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G.O. No. 380, 3rd May 1912.

RECEIVED

Exemption from the examination rules.

Permitting the Superintending Engineer, VII Circle, as a very special case, to employ, subject to certain conditions, unpassed candidates on the contour survey of the Cauvery delta.

BACK PAPERS.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper:—

*Extract from letter—*from the Superintending Engineer, VII Circle.
To—the Chief Engineer for Irrigation.
Dated—the 29th February 1912.
No.—90-E.I.

With reference to your Memorandum R.O.C. No. 1681/10, dated 8th November 1911, I have the honour to submit a fresh estimate and revised proposals for the contour survey of the Cauvery delta as set out in the attached note.

* * * * *

3. As regards the salaries of surveyors, this should be fixed at a maximum of Rs. 80, the actual pay of each man being fixed by the Executive Engineer or Superintending Engineer.

4. In connection with the matter of selection of surveyors for the work, it is brought to notice that the rates of work do not make any allowance for a more than average number of incompetent or unsatisfactory surveyors. The rates of work allowed will cover occasional temporary absence through indisposition and occasional re-levelling of erroneous work, but they will not cover the cost if the work is done by parties of surveyors in which inexperienced men are in the majority.

What I am referring to is the compulsory orders for employing college "passed" surveyors in preference to unpassed men.

5. Other things being equal, there is no objection to be urged against the "passed", and where two men with equally good surveying "record" apply for employment and only one is "passed", it is fair and reasonable to give the preference to the passed man.

6. When, however, the choice comes between the college trained man, either without any survey experience other than his brief college course, or with a bad record, and a man trained outside having a good record, there can be no doubt that the interests of the work demands the employment of the latter. It is to be clearly understood that a man just out of the college who has "passed" in survey has only had sufficient training to enable him to teach himself to become efficient, and cannot be expected to be a competent surveyor although he has been started on the right road.

The same applies to the Engineer and Upper Subordinate.

7. If this work is to be carried out within the estimate cost, it is understood that not more than 15 to 20 per cent. of the surveyors will be below the average efficiency of the ordinary local trained surveyor. Some discretion should, therefore, be left to the officer appointing surveyors permitting him to reject any excess over this centage of "passed" men without good record. Of men with good survey records, passed men should of course have the preference.

8. This officer should further be allowed to appoint unpassed men without obtaining prior sanction of Government on the understanding—

- (a) That passed men with good records have preference over unpassed.
- (b) That inexperienced "passed" men be taken on up to a maximum of 15 per cent. before employing unpassed men.
- (c) Passed men with bad records should not be taken on at all.

9. It is to be remembered that there are only five to six working months in the year, and if the full staff of surveyors in a reasonably efficient state is not available for five months, that work is likely to be prolonged into a third working season. This means supervising staff as well as surveyors for a third year, and greatly increased cost.

10. For the above reasons, I urge that the controlling officer be left a reasonably free hand, and not forced to the alternative of either appointing an inefficient staff of surveyors, or waiting weeks and perhaps months for permission to go outside "examination rules" in order to get an efficient staff.

* * * * *

ENCLOSURE.

SCHEDULE of quantities—Abstract.

Quantity.	Description of work.	Rate.	Per	Amount.	Total.
1	2	3	4	5	6
	<i>Cost of field operations.</i>	RS.		RS.	RS.
24	For fixing bench marks— Surveyors months	60	..	1,440	
250	For taking field levels and plotting in village maps— Surveyors months	60	..	15,000	
274 × 6	Survey lascars for above surveyors	8	..	13,152	
2 × 4 × 5	Do. for upper subordinates checking bench marks.	8	..	320	
4 × 10 × 5	Do. for upper subordinates checking field levellers.	8	..	1,600	
2 × 4 × 5	Do. for upper subordinates checking work in four dry months of off season.	8	..	320	
50	Joining and leaving expenses of surveyor.	30	..	1,500	
	Add Contingencies and unforeseen	..	..	..	33,332
					1,668
	Field work total	..	..	..	35,000

Order—No. 380, Educational, dated 3rd May 1912.

In the circumstances stated, the Superintending Engineer, VII Circle, will be permitted, as a very special case, to employ on the contour survey of the Cauvery delta unpassed candidates subject to the conditions—

(1) that passed candidates with good records are given preference over unpassed candidates; and

(2) that if experienced passed candidates are not available for all the posts, the posts remaining vacant shall be filled by inexperienced passed candidates up to 20 per cent. of the total number of posts, the balance, if any, alone being open to experienced unpassed candidates.

