

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Enclosures

1909.

Regd.

Spare copies

G.O., No. 524, 17th September 1909.

College of Engineering.

Requesting the Director of Public Instruction to formulate in consultation with the Chief Engineer definite proposals regarding the addition required to the cadre of the upper subordinate establishment of the Public Works Department in order to provide for additional appointments in the subordinate staff of the — and appointing Messrs. Jordan, Lakshminarayana Rao and Swaminatha Aiyar as additional instructors of the college.

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பாதுகாப்பு பிரிவு

செய்ப்பணிப்பவர் பெயர்

செய்ப்பணிப்பவர்களுக்கு எடுத்துக்

கொள்ளப்பட்ட நாள்.

செய்ப்பணிப்பு முடிந்த நாள்.

25/9/10
சரிபார்க்கும்
முதல் முநிபாள
கையொப்பம்

28/8/10
சரிபார்க்கும்
2ம் முநிபாள
கையொப்பம்

28/8/10
ஆராய்ச்சி
உதவியாளர்
கையொப்பம்

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

Letter—from the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public Instruction.

To—the Secretary to Government, Educational Department (through the Accountant-General).

Dated—Madras the 17th July 1909.

No.—Ref. on Cur. 2123.

In connection with the reorganisation of the college classes and the introduction of the revised syllabuses, the Principal, College of Engineering, submits proposals for the revision of the college staff.

2. The first Upper and Lower Subordinate classes under the new rules were admitted in July 1907 and the first Engineer class in July 1908, and owing to the bifurcation of the courses of instruction for the Civil and Mechanical Engineer classes sanctioned in G.O., No. 342, Educational, dated 7th May 1908, the intermediate division of the Engineer class will enter on the separate courses this month and the third year Upper and Lower Subordinate classes will take on their more advanced work, so much so that the Principal thinks that effective additions to the staff are essential if the courses of instruction laid down are to be properly dealt with. The following is a comparative statement of the number of classes under the old and revised rules:—

Old Rules.

	Classes.
Engineer. 1st year	3
2nd "	
3rd "	
Engineer Subordinate (2½ years' course)	2½
Sub-Overseer and Surveyor (2 years' course)	2
Draftsman (2 years' course)	2
Total	9½

Revised Rules.

Engineer. 1st year	1
2nd "	2
3rd "	2
Upper Subordinate (3 years)	3
Lower Subordinate (3 years)	6
Military Probationers	1
Total	15

3. The reason for putting down six classes for Lower Subordinates is that the number of classes is taken as double the number of divisions, because 60 students are admitted each year and one teacher cannot look after more than half that number. It will not, however, be necessary to provide at once for all these classes, as owing to the comparatively small number of students admitted during the last two years to the Lower Subordinate class, the size of each division is not beyond the capacity of one teacher. Thus on the reopening of the college this month there will be 12

	Classes.	
Engineer Subordinate, I	1	Old rules,
" " II	2	Civil and
" " III	1	Mechanical.
Upper "	3	
Lower "	4	
Military Probationers	1	
	12	

classes as noted in the margin and in July 1910 there will be 14 classes with the additional Engineer and Lower Subordinate classes, and the maximum will be reached in July 1911. The Principal urges that as the existing staff has

always worked up to its utmost capacity extra assistance should be provided from this term onwards to cope with the extra work caused by the larger number of classes. Moreover, the bifurcation of the Engineer classes will increase the amount of advanced teaching entailed on the senior members of the staff who would consequently require some help to carry on their present teaching work. The Principal therefore suggests the creation of a few new appointments senior to some of those now existing as he thinks that the salaries attached to the present junior appointments are not sufficient to attract men competent to do the work.

4. With regard to the recruitment of men for the proposed and existing junior appointments, Mr. James says that it is altogether impossible to get the stamp of men required so long as they are retained in the Educational service, and he therefore requests a reconsideration of the orders passed in G.O., No. 586, Educational, dated 7th September 1907, refusing to accept the recommendation of the college reorganisation committee in regard to the recruitment of the Subordinate staff from the Public Works Department for a definite period. He is of opinion that the men on the college staff should be the pick of those in the technical services from which they can be drawn for the work, that they should be regarded from quite a different standpoint to ordinary subordinates in the Educational Department, and that these men should be posted to the college only for a limited period of, say, three years. I beg to support the Principal's views in this respect and request that Government may be pleased to reconsider their decision as regards the recruitment of the subordinate staff as the Principal has been unable to obtain from outside the Public Works Department men of the required stamp and with practical knowledge to fill up vacancies in the staff.

5. With regard to the additional staff required for the college, the present sanctioned scale consists of the following teaching staff:—

Principal	Special appointment.
Professor of Mechanical Engineering.	} Indian Educational Service.
Professor of Civil Engineering.	
Professor of Mathematics.	} Provincial Educational Service.
Instructor in Civil Engineering.	
Instructor in Surveying and Drawing.	
Instructor in Mechanical Engineering	Special appointment Rs. 450.

	RS.
Assistant Instructor in Surveying and Drawing	150—200
Do. in Drawing	100—150
Do. in Surveying	100—150
Second Assistant Instructor in Surveying	75—100
Do. in Drawing	75—100
Additional Assistant Instructor	75—100
Two Vernacular Assistants	60—80

6. The Principal suggests the following as the minimum scale of staff required for the current term:—

Mechanical Engineering—

- 1 Professor Indian Educational Service.
1 Instructor on Rs. 450.
3 Assistants on Rs. 100—150, 120, 100.

Civil Engineering—

- 1 Professor (Indian Educational Service).

Engineering—

- 1 Instructor (Provincial Educational Service).
4 Assistants on Rs. 250, 150—200, 150, 100—150.

Surveying—

- 1 Instructor (Provincial Educational Service).
2 Assistants on Rs. 75—100 each.

