

Government of Madras.

EDUCATIONAL DEPARTMENT

Recd.

Regd.

} 1911.

Enclosures

Spare copies

25

G.O., No. 414, 29th June 1911.

College of Engineering.

Approving the proposal that the subordinate staff of the — should be recruited from the Public Works Department and directing that the Government of India be addressed to sanction the addition of eleven appointments to the cadre of the upper subordinate establishment in the Public Works Department.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers :—

I

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

ABSTRACT.—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 Engineering College and appointing Messrs. Jordan, Lakshminarayana Rao and Swaminatha Aiyar as additional instructors of the college.

II

G.O., No. 165, Educational, dated 28th March 1910.

ABSTRACT.—Sanctioning the proposition statement for the employment of additional instructors for the College of Engineering, Madras, and granting M.R.Ry. V. S. Swaminatha Aiyar, one of the additional instructors, a consolidated salary of Rs. 105 per mensem.

III

G.O., Nos. 577-A—578, Educational, dated 10th October 1910.

ABSTRACT.—Directing that the Government of India be addressed on the subject of reorganization of the Provincial Educational service.

IV

Memorandum No. 5697-C., dated 2nd December 1910.

It is understood that at present nine Assistant Instructors in Civil and Mechanical Engineering and in Surveying and Drawing are employed in the College of Engineering, of whom three are Upper Subordinates of this department lent to the College—vide G.O., No. 524, Educational, dated 17th September 1909—and the remaining six belong to the Subordinate Educational Service. The Principal, College of Engineering, is requested to report at a very early date the names of the latter six Assistant Instructors, their qualifications, *i.e.*, the examinations passed by them, age, total service, present pay, particulars of their past service with dates.

(By Order.)

P. HAWKINS,
Under Secretary to Govt., P.W.D.

To the Principal, College of Engineering, Madras.

V

Letter—from W. H. JAMES, Esq., B.Sc., Principal, College of Engineering, Madras.
To—the Secretary to Government, Public Works department.
Dated—the 3rd December 1910.
No.—1382-C.

With reference to Memorandum No. 5697-C., dated 2nd December 1910, I have the honour to submit herewith a statement giving the particulars therein called for regarding the Assistant Instructors of this college.

ENCLOSURE.

STATEMENT showing the qualifications, etc., of certain members of the staff of the College of Engineering, Madras.

Number.	Name and designation of appointment.	Age.	Examinations passed.	Total service yrs.	Present pay. Rs.	Particulars of past service.	Date.		Remarks.
							From	To	
1	Mr. W. C. H. Littlewood (Assistant Instructor in Surveying and Drawing).	44½	Draftsman, first class; Surveyor, third class; Practical Plane and Solid Geometry (Advanced); Surveying and Levelling (Advanced); Building Materials and Construction (Elementary); Mechanical Drawing, Earthwork and Road-making (Intermediate); Technical Teachers' Certificate Examination (Advanced) in Building, Drawing and Estimating.	18½	200 (150—5—200)	Assistant Instructor, College of Engineering. <i>Non-qualifying.</i>	1st April 1892.	To date.	
2	M.R.Ry. S. Subrahmanya Aiyar (Assistant Instructor in Drawing).	38	Middle School Examination; Draftsman, first class; Practical Plane and Solid Geometry (Higher); Mechanical Drawing (Higher); Painting and Design (Higher), first stage; Building, Drawing and Estimating (Advanced); Machine Drawing (Advanced); Surveying and Levelling (Advanced); Technical Teachers' Certificate (Advanced).	17½	150 (100—5—150)	Assistant Instructor, College of Engineering. <i>Non-qualifying.</i>	1st February 1893.	To date.	
3	M.R.Ry. V. S. Pranthartha Aiyar (Assistant Instructor in Surveying).	34	Middle school; Surveyor Certificate (second class); Earthwork and Road-making (Elementary); Hydraulics and Irrigation works (Elementary); Building Materials and Construction (Elementary); Applied Mechanics (Intermediate); Technical Teachers' Certificate (Elementary).	10½	110 (100—5—150)	(1) Draftsman. Consulting Architect's Office—1891. (2) Draftsman, Public Works Department Workshop—January to August 1892. (3) Estimating and Designing, Consulting Architect's Division—September 1892 to February 1893. (1) Temporary Upper Subordinate Surveyor. (2) Temporary Upper Sub-Overseer .. (3) Assistant Instructor, College of Engineering. <i>Non-qualifying.</i>	10th February 1894. 12th October 1898. 12th February 1900. To date.		
4	M.R.Ry. T. R. Venkatesa Aiyar (second Assistant Instructor in Surveying).	27	F.A.; Engineer Subordinate Diploma	5½	82½ (75—2½—100)	Surveyor, Tank Restoration Scheme—May to September 1905. (1) Overseer, Public Works department .. (2) Assistant Instructor, College of Engineering.	27th February 1905. 27th November 1908. 10th July 1900.	26th November 1905. To date.	Leave on loss of pay for three months from 23rd November 1910.
5	M.R.Ry. K. C. Subrahmanya Chetti (Vernacular Assistant).	34	Middle school, first class; Draftsman Certificate; Hydraulics and Irrigation works (Elementary); Applied Mechanics (Elementary); Fitter's work (Elementary); Practical Plane and Solid Geometry (Elementary); Steam and Steam-engine (Elementary); Machine construction (Intermediate); Machine-drawing (Intermediate); Surveying and Levelling (Advanced); Group Certificate in Machine Construction; Technical Teachers' Certificate Examination (Intermediate).	10½	80 (60—2—80)	Vernacular Assistant, College of Engineering. <i>Non-qualifying.</i>		To date.	
6	Vacant	3		..	(75—2½—100)	Draftsman, Public Works department, Special Party, Tanjore—from 8th April 1898 to 9th July 1900.			

VI

Official Memorandum No. 1813-5, Educational, dated 4th February 1911.

With reference to paragraph 2 of Dr. Bourne's letter R.C. No. 2123, dated 10th December 1909, the Government have decided that two of the posts of Instructors in the College of Engineering, namely, those of Instructor in Civil Engineering and Instructor in Surveying and Drawing and nine of the posts of Assistant Instructors, namely, those in Civil and Mechanical Engineering and in Surveying (excluding the posts of Assistant Instructors in Mathematics and Science), should in future be filled by recruitment from the Public Works Department. The Director of Public Instruction is accordingly requested to submit through the Accountant-General at a very early date the usual proposition statements giving effect to the decision.

G. F. PADDISON,
Deputy 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, Madras.

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

Dated—the 30th March 1911.

No.—Ref. on Cur. 2123/1909.

With reference to Government Memorandum No. 1813-5, Educational, dated 4th February 1911, I have the honour to submit herewith two proposition statements, one for the College of Engineering and the other for the Provincial Educational Service. In the former the posts of Instructor in Civil Engineering and Instructor in Surveying and Drawing are shown as transferred to the Public Works department cadre, and provision is made for nine of the posts of Assistant Instructors, namely, those in Civil and Mechanical Engineering and in Surveying, in accordance with the scale of salaries proposed by the Chief Engineer—*vide* paragraph 2 of Dr. Bourne's letter Ref. on Cur. No. 2123 of 1909, dated 10th December 1909.

As regards the Provincial Educational Service, I beg to state that the present Instructor in Civil Engineering is in the second grade (Rs. 600) and the present Instructor in Surveying and Drawing in the seventh grade (Rs. 300) and to suggest that in consequence of the proposed transfer of the two posts held by them from the cadre of the Provincial Educational Service to that of the Public Works department, the number of appointments in the ninth and eighth grades of the former service be reduced from 8 and 7 to 7 and 6, respectively, the number of appointments in the second and seventh grades to which, as a matter of accident, the present incumbents belong being left untouched especially in view of the small number of appointments in the higher grades.

ENCLOSURES.

(1)
STATEMENT of proposition for revision of establishment.

Order sanctioning present establishment of Madras, Educational Department.				Nature of charge.				Proposed scale.				Proposition.				
Office to which the proposition refers.				Present scale.				Proposed scale.				Proposition.				
Number.	Date.	3	4	Designation.	Pay.			Designation.	Pay.			Permanent.	Temporary.			
					Minimum.	Increment.	Maximum.		Minimum.	Increment.	Maximum.		Increase per month.	Period.	Amount.	Increase per month.
1	2			Principal .. Mechanical Engineering.	Rs. 1,000	50	1,250	1	Principal .. Mechanical Engineering.	Rs. 1,000	50	1,250	Rs. ..	..	..	..
				Professor of Civil Engineering.	500	50	1,000	1	Professor of Civil Engineering.	500	50	1,000	..	..	..	..
				Professor of Mathematics.	500	50	1,000	1	Professor of Mathematics.	500	50	1,000	..	..	..	..
				Instructor in Mechanical Engineering.	..	..	..	1	Instructor in Mechanical Engineering.	..	..	..	..	..	..	..
				Instructor in Civil Engineering.	..	..	..	1	Instructor in Civil Engineering.	..	..	..	..	..	..	..
				Instructor in Surveying and Drawing.	..	..	..	1	Instructor in Surveying and Drawing.	..	..	..	..	..	..	..
				Assistant Instructor in Surveying and Drawing.	150	5	200	..	Assistant Instructor in Surveying and Drawing.	..	..	..	..	..	..	..
				Assistant Instructors, 1 in Surveying and 1 in Drawing, Rs. 100-5-150 each.	200	10	300	..	Assistant Instructors, 1 in Surveying and 1 in Drawing.	..	..	..	..	..	..	..
				Additional Assistant Instructor.	..	..	..	..	To be recruited from the Public Works department.	..	..	..	..	..	..	..
				Additional Assistant Instructors on Rs. 105 each.	..	..	..	..	To be recruited from the Public Works department.	..	..	..	..	..	..	..
				Additional Assistant Instructor.	75	2½	100	..	To be recruited from the Public Works department.	..	..	..	..	..	..	..
24th December 1908, 17th September 1909, 1st November 1910, 11th November 1910 and 26th January 1911.				College of Engineering, Madras.				To be included in the cadre of the Public Works department.				Consistent on the recruitment of some of the members of the staff from the Public Works department (vide Proceedings of the Director of Public Instruction Ref. on C. No. 2123/09, dated 13th February 1911).				
Nos. 849, 624, 2080-1, 646 and 47.				..				..				..				
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Statement of proposition for revision of establishment—cont.

