

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

1911.

Enclosures

Spare copies

G.O., No. 196, 4th April 1911.

College of Engineering.

Informing the Director of Public Instruction that the Government of India have sanctioned the confirmation of Mr. Griffith in the Indian Educational Service as Professor of Civil Engineering, —, on an initial salary of Rs. 750 per mensem.

BACK PAPERS.

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No. 196, EDUCATIONAL, 4TH APRIL 1911.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

G.O., No. 459, Educational, dated 5th August 1910.

ABSTRACT.—Informing the Director of Public Instruction that the Secretary of State has sanctioned the appointment of Mr. C. L. T. Griffith temporarily to the Indian Educational Service as Professor of Civil Engineering, College of Engineering, Madras, on a salary of Rs. 750 per mensem.

II

Official Memorandum No. 295-1, Educational, dated 28th February 1911.

Mr. C. L. T. Griffith was appointed in G.O., No. 459, Educational, dated 5th August 1910, temporarily to the Indian Educational Service as Professor of Civil Engineering in the College of Engineering, Madras, on a salary of Rs. 750 per mensem. He joined this temporary appointment on the 7th August 1910. The post in which he is now acting having become permanently vacant, it is proposed to confirm him in the Indian Educational Service. The Accountant-General is requested to state whether, in the event of Mr. Griffith's confirmation in his present post, his temporary service from the 7th August 1910 to the date of his confirmation will count for increment, leave and pension, and whether he would get an addition of five years to his pensionable service under article 403 of the Civil Service Regulations and further enjoy exemption from the operation of article 478-A.

(By Order.)

G. F. PADDISON,
Dy. Secretary to Government.

To the Accountant-General.

III

Letter—from A. NEWMARCH, Esq., Officiating Accountant-General, Madras.
To—the Secretary to Government, Educational Department.
Dated—the 13th March 1911.
No.—G.A. 58-71.

In reply to your Memorandum No. 295-1, Educational, dated 28th February 1911, I have the honour to state that, should Mr. Griffith be confirmed in the Indian Educational Service, his temporary service from 7th August 1910 may be allowed to count for leave, pension, and increment, provided Mr. Chatterton's lien on his appointment as Professor of Civil Engineering in the College of Engineering, Madras, is suspended by Government under article 89, Civil Service Regulations, and Mr. Griffith is notified as having been appointed on 7th August 1910 to the Indian Educational Service in a provisionally substantive vacancy in the place of Mr. Chatterton.

2. Mr. Griffith will be entitled to the concession of adding five years to his qualifying service under article 403, Civil Service Regulations, if he retires on a superannuation pension, as it has been ascertained that his age was over 38 years when he was appointed to the Indian Educational Service in August 1910. Article 478-A would not apply—vide note 5 under it.

3. I would, however, invite the attention of Government to the telegram received by them from the Government of India, No. 801, Home Department (Education), dated 4th August 1910, from which it is not clear whether it was intended that Mr. Griffith's confirmation should be sanctioned by the Secretary of State or not. It is usual in the case of such appointments for a formal agreement to be executed by the officers so appointed and by the Secretary of State. Should such an agreement be executed now on Mr. Griffith's confirmation, provision should be specifically made therein for his counting his service from 7th August 1910 for increments, leave, and pension.

IV

Telegram—from the Secretary to the Government of Madras, Educational Department.

To—the Secretary to the Government of India, Educational Department.

Dated—the 18th February 1911.

No.—14.

Please refer correspondence ending with Home Department telegram No. 80, Education, dated 5th August last, regarding appointment of Griffith [as] Professors [of] Civil Engineering, temporarily for one year. The post is now permanently vacant, Chatterton having been appointed Superintendent, Industrial Education. Griffith has given satisfaction and Madras Government propose [to] confirm him [as] Professor; his temporary service also counting for increment and pension. Please wire approval.

V

Telegram—from the Secretary to the Government of India, Educational Department.

To—the Secretary to the Government of Madras, Educational Department.

Dated—Calcutta, the 18th March 1911.

No.—413, Education.

Your telegram Number 14, dated 18th February. Subject to any condition in agreement which Governor in Council would impose Government India sanction confirmation Griffith as Professor Civil Engineering with effect from 14th August 1910 the date of receipt of Secretary of State's orders appointing Chatterton permanent Superintendent of Industries.

VI

Memorandum No. 615-1, Educational, dated 22nd March 1911.

The Director of Public Instruction is requested formally to offer the permanent post of Professor of Civil Engineering at the College of Engineering to Mr. C. L. T. Griffith on the terms specified below and to report whether he accepts the appointment:—

(i) The pay of the appointment is Rs. 500—50—1,000; but, as a special case, Mr. Griffith will be confirmed on an initial salary of Rs. 750 from the 14th August 1910, the date of receipt of Secretary of State's orders appointing Mr. Chatterton as permanent Superintendent of Industrial Education.

