

Educational (1915) Department.

ORDINARY MS.

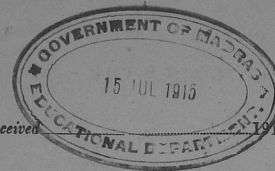
G.O., No. 1120

DATED 7-10-15

[Despatch Abstract.]

Department of Industries

Informing the Director of Industries
that the Govt are not prepared
to make any alterations
in the scale of the Superior
establishment of the Industries
Department at present.



DEPARTMENT.

C.N. 2454 Col

C.F. - 21

Received

191

Registered

15. 7

1915.

Subject.

SUBMITTING PROPOSALS FOR THE APPOINTMENT OF DEPUTY DIRECTOR.

ENCLOSURES.

No. 1 proposition
Statement
in duplicate

Spare copies

No. 19

Station M A D R A S, Dated the 1st J U L Y, 1915.

5

From (Name) K.T.B. TRESSLER, ESQ.

(Designation) AG. DIRECTOR OF INDUSTRIES

To The SECRETARY TO THE GOVERNMENT OF MADRAS,

EDUCATIONAL DEPARTMENT.

Thro' the Accountant-General

Sir,

I have the honor to state that as far back as 1910-11 Mr. Chatterton contemplated the submission of proposals for the reorganisation of the Department of Industries. He had worked up a tentative scheme but had not actually reduced it to the form of a definite proposal to Government when he was transferred to Mysore. On my taking over charge, I accordingly submitted a general scheme on the lines sketched out by him.

2. Whilst the question of the re-constitution of the Department of Industries was under discussion, nothing further could be done. When orders on this point were received, Government took up my proposals, but dealt with only a portion

Bap. 1/10/22
J.S. M. 98325
19/1/14 (H)22.11.1914
22.11.1914

of them, namely, those relating to the clerical staff and the subordinate establishment in the Pumping and Boring Department.

3. To avoid a multiplication of issues, I did not raise any further questions whilst these two points were under discussion but now that final orders have been passed in the matter of the clerical and subordinate pumping and boring establishment, I venture to point out that no definite conclusion has been arrived at regarding the other questions I raised in my note. In the present letter I desire to draw attention to the most important of these, viz., the question of Superior Staff.

4. Since its inception, the Department of Industries has been practically a 'one man concern'. As long ago as 1908, Mr. Chatterton pointed out to Government that it was no longer possible for a single responsible officer to deal with the whole work of the Department. His argument was apparently accepted for the result was my transfer to the Department of Industries. At that time, there was only about one fifth of the pumping work that there is now (judging by the number of enquiries) and about one tenth of the boring work (judging by the feet bored). There was a little technical education, some weaving and a limited amount of miscellaneous work. For the first year or so of my stay in the Department I did Personal Assistant's work but after that the work was divided, Mr. Chatterton dealing with General Administration, Pumping and Boring and I dealing with all other questions. Afterwards Mr. Chatterton went on leave and after a short tenure of office by Mr. Cotton, I took charge of the whole department which thereupon became a 'one man concern' again.

5. On Mr. Chatterton's return from Europe, the department was abolished altogether and I reverted to the Public Works Department but was recalled later on and the original division of work was again restored. This

*What problem which was immediately required was considered
G.O. No. 98255
17/7/14*

arrangement only lasted for a few months when Mr. Chatterton went on Foreign Service and since then I have been running the Department by myself.

6. To assist me in the work, I utilised the services of Mr. Rajagopalaswamy Mudaliar as Personal Assistant and towards the middle of last year I was given Mr. Wills as another Assistant. Both these officers were very useful but their rank and the character of their appointment did not warrant my treating them as officers in independent charge and although they helped me materially in routine matters, they did not relieve me of any part of my responsibility. Similarly, the character of the appointment also held by the two experts (Messrs. Guthrie & Marsden) prevents my giving them independent charge of anything but the specific technical work for which they have been appointed and this represents a very small fraction of the work of the Department.

7. As explained, the Department has expanded enormously during the last 6 years but the superior staff has not been added to. On the contrary, whereas formerly Mr. Chatterton and I used to divide the work, I have to do it all myself now. When the Department was reconstituted last year, I felt that it would be impossible to attempt the new programme until the superior staff had been strengthened and pending the appointment of further officers, I had quite decided to confine the activities of the Department strictly to the continuation of the pumping and boring work. Even so, I very soon found that, with the other miscellaneous work that I had to attend to, it was impossible for me to devote that amount of time to the pumping and boring work as was necessary to deal with it thoroughly. In other directions, circumstances proved too strong for me. The Bureau of Industrial Information developed with unexpected rapidity and after that came the war and the

*P.M. 2795
27/7/14*

*W.G. 12962
16.11.14
W.G. 1662
21.2.13*

*P.M. 8865
17/7/14*

*G.O. No. 2446
27.11.14*

industrial experiments connected therewith. Staff or no staff, it was clear that something had to be done. But a critical point has now been reached. My two assistants, whose appointments in the Department were purely temporary, have left me, and even if they had not done so, I should have been unable to do justice to the work now coming in.

8. It may perhaps be considered that the special War Experiments which were inaugurated are to be regarded as an extraordinary and temporary development. I wish to make it clear that this is not the case. If the war had not occurred, similar experiments would soon have had to be undertaken in the ordinary course of departmental development. It would probably have been more convenient to collect an organised staff first and start the experiments afterwards but the march of events has made this impossible. In any case, the problem of superior staff would have had to be faced in the near future and the only effect of the war has been to precipitate matters.

9. Hitherto, the policy has been to afford the Director of Industries relief by the appointment of Personal Assistants or by permitting him to utilise members of his staff in this capacity. The system of personal assistants of the Assistant Director Grade or lower has now been tried for over 5 years and proved inadequate. The arrangement has not provided the Department with the men qualified to hold independent charge. Moreover, it introduces a serious danger of breach of continuity. During the time that I was a deputy under Mr. Chatterton, I assimilated his special information and the results of his experience. I have no one to pass my information on to and if, for any reason, I left the Department, the whole of the further information and experience that I have been acquiring at considerable expense to Government for the last 7 years, would be absolutely lost.

10. As matters now stand, instead of exercising the normal functions of the head of a Department, I am compelled

to devote almost the whole of my time to executive details and these are now so numerous that I cannot do justice to the work, whilst if I go sick, departmental work would be completely disorganised. The fact of the matter is that the work of the Department requires the services of a number of first class men and such services can only be secured by creating a Deputy Director Grade. The inspection of the Industrial Schools requires the services of a Deputy Director. The control and management of the Government Educational Institutions which it is proposed to develop in Madras requires a similar man. The control of the Pumping and Boring Department requires a first class Engineer. The Experiment and Demonstration work requires another man of the same type. The Bureau requires a 'Commercial Technologist'. Even if all these appointments are made, there will be no fear of the Director having inadequate employment: but the relief afforded would give him time to devote his energies to his legitimate work: the business management of the Department, instead of, as now, performing the duties of a sectional manager in all its branches.