Order sanctioning present establishment.	Office to which the proposition refers.	Nature of charge.										Proposition.				
		Present scale.					Proposed scale.					Permanent.		Temporary.		
		Designation.		Pay.		Average cost.	Designation.		Pay.		Average cost.	Increase per month.	Decrease per month.	Increase per month.	Decrease per month.	Amount.
		Number.	Designation.	Minimum.	Increment.	Maximum.	Number.	Designation.	Minimum.	Increment.	Maximum.					Amount.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
24th December 1908, 17th September 1909, 1st November 1910, 11th November 1910 and 25th January 1911.	College of Engineering, Madras.	2	Assistant Instructors, 1 in Surveying and 1 in Drawing on Rs. 75-2½-100.	Rs. 150	5	Rs. 200	Rs. 180½	2	Assistant Instructors in Mathematics.	Rs. 150	5	Rs. 200	Rs. 180½	..	..	..
Nos. 849, 824, 2080-1, 645 and 47.		2	Vernacular Assistants ..	120	4	160	144½		(To be recruited from the Public Works Department.)	..	..	..	..	..	144½	..
		1	Workshop Instructor ..	50	5	75	200	1	Workshop Instructor ..	50	5	75	200	..	..	..
		1	Foreman, Fitter ..	45	3	60	55	1	Foreman, Fitter ..	45	3	60	55	..	..	..
		1	Foreman, Carpenter ..	20	2	40	32½	1	Gymnastic Instructor ..	20	2	40	32½	..	..	..
		1	Gymnastic Instructor ..	30	3	45	40	1	Instrument Repairer ..	30	3	45	40	..	..	..
		1	Instrument Repairer ..	20	2	40	32½	1	Superintendent of Military students.	20	2	40	32½	..	..	..
		1	Superintendent of Military students.	..	..	..	..	1	Accountant ..	..	..	..	..	..	..	..
		1	Accountant ..	40	2	60	80	1	Head clerk ..	40	2	60	80	..	..	..
		1	First Assistant clerk ..	20	2	40	53½	1	First Assistant clerk ..	20	2	40	53½	..	..	..
		1	Second Assistant clerk ..	20	1	25	23½	1	Typist ..	20	1	25	23½	..	..	..
		1	Workshop clerk ..	..	..	..	25	1	Workshop clerk ..	..	..	..	25	..	..	..
		1	Librarian and Storekeeper ..	30	2	50	43½	1	Librarian and Storekeeper ..	30	2	50	43½	..	..	..
		1	Library attender ..	..	..	12	12	1	Library attender ..	..	..	12	12	..	..	..
		1	Duffadar ..	..	..	10	10	1	Duffadar ..	..	..	10	10	..	..	..
		2	Attendants on Rs. 10 each.	..	..	20	20	2	Attendants on Rs. 10 each.	..	..	20	20	..	..	..
		4	Peons on Rs. 9 each ..	..	..	36	36	4	Peons on Rs. 9 each ..	..	..	36	36	..	..	..
		16	Peons on Rs. 8 ..	..	..	128	128	16	Peons on Rs. 8 ..	..	..	128	128	..	..	..
		54		..	..	..	..	..		..	..	..	..	..	..	..

* Vide G.O., No. 81, Educational, dated 8th February 1911.

Consequent on the recruitment of some of the members of the staff from the Public Works Department (vide Proceedings of the Director of Public Instruction Ref. on C. No. 2123/09, dated 18th February 1911).

STATEMENT of proposition for revision of establishment.

Order sanctioning present establishment.	Office to which the proposition refers.	Nature of charge.										Proposition.				
		Present scale.					Proposed scale.					Permanent.		Temporary.		
		Designation.		Pay.		Average cost.	Designation.		Pay.		Average cost.	Increase per month.	Decrease per month.	Increase per month.	Decrease per month.	Amount.
		Number.	Designation.	Minimum.	Increment.	Maximum.	Number.	Designation.	Minimum.	Increment.	Maximum.					Amount.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
30th October 1909.	Provincial Educational Service.	3	Officers on Rs. 700 each ..	..	..	2,100	3	Officers on Rs. 700 each ..	..	..	2,100	..	..	..	..	..
		3	" on Rs. 600 ..	..	..	1,800	3	" on Rs. 600 ..	..	..	1,800	..	..	..	..	..
		3	" on Rs. 500 ..	..	..	1,500	3	" on Rs. 500 ..	..	..	1,500	..	..	..	..	..
		3	" on Rs. 450 ..	..	..	1,350	3	" on Rs. 450 ..	..	..	1,350	..	..	..	..	..
		4	" on Rs. 400 ..	..	..	1,600	4	" on Rs. 400 ..	..	..	1,600	..	..	..	..	..
		5	" on Rs. 350 ..	..	..	1,750	5	" on Rs. 350 ..	..	..	1,750	..	..	..	..	..
		6	" on Rs. 300 ..	..	..	1,800	6	" on Rs. 300 ..	..	..	1,800	..	..	..	..	..
		7	" on Rs. 250 ..	..	..	1,750	7	" on Rs. 250 ..	..	..	1,500	250	..	..	..	..
		8	" on Rs. 200 ..	..	..	1,600	7	" on Rs. 200 ..	..	..	1,400	200	..	..	..	..
		42	Total ..	..	..	15,250	40	Total ..	..	..	14,350	450	..	..	..	..

Two of the posts of Instructors in the College of Engineering which are now included in the cadre of the Provincial Educational Service are to be transferred to the cadre of the Public Works Department.

No. P.A.-3—2750, dated 24th May 1911.

Forwarded to Government.

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

3. It has been ascertained from the Director of Public Instruction that the nine Assistant Instructors are intended to be borne on the Public Works cadre, while the salaries of the men doing duty in the Engineering College are to be debited to the College. The proposed scale in the proposition statement has accordingly been corrected by this office in accordance with his letter R.O.C No. 2123, dated 10th May 1911, copy of which is enclosed.

4. There is no audit objection to the proposed reduction in the *subordinate* staff as indicated in the proposition statement, being sanctioned by Government. As regards the *Provincial Educational Service*, however, I would point out that the proposed reductions are of appointments on Rs. 250 and Rs. 200, whereas the men transferred to the Public Works Department, are drawing Rs. 600 and Rs. 300 and that as this practically results in the raising of the pay of two appointments on Rs. 250 and Rupees 200 to Rs. 600 and Rs. 300, respectively, it is not within the powers of the Local Government to sanction the same.

5. The Director of Public Instruction has reported that the Public Works department have submitted a separate proposition statement for the necessary increase in their cadre.

A. NEWMARCH,
Offg. Accountant-General.

To the Secretary to Government, Educational Department.

ENCLOSURE.

Letter—from the Acting Director of Public Instruction, Madras.
To—the Accountant-General, Madras.
Dated—the 10th May 1911.
No.—2123.

With reference to your letter No. P/A-3-1266, dated 26th April, regarding the proposition statement for the College of Engineering, I have the honour to state that the intention seems to be as surmised by you that the Assistant Instructors in question should be borne on the Public Works list and that their salaries according to their rank should be debited to the Civil Engineering College, and to request that the necessary correction may be made in the copy of the proposition statement submitted to Government with my letter R.C. No. 2123 of 1909, dated 30th March 1911. I have since ascertained that the Public Works Department have submitted a proposition statement for the increase in their cadre made necessary by the present proposal.

Order—No. 414, Educational, dated 29th June 1911.

The Government approve the proposal of the Principal of the College of Engineering, which is supported by the Director of Public Instruction, that the subordinate staff of the college should be recruited from the Public Works Department. The nine Assistant Instructors in Civil and Mechanical Engineering and in Surveying will therefore be recruited for the future from the ranks of the Public Works Department, while the Assistant Instructors in Mathematics and Science, who are required to possess special qualifications of a nature different from those which can ordinarily be looked for in the subordinates of the Public Works Department will continue, as at present, to be recruited direct by the Educational Department.

2. To provide for the teaching staff thus required for the college, the Government of India will be requested to sanction the addition of nine appointments to the cadre of the upper subordinate establishment of the Public Works Department. The Governor in Council further considers that opportunity might be taken at the same

time to remove from the cadre of the Provincial Educational Service the two posts of Instructor in Civil Engineering and of Instructor in Surveying and Drawing. These posts have hitherto been filled by recruitment from the Public Works Department and the Government are of opinion that they may be added to the posts which it is proposed to recruit in future from the ranks of the Public Works Department, provision being made for them by a corresponding increase in the cadre of the Public Works Department.

3. The addition of eleven appointments to the upper subordinate establishment of the Public Works Department will not be made all at once, but gradually as vacancies occur in the Educational Service, Provincial or Subordinate. The two Instructors who are now members of the Provincial Educational Service will remain in that service till they retire and such of the Assistant Instructors as are not transferred to the upper subordinate establishment of the Public Works Department will continue to be borne on the Educational Service till their retirement.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Director of Public Instruction.
,, Public Works Department, with draft letter to the
Government of India for issue and a copy of notes.

NOTES CONNECTED WITH G.O., No. 414, EDUCATIONAL, DATED
29TH JUNE 1911.[SUBJECT.—*Recruitment of the subordinate staff of the College of Engineering.*]*Previous papers :*

G.O., No. 111,	Educational, dated	13th February	1893.
" " 479	" "	10th August	1896.
" " 384	" "	23rd June	1899.
" " 655	" "	3rd October	1905.
" " 657	" "	10th "	1906.
" " 213 W.	" "	18th February	1907.
" R. " 354,	Educational	" 12th July	"
" " 586	" "	" 7th September	"
" " 37 W.	" "	" 11th January	1908.
" " 524,	Educational	" 17th September	1909.
" " 165	" "	" 28th March	1910.
" " 578	" "	" 8th October	"

In July 1909 the Director of Public Instruction submitted certain proposals for the revision of the subordinate staff of the College of Engineering and for the recruitment of that staff from the Public Works Department. Before passing final orders on the proposals, the Government requested the Director of Public Instruction in G.O., No. 524, Educational, dated 17th September 1909, to 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 the subordinate staff of the college, and in regard to the scales of pay to be fixed for those posts.

