-General, Western Circle, and the Postmaster-General, Bengal and Assam, propose no new local allowances for the Western Circle and the Calcutta Railway Mail Service respectively. The Postmaster-General, Burma, proposes for 34 sorters stationed in Rangoon an allowance of 20 per cent. of pay subject to a maximum of Rs. 30.

12. We are not prepared to endorse the recommendation of the Deputy Postmaster-General, Northern Circle, that the grant of local allowances should be widely extended. If among the places he includes in his very long list there are any in which the Local Government concerned has recognised that local conditions justify an allowance, and an allowance is not already given to Railway Mail Service sorters stationed there, the case of the Railway Mail Service clerks so situated may be considered, but there are certainly very few, if any, places specified in the Deputy Postmaster-General's list at which employees of the Local Government receive local allowance and those of the Railway Mail Service do not.

13. As regards the proposals of the Deputy Postmaster-General, Eastern Circle, we do not agree that local allowances need be granted to the sorters stationed at Howrah and Sealdah. Their number is large and they can without difficulty or objection of any kind be brought on to cadres separate from that of the rest of the Circle. We have accordingly in the proposals in paragraph 3 suggested that they should, in consideration of the fact that they are stationed in Howrah and Sealdah, be granted a more liberal scale of pay, namely, that recommended for the Calcutta Railway Mail Service. The objections pointed out by the Deputy Postmaster-General to a similar separation of cadres, which was effected in 1911 in the case of the S. Division of his Circle do not apply to the cases of Howrah and Sealdah, inasmuch as there can be no necessity, more particularly with a time-scale of pay, to interchange the men on the Howrah and Sealdah cadres with those on other cadres of the Circles. For the rest, we agree with the Deputy Postmaster-General, that is to say, we recommend—

- (i) that the 59 sorters of the 'S' Division, for whom under our proposals a special scale of pay has not been suggested, may be granted a local allowance of Rs. 10 a month each,
- (ii) that the 8 sorters stationed at Nagpur may be granted a local allowance of the amount sanctioned by the Local Administration for men of corresponding status on the Provincial establishments, namely, Rs. 5 a month, and
- (iii) that the allowances sanctioned for the Duars and Darjeeling may be continued.

14. As the number of sorters stationed in Rangoon is too small for a separate cadre or a special rate of pay we support the proposal of the Postmaster-General to grant the 20 sorters in question a local allowance. But we think an allowance of Rs. 10 a month will be sufficient. We agree with the proposal of the Postmaster-General, Bombay, to discontinue the local allowances in the Foreign Mail Division costing Rs. 122 a month.

15. Subject to the above recommendations our general proposal in respect of local allowances for Inspectors (former Assistant Superintendents and Inspectors), sorters and clerks of the Railway Mail Service is that all existing sanctioned local allowances may be continued, and that no new local allowance should be sanctioned unless it can be and is shown that the place for which such an allowance is proposed has been recognised by the Local Government concerned to be a local allowance area.

16. The following tabular statement shows the financial effect of our proposals in the foregoing paragraphs:—

	Grade.	PRESENT.					PROPOSED.				Net average increase per mensem.
		No.	Total pay.	Total W. A.	Total G. C. A.	Total cost.	Consolidated time-scale.	No.	Average pay.	Total average cost.	
	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
Supervisory appointments.	200—300	1	275	14	..	289	175—10—225	40	212½	8,500	
	150—200	22	4,125	198	..	4,323	..	..	..	..	
	100—150	44	6,050	308	..	6,358	145—5—170	80	163½	13,100	
Sorters	100	164	16,400	820	..	17,220	50—50—55— 3—100—4— 120—5—130	104	83·8	8,715·2	
	90	5	450	20	..	470	..	..	..	..	
	80	186	14,880	872	..	15,752	45—45—50— 3—86—4— 110—5—130	807	79·9	64,479·3	
	70	345	24,150	2,334	..	26,484	..	..	..	..	
	60	419	25,140	2,784	..	27,924	40—40—45— 3—90—4— 110—5—120	3,024	73·8	2,23,171·2	
	50	676	33,800	3,700	..	37,500	Local allowances for 79 sorters @ Rs. 10 each.			790	
	40	700	28,000	3,725	..	31,725	Local allowances for 8 sorters @ Rs. 5 each.			40	
	30	799	23,970	3,394	881	28,245	Deduct local allowances for F. M. Division (discontinued).			—122	
TOTAL	..	3,361	..	..	..	1,96,290	..	4,055	..	3,18,674	
Probationers	30	14	420	56	..	476	..	..	..	..	
	25	33	825	242	..	1,067	..	..	..	..	
	20	463	9,260	1,389	..	10,649	..	..	..	..	
	..	..	..	..	547	547	..	..	..	..	
TOTAL	..	510	..	..	..	12,739	..	..	..	..	
Assistant Superintendent.	150	15	2,250	105	..	2,355	..	..	..	..	
	125	8	1,000	48	..	1,048	..	..	..	..	
	100	20	2,000	100	..	2,100	100—5—175	112	141½	15,836	
Sorting Inspectors.	100	18	1,800	90	..	1,890	..	..	..	..	
	80	20	1,600	80	..	1,680	..	..	..	..	
	60	31	1,860	186	..	2,046	..	..	..	..	
TOTAL	..	112	..	..	..	11,119	..	112	..	15,837	4,748
GRAND TOTAL	..	3,983	..	..	..	2,20,148	..	4,167*	..	3,34,541	1,14,393 or Rs. 13,72,716 per annum.

* Including 184 additional appointments proposed in paragraph 7 above.

17. The actual increase of expenditure will, however, be considerably less than Rs. 13,72,716 inasmuch as the introduction of a time-scale will eliminate acting grade to grade promotions in all but the selection grades and with the addition to the reserve the acting allowance paid to outsiders in leave vacancies will cease. Further, there will be some saving on travelling allowances. We estimate that the savings due to these causes will be about Rs. 2,23,000 a year and the extra cost of our proposals in respect of the Railway Mail Service may therefore be put roughly at Rs. 11½ lakhs per annum.

KASHMIR MOTOR MAIL SERVICE.

The office establishment of the Superintendent of this service consists of—

	Rs.
1 Accountant on	100
1 Stenographer on	70
1 Mail clerk on	70
1 Mail clerk on	60
4 Mail clerks on	50
1 Clerk on	50
1 Clerk	40
1 Store-keeper on	50

The Superintendent has proposed liberal increases all round, his proposals, among other things, providing that the Accountant shall rise to Rs. 250, the Stenographer to Rs. 240, and that the Head Mail Clerk shall rank as an Assistant Superintendent of the Railway Mail Service and draw pay accordingly.

In our opinion the Superintendent's proposals are much too liberal and we think that it would be sufficient to fix the pay of the Accountant at 145—5—170 and of all other clerks, including the Store-keeper, at Rs. 40—40—45—3—54—4—130, which is the pay proposed by us for clerks of the Post Office in Rawalpindi. In recommending this scale we have made full allowance for the fact that Rawalpindi is an expensive station for Indian clerks to live in. The following statement shows the financial effect of our proposals:—

PRESENT.					PROPOSED.			
Grade.	No.	Total pay.	Total W. A.	Total cost.	Consolidated time-scale.	No.	Average pay.	Total average cost.
Rs.		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
100	1	100	5	105	145—5—170	1	163½	163½
70	2	140	12	152	40—40—45—3— 54—4—130	10	79·7	797
60	1	60	6	66				
50	6	300	30	330				
40	1	40	5	45				
..	11	..	..	698	..	11	..	961

Net average increase per mensem Rs. 263.
Net average increase per annum Rs. 3,156.

CHAPTER IV.
OFFICES OF POSTMASTERS-GENERAL.
Clerks.

These establishments have benefited very largely as a result of revisions effected in recent years, more particularly in 1918 and 1919, the average pay of each of the offices having been increased as compared with pre-war average as shown below:—

Circle.				Pre-war.	Present (including war allowance).	Increase per cent.
				Rs.	Rs.	Rs.
Bengal and Assam	..	..	..	58.2	84.6	45.4
Bombay	..	..	..	72.6	85.9	18.3
Bihar and Orissa	..	..	..	57.2	78.9	37.9
Burma	..	..	..	79.2	97.4	23.0
Central	..	..	..	65.0	81.3	25.1
Madras	..	..	..	56.9	79.7	40.1
Punjab and North-West Frontier	..	..	..	58.9	76.1	29.2
United Provinces	..	..	..	57.1	67.2	17.7

An outstanding feature of the revisions, however, was that a disproportionate share of the additional outlay sanctioned by Government went into the pockets of the clerks of the upper grades, and even in their case the benefit was largely prospective. Those in the lower grades derived little advantage beyond that accruing to some few of them who received promotion because of an increase in the number of upper grade appointments. For the remainder, that is to say, for the bulk of the staff, the revision did not mean much more than improved prospects: the men asked not for prospects, but for money, and naturally they are not satisfied.

2. All Postmasters-General except the Postmaster-General, United Provinces, have submitted proposals for the further revision of their office establishments. In the statements which follow we have shown side by side the pre-war scale of each of these offices, the present scale, and the scale proposed by the Postmaster-General.

Bengal and Assam Circle.

PRE-WAR.				PRESENT.					PROPOSED BY P. M. G.			
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
1	200—20—300	275	275	1	300—20—400	375	19	394	1	300—20—400	375	375
1	200—10—250	237.5	237.5	3	200—20—300	275	14	867	10	200—20—300	275	2,750
4	150—10—200	187.5	750	6	150—10—200	187.5	9	1,179	15	150—10—200	187.5	2,812.5
6	100—10—150	137.5	825	15	100—10—150	137.5	7	2,167.5	70	60—6—150	112.5	7,875
1	125	125	125	71	40—4—100	75	4	5,609	69	50—5—150	100	6,900
10	100	100	1,000	3	100	100	5	315	Paid Probationers			..
12	80	80	960	7	80	80	4	588	10	30	30	300
5	75	75	375	8	70	70	6	608	..	..	..	..
12	70	70	840	16	60	60	6	1,056	..	..	..	..
17	60	60	1,020	16	50	50	5	850	..	..	..	..
27	50	50	1,350	19	40	40	5	855	..	..	..	..
21	40	40	840	Paid Probationers.			..	..	..	..	..	..
25	30	30	750	1	30	30	4	34	..	..	..	..
1	35	35	35	9	25	25	4	261	..	..	..	..
..	..	..	..	..	..	..	..	..	..	..	..	..
8	25	25	200	..	..	..	..	..	..	..	..	..
3	20	20	60	..	..	..	..	..	..	..	..	..
Paid Probationers.				..	..	..	..	..	..	..	..	..
18	20	20	360	..	..	..	..	..	..	..	..	..
172	..	..	10,002.5	175	..	..	..	14,813.5	175	..	..	21,120

Bombay Circle.

PRE-WAR.				PRESENT.					PROPOSED BY P. M. G.			
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
1	200—20—300	275	275	1	300—20—400	375	19	394	1	300—20—400	375	375
4	150—10—200	187.5	750	2	200—20—300	275	14	578	10	200—20—300	275	2,750
6	100—10—150	137.5	825	6	150—10—200	187.5	9	1,179	20	150—10—200	187.5	3,750
1	125	125	125	12	100—10—150	137.5	7	1,734	50	70—5—140	112	5,600
17	100	100	1,700	60	50—5—100	83½	6½	5,375	58	50—4—150	91½	5,316.7
13	80	80	1,040	2	100	100	7½	215	Paid Probationers.			
4	75	75	300	6	80	80	12	552	16	60	60	960
14	70	70	980	7	70	70	10½	563.5	11	45	45	495
13	60	60	780	14	60	60	15	1,050				
20	50	50	1,000	13	50	50	12½	812.5				
16	40	40	640	13	40	40	10	500				
1	35	35	35	Paid Probationers.			30	7½	1,012.5			
11	30	30	330	27	30	30	7½	1,012.5				
121	..	..	8,780	166	..	..	..	14,265.5	166	..	..	13,246.7

Bihar and Orissa Circle.

PRE-WAR.				PRESENT.				PROPOSED BY P. M. G.				
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
1	200—20—300	275	275	1	200—20—300	275	14	289	1	300—20—400	375	375
2	100—10—150	137.5	275	2	150—10—200	187.5	9	393	3	200—20—300	275	825
4	100	..	400	5	100—10—150	137.5	7	722.5	5	150—10—200	187.5	937.5
3	80	..	240	23	40—4—100	75	4	1,817	7	100—10—150	137.5	962.5
4	70	..	280	2	100	100	5	210	15	50—5—100	83½	1,250
6	60	..	360	3	80	80	4	252	29	40—5—120	85½	2,475
7	50	..	350	3	70	70	6	228	60		..	6,825
7	40	..	280	4	60	60	6	264				
8	30	..	240	5	50	50	5	275				
4	20	..	80	6	40	40	5	270				
Paid Probationers.				6	30	30	4+3*	222				
4	20	..	80	Paid Probationers.				20	3+3*	104		
50	..	..	2,860	64	..	..	..	5,046.5				

*Grain Compensation allowance.

Burma Circle.

PRE-WAR.				PRESENT.					PROPOSED BY P. M. GENERAL.				
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
1	Rs. 200—20—300	Rs. 275	Rs. 275	1	Rs. 300—20—400	Rs. 375	Rs. 19	Rs. 394	1	Rs. 300—20—400	Rs. 375	Rs. 375	
2	150—10—200	187.5	375	1	200—20—300	275	14	289	3	200—20—300	275	825	
4	100—10—150	137.5	550	2	150—10—200	187.5	9	393	6	150—10—200	187.5	1,125	
6	100	100	600	6	100—10—150	137.5	7	867	8	100—10—150	137.5	1,100	
7	80	80	560	17	60—4—100	86½	4	1,541.3	10	60—4—100	86½	866.7	
1	75	75	75	3	100	100	5	315	19	50—5—120	92	1,748	
7	70	70	490	4	80	80	4	336	<i>Paid Probationers.</i>				
7	60	60	420	5	70	70	6	380	5	50	50	250	
9	50	50	450	4	60	60	6	264	4	40	40	160	
<i>Paid Probationers.</i>				4	50	50	5	220	..	..	..	..	
7	35	35	245	<i>Paid Probationers.</i>				5	50	50	275	..	..
..	..	..	..	4	40	40	5	180	..	..	..	..	
51	..	..	4,040	56	..	..	..	5,454.3	56	..	..	6,449.7	

Central Circle.

PRE-WAR.				PRESENT.					PROPOSED BY P. M. G.			
No.	Grade.	Aver. age pay.	Total cost.	No.	Grade.	Aver. age pay.	Rate of W. A.	Total cost.	No.	Grade or time-scale.	Aver- age pay.	Total cost.
1	Rs. 200—300	Rs. 275	Rs. 275	1	Rs. 200—300	Rs. 275	Rs. 14	Rs. 289	1	Rs. 200—300	Rs. 275	Rs. 275
2	150—200	187½	375	3	150—200	187½	9	589.5	3	150—200	187½	562.5
1	125	125	125	6	100—150	137½	7	867	6	100—150	137½	825
2	100—150	137½	275	27	40—4—100	75	6	2,187	25	50—5—120	92	2,300
6	100	100	600	3	100	100	5	315	31	40—4—100	75	2,325
1	80—100	95	95	2	80	80	4	168	Paid Probationers.			..
5	80	80	400	2	70	70	6	152	6	30	30	180
1	75	75	75	3	60	60	6	198	..	..	..	..
5	70	70	350	6	50	50	5	330	..	..	..	..
5	60	60	200	7	40	40	5	315	..	..	..	..
9	50	50	450	6	30	30	4*	222	..	..	..	..
8	40	40	320	..	..	..	..	..	..	..	..	..
				Paid Probationers.								
1	35	35	35	6	30	30	4*	222	..	..	..	..
8	30	30	240	..	..	..	..	..	..	..	..	..
4	25	25	100	..	..	..	..	..	..	..	..	..
Paid Probationers.												
4	20	20	80	..	..	..	..	..	..	..	..	..
63	..	..	4,005	72	..	..	..	5,854.5	72	..	..	6,467.5

*Plus Rs. 3 Grain Compensation Allowance.

Madras.

PRE-WAR.				PRESENT.					PROPOSED BY P. M. G.				
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	Rate of W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
1	200—300	275	275	1	300—400	375	19	394	1	300—400	375	375	
2	150—200	187½	375	1	200—300	275	14	289	1	200—300	275	275	
1	125	125	125	5	150—200	187½	9	982.5	8	150—200	187½	1,500	
4	100—150	137½	550	7	100—150	137½	7	1,011.5	5	100—150	137½	687.5	
8	100	100	800	52	40—4—100	75	4	4,108	52	50—5—130	95.3	4,955.6	
6	80	80	480	2	100	100	5	210	46	45—5—120	88.7	4,080.2	
4	75	75	300	3	80	80	4	252					
7	70	70	490	5	70	70	6	380					
9	60	60	540	6	60	60	6	396					
15	50	50	750	9	50	50	5	495					
16	40	40	640	10	40	40	5	450					
20	30	30	600	12	30	30	4*	444					
2	25	25	50	..	..	..	..	..					
7	20	20	140	5	Paid Probationers.	30	30	4*	185	5	30	30	150
5 Paid Probationers.	25	25	125	4	25	25	4*	128	4	25	25	100	
4	20	20	80										
117			6,320	122				9,725	122			12,123.3	

*Plus Rs. 3 as Grain Compensation Allowance.

Punjab and North-West Frontier Province.

PRE-WAR.				PRESENT.					PROPOSED BY P. M. G.			
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	Rate of W.A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.
1	Rs. 200—300	Rs. 275	Rs. 275	1	Rs. 300—400	Rs. 375	Rs. 19	Rs. 394	1	Rs. 300—400	Rs. 375	Rs. 375
3	150—200	187½	562·5	1	200—300	275	14	289	3	200—300	275	825
4	100—150	137½	550	5	150—200	187½	9	982·5	7	150—200	187½	1,312·5
6	100	100	600	7	100—150	137½	7	1,011·5	11	100—150	137½	1,512·5
8	80	80	640	10	100	100	5	1,050	55	50—5—100	83½	4,583·3
4	75	75	300	15	80	80	4	1,260	56	40—4—100	75	4,200
9	70	70	630	20	70	70	6	1,520				
12	60	60	720	22	60	60	6	1,452				
20	50	50	1,000	25	50	50	5	1,375				
21	40	40	840	26	40	40	5	1,170				
2	35	35	70									
17	30	30	510									
* Paid Probationers.				Paid Probationers.					Paid Probationers.			
10	20	20	200	12	30	30	4*	456	12	30	30	360
117	..	..	6,897·5	144	..	..	..	10,960	145	..	..	13,168·3

* Plus Rs. 4 as Grain Compensation Allowance.