11. I quite realise the difficulties associated with the introduction of a regular and permanent organisation in connection with a department which appears to be still regarded as on its trial. I would, however, submit that the departmental claim to be regarded as a regular and permanent one was recognised as long as 7 years ago by my appointment as Assistant to Mr. Chatterton and since that time the development of the Department should have made it sufficiently clear that its existence can no longer be regarded as ephemeral.

12. Whatever may be the opinion in this matter, however, the fact remains that what I may call the temporary system of appointments, of which the 'Personal Assistant' is a phase, cannot be continued. Temporary appointments are

*Mr. Chatterton
Mr. Williams*

Inspector

*Principal Madras
Trade School*

By Mr. J. J. J. J. J.

By Mr. J. J. J. J. J.

By Mr. J. J. J. J. J.

By Mr. J. J. J. J. J.

all very well for a strictly limited period but when they attain a semi permanent character, as they have done in this Department, they are unsatisfactory both to Government and to the individuals concerned. If a man is appointed on a definite 3 or 5 year contract, he clearly understands that he will have to shift for himself on the conclusion of the period: when his contract is renewed, he is inclined to think that his position will become a permanent one and after a time he invariably applies for permanent confirmation. If this is refused, he is apt to think that he has been badly treated and a dissatisfied officer cannot be an efficient officer. Further, if he is a man who is worth his pay, he will very often ~~confine to his work and~~ leave the department just when he has become most valuable. I do not wish to mention names but I know of 2 cases in which Government have lost valuable officers just when they have become really useful and ~~at~~ another case where the officer had actually written his resignation but was induced to withdraw it in the last moment.

13. In ordinary work the loss of ~~the~~^a trained officer in this manner may not be a matter of very much moment but in highly specialised work, like that in the Department of Industries, it is absolutely fatal to efficiency and I feel very strongly that the only way in which a contented and efficient staff can be retained is by making it clear to officers at the very start what their prospects are. I do not say that officers should at once be confirmed in permanent appointments but they must be permanent appointments which they can hope to obtain.

14. I have not so far had any Deputy Directors under me and cannot argue from this grade but I have had extremely unfortunate experiences with my supervisors on account of ~~the~~ indefinite continuation of temporary appointments and I speak from personal knowledge when I draw attention to the evils of ~~the~~ perpetuation of a temporary system.

15. The Five Deputy Directorships which I now propose are as follows:--

- ✓ One-Industrial,
- ✓ One-Pumping and Boring,
- ✓ One-Technical Education,
- ✓ One Technological for the Bureau,
- and ✓ One-Principal of the Madras Institute.

Separate files under consideration

Schemes have been submitted to Government for the creation of (1) a Normal Training School (2) a Trade School and (3) Technical Classes, in 2 centres. A Tannery has also been built. It is absolutely certain that these educational proposals will be sanctioned in one form or another and when the sanction is received, it will be necessary to provide a man to superintend this educational work. It will be evident that there will be a great deal of work attaching to the organisation, control and management of all these different schools and that the qualifications required, more especially the moral qualifications, are of rather a high order. A permanent and comparatively ^{highly} paid position must therefore be provided. If the officer appointed has expert qualifications in one or other of the subjects taught, an economy can be effected and I accordingly propose, in the first instance, to abolish the Leather Expert's post and appoint Mr. Guthrie as Deputy Director in charge of the Madras School and also lecturer in leather work.

16. As regards the Bureau, I am obtaining an increasing number of enquiries for certificates of quality, analyses and so on. The Chemical Examiner to Government does a limited number of these but they are not his normal function and if this kind of work is to develop at all (personally I regard as one of the most important functions of the department) I must secure a competent chemist. Again the work of the Bureau is of a very miscellaneous character and requires the services of a whole time officer who can devote his time to instituting enquiries and collecting information. For this post, I propose Dr. Marsden. I suggest the abolition of the Dyeing Expert's post and Dr. Marsden's appointment to a Deputy Directorship,

he lecturing on and attending to the dyeing question in addition to his work in the Bureau.

17. The permanence of the remaining three appointments seems to me beyond question. An Inspector of Industrial Schools will always be required as also an officer in charge of pumping and boring work. As an understudy to the Director, an Engineer is necessary but the officer in charge of pumping and boring will have his hands full with his own specialised work. Moreover there is now a proposal to transfer this section of the work to the Department of Agriculture and if this done the Pumping and Boring Officer will leave me altogether. I have to deal with industry and to deal with industry another Deputy Director is required.

18. The question of confirming Mr. Guthrie and Dr. Marsden in the first two appointments may be allowed to pend until it arises in a practical shape; I mention the names of these officers merely because I propose to abolish their appointments if the Deputy Directorships are sanctioned.

19. As regards pay, I consider that the scale sanctioned for Deputy Directors in the Department of Agriculture furnishes a close parallel and no special argument seems to be necessary to justify the adoption of this scale.

20. The financial aspect of my proposal is given in the proposition statement appended.

I have the honor to be,
Sir,
Your most obedient servant,

Edwards
5.7.11.

Ag. Director of Industries.

ACCOUNTANT-GENERAL'S REPORT.

No.

The entries in the column of "Present scale" have been compared with the Registers of this office, and are correct with the exception of the items altered in red ink.

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

ACCOUNTANT-GENERAL'S OFFICE,

Fort St. George,

Dated

191

Accountant-General.

GOVERNMENT OF MADRAS.

DEPARTMENT.

No.

FORT ST. GEORGE.

The

191

Secretary to the Government
of Fort St. George.

Statement of Proposition for

(See Chapter 5, Article

Order sanctioning present establishment Government of		Office to which the proposition refers.	NATURE OF CHARGE.											
			Present scale.						Proposed scale.					
			Number.	Designation.	Pay.			Average cost.	Number.	Designation.	Pay.			
Minimum.	Increment.	Maximum.			Minimum.	Increment.	Maximum.							
Number	Date													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
					RS.	A.	RS.	A.	RS.	A.	RS.	A.	RS.	A.

Permanent.

1 Director of Industries 1250 . 50 . 1500 . $1416\frac{2}{3}$ 1 Director of Industries 1250 . 50 . 1500

Exchange Compensation allowance

$88\frac{1}{2}$. $88\frac{1}{2}$. 0

Exchange Compensation allowance

$88\frac{1}{2}$. $88\frac{1}{2}$. 0

1 Dy. Director of Industries for charge of 500 . 50 .

1000

1 Dy. Director of Industries for Pumping 500 . 50 .

1000

1 Dy. Director of Industries for Bureau of Industrial information 500 . 50 .

1000

1 Dy. Director of Industries for Maoraa Technical Institute 500 . 50 .

1000

1 Dy. Director of Industries for Technical Education 500 . 50 .

1000

1505 $88\frac{1}{2}$

5532 $88\frac{1}{2}$ 4027 $88\frac{1}{2}$

NOTE.—If the proposal is a reorganisation of establishment the Head of the Department should certify that it is in accordance with the provisions of art. 429 C.S.R. and should specify any case in which the maximum pension order is exceeded.