2. To carry on the work of the college, in the meantime, the Government appointed three Public Works Department subordinates to be additional instructors at the college and requested the Director of Public Instruction to submit a proposition statement to provide for these three additional instructors.

Vide Dr. Bourne's letter printed on pages 2 to 5 of G.O., No. 165, Educational, dated 28th March 1910.

3. In December 1909, the Director of Public Instruction submitted a proposition statement for the three additional instructors referred to above and also submitted proposals for the revision of the subordinate staff of the college and for the recruitment of that staff from the Public Works Department. The proposition statement was sanctioned in G.O., No. 165, Educational, dated 28th March 1910, but the question

Paragraph 3 *ibid.*

relating to the revision of the staff of the college was deferred for further consideration.

4. The committee appointed in 1904 to advise on the re-organization of the College of Engineering 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, who was then 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.

Vide Mr. deWinton's unofficial note on page 14 of notes connected with G.O., No. 655, dated 3rd October 1905; also paragraph 11 of the Government Order, page 28.

Paragraph 11 of the committee's report on page 4 of G.O., No. 657, dated 10th October 1906. 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 from a department whose duties were primarily of an executive character and that to supply suitable men from 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.

Ibid.

In reply to a reference made by the Director of Public Instruction, the Government stated that not only the senior members but the entire staff including the subordinate members should be recruited by the Educational Department—*vide* G.O., No. 390, dated 20th May 1908.

6. The Principal of the college (Mr. James) then represented that it was altogether impossible to get the stamp of men required for the subordinate staff of the college so long as they were retained in the Educational Service. He considered that the men on the college staff should be the pick of those in the technical services from which they could be drawn for the work, that they should be regarded from quite a different standpoint to ordinary subordinates in the Educational Department and that those men should be posted to the college for only a definite period of, say, three years. Mr. James accordingly requested a reconsideration of G.O., No. 586, dated 7th September 1907, regarding the recruitment of the college staff in the Educational Department. The Director of Public Instruction supported the Principal's request. The Government did not pass final orders on this question, but they requested the Director of Public Instruction to 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 the recruitment of the subordinate staff of the College of Engineering.

* Paragraph 2 of his letter on pages 2 and 3 of G.O., No. 165, Educational, dated 28th March 1910.

	Pay.
	RS.
† 1 First-grade Sub-Engineer ...	400
1 Third-grade Sub-Engineer ...	250
1 First-grade Supervisor ...	200
2 Second-grade Supervisors ...	150 each.
2 First-grade Overseers ...	100
1 Second-grade Overseer ...	80
1 Third-grade Overseer ...	60

Vide paragraph 2 of Director of Public Instruction's letter on pages 2 and 3 of G.O., No. 165, Educational, dated 28th March 1910.

5. 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 from a department whose duties were primarily of an executive character and that to supply suitable men from 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. In reply to a reference made by the Director of Public Instruction, the Government stated that not only the senior members but the entire staff including the subordinate members should be recruited by the Educational Department—*vide* G.O., No. 390, dated 20th May 1908.

6. The Principal of the college (Mr. James) then represented that it was altogether impossible to get the stamp of men required for the subordinate staff of the college so long as they were retained in the Educational Service. He considered that the men on the college staff should be the pick of those in the technical services from which they could be drawn for the work, that they should be regarded from quite a different standpoint to ordinary subordinates in the Educational Department and that those men should be posted to the college for only a definite period of, say, three years. Mr. James accordingly requested a reconsideration of G.O., No. 586, dated 7th September 1907, regarding the recruitment of the college staff in the Educational Department. The Director of Public Instruction supported the Principal's request. The Government did not pass final orders on this question, but they requested the Director of Public Instruction to 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 the recruitment of the subordinate staff of the College of Engineering.

7. The Director of Public Instruction thereupon reported* that the Chief Engineer, Public Works Department, whom he consulted suggested an addition of nine appointments as shown in the margin† to the cadre of the Public Works Department on account of the staff required for the college on the assumption that the assistant instructors in mechanical and civil engineering and in surveying only would be recruited from the ranks of the Public Works Department. The Chief Engineer further stated that the addition to be made to the Public Works Department cadre would be distributed among the several grades according to the rule of proportion laid down in paragraph 62 of the Public

Works Department Code, Volume I, and that the pay of the men drafted into the college would thus depend upon their departmental rank. He, however, added that the subordinates would, if desired, be selected from the lower grades, provided suitable men could be found in those grades.

8. The following statement compares the present scale of the subordinate staff of the College of Engineering, the scale proposed by the Director of Public Instruction and the scale suggested by the Chief Engineer:—

Present scale.*				Scale proposed by the Director of Public Instruction.†				Scale suggested by the Chief Engineer.‡			
Number.		Pay.	Average cost.	Number.		Pay.	Average cost.	Number.		Pay.	Average cost.
1	Assistant ..	150—5—200	180½	2	Assistants, each.	150—10—200	366½	1	1st-grade Sub-Engineer.	400	400
2	Assistants, each.	100—5—150	261½	1	Assistant ..	125—5—150	141½	1	3rd " "	250	250
3	" "	75—2½—100	270½	3	Assistants, each.	100—5—125	350	1	1st " Supervisor ..	200	200
2	" "	60—2—80	144½	5	" "	75—5—100	458½	2	2nd " Supervisors ..	150	300
								1	1st " Overseers ..	100	200
								1	2nd " Overseer ..	80	80
								1	3rd " " "	60	60
8	Total ..		856½	11	Total ..		1,316½	9	Total ..		1,490

* *Vide* proposition statement on pages 4 and 5 of G.O., No. 165, Educational, dated 28th March 1910.

† *Vide* proposition statement on pages 5 and 6 of G.O., No. 524, Educational, dated 17th September 1909.

‡ *Vide* paragraph 2 of the Director of Public Instruction's letter on page 2 of G.O., No. 165, Educational, dated 28th March 1910.

9. The number of appointments according to the Chief Engineer's proposals is only 9; while the number according to the Director of Public Instruction's is 11. The Chief Engineer's proposal is based on the assumption that only the assistant instructors in mechanical and civil engineering and in surveying would be recruited from the Public Works Department, while according to the Director of Public Instruction's proposals eleven instructors have to be recruited including the assistants in Science and in Mathematics. The extra cost according to the Director of Public Instruction's proposals is Rs. 459½ *per mensem* and according to the Chief Engineer's, Rs. 633½ *plus* two instructors on Rs. 75—5—100 each (Science and Mathematics Assistants) (average cost Rs. 91½ each) or Rs. 816½ *per mensem*. The cost of the Chief Engineer's scale is thus Rs. 356½ more than that of the Director of Public Instruction's.

10. It will be observed that the salaries proposed by the Chief Engineer in the first two cases are considerably in excess of those proposed by the Director of Public Instruction. The latter points out that in proposing the high scale of salaries the Chief Engineer has overlooked the direction of Government contained in paragraph 1 of G.O., No. 524, Educational, dated 17th September 1909, namely, that the necessary addition should be made to the cadre of the upper subordinate establishment of the Public Works Department. Dr. Bourne's opinion is that the rank of any subordinate of the Public Works Department selected for transfer to the college need not be higher than that of a first-grade supervisor on Rs. 200 or at the highest that of a third-grade Sub-Engineer on Rs. 250.

11. Mr. Francis, who was acting Secretary, noted that "the joint opinion of Mr. James and Dr. Bourne regarding the need for this increase of staff must necessarily be accepted". The Honourable Member remarked that "the pay on incremental system for men borrowed for three years is on the face of it absurd".

12. It is for consideration whether the proposals of the Director of Public Instruction may be approved. The increase in the cadre of the Public Works Department requires the sanction of the Government of India. The remarks of the Chief Engineer may be obtained u.o. in the first instance as to whether the scale of pay proposed by him may be reduced as suggested by the Director of Public Instruction.

P.R.—6-6-10.

K. RANGASWAMI AIYANGAR—8-6-10.

In his letter at pages 2-3 of G.O., No. 165, Educational, dated 25th March 1910, the Director of Public Instruction said he had consulted the Chief Engineer, but there is nothing to show whether the Chief Engineer is aware of the scale proposed by the Director of Public Instruction. The file may, accordingly, I submit, be sent to the Chief Engineer u.o. for remarks, with reference to the last paragraph of the Director of Public Instruction's letter above referred to.

S. H. SLATER—14-6-10.

The Chief Engineer's scale is governed by the rule of proportions. The Deputy Registrar is requested to note further as directed personally.

L. M. WYNCH—14-6-10.

Pages 4 and 5 of G.O., No. 165, Educational, dated 28th March 1910.

In 1909, the subordinate staff of the College of Engineering consisted of:—

	Average pay.
	RS.
1 Assistant Instructor on Rs. 150—5—200	180½
2 Do. Instructors on Rs. 100—5—150 each	261½
3 Do. do. on Rs. 75—2½—100 „	270½
2 Do. do. on Rs. 60—2—80 „	144½
8	856½

2. In the proposition statement in G.O., No. 524, Educational, dated 17th September 1909, the Director of Public Instruction proposed the substitution for the above of the following scale:—

	Average pay.
	RS.
2 Assistant Instructors on Rs. 150—10—200 each	366½
1 Do. Instructor on Rs. 125—5—150	141½
3 Do. Instructors on Rs. 100—5—125 each	350
5 Do. do. on Rs. 75—5—100 „	458½
11	1,316½

3. But in the proposition statement sanctioned in G.O., No. 165, Educational, dated 28th March 1910, the scale adopted was as follows:—

	Average pay.
	RS.
* 1 Assistant Instructor on Rs. 150—5—200	180½
* 2 Assistant Instructors on Rs. 100—5—150 each	261½
* 1 Assistant Instructor on Rs. 125	125
* 2 Do. Instructors on Rs. 105 each.	210
* 3 Do. do. on Rs. 75—2½—100 each	270½
* 2 Assistant Instructors on Rs. 60—2—80 each.	144½
11	1,191½

* Same as the original scale.

Newly added temporary appointments.

As a matter of fact the proposition statement which was sanctioned in G.O., No. 165, Educational, dated 28th March 1910, did not provide for the general revision of the scale of the subordinate staff which had been proposed and which was shown in the proposition statement in G.O., No. 524, Educational, dated 17th September 1909, but only provided for the three additional appointments (one on Rs. 125 and two on Rs. 105 each) which were sanctioned in the order just quoted.

