

81 (1915) Department.

His SERIES.

G.O. No. 381

DATED 9-4-15

[Despatch Abstract.]

~~Reporting~~ Stating that the Government do not consider that any change is necessary at present in the method of recruitment of Supervisors for the Department of Industries already sanctioned.

Col. 18. 485

C.F.—29.

DEPARTMENT.



191 . Registered 9 2 1915.

Subject.

SUBMITTING PROPOSALS REGARDING THE SUPERVISORS OF THIS
DEPARTMENT.

ENCLOSURES.

No. _____

Spare copies _____

No. G. 15

Ent.

Station MADRAS, Dated the 8th FEBRUARY 1915.

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

(Designation) AG. DIRECTOR OF INDUSTRIES.

To The Secretary to the Government of Madras,
EDUCATIONAL Department.

Sir,

1. With reference to G.O. 50 Edl. dated 16th January '15 regarding the position of my Supervisors, I have the honor to explain that the reasons why the previous arrangement was to be abolished were (1) to improve the position of my Supervisors which could not be done under the existing arrangements (2) to facilitate recruiting.

2. I venture to submit that the present proposals realise neither of these objects and the D.F.W. inform me that they have the greatest difficulty in filling their own appointments: the doubt is if they can give me much help as regards recruiting.

3. One of the paragraphs of the present order states that all men in future are to be drawn from the Public Works

This is the case only just now because the supply of passed men is exhausted but in future most the passed men from the City will be available & this difficulty will not occur then.

para 4?

2

Department and this paragraph entirely prevents my recruiting independently.

4. Whatever may be the opinion regarding the prospects now offered to my men, the position as now offered holds out no prospects of promotion for at least next 3 years. This being the case, it seems to me unnecessary at the present moment to introduce a measure which will have no immediate effect so far as the men are concerned; which will introduce difficulties regarding recruiting and which is as unpopular with the Public Works Department as it is to myself. Of the 4 senior men 2 have been returned to the Public Works Department and to provide for these men an increase in the D.F.W. cadre is necessary. The other two are prepared to accept D.F.W. arrangements. As an addition to the Public Works strength is in any case necessary to provide for the men returned to that Department there is no necessity to limit the number to 2 and I accordingly propose that it shall be fixed at 4. As regards the other appointments, I suggest reversion to the status quo, all appointments in the Department of Industries being however only temporary. At the end of another 3 years the question of incorporation may again be taken up and there should be no difficulty in settling it as the position of the men reverted to Public Works will already have been fixed by the G.O. 1675-W dated 28-8-1914. (K)

This remark is not understood. The Cadre, whether they remain in the Industries or work in the P.W.D., remains the same.
W.H.

6. A further reason why I propose reversion to the original state of affairs is because the character of the work done by the Department has undergone a complete modification since my proposals were first submitted (15 months ago) and I think it probable that in 3 years' time things will have so changed as to make another system of appointments necessary.

7. In the first column of the appended statement are given the appointments now sanctioned in the Department of Industries and in the second are given the appointments now proposed.

3

3

8. As my suggestion appears to be uncontroversial and practically amounts to nothing more than deferring action for 3 years, I request that very early orders may be passed on the same.

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

J.M. Sir
 Ag. Director of Industries.

Appointments now sanctioned.

Appointments proposed.

1 Sub engineer Rs.550 Temporary

1 Supervisor 150 Permanent

1 do. 150 do.

1 do. 150 do.

1 do. 150 do.

4 cadre appointments in P.W.D.

1 150 Permanent

1 150 Temporary

1 150 "

1 150 do.

1 150 "

1 150 do.

1 150 "

1 150 do.

1 150 "

1 120 do.

1 120 "

12 120 do.

1 100 Temporary

1 120 do.

1 100

1 100 do.

1 100

1 100 do.

Rs.1170

Rs.1160

M.R.Ry J. Narayanamurthi

,, K. Ranganadha Iyengar

,, C.J. Rangaswami Iyengar

,, P.S. Ramaswami Iyer

RETURNED TO PUBLIC WORKS DEPARTMENT.

Am

Again G.O. No. , dated 191 .
Current No. from the , No. , dated 191 .
Current No. 485- from the 5.9. , No. 915-, dated 8.2.1915.

SUBJECT.

Regarding the position of Supervisors
in the Department of Industries.