United Provinces.

PRE-WAR.				PRESENT.					PROPOSED BY P. M. G.			
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	Rate of W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
1	200—300	275	275	1	300—400	375	10	394	..	..	..	..
2	150—200	187½	375	1	200—300	275	14	289	No proposal made by the P. M. G.			
1	125	125	125	2	150—200	187½	9	393				
3	100—150	137½	412·5	4	100—150	137½	7	578				
7	100	100	700	7	100	100	5	735				
5	80	80	400	9	80	80	4	756	..	..	..	..
2	75	75	150	11	70	70	6	836				
6	70	70	420	14	60	60	6	924				
9	60	60	540	16	50	50	5	880				
15	50	50	750	18	40	40	5	810				
14	40	40	560	20	30	30	4*	740				
2	35	35	70	..	..	..	..	..				
17	30	30	510	..	..	..	..	..				
6	25	25	150	..	..	..	..	..				
Paid Probationers 8	20	20	160	Paid Probationer 10	20	20	3*	260				
98	..	..	5,597·5	113	..	..	..	7,595				

*Plus Rs. 3 as grain Compensation allowance.

3. In some cases the authors of these proposals would appear to have lost sight completely of the substantial increases which have been sanctioned in the last year or two, and to have treated the present scale as though it were the pre-war scale. On no other assumption can such of the recommendations as would double, and more than double, the pre-war scale of pay be explained. The following figures are instructive in more ways than one :—

	Pre-war average.	Present average.	Average proposed by Postmaster-General.
	Rs.	Rs.	Rs.
Bengal and Assam	53·2	84·6	120·1
Bombay	72·6	85·9	115·9
Bihar and Orissa	57·2	78·9	113·75
Burma	79·2	97·4	115·2
Central	65·0	81·3	89·8
Madras	56·9	79·7	99·4
Punjab and North-West Frontier	58·9	76·1	91·5
United Provinces	57·1	67·2	No proposal received.

Pre-war average was rational, the average pay being about equal in Bengal, Bihar, Madras, the Punjab and the United Provinces, slightly better in the Central Circle, and well above the rest in Bombay and Burma. The better scale of the Central Circle was probably accidental, but otherwise things were as they might be expected to be, having regard to the fact that in Bombay and Rangoon the scale of salaries is relatively high in all Departments. With the changes which have been introduced during the war the position has been largely altered, Bengal has left

Bihar, Madras, the Punjab and the United Provinces far behind, and has all but caught up Bombay, and the United Provinces has got far less than Provinces with which before the war it was equal. As regards proposals of Postmasters-General, Bengal, which has already received more than any other Province, is most extravagant in its demands.

4. While in our opinion the organisation of these offices is defective, we feel that it is not within our province, except as regards one point, to criticise it or to propose radical changes in this respect. The exception is the division of the establishments into so-called A. & B. cadres, the former consisting of clerks recruited specifically for work requiring a higher order of intelligence, the latter for the more machine-like work such as that of typists, registry clerks, etc. This system of a higher and lower cadre is sound and business-like enough in the case of an office which offers to the more highly educated recruit an appreciably better start than that offered to men joining at the bottom of the scale. The Government of India Secretariats secure for their upper division men of a distinctly superior type by offering such men Rs. 175 a month to start with instead of Rs. 80, and similarly the Audit offices recruit for their subordinate account service by offering Rs. 120 to Rs. 150, men of *calibre* quite different from that of the clerk who enters on Rs. 40, 45 or 50. But the "A" and "B" cadres of offices of Postmasters-General, one beginning on Rs. 40, the other on Rs. 50 or, as in some cases, both on Rs. 40, are a travesty of this system. Men recruited for the "A" cadre will not be, and cannot be expected to be, so unquestionably better than those recruited for the "B" cadre as are the upper grade than the lower grade of recruits in the Secretariat and Audit offices. This being so, the purpose of the system is not fulfilled and no advantage accrues from it. On the other hand, there are its disadvantages, namely the risk of favouritism, the discouragement of a large proportion of the staff by stamping them inferior, the tendency to admit as good enough for the lower division any one who offers himself, and the division of the office against itself. Admitting that in offices of Postmasters-General, as elsewhere, a stiffening of well-educated men is essential, and also that provision should be made to prevent the advancement of clerks to pay which is disproportionate to their value, we do not think that anything so drastic as a clear-cut division of the establishment is necessary. The first of these objects can be attained by appointing graduates and others with special qualifications on an initial pay higher than the minimum, and the other by applying the restriction of an efficiency bar, *i.e.*, by stopping promotion beyond a reasonable limit of a clerk who is not fit for other than merely routine work.

5. In our proposals which are set out in the following statements comparing the scale we recommend with the present scale, we have in the case of the more highly paid staff suggested no more than a small increase to provide for the absorption of the war allowance. We should have proposed no increase at all were it not that, as has already been pointed out, most of these men received no immediate benefit from the recent revisions, and the discontinuance of war allowance, without compensation in the form of slightly enhanced pay, would constitute a hardship. We have aimed at restoring the equality which existed in the average pay of these offices before the war, and in order to effect this it has been found necessary in the case of some of the offices to propose a small increase of the number of appointments of the higher grades. For appointments of the lower grades we have in every case, except that of Patna, adopted the scale proposed by us for the clerks of the Post Office at the place where the Postmaster-General's office is located. Exception is made in the case of Patna for the reason that the Post Office there is an office of the second class, and we do not think that the scale of pay of such an office would be suitable for the office of a Postmaster-General. We have also, following our suggestions in the case of the Post Offices, proposed the abolition of the grade of probationer, as such, the number of appointments in the lower grade, that is, on the time-scale, being increased by a number equal to the number of probationers abolished. The financial effect of this part of our proposals is an increase of Rs. 2,04,081 a year.

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Bengal and Assam Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
1	300—20—400	375	19	394	1	325—20—425	400	400	
3	200—20—300	275	14	867	3	220—20—320	295	885	
6	150—10—200	187·5	9	1,179	6	170—10—220	207·5	1,245	
15	100—10—150	137·5	7	2,167·5	16	145—5—170	163·75	2,620	
71	40—4—100	75	4	5,609	149	45—45—50—3—65 —4—105— 5—140 (with efficiency bars at 73 and 105 stages.)	84·2	12,546	
3	100	100	5	315					
7	80	80	4	588					
8	70	70	6	608					
16	60	60	6	1,056					
16	50	50	5	880					
19	40	40	5	855					
<i>Paid probationers.</i>									
1	30	30	4	34					
9	25	25	4	261					
175 Total	..	..	..	14,813·5	175		..	17,696	2,882·5

Bombay Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
1	300—20—400	375	19	394	1	325—20—425	400	400	
2	200—20—300	275	14	578	2	220—20—320	295	590	
6	150—10—200	187·5	9	1,179	6	170—10—220	207·5	1,245	
12	100—10—150	137·5	7	1,734	12	145—5—170	163·75	1,965	
60	50—5—100	83½	6½	5,375	145	50—50—60—3— 105—5—140 (with efficiency bars at 81 and 105 stages.)	89·2	12,934	
2	100	100	7½	215					
6	80	80	12	552					
7	70	70	10½	563·5					
14	60	60	15	1,050					
13	50	50	12½	812·5					
16	40	40	10	800					
<i>Paid probationers.</i>									
27	30	30	7½	1,012·5					
166 Total	..	..	..	14,265·5	166		..	17,134	2,868·5

Bihar and Orissa Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
1	200—20—300	275	14	289	1	220—20—320	295	295	
2	150—10—200	187·5	9	393	3	170—10—220	207·5	622·5	
5	100—10—150	137·5	7	722·5	5	145—5—170	163·75	818·75	
23	40—4—100	75	4	1,817	55	40—40—45—3 —54—4—130 (with efficiency bars at 70 and 102 stages.)	79·7	4,383·5	
2	100	100	5	210					
3	80	80	4	252					
3	70	70	6	228					
4	60	60	6	264					
5	50	50	5	275					
6	40	40	5	270					
6	30	30	4+3*	222					
<i>Paid probationers.</i>									
4	20	20	3+3*	104					
64 Total	..	..	..	5,046·5	64	..	..	6,119·75	1,073·25

* Grain Compensation allowance.

Burma Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
1	300—20—400	375	19	394	1	325—20—425	400	400	
1	200—20—300	275	14	289	1	220—20—320	295	295	
2	150—10—200	187·5	9	393	2	170—10—220	207·5	415	
6	100—10—150	137·5	7	867	6	145—5—170	163·75	982·5	
17	60—4—100	86½	4	1,541·3	46	50—50—60—3 —105—5—140 (with efficiency bars at 81 and 105 stages.)	89·2	4,103·2	
3	100	100	5	315					
4	80	80	4	336					
5	70	70	6	380					
4	60	60	6	264					
4	50	50	5	220					
<i>Paid probationers.</i>									
5	50	50	5	275					
4	40	40	5	180					
56 Total	..	..	..	5,454·3	56	..	..	6,195·7	741·4

Central Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
1	200—20—300	275	14	289	1	220—20—320	295	295	
3	150—10—200	187·5	9	589·5	3	170—10—220	207·5	622·5	
6	100—10—150	137·5	7	867	7	145—5—170	163·75	1,146·25	
27	40—4—100	75	6	2,187	61	40—40—45—3—54—4—130.	79·7	4,861·7	
3	100	100	5	315	(with efficiency bars at 70 and 102 stages).				
2	80	80	4	168					
2	70	70	6	152					
3	60	60	6	198					
6	50	50	5	330					
7	40	40	5	315					
6	30	30	4+3*	222					
6	Paid Probationers. 30	30	4+3*	222					
72 Total.	..	..	..	5,854·5	72	..	..	6,925·45	1,070·95

*Grain Compensation Allowance.

Madras Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total Cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
1	300—20—400	375	19	394	1	325—20—425	400	400	
1	200—20—300	275	14	289	1	220—20—320	295	295	
5	150—10—200	187·5	9	982·5	5	170—10—220	207·5	1,037·5	
7	100—10—150	137·5	7	1,011·5	7	145—5—170	163·75	1,146·25	
52	40—4—100	75	4	4,108	108	45—45—50—3—65—4—105—5—140	84·2	9,093·6	
2	100	100	5	210	(with efficiency bars at 73 and 105 stages).				
3	80	80	4	252					
5	70	70	6	380					
6	60	60	6	396					
9	50	50	5	495					
10	40	40	5	450					
12	30	30	4+3†	444					
5	Paid Probationers. 30	30	4+3†	185					
4	25	25	4+3†	128					
122 Total.	..	..	..	9,725	122	..	..	11,972·35	2,247·35

†Grain Compensation Allowance.

Punjab and North-West Frontier Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
1	300—20—400	375	19	394	1	325—20—425	400	400	
1	200—20—300	275	14	289	1	220—20—320	295	295	
5	150—10—200	187·5	9	982·5	5	170—10—220	207·5	1,037·5	
7	100—10—150	137·5	7	1,011·5	7	145—5—170	163·75	1,146·25	
10	100	100	5	1,050	130	45—45—50—3—65—4—105—5—140	84·2	10,946	
15	80	80	4	1,260	(With efficiency bars at 73 and 105 stages).				
20	70	70	6	1,520					
22	60	60	6	1,452					
25	50	50	5	1,375					
26	40	40	5	1,170					
12	Paid Probationers. 30	30	4+4*	456					
144 Total	..	..	..	10,960	144	..	..	13,824·75	2,864·75

* Grain Compensation Allowance.

United Provinces Circle.

PRESENT.					PROPOSED BY THE COMMITTEE.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
1	300—20—400	375	19	394	1	325—20—425	400	400	
1	200—20—300	275	14	289	1	220—20—320	295	295	
2	150—10—200	187·5	9	393	5	170—10—220	207·5	1,037·5	
4	100—10—150	137·5	7	578	8	145—5—170	163·75	1,310	
7	100	100	5	735	98	40—40—45—3—54—4—130.	79·7	7,810·6	
9	80	80	4	756	(with efficiency bars at 70 and 102 stages.)				
11	70	70	6	836					
14	60	60	6	924					
16	50	50	5	880					
18	40	40	5	810					
20	30	30	3+4†	740					
10	Paid Probationers. 20	20	3+3†	260					
113 Total	..	..	..	7,595	113	..	..	10,853·1	3,258·1
GRAND TOTAL					..	..	..	..	17,006·8 a month or Rs. 2,04,081 per annum.

† Grain Compensation Allowance.

6. The average pay of each of the offices under our proposals compares as follows with the average as proposed by the Postmaster-General.

					P. M. G.	Committee.
Burma	..	..	..	..	115.2	110.6
Bombay	..	..	..	..	115.9	103.2
Bengal and Assam	..	..	..	..	120.1	101.6
Madras	..	..	..	..	99.4	98.1
Central	..	..	..	..	89.8	96.2
Punjab and North West Frontier	..	..	..	..	91.5	96
United Provinces	..	..	..	..		96
Bihar and Orissa	..	..	..	..	113.75	95.6

Inferior Servants.

7. The following statements show the pre-war pay, present pay and allowances, the proposals of the Postmasters-General, and the recommendations of the Committee in respect of the inferior servants of the offices of the Postmasters-General:—

Bengal and Assam Circle.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		P. M. G.'s PROPOSALS.		COMMITTEE'S RECOMMENDATIONS.		REMARKS.
	Min.	Max.	Min.	Max.	Scale of pay.	No.	No.	Scale of pay.	
	Rs.	Rs.	Rs.	Rs.	Rs.			Rs.	
Markman	..	20	..	29	30— $\frac{1}{2}$ —35	1	1	30	
Rem-printer operator	..	..	..	29	30— $\frac{1}{2}$ —40	1	1	30	
Dufftries	12	20	15	24	20— $\frac{1}{2}$ —30	7	7	20— $\frac{1}{2}$ —25	
Form-suppliers	12	15	19	24	25— $\frac{1}{2}$ —40	7	7	20— $\frac{1}{2}$ —25	
Jemadar	..	12—15	..	18	20— $\frac{1}{2}$ —30	1	1	20	
Peons	8	12	13	17	15— $\frac{1}{2}$ —25	40	40	15— $\frac{1}{2}$ —20	
Durwans	..	10	..	13	15— $\frac{1}{2}$ —25	4	4	15— $\frac{1}{2}$ —20	
Packers	9	11	13	15	15— $\frac{1}{2}$ —25	14	14	15— $\frac{1}{2}$ —20	
Farashes	8	12	12	15	15— $\frac{1}{2}$ —20	6	6	15— $\frac{1}{2}$ —20	

Bihar and Orissa Circle.

Form-suppliers	12	14	22	24	15— $\frac{3}{4}$ —30	3	3	20— $\frac{1}{2}$ —25	Personal allowance of Rs. 1 for present incumbent.
Marker	..	15	..	21	15— $\frac{3}{4}$ —30	1	1	20— $\frac{1}{2}$ —25	
Jemadar	..	15	..	21	15— $\frac{1}{2}$ —20	1	1	20	
Dufftries	12	15	16	21	15— $\frac{3}{4}$ —30	3	3	20— $\frac{1}{2}$ —25	
Durwan	..	9	..	15	15— $\frac{3}{4}$ —30	1	1	14— $\frac{1}{2}$ —19	
Farashes	..	8	..	14	Do.	2	2	14— $\frac{1}{2}$ —19	
Peons	8	10	15	17	Do.	18	18	14— $\frac{1}{2}$ —19	
Packers	9	10	16	17	Do.	4	4	14— $\frac{1}{2}$ —19	
Chowkidars	..	9	..	15	Do.	2	2	14— $\frac{1}{2}$ —19	

Burma Circle.

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		P. M. G.'s PROPOSALS.		COMMITTEE'S RECOMMENDATIONS.		REMARKS.
	Min.	Max.	Min.	Max.	Scale of pay.	No.	No.	Scale of pay.	
	Rs.	Rs.	Rs.	Rs.	Rs.			Rs.	
Dufftries	..	25	23	29	22— $\frac{2}{3}$ —30	2	2	25— $\frac{1}{2}$ —30	
Form-suppliers	..	..	..	29	Do.	1	1	25— $\frac{1}{2}$ —30	
Jemadar	..	20	..	29	Do.	1	1	30	
Peons	12	18	17	23	19— $\frac{1}{2}$ —25	19	19	20— $\frac{1}{2}$ —25	
Packers	15	16	19	23	Do.	5	5	20— $\frac{1}{2}$ —25	
Chowkidar	..	15	..	18	Do.	1	1	20— $\frac{1}{2}$ —25	
Durwan	..	15	..	18	Do.	1	1	20— $\frac{1}{2}$ —25	
Farashes	..	12	16	17	Do.	2	2	20— $\frac{1}{2}$ —25	

Bombay Circle.

Dufftries, pressmen and binders	..	..	22	31	25— $\frac{1}{2}$ —45	16	16	25— $\frac{1}{2}$ —30	
Havildar	..	16	..	31	25— $\frac{1}{2}$ —45	1	1	32	
Peons, hamals and machine-men and other menials.	9	14	18	24	20— $\frac{1}{2}$ —30	62	62	20— $\frac{1}{2}$ —27 plus house rent of Rs. 7 in all above cases.	

Central Circle.