(ii) He will be entitled to add five years to his qualifying service, if he retires on a superannuation pension—article 403 of the Civil Service Regulations.

(iii) He will also be exempted from any reduction of pension, under article 478-A of the Civil Service Regulations.

2. Mr. Griffith's letter accepting the appointment should be forwarded to Government for record.

(By Order.)

G. F. PADDISON,
Dy. Secretary to Government.

To the Director of Public Instruction.

VII

Letter—from the Hon'ble Mr. J. H. STONE, M.A., F.R.H.S., Acting Director of Public Instruction.

To—the Secretary to Government, Educational Department.

Dated—the 30th March 1911.

No.—R. Cl. 18/11

With reference to Government Memorandum No. 615-1, Educational, dated 22nd March 1911, I have the honour to report that Mr. Griffith is willing to accept the permanent post of Professor of Civil Engineering at the College of Engineering, Madras, on the terms mentioned therein.

2. Mr. Griffith's letter, dated 29th March 1911, accepting the appointment is herein enclosed.

ENCLOSURE.

Letter—from C. L. T. GRIFFITH, Esq., A.M.I.C.E., Professor of Civil Engineering, College of Engineering, Madras.

To—the Acting Director of Public Instruction (through the Principal, College of Engineering), Madras.

Dated—the 29th March 1911.

In reply to your Official Memorandum, Ref. on Cl. No. 18/11, dated 28th March 1911, I have the honour to state that I accept the permanent post of Professor of Civil Engineering at the College of Engineering, Madras, on the terms stated in the memorandum quoted.

Endt. No. 1788-C., dated 29th March 1911.

Submitted.

W. H. JAMES,
Principal, College of Engineering, Madras.

Order—No. 196, Educational, dated 4th April 1911.

The Director of Public Instruction will be informed that the Government of India have sanctioned the confirmation of Mr. C. L. T. Griffith, in the Indian Educational Service as Professor of Civil Engineering, College of Engineering, Madras, on an initial salary of Rs. 750 per mensem with effect from the 14th August 1910, the date of receipt of the orders of the Secretary of State appointing Mr. Chatterton as permanent Superintendent of Industrial Education.

2. The following notification will be published in the *Fort St. George Gazette* :—

NOTIFICATION.

Mr. C. L. T. Griffith, Engineer, Corporation of Madras, to be Professor of Civil Engineering, College of Engineering, Madras, with effect from the 14th August 1910.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Director of Public Instruction.
" Accountant-General.
" Local and Municipal Department.
Gazette.

NOTES CONNECTED WITH G.O., No. 196, EDUCATIONAL,
DATED 4TH APRIL 1911.

[SUBJECT.—Confirmation of Mr. C. L. T. Griffith as Professor of Civil Engineering, College of Engineering, Madras.]

Previous papers :

G.O., No.	823 M.,	dated 13th May	1896.
" "	1635 M.	" 23rd Sept.	"
" "	181, Edl.	" 15th Mar.	1904.
" "	20	" 16th Jan.	1905.
" Nos. 933-34 M. (Confdl.)		" 13th May	"
" No. 1089 M. (")		" 5th June	"
D.O. " 895-2 M.		" 21st Feb.	1907.
G.O. " 344 M.		" 27th "	1908.
" " 234 M.		" 11th "	"
" " 180 M.		" 11th "	1909.
" " 506 M.		" 1st April	"
" " 27, Edl.		" 17th Jan.	1910.
" " 115 "		" 12th Mar.	"
" " 722 M.		" 3rd May	"
" " 473, Edl.		" 10th Aug.	"
" " 501 M.		" 12th "	"
" " 459, Edl.		" 5th "	"
" " 1426 M.		" 12th Sept.	"
" " 3446, Rev.		" 27th Oct.	"

Please catalogue these papers and revise the order of arrangement if need be.

The position is—(i) that Mr. Griffith's confirmation is at present uncertain, (ii) that should it be decided to confirm him he will probably ask for terms, (iii) that until these two points have been settled Mr. Richards will not give notice, and (iv) that he also will ask for improved terms, not being content with those embodied in G.O., No. 1926 M., dated 8th December 1910.

I have told Messrs. Moore and Richards why an immediate decision is not possible and mentioned the matter orally to Honourable Member.

All that is now required, I fancy, is the disposal of the Corporation's recommendation to give Mr. Richards Rs. 100 extra and a demi-official asking the Director of Public Instruction as soon as he is able to report about Mr. Griffith's confirmation on the Indian Educational Service.

L. DAVIDSON—22-12-10.

The file regarding the grant of a personal allowance of Rs. 100 to Mr. Richards is linked with this.

A draft demi-official to the Hon'ble Mr. Stone is placed below.

P. T. THARYAN—3-1-11.

I have passed it.

L. DAVIDSON—4-1-11.

Demi-official—from the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Local and Municipal Department.