4. The Chief Engineer considers that an addition of nine appointments should be made to the cadre of the Public Works Department on account of the staff required for the college on the assumption that only * the assistant instructors in mechanical and civil engineering and in surveying are recruited from the ranks of the Public Works Department. In other words, the Chief Engineer seems to provide for the recruitment from the Public Works Department of only nine of the eleven assistant instructors, that is, omitting the assistant instructors in science and mathematics, whom he perhaps considers it unnecessary or undesirable to recruit from his subordinate staff, these posts requiring men of special qualifications.

* That is, excluding the two assistant instructors in science and mathematics.

5. Now, the additional cost to Public Works Department budget which would be involved by the revision of the cadre of the Public Works Department so as to provide for the nine appointments above referred to, is put down at Rs. 1,490; and this is said to be the minimum having regard to the rule of proportion laid down in article 62 of the Public Works Department Code. The present cost of the subordinate staff of eleven assistants in the College of Engineering is Rs. 1,191½ (vide paragraph 3 *supra*) and if the two assistants in science and mathematics are excluded, the cost would be Rs. 1,011½. The net cost to Provincial funds in consequence of the proposed addition to the Public Works Department cadre will thus be Rs. 1,490 minus Rs. 1,011½ or Rs. 478½ *per mensem*. In other words, the maximum amount of extra burden which will be thrown on Provincial funds in any one year as a result of the proposal to recruit the subordinate staff of the College of Engineering from the Public Works Department will be Rs. 478½ *per mensem*.

6. The result of the adoption of the proposed arrangement will be that in the proposition statement relating to the College of Engineering the posts of the nine assistants who are to be recruited from the Public Works Department cadre will be shown as "nine assistant instructors—upper subordinate service of the Public Works Department," in the same way as the college appointments included in the Indian and Provincial Educational Services are now shown and the present cost of these appointments will be shown as a decrease, while in the proposition statement for the Public Works Department, the nine appointments and their cost will be shown as an addition. For budget purposes, however, the actual cost (grade pay plus presidency and house-rent allowances) of the members of the upper subordinate staff who do duty in the college will be debited to the Educational budget. The actual expenditure to be so debited to the Educational budget will thus vary from time to time with the grades of the subordinates employed in the college.

7. In the following statement a scale of pay for the College of Engineering has been worked out with reference to the average cost of the nine appointments as proposed by the Director of Public Instruction in the proposition statement with G.O., No. 524, Educational, dated 17th September 1909, and the grade pay of the

Public Works Department with presidency and house-rent allowances which is the nearest approach to the average cost:—

Scale proposed by the Director of Public Instruction.				Average pay.	Scale of pay fixed with reference to the pay of the corresponding grade of the Public Works Department staff.		
RS.				RS.	RS.		
2	150—5—200	...	...	180 $\frac{5}{9}$	150	40	190
	150—5—200	...	...	180 $\frac{2}{3}$	150	40	190
1	125—5—150	...	...	141 $\frac{2}{3}$	100	25	125
3	100—5—125	...	...	116 $\frac{2}{3}$	100	25	125
					100	25	125
					100	25	125
3	75—5—100	...	...	91 $\frac{2}{3}$	60	25	85
					60	25	85
					60	25	85
Total cost ...				1,127 $\frac{5}{9}$	880	255	1,135

But as the actual cost of the nine assistant instructors to be debited to the Educational budget will, as pointed out above, depend on the grade pay of the men actually doing duty in the College of Engineering, it does not appear to be necessary to fix a scale of pay for these assistant instructors for the purposes of the College of Engineering as worked out above.

K. RANGASWAMI AIYANGAR—23-6-10.

The matter is clear now. Please draft approving the proposals and asking for the sanction of India for the increase in the Public Works Department cadre.

L. M. WYNCH—24-6-10.

A draft is submitted for approval. If approved, it may be sent to the Financial and Public Works Departments for acceptance.

2. As the draft letter deals with the question of increasing the cadre of the upper subordinate establishment of the Public Works Department, it will have to be issued in that department.

T.K.—8-7-10.

S. H. SLATER—12-7-10.

With reference to the personal directions of the Secretary, the following further note is submitted.

2. If the two posts of instructors in the College of Engineering are to be removed from the Provincial Educational Service and recruited from the Public Works Department in the same way as it is proposed to recruit in future, nine out of the eleven assistant instructors of the College of Engineering who are now borne in the scale of the subordinate service, an addition of eleven appointments will have to be made to the cadre of the upper subordinate establishment of the Public Works Department instead of nine already proposed. The present strength of the upper subordinate cadre is 184 and the addition of eleven thereto will make it 195. Under the rule of proportion laid down in paragraph 62 of the Public Works Department Code, Volume I, the additional appointments will be distributed among the several grades as follows:—

	Pay.
1 First-grade Sub-Engineer	400
1 Third-grade "	250
1 First-grade Supervisor	200
2 Second-grade Supervisors on Rs. 150 each	300
3 First-grade Overseers on Rs. 100 each	300
2 Second-grade Overseers on Rs. 80 each	160
1 Third-grade Overseer	60
11	1,670

The cost of the addition to be made to the upper subordinate cadre will thus be Rs. 1,670 *per mensem*, as against Rs. 1,490 according to the original proposals.

* Excluding two appointments on Rs. 75—2½—100 for Science and Mathematics Instructors. 2. The present cost of the eleven* appointments in the Educational Department is Rs. 1,911½ as follows:—

	Pay.
(1) Instructor in Engineering (Mr. Reynolds)	600
(2) " in Surveying and Drawing (Mr. W. C. Old)	300
(3) Assistant Instructor in Surveying and Drawing (Rs. 150—5—200)	180½
(4) Assistant Instructor in Surveying (Rs. 100—5—150)	130½
(5) " in Drawing (Rs. 100—5—150)	130½
(6) Additional Instructor in Civil Engineering	125
(7) Two additional Instructors in Mechanical Engineering, Rs. 105 each	210
(8) One Assistant Instructor at Rs. 75—2½—100	90½
(9) Two Assistant Instructors on Rs. 60—2—80 each	144½
(10)	
(11)	
	1,911½

If appointments items (1) and (2), namely, Instructor in Engineering and Instructor in Surveying and Drawing are to be removed from the Provincial Educational Service and recruited in future from the Public Works Department, there will be a saving of Rs. 241½ *per mensem* (Rs. 1,911½ — Rs. 1,670).

3. According to the scheme proposed in the Director of Public Instruction's letter No. 2123, dated 10th December 1909, printed with G.O., No. 165, Educational, dated 28th March 1910, the assistant instructors in science and mathematics are not to be recruited from the Public Works Department. The pay of these two posts has been taken as Rs. 75—2½—100 for the purpose of calculating the financial effect of the proposals.

T.K.—16-8-10.

A revised draft letter will be submitted when the proposals made above have been approved. The file regarding the reorganization of the Provincial Educational Service, in connection with which the proposals in the foregoing note have been made, is now in circulation; perhaps this file may lie over pending the issue of final orders on that file. In the meantime the Public Works Department may be consulted u.o. as regards the revised proposals now made.

K. RANGASWAMI AIYANGAR—17-8-10.

S. H. SLATER—19-8-10.

What is the status of the two men in the Public Works Department, who now hold the two Provincial Educational appointments in the College of Engineering, and what was their pay when in the Public Works Department?

Have they been permanently seconded to the Educational Service? or are they liable to revert to Public Works Department and be replaced by others?

L. M. WYNCH—20-8-10.

Messrs. B. O. Reynolds and W. C. Old now hold the two Provincial Educational Service appointments in the College of Engineering, the former being employed as Instructor in Civil Engineering and the latter as Instructor in Surveying. They were formerly military upper subordinates of the Public Works Department but gave up their military rank when they were appointed to the Provincial Educational Service permanently, in accordance with Home Department letter No. 214, Education, dated 29th May 1899. They are not seconded to the Educational Service in the Public Works Department list and their names do not appear in the list of that department. They have now no connection with the Public Works Department and are not liable to revert to that Department.

2. Mr. Reynolds is now in receipt of a pay of Rs. 600 *per mensem* (second grade of the Provincial Educational Service) and

Vide Provincial Educational list.

Provincial Educational Service). Mr. Reynolds was appointed to the College of Engineering in 1893 as Instructor in Civil Engineering. He was then a second-grade supervisor in the Public Works Department and was in receipt of Rs. 235 *per mensem* including horse and other allowances—*vide* paragraph 1 of the Director of Public Instruction's letter on page 5 of G.O., No. 111, Educational, dated 13th February 1893. But as the salary of the post in the college was Rs. 200—20—300, Mr. Reynolds was permitted to draw Rs. 240 *per mensem* under article 171 (a) of the Civil Service Regulations (second edition). The post was included in the Provincial Educational Service in 1896. Mr. Old was appointed to the college in 1907. He was then overseer, first grade, in the Public Works Department and was in receipt of Rs. 183—13—6, including allowances, for a month of 30 days and Rs. 186—10—9 for a month of 31 days. Please see the Examiner's note on page 9 of G.O., R. Nos. 354—5, Educational, dated 12th July 1907. He was appointed to the eighth grade of the Provincial Educational Service (salary Rs. 250 *per mensem*).

G.O., No. 354, Educational, dated 12th July 1907.

T.K.—14-9-10.

K. RANGASWAMI AIYANGAR—14-9-10.

S. H. SLATER—15-9-10.

In the scheme for the re-organization of the Provincial Educational Service which is being submitted to India the two posts of Instructor in the Engineering College (now held by Messrs. Reynold and Old) have been removed from the cadre of the Provincial Educational Service.

Will Public Works Department kindly say whether there is any objection to adding these two posts to the list of appointments to be added to the cadre of the upper subordinate establishment (Public Works Department) thus making eleven instead of nine appointments to be added, and if there is none whether the calculations and distribution of the appointments made on page 7 of these notes is correct.

L. M. WYNCH—16-9-10.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

There seems no objection to adding the two posts referred to above to the nine appointments proposed to be added to the upper subordinate cadre.

2. It has to be considered whether the present incumbents of the two posts, viz., Messrs. Reynolds and Old, should be retained on the Educational list or whether they should be brought on to the Public Works Department list. In the latter case, the following points have to be considered.

