

Government of Madras.

EDUCATIONAL DEPARTMENT.

MISCELLANEOUS.

Recd.

}

1911.

Enclosures

Regd.

Spare copies

G.O. No. 670, 23rd September 1911.

Exemption from examination rules.

Extending the exemption from the Sub-overseer and Surveyor test granted to G. Pachaiyappa Pillai so as to cover his promotion to the post of first grade sub-overseer.

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GOVERNMENT OF MADRAS.
EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

G.O. No. 427 R., Educational, dated 15th December 1906.

ABSTRACT.—Exempting certain persons from the examination prescribed for the sub-overseer and surveyor class of the College of Engineering for employment as sub-overseers in the re-organized lower subordinate establishment for irrigation conservancy, V Circle.

II

Letter—from S. D. PEARs, Esq., Superintending Engineer, V Circle.
To—the Chief Engineer, Public Works Department.
Dated—Madras, the 18th January 1911.
No.—26 W/F. 139 C. 33.

I have the honour to bring to notice the case of sub-overseer G. Pachaiyappa Pillai.

He was first employed as superintendent on Rs. 20 in 1887 and has drawn his present pay Rs. 35 for 17 years.

The Executive Engineer describes him as “a clever man, with great experience of irrigation and perhaps, among my sub-overseers, the one who knows most about irrigation”.

You may possibly remember him as the man who took for you the levels for Perumal tank and estimated for repairing the bund and fitting the sluices with screw-gearing when you were in South Arcot.

He was one of the men exempted for his present grade only in G.O. No. 427 R., Educational, dated 15th December 1906. I consider that 17 years is too long to keep any man on the same pay, and it is much to his credit that after so long a stagnation he should continue to deserve the good opinion of his Executive Engineer.

I recommend that he should be exempted for promotion to sub-overseer, first grade (Rs. 50 to 70) with effect from 1st January 1911.

Order—No. 670, Educational, dated 23rd September 1911.

The Government are pleased, as a special case, to extend the exemption from the Sub-overseer and Surveyor test granted to G. Pachaiyappa Pillai in G.O. No. 427 R., Educational, dated 15th December 1906, so as to cover his promotion to the post of first-grade sub-overseer with effect from 1st January 1911.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Public Works Department with a copy of notes.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 670, EDUCATIONAL,
DATED 23RD SEPTEMBER 1911.

[SUBJECT.—Exemption from examination rules.]

Previous papers:

G.O. No. 1272 W.,	dated 10th July	1905.
Memo. „ 3630 C.	„ 13th June	1906.
G.O. „ 427 R., Edl	„ 15th December	„
„ „ 244 R.	„ 9th May	1909.
„ „ 156, Edl.	„ 24th March	1910.
„ „ 555 „	„ 20th September	„

PUBLIC WORKS DEPARTMENT.

From the Superintending Engineer, V Circle, dated 18th January 1911,
No. 26 W/F. 139 C. 33.

In G.O. No. 427 R., Educational, dated 15th December 1906, sanctioned, as a special case, the permanent exemption, among others, of G. Pachaiyappa Pillai from the examination rules for employment as a Sub-overseer, 3rd * grade with a personal allowance of Rs. 10 per mensem.

2. In his letter read above, the Superintending Engineer, V Circle (Mr. S. D. Pears) brings to notice that the sub-overseer has been drawing his present pay (i.e.) Rs. 35 for 17 years and that he continues to deserve the good opinion of his Executive Engineer who describes him as a “clever man with great experience of irrigation and perhaps among my sub-overseers the one who knows most about irrigation.” It is also stated that he took for Chief Engineer levels for Perumal tank and estimated for repairing the bund and fitting the sluices with screw-gearing when he (Chief Engineer) was in South Arcot.

3. In these circumstances, the Superintending Engineer recommends his exemption for promotion to sub-overseer, 1st † grade with effect from 1st January 1911.

For orders whether the application may be recommended to Educational.

R.A.—6-2-11.

Yes. It is evidently a sound case.

P. HAWKINS—6-2-11.

Put up the educational rules, exemption from which it is proposed to recommend.

C. A. SMITH—21-2-11.

A copy of the rules is put up.

R.A.—21-2-11.

I support the Superintending Engineer's recommendation to exempt this man so as to enable him to receive promotion to first grade.

C. A. SMITH—25-2-11.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Pachaiyappa Pillai is now a sub-overseer, 3rd grade, on Rs. 35 per mensem

* *Vide* page 5 of G.O. No. 427 R., Educational, dated 15th December 1906.