To—the Hon'ble Mr. J. H. STONE, M.A., Acting Director of Public Instruction.

Dated—the 4th January 1911.

No.—34-1 M. (Confidential).

Your demi-official of the 13th ultimo: Please send in your report about the confirmation of Mr. C. L. T. Griffith in the Indian Educational Service as soon as you are in a position to do so.

Demi-official—from the Hon'ble Mr. J. H. STONE, M.A., Acting Director of Public Instruction, Madras.

To—the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Educational Department.

Dated—the 7th January 1911.

No.—1.

Your demi-official No. 34-1 M. (Confidential), dated 4th January 1911: I have received a letter from the Principal, College of Engineering, submitting one from Mr. Griffith which I enclose. You will see that he asks for Rs. 1,000 in lieu of Rs. 750 and that retrospectively from the time he rejoined the college. The latter

Yes.

L. DAVIDSON—16-1-11.

stipulation seems to me wholly unreasonable since he was transferred at his own request and accepted the terms offered by Government which were that he should be appointed sub. *pro tem.* for one year on a salary of Rs. 750 *per mensem* from date of joining. Whether he can be allowed Rs. 1,000 a month after the expiry of his first year, *i.e.*, from August next is for the consideration of Government and would appear to depend on whether he is worth that rate of pay. Mr. James would like to retain his services, but more particularly fears lest the college should be left without a Professor of Engineering during the current term. My own impression from reading the correspondence about Mr. Griffith's return to the college is that he is a man who will not settle down anywhere and that if he is given Rs. 1,000 he will soon want more. If however he goes back to the Municipality and I would not let him do so till after the current term, *i.e.*, at the end of April, there would be the difficulty of replacing him in time for the opening of the college in July. Mr. James tells me that it is very difficult to get a man in England and our experience with Mr. Lobban bears this out.

I understood from Mr. Lobban, with whom I travelled home, that he would have accepted Government's terms if he had been allowed private practice. I do not find anything about this in the correspondence. If Mr. Griffith is not retained and a man has to be got from home it might be worth while for Government to consider whether his agreement might be modified in the direction of allowing greater liberty in this respect.

ENCLOSURE.

Letter—from C. L. T. GRIFFITH, Esq., Professor of Civil Engineering, College of Engineering, Madras.

To—the Principal, College of Engineering.

Dated—the 20th December 1910.

I regret to have to inform you that I find myself slowly getting into debt, in spite of every endeavour to economise. I, therefore, request that you will address the proper authorities and forward a copy of this my petition that my salary be raised to the sum of Rs. 1,000 a month with retrospective effect from the date of my rejoining the Educational Service.

I have estimated that, according to the usual rules regarding pensions, I shall not receive more than about Rs. 230 a month, even if I were to remain in the Educational Service until the age of 55, and during those 16½ years take no furlough or sick leave. I may remind you that the regulations penalize heavily any officer who commences work under the Government after the age of 25 years. When I was first appointed to the Educational Service Sir Charles Lyall, with whom I had the honour of an interview at the India Office, informed me that it was the desire of the Government that the Professor of Civil Engineering should be an Engineer who had a varied practical experience. Such an experience can only be obtained in the course of several years. So it appears that the necessary qualifications for the post can only be obtained at the sacrifice of the usual pension, and as a consequence of this diminution of pension, it is all the more necessary that the officer concerned should make some provision for future maintenance during his service, and particularly during the early part of it.

Had I joined the service at the age of 25 my experience of practical design and construction would have been considerably less both in variety and "up-to-dateness" than it is, but I would have obtained the salary now asked for about three years ago, and in addition, I would have made considerable progress in qualifying myself for a pension that would eventually be more than double any I can obtain except by special concessions.

In the event of my present request being granted it is requested that I be informed what my future pay will be; but if my petition cannot be granted, I am forced to request that I may be allowed to return to my appointment as Engineer, Corporation of Madras, at the earliest possible date.

Please see the Secretary's note on page 1 *supra*.

2. Mr. Griffith's pay as Corporation Engineer is Rs. 750—50—1,000. He attained the maximum of this pay on 1st July 1910. He has been engaged as Acting Professor of Civil Engineering for a period of one year on Rs. 750 *per mensem*. This is the pay offered to and accepted by him. He joined the college on or about the 7th August 1910. He now asks for Rs. 1,000 from the date of joining; and if his request cannot be granted he wishes to go back to the Corporation.

3. The Director considers the request for increased pay during the period of present engagement to be unreasonable, but leaves it to Government to decide whether Mr. Griffith should be retained afterwards, and if so on what pay. These matters have to be decided in Educational to which the case may be forwarded for the purpose.

P. T. THARYAN—14-1-11.

To the Educational department.

L. DAVIDSON—16-1-11.

EDUCATIONAL DEPARTMENT.