Mathematics—

- 1 Professor (Provincial Educational Service).
1 Assistant Lecturer on Rs. 60—80.

Science—

- 1 Assistant Lecturer on Rs. 60—80.

7. This involves the addition of three Assistant Instructors on Rs. 250 (this pay being fixed so as to make it attractive to a first-grade overseer) Rs. 120 and 100—two for Mechanical Engineering and one for Civil Engineering—and the substitution of a higher paid appointment of third Assistant in Civil Engineering on Rs. 150 in the place of the additional Assistant Instructor on Rs. 75—100.

8. In the circumstances set forth by the Principal, I consider the additional staff proposed to be necessary, but the scale of pay proposed by him seems to admit of some reduction.

9. I propose the following scale, so far as the subordinate staff referred to by the Principal is concerned:—

	RS.
<i>Mechanical Engineering—</i>	
First Instructor	125—5—150
Second do.	100—5—125
Third do.	75—5—100
	} new posts.
<i>Civil Engineering—</i>	
First Assistant Instructor	150—10—200 (new)
Second do.	150—10—200
Third do.	*100—5—125
Fourth do.	75—5—100
<i>Surveying—</i>	
First Assistant Instructor	100—5—125
Second do.	75—5—100
<i>Science and Mathematics—</i>	
First Assistant in Science	75—5—100
Do. in Mathematics	75—5—100

* In place of the post on Rs. 75—2½—100.

If Government approves of this scale I beg to request that early sanction may be accorded so as to allow of its introduction, with effect from the 1st proximo. The extra cost on account of these proposals will be about Rs. 2,450 for the seven months of the current year, over and above the existing provision, and this amount can be met by reappropriation from the Educational budget.

The necessary proposition and reappropriation statements are herewith submitted.

ENCLOSURES.

STATEMENT OF proposition for revision of establishment.

Order sanctioning present establishment.	Date.	Office to which the proposition refers.	Nature of charge.										Proposition.				
			Present scale.					Proposed scale.					Permanent.	Increase or Decrease per month.			
			Number.	Designation.	Pay.			Average cost.	Number.	Designation.	Pay.				Average cost.		
Minimum.	Increment.	Maximum.			Minimum.	Increment.	Maximum.										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
			1	Principal	1,000	50	1,250	1,166	10	1	Principal	1,000	50	1,250	1,166	10	
			1	Professor of Mechanical Engineering						1	Professor of Mechanical Engineering						
			1	Professor of Civil Engineering						1	Professor of Civil Engineering						
			1	Professor of Mathematics						1	Professor of Mathematics						
			1	Instructor in Surveying and Drawing						1	Instructor in Surveying and Drawing						
			1	Instructor in Engineering						1	Instructor in Engineering						
			1	Mechanical Instructor	450		450	450	1	Instructor, Mechanical Engineering	450		450	450			
			1	Assistant Instructor in Surveying and Drawing	150	5	200	180½	1	Workshop Instructor	200		200	200			
			2	Assistant Instructors. One in Surveying and one in Drawing at Rs. 100—6—150 each.	200		300	261½	1	1st Assistant Instructor, Mechanical Engineering.	125	5	150	141½			
			1	Workshop Instructor	200		200	200	1	2nd Assistant Instructor, Mechanical Engineering.	100	5	125	116½			
			3	Assistant Instructors at Rs. 75—2½—100	225		300	270½	1	3rd Assistant Instructor, Mechanical Engineering.	75	5	100	91½			
			2	Verbaenker assistants each on Rs. 60—2—80.	120		160	144½	1	First Assistant Instructor, Civil Engineering.	150	10	200	183½			
			1	Foreman fitter	50	5	75	66½	1	Second Assistant Instructor, Civil Engineering.	150	10	200	183½			
			1	Foreman Carpenter	45	3	60	55	1	Third Assistant Instructor, Civil Engineering.	100	5	125	116½			
			1	Instrument repairer	30	3	45	40	1	Fourth Assistant Instructor, Civil Engineering.	75	5	100	91½			
									1	First Assistant Instructor, Surveying	100	5	125	116½			
									1	Second Assistant Instructor, Surveying	75	5	100	91½			

sanctioning present establishment.	Number.	Date.	Office to which the proposal refers.	Number.	Designation.	Pay.			Average cost.	Number.	Designation.	Pay.			Average cost.	Amount.	Increase per month.	Decrease per month.	Grounds of proposition.
						Minimum.	Increment.	Maximum.				Minimum.	Increment.	Maximum.					
	1	24th December 1908.	G.O., No. 849, Educational.	4	5					10	11								Wide Covering letter.
				1	Gymnastic Instructor	20	2	40	32	1	Assistant in Science	75	5	100	91				
				1	Superintendent of Military Students	20	3	40	22	1	Assistant in Mathematics	75	6	100	91				
				1	Accountant	80	2	80	80	1	Foreman Fitter	50	5	75	66				
				1	Head clerk	40	2	60	58	1	Foreman Carpenter	45	3	60	55				
				1	First Assistant clerk	20	2	40	33	1	Instrument repairer	30	8	45	40				
				1	do.	20	1	25	23	1	Gymnastic Instructor	20	2	40	32				
				1	Workshop Instructor	25	2	50	26	1	Superintendent Military Students	20	2	40	32				
				1	Storekeeper and Librarian	30	2	50	43	1	Accountant	80	2	80	80				
				20	Menial establishment	23		23	228	1	Head clerk	40	2	60	58				
										1	First Assistant clerk	20	2	40	33				
										1	Second do.	20	1	25	23				
										1	Workshop Instructor	25	2	50	26				
										1	Storekeeper and Librarian	30	2	50	43				
										30	Menial establishment	23		23	228				
											Total				3,846				

REAPPROPRIATION statement to accompany all applications for sanction to expenditure not provided for in the budget or for additional allotments.

Educational Department or Office.