Dufftry	15	15	19 $\frac{1}{2}$	19 $\frac{1}{2}$	21— $\frac{1}{2}$ —26	1	1	20— $\frac{1}{2}$ —25	
Jemadar	12	15	15 $\frac{1}{2}$	19 $\frac{1}{2}$	21— $\frac{1}{2}$ —26	1	1	20	
Form-suppliers	10	10	13 $\frac{1}{2}$	15 $\frac{1}{2}$	17— $\frac{1}{2}$ —21	3	3	15— $\frac{1}{2}$ —20	
Peons	7	10	12 $\frac{1}{2}$	14 $\frac{1}{2}$	17— $\frac{1}{2}$ —21	16	16	14— $\frac{1}{2}$ —19	
Packers	9	9	12 $\frac{1}{2}$	12 $\frac{1}{2}$			5	14— $\frac{1}{2}$ —19	
Chowkidar	9	9	12 $\frac{1}{2}$	12 $\frac{1}{2}$			1	14— $\frac{1}{2}$ —19	
Cooly	7	9	12 $\frac{1}{2}$	12 $\frac{1}{2}$	15— $\frac{1}{2}$ —20	9	2	14— $\frac{1}{2}$ —19	
Farash	8	8	12 $\frac{1}{2}$	12 $\frac{1}{2}$			1	14— $\frac{1}{2}$ —19	
Waterman	7	7	10 $\frac{1}{2}$	10 $\frac{1}{2}$			1	14— $\frac{1}{2}$ —19 with Re. 1 Local Allowance to each.	

United Provinces Circle.

CLASS.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		POSTMASTER-GENERAL'S PROPOSALS.		COMMITTEE'S RECOMMENDATIONS.		REMARKS
	Min.	Max.	Min.	Max.	Scale of pay.	No.	No.	Scale of pay.	
	Rs.	Rs.	Rs.	Rs.				Rs.	
Jemadar	12	12	19½	19½			1	20 plus house rent allowance Re. 1.	
Peons	7	12	12½	15½		26	14—½—19 plus house rent allowance Re. 1 each.		
Farash	6	6	11½	11½		2	14—½—19 plus house rent allowance Re. 1 each.		
Carpenter	15	15	20½	20½				Excluded.	
Packer	7	10	11½	14½		3	14—½—19 plus house rent allowance Re. 1 each.		
Duftry	10	15	17½	23		3	20—½—25 plus house rent allowance Re. 1 each.		
Record-supplier	10	10	18½	18½	Nil.	1	20—½—25 plus house rent allowance Re. 1 each.		
Chowkidar	6	6	11½	11½		2	14—½—19 plus house rent allowance Re. 1 each.		
Marker	8	8	12½	12½		1	14—½—19 plus house rent allowance Re. 1 each.		
Compositor	10	30	24	24		1	20—½—25 plus house rent allowance Re. 1 each.		
Boy peon	5	5	11½	11½		1	8—½—9 plus house rent allowance Re. 1 each.		

Madras Circle.

CLASS.	PRE-WAR PAY.		PRESENT PAY.		POSTMASTER-GENERAL'S PROPOSALS.		COMMITTEE'S RECOMMENDATIONS.		REMARKS
	Min.	Max.	Min.	Max.	Scale of pay.	No.	No.	Scale of pay.	
	Rs.	Rs.	Rs.	Rs.	Rs.			Rs.	
Duftry	12	17	15½	23			4	20—½—25	
Attender	10	15	13½	20½			11	20—½—25	
Jemadar	15	15	20½	20½			1	20	
Peon	8	10	12½	18½		36	15—½—20		
Chowkidar	9	9	13½	13½	30—½—40	1	3	15—½—20	
Markers	17	17	26	26	25—½—30	1	1	25—½—30	
Form-suppliers	10	15	13½	19½	17—½—30	23	7	20—½—25	
Packer	9	12	13½	15½	17—½—25	51	12	15—½—20	
Carpenter	20	20	26	26	17—½—23	6		Excluded.	
Cooly	10	10	13½	14½					

Punjab and North-West Frontier Circle.

Record Lifter	..	..	33	33	30—½—40	8	8	30—½—35	
Duftry	8	18	16½	27	18—½—30 plus local allowance Rs. 2-8-0 each.	10	10	20—½—25	
Jemadar	15	15	24	24			1	24	
Peon	7	11	15½	10½			39	17—½—22	
Counter	8	8	15½	15½	15—½—20 plus local allowance Rs. 2 each.	59	2	17—½—22	
Packer	9	10	15½	16½			12	17—½—22	
Chowkidar	8	8	14½	14½			2	17—½—22	
Farash	8	8	14½	14½			3	17—½—22	
Carpenter	20	20	38	38	40 plus local allowance Rs. 2-8-0.	1		Excluded.	
Cooly	8	8	14½	14½					
Tindal	12	12	18½	18½	15—½—20 plus local allowance Rs. 2 each.	8			
Khalasi	9	9	14½	14½					

8. The financial effect of the foregoing recommendations in regard to inferior servants is an additional expenditure of Rs. 1,558·75 per mensem or Rs. 19,065 per annum.

9. Revision should, we think, be sanctioned with retrospective effect as from the 1st December 1919, and the benefit of counting previous service as proposed for clerks and inferior servants of the Post Office should be allowed to clerks brought on to the time-scale and to inferior servants in offices of Postmasters-General. In the case of appointments above the time-scale, initial pay should be determined as by the rules in the Civil Service Regulations, special treatment not being called for.

10. As regards local allowances our recommendations are that those clerks of the office of the Postmaster General, Bengal and Assam who are stationed at Shillong should continue to draw the existing allowance while the four clerks in the offices of the Postmasters-General, Bombay and Burma who are given local allowances in consideration of the fact that they were transferred from less expensive stations to Bombay and Rangoon, should continue to draw the local allowance of which they are in receipt, as a personal concession to be discontinued when the present incumbents retire.

CHAPTER V.

OFFICES OF DEPUTY POSTMASTERS-GENERAL, RAILWAY MAIL SERVICE.

The administration of the Railway Mail Service is divided into three Circles each under an officer of the rank of Deputy Postmaster-General. The headquarters of the Circles are, Northern at Ambala, Eastern at Calcutta, and Western at Poona, and the total number of clerks employed in the three offices is 171.

2. The pay of these clerks has been increased on a fairly liberal scale within the last year or two, and of course they have been admitted to the war allowance. Including war allowance emoluments have been increased since 1914 to the extent shown below :—

			Pre-war average.	Present average.	Increase per cent.
			Rs.	Rs.	Rs.
Northern Circle	..	..	52.2	66.3	27
Eastern Circle	..	..	54.8	72.4	32.1
Western Circle	..	..	51.7	69.9	35.2

As in the case of the offices of Postmasters-General, much the greater part of the increase, in proportion of course, went to the 4 or 5 men at the top of each office, those lower down benefiting in a much smaller degree, and even in the case of the men at the top, the increase was almost entirely prospective. A man gains materially by promotion from Rs. 150—200 to Rs. 200—300, but if he is on the maximum of the lower grade, as most of these men probably were, the immediate gain is *nil*.

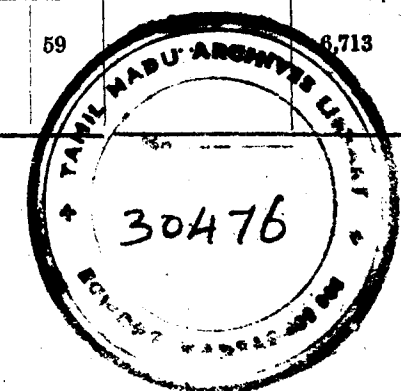
3. The Department is of opinion that like all other of its subordinates the clerks of the offices of Deputy Postmasters-General should be given a further increase of pay, and the Deputy Postmasters-General themselves would appear to have very liberal ideas regarding the value of the clerks of their offices. The proposals on the face of them suggest that the increases already sanctioned have been either lost sight of or disregarded as of no consequence. In the tabular statements which follow, the scales proposed by Deputy Postmasters-General are compared in detail with the pre-war scale and the present scale, but the sum and substance of the proposals is best shown by a comparison of the present and pre-war averages with the averages proposed by Deputy Postmasters-General :—

				Pre-war.	Present.	Proposed by Deputy Postmasters- General.
				Rs.	Rs.	Rs.
Northern	..	..	..	52.2	66.3	115.8
Eastern	..	..	..	54.8	72.4	131.4
Western	..	..	..	51.7	69.9	113.8

Manifestly proposals which allow to offices in Ambala and Calcutta a higher scale of pay than is allowed to a sister office in Poona are inadmissible, and further we are decidedly of opinion that increases on the scale proposed are not justified.

PRE-WAR.			PRESENT.				PROPOSED BY THE DEPUTY POSTMASTERS- GENERAL.		
No.	Grade.	Cost.	No.	Grade.	War and G. C. allowances.	Total cost.	No.	Grade or time-scale.	Total cost.
Northern Circle.									
1	Rs. 150—200	Rs. 187.5	1	Rs. 200—300	14	289	2	Rs. 200—20—300	550
1	100—150	137.5	1	150—200	9	196.5	4	150—10—200	750
2	100	200	2	100—150	7	289	7	100—10—150	962.5
4	80	320	2	100	5	210	38	45—120	3,135
5	70	350	4	80	4	336	{Average 82.5}		
5	60	300	5	70	3	380	Local allowance for 51 men @ Rs. 10 each.		510
6	50	300	6	60	6	396			
9	40	360	10	50	5	550			
10	30	300	8	40	5	360			
3	25	75	7	30	4	238			
Paid Probationers									
4	20	80	5	20	3 + 4	135			
50 Total	..	2,610	51	..	..	3,379.5	51	..	5,907.5
Western Circle.									
1	150—200	187.5	1	200—300	14	289	1	300—20—400	375
1	100—150	137.5	1	150—200	9	196.5	2	200—20—300	550
2	100	200	2	100—150	7	289	8	150—10—200	1,500
3	80	240	4	100	5	420	10	100—10—150	1,375
4	70	280	7	80	4	588	34	45—120	2,805
5	60	300	7	70	6	532			
6	50	300	8	60	6	528			
9	40	360	11	50	5	605			
9	30	270	7	40	5	315			
3	25	75	7	30	4 + 3	259			
Paid Probationers.									
4	20	80	4	20	4 + 3	108	4	27	108
47 Total	..	2,430	59	..	..	4,129.5	59	..	6,713

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PRE-WAR.			PRESENT.				PROPOSED BY THE DEPUTY POSTMASTERS GENERAL.		
No.	Grade.	Cost.	No.	Grade.	War and G. C. allowances.	Total cost.	No.	Grade or time-scale.	Cost.
	Rs.	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.
Eastern Circle.									
1	150--200	187.5	1	200--300	14	289	1	300--20--400	375
2	100--150	275	1	150--200	9	196.5	4	200--20--300	1,100
3	100	300	4	100--150	7	578	10	150--10--200	1,875
4	80	320	4	100	5	420	39	60--6--150 (average 112.5).	4,387.5
6	70	420	7	80	4	588	2	40--120 (average 80).	160
6	60	360	7	70	6	532			
6	50	300	11	60	6	726			
9	40	360	8	50	5	440			
10	30	300	8	40	5	360			
6	25	150	5	30	4	170			
Paid Probationers.									
2	20	40	5	20	3	115	5	23	115
55 Total		3,012.5	61	..	..	4,414.5	61	..	8,012.5

4. We are prepared to admit, however, that there is a case for a further moderate increase of pay especially in the case of the more poorly paid men. In the grades of pay above Rs. 100 we suggest a small increase which will admit of the withdrawal of war allowance, and for the grades on Rs. 100 and below we suggest the substitution for the present graded scale of the time-scale recommended by us for clerks of the local post office. The statement below compares the scale we propose with the present scale, the financial effect of our recommendations being a net average increase of Rs. 43,853 per annum.

PRESENT.					PROPOSED.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.
<i>Northern Circle.</i>									
	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
1	200—20—300	275	14	..	289	1	220—20—320	295	295
1	150—10—200	187.5	9	..	196.5	1	170—10—220	207.5	207.5
2	100—10—150	137.5	5	..	289	2	145—5—170	163.75	327.5
2	100	..	5	..	210	..	..	..	..
4	80	..	4	..	336	47	40—40—45—3 —54—4—130 (with efficiency bars at 70 and 102 stages.)	79.7	3,745.9
5	70	..	6	..	380	..	..	..	..
6	60	..	6	..	396	..	..	..	..
10	50	..	5	..	550	..	..	..	..
8	40	..	5	..	360	..	..	..	..
7	30	..	4	..	238	..	..	..	..
5	20	..	3	4	135	..	..	..	..
51 Total	..	..	..	..	3,379.5	51	..	..	4,575.9
									1,196.4

PRESENT.					PROPOSED.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.
	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
<i>Western Circle.</i>									
1	200—20—300	275	14	..	289	1	220—20—320	295	295
1	150—10—200	187.5	9	..	196.5	1	170—10—220	207.5	207.5
2	100—10—150	137.5	7	..	289	2	145—5—170	163.75	327.5
4	100	..	5	..	420	..	..	..	..
7	80	..	4	..	588	55	40—40—45— 3—54—130 (With efficiency bars at 70 and 102 stages.)	79.7	4,383.5
7	70	..	6	..	532				
8	60	..	6	..	528				
11	50	..	5	..	605				
7	40	..	5	..	315				
7	30	..	4	3	259				
4	20	..	4	3	108				
59 Total	..	..	..	..	4,129.5	59	..	..	5,213.5
									1,084

Eastern Circle.

1	200—20—300	275	14	..	289	1	220—20—320	295	295
1	150—10—200	187.5	9	..	196.5	1	170—10—220	207.5	207.5
4	100—10—150	137.5	7	..	578	4	145—5—170	163.75	655
4	100	..	5	..	420	..	..	..	..
7	80	..	4	..	583	55	45—45—50— 3—65—4— —105—5— 140 (With efficiency bars at 73 and 105 stages.)	84.2	4,631
7	70	..	6	..	532				
9	60	..	6	..	594				
8	50	..	5	..	440				
8	40	..	5	..	360				
5	30	..	4	..	170				
2	60	..	6	..	132				
5	20	..	3	..	115				
61 Total	..	..	..	..	4,414.5	61	..	..	5,788.5
									1,374
GRAND TOTAL	..	..	..	..	11,923.5	..	..	..	15,577.9
									3,654.4
									Or Rs. 43,853 per annum.

5. The following statements show the pre-war pay, present pay and allowances, the proposals of the Deputy Postmasters-General, and our recommendations in respect of inferior servants of the offices of the Deputy Postmasters-General. The financial effect of our proposals is a net average increase of Rs. 248·5 a month or Rs. 2,982 a year.

Northern Circle.

PRE-WAR.				PRESENT.						PROPOSED BY THE DY. P. M. G.				Comm ttee's recommenda tion.
No	Grade	Average pay.	Total cost.	No.	Grade.	Average pay.	W. A.	G. C.A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
	<i>Da'try.</i>				<i>Da'fry.</i>									
1	15	15	15	1	18	18	3	4	25	1	30	30	30	20-1-21
	<i>Carpenter.</i>				<i>Carpenter</i>									Excluded.
1	15	15	15	1	17	17	3	4	24	1	25	25	25	
	<i>Record Supplier.</i>				<i>Record-Supplier.</i>									
2	15	15	30	2	15	15	3	2½	41	3	18-½-36	15	75	20-1-26 Excluded.
	<i>Cobber.</i>				<i>Cobbler.</i>									
1	12	12	12	1	14	14	3	2½	19½					
	<i>Peon.</i>				<i>Peon.</i>									
1	10	10	10	4	11	11	2	2½	62	14	15-1-20	17	238	17-1-23
3	9	9	27	5	10	10	2	2½	72½					
4	8	8	32											
	<i>Pressman.</i>				<i>Pressman.</i>									
1	10	10	10	1	10	10	2	2½	14½					
	<i>Cooly.</i>				<i>Cooly.</i>									
2	9	9	18	2	11	11	2	2½	31					
	<i>Chowkidar.</i>				<i>Chowkidar.</i>									
1	8	8	8	1	10	10	2	2½	14½					
	<i>Packer.</i>				<i>Packer.</i>									
1	8	8	8	1	10	10	2	2½	14½					
	<i>Farash.</i>													
1	7	7	7											
19	Total.	..	192	19	..	..	..	..	318½	19	..	..	368	

Eastern Circle.

PRE-WAR.				PRESENT.						PROPOSED BY THE DY. P. M. G.				Committee's recommen- dations.							
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	W. A.	G. C.A.	Total cost.	No.	Grade or time-scale	Average pay.	Total cost.								
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.								
1	<i>Dafrg.</i> 20	20	20	1	<i>Dafrg.</i> 22	22	4	..	26	}	2	22- $\frac{1}{2}$ -30	26 $\frac{3}{4}$	52·8	20- $\frac{1}{2}$ -25						
2	15	15	30	1	20	20	3	..	23		}	3	20- $\frac{1}{2}$ -28	24 $\frac{3}{4}$	73·2	20- $\frac{1}{2}$ -25					
2	12	12	24	<i>Record supplier.</i>					}			}	}	}	}	20- $\frac{1}{2}$ -25					
	<i>Carpenter.</i>			2	17	17	3	..		40						}	}	}	}	}	}
1	15	15	15	<i>Carpenter.</i>						}	}										
	<i>Packer.</i>			1	17	17	3	..	20			}	}	}	}						
1	12	12	12	<i>Packer.</i>					}							}	}	}	}	}	
	<i>Pressman.</i>			1	14	14	3	..		17	}										}
1	10	10	10	<i>Cobbler.</i>						}		}	}	}	}						
	<i>Cobbler.</i>			1	14	14	3	..	17							}	}	}	}	}	
1	12	12	12	<i>Peon.</i>					}		}										}
	<i>Peon.</i>			2	12	12	2	1		30		}	}	}	}						
1	10	10	10	4	11	11	2	1		56						}	}	}	}	}	
2	9	9	18	5	10	10	2	1	65	}	}										}
6	8	8	48	<i>Farash.</i>					}			}	}	}	}						
	<i>Farash.</i>			1	10	10	2	1								13	}	}	}	}	
1	8	8	8	<i>Pressmun.</i>						}	}					}					}
	<i>Cooly.</i>			1	12	12	2	1	15			}	}	}	}						
2	8	8	16	<i>Cooly.</i>					}								}	}	}	}	
				2	8	8	2	1		22	}					}					}
21	Total	..	223	22	..	..	..	..		344		22	..	..	420·4						

PRE-WAR.				PRESENT.						PROPOSED BY THE DY. P. M. G.				Committee's recommen- dations.
No.	Grade.	Average pay.	Total cost.	No.	Grade.	Average pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
	Record Supplier.				Record supplier.									
2	15	15	30	3	18	18	7	..	75	3	20— 1 —30	27½	82·5	20— 1 27
	Daftry.				Daftry.									
1	12	12	12	1	13	13	6	..	19	2	15— 1 —20	18½	37·5	
2	10	10	20	1	11	11	6	..	17					
	Peon.				Peon.									
1	12	12	12	1	13	13	6	..	19	3	20	20	60	
3	10	10	30	8	11	11	6	..	136					
3	9	9	27	..	..	..	..	..	..	12	18	18	216	
	Porter.				Porter.									
2	10	10	20	5	11	11	6	..	85					
1	9	9	9	..	..	..	..	..	..					
	Farash.				Farash.									
1	10	10	10	1	11	11	6	..	17	3	14— 1 —20	18½	55·5	
	Packer.				Packer.									
1	14	14	14	1	15	15	6	..	21	1	18	18	18	
1	12	12	12	1	13	13	6	..	19					
	Pressman.				Pressman.									
1	12	12	12	1	13	12	6	..	19					
	Chowkidar.				Chowkidar.									
1	10	10	10	1	11	11	6	..	17	1				
20	Total.	..	218	24	..	..	..	..	444	24	..	..	469·5	

6. We also recommend that as regards date from which the increase should be allowed and method of arriving at initial pay on the new scales, clerks and inferior servants in these offices should be treated as proposed in paragraph 9 of Chapter IV in the case of offices of Postmasters-General.