3. Mr. Reynolds is now drawing Rs. 600. The pay of the highest grade of Sub-Engineer is only Rs. 400 which, with the two increments of Rs. 50 each given after five and ten years' continuous permanent or temporary service in the grade followed by confirmation, come to Rs. 500. He will thus have to be given a personal allowance equal to the difference between the pay that would be arrived at according to the length of his service after promotion to Rs. 400 and Rs. 600, and will have to remain on the college staff till he retires.

4. As regards Mr. Old, he is now drawing Rs. 300. The additional appointment that will be added to the Public Works Department cadre in order to provide for Mr. Old's post in the college, is that of a Sub-Engineer, third grade, on Rs. 250. Even if Mr. Old were to count against this appointment and to come at the bottom of the grade, it would rather be a hardship to the men below, for while Mr Old was in

the department, he was below Sergeant T. Grant who is still an overseer, first grade, permanent, and supervisor, second grade, temporary rank, and 53 places below the last Sub-Engineer, third grade. It seems, therefore, that if Mr. Old is to be taken on to the Public Works Department list, he should come at the bottom of Sub-Engineer, third grade, and draw a personal allowance of Rs. 50, until promoted in the ordinary course to Rs. 300. Even then he would be in a far better position than if he had continued in the department.

5. A better arrangement would perhaps be to retain these two officers on the

Yes.

P. HAWKINS—27-9-10.

Educational list until they vacate their appointments. In this case the two top appointments of Sub-Engineer, first and

third grades, to be added to the cadre, will be kept vacant until Messrs. Reynolds and Old retire and the Public Works Department supply men in their places.

6. The distribution of the 11 appointments between the several grades shown on page 7 *supra* is correct.

T.S.R.—26-9-10.

G. D. PLUMMER—26-9-10.

I do not see how we can take these two cadre appointments under the Public Works Department cadre until the present incumbents retire, without confusion. I submit it would be better to postpone consideration of the case of these two posts until the need for new men arises.

P. HAWKINS—27-9-10.

As shown above, it would be better from the Public Works Department point of view to keep the two men on the Educational list until they retire.

F. J. WILSON—27-9-10.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

I see no objection to the retention of the present posts above referred to being retained in the Educational list until Messrs. Reynolds and Old retire and a note might be added to the draft to this effect; but please note.

L. M. WYNCH—29-9-10.

The Provincial Educational Service in this Presidency, as at present constituted, is a graded service; it consists of 42 appointments divided into nine grades, the pay attached to the grades ranging from Rs. 200 to Rs. 700. It has been decided to abandon the graded system as unsuitable for the Provincial Educational Service and to substitute for it one on progressive or incremental pay. At the same time the number of appointments in the service is to be reduced from 42 to 31 and, of the 11 appointments to be thus removed from the Provincial Educational Service, seven are to be transferred to the Subordinate Educational Service; two are to be constituted into special appointments outside the Educational service and the remaining two are to be recruited in future from the upper subordinates of the Public Works Department. The two appointments last mentioned are those of the Instructors in Civil Engineering and in Surveying and Drawing of the College of Engineering which are now held by Messrs. Reynolds and Old respectively.

2. The Public Works Department urge that Messrs. Reynolds and Old cannot be admitted now into the upper subordinate list and suggest that they might be retained in the Provincial Educational Service list till they retire, the two appointments to be added to the upper subordinate cadre on their account being kept vacant till the two officers retire.

3. If Messrs. Reynolds and Old are to be retained in the Provincial Educational Service list until they retire, they should be allowed to do so not on the pay conditions of the reorganized Provincial Service, which would give them advantages which they would never have got under the old conditions of the Provincial Educational Service or in the Public * Works Department if they had remained there. One of the integral conditions of the new Provincial

* The pay of a first-grade Sub-Engineer is Rs. 400 *per mensem*.

Service scheme seems to be that members of the existing Provincial Service, apart from those whom it is proposed to list off to the Subordinate Service, should not have the pay conditions of the new Provincial Service unless they are considered fit, that is, unless they can be fairly regarded as the Indian equivalents of European educationists and that existing men who do not satisfy this test should remain on the old pay conditions, that is to say, they would get promotion on the existing grades as they would have attained to it by seniority, had all the men above them remained on the old pay conditions, but not otherwise. One of the main reasons for the removal of these appointments from the Provincial Educational Service is that these appointments are more or less of a special character, that the persons required to fill them need not possess such brilliant educational attainments as are required for the reorganized Provincial Service and that the increased rates of pay proposed for the reorganized Provincial Educational Service are not required for them. Messrs. Reynolds and Old cannot be regarded as equivalents of European educationists and it seems to be opposed to the principle of the reorganization of the Provincial Educational Service to permit

No one ever proposed that they should.

L. M. WYNCH.

these two persons to remain on, on the pay conditions of the new Provincial Educational Service.

4. Mr. Reynolds is now 50 years old and if he were allowed to remain in the reorganized Provincial Educational Service till he attains the age of 55 years in May 1915, he would rise to Rs. 775 in the revised scale of pay for that service. Mr. Old is now about 31 years old and will have to remain in the Provincial Educational Service for 24 years more; and if he is to be allowed to draw the new scale of pay, he will rise to a scale of pay (Rs. 810) which he could never have expected to do if he had continued in the Public Works Department, where he would never be able to draw a pay of more than Rs. 400 which is the pay of the highest grade of a Sub-Engineer.

5. If these two officers are to be allowed to remain in the Provincial Educational Service on the old pay conditions, they will have to be regarded as supernumeraries in that service until they vacate the posts, when the latter could be absorbed into the upper subordinate establishment, Public Works Department. When the Educational services were reorganized in 1896, three posts were retained as supernumeraries in the Indian Educational Service until they were absorbed in the Provincial Educational Service on the retirement of the officers who held these appointments. A similar course may be followed in this case also and the fact may be clearly stated in the letter to the Government of India requesting sanction for increasing the cadre of the upper subordinate establishment of the Public Works Department. A copy of this letter may also be forwarded to the Home Department for information in continuation of letter No. 578, Educational, dated 8th October 1910, regarding the reorganization of the Provincial Educational Service.

Vide proposition statement on page 11 of G.O., No. 479, Educational, dated 10th August 1896.

T.K.—11-10-10.

The remarks of the Financial Department may be obtained on the above proposals.

K. RANGASWAMI AIYANGAR—12-10-10.

Yes.

L. M. WYNCH—18-10-10.

It is submitted that Messrs. Reynolds and Old will have to be retained as supernumeraries till they retire.

M. S. MASCARENHAS—16-10-10.

Please have the letter to India redrafted so as to make it clear that the additional appointment asked for to be added to the Public Works Department cadre will only be made as vacancies occur in the Educational Service—Provincial or Subordinate—as the case may be.

Messrs. Reynolds and Old will remain in the Provincial Educational Service till they retire, but in asking for the addition of nine appointments to the Public Works Department cadre we may refer to our letter regarding the reorganization of the Provincial Educational Service and say that the total addition to the Public Works

Department cadre—if those proposals are approved—will be eleven. And then give the scale and the cost.

L. M. WYNCH—18-10-10.

A revised draft is submitted for approval. If approved, it may be sent to the Public Works and Financial Departments for acceptance. The letter to India will have to issue from the Public Works Department as it deals with the question of increasing the cadre of the upper subordinate establishment of that department.

T.K.—2-11-10.

K. RANGASWAMI AIYANGAR—3-11-10.

M. S. MASCARENHAS—4-11-10.

The draft order and letter seem to be all right, but there is one point which requires some consideration and that is whether we should retain in the Educational service till they retire the two present instructors and all the assistant instructors who are not now members of the Public Works Department.

It may be that the Director of Public Instruction may wish to relegate some of these men to the Public Works Department on the ground that they have not proved efficient as tutors (one of the instructors, I see, has 24 years to put in before retirement). Before the drafts go to the Financial and Public Works Departments for acceptance we had better ask the Director of Public Instruction u.o. whether he thinks that the drafts will do.

A. BUTTERWORTH—5-11-10.

To the Director of Public Instruction.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

Mr. James would prefer that the appointments of the nine assistants should be transferred at once to the cadre of the Public Works Department, not only because the men are inefficient owing to their low qualifications, but because he considers that it is essential that with them periods of practical work should alternate with those of teaching. If they were relegated to the Public Works Department, he would propose that they should be sent back to such work about three a year with the possibility of their coming back at some future time to the college.

J. H. STONE—10-11-10.

EDUCATIONAL DEPARTMENT.

Of the nine assistant instructors referred to by the Director of Public Instruction, three* are members of the upper subordinate establishment of the Public Works Department, whose services have been lent to this department for employment as assistant instructors in the College of Engineering. If these three are excluded, there will remain only six assistant instructors, who will have to be brought on the Public Works Department list. The Public Works Department may, it is submitted, be asked u.c. to state whether these six assistant instructors cannot immediately be transferred to that department.

T.K.—12-11-10.

Before sending the file to the Public Works Department, it seems to be better to obtain from the Director of Public Instruction definite information as to the nine assistant instructors whom Mr. Stone would have transferred at once to the Public Works Department cadre, their total service, qualifications, etc., and the period of their previous employment in the Public Works Department, so that the Public Works Department may have sufficient materials before them to come to a decision on the point raised in the Hon'ble Mr. Stone's note above.

K. RANGASWAMI AIYANGAR—14-11-10.

Public Works Department will, no doubt, be able to get the above information from the Principal if they require it. They may now see as proposed by office and at the same time may be asked if they accept the drafts.

C. A. INNES—21-11-10.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

Of the nine assistant instructors now employed in the college, three belong to this department having been lent * to the college temporarily. The question now put to this department is whether the remaining six assistant instructors who now belong to the subordinate staff of the Educational Service cannot be transferred at once to the cadre of this department, as proposed by the Director of Public Instruction in his note, dated 10th November 1910, on page 11 *ante*. The proposal to relegate the men to this department is, it will be seen from the Director of Public Instruction's note, made "not only because the men are inefficient owing to their low qualifications, but because he (Mr. James) considers that it is essential that with them periods of practical work should alternate with those of teaching". They would be sent to this department about three a year with the possibility of their going back to the college at some future time.