Dated 29-6-

1915.

To

The Secretary to Government, Education

thru the Accountant-General,

Existing Temporary appointments

1 Weaving Expert	400	400
1 Assistant to the Director of Industries	550	550
1 Dyeing Expert	750	750
1 Leather Expert	750	750
1 Inspector of Industrial Schools	600	600

Four Deputy Directorships have been proposed in place of these four appointments

3050

Abstract

Total permanent increase of 11 appointments

Cost of 12 Existing Temporary appointments

Net cost to Govt

Rs 14027 1/2

3050

2650

Rs 13779 1/2

9779 1/2

400

550

750

750

600

3050

57, Vol. I., C. A. C.)

T and A 10.

		PROPOSITION.										ORDERS OF THE GOVERNMENT OF INDIA.		
		Permanent		Temporary.										
Average cost.		Increase per month.	Decrease per month.	Increase per month.		Decrease per month.		Grounds of proposition.		Local Government's recommendation.	Department.	Financial Department.		
Maximum.		Amount.	Amount.	Period.	Amount.	Period.	Amount.				Remarks.	Remarks.	Orders.	
14	15	16	17	18	19	20	21	22	23	24	25	26		

I.	A.	RS.	A.	RS.	A.	RS.	A.		RS.	A.		RS.	A.
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thus to pension that may arise in consequence have been considered with reference
fairly admissible will be subject to reduction under that article—M. T. M. para. 97

If Local Government is competent to sanction, its order will be written across these four columns.

Signature _____

Officer's Designation _____

E. M.
6214
Director of Industries

ACCOUNTANT-GENERAL'S REPORT.

No.

The entries in the column of "Present scale" have been compared with the Registers of this office, and are correct with the exception of the items altered in red ink.

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

ACCOUNTANT-GENERAL'S OFFICE,
Fort St. George,

Dated

191

Accountant-General.

GOVERNMENT OF MADRAS.

DEPARTMENT.

No.

FORT ST. GEORGE.

The

191

Secretary to the Government
of Fort St. George.

Statement of Proposition for

(See Chapter 5, Article)

Order sanction- ing present establishment Government of Department		Office to which the proposition refers.	NATURE OF CHANGE.									
			Present scale.						Proposed scale.			
			Number.	Designation.	Pay.			Average cost.	Number.	Designation.	Pay.	
Minimum.	Increment.	Maximum.			Minimum.	Increment.						
Number	Date											
1	2	3	4	5	6	7	8	9	10	11	12	13

RS. A. RS. A. RS. A. RS. A.

RS. A. RS. A.

Permanent

1 Director of Industries

Exchange Compensation allowance

1250 - 50 - 1500 - 1416 2/3

88 2/3 88 2/3

Director of Industries

Exchange Compensation allowance

1250 - 50 -

1500 1416 2/3

88 2/3 88 2/3

1 Deputy Director of Industries for charge of Special Industries

500 - 50 -

1000 805 5/9 805 5/9

1 Dy. Director of Industries for Pumping & Boiling Branch

500 - 50 -

1000 805 5/9 805 5/9

1 Dy. Director of Industries for Bureau of Technical Information

500 - 50 -

1000 805 5/9 805 5/9

1 Dy. Director of Industries for masonry

Tech. Institutes 500 - 50 -

1000 805 5/9 805 5/9

1 Dy. Director of Industries for Technical Education

500 - 50 -

1000 805 5/9 805 5/9

1505 3/16

5532 3/16 4024 3/16

Department of Industries, Madras

Date 27. 6.

1915.

NOTE.—If the proposal is a reorganization of establishment the Head of the Department should certify that it is in accordance with the provisions of art. 429 C.S.R. and should specify any case in which the maximum pension ordin...

To

The Secretary to Government, Educational Department, Madras.
The Accountant-General.

Existing Temporary appointments

1	Deputy Asst. Dir.	400	400
1	Assistant to the Director of Industries	550	550
1	Dyeing Expert	750	750
1	Leather "	750	750
1	Inspector of Industrial Schools.	600	600
		3050	
		2650	

Four Deputy Directorships have been proposed in place of these four appointments.

Abstract

Total permanent ^{increase} cost of the appnts 4024 ⁷/₉
 cost of the Existing Temporary appointments. 2650

Net cost to Govt. 1374 ⁷/₉

Revision of Establishment.

T and A 10.

57, Vol. I., C. A. C.)

13

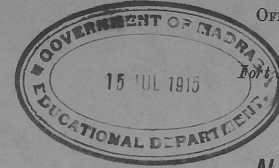
PROPOSITION.														ORDERS OF THE GOVERNMENT OF INDIA.		
		Permanent		Temporary.												
Average cost.		Increase per month.	Decrease per month.	Increase per month.		Decrease per month.		Grounds of proposition.	Local Government's recommendation.	Department.	Financial Department.					
Maximum.		Amount.	Amount.	Period.	Amount.	Period.	Amount.			Remarks.	Remarks.	Orders.				
14	15	16	17	18	19	20	21	22	23	24	25	26				

RS. A. RS. A. RS. A. RS. A. RS. A. RS. A.

as to pension that may arise in consequence have been considered with reference to the provisions of the Act. If Local Government is competent to sanction, its order will be written across these four columns.

Signature: *[Signature]*
 Officer's Designation: *Director of Industries*

particulars of establishment
 dated 29.6.15



OFFICE OF THE ACCOUNTANT-GENERAL, MADRAS,

Fort St. George, the 14 of July 1915

No. G.A.66

7443

ENCLOSURES :

Forwarded.

2. The proposition statement has been corrected where necessary.

3. The proposal requires the sanction of the Secretary of State. Vide rule III (3) (a) of the Government of India Finance Department Resolution No.368-C1 (B.A) dated 15th March 1913 embodied in G.O.No.297 Financial dated 23rd April 1913.

Whether the case is brought under rule III (a) or III (3) (a) Secretary's sanction is necessary: (N)

J. Aichan *Gum*
4/7

Asstt. Accountant-General.

Mall

To

The Secretary to Government,

Educational Department.

SK

EDUCATIONAL DEPARTMENT.

C.No.2454 Ed1.

From the Director of Industries, No.19, dated the
1st July 1915.

Subject.

Appointment of Deputy Directors of Industries.

Besides the Director of Industries the
Industrial Department has at present the following
sanctioned scale of superior staff:--

<u>Appointment.</u>	<u>Pay.</u> Rs.	<u>Whether temporary</u> or <u>permanent.</u>
(1) Inspector of Industrial Schools	600-50-1000	{ On probation for two years and then permanent.
(2) Dyeing Expert	750	Temporary
(3) Leather Expert	750	do.
(4) Assistant to the Director	550	do.
(5) Senior Supervisor in the Pumping and Boring Section	Sub-Engi- neer (pay according to grade)	Permanent
(6) Superintendent of the Madura Technical Institute	do.	do.