(True Extract.)

T. E. MOIR,
Ag. Secretary to Government.

To the Public Works Department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 380, EDUCATIONAL,
DATED 3RD MAY 1912.

[SUBJECT.—*Employment of surveyors in connection with the preparation of the
ayakat maps of the Cauvery delta.*]

PUBLIC WORKS DEPARTMENT
(IRRIGATION BRANCH).

*From the Superintending Engineer, VII Circle, dated 29th February 1912,
No. 90-E.1.*

With reference to this office Memorandum R.O.C. No. 1681/10, dated 8th November 1911, the Superintending Engineer, VII Circle (Colonel Ellis) submits a fresh estimate and revised proposals for the preparation of the ayakat maps of the Cauvery delta.

3. Colonel Ellis recommends that the officer appointing subordinates for the work should, under certain conditions, be given permission to entertain unpassed men of experience and good record without obtaining prior sanction of Government. It is very doubtful if such latitude can be given to the Superintending Engineer in the face of the examination rules. Public Works Department may be asked to give due consideration to the matter.

T.S.R.—8-3-12.

M.S.V.—8-3-12.

M.C.—8-3-12.

3. The Superintending Engineer asks that the Executive Engineer be empowered to appoint unpassed men and gives the conditions under which the Executive Engineer shall utilise such powers. Condition (3) is a little ambiguous, but I take it to mean that not more than 15 per cent. of inexperienced passed surveyors shall be employed if unpassed experienced men are available, which presumes no experienced passed men are available.

It means that (1) experienced passed men shall be appointed as far as available, (2) that passed men without experience up to 15 per cent. of the total should then be appointed, and the balance made up by unpassed men.

H. E. CLERK.

There will no doubt be considerable objection taken to the Superintending Engineer's proposal, but if it is not agreed to, it is almost certain that there will be delay in getting men appointed, which will result in part of the working season being lost and the work extended to a third season, and the estimate thereby being considerably exceeded.

4. For this class of work, it is submitted that the maximum of Rs. 80 *per mensem* for surveyors may be accepted.

F. E. MORGAN—11-3-12.

I had discussed this matter with the Superintending Engineer. I accept all his proposals. I think, however, that his expected outturn of 45 miles a month rather high, and it can only be attained with a good and efficient staff. I strongly support the proposals of Superintending Engineer that in this case where so many surveyors are required for a short time, the examination rules should be somewhat relaxed.

From the estimate it appears that the Superintending Engineer will require about 20 surveyors. So according to his proposal he would only have three inexperienced men. I would raise it to 20 *per cent*.

What is very urgent is the sanction to the appointment of two upper subordinates and six surveyors to fix bench marks at once. With these remarks, the file may be sent to Public Works Department.

H. E. CLERK—4-3-12.

To the Chief Engineer, Public Works Department.

PUBLIC WORKS DEPARTMENT.

As stated by the Chief Engineer for Irrigation in his note above, about 20 surveyors are to be employed in connection with the work.

2. The Superintending Engineer's proposal is that the officer appointing the surveyors

"should be allowed to appoint unpassed men without obtaining prior sanction of Government on the understanding

"(a) that passed men with good records have preference over unpassed ;

"(b) that inexperienced passed men be taken on up to a maximum of 15 *per cent*. before employing unpassed men ; and

"(c) that passed men with bad records should not be taken on at all."

	Estimated cost. RS.	
* Field operations	35,000	The reasons urged in support of the
Compilation of map, tracing, printing	13,538	proposal are given in paragraphs 4 to 10 of
Regular establishment	19,150	the Superintending Engineer's letter, and
Total	67,688	are to the effect that unless the course
		proposed is adopted, the work is likely to
		be prolonged with the result of increasing
		the estimated cost * involved.

3. In his note above the Chief Engineer for Irrigation, while strongly supporting the Superintending Engineer's proposal, recommends that the number of inexperienced passed men to be employed be raised from 15 *per cent*. (the proportion proposed by the Superintending Engineer) to 20 *per cent*.

4. The Superintending Engineer's proposal, as modified by the Chief Engineer for Irrigation, may, it is submitted, be recommended to Educational for sanction.

P.V.—22-3-12.