Major, minor, sub and detailed heads of budget.	Heads of estimate proposed to be increased.				Heads of estimate proposed to be reduced.			
	Amounts as in the sanctioned estimate.	Actual expenditure up to date.	Probable expenditure during remainder of the year.	Amount of additional allotment required.	Amounts as in the sanctioned estimate.	Actual expenditure up to date.	Probable expenditure during remainder of the year.	Amount available for re-appropriation.
1	2	3	4	5	6	7	8	9
22. D. EDUCATION—GOVERNMENT COLLEGES.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.
Professional—College of Engineering—Salaries.	66,226	68,676		2,450				
23. B Education—Inspection—Salaries.					4,00,732	3,98,282		2,450

No. P.A.-3/5482, dated 29th July 1909.

Forwarded to the Secretary to the Government of Madras, Educational Department.

2. The entries in the column "Present scale" have been compared with the registers of this office and are correct.

3. There is no audit objection to the proposal being sanctioned by Government.

4. The proposed reappropriation requires the sanction of Government in the Financial Department.

A. MONTAGU BRIGSTOCKE,
Accountant-General.

II

Letter—from the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public Instruction.

To—the Secretary to Government, Educational Department.

Dated—Madras, the 27th August 1909.

No.—Ref. on C. 2123.

In continuation of my letter Ref. on C. No. 2123, dated 17th July 1909, I have the honour to state that the Acting Principal, College of Engineering, who was asked to redistribute the work of the present staff pending the sanction of Government to the proposals for additional staff for the college, reports that the only possible redistribution has necessitated certain assistants being allotted classes in subjects of which they are either ignorant or have very little knowledge, and that in some cases two classes have to be taken together. He says that the present arrangement is unfair both to the staff and the students and that if it has to be continued much longer, the session's work of the whole college will be seriously affected.

In these circumstances, the Principal requests sanction for the immediate employment of at least two additional assistant instructors in the college.

Order—No. 524, Educational, dated 17th September 1909.

Before passing final orders on the proposals submitted by the Director of Public Instruction for the revision of the subordinate staff of the College of Engineering and for the recruitment of that staff from the Public Works Department, the Government desire that the Director of Public Instruction should formulate definite proposals, in consultation with the Chief Engineer, in regard to the addition which

would be necessary to the cadre of the upper subordinate establishment of the Public Works Department in order to provide for these posts, and in regard to the scales of pay to be fixed for them.

2. In the meantime, in view of the fact that three additional assistant instructors are urgently required to carry on the work of the college, the following officers will be appointed additional assistant instructors:—

- (1) Mr. E. T. Jordan, overseer (first grade.),
- (2) M.R.Ry. B. Lakshminarayana Rao, overseer (second grade.),
- (3) " V. S. Swaminatha Aiyar, temporary overseer on Rs. 80.

While employed in the college, these officers will draw a consolidated pay equivalent to the pay and allowances which they would be entitled to if employed on Public Works Department duty in the Presidency town. Orders will issue in the Public Works Department placing these officers at the disposal of the Principal, College of Engineering, and directing them to join their appointments in the college immediately.

3. The Director of Public Instruction will be requested to submit at an early date a proposition statement to provide for these three additional appointments.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

To the Director of Public Instruction.
" Public Works Department.
" Financial Department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 524, EDUCATIONAL, DATED 17TH SEPTEMBER 1909.

[SUBJECT.—Additional Instructors for the College of Engineering, Madras.]

Previous papers.			
G.O., No. 723,	Edl., dated	12th December	1904.
" " 655	" "	3rd October	1905.
" " 37	" "	20th January	1906.
" " 657	" "	10th October	"
" " 159	" "	20th March	1907.
" " 222	" "	15th April	"
" " 468	" "	20th July	"
" " 471,	Mis.,	22nd "	"
" " 492	" "	1st August	"
" " 586,	Edl.,	7th September	"
" " 342	" "	7th May	1908.
" " 390	" "	23rd "	"
" " 612	" "	28th August	"
" " 849	" "	24th December	"
" " 191	" "	29th March	1909.

From the Director of Public Instruction, dated 17th July 1909, No. 2123..

The Director of Public Instruction requests the sanction of Government—

- (1) to the appointment of three more Assistant Instructors on the staff of the College of Engineering and
- (2) to the recruitment of the subordinate staff of the college from the Public Works Department.

2. (1) *Appointment of three additional Assistant Instructors.*—The committee appointed to consider the question of reorganising the College of Engineering recommended that the staff of the college should consist of eighteen members as follows:—

- (1) Principal,
- (2) & (3) One Professor of Mathematics and one Assistant,
- (4) to (9) One Professor of Mechanical Engineering and five Assistants, one of whom must be a Science Assistant,
- (10) to (17) One Professor of Civil Engineering and seven Assistants, and
- (18) One Gymnastic and Drill Instructor.

In arriving at the strength of the staff required for the college, the committee proceeded on the basis of a 15-hour lecture week, and on the assumption that the Principal would be able to assist the two Engineering Professors by lecturing eight hours a week. The committee further observed that three hours' lecturing a day was as much as could be expected of any man who had to keep himself abreast of modern developments in "Engineering" and gave a reasonable time for the preparation of his lectures.

3. The existing staff of the College of Engineering, excluding the Workshop Instructor, consists of—

Nos. (1) and (7) are special appointments, outside the Indian and Provincial Educational services. Nos. (2) and (3) are in the Indian Educational Service, Nos. (4) to (6) in the Provincial Educational service and Nos. (8) to (16) in the Subordinate Educational service.
K.R.—4-8-09.

- (1) Principal.
- (2) Professor of Civil Engineering.
- (3) Professor of Mechanical Engineering.
- (4) Professor of Mathematics.
- (5) Instructor in Civil Engineering.
- (6) Instructor in Surveying and Drawing.
- (7) Instructor in Mechanical Engineering.
- (8) Assistant Instructor in Surveying and Drawing.
- (9) & (10) Two Assistant Instructors in Surveying.
- (11) & (12) Two Assistant Instructors in Drawing.
- (13) to (15) Three additional Assistant Instructors.
- (16) A Gymnastic Instructor.