*No changes
proposed in
these*

Please see Secretary
of State's Despatch
on page 5 of G.O.No.
892 Rev., d/21-3-14.

2. The appointment of an Inspector of
Industrial Schools was sanctioned by the Secretary
of State in connection with the reorganization of
the department. The Secretary of State had stated
that he would recruit a suitable candidate for the

12

16

post. The India Office, however, recently wrote that recruitment would have to be postponed till the conclusion of the war. Mr. Tressler thereupon suggested that a local appointment might be made and that Mr. Jackson of Messrs. Siemens Brothers, Electrical Engineers, Madras, would be a suitable candidate. After considering the qualifications of the latter, it was decided that he should not be appointed for the post and that it would be better to wait till the conclusion of the war, so that a suitable officer might be got from England.

3. The appointments of the Dyeing and Leather Experts have been sanctioned by the Secretary of State only for temporary periods - the former for a period of five years from the 25th March 1911 and the latter for six years from the 1st September 1911. The Leather Expert, Mr. Guthrie, has his headquarters in Madras. He was first not able to do much useful work in the absence of a suitable tannery. A tannery and school have recently been constructed, but as Mr. Guthrie's services were required by the Military Department, he was permitted about the middle of last month to join

(if changed)

x latest 8.22.20
(Separate file) 30.7.15

G.O. 1082 Edl./ 9-12-12
G.O. 166 Edl./ 21-2-13
G.O. 1294 Edl./ 16-11-14

13 17

military duty. The post of Leather Expert is therefore vacant at present. The Dyeing Expert, Dr. Marsden, had till recently his headquarters in Madura. He was holding classes in dyeing at that place with the aid of a temporary laboratory. Mr. Tressler has reported in another connection that he has called Dr. Marsden to Madras to supervise the Leather school which has just been opened. Mr. Tressler has also proposed separately that Dr. Marsden should be retained in Madras permanently, that technical instruction in dyeing should be imparted by him in the Trades School to be established in Madras and that he should be the Superintendent of the school.

G.O. 2795 Rev./25-9-14. (E)

4. The post of Assistant to the Director of Industries was created last year with a view to afford relief to the Director in the Pumping and Boring Section. The post has been sanctioned only for one year at present. Mr. Wills, Assistant Superintendent, Public Works Workshops, who was appointed to the post, recently left the department and joined the Army. It has not so far been possible to appoint a substitute in the place.

para 3 of order, page 38
of G.O. No 783
18.8.14

(These two posts
are not affected
by present proposals.)

(from the P.W.D.)

para 4, page 34 of G.O. No 1191
22.10.14

para.15, page 7 of c.f.
and also proposition
statement on page 9 of
c.f.

para 6 & 9, pages 3 & 4
of c.f.

5. The Senior Supervisor in the Pumping and Boring Section is a sub-engineer of the Public Works Department. The post is included in the cadre of the latter Department. M.R.Ry. S.Raja-gopalaswami Mudaliyar, an Assistant Engineer of the Public Works Department, was in the post for the last few years. But recently he has been reverted to P.W.D. and no substitute seems to have been appointed. It is understood that Mr.Tressler wrote to the Chief Engineer that he does not require an officer in the place of Mr.Rajagopala-swami and that the post remains vacant in the P.W.D. cadre also.

6. The post of Superintendent of the Madura Technical Institute is also included in the Sub-Engineer's cadre of the P.W.D.

7. The Director of Industries now proposes that the first four appointments shown in para.1 supra should be converted into permanent Deputy Directorships on Rs.500-50-1000 and that an additional Deputy Director on that pay should also be employed newly. He states that so far he has had only assistants of the "Personal Assistant"

para.10, page 5 of c.f.

class and that therefore he could not entrust them with any responsible work so as to afford some real relief to himself. He adds that the department requires the services of a number of first class men and such men can only be secured by creating a 'Deputy Director' grade. The necessity for the alteration of the first four posts mentioned in paragraph 1 supra into those of Deputy Directors and for the creation of a new appointment is examined in the following paragraphs.

8. The post of Inspector of Industrial Schools carries with it a pay of Rs.600-50-1000. According to Mr. Tressler's proposal his initial pay will be reduced to Rs.500. Attention is invited to paragraphs 7 and 8 of Mr.Tressler's letter No.824-I, dated 12th September 1912, in which he specified the qualifications for the Inspector and proposed an initial salary of Rs.600. No doubt no definite data for fixing this amount was then given; but the amount has been sanctioned by the Secretary of State and a progressive scale

page 37 of G.O.3851 Rev.
30-12-1912.

Rs 600 or so
30.7.15

page 5 of G.O. M.842 Rev 2
21.3.14

also has been approved by him. The appointment has not yet been made and there is now no reason to apply for a change in the conditions, except the suggestion to secure uniformity among all the superior officers of the department. This by itself does not seem to be sufficient reason for moving the Secretary of State.

Further, the necessity for altering the designation from "Inspector" to "Deputy Director" is not apparent. The former term denotes what the nature of the duties of the officer is, while the latter does not, and the term "Inspector" is the one ordinarily used in the Educational Department for similar officers.

In these circumstances it does not appear that any change should now be made in the pay or designation of this appointment.

9. As regards the Leather and Dyeing Experts, Mr. Tressler states that the character of the appointment held by the Experts prevents his giving them independent charge of anything, but the specific technical work for which they have been appointed

para. 6, page 3 of c. f.

* Mr. Tressler has not in actual practice been observing this rigidly. Dr. Munsden has, for quick been called to Madison to attend to various miscellaneous duties.

paras.15 & 16, pages 7
and 8 of c.f.

* quoted by O (p.12)

(A reference has been
made to Mr. Tressler on
the scheme.)

appointed and that this represents a very small fraction of the work of the department. He therefore proposes to convert the two posts into Deputy Directorships and to put Mr. Guthrie in charge of the proposed Madras Trades School and to assign to him the duty of lecturing in leather work and Dr. Marsden in charge of the Bureau of Industrial Information with the duty of lecturing on dyeing at the Madras school.

In another connection Mr. Tressler has proposed that Dr. Marsden should be made the Superintendent of the Madras school, and orders thereon are being deferred pending decision in respect of the establishment of the Madras Trades School. He has now apparently changed his mind.

In the first place the necessity at present for a permanent Superintendent of the proposed school at Madras is not apparent. The proposals relating to the establishment of the school are still under consideration and, at the suggestion of the Financial Department, a reference has been made to Mr. Tressler and he has been asked to state

whether

Dr. to Mr. Tressler on
page 12 of notes at ⑥

Ex. 12 613840.7-12 ✓

whether, in view of the fact that the scheme is of an experimental character, it would not be sufficient to deal only with limited subjects and start the scheme on a smaller scale. It would therefore be ^{premature} (too soon) to consider the question of appointing a permanent Superintendent. No doubt the Leather school has become a permanent adjunct to the department. It has, however, yet to be determined whether the school alone will permanently need an expert with high qualifications and on a high rate of pay. So long as he remains under his present tenure, there seems to be no objection to his looking after the Leather and the other proposed school. For this purpose neither alteration of the designation nor of the pay may be necessary. If the Leather Expert is eventually made permanent, it may be time enough then to consider the question of raising the salary or fixing a progressive scale for the post as suggested by Mr. Tressler. The proposals in this regard seem to be premature.