In his letter, dated 20th December last, Mr. Griffith requests that he may be given a salary of Rs. 1,000 *per mensem* with retrospective effect from the date of his joining the appointment in the College of Engineering, and that if this request cannot be complied with he may be allowed to return to his appointment as Engineer of the Corporation of Madras at the earliest possible date.

2. Mr. Griffith was appointed as Acting Professor of Civil Engineering for a period of one year on a salary of Rs. 750 *per mensem*. This salary was offered to Mr. Griffith and was accepted by him, and in fixing this sum as the salary to be offered to Mr. Griffith in the Educational Department, Dr. Bourne was guided by the considerations that Mr. Griffith first came out in 1905 as temporary Professor of Civil Engineering on a salary of Rs. 500 *per mensem* and that the latter would have been eligible for a pay of Rs. 750 *per mensem* on the 1st June 1910, if he had continued in the College of Engineering and had been allowed to draw the usual increments.

3. Mr. Griffith appears to have asked Dr. Bourne for the College appointment on the grounds that he did not like his work under the Corporation and that his state of health would not allow of his continuing in it much longer. The reasons why he now wishes to go back to the Corporation are given in detail in his letter, and the sole argument seems to be the insufficiency of his present pay of Rs. 750 *per mensem*. Mr. Griffith accepted this pay of Rs. 750 *per mensem*.

C. A. INNES.

in the College in preference to his pay of Rs. 1,000 under the Corporation and as observed by the Hon'ble Mr. Stone, his request for increased pay from the date of his joining the College is unreasonable.

Vide Mr. Stone's demi-official on page 2 of note file.

In this connection attention is solicited to the Honourable Member's remarks on page 10 of G.O., No. 473, Educational, dated 10th August 1910. It has now to be decided whether Government should stick to the present engagement with Mr.

Vide telegram from Secretary of State on page 3 of G.O., No. 459, Educational, dated 5th August 1910.

Griffith, for which the sanction of the Secretary of State has been obtained, and say that he must stay on in the College until the expiration of the period of one year, and then send him back to the Corporation, obtaining in the meantime a suitable person for the Professorship either from home or from the Public Works Department staff, or whether they should offer Mr. Griffith better and revised terms acceptable to him. If however it is decided to retain Mr. Griffith in the College and not to send him to the Corporation, even then it will be necessary to consider whether any modified terms should be offered for the period of the current engagement and what terms should be offered thereafter.

4. Mr. Griffith having deliberately chosen the College appointment in preference to that under the Corporation, it seems to be undesirable to permit him to change again. Moreover, as pointed out by Mr. Stone, there is great difficulty in obtaining a suitable person from home for the post. Mr. Griffith is not likely to lose eventually by remaining in the Indian Educational Service, as the pay and prospects of this service are likely to be increased soon.

Cf. G.O., Nos. 27, 28, Educational, dated 17th January 1910.

K. RANGASWAMI AIYANGAR—21-1-11.

It is, of course, ridiculous for Mr. Griffith to ask for salary at the rate of Rs. 1,000 with retrospective effect from the date of his present appointment. He accepted that appointment for one year on a salary of Rs. 750 a month, and it is unreasonable for him to say that he must be released at once from his engagement.

I dare say he will be more content if he knows that the prospects of the Indian Educational Service are likely to be improved, and possibly we ought reasonably do something for him in the way of improving his pensionary prospects. He seems to indicate that he was unusually old when he first joined the Indian Educational Service, and if so his pensionary prospects would certainly be very poor if he were now continued in the Indian Educational Service (see article 478-A of the Civil Service Regulations) for I suppose his past service in the Indian Educational Service and his service under the Corporation would not count for pension and I believe he is well over 30. In such circumstances the usual course would be specially to add some years to his service for pension and apparently this can be done under article 403 of the Civil Service Regulations. Will office please examine this point?

C. A. INNES—23-1-11.

Mr. Griffith was born on the 6th June 1872 and will be 39 years old next June. He was 33 years old when he came out. If Mr. Griffith continues in the Educational Department, he can count service for pension from the 7th August 1910, and he will have put in a qualifying service of nearly 17 years when he attains the age of 55 (in June 1927). Assuming that at the time of his retirement he draws only a salary of Rs. 1,000 (he may draw Rs. 1,300 in the ordinary course if the reorganization of Indian Educational Service is sanctioned) he will, under article 474 of the Civil Service Regulations, be eligible for a pension of $\frac{2}{3} \times 1,000$ or Rs. 366 $\frac{2}{3}$ *per mensem*, as under article 403 of the Civil Service Regulations a period of five years will be added to his service, making it 22 years. If he should revert to the service of the Corporation, he will have put in a service of 22 years when he attains the age of 55, and he would ordinarily be eligible for a pension of $\frac{2}{3} \times 1,000$ or Rs. 366 $\frac{2}{3}$, but, under article 478 of the Civil Service Regulations, his pension will be liable to a reduction of $\frac{1}{4}$ th or Rs. 27-8-0, Mr.