One of the three additional Assistant Instructors * apparently assists the Professor of Mathematics and the other two the Professor of Mechanical Engineering.

* That is Nos. (13) to (15).

The Professor of Civil Engineering has thus got seven Assistants, the Professor of Mechanical Engineering three Assistants, and the Professor of Mathematics one Assistant. Hence only two more Assistants to the Professor of Mechanical Engineering have to be appointed to bring the present staff up to the standard recommended by the college reorganisation committee.

4. But for carrying on the work of the current term, the Principal of the College (Mr. James) considers that the following staff of three Professors and 11 Assistants, is the minimum staff required, as against the existing staff of three Professors and 11 Assistants and against the staff recommended by the committee of three Professors and thirteen Assistants:—

one Professor of Mechanical Engineering and four Assistants,
one Professor of Civil Engineering and eight Assistants,
one Professor of Mathematics and one Assistant, and
one Science Assistant.

† One for Civil Engineering and two for Mechanical Engineering.

K. RANGASWAMI AYYANGAR.

mended by the committee. The reason for the immediate appointment of the additional staff is that there are at present 12 sections in the college compared with 9½ sections under the old rules.

Appendix to G.O., No. 37, Educational, dated 20th January 1906.

5. Under the rules which were in force prior to 1st April 1907, there were four classes in the College of Engineering, namely—

- (1) Engineer class, three years' course.
- (2) Engineer Subordinate class, 2½ years' course.
- (3) Sub-Overseer and Surveyor class, 2 years' course.
- (4) Draftsman class, 2 years' course.

6. According to the revised rules approved in G.O., No. 159, Educational, dated 20th March 1907, the Sub-Overseer and Surveyor class and the Draftsman class were amalgamated into a single class called the Lower Subordinate class and an additional class for Military Probationers was formed. There are thus four classes in the college, namely—

- (1) Engineer class, 3 years' course.
- (2) Upper Subordinate class, 3 years' course.
- (3) Lower Subordinate class, 3 years' course.
- (4) Military Probationers' class, 1 year's course.

7. The new rules came into force on 1st April 1907 and the first Upper Subordinate and Lower Subordinate classes were formed in July 1907 and the first Engineer class in July 1908. Owing to the bifurcation of the courses of instruction for the Civil and Mechanical Engineer classes sanctioned in G.O., No. 342, Educational, dated 7th May 1908, the intermediate division of the Engineer class, that is, the Engineer class, which was formed in July 1908, will have to be divided into two sections for separate instruction in Civil and Mechanical Engineering.

8. The total number of sections which will hereafter have to be held in the college will be 15 as shown below:—

	Sections.
Engineer class { 1st year	1
2nd "	2
3rd "	2
Upper Subordinate class, 3 years	3
Lower Subordinate class, 3 years	6
Military Probationers' class, 1 year	1
Total	15

9. In the above statement the number of sections of the Lower Subordinate class under the revised rules is given as 6. Under rule 26 of the College rules the strength of this class is fixed at 60 in consequence of the amalgamation of the old Sub-Overseer and Surveyor and Draftsman classes, and as one teacher cannot look after more than half that number of boys, each of the three divisions of the class has to be divided into two sections, thus making six sections in all. During the last two years, however, the full number of sixty students was not admitted into the lower subordinate class, so that the size of the first two divisions is not, according to the Director of Public Instruction, beyond the capacity of a single teacher. There are thus only twelve sections in the college at present as shown below:—

Engineer class, first division (old rules)	1 section.
Engineer class, second division (new rules)	2 sections, one civil and the other mechanical.
Engineer class, third division (new rules)	1 section.
Upper subordinate class, three divisions (new rules)	3 sections.
Lower subordinate class, three divisions (new rules)	4 "
Military probationers	1 section.
Total	12 sections.

10. It is, however, expected that in July 1910 there will be fourteen sections, as the first division of the Engineer class and the second division of the lower subordinate class also will then consist of two sections each; and that in July 1911 there will be fifteen sections as the first division of the lower subordinate class also will then consist of two sections. The Principal urges that as the existing staff has always worked up to its utmost capacity, extra assistance should be provided from this term onwards to cope with the extra work caused by the larger number of classes. Moreover the bifurcation of the Engineer classes

will increase the amount of advanced teaching entailed on the senior members of the staff who would consequently require some help to carry on their teaching work. The Principal therefore suggests the creation of a few new appointments.

11. The Director of Public Instruction agrees with Mr. James that the additional staff proposed by the latter officer is necessary but considers that the scale of pay proposed by him admits of reduction. He therefore recommends that the subordinate staff of the college be reorganized as follows:—

Present scale.				Proposed scale.			
Number.		Pay.	Average cost.	Number.		Pay.	Average cost.
1	Assistant on ..	150-5-200	180	2	Assistants each on ..	50-10-200	366
2	Assistants each on ..	100-5-200	261	1	Assistant on ..	25-5-150	141
3	Assistants each on ..	75-2-100	270	3	Assistants each on ..	50-5-125	350
2	Assistants each on ..	60-2-80	141	5	Assistants each on ..	75-5-100	452
8	Assistants ..	Total ..	850	11	Assistants ..	Total ..	1,316

The Director's proposals involve an increased cost of Rs. 450 $\frac{1}{2}$ per mensem as against an increase of Rs. 543 $\frac{1}{2}$, which the scale proposed by the Principal would involve.

12. The Director of Public Instruction requests that early sanction may be accorded to these proposals so as to allow of the introduction of the revised scale from the 1st instant. The extra cost during the current year will be about Rupees 2,450 and the Director of Public Instruction proposes to meet it by reappropriation from the savings under *Inspection—Salaries*.