As regards the conversion of the Dyeing Expert's post into Deputy Director in charge of the

pages 8 & 9 and proposition statement on page 17 of G.O.No. 983 Bal./18-8-14. (H)

para 2(h) of memo on page 23024
 of G.O. No. 983 of 18-8-14 (H)
 (The clerk was already in another section of the Dept. & he was transferred to the Business work - G.O. No. 761 of 17-11-14 (H))
 (Two more clerks were sanctioned later on - G.O. No. 489 of 22-10-14 (H))

para 32, page 11 of Report (H)

Bureau, it is submitted that in a note written by him in 1913 on the future organization of the Department of Industries, Mr. Tressler proposed that a Registrar on Rs.80-10-120 and two clerks on Rs.20-1-25 each should be employed for the Bureau. A clerk alone was sanctioned to start with. Mr. Tressler has now changed his ideas about the superior staff and requires a Deputy Director, apparently as the result of experience. In his administration report for 1914-15 he says that the correspondence work in connection with the Bureau has considerably developed. Some increase in the staff for the Bureau may be needed; but it is not clear whether there will be enough work at present to justify the appointment of a full-time high officer of the Deputy Director ^{made} Dr. Marsden, if transferred to Madras as proposed by Mr. Tressler to lecture on dyeing at the Madras school (which work will not fully engage him), may take up the work of the Bureau in addition. Further changes may be premature.

All that seem to be necessary therefore is to direct the Leather Expert to be in charge of

the Madras Trades and Leather Schools and the Dyeing Expert ~~be~~⁵ be in charge of the Bureau and also lecture on dyeing in the Madras Trades School.

10. As regards the creation of the post of a Deputy to the Director of Industries in the Pumping and Boring Section, it is submitted that the question of transferring this section to the Agricultural Department under an Agricultural Engineer to be specially appointed for the purpose is separately under consideration. The Revenue Department have called for a report from the Board of Revenue on the proposal. The question of a Deputy for this purpose cannot therefore be considered now.

para.17, page 8 c.f.

11. Lastly, Mr. Tressler asks for a Deputy Director to assist him in his work connected with industries. It is submitted that the necessity for such assistance has not been fully explained. Please see paras.4 to 7 of the note on pages 1 to 3 of notes with G.O.1189 Edl., dated 22nd October 1914 in which the question of assistance to Mr. Tressler was considered. According to the present scheme

X

the work connected with the Bureau is to be entrusted to Dr. Marsden, and the Inspector of Industrial Schools, when recruited, will relieve the Director of much of his educational work. If it is also decided that the Pumping and Boring work should also be taken away from him, it is doubtful whether there will be any necessity for any further assistance to him at present. At any rate the question as to what relief should be granted, should, it is submitted, be considered only after the Inspector has arrived and the question of the transfer of the Pumping Department is settled.

12. In these circumstances, it does not seem to be necessary to approve of the appointment of any of the five Deputy Directors proposed by

Mr. Tressler.

SK 28.7.15. CR 28.7.15

The Department of Industries has pursued a

chequered career for four years now and I think there is no doubt that the question of putting the superior appointments on a more permanent basis must be faced. Mr. Tressler has given strong reasons why it is impossible to retain the services of good men on the present system of temporary contracts. It is needless to lay stress on the advantages that accrue from having three or four appointments interchangeable.

2. Following the order of the office note, the permanent appointment of an Inspector of Industrial Schools has already been sanctioned. Much stress has been laid on the extreme difficulty of finding the right man for the post. All that Mr. Tressler proposes is to reduce the initial pay to Rs. 500 and make the Inspector interchangeable with his Deputy Directors. If the general idea is accepted, I think this proposal may certainly be accepted also.

3. The question of the Dyeing Expert has been dealt with in the linked file. I am afraid it must be concluded therefrom that Dr. Marsden has

G.O. M 872 Rev. 21.3.14 (2)

Mr. Tressler's letter on page 17
refers to G.O. M 822 of 20.7.15

The pay already sanctioned
is Rs 600 for two years + if
confirmed Rs 600-50-10-00.

G.O. 1165
20.10.15

done little or nothing to improve dyeing processes in the last five years and he himself gives no hope of future progress till dyeing is separated from weaving and business men with brains and capital go to him for instruction. So far as dyeing goes therefore there is small reason for his retention. But there is hardly an industry nowadays that does not make some use of chemistry and an industrial chemist is almost an essential to a Department of Industries. If Dr. Marsden is a suitable man, he might well continue what he is apparently doing now, helping in the development of the department, making such analyses as are called for and running the ^{bureau} ~~business~~, to which might be added later lecturing on chemical subjects in the Madras Trades Schools.

4. Mr. Tressler proposes that Mr. Guthrie, the Leather Expert, should be made the Principal of these schools. But, as the office point out, the scheme for the schools is not sanctioned yet

and we don't know that he will be any more successful in ^{securing acceptance by local workmen of} ~~teaching~~ the proper principles of tanning than Dr. Marsden has been in ^{the case} ~~teaching~~

para 10, page 5 of 28

ep7 ante

The present contract will
expire on 7-1-1917.

pag. 17 of admin report (A)

Besides these soap experiments
are carried on by Sir P. Mahabalan

NOTES.

Page 14

these of dyeing. We may allow Mr. Tressler to employ him when he returns in the manner proposed, but keep him on a temporary basis for the term of his present contract at any rate.

5- The question of an Industrial Deputy Director depends somewhat on the decision to be taken in the matter of the Pumping and Boring section. Assuming that that section is transferred to the control of the Director of Agriculture, the Director of Industries will have left in his hands the following enterprises.

The supervision of machinery erected for ryots and others that is not strictly agricultural, viz., rice-hullers, groundnut decorticators, Cotton gins and presses.

- Making of lime bricks
- Oil extraction
- Glass making
- Steam Tractor
- Pencil factory
- Sugarcane crushing and jaggery making
- Paper pulp

There may no doubt be two opinions as to whether he has not too many irons in the fire, but, if he is to make a success of any of these enterprises in addition to supervising his parties

of mechanics and his weaving parties, inspecting industrial schools and running the department generally, it is clear that he must have a capable deputy who can, if necessary, for a week or two at a time take charge of one or other of the experiments. I therefore support the request for an Industrial Deputy Director.

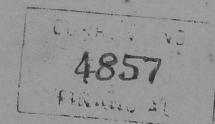
6 - To sum up therefore, I would recommend the appointment of three Deputy Directors on the scale proposed in lieu of the Inspector of Industrial Schools, the Dyeing Expert and the Personal Assistant, and the retention of the Leather Expert on a temporary basis for the present.