Griffith is therefore mistaken in supposing that he would be better off in regard to his pension in the service of the Corporation rather than in the Educational department.

K. RANGASWAMI AIYANGAR—23-1-11.

Education department is concerned only with the case of Mr. Griffith and it would probably prevent this file from becoming unwieldy and would be more

Agreed.

L. DAVIDSON—25-1-11.

convenient generally if Mr. Stone's demi-official letter were transferred to this department for disposal. Local and

Municipal department may be asked to agree to this course.

2. Mr. Griffith's request to be given pay at the rate of Rs. 1,000 *per mensem* with retrospective effect from the date of his joining his present temporary appointment as Professor of Civil Engineering in the Engineering College is of course wholly inadmissible, as also is his further request that if his pay is not raised as he desires he may be permitted to revert at once to his permanent appointment under the Madras Corporation. Mr. Stone may be informed that Government could not agree to either request. The most we could do would be to release him from his present engagement at the end of the current time, and then it would presumably be for the Corporation to decide whether they would cancel the unexpired portion of his leave on loss of pay and take him back before the expiry of his leave.

3. Mr. Griffith, however, seems to be under some misapprehension as to his prospects in the matter both of pay and of pension. If his work in his present appointment is satisfactory, he will be confirmed at the end of his present temporary engagement in the Indian Educational Service and probably his temporary service will be allowed to count for increment and he will begin on Rs. 800 *per mensem*. Under existing conditions the maximum pay to which he would ordinarily rise would be Rs. 1,000 *per mensem*, but it is now under consideration whether these conditions should not be very greatly improved. Mr. Griffith, if he were aware of this, would very possibly reconsider his request to be allowed to revert to his post under the Corporation, and he might be given a hint to this effect, though Government are not at liberty at present to disclose the precise proposals made for the improvement of the prospects of the Indian Educational Service.

4. As regards pensionary prospects Mr. Griffith is equally under a misapprehension. It will pay him better to stay in the Educational department, for he will get an addition of five years to the service for pension if he is confirmed in the Educational department and further he will be exempted from the operation of article 478-A of the Civil Service Regulations. See note 5 thereto.

5. I would suggest that a demi-official reply should be sent to Mr. Stone on the lines of this note unless Mr. Stone does not want to keep Mr. Griffith. In that case all this department need say is that Mr. Griffith cannot be relieved till the end of the current term, but that we have no objection to releasing him then from his engagement. Secretary, I understand, has inside knowledge of the case and he should see.

C. A. INNES—24-1-11.

A demi-official may go as proposed. I understand that the Educational authorities are reasonably contented with Mr. Griffith's work, but not disposed to go out of their way to retain his services. Mr. Stone is now in camp. I will speak to him about the case on his return at the end of the week, before actually despatching such a demi-official.

L. DAVIDSON—25-1-11.

Yes. I think a demi-official may go as proposed.

Another point I should say in favour of Government service is its permanency. I suppose the Corporation could get rid of Mr. Griffith's services at any time with six months' notice.

M. H[AMMICK]—27-1-11.

Is this so? Please cite authority.

L. DAVIDSON—30-1-11.

Under sub-section (4) of section 12 of the Madras City Municipal Act, 1904, Mr. Griffith "may be removed from office by the Local Government and shall be so removed if his removal is recommended by a resolution in favour of which not less than 28 Commissioners have voted at a special meeting."

Mr. Griffith is not under any agreement with Government or the Corporation in respect of his appointment as Corporation Engineer. From the Government Solicitor's opinion on pages 8 and 9 of papers with demi-official No. 895-2 M., dated 21st February 1907, it would also seem that his services can be terminated at three months' notice.

P. T. THARYAN—30-1-11.

Please draft the demi-official suggested.

L. DAVIDSON—31-1-11.

A draft demi-official is submitted for approval.

K. RANGASWAMI AIYANGAR—31-1-11.

Amended. Re-type in duplicate and let me have with file to be shown to Mr. Stone.

L. DAVIDSON—1-2-11.

Demi-official—from the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Educational Department.

To—the Hon'ble Mr. J. H. STONE, M.A., Acting Director of Public Instruction, Madras.

Dated—the 1st February 1911.

No.—108-A-1.

With reference to your demi-official No. 1 (Confidential) of the 7th January last, I am to say that it is impossible to give serious consideration to Mr. Griffith's application for pay at the rate of Rs. 1,000 *per mensem* with retrospective effect from the date of his joining his present temporary appointment as Professor of Civil Engineering in the College of Engineering. Nor can Government comply with his further request that failing the suggested enhancement in pay he should be permitted to revert immediately to his permanent appointment under the Madras Corporation. The most that could be done for him would be to release him from his present engagement in respect of the College appointment at the end of the current term and then it would presumably be for the Corporation to decide whether they would cancel the unexpired portion of his leave on loss of pay and take him back before the expiry of his leave.