CHAPTER VI.

DEAD LETTER OFFICES.

Our proposals in regard to this establishment are exhibited in the statements below which compare the present scale with the scale recommended by us. The conditions of service of these officials are rather less unfavourable than those of Post office clerks, they have regular office hours, are not liable to be put on split duty, and have less pecuniary responsibility. We have consequently proposed for them a scale of pay with a lower maximum than that of the scale of the Head office to which they belong. We have not reduced the minimum as that would adversely affect recruitment.

The financial effect of our proposals is an increase of Rs. 9,864 per month or Rs. 1,18,368 per annum and the average pay proposed by us compares as follows with the average proposed by Postmasters-General:—

Circle.	Present.	Proposed by Postmasters- General.	Committee's recommenda- tions.
	Rs.	Rs.	Rs.
Bengal and Assam	62·6	94·4	86·9
Bombay	67·2	91·7	89·9
Burma	82·1	91·6	94·2
Central	65·5	98·1	83·0
Madras	56·5	80·5	85·1
Punjab and North-West Frontier	57·7	85·8	85·4
United Provinces	57·8	..	80·3

3. As regards retrospective effect and initial pay on new scale we recommend that these offices should be treated in the same way as offices of Postmasters-General.

Bengal and Assam Circle.

PRESENT.						PROPOSED.				Net average increase per mensem	
No.	Grade.	Average pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.		
	Rs. <i>Clerks.</i>	Rs.	Rs.	Rs.	Rs.		Rs. <i>Clerks.</i>	Rs.	Rs.	Rs.	
1	300—20—400	375	19	..	394	1	325—20—425	400	400		
1	200—20—300	275	14	..	289	1	220—20—320	295	295	..	
2	100—10—150	137·5	7	..	289	2	145—5—170	163·75	327·5	..	
4	100	..	5	..	420	..	..	..	..	..	
6	80	..	4	..	504	..	..	..	..	..	
9	70	..	6	..	684	97	45—45—50—3— 86—4—110—5— —130 (with efficiency bars at 71 and 98 stages.)	79·9	7,750·3	..	
14	60	..	6	..	124						
21	50	..	5	..	1,155						
26	40	..	5	..	1,170						
	<i>Paid probationers.</i>										
17	25	..	4	..	493						
Total	101	..	..	..	6,722	101	..	..	8,772·8	..	
	<i>Menials.</i>						<i>Menials.</i>				
1	15	..	3	..	18	1	20— ¹ / ₅ —25	22·5	22·5	..	
1	12	..	2	1	15						
4	11	..	2	1	56	8	15— ¹ / ₅ —20	17·5	140	..	
3	10	..	2	1	39						
Total	9	..	..	..	128	9	..	..	162·5	..	
RAND TOTAL	110	..	..	..	6,450	110	..	..	8,935	2,485 or Rs. 29,820 per annum.	

Bombay Circle.

PRESENT.						PROPOSED.				Net average increase per mensem.
No.	Grade.	Pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
<i>Clerks.</i>						<i>Clerks.</i>				
1	300—20—400	375	19	..	394	1	325—20—425	400	400	
1	150—10—200	187.5	9	..	196.5	1	170—10—220	207.5	207.5	
2	100—10—150	137.5	7	..	239	2	145—5—175	163.75	327.5	
4	100	..	7.5	..	430	..	..	..	..	
5	80	..	12	..	460	..	..	..	..	
9	70	..	10.5	..	724.5	94	50—50—55—3— 100—4—120—5— —130 (with efficiency bars at 76 and 100 stages.)	83.8	7,877.2	
12	60	..	15	..	900					
15	50	..	12.5	..	937.5					
33	40	..	10	..	1,650					
<i>Paid probationers.</i>										
16	30	..	7.5	..	600					
Total						98	..	..	8,812	..
<i>Menials.</i>						<i>Menials.</i>				
1	16	..	6	..	22	12	20— $\frac{1}{3}$ —27	23.5	282 Plus a house rent of Rs. 7.	
6	14	..	6	..	120					
1	13	..	6	..	19					
4	12	..	6	..	72					
Total						12	..	..	282	..
GRAND TOTAL						110	..	..	9,094	2,280 or Rs. 27,360 per annum

Burma Circle.

PRESENT.						PROPOSED.				Net average increase per mensem.
No.	Grade.	Pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
<i>Clerks.</i>						<i>Clerks.</i>				
1	200—20—300	275	14	..	289	1	220—20—320	295	295	
1	100—10—150	137.5	7	..	144.5	1	145—5—170	163.75	163.75	
2	100	..	5	..	210	..	..	..	..	
6	80	..	4	..	504	..	..	..	..	
7	70	..	6	..	532	26	50—50—55—3— 100—4—120— 5—130 (with efficiency bars at 76 and 100 stages.)	83.8	2,173.8	
4	60	..	6	..	264					
4	50	..	5	..	220					
3	40	..	5	..	135					
Total						28	..	..	2,638	
<i>Menials.</i>						<i>Menials.</i>				
1	17	..	3	..	20	3	20— $\frac{1}{5}$ —25	22.5	67.	
1	16	..	3	..	19					
1	15	..	3	..	18					
Total						3	..	..	67.	
GRAND TOTAL						31	..	..	2,705	350 or Rs. 4,200 per annum.

Central Circle.

PRESENT.						PROPOSED.				Net average increase per mensem.
No.	Grade.	Pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
	<i>Clerks.</i>						<i>Clerks.</i>			
1	200—20—300	275	14	..	289	1	220—20—320	295	295	
1	100	..	5	..	105	23	40—40—45—3— 90—4—110— 5—120	73·8	1,697·4	
2	80	..	4	..	168		(with efficiency bars at 56 and 93 stages.)			
2	70	..	6	..	152					
3	60	..	6	..	198					
4	50	..	5	..	220					
4	40	..	5	..	180					
4	30	..	4	3	148					
	<i>Paid probationers.</i>									
3	30	..	4	3	111					
Total	24	..	..	..	1,571	24	..	..	1,992·4	
	<i>Menials.</i>						<i>Menials.</i>			
1	12	..	2	1½	15·5	8	14—1—19	16·5	132	
2	10	..	2	1½	27		Local allowance for 8 men @ Rs. 1 each.	..	8	
5	9	..	2	1½	62·5					
Total	8	..	..	..	105	8	..	..	140	
GRAND TOTAL	32	..	..	..	1,676	32	..	..	2,132	456 or Rs. 5,472 per annum.

Madras Circle.

PRESENT.						PROPOSED.				Net average increase per mensem.
No.	Grade.	Average pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
	<i>Clerks.</i>						<i>Clerks.</i>			
1	200—20—300	275	14	..	289	1	220—20—320	295	295	
1	100—10—150	137·5	7	..	144·5	1	145—5—170	163·75	163·75	
2	100	..	5	..	210					
3	80	..	4	..	252					
4	70	..	6	..	304	55	45—45—50—3— 86—4—110— 5—130.	79·9	4,394·5	
6	60	..	6	..	396		(with efficiency bars at 71 and 98 stages.)			
8	50	..	5	..	440					
10	40	..	5	..	450					
15	30	..	4	3	555					
	<i>Paid probationers.</i>									
7	20	..	3	3	182					
Total	57	..	..	..	3,222·5	57	..	..	4,853·25	
	<i>Menials.</i>						<i>Menials.</i>			
1	10	..	2	1½	13·5	9	16—1—21	18·5	166·5	
4	9	..	2	1½	50					
3	8	..	2	1½	34·5					
1	7	..	2	1½	10·5					
Total	9	..	..	..	108·5	9	..	..	166·5	
GRAND TOTAL	66	..	..	..	3,331	66	..	..	5,020	1,689 or Rs. 20,268 per annum.

Punjab and North-West Frontier Circle.

PRESENT.						PROPOSED.				Net average increase per mensem.
No.	Grade.	Pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.	Rs.	-	Rs.	Rs.	Rs.	
<i>Clerks.</i>						<i>Clerks.</i>				
1	200—20—300	275	14	..	289	1	220—20—320	295	295	
1	100—10—150	137·5	7	..	144·5	1	145—5—170	163·75	163·75	
1	100	..	5	..	105	52	45—45—50—3— 86—4—110— 5—130.	79·9	4,154·8	
3	80	..	4	..	252		(with efficiency bars at 71 and 98 stages.)			
4	70	..	6	..	304					
7	60	..	6	..	462					
8	50	..	5	..	440					
8	40	..	5	..	360					
14	30	..	4	4	532					
7	25	..	4	4	231					
Total	54	..	..	..	3,119·5	54	..	..	4,613·55	
<i>Menials.</i>						<i>Menials.</i>				
1	13	..	3	2½	18·5	5	17—½—22	19·5	97·5	
4	12	..	2	2½	66					
Total	5	..	..	..	84·5	5	..	..	97·5	
GRAND TOTAL	59	..	..	..	3,204	59	..	..	4,711	1,507 or Rs. 18,084 per annum.

United Provinces Circle.

PRESENT.						PROPOSED.				Net average increase per mensem.
No.	Grade.	Pay.	W. A.	G.C.A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	
<i>Clerks.</i>						<i>Clerks.</i>				
1	200—20—300	275	14	..	289	1	220—20—320	295	295	
1	100—10—150	137·5	7	..	144·5	1	145—5—170	163·75	163·75	
1	100	..	5	..	105					
2	80	..	4	..	168					
3	70	..	6	..	228					
6	60	..	6	..	396	46	40—40—45—3— 90—4—110— 5—120.	73·8	3,394·8	
8	50	..	5	..	440		(with efficiency bars at 66 and 90 stages.)			
11	40	..	5	..	495					
11	30	..	4	3	407					
<i>And probationers.</i>										
4	20	..	3	3	104					
48	..	..	..	..	2,776	48	..	..	3,853	
<i>Menials.</i>						<i>Menials.</i>				
1	11	..	2	1½	14·5	5	14—½—19 with house rent of Re. 1 each.	16·5	82·5	
2	9	..	2	1½	25					
2	8	..	2	1½	23					
5	..	..	..	..	62	5	..	..	82	
GRAND TOTAL	53	..	..	..	2,838	53	..	..	3,935	1,097 or Rs. 13,164 per annum.

CHAPTER VII.

POSTAL PRESS AND WORKSHOP, ALIGARH.

Press.

The office establishment of this institution is a small one, the present sanctioned strength being as follows :—

1 on	Rs.
1 on	150
2 @ Rs. 60 each	+50 personal
5 @ Rs. 40 each	70 allow-
9 @ Rs. 30 each	120 ance.
4 @ Rs. 25 each	200
22 @ Rs. 20 each	270
1 on	100
	440
	15

There have been two revisions since 1914. The first was effected partly in order to increase the pay of appointments at the bottom of the scale, it having been found impossible to find men qualified for work which is semi-clerical on Rs. 8, 10 and 12 a month, the then sanctioned rates, and partly in order to increase the strength of the establishment. Part of the money required to meet the additional expenditure which the revision entailed was found by the abolition of an appointment on Rs. 100 a month. The second revision effected some 5 years later resulted in the abolition of the small residue of appointments on Rs. 8, and 12 which had been allowed to remain on the occasion of the earlier revision, and also in a small increase of the pay of some of the higher appointments.

2. Some of the appointments shown on the present sanctioned scale as clerks' appointments are not really such. There are 18 appointments which belong to the *daftri* class rather than to that of clerk, and after discussion with the Superintendent, we propose to designate them suppliers, and to fix their pay at Rs. 25— $\frac{1}{2}$ —30 a month. This is the class which was formerly recruited on Rs. 8, Rs. 10 and Rs. 12 a month but which, the Superintendent assures us, cannot now be induced to accept less than Rs. 20; they are, he says, not contented even with that. We recommend that the establishment be revised as shown in the following statement :—

PRESENT.					PROPOSED BY THE COMMITTEE.					Net average increase per man- month.	
No.	—	Pay.	W. A.	G. C. A.	Total cost.	No.	—	Grade or time-scale.	Average pay.		Total cost.
		Rs.	Rs.	Rs.	Rs.			Rs.	Rs.		Rs.
	Head Clerk ..	150	10	..	160	1	Head Clerk ..	145—5—170	163.75	163.75	
	Head Supply clerk ..	70	6	..	76	3	Head supply clerk, Head Form Store- keeper and Accountant.	80—4—120	106.66	320	
2	Head Form Store- keeper and Account- ant.	60	6	..	132						
5	Assistant Accountant, Warehouse-keeper, Computer, and 2 Supply clerks.	40	5	..	225						
9	Copyist, Out-turn- keeper (Bindery) 5 supply clerks, 2 Form Stores branch clerks.	30	4	3	333	22	Other clerks ..	35—2—75	55	1,210	
4	Record-keeper, Time- keeper, Service roll- keeper, Outturn- keeper (press.)	25	4	3	128						
22	Assistant Record- keeper, Assistant Ware-house keeper, Assistant Computer, Forms Stores branch clerk, and 18 Sup- ply clerks.	20	3	3	572	18	Suppliers ..				
						1	Ware-house Assistant	25— $\frac{1}{2}$ —30	27.5	522.5	
1	Warehouse Assistant	15	3	1 $\frac{1}{2}$	19.5						
45	Total ..	..	..	..	1,645.5	45	Total ..		..	2,216.25	

Workshop.

3. The office establishment attached to the Workshop consists of—

	Rs.
1 Head Clerk on	100—150
1 Clerk on	70
1 Clerk on	60
2 Clerks on	50 each.
4 Clerks on	40 each.
4 Clerks on	30 each.
2 Clerks on	25 each.
3 Clerks on	20 each.

Although it has been twice revised since 1914, the average pay of the clerks on this establishment is practically what it was before the war. The Superintendent of the Press and Workshop has represented that Rs. 20 and Rs. 25 are not now sufficient to attract men for clerical work in Aligarh. We accept this on the evidence which has been placed before us regarding clerks in the Post offices, and we recommend that the office be revised as shown in the following proposition statement :—

PRESENT.					PROPOSED.				Net average increase per man. ann.
Class.	No.	Pay.	W. A.	G. C. A.	Total cost.	No.	Grade or time-scale.	Total cost.	
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
Head Clerk	1	100—150	7	..	144.5	1	145—5—170	163.75	163.75
2nd Clerk	1	70	6	..	76	1	80—4—120	106.66	106.66
	1	60	6	..	66				
	2	50	5	..	110				
	4	40	5	..	180				
Clerks	4	30	4	3	148	16	35—2—75	55	880
	2	25	4	3	64				
	3	20	3	3	78				
TOTAL	18	..	..	..	866.5	18	..	1,150.41	234

4. The financial effect of our proposals in respect of the clerical establishment of the Press and the Workshop is a net average increase of Rs. 854.7 a month or Rs. 10,256 per annum, and the following table shows the pre-war, present (including war and grain compensation allowances) and proposed average pay of the clerks on those establishments.

Establishment.	Pre war.	Present.	Proposed by the Committee.
	Rs.	Rs.	Rs.
Press	25.7	36.6	49.2
Workshop	42.8	48.1	63.9

Inferior servants of the Press and Workshop.

5. As regards the menial establishment of the Press and Workshop offices, the following statement shows present pay and allowances and our proposals, the financial effect being a net average increase of Rs. 166·5 per mensem or Rs. 1,998 a year. We have as far as possible adopted the scale of pay sanctioned for corresponding servants in the local Post office.

Class.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No.	Pay.	W.A.	G.C. A.	Total cost.	No.	Scale.	Average	Total cost.	
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
Form Godown men	6	10	2	1½	81	6	16—1—22	19	114	..
Railway Peon ..	1	15	3	1½	19½	1	20—1—25	22·5	22·5	..
Jemadar ..	1	12	2	1½	15½	1	20	20	20	..
Peons ..	4	8	2	1½	46					
Durwan ..	1	8	2	1½	11½					
Gate-keeper ..	1	8	2	1½	11½					
Farash ..	1	8	2	1½	11½					
Chowkidars ..	3	8	2	1½	34½	28	13—1—18	15·5	434	..
Chowkidars ..	2	7	2	1½	21					
Guards ..	4	8	2	1½	46					
Packers ..	6	7	2	1½	63					
Coolies ..	6	7	2	1½	63					
TOTAL ..	36	..	..	..	424	36	..	..	590·5	166·5 or Rs. 1,998 per annum.

6. We have excluded from our recommendations the two bullock drivers as they are contractor's men and should not in our opinion be treated as employes of Government. The contractor provides the drivers as he does the bullocks, and we are of opinion that he should be paid for both in the form of a fixed allowance.

7. The revisions proposed in this section should have effect from 1st December 1919, as in the case of the other establishments dealt with by the Committee, and as regards initial pay on the time-scale for clerks and menials of the Postal Press and Workshop, the rules proposed for the menials and clerks of the Post Office in Chapters I and II of this report should be followed.