(salary Rs. 25 *plus* * Rs. 10 personal allowance). The Chief Engineer supports the recommendation of Superintending Engineer that the sub-overseer's exemption granted in G.O. No. 427 R., dated 15th December 1906, may be extended so as to cover his appointment to the post of sub-overseer, 1st grade, on Rs. 50—70 per mensem with effect from 1st January 1911. The ground on which the recommendation is based is that Pachaiyappa Pillai is a "clever man with great experience of irrigation and perhaps, among my sub-overseers, "the one who knows most about irrigation."

2. It is for consideration whether sufficient grounds have been shown for the grant of the exemption applied for. Please see the Hon'ble Sir. G. Forbes' note on page 2 of notes to G.O. No. 244, Educational, dated 9th May 1910. For precedent please see G.Os. No. 213, Educational, dated 23rd April 1910, and No. 555, Educational, dated 20th September 1910.

P.R.—8-3-11.

Please note the salaries of the several grades of sub-overseers in the re-organized establishment of irrigation conservancy.

K. RANGASWAMI AIYANGAR—8-3-11.

Vide page 15 of G.O. No. 1272 W., dated 10th July 1905. The scale of the conservancy establishment of the V Circle is as follows:—

					ns.
Sub-overseers, 1st grade	..	..	..	..	50—10—70
" 2nd "	..	..	..	..	35—5—5
" 3rd "	..	..	..	..	25—5—35

P.R.—12-3-11.

G. Pachaiyappa Pillai (called G. Pachaiya Pillai in G.O. No. 427 R., Educational, dated 15th December 1906) was an irrigation superintendent on Rs. 35 until 1906, when in consequence of the re-organization of the irrigation conservancy establishment the post was converted into that of a sub-overseer, and a pass in the sub-overseer and surveyor test of the College of Engineering was prescribed as a qualification for the post. G. Pachaiya Pillai was exempted from the above test for appointment as third grade sub-overseer on a salary of Rs. 25 (the minimum pay of the third grade) with a personal allowance of Rs. 10 per mensem. The increments are quinquennial and this man will be eligible for the maximum in the scale of Rs. 25—5—35 in 1917; and when he gets to the maximum of the scale he will cease to get the personal allowance and will get pay of Rs. 35. In any case, it seems rather too much to ask for his exemption for appointment to the first grade. Perhaps the man may be exempted for appointment to the second grade (Rs. 35—5—15), although this won't benefit him materially in the immediate future.

K. RANGASWAMI AIYANGAR—14-3-11.

The man is now 53 years old, so there is not much object in giving him an exemption which will not benefit him in the immediate future.

Nor will it be in the public interests to give this man a chance of promotion to higher grades, if he is at once put on Rs. 50; he will not have time to rise to any of the higher grades still, so it will be no spur to future work.

The only question therefore is whether his exemption will encourage the younger men exempted at the same time as he to work harder in order that they too may get a similar exemption at the close of their service.

The general question of the exemption of these men was discussed apparently in a G.O. * of 1906 which is with Public

* Pages 33—37 and 46—47 of the notes with memorandum No. 3630-C., dated 13th June 1906.

Sir G. Forbes' note on this Government Order page 10 of current to G.O., No. 426, dated 5th December 1906.

either given a personal allowance of Rs. 5 or given none at all, so that they have a chance of rising in pay.

Submitted that Government may say that they do not consider that it would be in the public interest to grant this exemption.

G. F. PADDISON—15-3-11.

I imagine that there are plenty of men in other departments who never get beyond Rs. 35 because they have not passed the necessary tests. We do not give such men exemption except in very special cases. In this case, if this man is promoted he will, I presume, prevent the promotion of a duly qualified man, who would get promotion if he does not get it.

I don't see any special reasons for promotion in this man's case and it must be refused.

M. H[AMMICK]—17-3-11.

G. F. PADDISON—18-3-11.

A draft order is submitted for approval.

2. As the orders are not in accordance with the recommendations of the Public Works Department, the draft order may be sent to that department u.o. for acceptance.

P.R.—20-3-11.

K. RANGASWAMI AIYANGAR—20-3-11.

To the Public Works Department u.o. for acceptance.

G. F. PADDISON—21-3-11.

PUBLIC WORKS DEPARTMENT.

The Educational Department decline to sanction the exemption of sub-overseer G. Pachaiyappa in view to his promotion to the 1st grade.