7 - The annual cost of the three permanent posts would be Rs. 29,000 against Rs. 19,240 now sanctioned, for the most part temporarily.

Receipts
Average cost of an app'n
Rs. 20-1000 = Rs. 2005 p.a.
52 of 1000 = Rs. 24,16 1/2 p.a.
Savings Rs. 29000 p.a.
Cost of Dyeing Expert per annum = Rs. 9000
Cost of Dept. on for 10-1000 = 568 1/2 p.a.
= 10000 + 568 1/2 = 10568 1/2 p.a.
= 10000 + 19240 p.a.



Recd at 178 B



Fin 2 u.o.

Recd 9-8-15 W.P.S. 9-8-15

(File recd from Mr. S. 17th evening.
Note revised.
A.S.
21.2.15.

NOTES.

Page 30

FINANCIAL DEPARTMENT.

For A.S.

This case relates to the reorganization of the superior staff of the Department of Industries. The appointments (other than the post of Director of Industries) now borne on this staff, permanent and temporary, which it is now proposed by the Educational department to reorganize are four in number; and as they have all varying conditions, they are briefly set out below:—

*This excludes a post of Weaving Expert on Rs 400 p.m. sanctioned in October 1910 for 3 years. Under red ink entry inserted by A.G. on p. 9. C.F. App 18-19 G.O. 3446 Rev 27.10.10. It has been vacant since December 1910—para 5 of G.O. 745 dtd 16-12-10. M.H.

Designation

Scale of pay.

Remarks.

Rs.

Permanent post.

(a) Inspector of Industrial schools.

600-50-1000

(853 1/3)

Please see para 5 of letter No. 3852 Rev., dated 30-12-1912 (Flag X) para 8 of enclosure thereto, and Despatch of the Secretary of State on p. 4 of G.O. 892 Rev., dated 21-3-1914. Q. The post is a permanent one, but the holder is to be on probation for 2 years after which alone he will be confirmed.

The post is now vacant, the Secretary of State not having found a suitable person for it. (para 2 of G.O. 1294)

Temporary posts.

(b) Dyeing expert.

750

This is a temporary appointment held by Mr. Marsden on agreement. The appointment was first sanctioned for 2 years and it has since been extended for another 3 years. The period of sanction expires on 25th March 1916. (G.O. No. 1082-3, Edl. dated 9-12-1912 and G.O. 166 Edl. dated 21-2-1913). (para 3 of G.O. 1294)

(c) Leather Expert

750

This appointment is held by Mr. Guthrie and is temporary. It was first sanctioned for a period of 3 years; and it has since been extended for a further period of 3 years. The period of sanction expires on 1st September 1917 (G.O. 1294 Edl. dated 16-11-1914). Mr. Guthrie has joined Military duty since the middle of June last. The post is now vacant. (para 3 of G.O. 1294)

Designation

Scale of pay.

Remarks.

(d) Assistant to the Director of Industries.

550

This is a temporary appointment sanctioned for a period of one year to give assistance to the Director in connection with the pumping and boring operations (G.O. No. 2795, Revenue, dated 25-9-14). Period of sanction expires in September 1915. Mr. Wills, the holder of this post has recently joined the army and the post is now vacant.

Total (Permanent)
(Temporary)

853 1/2
2050

- 2 for Industrial Schools inspectors
- 1 for management & control of Tech. Institutes of Industries in Madras
- 1 for Pumping & operations
- 1 for Technological work in connection with Bureau
- 1 for being Asst. Director (para 10 on p. 6 + para 15 p. 7 C.F.)

Para 3-12 pp. 2-5 C.F.

Para 12-14 on pp. 5-6 C.F.

2. The Director of Industries wants, instead of the above mentioned four appointments, 5 permanent appointments of Deputy Directors of Industries on Rs. 500-50-1000; the main reasons adduced on behalf of the change being that the department is at present a "one man concern", that he is too ~~much~~ much overburdened with duties owing to the enormous expansion of work in the department, and requires relief, and that as regards officers subordinate to him, the department suffers in efficiency by their being kept temporary. The Educational department with some modifications approve of the proposals of Mr. Tressler—please see Educational Secretary's note on pp. 12-15 ante. The need for putting some more appointments on a permanent footing than there are at present, is forcibly expressed by Mr. Tressler and this proposal, which is supported by Educational, need not, it is submitted, be objected to in Financial. The details of the modified proposals

proposals as put forward by Educational are examined below.

3. The proposal to convert (a) the permanent post of Inspector of Industrial Schools (Rs. 600-50-1,000) into a post of Dy. Director (Rs. 500-50-1,000) results in a saving and may be accepted in Financial. (b)

Instead of the post on Rs. 750 held by Dr. Marsden, Educational propose to create a post of permanent Industrial Chemist on Rs. 500-50-1000 and to let Dr

Dr. Marsden continue if he is a suitable officer for this post. Whether the position in respect of Industrial matters is arrived at such a stage that a permanent post of the kind specified has become a necessity, is a matter for the Educational department, decides that this post is absolutely necessary, their decision need not, it is submitted, be objected to in Financial. The scale of pay does not appear to be excessive. (c) As regards the post of Leather expert

the Educational department consider that, in view of the scheme for an Industrial school at Madras being still in an unsanctioned stage, it is not necessary at present to sanction a Deputy Directorship for post of Principal and that it will suffice if Mr. Guthrie is kept on

on a temporary basis, till the expiry of his contract.

Para 2. on p. 12 ante.

$$853\frac{1}{2} - 805\frac{5}{9} = 47\frac{2}{9} \text{ p.w.}$$

Para 3 on p. 12-13 ante.

* Cf also. Edl. Secy's notes of 7-8-15 on pp 8-9 quales (in linked file)

* Rs 500. 50-1000 = Rs 805 5/9 same as Dy. Director Agriculture. (p. 192 C.B.E.)

Para 4 on p. 13-14 ante.

* 1.9.17 (p. 15 ante)

This involves no change and may be agreed to.

(d) Two other posts of Dy. Directors are also proposed by Mr. Tressler, one for Pumping and Boring operation and another being the officer who will give the required relief to Mr. Tressler by sharing the work performed by the latter. The Educational department apparently have not considered the proposals relating to the Pumping and Boring department - Vide para 5 on page 14 ante and calculations in para 7 which exclude savings on account of abolition of the post (Rs 550 p.m.) held by Mr. Willis, as Asst. for Pumping and boring.

Pumping and Boring operations are under the control of the Revenue department and there is a separate proposal under consideration to transfer this part of the work of Mr. Tressler to the Director of Agriculture. Until the Rev. department have considered this part of the scheme, no remarks are called for ^{in financial} in respect of the Dy. Directorship proposed for Pumping and boring operations.