CHAPTER VIII.

CONDITIONS OF SERVICE.

Apart from the question of pay, which is far and away the most important, the postal staff have brought various grievances to our notice. One of these grievances, namely, that casual and privilege leave are not, as a rule, sanctioned when asked for, will be alleviated if not entirely removed as a result of the increase of the leave reserve which we have recommended. In this connection we may repeat that it is necessary that the reserve of 20 per cent. recommended by us should be sanctioned. There are stronger grounds for a reserve of this strength in the case of the post office than in that of Telegraphs, in that the latter bring on to strength only men who have been fully trained and each of whom therefore is an effective unit whereas the former necessarily recruits men who have not received any training at all. It may be argued as against the proposal that casual leave, not being a recognized form of leave, cannot be taken into account in calculating a leave reserve. This is sound enough in the case of an ordinary Government office where arrangements can be and are made to carry on the work of a casual leave absentee, and where as often as not no harm ensues even if for a day or two an absentee's work is left over to be done on his return. But it will not work in a post office where an absentee must be replaced, the only alternative being, in a one-man office, to close the office, and, in a larger office, to shut down one line of business—registration, money order, savings bank, etc., as the case may be. As this alternative is obviously out of the question there will, if the reserve we recommend is not sanctioned, be no course open to the Department but either to refuse leave, in which case the concession of 20 days' casual leave which has recently been sanctioned will remain as it is—a hollow mockery—or to continue the system of employing unpaid probationers, a system which results in the recruitment of inferior clerks and which in our considered opinion is responsible for inefficiency causing expenditure which would not be necessary if the Department obtained recruits of a better class. Curtailment of the reserve proposed by us will mean that beyond allaying discontent the substantial increase in the cost of the Department which we have recommended will have served but little purpose. We regard the policy which produces this result as one of short-sighted and factitious economy.

2. Another legitimate grievance is that promotion has been seriously blocked. This also will be largely eliminated by the substitution of a time-scale for a graded scale of pay. But there are two further contributory causes, namely, (a) the system of promotion out of turn as a reward for field service and (b) the system of direct appointment to the prize appointments of the subordinate service of men specially appointed to a cadre of Probationary Postmasters who from the outset are destined to occupy the best of the appointments of the service. The first of these, namely, (a) above has been removed by a recent decision of Government that war service shall not in future be rewarded by special promotion. The second contributory cause, (b) above, is one in regard to which the feeling of the staff is strong and bitter. We have been asked to consider (see paragraph 6 of the Resolution of the Government of India in the Commerce Department No. 2956, dated the 11th June 1920) whether the salary of these probationers should be raised; and it is therefore necessary that we should outline briefly the history of this system of recruitment. We gather from evidence tendered in November 1913 by Sir William Maxwell, then Director-General, Posts and Telegraphs, before the Public Services Commission that the system was introduced about 1908 or 1909, for he says in the statement referred to that "until recently all officers had passed ordinarily through the lower ranks, but in the last four or five years the experiment has been tried of appointing a few men from outside on Rs. 150 rising to 200." The fact would appear, however, to be that these probationers are in practice not appointed direct to the Rs. 150—200 grade, but on Rs. 80, 100, and Rs. 120, according to the place to which they are appointed on probation preliminary to promotion to that grade. An official explanation of the objects of the system and the manner in which it is intended that it should be worked is contained in a letter from the Director-General, Posts and Telegraphs, to the Postmaster-General, United Provinces, No. 696-S.-Ap., dated the 24th June 1919. "The object," says this letter, "is that the Department may be able to appoint direct to the higher grade of Postmasters, pay Rs. 150—200, men of specially good education and social standing, not usually

found among the departmental men in the lower grades. The qualifications required are (1) a thorough knowledge of all branches of Post Office work, (2) power to control a large staff, (3) capacity for organization and (4) tact. It is left to the Head of the Circle to arrange to give the selected officer as thorough a training as possible during his probation of two years by putting him first through all the departments of a big Head Office, and when he is satisfied that he has acquired a good knowledge of work generally, he may appoint him to act on Rs. 100 or 100-150 as an Assistant or Deputy Postmaster of a first class Head Office or Postmaster of a small second class Head Office on Rs. 100 or Rs. 100-150 so as to satisfy himself that the probationer will be able to take charge of a Head Office on Rs. 150-200 as soon as his period of probation is over, if not earlier. The candidate must pass the Departmental test within the period of probation and should not be appointed to the grade of Rs. 150-200 till he has passed this examination. He may be allowed to appear for the examination whenever he wishes to do so during his period of probation but not until he has had at least one year's training. No definite limit has been placed upon the number of men to be recruited in this way and these appointments of probationary Postmasters are apparently created by the Director-General under the powers of sanction vested in him; they are outside and additional to the permanent sanctioned scale of the establishment. The latest gradation list shows that on the 15th of April last there were eleven probationers on the rolls, ten of whom have been appointed during the last two years. As there are on the present sanctioned establishment only 217 appointments of and above the grade of Rs. 150-200 for appointment to which these probationers are recruited, and, as under normal conditions, the average annual decrement in the case of an establishment of this strength would be about six, it is manifest that the introduction of the system was a serious blow to the men recruited in the ordinary way, in that it took from them all but a small fraction of their very slender prospects. They have been slow to realize the extent of the injury done them partly probably because, "probationers" having been appointed sparingly at first, the gravity of the situation was brought home to them very gradually, and partly because the vast mass of men in the service know nothing of what is being done at head-quarters. Now, however, the men are fully alive to what has happened and they very naturally resent the introduction of a favoured few brought in with the avowed object of being put into the higher posts, as being cruelly unjust to them. Witnesses who have appeared before us have denounced the system vehemently and indulged in very plain speaking on the subject. They deny that an adequate supply of men qualified for the more important appointment of Postmasters is not to be found among the ranks of those recruited in the regular way, and they flout the suggestion that by appointing Probationary Postmasters the Department has got better men than could have been found in its ranks. Our opinion on the subject is that unless it has been clearly proved beyond all doubt that the Department cannot provide suitable men, which seems unlikely, the system ought to be abolished. We base this conclusion on the ground that a system which disheartens, and consequently seriously affects the efficiency of, the thousands of men who are carrying on the work of the Department, must have in its favour clearly pronounced and unquestionable counter-advantages. It is on the face of it extremely improbable that a service of 17,000 men, all trained in postal work cannot produce the recruits required for 217 appointments of rather more than average importance. As witnesses have pointed out the Department for 50 years produced not only all the men that were wanted for such appointments, but also some men who served with distinction in much higher posts. It follows that as we are of opinion that the system should be abolished we have no recommendation to make regarding the pay of Postmaster Probationers. The abolition of the system will result in a saving on the present expenditure of Rs. 12,480 a year. This saving is as nothing compared with the benefit to the Department which may be expected to result from the removal of a widespread grievance and the re-opening to the ranks of the avenue of advancement which is their principal incentive to work well and improve their efficiency.

3. Another grievance is that the staff are allowed very few holidays. This has been largely removed by the increase from 12 to 20 days per annum of the casual leave admissible to them. It has been objected by some witnesses that this is insufficient in that it does not make up for all the holidays which the Government servants of other Departments get and which they do not get, but we

are not in sympathy with this complaint. The absence of holidays is known to all men entering the Department to be a condition of service in the Post Office when they join it, and it is a factor which has not been lost sight of in arriving at the scale of pay which we have recommended for postal clerks and servants.

4. Similarly as regards another matter complained of, namely, the "split duty" system which is not a recent innovation; it was one of the conditions which men voluntarily accepted when they joined the Department. Nevertheless we think that something should be done to alleviate the hardships which this system entails. Formerly the staff were able to obtain house accommodation in the vicinity of the post office, and split duty constituted no very great hardship, but now that in most large towns the staff are compelled to live at long distances from the scene of their daily work conditions have altered very much for the worse. We have been told of cases in which men spend four hours of the day, and cover 12 miles or more, in walking to and from office. We suggest that in such cases men required to put in split duty should be provided with quarters, at a rental not exceeding 10 per cent. of pay, at or near the post office, or, in cases in which this is not possible, be granted a small conveyance allowance, if living at a distance of a mile or more from the post office.

5. Complaints have been made regarding the time-test applied by the Department for the purpose of determining the number of clerks required for an office. It is stated that the test does not take into account all the items of work to be done, and that consequently it results in the offices being insufficiently staffed. After much consideration and discussion of this question we have been compelled to arrive at the conclusion that it is one which requires close examination by experts who possess an intimate knowledge of the details of the work. This was suggested to the Director-General who we understand has had the required investigation taken in hand.

6. Another complaint which appears to be well-founded, is that in some places postal clerks have to put in very much longer hours than the prescribed 8 hours for which they are supposed to be on duty. It is customary with the public to bring their business to the counter of the post office at the last moment and there is consequently a disproportionate accumulation of work at the end of the day; and then when all this work has been disposed of, the clerks have to remain on duty until their books and accounts have been checked and passed as correct. One remedy is to provide every large office where this evil is found to prevail with an adequate supervisory staff, so that the checking work can be done quickly. We have recommended an increase of the supervisory staff. Another remedy is to close the public counters not later than 5 P.M. whenever this can be done with due regard to the convenience of the public. We recognize that the question of the hours of business with the public, especially in large towns is a question that should be settled by the local Postmaster-General in consultation with local bodies; and it is a matter on which we do not wish to dogmatize. In regard, however, to the money order and savings bank work the usual hours observed in post offices are from 10 A.M. to 4 P.M. All banks close their counters to the public at 3 P.M. on week days and 1 P.M. on Saturdays and we do not see why the same hour cannot be observed in the post office. We would further recommend early closing on Saturdays as regards other branches of business also wherever this can be arranged.

7. As regards Sunday and holiday working in the post office it has been represented that men have to attend on such days for the delivery and despatch of mails. This is a matter which seems to have received attention at the hands of the authorities and the existing rules on the subject in the Post Office Manual seem to allow all the relaxation that appears to be practicable.

8. Other minor grievances brought to our notice are—

- (i) that adverse remarks recorded in the character sheet of an official are not communicated to him,
- (ii) that uniforms are not supplied to postmen and menials everywhere, and
- (iii) that proper accommodation is not provided for Railway Mail Service sorters at outstations.

As regards (i) we find that under rules $\frac{86}{1}$ and $\frac{160}{1}$, Post Office Manual, Volume II, confidential reports on the work and conduct of the higher grades of officials are submitted by Postmasters-General to the Director-General and by the Superintendent to Postmasters-General, and that the Director-General decides whether unfavourable remarks made against an officer should be communicated to him or not. In respect of officials in the lower grades, character sheets are maintained and unfavourable remarks recorded therein are submitted by Superintendents to Postmasters-General for decision as to whether they should be communicated to the official concerned, *vide* rule 160 of the Post Office Manual, Volume II. It has been represented by several witnesses that the rule works inequitably in that as often as not the officer against whom adverse remarks are recorded is not given the opportunity of explaining a fault with which he is charged in error, or of endeavouring to rectify one with which he is justly charged. There is much force in this and we accordingly recommend that the rules may be amended so as to require that in all cases damaging reports shall be communicated to the officer concerned.

Regarding the supply of uniforms at Government expense to postmen and menials we understand that it is the policy of the Department gradually to give uniforms to all men of this class. We are decidedly of opinion that all postmen, at any rate, should be supplied with a uniform at the expense of the State.

The question of provision of accommodation suitably furnished at or near railway stations at the big centres is also receiving the Director-General's attention and we have no further recommendation to make on the subject.

CHAPTER IX.

TELEGRAPH DELIVERY STAFF.

The proposal of the Indian Telegraph Association regarding delivery peons was that all task-work peons—permanent and temporary—should be granted a fixed pay of Rs. 12 per mensem with task-work earnings as at present, also that they should be provided with house accommodation and given an allowance of Rs. 3 a month in lieu. The Telegraph Committee were unable in the time at their disposal to deal fully with the question, but they were satisfied that in respect of leave and leave allowances this class of servants had a genuine grievance and they accordingly recommended that they should be given leave allowance on assumed rates of pay, namely, Rs. 16 for Presidency Towns and Rs. 12 for other stations. They also suggested that there might be a case for enhancing subsistence allowances in cases in which there has been no alteration since 1914. A proposal to enhance the subsistence allowance has since been under consideration and estimates of the cost of this and of allowing privilege leave for one month per annum on the allowances suggested by the Telegraph Committee have been framed.

2. At this stage the question has been referred to our Committee for consideration and report. As a first step towards consideration of the proposed increase of subsistence allowance we obtained from Postmasters-General statements showing in respect of the principal offices the minimum, maximum, and average earnings of task-work messengers under present conditions, the number of task-work peons employed, and the number of messages delivered by them. These statements are reproduced below and the case of each Circle is analysed in the remarks preceding each statement.

3. In the Bombay office the highest amount earned in January 1920 by a messenger was Rs. 47-13-8 and the earnings in that month of all the messengers in the office averaged no less than Rs. 41-8-8. Obviously Bombay is not an office in which any increase should be allowed. Further, as the statement below indicates, the wages in the Bombay Circle generally are good for labour of the peon or chaprasi class to which telegraph messengers belong. It will be seen that only in one office of the ten offices brought under observation were the maximum earnings of the month less than Rs. 20 a month.

Names of offices.	EARNINGS OF A TASK-WORK PEON.			No. of Task-work peons.	No. of messages delivered in each office.	Average No. of messages per peon per day.
	Maximum.	Minimum.	Average.			
	Rs. A. P.	Rs. A. P.	Rs. A. P.			
Bombay	47 13 8	33 0 0	41 8 0	270	206,786	24·7
Karachi	36 5 2	27 15 1	30 5 0	81	44,611	17·8
Ahmedabad	26 12 7	15 4 1	20 8 3	24	14,717	19·8
Bhavnagar	19 9 9	17 5 10	18 0 10	6	3,664	13·2
Belgaum	20 4 3	10 7 9	13 14 1	8	3,699	14·9
Hyderabad (Sind)	29 13 0	22 1 4	25 10 1	5	3,455	22·5
Nova-Goa	21 7 0	11 7 11	17 11 6	3	1,617	17·4
Poona	33 11 0	15 1 10	23 10 4	26	12,146	15·0
Rajkot	23 5 9	17 8 9	19 15 8	6	3,774	20·3
Surat	31 5 10	14 0 2	26 2 11	8	6,547	26·4

4. Similarly in the Central Circle the wage earned is good and well distributed, there being only one office out of eight in which the maximum earnings of the month were less than Rs. 20. In all offices the average wage earned was probably quite up to the level of the local wage for labour of the same class, and in most cases it was well above such local wage.

Names of offices.	EARNINGS OF A TASK-WORK PEON.			No. of task-work peons.	No. of messages.	Average No. of messages per peon per day.
	Maximum.	Minimum.	Average.			
	Rs. A. P.	Rs. A. P.	Rs. A. P.			
Ajmer	25 5 8	14 11 0	18 4 6	11	5,692	16.7
Akela	25 13 6	19 8 0	22 5 7	8	4,891	19.7
Amraoti	25 9 10	18 8 3	21 6 11	8	4,587	18.5
Indore	27 14 3	15 6 9	21 12 11	19	10,075	17.1
Jaipur	18 10 4	12 11 0	14 2 11	9	4,236	15.2
Jubbulpore	20 3 0	18 0 3	18 12 1	14	5,179	11.9
Mhow	20 3 8	16 11 10	18 13 7	9	3,843	13.8
Nagpur	27 0 2	18 11 5	21 15 7	14	7,532	17.4

5. The Burma Circle is in much the same case, the statistics pertaining to five of the principal Telegraph offices which are reproduced below show that in every one of the offices the maximum wage of the month of January 1920 was over Rs. 24 and the average was under Rs. 20 in only one where it was Rs. 19-6-11. So far as our examination has gone therefore there is nothing to indicate that any increase is called for in Burma.

Names of offices.	EARNINGS OF A TASK-WORK PEON.			No. of task-work peons.	No. of messages delivered in each office.	Average No. of messages per peon per day.
	Maximum.	Minimum.	Average.			
	Rs. A. P.	Rs. A. P.	Rs. A. P.			
Rangoon	32 12 11	14 15 9	23 9 1	168	87,442	16.8
Mandalay	27 9 4	18 8 0	20 0 5	26	8,021	10.0
Moulmein	25 12 2	17 14 11	20 15 4	8	3,732	15.0
Maymye	24 11 0	15 14 4	19 6 11	10	3,439	11.1
Akyab	25 10 4	15 0 0	20 8 1	13	6,226	15.4

6. In the Madras Circle also the figures supplied to us indicate that task-work messengers have nothing to complain of. The Madras Government have accepted Rs. 15 as a suitable minimum wage for inferior servants in the town of Madras and Rs. 12 for those in the mofassil, and there is not one office of the twenty shown in the statement below in which the average earnings of task-work messengers are not well above the minimum wage which the Local Government propose to fix for men of the same classes employed on work which demands no lesser degree of intelligence though it may not in most cases perhaps be so arduous. The greater physical exertion however is well paid for by the difference between the maximum and the average wage which it will be seen is considerable.