2. In order to consider the Director of Public Instruction's proposal, it seems necessary to know the qualifications of the men, *i.e.*, the examinations passed by them, their age, total service, present pay, and particulars of their past service with dates. It can then be seen whether the men are educationally qualified for appointment as upper subordinates, and whether they could be suitably brought on to the upper subordinate list without causing injustice to our present men. Submitted that the Principal may be requested to supply the information at a very early date. A draft memorandum is submitted for approval.

K.G.—29-11-10.

G. D. PLUMMER—29-11-10.

Yes. We want to know more about them first.

P. HAWKINS—30-11-10.

[Memorandum No. 5697-C., dated 2nd December 1910.]

*From the Principal, College of Engineering, Madras, dated 3rd December 1910,
No. 1382-C.*

The Principal furnishes the information called for. The only assistant instructor who is educationally qualified for appointment as an upper subordinate is No. 4, T. R. Venkatesa Aiyar, who has passed the Engineer Subordinate test. One of the appointments is said to be vacant. The remaining four assistant instructors have not passed the examination qualifying for appointment as upper subordinates, but they have passed certain other technical examinations. Mr. James apparently considers that their qualifications are low for the work required of them in the college—*vide* Director of Public Instruction's note on page 11 *supra*. It is for consideration, therefore, whether their qualifications are sufficient for the work of upper subordinates in this department.

† This paragraph says that the test may be dispensed with in the case of men having thorough practical knowledge and experience in any useful branch of engineering. Only Nos. 3 and 4 have had any executive experience.

G. D. PLUMMER.

If so, there is no objection to appoint them as upper subordinates with the sanction of Government under paragraph 187 † of the Public Works Department Code, Volume I. Under this paragraph, appointments of unpassed candidates have hitherto been occasionally made to the temporary upper subordinate establishment only and not to the permanent establishment.

subordinate establishment only and not to the permanent establishment.

2. The appointments proposed to be added to the upper subordinate cadre to provide for appointments in the college are:—

	Pay.
	RS.
One Sub-Engineer, 1st grade	400
One do. 3rd „	250
One Supervisor, 1st grade	200
Two Supervisors, 2nd grade	150 each.
Three Overseers, 1st grade	100 „
Two do. 2nd grade	80 „
One Overseer, 3rd grade	60

Mr. Littlewood, No. 1, in the statement furnished by the Principal, draws at present Rs. 200 per mensem. If he is considered qualified for appointment as an upper subordinate, he may fill the post of Supervisor, first grade, on Rs. 200 which is to be added to the cadre.

Similarly, No. 2, M.R.Ry. S. Subrahmaniya Aiyar, who draws Rs. 150 per mensem may, if considered qualified, fill one of the posts of Supervisor, second grade, on Rs. 150.

No. 3 M.R.Ry. V. S. Pranatartihara Aiyar draws Rs. 110 per mensem in the grade of Rs. 100—5—150 and he may, if he is also considered qualified, fill one of the posts of Overseer, first grade, on Rs. 100, with a personal allowance of Rs. 10 per mensem.

No. 4 M.R.Ry. T. R. Venkatesa Aiyar draws Rs. 82½ per mensem in the grade of Rs. 75—2½—100 and he may fill one of the posts of Overseer, second grade, on Rs. 80 with a personal allowance of Rs. 2½ per mensem.

No. 5 M.R.Ry. K. C. Subbayya Chetti draws Rs. 80 per mensem and he may, if considered qualified, fill the remaining post of Overseer, second grade, on Rs. 80.

If the Assistant Instructors are at once brought on the upper subordinate list as suggested above, they will not cause any injustice to our present men, as they will not absorb any of the existing appointments, but will only fill those new appointments which are to be added to the cadre.

3. In paragraph 6 of the draft letter to the Government of India it is stated that "such of the assistant instructors as are not members of the upper subordinate establishment of the Public Works Department will continue to be borne on the Educational Service till their retirement". This will have to be modified if it is decided to bring the assistant instructors on to the upper subordinate list at once. Otherwise the draft letter may be accepted in this department, and we may also agree to the letter to the Government of India being issued in this department.

K.G.—7-12-10.

G. D. PLUMMER—7-12-10.

P. HAWKINS—7-12-10.

The only man among the six now employed in the college permanently whom I should be prepared to take back is No. 4 R. Venkatesa Aiyar and this only if he comes back within, say, twelve months from present date. The draft may be modified accordingly and go back to Educational for acceptance.

C. A. SMITH—19-1-11.

The words "brought on" may be substituted for the words "members of" in the concluding portion of paragraph 6 of the letter to the Government of India.

With this suggestion, the file may be returned to the Educational department.

T.S.R.—20-1-11.

Yes.

P. HAWKINS—20-1-11.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The drafts may now be sent to Financial for acceptance.

K. RANGASWAMI AIYANGAR—21-1-11.

Yes. The drafts were approved by Mr. Butterworth.

C. A. INNES—23-1-11.

To the Financial Department.

FINANCIAL DEPARTMENT.

In G.O., No. 586, Educational, dated 7th September 1907, and G.O., No. 390, Educational, dated 20th May 1908, Government directed that the entire staff of the College of Engineering (*i.e.*, both the senior and subordinate staff) should be recruited by the Educational department.

2. In July 1909, the Director of Public Instruction at the instance of the Principal, College of Engineering, requested that in regard to the recruitment of the subordinate staff of the college, the decision in the above Government Orders might be re-considered, and that an addition of three permanent Assistant Instructors might be made to the staff of the college, in view of the reorganization of the college classes and introduction of revised syllabuses with effect from 1st April 1907. The Director of

Ibid. Public Instruction was thereupon asked to formulate definite proposals in consultation with the Chief Engineer in regard to the addition to be made to the upper subordinate staff of the Public Works Department, and pending receipt of the same, three additional temporary appointments were sanctioned for the college.

Paragraph 3 of G.O., *ibid.*, and G.O., No. 165, Educational, dated 28th March 1910.

3. The proposals now made are:—

(1) to make an addition of three permanent assistant instructors for the college,
(2) to recruit the subordinate staff of the college (nine assistant instructors in Civil and Mechanical Engineering and Surveying) from the Public Works Department, and

(3) to remove from the cadre of the Provincial Educational Service the two posts of Instructor in Civil Engineering, and of Instructor in Surveying and Drawing, and to make a corresponding addition of two posts to the upper subordinate staff of the Public Works Department.

4. The total addition to be made to the upper subordinate staff is thus 11 (which is the same as the number of posts to be abolished in the Educational Department), and the eleven appointments are proposed to be distributed in the several grades of Sub-Engineer, Supervisor and Overseer as laid down in article 62 of the Public Works Department Code, Volume I, and as shown below:—

Existing scale.		Cost per mensem. rs.	Proposed scale.		Cost per mensem. rs.
Provincial Educational Service.	Permanent—		Permanent—		
	1 on Rs. 600	600	1 Sub-Engineer, 1st grade	400	
	1 on ,, 300	300	1 ,, 3rd ,,	250	
	1 on ,, 150-5-200 (=180%)	180	1 Supervisor, 1st ,,	200	
	2 on ,, 100-5-150 (=130%)	261	2 Supervisors, 2nd ,, on Rs. (150) each	300	
	1 on ,, 75-2-100 (=90%)	90	3 Overseers, 1st ,, on ,, (100) ,,	300	
	2 on ,, 60-2-80 (=72%)	144	2 ,, 2nd ,, on ,, (80) ,,	160	
	8	1,576	1 Overseer 3rd ,,	60	
			11	1,670	
Temporary—					
	1 on Rs. 125	125			
	2 on ,, 105	210			
	3	335			
	11	1,911			
					1,670

Leaving out of account the presidency and house-rent allowances admissible to the members of the Public Works Department (which will vary according to the men actually posted to do the teaching work) the net extra cost, taking into consideration permanent establishments only, is

Appendix 19 page 194 *et seq.*, Public Works Department Code, Volume III.

Rs. 93 $\frac{11}{16}$ per mensem or Rs. 1,123 $\frac{1}{3}$ per annum; taking into account the three hands tentatively sanctioned, there is a net saving of Rs. 241 $\frac{7}{8}$ per mensem or Rs. 2,896 $\frac{2}{3}$ per annum.

5. As regards the distribution of the eleven posts in the several grades, the numbers proposed in the grades of Sub-Engineer and Supervisor follow the proportions laid down in paragraph 62 of the Public Works Department Code, Volume I. In regard to the distribution among the grades of Overseer, the Public Works Department Code does not lay down any definite distribution, and the Educational and Public Works Departments propose to make the additions in the three grades so as to retain the existing proportions in the Overseer's grades. The existing numbers in the three grades of the latter are:—

1st grade	..	..	..	..	..	..	..	..	..	46
2nd ,,	..	..	..	..	..	..	..	..	..	29
3rd ,,	..	..	..	..	..	..	..	..	..	16

In the case of Sub-Engineers and Supervisors * larger numbers are placed in the lower grades, and it is for consideration whether in the present case it will not suffice if all the overseers (*viz.*, 6) are in the last grade (*viz.*, on Rs. 60).

[* And also in other graded service.] This would appear to be the course indicated by the figures for the different grades.

C. REILLY.

6. The proposition statement showing the additions to be made to the Public Works Department cadre will have to be verified by the Accountant-General, before it is forwarded to the Government of India. The Public Works Department will presumably take the necessary action.

C. REILLY.

7. The reductions in the Provincial Educational Service to be made on account of the proposed transfer of the two appointments of Instructor in Civil Engineering and Instructor in Surveying and Drawing to the Public Works Department list are apparently two appointments in the second grade (Rs. 600) and seventh grade (Rs. 300) respectively, which are the grades held by the existing incumbents of the posts. In addition to the proposition statement for additions to the Public Works Department cadre, a proposition statement showing the reductions to be made in the Educational Department will, also after verification by the Accountant-General, be forwarded to the Government of India, so as to indicate to them the net financial results of the proposals. The necessary alterations will also have to be made in paragraph 7 of the draft letter.

8. The draft order and letter to the Government of India may, it is submitted, be accepted in Financial, subject to the remarks in paragraphs 5 and 7 *ante*.

C.P.K.—30-1-11.

K.P.A.—31-1-11.

C. REILLY—31-1-11.

The Honourable Member will presumably see the drafts in Educational after the remarks made by Financial have been considered by that department.