4. As to the other post of Dy. Directorship, the Educational department consider that a case has been made out for the creation of an additional appointment. Attention is, however, solicited to the following correspondence:--

pp 547.C.F

cp. 15 ante

Para 10. mp 10
ante

Para 5-6 in pp 15-16
ante

(i) Para 17 of Mr. Tressler's comprehensive note for the reorganization of the department of Industries on page 5 of G.O. 983 Edl., dated 18-8-14 and para 15 of Rev. dept. note on page 11 of notes to ibid.

(ii) Para 2 of Mr. Tressler's letter on page 2 of G.O. 1189 Edl., dated 22nd October 1914, paras 4 to 7 of Educational department note on pages 1-3 of notes and Hon'ble Mr. Cardew's note dated 9th August 1914 on page 8 ibid.

It will be seen that on the first occasion Rev. negatived the proposed appointment of Dy. and Asst. Directors; and on the second occasion Mr. Tressler withdrew his application for an additional Asst. Director in view of the separate appointment of a boring expert. It is for orders whether the present proposals of Educational may be accepted or whether the question of creating the additional post may be deferred till the effect of Mr. Marsden's permanent residence at Madras which is contemplated is seen. If it is decided to create the post, the scale of pay (Rs. 500-50-1,000) is not excessive.

5. Financial position As pointed out by the A.G., the alteration in scale of pay of the Inspector of Industrial schools and the creation of the new permanent posts require the Secretary of State's sanction. The financial effect as shown in para 7 on

* sanctioned in G.O. 2795 Rev
25-9-14 E

Z up 9 + X up 11. ante.

p. 10. C. F.

* Secy. of State's sanction is necessary whether the case is brought under rule II (3) or III (3) of Audit rules - p. 3 of G.O. 297 dated 23-4-1913. N.

x Extra exp. on acct of making 3
posts on Rs 500-50-1000 = 3 x 805 = 2415 p.m.
Rs 2416 2/3 p.m. or Rs 29000 p.a.
Addition of post of (Rs 750) by giving
expert & Inspector on 600-50-1000
having temporary 9000 p.a.
permanent 853 1/2 x 12 = 10,240 p.a.
Extra cost: permanent 18,760 : saving
tempo: Rs. 9000. p.a.

[File taken from A.S. by Secy.
Secretary on 23rd August]

page 15 is correct. Educational will have to re-
appropriate for any additional funds required, if the
scheme is introduced in 1915-16.

U.S.
21.8.1915

This file which was returned by
the Educational Dept last
evening, is resubmitted for
orders.

U.S.
26.8.15

This case deals with certain proposals made
by Mr. Tressler for the re-organisation of the de-
partment of Industries.

The statement below shows (a) existing ar-
rangements, (b) the proposals made by Mr. Tressler
and (c) the recommendations of the Educational
department.

Existing arrangements.	Arrangements proposed by Mr. Tressler.	Arrangements proposed by Educational.
1	2	3
Cost p.m. Rs.	Cost p.m. Rs.	Cost p.m. Rs.
<u>PERMANENT.</u>	<u>PERMANENT.</u>	<u>PERMANENT.</u>
(1) Director of Industries (pay Rs. 1250-50-1500); held by Mr. Tressler.	(1) Director of Industries (pay Rs. 1250-50-1500); held by Mr. Tressler.	(1) Director of Industries (pay Rs. 1250-50-1500); held by Mr. Tressler.
1416 $\frac{2}{3}$	1416 $\frac{2}{3}$	1416 $\frac{2}{3}$
(2) Inspector of Industrial Schools (pay Rs. 600-50-1000); now vacant.	(2) 1 Dy. Director of Industries (pay 500-50-1000) to share Mr. Tressler's duties.	(2) 1 Dy. Director of Industries (pay 500-50-1000) to share Mr. Tressler's duties.
852 $\frac{2}{3}$	805 $\frac{2}{3}$	805 $\frac{2}{3}$
(3) Asst. Director of Industries; for charge of the Pumping & Boring dept. (sanctioned for 1 year from 25-9-14 on pay Rs. 550); now vacant.	(3) 1 Dy. Director for inspection work. (Rs. 500-50-1000).	(3) Dy. Director for inspection work (pay Rs. 500-50-1000).
550	805 $\frac{2}{3}$	805 $\frac{2}{3}$
(4) Dyeing Expert (sanctioned up to 25-3-16 on pay Rs. 750; post held by Mrs. Marsden.	(4) 1 Dy. Director for charge of Pumping and Boring operations (pay Rs. 500-50-1000).	(To be dealt with by Revenue dept.)
750	805 $\frac{2}{3}$	
(5) Leather Expert (sanctioned up to 1-9-17; post held by Mr. Guthrie till recently - now vacant: Pay Rs. 750.	(5) 1 Dy. Director having qualifications of a Commercial Technologist for charge of the Bureau. (pay Rs. 500-50-1000).	(4) 1 Dy. Director who will be an Industrial Chemist and will lecture on chemical subjects in the Trades school. (pay Rs. 500-50-1000).
750	805 $\frac{2}{3}$	805 $\frac{2}{3}$
(6) Leather Expert (sanctioned up to 1-9-17; post held by Mr. Guthrie till recently - now vacant: Pay Rs. 750.	(6) 1 Dy. Director to be Principal of the Madras Institute and to lecture on leather work. (Pay 500-50-1000)	(5) Leather Expert's appointment (pay Rs. 750) to continue up to the sanctioned period viz. 1-9-17
750	805 $\frac{2}{3}$	750
Total. Permt. 3270	Total. Permt. 5444 $\frac{4}{9}$	Permt. 3833 $\frac{1}{3}$
Tempy. 2050		Tempy. 750
		805 $\frac{2}{3}$

5389

4320

1067

12,828

5389

pp 12-15 ante.

2. For the reasons given by Mr. Todhunter the Education department are unable to support Mr. Tressler's proposals in their entirety and Financial need therefore only consider the recommendations made by the Education department.

Para 2. on pp 12 ante.

The first is that the pay of the sanctioned - (though not as yet filled) appointment of Inspector of Industrial Schools should be changed from Rs. 600-50-1000 to Rs. 500-50-1000. From the financial point of view there can of course, be no objection to such an arrangement, but it will only be given effect to if the proposal about Deputy Directors generally is accepted by Government.

Para 3 on pp 12-13 ante.

The second recommendation made by Educational is the creation of the appointment of Industrial Chemist. I do not think that Financial is in a position to resist a proposal to create such an appointment for the department of Industries. The rate of pay suggested too does not appear to be high when compared with what is given to the Chemist in the United Provinces, viz. Rs. 800-40-1200. It would ordinarily at the present juncture

cf. Stat. Reg. No. 46.

NOTES.

Page 24

be difficult to obtain a man with the requisite qualifications, but Educational department have a man at hand and his suitability for the appointment is an administrative matter. I venture therefore to think that Financial need not object to the creation of this particular appointment on Rs.500-550-1000, the present temporary appointment which is held by Dr. Marsden ^{on Rs.750} being abolished.