2. With reference to the Deputy Secretary's note at A above, Educational may be told that, if exemption is granted in this case it will be a strong incentive to other unpassed men now in the service to put forth their best efforts to obtain exemption for promotion to higher grades. Refusal will on the other hand be extremely discouraging to capable, but unqualified men, who have still many years to serve in the department.

3. As regards B above, attention is invited to the Honourable Mr. (now Sir G.) Forbes' notes on pages 33—37 and 46—47 in Memorandum No. 3360-C., dated 13th June 1906. It will be seen therefrom that though the Honourable Member took objection to granting exemptions at first, he subsequently withdrew it on the further representation made by Mr. J. P. Davidson, the then Secretary.

4. As regards C, personal allowances had to be granted to the men to prevent them from loss of the emoluments which they were in receipt of at the time of the re-organization—*vide* statement with Memorandum No. 3631-C., dated 13th June 1906.

5. It may perhaps be pointed out to Educational that similar exemption has been granted to M.R.Ry. K. Perayya Nayudu, sub-overseer, I Circle, so as to admit of his promotion from the 2nd to the 1st grade.

G.O. No. 156, Educational, dated 24th March 1910.

In these circumstances it is for consideration whether Educational should not be asked to reconsider their decision.

S.S.—20-4-11.

P. HAWKINS—25-4-11.

I respectfully request that the Honourable Member will reconsider his order in this case for the following reasons. In the first place I invite special attention to Mr. Davidson's note on pages 39 to 45 of Memorandum No. 3630-C., dated 13th June 1906, and that of Sir G. Forbes written after a personal discussion with Mr. Davidson.

I would further point out that having once exempted a man from the requisite test for sub-overseer it does not appear to be logical to bar his further promotion in the class of sub-overseers when as in the present case he has proved to be a useful and capable man and deserving of the promotion and above all things, worth the pay proposed to be given to him.

2. I quite admit the necessity for insisting, except in special circumstances, upon the prescribed educational qualifications when admitting a man into Government service for the first time; but having admitted him and he, having proved himself to be equal to and perhaps better than some of the passed men, I submit that he is entitled to be rewarded for good service and should not be superseded by an inferior man, simply because the latter has passed the examination.

Not at all. I don't agree. Our object is to encourage men to qualify and a man who is not qualified cannot complain if he is superseded.

M. H[AMMICK].

test for sub-overseer it does not appear to be logical to bar his further promotion in the class of sub-overseers when as in the present case he has proved to be a useful and capable man and deserving of the promotion and above all things, worth the pay proposed to be given to him.

3. In making promotions when there are two men of equal merit but one has passed the examination and one has not, the passed man will naturally get the step, but if the unpassed man has proved to be superior in spite of not having passed the examination, it is, I submit, to the interest of Government to promote the best man.

I do not agree.

M. H[AMMICK].

4. Mr. Davidson has in his note explained how it was that so many unpassed men were appointed to the Public Works Department in posts which were subsequently converted into sub-overseers.

I would add to this that the Public Works Department is often in want of really practical men for direct supervision of works and for such men even the educational qualifications of the sub-overseer's test are unnecessary. The present case is not one of them, but I allude to it here because I wish to draw attention to the fact that educational qualifications are of less importance than in the case of the upper subordinates in those of the sub-overseer class who are employed in the duties which were originally allotted to this class of subordinates, i.e., the direct supervision of the special works.

5. I now trust that after reconsideration of the special circumstances the Honourable Member will find himself able to agree to the proposals made.

If the Honourable Member has still any doubts I should like to be allowed to explain to him personally.

C. A. SMITH—3-7-11.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Please see the Honourable Member's orders on page 3 of the note file. The file may, it is submitted, be sent to the Honourable Member with reference to the Public Works Secretary's note above.

K. RANGASWAMI AITANAR—5-7-11.

L. DAVIDSON—6-7-11.

I cannot agree at all with the Chief Engineer. The result of allowing unpassed men to go over the heads of passed men is that officers continue to allow unpassed men into the lower grades and then when they get useful as all these men do, this howl for exemption begins, and men who have taken the trouble to pass and observe the rules are disappointed. We want to get passed men and the only way to do that is to insist that passed men have an advantage over unpassed men.

2. I am not sure how this case stands. This man was apparently first entered in 1887. What I should like to know is what pay could he then expect to rise to as an unpassed man. He is not entitled to anything more. He knew or should have known that, as an unpassed man, he could not claim to hold posts reserved for passed men. If as an unpassed man he then had chances of holding posts of higher pay than Rs. 35, he may have a grievance.