Names of offices.	EARNINGS OF A TASK-WORK PEON.			No. of task-work-peons.	No. of messages delivered in each office.	Average No. of messages per peon per day.
	Maximum.	Minimum.	Average.			
	Rs. A. P.	Rs. A. P.	Rs. A. P.			
Madras	30 1 0	20 3 6	21 2 9	67	42,498	20.5
Bangalore	30 5 4	13 6 11	20 11 6	17	7,020	13.3
Bellary	19 4 0	10 8 9	16 7 3	5	2,546	16.4
Bezvada	24 3 9	9 10 6	19 2 5	9	3,606	12.9
Calicut	21 10 6	17 2 7	19 8 10	14	6,285	14.5
Coconada	26 12 8	12 14 0	19 7 8	7	3,775	17.4
Cochin	29 4 8	14 15 0	23 11 2	12	6,725	18.1
Hyderabad	27 11 9	14 15 3	19 15 5	10	4,119	13.3
Madura	24 9 4	22 7 0	23 5 1	7	4,395	20.3
Mangalore	23 9 11	11 9 3	19 13 7	10	4,797	15.5
Negapatam	22 3 8	17 9 8	20 10 9	7	3,133	14.4
Ootacamund	17 2 6	13 14 10	15 0 6	11	1,560	4.6
Pondicherry	19 13 4	17 13 8	19 5 3	4	2,173	17.5
Quilon	17 0 6	14 9 4	15 13 11	4	1,534	12.4
Secunderabad	28 15 10	18 11 0	24 6 5	9	4,082	14.6
Salem	25 7 4	22 7 4	23 11 5	4	2,475	20.0
Trichinopoly	22 7 0	14 8 0	18 9 4	6	2,750	14.8
Taticorin	28 7 6	22 3 2	25 7 4	7	5,741	26.5
Trivandrum	25 4 8	22 6 8	23 8 9	3	1,820	19.6
Vizagapatam	15 1 0	13 12 0	14 6 6	5	1,327	8.6

7. Yet another Circle in which task-work messengers earn an appreciably better wage than their confreres doing similar work in other Departments and services is the Punjab and North-Western Frontier. In every office included in the subjoined statement the average earnings of the month of January last were practically Rs. 20 or more, a good deal more in several cases. In considering this remember that the minimum pre-war pay of chaprasis in the Punjab was Rs. 7 and that the minimum recommended for the future is Rs. 14.

Name of office	EARNINGS OF A TASK-WORK PEON.			No. of Task work peon.	No. messages delivered in each office.	Average number of message per peon per day.	Average rates of pay proposed for postmen.
	Maximum.	Minimum.	Average.				
	Rs. A. P.	Rs. A. P.	Rs. A. P.				
Amritsar	35 0 0	26 0 0	31 0 0	21	14,756	22.6	27.8
Delhi	37 7 6	19 8 0	24 11 1	66.8	42,029	20.3	
Lahore	39 1 8	15 15 0	27 9 9	61	42,440	22.4	
Simla	29 13 0	22 15 6	26 12 0	6.4	10,102	18.4	20.6
Ferozepur	26 11 8	13 15 3	21 5 0	2.5	3,653	24.4	
Jhelum	26 8 8	10 8 4	21 7 0	9.5	1,888	20.6	
Lahore Cantonment	25 12 6	18 3 10	22 6 3	6	4,842	16.8	27.8
Lyallpur	25 7 2	22 15 2	23 11 2	5	4,822	25.9	
Multan	30 12 10	25 15 0	28 3 4	17.5	3,409	22	
Peshawar	36 14 0	19 5 6	25 1 3	31	10,325	19	27.8
Quetta	21 11 3	17 11 3	19 15 2	26	12,813	13.3	
Rawalpindi	35 8 0	20 2 6	23 14 7	4	15,810	19.6	
Sialkot	26 8 8	13 13 8	21 4 7	4	2,311	13.8	20.6

8. In the Bengal and Assam Circle the wages earned though good enough as compared with the earnings of men doing similar work in other Departments of Government and in private employ compare unfavourably with the earnings of task messengers in Circles other than Bihar and Orissa and the United Provinces. This is due to the fact that the outturn of work is poor. Omitting Calcutta the average number of messages delivered per messenger per mensem is 372 only as compared with 500 in the Central Circle, 620 in the Punjab and North-West Frontier, 577 in the Bombay mofassil and 463 in the Madras mofassil. The conclusion therefore is that if it is thought that wages in this Circle should be improved the desired result can and should be obtained by reducing the number of messengers :—

Names of offices.	EARNINGS OF A TASK-WORK PEON.			No. of Task work peons.	No. of messages delivered in each office.	Average No. of messages per peon per day.	Average rates of pay proposed for postmen.
	Maximum.	Minimum.	Average.				
	Rs. A. P.	Rs. A. P.	Rs. A. P.				
Calcutta	Bike.. 36 3 0	22 11 5	30 11 2	322	1,81,773	18.2	30.1
	Foot.. 30 15 0	19 11 6	28 5 3				
Barisal	18 0 9	16 8 3	17 6 2	4	1,770	14.3	
Chittagong	24 5 3	12 15 3	19 8 2	13	4,967	12.3	
Dacca	18 14 5	16 10 7	17 3 9	9	3,576	12.8	
Dibrugarh	18 9 5	14 6 7	16 9 11	5	2,035	13.1	
Gauhati	15 8 3	13 2 0	14 3 8	6	2,107	11.3	
Darjeeling	13 12 0	11 8 0	12 12 8	8	1,483	6.0	
Mymensingh	18 10 8	16 6 10	17 12 4	5	2,068	13.3	
Narayanganj	20 13 3	19 8 0	20 4 1	4	2,036	16.4	
Silchar	17 5 1	15 10 1	16 3 9	4	1,248	10.0	
Shillong	17 10 2	13 7 3	15 14 3	7	2,906	13.4	

9. The remarks regarding the Bengal and Assam Circle apply equally to the Bihar and Orissa and United Provinces Circles. The earnings of task-work messengers in both these circles compare very unfavourably with earnings in other circles, but the main reason for the poorness of the wage earned is the smallness of the outturn of work, the average number of messages per messenger per mensem being 360 in Bihar and Orissa and 431 in the United Provinces. The remedy is to reduce the number of men, coupled, in cases in which the task-work rate is low, with an increase of that rate. The full benefit of the task-work system can not be derived unless the rate allowed is sufficient to induce the men to exert themselves. It is not the case, as might at first sight appear, that the lower the rate paid the smaller the cost to Government. Take the case of Patna as an example where there are 9 messengers who delivered 3,574 messages in January 1920 and were paid Rs. 5 plus 2-8-0 (mean) or Rs. 67-8-0 as subsistence and war allowances and earned in addition @ 3 pies per message Rs. 55-13-6, the cost to Government being Rs. 123-5-6. Suppose the staff to be reduced to 6 men delivering 595 messages each, which is less than is actually delivered in some places, and the rate per message to be raised to four pies, the cost to Government would be Rs. 45 plus 74-7-4 or Rs. 119-7-4, or a direct saving of about Rs. 4 a month to say nothing of the further saving on pension, leave allowance, and clothing.

Names of offices.	EARNINGS OF A TASK-WORK PEON.			No. of task-work peons.	Number of messages delivered.	Average number of messages per peon per day.
	Maximum.	Minimum.	Average.			
	Rs. A. P.	Rs. A. P.	Rs. A. P.			
Patna	17 4 9	12 1 5	14 14 1	9	3,574	12.8
Muzaffarpur	13 4 0	12 10 3	12 15 2½	4	1,512	12.2
Dinapore Cantonment	13 0 0	12 0 0	12 5 4	3	660	7.1
Cuttack	13 0 0	13 0 0	13 0 0	5	1,817	11.7
Aura	18 14 1	11 15 6	14 1 2	25	7,224	9.3
Allahabad	19 14 6	12 15 4	15 11 0	25	13,424	17.3
Bareilly	17 1 6	13 9 6	15 1 8	5	2,626	16.9
Benares	13 1 6	12 9 6	12 14 0	4	1,632	13.2
Cawnpore	16 12 3	12 6 0	14 2 3	37	17,957	15.7
Dehra Dun	19 11 0	13 1 7	15 6 0	6	2,368	12.7
Fyzabad	12 5 8	12 0 6	12 4 0	4	1,463	11.8
Gorakhpore	15 0 0	11 4 8	13 2 1	5	1,909	12.3
Jhansi	14 9 4	12 0 0	13 14 7	6	2,846	15.3
Lucknow	19 4 9	12 9 10	15 11 0	30	1,2748	13.7
Lucknow Dikku ha	13 14 3	12 1 7	13 2 7	6	2,363	12.7

10. It is we think made amply clear by the above that there is no case at all for a general increase of subsistence allowance and that what is wanted is an examination of the position of individual offices. We are of opinion that the required examination should and can be effected only by each head of a Circle who should be directed to consider what readjustment of subsistence allowance, of task work rates, of numbers of staff, or one or all is necessary in order to remove inequalities as between his and other Circles and also as between offices in his own Circle; that the subsistence allowance should be revised so as to absorb the war and grain compensation allowance and be fixed at an amount approximately equal to half the pay recommended in the next paragraph for messengers on fixed pay. We further recommend that the proposal of the Telegraph Committee in respect of leave and leave allowance should be accepted with the modification that the assumed pay should be not Rs. 16 and 12 but the pay which in each case the task work messenger would draw under the proposal in the following paragraphs were he a fixed pay messenger in the same office. In connection with this question of leave we would suggest with reference to the estimates of cost submitted by Postmasters General that the cost of the concession which depends upon an entirely unknown factor cannot be estimated. No one can say to what extent men will avail themselves of leave which entails some sacrifice of emoluments. It is probable however that in the case of men of the messenger class the pecuniary loss involved will act as a strong deterrent to leave to the full extent admissible being asked for at any rate by those who are working at or near their own homes, that is to say the vast majority. Further it is not permissible to assume as some of the estimates do assume that in every case in which leave is taken a substitute will be employed, and that consequently the extra cost will in all cases be the full amount of the assumed pay drawn by the absentee. It is probable that in the larger offices at any rate substitutes will not be employed except when the number of absentees happens to be unusually large.

11. There remains the case of fixed pay messengers of whom there are in the Department about 200 on rates of pay and allowances ranging from a minimum of Rs. 8 to a maximum of Rs. 24. We recommend that in all cases these messengers should be

given pay at the rate proposed for inferior servants of corresponding class in the Post Office, as shown below, war and grain compensation allowances being discontinued. As regards local and house rent allowances our recommendations in paragraph 6 of Chapter I will apply in these cases also.

Bombay Circle.

	Rs.
Bombay and Karachi	20— $\frac{1}{2}$ —27.
Ahmedabad, Poona, Aden, Persian Gulf and important offices in the vicinity of Bombay	17— $\frac{1}{2}$ —22.
Places in Sind and also places where other Head Post offices and important sub post offices are situated	16— $\frac{1}{2}$ —21.
Rest of the Circle	15— $\frac{1}{2}$ —20.

Central Circle.

Places where Head Post offices are situated and in Mhow, Jaipur, Kamptee and Mount Abu	14— $\frac{1}{2}$ —19.
Rest of the Circle	13— $\frac{1}{2}$ —18.

Bihar and Orissa Circle.

Places where Head Post offices and important sub post offices are situated	14— $\frac{1}{2}$ —19.
Rest of the Circle	13— $\frac{1}{2}$ —18.

United Provinces Circle.

Lucknow, Cawnpore, Agra, Allahabad, Meerut, Benares, Gorakhpur, Mussoorie, Naini Tal, Dehra Dun, Almora, Ranikhet, Chakrata and Lansdowne	14— $\frac{1}{2}$ —19.
Rest of the Circle	13— $\frac{1}{2}$ —18.

Bengal and Assam Circle.

Calcutta	16— $\frac{1}{2}$ —21.
Alipore and Howrah, Darjeeling, Sikkim, Tibet, Lower and Upper Assam Divisions, Dacca, Mymensing and Chittagong	15— $\frac{1}{2}$ —20.
Places where other head Post Offices and important sub-offices are situated.	14— $\frac{1}{2}$ —19.
Rest of the Circle	13— $\frac{1}{2}$ —18.

Burma Circle.

Rangoon	20— $\frac{1}{2}$ —25.
Mandalay, Moulmein, Tavoy and Bassein	19— $\frac{1}{2}$ —24.
Places where other Head post offices and important sub post offices are situated	18— $\frac{1}{2}$ —23.
Rest of the Circle	16— $\frac{1}{2}$ —22.

Madras Circle.

Madras	16— $\frac{1}{2}$ —21.
Bangalore, Madura, Ootacamund, Dhanushkodi and Hyderabad	15— $\frac{1}{2}$ —20.
Places where other Head Post offices and important sub post offices are situated	15— $\frac{1}{2}$ —20.
Rest of the Circle	13— $\frac{1}{2}$ —18.

Punjab and North-West Frontier Circle.

Places where 1st class Head Post offices are situated except Quetta	17— $\frac{1}{2}$ —22.
Baluchistan	18— $\frac{1}{2}$ —22.
Places in the Frontier and in the Canal Colonies where Head post offices other than 1st class Head post offices are situated	16— $\frac{1}{2}$ —21.
Places where other Head post offices are situated, places in the North-West Frontier Districts (except those in the Hazara District), in the Sargodha, Lyallpur, and Montgomery Districts and Kasauli, Murree, Dalhousie, Nowshera and Risalpur	15— $\frac{1}{2}$ —20.
Rest of the Circle	14— $\frac{1}{2}$ —19.

CHAPTER X.

LINEMEN, TELEGRAPH ENGINEERING BRANCH.

A case we have been asked to consider urgently in view of unrest among the staff is that of Linemen of the Telegraph Engineering Branch. This is an establishment consisting of men whose work requires some degree of mechanical skill and who must also be to some extent literate as they are required to keep notes regarding their work. They are employed on the construction and maintenance of telegraph and telephone lines and marking out new alignments for lines, erecting posts and levelling wires under expert supervision. Some of them go through a short course of training in telephony to better equip them for their work and those who undergo this training are given an allowance of Rs. 3 a month. The only addition of any consequence to their pay which they have received since 1914 is that of a war allowance of Rs. 3 a month. The table below shows the present pay, war allowance, strength and cost of this class of servants but it does not show grain compensation which also they draw at the rates from time to time in force for the localities in which they are employed.

Pay.	War allowance.	Total	Number.	Cost.
Rs.	Rs.	Rs.		Rs.
20	3	23	324	7,452
18	3	21	222	4,662
17	3	20	22	440
16	3	19	380	7,220
15	3	18	654	11,772
14	3	17	661	11,237
13	3	16	291	4,656
TOTAL ..			2,554	47,439

2. The Chief Engineer, Telegraphs, has proposed the following time-scales of pay, grain compensation allowance being continued.

Eastern, Western and Southern Circles and men of the Northern Circle stationed in the United Provinces 16— $\frac{1}{2}$ —26

Men stationed in the Punjab and North-West Frontier Provinces of the Northern Circle and in Burma Circle 20— $\frac{1}{2}$ —30

The proposal in our opinion is moderate and we would accept it subject to the following modifications :—

- (1) Grain compensation allowance under the present rules should not be continued, pay being slightly increased to compensate for its withdrawal.
- (2) The scale of pay for the whole of India and Burma should be uniform as differentiation in favour of the Punjab and Burma is not justified on the basis of existing pay.

We accordingly suggest that a time-scale of Rs. 18 rising by a biennial increment of Re. 1 to Rs. 30 may be substituted for existing pay and allowances. The scale is undoubtedly moderate for the class of work required of these linemen.

3. The Chief Engineer, Telegraphs, has also suggested that instead of determining initial pay on the basis of length of service as has been proposed in the case of postmen and menials the entire staff should get a uniform percentage of increase

(about 13·5 per cent. on an average). We have no objection to this recommendation being accepted. The following table shows the financial effect of the proposed revision and the table below it shows the immediate increase of expenditure involved.

PRESENT.					PROPOSED.				Net average increase.
Pay.	War allowance.	Total.	No.	Cost.	Grade.	Average.	No.	Total cost.	
Rs.	Rs.	Rs.		Rs.					
20	3	23	324	7,452	18-1-30	24	2,554	61,296	
18	3	21	222	4,662					
17	3	20	22	440					
16	3	19	380	7,220					
15	3	18	654	11,771					
14	3	17	661	11,237					
13	3	16	291	4,656					
Total			2,554	47,439					
Add G. C. A.			..	4,500	(approximately).				
GRAND TOTAL.				51,939				61,296	9,357

Actual cost under the proposed scale.

Rate.	Number.	Cost.
Rs.		Rs.
28	324	9,072
26	222	5,772
25	22	550
24	107	2,568
23	462	10,626
22	689	15,158
21	437	9,177
20	291	5,820
2,554		58,743
Deduct present cost ..		51,939
		6,804

We recommend that the increase be sanctioned with effect from the 1st December 1919.

As regards local allowances our recommendation is that the existing local allowances should continue, but no additional allowance should be granted unless the Local Government grant such an allowance to their servants at the same place.

CHAPTER XI.

TELEGRAPH WORKSHOP AND STORE DEOTS.

Workshop.

The clerical establishment of the Telegraph Workshop at Alipore consists of 33 clerks and 3 draftsmen paid as follows :—

	Rs.	
1 on	125-5-150	Cadre A.
1 on	100-5-125	
2 on	80-4-100	
7 on	40-4-80	
22 on	35-3-80	Cadre B.
1 Draftsman on	70	
1 Draftsman on	55	
1 Draftsman on	35	

In addition to pay as above, the staff draw war allowance ranging from Rs. 4 to Rs. 6 a month.

2. We have received no proposals from the head of the institution beyond what may be deduced from the following note put up by him to the Chief Engineer, Telegraphs :—

“The ‘A’ cadre or class is intended for clerks of good qualification who will eventually occupy the posts of Store-keeper, Head Accounts Clerk, and Chief Correspondence Clerk. There should be a five years’ grade for the Store-keeper, Head Accounts Clerk and Chief Correspondence Clerk, a general 25 years’ time-scale, and an intermediate 5 years’ grade for two clerks.”

This is not very helpful, but the absence of clearly stated proposals from the head of the office is fortunately not in this case a matter of much moment as the establishment is a small one, and conditions are not complex. Previous to the 1st of March 1919 the minimum pay of the sanctioned scale was Rs. 30, the maximum Rs. 120 and the average Rs. 46·5. The revision of 1919 raised the minimum to Rs. 35, the maximum to Rs. 150, and the average to Rs. 67·4, or, including war allowance, to Rs. 73·3. The increase was substantial but it is claimed that it was inadequate. In so far that the revision gave to the individual only a small immediate increase, it may be admitted that it was so; the benefit conferred was prospective rather than present.

3. Having regard to the simple character of the work of clerks in an office attached to a Workshop and to the increase so recently sanctioned we are not prepared to recommend further revision on a liberal scale. The scale which we propose below raises the average to Rs. 81, provides suitable pay for the three responsible posts of Store-keeper, Head Accounts Clerk and Chief Correspondence Clerk, allows for the superior section of the establishment, namely, the “A” cadre, the time-scale of pay recommended by us for the clerks of the General Post Office, Calcutta, and for those of the “B” cadre a less favourable time-scale.