13. It is for consideration whether the Director of Public Instruction's proposals may be sanctioned. The need for the additional staff appears to have been made out.

14. (2) *Recruitment of the subordinate staff of the College from the Public Works Department.*—The committee appointed to advise on the reorganization of the college at first recommended that the entire staff of the college should be recruited from the Public Works Department and that the administration of the college should be in the hands of the Chief Engineer. But Mr. deWinton, the Chief Engineer, was strongly opposed to these proposals. He considered that the college should remain under the Educational Department and that the superior staff should be recruited from Europe in the Educational Department, the Public Works Department being indented upon only to supply temporary vacancies. The Government concurred with the Chief Engineer and requested the committee to reconsider the question.

15. The committee then reported that the administration of the college might remain with the Educational Department but that the staff should be recruited only from the Public Works Department, the cadre of that department being increased if necessary to provide for it. The Government were at first disposed to accept the recommendation of the committee, but on further and fuller consideration, came to the conclusion that it was neither expedient nor desirable to draw the teaching staff of the college from the Public Works Department. They considered that for professorial work special qualities and training were required which could not always be secured in men selected for a department whose duties were primarily of an executive character and that to supply

Paragraph 16 of the committee's report on page 6 of G.O., No. 655, Educational, dated 3rd October 1905.

Vide Mr. deWinton's n.o. note on page 14 of the notes in G.O., No. 655, Educational, dated 3rd October 1905, and paragraph 11 of the Government Order, page 28.

Paragraph 11 of the committee's report on page 4 of G.O., No. 657, Educational, dated 10th October 1906.

Paragraph 11 of G.O., No. 657, Educational, dated 10th October 1906.

G.O., No. 586, Educational, dated 7th September 1907.

Public Works Department. They considered that for professorial work special qualities and training were required which could not always be secured in men selected for a department whose duties were primarily of an executive character and that to supply

suitable men from the Public Works Department would interfere with its proper recruitment. They therefore decided that the college staff should be recruited by the Educational Department—vide G.O., No. 586, Educational, dated 7th September 1907.

16. In reply to a reference from the Director of Public Instruction enquiring whether the above orders applied to the entire staff of the college including the subordinate members, or only to the senior members of the staff, the Government stated that it was intended that the entire staff of the college including the subordinate members should be recruited by the Educational Department. They also directed the Director of Public Instruction to advertise for candidates, if necessary, when vacancies were likely to occur among the members of the subordinate staff of the college—vide G.O., No. 390, Educational, dated 20th May 1908.

17. The Principal (Mr. James) now submits that "it is altogether impossible to get the stamp of men required" for the subordinate staff of the college, "so long as they are retained in the Educational service. He considers that "the men on the college staff should be the pick of those in the technical services from which they can be drawn for the work; that they should be regarded from quite a different standpoint to ordinary subordinates in the Educational Department; and that these men should be posted to the college for only a definite period of, say, three years." He therefore requests a reconsideration of the orders in G.O., No. 586, Educational, dated 7th September 1907, regarding the recruitment of the college staff in the Educational Department.

18. The Director of Public Instruction supports the Principal's request and states that the Principal has been unable to obtain from outside the Public Works Department "men of the required stamp with practical knowledge to fill up vacancies in the staff."

19. The reason now assigned for a reconsideration of these orders is that suitable men with practical knowledge are not available outside the Public Works Department. But it seems altogether impossible to get a Science assistant, or a Mathematics assistant or an instructor in Mechanical Engineering from the ranks of the Public Works Department. Only instructors in Civil Engineering can be got from that department, but even then, it is extremely doubtful whether a sufficient supply of specialists in drawing or surveying qualified for professorial work can be found there. Granting that suitable men with practical knowledge are found in the Public Works Department to fill the college appointment then, if as proposed by the Principal, they are to be retained in the college for a period of only three years, no great good is likely to result from such an arrangement. For, as soon as a man gains experience in teaching and becomes useful as a teacher, he will have to go back to the Public Works Department and a new man will have to be taken in his place. This seems not to be in the interests of the college.

20. The Principal seems to lay stress on the practical knowledge of the candidates for appointment as assistant instructors in the college. But in the college only the principles of engineering are taught and the actual application of these principles to works is left to be learnt by the students in their practical course which extends over a year. In these circumstances, it does not appear that any great weight attaches to the argument that the assistant instructors should be men with practical knowledge.

21. It is therefore for orders whether the decision in G.O., No. 586, Educational, dated 7th September 1907, may be reconsidered so far as it relates to the recruitment of the subordinate staff of the college. Attention is in this connection invited to the notes in G.O., No. 390, Educational, dated 20th May 1908. There appears to be no objection to select men from the Public Works Department and appoint them to the college permanently. But to appoint Public Works Department men to the college temporarily and to change them every three years would seem to be neither in the interests of the college nor in those of the Department of Public Works.

22. From paragraph 10 of the Director of Public Instruction's letter, it would appear that it is proposed to introduce the revised scale of establishment with effect from 1st August 1909. The circumstances which have given rise to the present proposal are not at all unexpected and the necessity for the proposed increase of establishment might well have been foreseen long ago; and the proposals now made could have been submitted in time for the issue of orders before the 1st August after consideration by Government. No explanation has been furnished as to why these proposals were not submitted earlier or why the necessity for the increased staff was not foreseen and provision made for it in the budget estimate. The question of the recruitment of the subordinate staff which has been raised in the present letter cannot, it is submitted, be disposed of without reference to the Public Works Department. It is therefore submitted that the papers may be forwarded to the Public Works Department *n.o.* for remarks on the proposal of the Director of Public Instruction regarding the alteration of the system of recruitment of the subordinate teaching staff of the College of Engineering. Orders on the reorganization of the staff may perhaps issue at once, the question of recruitment of staff being taken up afterwards.

T.K.—4-8-09.