3. Mr. Davidson's note dealt with a different matter altogether so far as I understand. He was speaking of unpassed men who came in on one establishment in which they could reasonably expect to rise to certain pay. Then the establishment was abolished and the men had to be absorbed in another establishment in which tests were insisted upon. Of course it was hard in that case not to exempt up to the pay which the men could have attained on the old establishment. I don't think this is one of these cases.

4. In the Revenue Department we strictly refrain from exempting a man merely because he is a useful man. There are plenty of other useful passed men and it is the passed men we want to encourage. We want to raise the standard of education and this is one method of doing so.

M. H[AMMICK]—8-7-11.

L. DAVIDSON—10-7-11.

To the Public Works Department.

PUBLIC WORKS DEPARTMENT.

With reference to the Honourable Member's remarks side lined D above the following is submitted:—

Pachaiyappa Pillai was appointed to the Public Works Department in September 1887. Prior to 1st February 1894 he was a permanent irrigation superintendent on Rs. 25. In October 1894 he was appointed sub. *pro tem* irrigation superintendent on Rs. 35. When the Irrigation Conservancy establishment was re-organized in 1905, he was exempted for holding the appointment of sub-overseer, third grade (Rs. 25—35). He passed the old middle school examination in the first class.

Prior to the re-organization it does not appear that any technical qualifications were prescribed for appointments in the Irrigation Conservancy establishment. Had it not been for the re-organization, Pachaiyappa Pillai, could, under note 1 to the Public Service notification, apparently have risen to any post in the Conservancy establishment. The appointments of this nature in the V Circle where Pachaiyappa Pillai was employed will be found at page 98 of the Budget Estimate for 1904—1905.

A.S.N.R.—13-7-11.

Men on the old Irrigation Conservancy establishment were not liable to transfer from one circle to another. Even now, after the re-organization, the conservancy sub-overseers—who are on a circle scale—are not to be ordinarily transferred to another circle unless it is considered specially desirable to do so. Please see paragraph 4 of Memorandum No. 990-D., dated 29th August 1905.

Pachaiyappa Pillai seems to have spent all his service in the South Arcot division, V Circle. Prior to the re-organization the highest pay of irrigation superintendents in that division was Rs. 40. In the Tanjore division however there were two superintendents on Rs. 50 and one on Rs. 75—100. Pachaiyappa Pillai could apparently have risen to either of these posts as they were in the same circle and as no technical qualifications were prescribed for the posts.

A.S.N.R.—14-7-11.

I have been purposely delaying this file until I could speak to the Hon'ble Sir M. Hammick about it.

This I did this morning and the Honourable Member was good enough to say that if I returned the papers to him he would reconsider the two cases.

C. A. SMITH—13-9-11.

I understand from Mr. Smith that he closely examines the recommendations made by Superintending Engineers and does not send them on as a matter of course. I agree with him that in some respects the position of the Public Works Department is peculiar, as the importance of getting technical work rapidly and efficiently done is no doubt of special importance in this department.

2. Mr. Smith, I hope, will understand that, as regards first appointments into the service, the officers of the Public Works Department must take passed men in preference to unpassed. I suppose that is being done now. As regards the older men, I am ready to make exceptions as special cases and I consent to the exemptions proposed in these two files with the caution that the Chief Engineer must not take this as any reason for supposing that these men will be exempted in future. It is of course the case that fewer exemptions are asked for now than used to be the case. I do not want to see any reversion to the old order of things.

* Since disposed of in G.O. No. 669, Educational, dated 23rd September 1911.

M. H[AMMICK]-15-9-11.

Will Educational kindly issue the necessary orders in the two cases and send Public Works Department a copy of the notes.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

A revised draft order is submitted for approval.

P.R.—21-9-11.

K. RANGASWAMI AIIYANGAR—21-9-11.

Print the notes.

L. DAVIDSON—22-9-11.

[G.O. No. 670, Educational, dated 23rd September 1911.]

[E. & L.]
74
1,800-8-12-10

READ AGAIN G.O., No. 427 R, dated 15 — 12 — 1906

READ ALSO:—

C. No. 434, From the Superintending Engineer, No. 26. W, dated 18-1-1911

191

191

(Printed for Record) ORDER

No. 670, dated 23. 9. 1911

The Govt. are pleased, as a special
 care, to extend the exemption from
 the Sub. Overseer and Surveyor test
 granted to G. Pachayappa Pillai in
 G.O. 427 R, 15-12-06 so as to cover
 his promotion to the post of ^{first class} Sub-
 Overseer ~~Payable~~ with effect from
 1st January 1911.