PRESENT.					PROPOSED.				Net average increase per month.
No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
	Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
1	125-5-150	143½	7	150·75	3	145-5-170	163·75	491·25	
1	100-5-125	118½	6	124·75	8	45-45-50-	84·2	673·6	
2	80-4-100	95	5	200		3-65-4-105			
7	40-4-80	86½	6	509		-5-140*			
22	35-3-80	61½	6	1,479·5	25	40-3-100†	70	1,750	
1	70	70	6	76					
1	55	55	6	61					
1		35	4	39					
36	..	..	..	2,640	36	..	..	2,915	Rs. 275 or Rs. 3,300 per annum.

*With efficiency bars at 73 and 105 stages.

†With efficiency bars at 67 and 82 stages.

Store Depots.

4. The office establishment of these Depots consists of 90 clerks employed mainly in Alipore, but partly also in Bombay, Madras, Rangoon and Karachi. This establishment, like that of the workshop office, was revised during the years 1918 and 1919 with the result that the minimum pay was raised from Rs. 20 to Rs. 30, the maximum from Rs. 150 to Rs. 200 and the average from Rs. 44 to Rs. 67·2. The clerks draw war allowance and including that allowance, the present average is Rs. 73·7. The Superintendent of Stores, Alipur, recommends a revision which need not be set out in detail but the effect of which would be to enhance the minimum to Rs. 50 for all but three appointments in Madras, the maximum to Rs. 275, and the average to Rs. 93·6.

5. Here again the revision of 1919 failed to meet the needs of the case mainly because the improvement was largely prospective, the immediate increases being in many cases inappreciable. For the work to be done the present sanctioned scale is a fairly good one, and we do not think any further revision on a liberal scale is called for. Some revision is, however, necessary in order to effect absorption in pay of the war allowance, to provide a time-scale, and to allow a moderate improvement on the present sanctioned scale. We recommend that the scale be revised as shown in the following proposition statement. The proposed scale provides suitable pay for the more responsible appointments and time-scales, a superior and inferior, as proposed for the office staff of the Workshop.

Clerical Establishment.

	PRESENT.					PROPOSED.				Net average increase per month
	No.	Grade.	Average pay.	W.A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
Alipore ..	1	150—10—200	187·5	9	196·5	1	200—10—250	237·5	237·5	
	1	125—5—150	143·75	7	150·75	1	175—5—200	193·75	193·75	
	2	100—5—125	118·75	6	249·5	2	145—5—170	163·75	327·5	
	4	80—4—100	95	5	400	18	45—45—3—65 —4—105—5 —140.*	84·2	1,515·6	
	14	40—4—80	66½	6	1,017·3	..				
	44	35—3—80	61½	6	2,959	45	40—3—100†	70	3,150	
	1	60—5—80	75	4	79	..	..	..	..	
TOTAL ..	67	..	..	..	5,052	67	..	..	5,424	372
Bombay ..	1	120—4—140	135	7	142	1	175—5—200	193·75	193·75	
	2	80—4—100	95	7·125	204·25	2	50—50—60— 3—105—5— 140.†	89·2	178·4	
	1	65	65	9·75	74·75	..				
	1	55	55	13·75	68·75	..				
	1	45	45	11·25	56·25					
	1	40	40	10	50	5	50—3—110§	80	400	
	1	35	35	8·75	43·75					
	8	..	..	..	639·75	8	..	..	772	132·25

*With efficiency bars at 73 and 105 stages.
†With efficiency bars at 67 and 82 stages.
‡With efficiency bars at 81 and 105 stages.
§With efficiency bars at 77 and 92 stages.

	PRESENT.					PROPOSED.				Net average increase per month.
	No.	Grade.	Average pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total cost.	
Madras ..	1	80—4—100	95	5	100	1	125—5—150	143·75	143·75	
	1	60	60	6	66	..				
	1	45	45	5	50					
	1	40	40	5	45	5	40—3—100*	70	350	
	1	35	35	4	39					
	1	30	30	4	34					
TOTAL ..	6	..	..	..	334	6	..	..	493·75	159·75
Karachi..	1	80	80	12	92	1	125—5—150	143·75	143·75	
	1	65	65	10	75					
	1	60	60	15	75	4	40—3—100*	70	280	
	1	45	45	12	57					
	1	30	30	8	38					
	5	..	..	..	337	5	..	..	423·75	86·75
Rangoon ..	1	80—4—100	95	5	100	1	125—5—150	143·75	143·75	
	1	60	60	6	66					
	1	50	50	5	55	3	50—3—110†	80	240	
	1	40	40	5	45					
TOTAL ..	4	..	..	..	266	4	..	..	383·75	117·75
GRAND TOTAL	90	..	..	..	6,628·75	90	..	..	7,497·25	868·5 or 10,422 per annum.

* With efficiency bars at 67 and 82 stages.
† With efficiency bars at 77 and 92 stages.

Inferior Servants.

6. The menial establishment of the Telegraph Workshops consists of :—

	Rs.
1 Duftry on	14 plus 3 W.A.=17
1 Jemadar on	14 plus 3 W.A.=17
3 Durwans on	13 plus 3 W.A.=48
1 Head peon on	13 plus 2 W.A.=15
1 Peon on	13 plus 3 W.A.=16
1 Peon on	12 plus 2 W.A. and G.C.A. Re. 1=15
1 Peon on	11 plus 2 W.A. and G.C.A. 1=28
2 Peons on	10 plus 2 W.A. and G.C.A. 1=13
1 Peon on	

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11

The pay of these men was revised with effect from 1st March 1919 when each individual was granted an increase of Rs. 2 a month. The Superintendent of the Telegraph Workshops has made no proposal regarding the rates of pay of this establishment nor has the Chief Engineer offered any suggestion on the subject. As in the case of other menial staff of the Engineering branch, we have, in making

our recommendations, taken as our guide the rates of pay proposed for Postal menials of similar class and our proposals are as shown below :—

1 Duftry	20— $\frac{1}{2}$ —25.	22·5
1 Jamadar	20.	20·
3 Durwans	15— $\frac{1}{2}$ —20·	157·5
6 Peons		200·0

They involve an increased expenditure of Rs. 31 per month or of Rs. 372 per annum

7. For the menial establishment of the Store Depots our proposals are as shown in the subjoined statement :—

Number and designation.	Present.	Proposed by Stores Superintendent.	Proposed by Committee.
ALIPUR.	Rs.	Rs.	Rs.
5 Sirkars on	24 to 40 <i>plus</i> W.A.	30—1—40—2—80	25—1—50
2 Tindals on	17 <i>plus</i> W.A. ..	22 ..	20— $\frac{1}{2}$ —25
12 Packers on	11 to 15 <i>plus</i> W.A. and G.C.A.	13 to 18 ..	15— $\frac{1}{2}$ —20
4 Manjees on	13 to 18 <i>plus</i> W.A.	16 to 29 ..	16— $\frac{1}{2}$ —21
2 Duftries on	14 and 16 <i>plus</i> W.A.	17 and 19 ..	20— $\frac{1}{2}$ —25
9 Peons on	10 to 16 <i>plus</i> W.A. and G.C.A.	15 to 19 ..	15— $\frac{1}{2}$ —20
BOMBAY DEPOT.			
2 Packers on	15 and 16 <i>plus</i> W.A. 6.	22 and 25 ..	20— $\frac{1}{2}$ —27
3 Lascars on	12 to 15 <i>plus</i> W.A. 6.	20 to 21 ..	20— $\frac{1}{2}$ —27
1 Peon on	12 <i>plus</i> W.A. 6 ..	20 ..	20— $\frac{1}{2}$ —27
1 Durwan on	18—1—20— <i>plus</i> W.A. 7.	30 ..	20— $\frac{1}{2}$ —27
MADRAS DEPOT.			
2 Packers on	10 and 11 <i>plus</i> W.A. and G.C.A.	15 and 16 ..	15— $\frac{1}{2}$ —20
2 Lascars on	8 and 9 <i>plus</i> W.A. and G.C.A.	15 ..	15— $\frac{1}{2}$ —20
1 Peon on	8 <i>plus</i> W.A. and G.C.A.	15 ..	15— $\frac{1}{2}$ —20
KARACHI.			
Carpenter on	30 <i>plus</i> W.A. 6 ..	45 ..	40
1 Sircar on	25 <i>plus</i> W.A. 6 ..	40 ..	30— $\frac{1}{2}$ —35
1 Muccadum on	20 <i>plus</i> W.A. 6 ..	32 ..	25— $\frac{1}{2}$ —33
2 Lascars on	10 <i>plus</i> W.A. 6 ..	22 ..	20— $\frac{1}{2}$ —27
2 Chowkidars on	15 <i>plus</i> W.A. 6 ..	27 ..	20— $\frac{1}{2}$ —27
RANGOON.			
3 Durwans on	15 and 16 <i>plus</i> W.A. 3.	20 and 22 ..	20— $\frac{1}{2}$ —25
1 Peon on	12 <i>plus</i> W.A. 2 ..	15 ..	20— $\frac{1}{2}$ —25

The adoption of the Superintendent's proposals would involve an expenditure of Rs. 1,287 a month or Rs. 210 a month more than the cost of the present scale. The financial effect of our proposals is an increase of Rs. 163 per month or Rs. 1,956 per annum.

8. Further we recommend for both the office of the Superintendent of the Workshop and the office of the Superintendent of the Store Depot, clerical and menial, that the revision be sanctioned with retrospective effect from the 1st of December 1919, and that in the case of those clerks who are brought on to one or other of the time-scales, that is to say, Rs. 45—140, 40—100, 50—140 and 50—110, and in that of inferior servants, the rules proposed for clerks and inferior servants of the Post Office be applied.

CHAPTER XII.

INDIAN INSPECTING TELEGRAPHISTS.

There are two classes of subordinates employed on the technical inspection of Railway, Canal, and Combined Telegraph offices, and of Telephone offices, namely (1) Inspecting Telegraphists and (2) Indian Inspecting Telegraphists. Inspecting Telegraphists are recruited from the signalling branch of the Department and draw pay on the following scale, namely, Rs. 80—5—100—10—250—20—350. Indian Inspecting Telegraphists used to be recruited partly by the direct appointment of men who had picked up some technical knowledge, and partly by the transfer to the class of clerks of the Department. Recruitment for this class has however ceased, having been discontinued since 1915, and the class is dying out, retiring members being replaced by men of the Inspecting Telegraphist class, that is to say, as each such vacancy occurs, an Inspecting Telegraphist is appointed, the number of appointments of Indian Inspecting Telegraphists being *pro tanto* reduced. The number in the class has dwindled down to thirteen on rates of pay as shown below :—

	Rs.
2 on	100—6—130
6 on	80—4—100
5 on	60—4—80

2. It is considered that these men, in common with all other ranks of the Telegraph Department, have a strong claim to an increase of pay, inasmuch as they have not been granted any increase, beyond the war allowance, for several years. The Chief Engineer, Telegraphs, recommends that they should be admitted to the scale of pay, namely, Rs. 55—180 recently sanctioned for local service telegraphists, and be brought on to that scale at the same point as a local service telegraphist on the same pay would be brought on. The effect of this would be that pay would be increased as shown below at an immediate extra cost of Rs. 206 a month :—

	Rs.
2 from Rs. 112 <i>plus</i> 6 (War allowance) to	140
1 „ 100 „ 5 „	120
1 „ 96 „ 5 „	115
2 „ 92 „ 5 „	110
4 „ 80 „ 4 „	100
1 „ 76 „ 4 „	95
1 „ 72 „ 4 „	90
1 „ 60 „ 6 „	80

We agree with the Chief Engineer, and further we recommend that the increase should be allowed with effect from the 1st of December 1919.

3. The witnesses representing the class have forcibly urged that there is no difference in fact between Indian Inspecting Telegraphists and Inspecting Telegraphists. They claimed that the two classes do precisely the same work, charges being interchangeable, and being held indifferently by one class or the other. It is quite an ordinary occurrence, they said, for an Indian Inspecting Telegraphist to take over charge from an Inspecting Telegraphist, and *vice versa*, and three of the witnesses stated that they themselves had relieved Inspecting Telegraphists when taking over the charges now held by them. The witnesses further claimed that they do the work equally well and that to deny them the pay that was given to others for the same work no better done was unjust. Mr. T. L. James, Superintendent of Telegraphs, Lahore Division, who has been good enough to help us in the enquiry pertaining to Telegraph subordinates whose work is technical, informs us that the class of Indian Inspecting Telegraphists was abolished because it was felt that they were not quite up to the standard required,

and that there is no doubt that as a class the Inspecting Telegraphist recruited by selection from among telegraphists who belong to the General Service of signallers of the Telegraph Department is undoubtedly better qualified than the Indian Inspecting Telegraphist. He is prepared to admit, however, that among the latter there are some few exceptional men who are quite as good in every way as the Inspecting Telegraphist. This being the case, we recommend that Indian Inspecting Telegraphists may be given an early opportunity of appearing for the technical examination which Inspecting Telegraphists are required to pass in order to qualify for advancement beyond Rs. 250, and that such of them as can prove their fitness by passing this examination should be appointed Inspecting Telegraphists, and be given the pay on the Inspecting Telegraphists' scale to which by length of service they would have risen had they been on that scale throughout their service.

4. As regards local allowances our recommendations are that the existing ones should continue but in future when such allowances are proposed they should not be sanctioned unless the local Government concerned has admitted the place in question to be one in which a local allowance should be granted.

CHAPTER XIII.

LINE INSPECTORS AND SUB-INSPECTORS.

Previous to May 1920 the rates of pay of Sub-Inspectors varied from a minimum of Rs. 25 to a maximum of Rs. 80, the establishment being divided into three grades as follows :—

	Rs.
3rd grade on	25 a month.
2nd grade on	25—3—40
1st grade on	50—5—80

These rates of pay had been in force since 1866, the establishment having during this period of 54 years been granted no increase except that sanctioned as a war allowance in and since 1917. In May 1920 the Government of India sanctioned the following scale :—

	Rs.
2nd grade on	30—3—45
1st grade on	50—5—80

and at the same time created a new scale (Line Inspector) on Rs. 80—5—100, the war allowance being dropped for all. The numbers in each of these grades are approximately 65 per cent., 30 per cent. and 5 per cent. of the establishment, that is to say, the present sanctioned strength is :—

2nd grade	348
1st grade	157
Line Inspectors	26

2. It has been represented that these increases, which amounted to Re. 1 a month on the minimum and Rs. 16 a month on the maximum, were inadequate and that an increase in 1920 of 50 per cent. on the pay sanctioned in 1866 would not be unreasonable. The Chief Engineer accordingly proposes the following improved scale :—

2nd grade	348 on Rs. 35—3—50—5—70.
1st grade	157 on Rs. 80—5—100.
Line Inspectors	26 on Rs. 100—5—120.

3. We agree that a more liberal increase than that sanctioned in May last is fully justified and that the minimum and maximum limits of pay may reasonably be fixed at Rs. 35 and 120 respectively. But we deprecate the division of the Sub-Inspector class into two grades as proposed by the Chief Engineer. The establishment is one in which recruitment is irregular and for such an establishment a graded scale of which 65 per cent. of the appointments are in the lowest grade is open to the objection that it will cause blocks of promotion—an objection which is even more than usually serious in the case of an establishment which is recruited, as this of Sub-Inspectors is, by promotion from the class below (Linemen) and which men enter when they are middle-aged. For these reasons we would substitute for the Chief Engineer's proposals the following scale :—

	Rs.
505 on	35—3—50—5—100 with an efficiency bar at 50.
26 on	100—5—120

at an increase of cost, over the present sanctioned scale, of Rs. 1,40,816 a year. We have put the period of rise from minimum to maximum at the comparatively short term of 15 years for the reason that for a scale which men enter after they have served for several years in a lower class a longer term would be unsuitable.

4. When the scale sanctioned in May 1920 was introduced, service as a Sub-Inspector of each incumbent was taken into account and his initial pay on the new scale was fixed accordingly. A Sub-Inspector of the 3rd grade with less than one year's service whose pay and allowances at the time were Rs. 25 plus Rs. 4 was promoted to Rs. 30, one with 1 to 2 years' service to Rs. 33, one with 3 to 4

years' service to Rs. 33. We recommend that the further increase now proposed may be allowed as shown in the following statement, pay in each case being enhanced from the amount shown as "present pay" to the amount shown in the column opposite as "proposed pay."

Present Pay (1st May 1920).		Proposed Pay (1st Decem' e. 1919).	
	Rs.		Rs.
Sub Inspectors.	30	35	35
	33	38	38
	36	41	41
	39	44	44
	42	47	47
	45	50	50
	50	55	55
	55	60	60
	60	65	65
	65	70	70
Line Inspectors.	70	75	75
	75	80	80
	80	85	85
	80	100	100
	85	105	105
	90	110	110
	95	115	115
	100	120	120

5. The increase sanctioned in May last was given with effect from the 5th of April 1920 and the Chief Engineer, Telegraphs, proposes that the further increase now recommended should be granted with effect from the 1st of August 1920. We are unable to agree as it seems to us that in equity it should be allowed with effect from the 1st of December 1919, that being the date from which the increased pay recommended for other employees of the Telegraph Department was sanctioned on the recommendation of the Telegraph Committee, 1920. Had the case of Sub-Inspectors been dealt with, as was intended, by the Telegraph Committee they would have been given the increase sanctioned for them with effect from the 1st of December and we are strongly of opinion that it would be inequitable to deprive them of a benefit which other employees of the Department have been allowed merely because of the accident that the consideration of their case has been unavoidably postponed.

6. As regards local allowances our recommendation is that no change should be made, existing allowances being continued.

CHAPTER XIV.

TELEPHONE INSPECTORS AND OPERATORS.

Inspectors.