K. RANGASWAMI AYYANGAR—4-8-09.

Orders may, I submit, issue at once sanctioning the addition of three assistants on the pay proposed by the Director of Public Instruction. Good reasons have been given for the addition.

2. The question of recruitment may be taken up after the issue of orders on the above point. But it may be pointed out now that there seems to be some inconsistency in the proposal. Mr. James says that men should be taken from the Public Works Department for three years and the pay proposed to be given is fixed so as to attract good overseers. But the pay of many of the assistants is incremental and if a man is to stay for only three years and then be replaced the highest salary will never be more than the initial salary *plus* three increments. This won't attract men. However this matter may be considered subsequently.

C. A. SOUTER—5-8-09.

Submitted that the joint opinion of Mr. James and Dr. Bourne regarding the need for this increase of staff must necessarily be accepted.

2. The question whether the subordinate staff should be on the Educational Department list or not may be separately considered.

3. Dr. Bourne may be requested not to *rush* Government like this.

W. FRANCIS—6-8-09.

The papers must go to Public Works Department for remarks. I don't know whether the men required can be supplied and this must be found out first.

2. The pay on incremental system for men borrowed for three years is on the face of it absurd.

M. H[AMMICK]—7-8-09.

To the Public Works Department for remarks.

W. FRANCIS—9-8-09.

PUBLIC WORKS DEPARTMENT.

The remarks of the Public Works Department are required on the proposal to recruit the subordinate staff of the College from the *personnel* of the Public Works Department. There seems no *prima facie* objection, provided the *cadre* of this Department is correspondingly increased. Any such increase will require the sanction of the Government of India. The proposed scale of subordinate staff of the College is shown on page 4 of the notes—there being eleven men in all. The rates of pay do

not correspond with Public Works Department gradings, and they would have to be

Yes.

P. HAWKINS.

altered if the men are to be drawn from this department. Such men would, it is thought, be entitled to their grade pay

plus presidency allowance and house-rent, so as to place them on an equality with men of their own standing serving the Department of Public Works in the town of Madras. It would not be necessary to make an immediate increase of eleven to the upper subordinate *cadre*; but power should be obtained to increase the *cadre* from

Yes.

P.H.

time to time, according to the needs of the College, subject to a maximum of eleven.

R. PARSONS—11-8-09.

This question also came up last year in connection I think with an application for a subordinate to fill an appointment in the College. I should like to see those notes.

P. HAWKINS—12-8-09.

Please see the notes with G.O., No. 759 W., dated 2nd July 1908, which are probably what are referred to.

R. PARSONS—16-8-09.

This is not the case. In the case I refer to I wrote a note on the general question.

P. HAWKINS—16-8-09.

A good deal would depend upon how soon the men were wanted. If several were required simultaneously or within a short period we should find it very difficult to supply good men, without considerable detriment to works, and the Principal would probably object to being supplied with a selection of men whose services we might consider we could best spare. We are often short of senior subordinates as it is. In any case I submit that an approximate forecast of the dates by which men would probably be required should be furnished and we should increase our *cadre* some time before such dates so as to maintain our standard.

P. HAWKINS—25-8-09.

I noted on the subject in the notes of G.O., No. 586, Educational, dated 7th September 1907.

2. The present question I take it relates to the junior assistants only. The number required is a fixed number and I see no objection to its being a recognised duty of the Public Works Department to supply the required number, provided the *cadre* of the department is increased accordingly and provided the men are paid the pay of their Public Works Department grades *plus* presidency allowance and house-rent. As noted by the Under Secretary above we are short of senior subordinates and this will continue until the Public Works Department upper subordinate *cadre* is revised. Proposals for doing this have been made by the Chief Engineer in his note on the Establishment Committee's report, pages 47—56.

3. Proposals for altering the *cadre* require the sanction of India.

F. J. WILSON—27-8-09.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

I think Honourable Member's remark on page 7 above "I don't know whether the men required can be supplied"—applied to the three men who are wanted immediately, and not to the eleven men who would be wanted for the staff were the whole subordinate staff recruited from the Department of Public Works eventually.

2. The three men immediately required are two Assistant Instructors in mechanical engineering, one on Rs. 100—5—125 and the other on Rs. 75—5—100, and an Assistant Instructor in civil engineering on Rs. 150—10—200. These rates of pay need not, apparently, be rigidly adhered to in the case of the three men pending an answer to the question whether the whole subordinate staff should be recruited from the Department of Public Works, and the cadre of that department enlarged to correspond. It would seem to be enough if, supposing Department of Public Works can find suitable men, they were given their grade pay *plus* presidency and house-rent allowances, like other subordinates of the department employed in Madras, *within the above limits*.

3. Will Department of Public Works please say if they could, in spite of the present short supply of senior subordinates (Public Works Department Secretary's note of 27th August 1909) supply three men suitable for these three posts? The Principal says that he cannot get them elsewhere.

The Assistant Instructor on Rs. 100—5—125 to replace the present post on Rs. 75—2½—100, to which the Director of Public Instruction refers in his present letter can apparently wait. All that seems to be wanted immediately are the three men above, so that the work of the classes for the present term may not be interrupted.

W. FRANCIS—31-8-09.

From the Director of Public Instruction, dated 27th August 1909, No. 2123.

In continuation of his letter R.C. No. 2123, dated 17th July 1909, submitting proposals for the additional staff required for the College of Engineering, the Director of Public Instruction requests that sanction may be accorded for the immediate employment of two additional Assistant Instructors.

2. The previous letter of the Director of Public Instruction was sent u.o. to the Public Works Department on the 9th instant. That department may now be requested to return the file with its remarks at an early date.

T. K. ARUNACHALA AIYAR—30-8-09.

K. RANGASWAMI AIYANGAR—30-8-09.

C. A. SOUVIER—30-8-09.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

The file came back from the Public Works Department on 30th August 1909. But it was returned to that department u.o. with a further note by the Secretary on 31st August 1909. This paper may await the return of the file.