2. Mr. Griffith, however, seems to be under some misapprehension as to his prospects in the matter both of pay and pension. If he were confirmed at the end of his current temporary engagement in the Indian Educational Service, his temporary service would, in the ordinary course, be allowed to count for increment and on confirmation his initial pay would be Rs. 800 *per mensem*. Under existing conditions the maximum pay for which he could count on rising would be Rs. 1,000 *per mensem*, but as you are aware, it is now under consideration whether these conditions should not be very greatly improved. Mr. Griffith, if alive to this fact, would possibly wish to reconsider the position he has taken up. I am to say that you might, with advantage, put this aspect of the case before him.

Government, I may add, are not at present at liberty to disclose the details of the proposals made for the improvement of the Indian Educational Service. As regards pension it will presumably pay Mr. Griffith to stay on in the Educational department, for by doing so he would, on confirmation, get an addition of five years to his pensionable service under article 403 of the Civil Service Regulations and further enjoy exemption from the operation of article 478-A. Moreover, as a permanent member of the Indian Educational Service he would occupy a much more assured and stable position than as a servant of the Corporation of Madras.

3. Pending your reply to this demi-official no formal orders will issue.

Demi-official—from the Hon'ble Mr. J. H. STONE, M.A., Acting Director of Public Instruction, Madras.

To—the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Educational Department.

Dated—the 8th February 1911.

No.—11.

Your demi-official No. 103-A-1 of the 1st instant: Mr. Griffith has written to say that he will withdraw his application, dated 20th December 1910, in view of the favourable possibilities as regards pension mentioned in paragraph 2 of your demi-official, and that in the event of his being offered the permanent post of Professor of Civil Engineering at the College of Engineering, Madras, in accordance with the data as regards pay and pension referred to therein, he would accept the post.

Please see the demi-official from the Director of Public Instruction above from which it will be seen that Mr. Griffith withdraws his application of the 20th December last, and is prepared to accept the permanent post of Professor of Civil Engineering at the College of Engineering, if offered to him on the conditions as regards pay and pension specified in demi-official No. 108-A-1, dated 1st February 1911.

2. The post of Professor of Civil Engineering in the College of Engineering is permanently vacant from 1st January 1911, in consequence of Mr. Chatterton's appointment as Superintendent of Industrial Education. But as Mr. Griffith was appointed to this place in August 1910 temporarily for one year and as his confirmation in the post depends on his giving satisfaction in the discharge of his duties, it is for consideration whether the question of his confirmation may lie over till August next, or whether he be confirmed at once with reference to the Secretary's note at A on page 5 *ante*.

3. The file may be forwarded u.o. to Local and Municipal for further action regarding the recruitment of a successor to Mr. Richards.

K. RANGASWAMI AIYANGAR—9-2-11.

To Secretary for orders as to whether the question of Mr. Griffith's permanent appointment should be considered now or may lie over.

G. F. PADDISON—9-2-11.

If it is to lie over, the file may be sent u.o. to Local and Municipal.

G. F. PADDISON—9-2-11.

Mr. Griffith's permanent appointment should be considered at once. That was the object of my demi-official at page 1, see Mr. Stone's reply at page 2 and the demi-official at pages 6 and 7 and Mr. Stone's final demi-official above. Mr. Stone was aware that the main issue was Mr. Griffith's confirmation and the fact that he does not oppose it means that he approves. This I know from conversation with him just before he left for Allahabad on the 8th instant. It is important to clinch the

matter at once in the interests of the Corporation which cannot get out a successor for Mr. Richards under four months. A definite offer to Mr. Griffith should now be drafted, or in the alternative (this is preferable) appointing him and specifying conditions. I do not know of the approval of India or Whitehall is necessary but imagine not as he is already on probation. The paper should then go to Honourable Member and His Excellency.

L. DAVIDSON—10-2-11.

In their telegram No. 21, Educational, dated 8th July 1910, to the Government of India, sanction was requested to the appointment of Mr. Griffith temporarily to the Indian Educational Service for one year on a salary of Rs. 750 *per mensem*. The Government of India in their telegram No. 80, Educational, dated 5th August 1910, stated that the Secretary of State sanctioned Mr. Griffith's appointment on the terms proposed and said that Mr. Griffith's "permanent appointment was left dependent on his giving satisfaction." It is not clear whether it was the intention of the Government of India to leave the permanent appointment of Mr. Griffith to the Local Government, subject only to the condition that he gave satisfaction or whether they intended that a further reference should be made to them before confirming Mr. Griffith. It is submitted a reference may be made to the Government of India before issuing an order confirming Mr. Griffith. A draft telegram is placed below for approval:—

"No. 14. Please refer correspondence ending with Home Department telegram No. 80, Education, dated 5th August last, regarding appointment of Griffith [as] Professor [of] Civil Engineering, temporarily for one year. The post is now permanently vacant, Chatterton having been appointed Superintendent, Industrial Education. Griffith has given satisfaction and Madras Government propose [to] confirm him [as] Professor, his temporary service also counting for increment and pension. Please wire approval.