A. G. CARDEW—1-2-11.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Please see paragraph 5 of the Financial Department note *supra*. That department suggests that all the six posts of overseers to be added to the cadre of the upper subordinate establishment of the Public Works Department may be placed in the last grade (pay Rs. 60) instead of three in the first grade (pay Rs. 100), two in the second grade (pay Rs. 80) and one in the third grade (pay Rs. 60) as proposed in paragraph 3 of the draft letter to the Government of India. This is a matter for consideration in the Public Works Department. The proposal made in the draft letter is

Vide page 9 *ante*.

in accordance with the existing proportions and was accepted by the Public Works Department.

2. In paragraph 7 of the note the Financial Department suggests that a proposition statement showing the reductions to be made in the Educational Department may also be forwarded to the Government of India. A draft official memorandum is submitted for approval calling on the Director of Public Instruction to forward the necessary proposition statements through the Accountant-General. The necessary alterations have also been made in paragraph 7 of the draft letter to India.

T.K.—4-2-11.

The memorandum to the Director of Public Instruction below may issue. After issue, the file may be sent u.o. to the Public Works Department for consideration of the point raised by Financial in paragraph 5 of their note above.

K. RANGASWAMI AIYANGAR—4-2-11.

G. F. PADDISON—4-2-11.

[Memorandum No. 1813-5, Educational, dated 4th February 1911.]

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

Please see page 14 *supra* showing the distribution among the several grades of the eleven upper subordinates proposed to be added to the Public Works Department cadre to provide for appointments in the Engineering College. The distribution of Sub-Engineers and Supervisors is in accordance with the proportions fixed in paragraph 62, Volume 1 of the Public Works Department Code. No such proportion is laid down in the code for the distribution of overseers among the three grades. They may therefore be distributed in any manner thought suitable. The existing numbers in the three overseer grades were fixed in G.O., No. 2199 W., dated 30th August 1898, with a view to remove the block in promotion of military subordinates from overseer, 1st grade, to supervisor grade and also to avoid such block in promotion of civilian members from the third and second overseer grades to the first grade of overseer. When the Coorg division was added to the Madras Public Works Department an addition of five to the upper subordinate cadre was made, and in distributing this number among the several grades the Government of India followed, in the case of overseers, the proportion adopted in the Government order quoted above.

T.S.R.—17-2-11.

Before the letter to the Government of India issues, the proposition statement will be sent to the Accountant-General for verification.

G. D. PLUMMER—17-2-11.

As regards the classification of overseers, I submit it depends principally upon the class of men Educational wish us to provide. Whatever these men are to be, the additions should provide for them—please see the list on page 6 *ante*.

If Educational are prepared to take third-grade overseers in the last three posts as assistant instructors, these three additions can be made in that grade, so far as we are concerned.

P. HAWKINS—25-2-11.

But Financial wants all six of the overseers to be added in the last grade, and it is extremely improbable that Educational will be satisfied with six men of this grade.

The distribution between the different grades is supposed to be based upon a system which will ensure a reasonable flow of promotion, and pending the complete re-organization of the subordinate service which we shall have to take up shortly in connection with the establishment committee's report, I think it will be better for the present to adhere to the present distribution subject to re-consideration later on when complete proposals are drawn up.

C. A. SMITH—4-3-11.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

It is submitted that the Educational Department is not in any way concerned with the grading of the six posts of overseers to be added to the cadre of the upper subordinate establishment of the Public Works Department. This is a matter entirely for the Public Works Department to decide. So far as Educational is concerned, it is not necessary that the officers appointed to the college should belong only to the particular grades in which the six additional posts are placed. What is required is six officers of the upper subordinate establishment, no matter to which grade they belong, but in practice only men who have put in some service in the department and who would therefore be in the higher grades would be preferred for the college appointments. The officers posted to the college will receive the pay of their grades *plus* Presidency allowance and house-rent—*vide* paragraph 5 of the draft letter to India. This department may agree to the proposal of the Public Works Department to grade the six overseers in accordance with the existing proportions, pending the re-organization of the whole establishment.

T.K.—16-3-11.

K. RANGASWAMI AIYANGAR—16-3-11.

Submitted that as the whole question of the re-organization of these establishments is to be separately considered, the present proportion may be retained in these proposals. Educational cannot consent to tie themselves down to take men from the lowest or from any grade.

The recruitment of the nine men from the Public Works Department who have some experience in Civil and Mechanical Engineering and Surveying may also be approved. Mr. James says he cannot get competent men from outside and the Chief Engineer agrees to let him have them.

The recruitment of the other two assistant instructors in mathematics and science from outside as at present may also be approved.

As the Chief Engineer does not agree to absorb any of the present assistant instructors (except one, if he returns within a certain period), I suppose this must be accepted, but I think it ought to appear in the order.

If the Honourable Member approves the proposal to add to the grades as in the present proportion and not merely to the lower grades, I think the fact that this grading is only temporary and the whole question of re-organization is under consideration might be pointed out to the Government of India in order to forestall objections on the lines of the Financial Department's note.

G. F. PADDISON—17-3-11.

I agree generally. I think the new appointments in the Public Works Department should be graded as proposed and not thrown into the lowest grade. If we do not grade them, we run the risk of having inferior men given to the college.

As to transferring the men now in the college to the Public Works Department, I agree with the Chief Engineer that that cannot be allowed except as regards the man he is willing to take. The Public Works Department cannot be expected to take over men who are not fitted by educational qualifications or training to work in the Public Works Department. This point should be made clear in the Educational Government Order as well as in the Public Works Department's letter.

Reynolds and Old must remain in the Educational Department until they retire. They will not fit in in any way with the Public Works Department cadre.

The head of the Engineering College is satisfied that the proposal as a whole will make for the better officering of the Engineering College and we may accept that view. The arrangements will enable the Engineering College to be manned by subordinate officers who will have opportunity of keeping their work up to date by periods of executive service, and this, no doubt, is an advantage. There is, of course, the chance of friction between the Public Works Department and the Engineering College, but that cannot be avoided.

His Excellency will no doubt see in the Public Works Department.

M. H[AMMICK]—18-3-11.

A paragraph has been added to the draft in accordance with the Honourable Member's note at A *supra*. A similar addition to the draft letter is not required, as the point is referred to in paragraph 6 thereof.

2. With reference to the last paragraph of the Deputy Secretary's note on page 17, the following may be added at the end of paragraph 3 of the letter:—

"No proportion is laid down in the Public Works Department Code for the distribution of overseers in the three grades. The grading adopted in this case is in accordance with the numbers existing at present in the three overseer grades and it is to be temporary pending the complete re-organization of the subordinate service which the Governor in Council proposes to take up shortly."

3. The proposition statement called for in Memorandum No. 1813-5, dated 4th February 1911, has not been received yet, and a reminder to the Director of Public Instruction is submitted separately for signature.

4. Pending the receipt of the proposition statement, the file may be sent to the Public Works Department for acceptance of the proposed additions to the drafts.

T.K.—3-4-11.

It is suggested that in paragraph 3 of the draft letter to the Government of India the following words, or something like this, may be added:—

"The Governor in Council is of opinion that the present proportion of officers in each grade should be preserved, especially in the view of the fact that the re-organization of the subordinate service will shortly be under consideration [in connection with the proposals of the establishment committee]."

I have bracketed the last words as I do not know whether the Government of India know of the existence of the establishment committee.

G. F. PADDISON—4-4-11.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

Please see the addition proposed *supra* to paragraph 3 of the draft letter to the Government of India.

The addition may perhaps run as follows:—

"The numbers in the Sub-Engineer and Supervisor classes are in accordance with the proportion laid down in paragraph 62, Volume I, of the Public Works Department Code. As no proportion is laid down in the Code for the distribution of overseers in the three grades, the numbers assigned to these grades follow the existing proportion. His Excellency the Governor in Council is of opinion that the present proportion in each grade of overseer should be preserved pending the re-organization of the upper subordinate establishment which will shortly be under consideration."

P. HAWKINS—1-5-11.

P. HAWKINS—1-5-11.

As the question of the distribution of the men in the three overseer grades was raised by Financial, the drafts may be sent to that department for perusal, and then submitted to His Excellency the Governor.

T.S.R.—21-4-11.

G. D. PLUMMER—21-4-11.

P. HAWKINS—1-5-11.

Approved, but I also suggest the modifications shown in pencil on page 3 of draft to India.

C. A. SMITH—2-5-11.

To the Financial Department.

FINANCIAL DEPARTMENT.

Please see Financial Department notes on pages 14 and 15 *ante*. The Honourable Member has since remarked that the six overseers should be distributed among the three grades so as to maintain the existing proportions among them; and in the draft letter it is proposed to inform the Government of India that the present proportion in each grade of overseer should be preserved pending the re-organization of the upper subordinate establishment which will shortly be considered.

2. In the proposition statement which has to be forwarded to the Government of India showing the reduction of two appointments in the *Provincial Educational Service* *

* Existing grades.

Three on Rs. 700.	Five on Rs. 350.
Three on Rs. 600.	Six on Rs. 300.
Three on Rs. 500.	Seven on Rs. 250.
Three on Rs. 450.	Eight on Rs. 200.
Four on Rs. 400.	

the grades of the two appointments which are to be so abolished have to be shown in the column "Proposed scale". As noted in paragraph 7 on page 15 *ante*, the two appointments are apparently to be one in the second grade (Rs. 600) and one in the seventh (Rs. 300). If so, the calculations on paragraph 4 of the draft letter where the average pay of two posts in the Provincial Educational Service has been taken into account in calculating the cost of the existing appointments in the Educational Department will require alteration. Again, among the appointments shown on paragraph 4 of draft letter, the posts of one assistant instructor on Rs. 125, and two assistant instructors on Rs. 105 each are temporary, and it is submitted that it would appear to be necessary to make this point clear. The proposition statement showing alterations in the Public Works cadre has to be verified by the Account officer.

Vide paragraph 6 of Financial department note on page 15 *ante*, and the Public Works department note on page 16.

The case may be returned to Educational through the Public Works Department with the remarks in paragraph 2 *ante*.

C.P.K.—6-5-11.

K.P.A.—9-5-11.

V.G.K.—10-5-11.

C. REILLY—11-5-11.

H. A. STUART—21-5-11.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

The case may be sent to the Educational Department with reference to the remarks in paragraph 2 of the Financial Department's note above. Meanwhile the proposition statement may be sent to the Deputy Accountant-General for verification. A draft office-note is submitted.