This is a comparatively new service. Originally men were appointed to it on varying rates of pay and no regular grading was fixed till 1918 when the present scale was sanctioned. The scale now stands at —

	Rs.
6 on	80—4—100
13 on	60—4—80
26 on	40—3—55
—	
45	
—	

2. It is thought in the Department that revision is necessary and local officers have proposed a variety of scales ranging from a minimum of Rs. 40 to a maximum of Rs. 180. The Chief Engineer, Telegraphs, proposes the following:—

	Rs.
5 Circle Inspectors on	110—4—150
14 Inspectors on	80—3—110
26 Inspectors on	50—3—80

The average cost of the present scale is Rs. 2,813 a month and that of the proposed scale Rs. 3,846. Deducting war allowance which will be discontinued, namely, Rs. 247 a month, the financial effect of the proposals of the Chief Engineer is an increase of Rs. 786 a month or Rs. 9,432 a year.

3. Seeing that the present scale was sanctioned so recently as in December 1918 when prices ruled high, we would restrict the maxima to Rs. 140 for Circle Inspectors and Rs. 100 for Inspectors. Further, for reasons which we have consistently urged in favour of a time-scale, we recommend such a scale in preference to the two grades of Inspectors proposed by the Chief Engineer. The scale we suggest is—

	Rs.
5 Circle Inspectors on	110—5—140
40 Inspectors on	50—3—95—5—100 (with an efficiency bar at Rs. 80.

The cost of this scale is Rs. 3,737 a month and the financial effect of its introduction taking into account the saving on war allowance of Rs. 247 a month is an increase of Rs. 677 a month or Rs. 8,124 a year.

OPERATORS.

4. The pay of this class ranges from a minimum of Rs. 25 a month to a maximum of Rs. 100. but the number of appointments on pay below Rs. 40 and above Rs. 80 is negligible and the pay really varies from a minimum of Rs. 40 or with war allowance added, Rs. 45, to a maximum of Rs. 80 or, with war allowance, Rs. 84. All would seem to be agreed that revision of the scale is necessary, but there is much divergence of opinion among local officers as to the scale which should be adopted and some of the proposals made are fantastic. The Chief Engineer suggests two scales, namely, one "for first class operators capable of taking charge in the large exchanges and the other for the remainder with the proviso that no operator on the lower scale shall rise beyond Rs. 75 unless there are more than 30 lines on the Board.

"The senior grade would be Rs. 75—5—130."

"The Junior grade would be Rs. 40—5—100 with a bar at Rs. 75."

5. As the present minimum pay plus war allowance is Rs. 45 for all but a very small fraction of the staff we were doubtful whether Rs. 40 as a minimum would meet the case, and further the proposal regarding the senior grade was not

quite clear to us. After discussion with the Chief Engineer we propose the following scale :—

8 senior grade operators on	Rs.	100—5—130
208 operators on	Rs.	50—3—95—5—100
with an efficiency bar at Rs. 80.		

The present cost of the establishment inclusive of war allowance is Rs. 1,45,248 a year and the cost under our proposals will amount to Rs. 2,04,228 a year, or an increase of Rs. 58,980 a year.

6. As regards local allowances we recommend no change that is to say sanctioned allowances should be continued and no new allowances granted, and as to retrospective effect and method of fixing initial pay on the proposed time-scale we recommend the concessions proposed in paragraphs 7 and 5 of Chapter I and in paragraph 16 of Chapter II of this report.

CHAPTER XV.

Clerks and Menials in Offices of the Engineering Branch of the Telegraph Department.

The number of clerks in this section of the establishment of the Telegraph Department is 151, employed at an average cost, including the war allowance, of Rs. 14,331 a month. The establishment was last revised with effect from the 1st of March 1919, from which date the average pay of the clerks in each Circle was increased by—

	Per cent.
Northern Circle	40·4
Eastern Circle	29·8
Southern Circle	21·1
Western Circle	19·6
Burma Circle	20·4

On the occasion of this revision the war allowance was not withdrawn.

2. The increase sanctioned is said to have proved inadequate under existing circumstances and revision is again proposed, the recommendations of Directors of Circles being as shown in the following statement :—

Circle.	PRESENT.					PROPOSED BY CIRCLE DIRECTORS.				Net average increase per mensem.
	No.	Grade.	Pay.	W. A.	Total cost.	No.	Grade.	Average pay.	Total average cost.	
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
Northern Circle	1	200—10—250	237·5	12	249·5	1	225—10—275	262·5	262·5	
	6	100—10—150	825	42	867	6	150—10—200	187·5	1,125	
	9	80—4—100	855	45	900	9	100—10—170	137·5	1,237·5	
	19	40—4—80	1,266·6	126	1,392·6	19	50—5—100	87·5	1,662·5	
Total	35		..	..	3,409	35		..	4,287	878
Southern Circle	1	150—10—200	187·5	9	196·5	1	200—10—250	237·5	237·5	
	2	100—10—150	275	14	289	1	150	..	150	
	3	80—4—100	285	15	300	3	100—10—150	137·5	412·5	
	12	40—4—80	800	72	872	5	80—4—100	95	475	
	6	40	240	30	270	14	40—5—80	68	952	
	24		..	..	1,927	24		..	2,227	300
Eastern Circle	1	200—10—250	237·5	12	249·5	1	200—10—270	257·5	257·5	
	6	100—10—150	825	42	867	6	150—10—200	187·5	1,125	
	7	80—4—100	665	35	700	28	40—5—150	91·33	22,557	
	21	40—4—80	1,400	126	1,526	1	40—4—100	75	75	
	1	40	40	5	45	1	Shorthand allowance.	..	20	
	36		..	..	3,387	36		..	4,034	647

Circle.	PRESENT.					PROPOSED BY CIRCLE DIRECTORS.				Net average increase per mensem.
	No.	Grade.	Pay.	W. A.	Total cost.	No.	Grade.	Average pay.	Total average cost.	
Western Circle	1	200—10—250	237·5	12	249·5	1	220—10—270	257·5	257·5	
	4	100—10—150	550	28	578	4	140—10—190	177·5	710	
	5	80—4—100	475	25	500	21	50—5—125	93·75	1,968·75	
	18	40—4—80	1,200	108	1,308	1	75—5—125	108·3	108·3	
						2	60—5—70	69	138	
	28	..	..	..	2,635	29	..	..	3,182	547
Burma Circle ..	1	200—10—250	237·5	12	249·5	1	200—15—275	256·25	256·25	
	5	110—10—160	737·5	35	772·5	5	120—10—170	157·5	787·5	
	6	90—4—110	630	30	660	6	90—5—120	112	672	
	16	50—4—90	1,226·6	64	1,290·6	16	50—5—90	78	1,248	
	28	..	..	..	2,972	28	..	..	2,963	—9
GRAND TOTAL	151	..	..	..	14,330	151	..	..	16,693	2,363

3. As the figures below show, the result of these proposals would be seriously to aggravate existing inequalities. They give too much to the Northern Circle and too little to the Southern and Burma Circles, the effect of them in the case of the last named being actually to allow slightly less than the present scale. If they were sanctioned as they stand, the Circles less favourably treated would be dissatisfied and would very likely press to be raised to the level of the most favourably treated Circle. They entail rather more expenditure than the circumstances of the case seem to us to justify, and they do not provide what is wanted, namely, a solution which contains some promise of stability.

Circle.					Pre-war average.	Present average.	Proposed average.
					Rs.	Rs.	Rs.
Northern Circle	..	..	..	..	69·4	97·4	122·5
Southern Circle	..	..	..	..	66·3	80·3	92·8
Eastern Circle	..	..	..	..	72·5	94·1	112·1
Western Circle	..	..	..	..	78·7	94·1	109·7
Burma Circle	..	..	..	..	88·1	106·1	105·8

4. The Chief Engineer, Telegraphs, notes "There is some analogy between Telegraph Circle clerks and Postmaster-General's office clerks. There is also some analogy between Telegraph Divisional clerks and head clerks in offices of Superintendents of Post Offices. As I do not know what recommendations have been made for the clerks of Postmaster-General's offices, I am unable to make any suggestion." The knowledge which the Chief Engineer lacked would not, we think, have been of much use to him as there is necessarily a wide difference between offices of Postmasters-General which consist of something like 60 to 200 clerks and offices of

Directors of Circles which consist of, from 7 to 10 clerks, and the difference in the nature of the duties of clerks in offices of Superintendents of Post Offices and those of clerks in Telegraph Divisional Offices also is very great; if pay in the two were to be equalized the present pay in the Telegraph Divisional Offices would have to be materially reduced.

5. Our own conclusions in regard to these office establishments are that bearing in mind that they have always been well paid compared with other Government offices of equal status, and also the fact that as lately as in March 1919 a substantial increase of pay was sanctioned, there is not a strong case for a further large increase now. We think that a small increase in the pay of the higher appointments, coupled with the substitution for the lower grades of a time-scale such as that proposed by us for clerks of the Post Office, will meet the case. Our proposals are tabulated and compared with the present scale in the statement below. In further explanation of them we may say that the number of appointments in the Rs. 200—10—250 (proposed Rs. 220—10—270) grade is increased by one in order to provide for the Southern Circle a head clerk on the same pay as is allowed for the Northern and Eastern Circles; that we recommend an increase of the pay of the two higher grades in order to absorb war allowance, and further to admit a modest increase; and that the rates of pay proposed for the Western and Burma Circles are rather more liberal than those proposed for other Circles because the headquarters—where most of the clerks are posted—are at the expensive towns of Bombay and Rangoon.

Circle.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No.	Grade.	Pay.	W. A.	Total cost.	No.	Grade or time-scale.	Average pay.	Total average cost.	
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
Northern Circle	1	200—10—250	237·5	12	249·5	1	220—10—270	257·5	257·5	
	6	100—10—150	825	42	867	6	145—5—170	163·75	982·5	
	9	80—4—100	855	45	900	28	45—45—50—3—65—4—105—4—140*	84·2	2,357·6	
	19	40—4—80	2,166·6	126	1,392·6	..	..	..	..	
TOTAL ..	35	..	..	..	3,409	35	..	..	3,597	188
Southern Circle	1	150—10—200	187·5	9	196·5	1	220—10—270	257·5	257·5	
	2	100—10—150	275	14	289	4	145—5—170	163·75	655	
	3	80—4—100	285	15	300	19	45—45—50—3—65—4—105—5—140*	84·2	1,599·8	
	12	40—4—80	800	72	872	..	..	..	..	
	6	40	240	30	270	..	..	..	..	
TOTAL ..	24	..	..	..	1,927	24	..	..	2,512	585
Western Circle	1	200—10—250	237·5	12	249·5	1	220—10—270	257·5	257·5	
	6	100—10—150	825	42	867	6	145—5—170	163·75	982·6	
	7	80—4—100	665	35	700	29	45—45—50—3—65—4—105—5—140*	84·2	2,441·8	
	21	40—4—80	1,400	126	1,526	..	..	..	..	
	1	40	40	5	45	..	..	..	..	
TOTAL ..	36	..	..	..	3,387	36	..	..	3,681	294

* With efficiency bars at 73 and 105 stages.

statement below. They involve an additional expenditure of Rs. 691 a month or Rs. 8,292 per annum.

Circle.	PRESENT.					PROPOSED.				Net average increase per mensem.
	No.	Grade.	Pay.	W. A.	Total cost.	No.	Grade or time scale.	Average pay.	Total average cost.	
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.
Western Circle	1	200—10—250	237.5	12	249.5	1	230—10—280	267.5	267.5	
	4	100—10—150	28	578	578	4	150—6—180	172.5	690	
	5	80—4—100	475	25	500	23	50—50—60—3—105—5—140§	89.2	2,051.6	
	18	40—4—80	1,200	108	1,308					
TOTAL ..	28	..	..	...	2,635	28	..	..	3,009	374
Burma Circle ..	1	200—10—250	237.5	12	249.5	1	230—10—280	267.5	267.5	
	5	110—10—160	737.5	35	772.5	5	150—6—180	172.5	862.5	
	6	90—4—110	630	30	660	22	50—50—60—3—105—5—140§	89.2	1,962.4	
	16	50—4—90	1,226.6	64	1,290.6					
	28	..	..	..	2,972	28	..	..	3,092	120
GRAND TOTAL ..	151	..	..	..	14,390	..	..	..	15,891	1,501 or Rs. 18,732 per annum.

§With efficiency bars at 81 and 105 stages.

6. The circle averages under our proposals are contrasted below with the pre-war averages, the present averages, and the averages proposed by heads of Circles:—

Circle.				Pre-war.	Present.	Proposed by Directors.	Proposed by the Committee.
Northern	..	..	..	69.4	97.4	122.5	102.8
Southern	..	..	..	66.3	80.3	92.8	104.6
Eastern	..	..	..	72.5	94.1	112.1	102.2
Western	..	..	..	78.7	94.1	109.7	107.4
Burma	..	..	..	88.1	106.1	105.8	110.8

INFERIOR SERVANTS.

7. The proposals regarding menials received from Directors of Circles assume continuance of grain compensation allowance in all cases and are, we think, also otherwise open to objection. In our opinion grain compensation allowance should be absorbed in the revised scale of pay, and fixed monthly rates of pay need not be laid down for casual labour such as that of line and engine coolies, or for servants who need not always be whole-time employees of the Department, for example, sweepers, bhisties, and hamals. Coolies should be paid at the daily rates current in the locality and men whose services are required for part of a day only should be paid at a rate fixed with reference to the number of hours for which their services are engaged on a Government establishment. For the rest we think that rates of pay in conformity with what we have recommended for corresponding classes of servants in the Post Office will meet the case. Our proposals are shown in the

Class.	PRE-WAR PAY.		PRESENT PAY AND ALLOWANCES.		DIRECTOR'S PROPOSALS (G. C. A. BEING CONTINUED WHERE DRAWN).			COMMITTEE'S RECOMMENDATIONS.		REMARKS.
	Min.	Max.	Min.	Max.	Min.	Max.	No.	No.	Scale of pay.	
<i>Eastern Circle.</i>										
Duttry	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.			Rs.	
Duttry	..	15	..	23	..	25	1	1	20— $\frac{1}{2}$ —25	
Jemadar	..	12	..	18	..	20	1	1	20	
Peons	8	12	12	15	..	15	16	16	15— $\frac{1}{2}$ —20	
Farash	..	8	..	12	..	13	1	1	15— $\frac{1}{2}$ —20	
Chowkidar	..	10	..	13	..	13	1	1	15— $\frac{1}{2}$ —20	
Batterymen	9	16	13	19	15—	25	33	33	15— $\frac{1}{2}$ —20	
Line Coolies	10	15	13	18	15	19	82	Excluded		
Cable Guards	8	10	11	13	..	15	6	6	13— $\frac{1}{2}$ —18	
<i>Western Circle.</i>										
Duttry	12	20	26— $\frac{1}{2}$ —31	31	..	30	2	2	20— $\frac{1}{2}$ —25	
Jemadar	..	20	..	26	..	25	1	1	25	With a H. R. of Rs. 7 for those stationed in Bombay and of Rs. 4 for those in Kara-ohi.
Peons	8	16	13.8	24	..	20	19	9	20— $\frac{1}{2}$ —27	
	..	..	..	..	..	..	..	10	14— $\frac{1}{2}$ —19	
Batterymen	6	15	11.8	25	20	25	19	3	20— $\frac{1}{2}$ —27	
	..	..	..	..	..	..	..	10	17— $\frac{1}{2}$ —22	
	..	..	..	..	..	..	..	6	14— $\frac{1}{2}$ —19	
Hamal	..	12	..	18	..	20	1	Excluded		
Bhisties	4	5	6	7	No proposal			Excluded		
<i>Northern Circle.</i>										
Record Lifter	..	..	..	25	25—1—35		1	1	20— $\frac{1}{2}$ —25	
Duttries	10	14	16.8	23	18—1—25		2	2	20— $\frac{1}{2}$ —25	
Jemadar	..	12	..	20.8	20— $\frac{1}{2}$ —25		1	1	22	
Peons	7	12	12.8	16.8	15— $\frac{1}{2}$ —20		29	29	17— $\frac{1}{2}$ —22	
Chowkidars	6	13	10.8	12.8	12— $\frac{1}{2}$ —15		6	6	14— $\frac{1}{2}$ —19	
Sweepers	4	9	..	12.8	12— $\frac{1}{2}$ —15		7		(Excluded)	
Batterymen	7	15	16.8	20.8	15— $\frac{1}{2}$ —20—1—25		34	34	17— $\frac{1}{2}$ —22	
<i>Burma Circle.</i>										
Peons	13	15	18	19	19	20	21	7	20— $\frac{1}{2}$ —25	
	..	..	..	..	..	..	..	149	19— $\frac{1}{2}$ —24	
Cable guards	..	15	..	18	18— $\frac{1}{2}$ —28		4	4	19— $\frac{1}{2}$ —24	
<i>Southern Circle.</i>										
Duttry	..	..	..	26	..	25	1	1	20— $\frac{1}{2}$ —25	
Jemadar	..	..	..	18.8	..	20	1	1	20	
Peons	8	9	12.8	17.8	..	15	16	16	15— $\frac{1}{2}$ —20	
Watchmen	..	7	10.8	11.8	9	10	2	2	13— $\frac{1}{2}$ —18	
Batterymen	5	14	13.8	18.8	15	20— $\frac{2}{2}$ —30	17	17	18— $\frac{1}{2}$ —20	

8. As regards initial pay on the new scale we recommend that in the case of clerks in the higher grade, namely, those on Rs. 230—10—280, Rs. 220—10—270, Rs. 150—6—180, and Rs. 145—5—170, the ordinary rule may be followed, there

being no sufficient reason for special treatment, and that in the case of clerks absorbed in the time-scale and of menials for whom such a scale is now proposed, the rules to be applied be those proposed for clerks and menials of the Post Office. We also recommend that the revision should take effect from the 1st December 1919.

9. As regards local allowances our recommendations in chapter XII will apply in these cases also.

In conclusion we desire to express our cordial appreciation of the services of our Secretary, Mr. P. N. Mukerjee. Confronted with an extremely difficult and onerous task, he has carried it out with much credit to himself and to the Department to which he belongs. Our thanks are also due to the Manager of the Government Monotype Press for the promptitude and efficiency with which he has served us.

We have the honour to be,

SIR,

Your most obedient Servants,

H. N. HESELTINE,

President.

• HENRY LEDGARD,

E. A. DORAN,

K. S. RANGACHARI,

ESHAN AZIM,

Members.

P. N. MUKERJEE,

Secretary.