K. RANGASWAMI AIYANGAR—11-2-11.

It is no good telegraphing to the Government of India for approval and then finding that Honourable Member and His Excellency do not approve.

G. F. PADDISON—11-2-11.

Submitted to Honourable Member and His Excellency for orders whether the sanction of the Government of India may be applied for for the appointment of Mr. Griffith permanently as a member of the Indian Educational Service on the terms proposed, i.e., Rs. 750 at present and Rs. 800 from August next, temporary service counting for increment and pension.

G. F. PADDISON—13-2-11.

If His Excellency thinks that Mr. Griffith may and should be confirmed in the Educational department I have no objection to the telegram to India—I do not feel quite sure as to the accuracy of what is stated in paragraph 2 of Mr. Davidson's demi-official (pages 6 and 7) and before the appointment is finally offered to Mr. Griffith, the terms on which he will

(1) I approve. A. L[AWLEY]. earn. pension, must be verified by the Accountant-General and made plain to Mr. Griffith. We must run no risk of

(2) This must be examined and all uncertainty cleared up. A. L[AWLEY]. his coming up a few years hence and saying he entered into the department under a misapprehension caused by this

(3) This must be avoided. A. [LAWLEY]. demi-official. He is an officer who never knows his own mind and as likely as not two years hence he will want to go and use all the means in his power to get something out of us.

M. H[AMMICK]—14-2-11.

I quite agree with Sir M. Hammick.

A. L[AWLEY]—17-2-11.

Please dispatch the telegram and draft to the Accountant-General confidentially if the interpretation in paragraph 2 of the demi-official is correct.

G. F. PADDISON—18-2-11.

A draft memorandum is submitted for approval. No reply has yet been received from India to the telegram on page 8 *ante*.

K. RANGASWAMI AIYANGAR—27-2-11.

Issue.

G. F. PADDISON—28-2-11.

From the Accountant-General, dated 13th March 1911.

The Accountant-General agrees that if Mr. Griffith is confirmed in the Indian Educational Service, he will be entitled to add five years to his service under article 403 of the Civil Service Regulations, that article 478-A will not apply to him and that he will count his temporary service for leave and pension if the Government suspend Mr. Chatterton's lien on his appointment of Professor of Civil Engineering and Mr. Griffith is notified as having been appointed on 7th August 1910 to the Indian Educational Service in a provisionally substantive vacancy in the place of Mr. Chatterton.

2. In the telegram to the Government of India, dated 18th February 1911, that Government have been requested to sanction the permanent appointment of Mr. Griffith as Professor of Civil Engineering, his temporary service also counting for increment and pension. If the Government of India sanction this, there would be no need to suspend Mr. Chatterton's lien as proposed by the Accountant-General. The Government of India may perhaps be reminded by telegram:—

"No. 18. Please refer my telegram No. 14, dated 18th February, regarding Griffith's confirmation in Indian Educational Service. Government would be obliged by an early reply as arrangements contingent on this appointment have to be made urgently."

K. RANGASWAMI AIYANGAR—14-3-11.

Issue.

G. F. PADDISON—15-3-11.

Thank you. Issue at once.

L. DAVIDSON.

The draft offer to Mr. Griffith should now be prepared, so as to be ready for issue immediately India telegraphs. Honourable Member may wish to see it. If Deputy Secretary thinks this advisable, the draft should go to Honourable Member for *contingent* approval without waiting for India's reply.

L. DAVIDSON—15-3-11.

Draft at once.

G. F. PADDISON—16-3-11.

The draft memorandum submitted is for approval. It may issue after the reply from India is received to the telegram above.

K. RANGASWAMI AIYANGAR—17-3-11.

Honourable Member for favour of contingent approval of the draft if the consent of the Government of India is obtained. The President of the Corporation is very anxious to make immediate arrangements for filling up the post now occupied by Mr. Griffith as soon as orders are obtained.

G. F. PADDISON—18-3-11.

The Government of India is probably in correspondence with the Secretary of State in this matter. If the communication from India is quite clear, this official memorandum may go. If any conditions are mentioned I must see the letter from India first.

M. H[AMMICK]—18-3-11.

The telegram came yesterday or Saturday.

L. DAVIDSON—20-3-11.

From the Government of India, No. 413, dated 18th March 1911.

The Government of India sanction the confirmation of Mr. Griffith as Professor of Civil Engineering with effect from 14th August 1910, the date of receipt of Secretary of State's orders appointing Mr. Chatterton as permanent Superintendent of Industrial Education, the confirmation being subject to any condition in agreement which the Governor in Council would impose. Paragraph 1, clause (i), of the memorandum will require alteration as shown in pencil. It does not appear to be necessary to insert any condition in the agreement to be entered into with him.