D. MARSHALL—23-3-12.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Submitted for orders.

2. The orders complained of are contained in paragraph 2 of G.O. No. 18, Educational, dated 16th January 1912. The Superintending Engineer, VII Circle, requests a relaxation of those orders in respect of the surveyors employed in the contour survey of the Cauvery delta subject to the conditions specified in paragraph 8. The Superintending Engineer requires about 20 surveyors. These will be selected from—

(1) experienced passed men as far as available ;

(2) inexperienced passed men up to a maximum of four ; and

(3) the balance made up by unpassed men.

20 *per cent*. of 20.

3. The circumstances under which the relaxation is necessary are explained in paragraph 9. Attention is also solicited to Honourable Member's note on page 3 of G.O. No. 522, Educational, dated 1st August 1911.

P.R.—4-4-12.

In view of the special circumstances represented, the relaxation may, it is submitted, be granted.

C. RAMANUJACHARI—7-4-12.

For orders. So far as passed men without experience are concerned, this proposal as modified by the Chief Engineer means that 16 of the 20 posts will be closed to them. They will be admitted to four posts, but recruitment for the remaining 16 will depend solely on practical experience, and the only advantage that a passed man will secure is that he will get preference over unpassed men if in the opinion of the controlling Public Works officer his record of practical work is good.

The argument is that the progress of the work will suffer if too large a proportion of hands without practical experience are entertained.

The decision of the case may form a precedent.

L. DAVIDSON—11-4-12.

I am ready in this special case to accept the proposals : it is a very special case.

M. H[AMMICK]—17-4-12.

I agree.

H. A. S[TUART]—19-4-12

T. E. MOIR—20-4-12.

A draft order is submitted for approval.

2. It is for consideration whether condition (C) mentioned in paragraph 8 of the Superintending Engineer's letter should be stated in the order.

P.R.—22-4-12.

Submitted that condition (C) need not be stated in the order.

T.K.—22-4-12.

No ; the Superintending Engineer need not be told to distinguish the sheep from the goats. The intention of the Chief Engineer in his note on page 2 *ante* seems to me to be that in default of *experienced passed men* at least four inexperienced passed men should be employed, not a *maximum* of that number which would or might mean none at all. Thus given sixteen experienced passed men, the other four will be inexperienced passed men if available ; given ten experienced passed men four will be inexperienced passed men and six may be experienced unpassed men. I have revised the draft.

T. E. MOIR—23-4-12.

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

PUBLIC WORKS DEPARTMENT.

The draft order may, it is submitted, be accepted.

P.V.—29-4-12.

Accepted in Public Works Department.

W. G. MOLESWORTH—1-5-12.

To the Educational Department

EDUCATIONAL DEPARTMENT.

Issue.

T. E. MOIR—3-5-12.

[G.O. No. 380, Educational, dated 3rd May 1912.]

Educational Department.

C.No.963, from the Superintending Engineer, VII Circle, No.90 E.I.,
dated 29-1-1912.

For Record only

Sp 3/5

Print for record
7/6
3/5/12ORDER: No 380 of 3-5-12.
Mis.

In the circumstances stated,
the Superintending Engineer, VII
Circle, will be permitted, as a very
special case, to employ on the contour
survey of the Cauvery delta unpassed
candidates subject to the conditions:-

(1) that passed candidates with
good records are given preference
over unpassed candidates, and

(2) that inexperienced passed
candidates are appointed up to a
maximum of 20 per cent. of the total
number of surveyors required.

P.R.
22-4-127/6
22-4-12

of that if ~~unpassed~~
experienced passed
candidates are not
available for all the
posts, the posts remaining
unfilled shall be filled
by inexperienced passed
candidates up to 20%
of the total number of posts.
The balance if any shall be
open to experienced
unpassed candidates.

To the P.W.D.

Recd
4/5/12

23-4-12

ORDINARY.

PREFERENCE.

URGENT (a).

LOCAL AND MUNICIPAL DEPARTMENT.

Current No., dated 190

G.O., No. ~~300~~ 300, dated 3 5 1902.

Number of MS. pages sent { Correspondence including order or orders (b)
(b¹) 4
Notes. 7

Docket. *Exemption from the examination rule.*
Permitting to S.E. VII Circle, as a very special case,
to employ subject to certain conditions, unpassed
candidates on the Conson Survey of the Canvey
delta.

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