The third recommendation of the Education department is that Mr. Tressler should be given a Deputy Director to assist him generally. Here I venture to think there is room for difference of opinion. If we have a Chemist with ^{larger powers} ~~the necessary~~

^{of control & management} ~~delegation of powers~~ and we have a Deputy Director ~~if~~ for inspection, these are two directions at least in which Mr. Tressler will be afforded some relief. But this is not all. Although it is not proposed to sanction a Deputy Directorship in lieu of the appointment on Rs.750 recently held by Mr. Guthrie it is proposed that ~~the~~ Mr. Guthrie when he returns, (or I suppose the man who will take his place) will perform the duties which Mr. Tressler recommended should be ~~the~~

Para 5 app. 4-15 auto

x of para. 6 + 10 app. 3-5
I.C.F.

Pb 5-7 I.C.F. para 10-15.

entrusted to one of the Deputy Directors. Here there will be further devolution and further relief. Finally there is the work ~~is~~ connected with the pumping and boring department. If this work goes across to the Agricultural department there will be still further relief. In these circumstances I venture to think that Financial should advise that the question of creating a Deputy Director's appointment to help Mr. Tressler generally should be deferred for the present till experience has shown what relief will be, or has been, afforded,

(a) by the appointment of an Inspector of Industrial Schools, or as it might be termed Deputy Director for inspection work,

(b) By the creation of the appointment of ^a Deputy Director who will be a chemist,

(c) by the grant of larger powers of control management to Mr. Guthrie or the officer who may take his place, and

(d) by the transfer of ^{the} pumping and boring department to the Agricultural department, if ^{this} transfer is ultimately decided upon.

Para 5 on p. 14 ante.

C.S. 282-
27.8.15

Statement showing the pay of
Officers in the Industries Dept. of the U. Prov.
vinces, corresponding to those in Madras.

No. of Officers	Designation of the appointment.	Scale of pay Rs.
<u>Deputed to 22. Education</u>		
1.	Director of Industries (p. 1016, Civil Appointment, 1915-1916)	1250-50-1800
	<u>School of Arts & Crafts, Dindur.</u>	
1	Principal. (p. 1024, dead)	500-50-1000
1	Vice Principal. (p. 1024, dead)	{ 300-500 25-14-Resub.
	<u>Weaving Institution, Benares</u>	
1	Head Master (p. 1024, dead)	500-40-700
	<u>Carpentry School, Bareilly.</u>	
2	Instructors. (p. 1025, dead)	{ 1300-40-500 11250-30-350
	<u>Technological Institute, Cawnpore.</u>	
1	Chemist. (p. 1026, dead)	800-40-1200
4	Asst. Chemists. (dead)	4(300)
<u>Deputed to 26. A. Agriculture.</u>		
2	Agricultural Engineers (p. 1026, dead)	{ 1550-750 1175-300

* Note: It is under separate consideration, in Madras, to convert the Pumping & Irrigation Dept. in Madras, with its expert, into an Agricultural Engineering Staff under the control of the Dept. of Agriculture.

AP.
27815

Assuming that the Rev. Dept. approves the proposal to appoint a Dy Director of Pumping & Boiling in place of the post of 'Expert' temporarily sanctioned the total additional annual cost of the scheme, as modified by the Econ. Dept. will be Rs 12,828 whereof a portion is temporary.

I do not think that this is to be regarded as a saving regard to the growing importance of this Dept. of Industries.

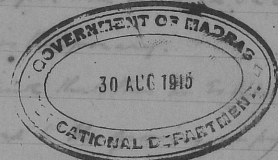
I question whether the appointment of Dy Directors ^{for} Inspection & of an Industrial Chemist will so relieve the Director as to enable him to dispense with a personal Assistant in the form of an additional Dy Director for general purposes. It may be ~~assumed~~ that the Dy Dir. for Inspection will not have his hands full at first & that he will be able to spare some time to helping the Director generally. It may thus be possible to defer appointing a Dy Dir. as personal Assistant for a time. But that time will be short & it is important to have a man in training to fill the post of Director. On the whole, then, I would accept the present and for a Dy Director to help the Director generally & I think the whole scheme may be accepted, though it would not perhaps be safe

to guarantee that money will be available.
 to meet the cost in 1916/17.
 Mr. Fin. should see.

File no 348571
 30-8-15

For

Ed. W. ...
 29/8



H. E. the Governor

H. H. ...

85

30-8-15

Case no 14
 1. 9. 4.

11/9

11/9

Extract from H.E. the Governor's note on the file relating to the Department of Industries.

In regard to the scheme for re-organization of the Department, the appointment of 5 Deputy Directors and so forth, two considerations seem to me to render it inadvisable to put forward the scheme at present:--

(i) Lack of funds, and

(ii) lack of qualified instructors.

These considerations should not of course interfere with Mr. Tressler being provided with all personal assistance which may be necessary. The strain and responsibility falling upon his shoulders has certainly been unduly great and continuous. I do not wish to stand in the way of Mr. Logan's employment and he is I understand an excellent Mechanical Engineer. Under the present circumstances, Mr. Tressler may be acting wisely in employing him but I am not aware that he has any special qualifications in the sense of having given any special study to the administration or development of a Department of Industries. It would not therefore in my opinion be wise to employ him as Personal Assistant except experimentally and provisionally.

x

x

x



*I find it interesting
what it meant by
this.
ca*

1. p. 1

Please see H.E. the Governor's note⁴⁴ on the previous page. The proposal to appoint Mr. Logan as Assistant to the Director is dealt with in another file. This file which deals with the Director's scheme for the appointment of 25 Directors of Industries may, it is submitted, lie over for the present.

PA 30.9.15 [The question of further extension of the period of engagement^(of Mr. Kennedy) with him? separately for orders].

CA
2.10.15

I think the Director had intended to tell that that was not intended to make any alterations in the scale of the superior establishment of the department at present. The file can then be closed.

CS
2.10.15

A draft order is submitted for approval.

PA 4.10.15. CA
5.10.15

CS 6.10.15

[By Mr. 11.20.15, 9.10.15]

” ” ” ” ” 191 .

C. No. 2652, From the S. I., No. 19, dated 1-7-1915.

No. 1120 *20 mi*, dated 7. 10. 1915.

Mrs

With reference to his
letter read above, the Director
of Industries is informed
that the Govt are not
prepared to make any
alterations in the scale
of the ^(of the) Superior establish-
ment ~~Industrial~~ Dept^t
at present.

PK
4.10.15

5710715

6. 10. 15

She *send* 7/10/15
pm 7/10/15
am 7/10

When given for copying _____
 When copied _____
 When examined _____
 When signed _____ } 191

READ AGAIN G.O., No.
 191

DATED

CURRENT No.

ENCLOSURES TO G. No.

ORDER OF GOVERNMENT.

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAGES NOT FILLED UP, BEING MEANT FOR DESPATCH
 IN ORIGINAL.

A A A A A A A

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