K. RANGASWAMI AIYANGAR—1-9-09.

C. A. SOUTER—2-9-09.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

Three Assistant Instructors, two in mechanical engineering and one in civil engineering, are wanted immediately for the College of Engineering, and the Educational Secretary enquires whether in spite of the present shortage of senior subordinates in this department, three men suitable for the above three posts can be supplied. The Principal says that he cannot get them elsewhere.

2. If, in the circumstances, it is considered that the men may be deputed, a selection may be made from the following subordinates, their places being supplied by appointing passed students of the college:—

Two Assistant Instructors in mechanical engineering.—Two out of the three following subordinates with mechanical engineering qualifications may be selected:—

(1) B. Lakshminarayana Rao, B.A., B.E. (mechanical engineer), overseer, 2nd-grade, Tank Restoration Scheme division, III Circle (he was from July to December 1907 a temporary Assistant Instructor in the College of Engineering).

(2) V. S. Swaminatha Aiyar, B.A., M.E., Temporary Overseer, on Rs. 80, Trichinopoly division.

(3) K. Lakshminarayana Aiyar, B.A., M.E., Temporary Overseer on Rs. 80, Madura division.

The personal registers of the three men are placed below.

One Assistant Instructor in Civil Engineering.—Sub-Conductor R. S. Sheridan, Supervisor, First grade, has been recommended by Mr. O'Connell for transfer to Madras. If Mr. Sheridan is considered suitable for the college work he may be sent there. If not, either C. L. Venkatanarasayya, Supervisor, First grade, who is now on long leave till 13th December next and who may be willing to return at once to duty if he should get Madras, or Sub-Conductor A. F. Baker, Supervisor, Second grade, sub. *pro tem.*, IV Circle, who has applied to Under Secretary, Public Works Department, in person for a transfer, may perhaps be sent. Their personal registers are placed below.

3. The Educational Secretary states that the subordinates lent to the college may draw their grade pay *plus* presidency allowance and house-rent according to their rank in the Public Works Department, but within the limits of the permanent pay of the appointments, viz., Rs. 100—5—125 and Rs. 75—5—100 for the Assistant Instructorships in Mechanical Engineering and Rs. 150—10—200 in Civil Engineering. This condition of limiting the pay of course it is probably impracticable to adhere rigidly to this condition. ing. This condition of limiting the pay to the maximum pay of the posts should be withdrawn, for it is not always possible to comply with it; as for instance, in the proposals now made the limit is exceeded in two cases. But we may always keep it in view.

T.S.R.—2-9-09.

I will propose in the circumstances stated to lend the following:—

For the two Assistant Instructors in Mechanical Engineering—

B. Lakshminarayana Rao, B.A., B.E. (Mechanical Engineer), who is permanent Overseer on Rs. 80 with about three years' experience and V. S. Swaminatha Aiyar, B.A., M.E., who is a temporary overseer on Rs. 80 with experience of about one year and three months. Both these men should draw the pay of their grades at present Rs. 80 *plus* presidency allowance and house-rent of Rs. 25.

2. For the post of Assistant Instructor in Civil Engineering I propose Sub-Conductor R. S. Sheridan, a Supervisor on Rs. 200. He also should, I think, draw the pay of his grade *plus* the allowances to which he is entitled in Public Works Department, i.e., Rs. 40 presidency allowance and house-rent and compensation allowance.

3. While making these proposals to meet so far as possible the immediate requirements of Educational, I still submit that if it be decided that the Public Works Department is to find men to fill these 11 posts, which would be a permanent demand on the Public Works cadre, it is

This is to be separately dealt with.

W. FRANCIS—4-9-09.

in the interests both of the college and of the Public Works Department that a corresponding addition should be made to the Public Works Department cadre.

F. J. WILSON—3-9-09.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

What are the presidency allowances to which the men nominated by the Chief Engineer are entitled?

I want to see how far their grade pay *plus* house-rent *plus* presidency allowance would come within the limits of pay in the college scale of establishment.

W. FRANCIS—4-9-09.

Of the men nominated by the Chief Engineer B. Lakshminarayana Rao and V. S. Swaminatha Aiyar, who are Overseers, are entitled to a house-rent of Rs. 10 and a presidency allowance of Rs. 15; Sub-Conductor R. S. Sheridan, who is a Supervisor, is entitled to a house-rent of Rs. 10 and a presidency allowance of Rs. 30. The latter officer is also entitled to exchange compensation allowance of Rs. 12-8-0.

* Paragraph 14 of the Public Works Department Code, Vol. I, page 7. 2. The grade pay* and allowances of the above officers are compared below with the pay proposed by the Director of Public Instruction for the new appointments:—

Names.	Pay.	House-rent.	Presidency allowance.	Exchange compensation.	Total.	Pay proposed by the Director of Public Instruction.	Average.
(1) B. Lakshminarayana Rao, Overseer, second grade, permanent.	Rs. 80	Rs. 10	Rs. 15	Rs. ..	Rs. 105	Rs. 100-5-125	Rs. 116½
(2) V. S. Swaminatha Aiyar, Temporary Overseer.	80	10	15	..	105	75-5-100	91½
(3) Sub-Conductor R. S. Sheridan, Supervisor, first grade.	200	10	30	12½	252½	150-10-200	183½
Total ..	..	..	..	..	462½	..	391½

T.K.—4-9-09.

Sub-Conductor Sheridan and Lakshminarayana Rao are permanent members of the Upper Subordinate staff of the Public Works Department, while V. S. Swaminatha Aiyar is a temporary overseer. In the case of Sub-Conductor Sheridan, his grade † pay (Rs. 200), house-rent and presidency allowance (Rs. 40) and exchange compensation allowance (Rs. 12-8-0), come up to Rs. 252½ which is much more than the maximum pay of the post for which he is proposed. If, however, Sub-Conductor A. F. Baker, the candidate referred to in the Public Works Department office-note on page 9 is posted to the college appointment, he will get (Rs. 150 pay of Supervisor, second grade, *plus* Rs. 40, house-rent and Presidency allowance and Rs. 9-6-0 exchange compensation allowance) or Rs. 199-6-0 in the aggregate, which is less than the maximum pay of the appointment in the college.