The memorandum submitted may now issue as altered.

K. RANGASWAMI AIYANGAR—20-3-11.

Telegram for Honourable Member's perusal. It is presumed official memorandum may be issued within the date revised accordingly.

G. F. PADDISON—21-3-11.

Issue.

G. F. PADDISON.

From the Director of Public Instruction, R.C. No. 18, dated 30th March 1911.

Mr. Griffith accepts the permanent post of Professor of Civil Engineering, College of Engineering, on the terms specified in Memorandum No. 615-1, dated 22nd March 1911.

2. The draft order submitted is for approval. It may be sent to the Local and Municipal department for acceptance.

3. In their telegram on page 5 of current file the Government of India refer to an agreement with Mr. Griffith. But as Mr. Griffith is now confirmed in the Indian Educational Service no agreement seems to be necessary.

K. RANGASWAMI AIYANGAR—1-4-11.

Do not all members of the Indian Educational Service have an agreement; and, if so, why is it not necessary in the case of Mr. Griffith?

G. F. PADDISON—1-4-11.

All officers of the Indian Educational Service are first appointed only temporarily and are required to be on probation for two years and an agreement is entered into by them with the
Vide Rule 9 on page 6 of G.O., No. 181, Educational, dated 15th March 1904.

Secretary of State in England before they leave for India. The form of agreement to be executed by them is given on pages 7 to 9 of G.O., No. 181, Educational, dated 15th March 1904.

2. In the present case, Mr. Griffith is now appointed permanently to the Indian Educational Service and not on probation, and the terms of the appointment have been accepted by Mr. Griffith in his letter of the 29th March. It does not, therefore, appear that an agreement in the usual form is required. The case seems to be governed by the ordinary rules of public service.

K. RANGASWAMI AIYANGAR—1-4-11.

To the Local and Municipal department.

LOCAL AND MUNICIPAL DEPARTMENT.

The notes from pages 1 to 11 relate to Mr. Griffith's confirmation in the Indian Educational Service. The previous notes referring to Mr. Richard's appointment as Corporation Engineer have now been separated and continued.

P. T. THARYAN—2-4-11.

The Educational draft order may issue. I expect Honourable Member would like to see it in proof after the first manuscript (order only) has issued: that may go at once.

L. DAVIDSON—4-4-11.

G. F. PADDISON—4-4-11.

[G.O., No. 196, Educational, dated 4th April 1911.]

Read again G.O.No.459 Edl., dated 5th August 1910.

Read also:-

- C.No.562, from the Accountant General, No.9 A 58-71, dated 13th March 1911.
 " 615, from the Government of India, No.413 " 18th March 1911.
 " 745, from the Director of Public Instruction, R.C.No.18, d/30-3-1911.

ORDER:-
 P. S.

The Director of Public Instruction will be informed that the Government of India have sanctioned the confirmation of Mr. C.L.T. Griffith in the Indian Educational Service as Professor of Civil Engineering, College of Engineering, Madras, on an initial salary of Rs.750 per mensem with effect from the 14th August 1910, the date of receipt of the orders of the Secretary of State appointing Mr. Chatterton as permanent Superintendent of Industrial Education.

2. The following notification will be published in the Fort Saint George Gazette:-

Notification.

Mr. C.L.T. Griffith, Engineer, Corporation of Madras, to be Professor of Civil Engineering, College of Engineering, Madras, with effect from the 14th August 1910.

To
 The D.P.I. ✓
 " Accountant-General. ✓
 " Local & Munl. Dept. ✓

Suggested No 37 p 203 of 25.8.
 Part I-B d/ 4-4-11.

100 Abstracts attached

112

No 196 Ex! 7 4. 4. 11

Recd 7/8
 4/4

desp'd
 4/4

AD
 1.4.11

SM
 1.4.11

LT
 1.4.11

ORDINARY.

PREFERENCE.

URGENT (a).

EDUCATIONAL DEPARTMENT.

Current No., dated 190 ..

G.O., No. 196, dated 4-4- 1911.

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

Docket. College of Engineering

the D.P.I. that the prof of Maths
have sanctioned the Conference
of Mr Griffith in the Indian
Education service as Professor
of Civil Engineering on an initial
salary of Rs 750 per mensem.

Madras Records	...	...	...	39	15
Ooty Records	...	...	...	3	3
For filing with original	...	...	...	1	1
Total	...	...	...	84	19

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(b) Each letter, memorandum, or order, or set of orders in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, II, etc.) by which that item has been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

(b¹) For rules regarding printing of notes, see the rules in G.O., No. 1220, Public, dated 30th November 1900.

(c) The number of copies and the details of distribution should be filled in by the Superintendent or reference concerned.

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OOTY.

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