2. It ^{must} appear, he distinctly understood
that ~~this~~ should not be taken as a
reason for supposing that ^{no} any further
exemption will be granted to ^{this} ~~him~~ in
future. *subordinate*

To, ✓ The P.W.D with a copy of notes.

ORDINARY.

PRESS SLIP.

PREFERENCE.

EDUCATIONAL DEPARTMENT.

URGENT (a).

Printed for
record

Current No. 434, dated 19

G.O., No. 670, dated 23rd September 1911Number of MS. pages sent { Correspondence including order or orders
(b)
Notes.....Docket. *Exemption from Government Examination*
Extending the exemption from the Sub-division
Surveyor Test granted to G. Pachayappa
Pillai so as to cover his promotion
to the post of first grade Sub-Overseer.(c) Number of copies required when struck off (not including
copies for volumes and editors' table which are retained
in the Press).Complete
correspondence
and orders. Notes

FOR RECORD.*	
Madras Records	30
Ooty Records	3
For filing with original	1
Total	34

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INSTRUCTIONS FOR THE
SECRETARIAT.(a) If a paper is marked to be printed
urgently, the Superintendent of the section
concerned should sign the Press slip. The
Superintendent should exercise a careful discre-
tion in the matter.(b) Each letter, memorandum, or order, or set
of orders, in the file of correspondence should be
headed in succession with the Roman numeral I,
II, III, etc., the number being written in red ink
or blue chalk above the item. The particular
papers to be printed in the special issue-copies
should be indicated by the Roman numeral (I,
II, etc.) by which that item has been headed in
the correspondence file. All matter, including
marginal remarks or references, to be printed
should be written in ink and matter which should
not be printed should be encircled. Initials and
signatures that are not quite legible should be
re-written distinctly.(b) For rules regarding printing of notes,
see the rules in G.O., No. 1220, Public, dated
30th November 1900.(c) The number of copies and the details of
distribution should be filled in by the Superin-
tendent or Referencer concerned.(d) In the absence of special instructions to
the Press to keep matter standing for a specified
period, ordinary papers of 8 pages and under
will be kept standing for one week, and larger
papers for two weeks only. The type of notes
and of all confidential papers is distributed
immediately after striking.(e) This slip, properly and completely
filled in, should accompany every paper sent to
Press; it will be returned by the Press when
proofs are furnished; it should be sent to the
Press when a call is made for revised proofs or
when a corrected proof is sent for striking.
When finally returned by Press it should be
filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

(a) If, in the opinion of the Superintendent of
the Press, a paper has been marked urgent
unnecessarily, he should send the Press slip to
the Deputy Registrar with a remark to that
effect.(b) Unless a note to the contrary is made
against the matter, pencil entries should not
be printed. The Superintendent of the Press
may bring to the notice of the Deputy Registrar
any instance of incomplete or careless editing.(c) Signature copies of letters to the
Secretary of State or to the Government of
India should be printed on hand-made paper.(d) This slip should be returned by the Press
to the Secretariat when proofs are furnished; it
will be sent back to the Press when proofs
are returned corrected and should be finally
returned to the Secretariat when struck-off
copies are supplied.(e) The names of the Secretary and Members
should be printed in full when they occur on
the right hand side, but only the first time when
they appear on the left side, the initials alone
being printed later.

* Copies distributed out.....*(Press Clerk.)

† Copies distributed out.....*(Despatcher.)

TO PRESS, MADRAS.
OOTY.

A

Please send proof in triplicate. The papers have been carefully edited.

800/2824
.....Clerk.

.....Supdt.

B

Proof returned corrected. Please strike off and send number of copies as indicated.

Type may be released after usual interval.
at once.

.....Clerk.

.....Supdt.

C

As the matter is clear manuscript and has been carefully edited, (b) proof need not be sent. Please print and supply number of copies as indicated.

Type may be released after usual interval.

.....Clerk.

.....Supdt.

(b) Three copies of proof of all notes should be sent for approval, except when instructions are given to the contrary.

SPECIAL INSTRUCTIONS.

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Call for revised proof received on.....	
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Supplied to Secretariat for Record.....	<i>24</i>		
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Total ...	<i>60</i>		