2. The grade ‡ pay of Lakshminarayana Rao together with house-rent and presidency allowance amounts in all to Rs. 105, while the pay of the post for which he is proposed is Rs. 100-5-125.

3. In the case of V. S. Swaminatha Aiyar § his total emoluments in the college including house-rent and presidency allowances will be Rs. 105, which is slightly above the maximum pay of the Assistant Instructor's post (Rs. 75-5-100). If a suitable overseer of the third grade (salary Rs. 60) is selected for this post, then his total emoluments will be within the limits of the pay of the appointment.

K. RANGASWAMI AIYANGAR—4-9-09.

Sheridan can't possibly be appointed. He is too expensive a man. Lakshminarayana Rao may be accepted and perhaps Swaminatha Aiyar who might be given Rs. 105 as a special case. Public Works Department might be asked whether Baker is available instead of Sheridan.

C. A. SOUTER—4-9-09.

Will Chief Engineer please say if Baker could be appointed to the post for which Sheridan has been nominated, so that the pay already laid down may be sufficient.

W. FRANCIS—7-9-09.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

The salary of Sub-Conductor Baker is not Rs. 199-6-0 as stated above in the Educational Department notes, but is as follows:—

	RS.	A.	P.
Staff salary	100	0	0
Warrant pay and allowances	80	0	0
Presidency allowance	30	0	0
Do. house-rent	10	0	0
Exchange compensation allowance	11	4	0
Total	231	4	0

So the maximum pay provided for the post is exceeded in this case also and the difference between the pay of Sub-Conductor Sheridan and Sub-Conductor Baker is only Rs. 21-4-0. It is more convenient to spare the former than the latter.

T.S.R.—7-9-09.

1. Sub-Conductor Baker's pay and allowances amount to Rs. 231-4-0.
2. Conductor Furnell is temporarily employed in Ootacamund at present. His pay and allowances amount to Rs. 221. He is an overseer, first grade.
3. Mr. Jordan, Overseer, first grade, is at present in Cauvery division. His pay and allowances would amount to Rs. 125.
4. M.R.Ry. V. S. Ramakrishna Aiyar, Overseer, first grade, just returned from leave to the I Circle, Rs. 125.
5. M.R.Ry. S. Venkatarama Aiyar, overseer, second grade, Kurnool division Rs. 105.

We may recommend any of the above. Nos. 1 and 2 seem most suitable.

P. HAWKINS—8-9-09.

If Educational considers (1) and (2) too expensive, Mr. Jordan (3) might be tried.

F. J. WILSON—8-9-09.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Please see Honourable Member's note on page 6 above. The Public Works Department says it can find three men for the three posts immediately necessary.

These might be put in on staff pay which they would draw if on ordinary Public Works Department duty in Madras, for the moment, as the matter is urgent, and then the whole question of providing in the Department of Public Works cadre for these subordinate posts and arranging scales of pay for them, be taken up separately.

W. FRANCIS—9-9-09.

M. H[AMMICK]—10-9-09.

Please draft.

W. FRANCIS—11-9-09.

T.K.—11-9-09.

K. RANGASWAMI AYYANGAR—11-9-09.

C. A. SOUTER—11-9-09.

Draft approved as amended by Under Secretary.

W. FRANCIS—13-9-09.

*To the Public Works } Departments.
" Financial }*

PUBLIC WORKS DEPARTMENT.

Draft accepted in Public Works Department.

R. PARSONS-14-9-09.

P. HAWKINS-15-9-09

To the Financial Department.

FINANCIAL DEPARTMENT.

The draft may, it is submitted, be accepted in Financial.

V.G.K.—16-9-09.

C. REILLY-16-9-09.

Accepted in Financial.

A. G. CARDEW—16-9-09.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Issue.

W. FRANCIS-17-9-09.

[G.O., No. 524, Educational, dated 17th September 1909.]

READ AGAIN G.O., No. 24, dated 19

190

READ ALSO:—

C. No. 1444, From the S. P. 20, No. 2123, dated 17-7-1909

25. 8-1909

" " " " " "

190

ORDER.

No. 524, dated 17. 9. 1909

Before passing final orders on the proposals submitted by the D.P.I. for the revision of the subordinate staff of the College of Engineering and for the recruitment of that staff from the P.W.D., the Government desire that the D.P.I. should formulate definite proposals, in consultation with the Chief Engineer, in regard to the addition which would be necessary to the Cadre

College of Engineering and directing them to join their appointments in the College immediately.

3. The D. P. I. ^{will be} requested to submit at an early date, ^{to provide} a proposition statement, for these three additional appointments

¹⁰⁰
11-9-09

¹⁰⁰
11-9-09

W. H. G.

S.C. Seip
and
5/10/09

2. The D. P. I. ✓
P. W. D. ✓
Financ Dept } 910
dispatched
17-9-09

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EDUCATIONAL
LEGISLATIVE DEPARTMENT.

Current No., dated 19 ..

G.O., No. 524, dated 17th September 1909.

Number of MS. pages sent { Correspondence including order or orders
(b)
Notes.....

Docket..... College of Engineering

Requesting the Director of Public Instruction to formulate
in consultation with the Chief Engineer definite proposals
regarding the addition required to the cadre of the Upper
Subordinate establishment of the Public Works Department
in order to provide for the additional appointments of
Subordinate staff of the Public Works Department Messrs. P. V.
Lakshminarayana Rao and Swaminatha Rao as additional
instructors of the college.

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