2. After return of the file from the Educational Department it may be submitted to His Excellency the Governor.

T.S.R.—23-5-11.

G. D. PLUMMER—23-5-11.

Yes.

P. HAWKINS—26-5-11.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

As suggested in paragraph 2 of the Financial note *supra*, the two appointments to be abolished in the Provincial Educational Service are shown as one on Rs. 600 and one on Rs. 300 in the margin of paragraph 4 of the draft letter to India, and the cost of the existing staff has been altered accordingly. The three temporary assistants in the existing staff are also shown separately.

2. The file may be returned to the Public Works Department.

T.K.—2-6-11.

K. RANGASWAMI AIYANGAR—2-6-11.

M. S. MASCARENHAS—3-6-11.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

The file may now be submitted to His Excellency the Governor.

T.S.R.—6-6-11.

G. D. PLUMMER—6-6-11.

This file relates to the recruitment of the subordinate staff of the College of Engineering from the upper subordinate ranks of the Public Works Department as attempts to recruit that staff from outside have not proved successful. It is accordingly proposed to apply to the Government of India for sanction to increase the permanent upper subordinate cadre by eleven appointments to provide for two instructors and nine assistant instructors in the college. The addition to the Public Works Department cadre is not to be made all at once, but only as vacancies occur in the Educational Service.

2. The letter to the Government of India, though drafted in the Educational Department, should issue from the Public Works Department as it deals with the increase to the upper subordinate cadre of this department. It is accordingly submitted to His Excellency the Governor for approval.

T.S.R.—10-6-11.

C. A. SMITH—10-6-11.

I accept the draft order and letter.

A. L[AWLEY]—18-6-11.

The file may be sent to the Educational Department with the request that, after issuing the order, the draft letter to the Government of India together with the proposition statement showing the reductions to be made in the Educational Service may be sent to this department for despatch to the Government of India. The proposition statement showing the addition to the Public Works Department cadre, which has been sent to the Deputy Accountant-General, Public Works Branch, for verification, may then be added.

2. It is presumed that the notes will be printed. Educational may be requested to supply us also with a printed copy of the notes.

T.S.R.—21-6-11.

G. D. PLUMMER—21-6-11.

The letter has to issue in the Public Works Department.

P. HAWKINS—21-6-11.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The draft may now issue.

2. The letter to India which has to issue in the Public Works Department will be sent to that department along with a copy of the order.

3. The request of the Public Works Department in paragraph 3 of the notes above has been noted.

K. RANGASWAMI AIYANGAR—27-6-11.

L. DAVIDSON—28-6-11.

[G.O., No. 414, Educational, dated 29th June 1911.]

Read again G.O. No. 524 Edl., dated 17-9-1909.

165

28-3-1910.

577 A & 578

10-10-1910.

ORDER—*11-6-11* 9 29 6-11
P.S.

The Government approve the proposal

of the Principal of the College of

Engineering, which is supported by the

Director of Public Instruction, that the

subordinate staff of the College should

be recruited from the Public Works Depart-

ment. The nine Assistant Instructors in

Civil and Mechanical Engineering and in

Surveying will therefore be recruited for

the future from the ranks of the Public

Works Department, while the Assistant

Instructors in Mathematics and Science,

who are required to possess special

qualifications of a nature different

from those which can ordinarily be looked

for in the subordinates of the Public

Works Department will continue, as at

present, to be recruited direct by the

2
13P 2
Educational Department. 19

2. To provide for the teaching staff thus required for the College, the Government of India will be requested to sanction the addition of nine appointments to the cadre of the upper subordinate establishment of the Public Works Department. The Governor in Council further considers that opportunity might be taken at the same time to remove from the Cadre of the Provincial Educational Service the two posts of Instructor in Civil Engineering and ^{of} Instructor in Surveying and Drawing. These posts have hitherto been filled by recruitment from the Public Works Department and the Government are of opinion that they may be added to the posts which it is proposed to recruit in future from the ranks of the Public Works Department, provision being made for them by a corresponding increase in the cadre of the Public Works Department.

78. (For para 3 please see page 2 A.)
2-11-10

AD
3-11-10

Cal
13/1

To The D.P.I.
" P.W.D. with draft letter
to the Govt. of India
for issue and copies of notes.

87. Copies despatched
with copy board
also despatched
19/11/10

despatched
4-7-11

P.J.O.

3/24

14P.16

3. The addition of eleven appointments to the upper subordinate establishment of the Public Works Department will not be made all at once, but gradually as vacancies occur in the Educational service, Provincial or Subordinate. The two instructors who are now members of the Provincial Educational Service will remain in that service till they retire and such of the assistant instructors as are not ^{transferred} to the upper subordinate establishment of the Public Works Department will continue to be borne on the Educational service till their retirement.

7.6.
3.4-11

Sm
4.4.11

PTO

Letter

4
LETTER

To the Secretary to the Government of India

Public Works Department

Sir,

I am directed to address you on the subject of increasing the cadre of the upper subordinate establishment of the Public Works Department, Madras, in order to provide for the recruitment from that establishment of the subordinate staff of the College of Engineering, Madras.

2. The subordinate staff of the College of Engineering now forms part of the educational establishment of this Presidency, but the members of that staff have been drawn mostly from the Public Works Department, some severing their connection with that department permanently, and some being employed only temporarily. An attempt was recently made to recruit the staff of the college without indenting on the Public Works Department, but as the experiment proved a failure, the Principal of the college and the Director of Public Instruction propose that the subordinate staff should in future be recruited from the ranks of the Public Works Department.

3. The subordinate staff of the college consists of eleven appointments

5/2.

appointments of assistant instructors, of whom four are instructors in Civil Engineering, three in Mechanical Engineering, two in Surveying, one in Mathematics, and one in Science. As it would not ordinarily be possible to secure suitable men for the posts of assistant instructors in Mathematics and Science from the subordinates of the Public Works Department, it is proposed that only the assistant instructors in Civil and Mechanical Engineering and in Surveying should be recruited from that department. This proposal will necessitate an increase of nine appointments in the cadre of the upper subordinate establishment; and if the Government of India approve the proposal made in paragraph 3 of Mr. Wynch's letter No. 578, Edl., dated 8th October 1910, to the address of the Government of India in the Home Department, to remove from the Provincial Educational Service the two appointments of instructors in the College of Engineering which are now included therein and to fill them hereafter from the upper subordinate service of the Public Works Department, an addition of eleven appointments in all will have to be made to the cadre of the Upper subordinate establishment. The present strength of that cadre is 184, and the addition of eleven appointments

thereto

thereto will raise the strength to 195; and it is proposed that these eleven additional appointments should be distributed among the several grades as follows:--

	Pay Rs
1 First grade sub-engineer	400
1 third grade sub-engineer	250
1 first grade supervisor	200
2 second grade supervisors on Rs150 each	300
3 first grade overseers on Rs100 each	300
2 second grade overseers on Rs80 each	160
1 third grade overseer	60
	----- Rs1,670

The numbers in the sub-engineer and supervisor classes are in accordance with the proportion laid down in paragraph 62, volume I, of the P.W.D. Code. As no proportion is laid down in the Code for the distribution of overseers in the three grades, the numbers assigned to these grades follow the existing proportion. His Excellency the Governor in Council is of opinion that the present proportion in each grade of overseer should be preserved pending the re-organization of the upper subordinate establishment which will shortly be under consideration.

4. The additional cost involved in increasing the cadre of the upper subordinate establishment so as to provide for the two Instructors and nine assistant instructors of

the College of Engineering is thus Rs1,670 per mensem. The present cost of these appointments in the Educational Department is Rs1,911 ⁷/₁₈ as shown in the margin so that the proposal to recruit them from the Public Works Department would result, so far as salaries are concerned, in a saving of Rs241 ⁷/₁₈ per mensem, taking into account also the three assistant instructors shown as temporary.

5. I am to request that the Government of India will be pleased to sanction the addition to the cadre of the upper subordinate establishment of eleven appointments as above proposed. If the Governor-General in Council sanctions this proposal, the Public Works Department will supply eventually two instructors and nine assistant instructors to the College of Engineering. The instructors and assistant instructors will be selected by the Chief Engineer, in consultation with the Principal of the College, from among the upper subordinate service, and will ordinarily be posted for duty in the college for a limited period of three years. While in the college they will receive the pay of their grades plus presidency allowance and house rent, which will be paid by the Educational Department and debited to the Educational budget, the cost to that department varying from

Permanent.
Pas. 244 1 on Rs 600 = 600
Service 1 on Rs 300 = 300

1 on Rs 150-500 = 180 ⁵/₉ ✓
2 on Rs 100-5-150 = 261 ¹/₉ ✓
1 on Rs 75-2 ¹/₂ - 100 = 90 ⁵/₁₈ ✓
2 on Rs 60-2-80 = 144 ⁴/₉ ✓

8

1,576 ⁷/₁₈

Temporary.

1 on Rs 125. = 125 ✓
2 on Rs 105 = 210 ✓

3

335

Grand Total. II

1,911 ⁷/₁₈ p.m.

time to time with the grades of the upper subordinates employed in the college.

6. The addition of eleven appointments to the cadre of the upper subordinate establishment herein proposed will not be made all at once, but gradually as vacancies occur in the educational service, Provincial or Subordinate. The two instructors who are now members of the Provincial Educational service will remain in that service till they retire; and such of the assistant instructors as are not transferred to the upper subordinate establishment of the Public Works Department will continue to be borne on the Educational Service list till their retirement.

7. A proposition statement showing the extra cost involved by the proposed addition of eleven appointments to the cadre of the upper subordinate establishment is enclosed; as also one showing the reductions to be made in the Educational service.

I have etc.

T.K.
2-11-10.

K.R.
3-11-10.

M.S.M.
4-11-10.

C.A.I.
23-1-11

ORDINARY.

PREFERENCE.

URGENT (a).

EDUCATIONAL
DEPARTMENT.

Current No., dated 190 .

G.O., No. 4.14., dated 29. 1. 1901.

Number of MS. pages sent { Correspondence including order or orders
(b)
(b¹)
Notes.....

Docket. College of Engineering

Approving the proposal of the Principal of the College of Engineering, the Government should be requested to sanction the proposal.

Number (c) of copies required when struck off (not including copies for volumes and editors' table which are retained in the Press).

Complete Correspondence and orders.

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