- (2) In G.O. No. 983 Educational, dated the 18th August 1914, the Govt. sanctioned the amalgamation of the thirteen posts of Supervisors in the Dept. of Industries with the Upper Subordinate cadre of the P.W.D. Subsequently, Mr. Dressler pointed out that certain modifications were necessary in the proposals sanctioned by the Govt. He was, however, informed that no such modification was called for, for the present - Please see G.O. No. 50 Est. dated the 16th January 1915. Mr. Dressler now urges again for a reconsideration of the orders already passed ^{on the} ~~for the~~ ~~ground~~ that the arrangement sanctioned by the Govt. does not improve the position of ^{some of} the men in his Dept., nor does it facilitate recruiting. The alteration proposed by him is that

para. 1 & 2,
page 1 of c.f.

instead of all the thirteen ~~for~~ supervisors being recruited from the P.W.D. cadre. ~~for~~ only four should ~~be~~ be recruited & that the remaining nine should be recruited direct & kept separate from the P.W.D. establishment. It is submitted that the P.W.D. have already issued orders bringing all the existing supervisors in the Industrial Deptt. on to their cadre. Mr. Treacher's present proposal is in effect to modify these orders so far as nine out of the thirteen supervisors are concerned. The remarks of the P.W.D. may first be obtained on the proposal of Mr. Treacher.

2. ~~Now~~ In the pay of the nine appointments to be retained in the Industrial Deptt., Mr. Treacher has also proposed some modification as shown below:—

Original Scale.			Proposed Scale		
Permanent			Temporary		
5	on Rs. 150 each.	750	4	on Rs. 150 each.	600
1	" " 120.	120	3	" " 120	360
3	" " 100 each.	300	2	" " 100	200
9		1170	9		1160

The proposed scale results only in a saving of Rs. 10 per mensem. If the nine appointments are to ~~be~~ be separated from the P.W.D. cadre.

P.W.D. Memo M. 45-22
28. 8. 14

The object of this proposal is not clear. It is stated that these nine men will not be immediately affected by their inclusion in the P.W.D. cadre. It is not known how Mr. Treacher proposes to improve their prospects by retaining them. Their pay is not to be varied much. Probably he will confine those who have been holding acting appointments and would not be eligible to the personal allowances to the full extent.

page 4 of cf.

cadre, the revised scale proposed by Mr. Tressler need not, if it is submitted, be objected to. In making the appointments temporary, he should be told that those who are now in permanent service should not continue to be so till they vacate their appointments.

3. The file may, it is submitted, be sent to P.W.D. as suggested in para 1 above.

SK
18/2/15
CA
18/2/15
P.W.D. Co
19/2/15



Colno 485-1

19.2.15

PUBLIC WORKS DEPARTMENT.
C. No. 478 E.
DATE 20.2.1915

Public Works Department.

D.W./W.

Mr. Tressler's proposals ^(So far as this Dept is concerned) appear to be *

- (1) to consider only the first 4 appointments (2 supervisors, 1st grade and 2 Supervisors, 2nd grade) as having been added to the P.W.D. cadre.
- (2) to abolish for the present the remaining 9 permanent appointments added to the P.W.D. Cadre and to sanction instead 9 temporary appointments in the department of Industries on the rates of pay

others

*
excluding the Sub Engineer's appointment which remains unfilled for the present.

18/2/15
End

pay under "appointments proposed" on page 4 c.f. and

(3) to consider, at the end of another 3 years, the question of incorporation with the P.W.D. of the above 9 appointments and to assign to the holders of these appointments the positions which they would then occupy according to the positions now allotted to them in the P.W.D.

2. The following statement shows the pay of the 13 men brought on to the P.W.D.cadre before and after the reorganisation.

		Before. Rs.	After Rs.
J.Narayanamurthi	..	150	200
K.Ranganatha Ayyangar	..	150+50 (PA)	200
P.S.Ramaswami Ayyar	..	150	150+50 ⁺
C.J.Rangaswami Ayyangar	..	150	150+50 ⁺
V.Rangachari	..	150	100+50 (PA)
A.Varadaraja Mudaliar	..	150	100+50 (PA)
K.G.Menon	..	150	100+50 (PA)
C.S.Ramachandra Ayyar	..	150	100+50 (PA)
C.Sundararama Ayyar	...	100	100 temporary permanent
C.Kameswara Rao	..	-do-	-do-
S.Rajagopal Naidu	..	55 - 3 - 70 acting 112½	80 perma- nent.
P.K.S.Ramanujam Pillai	..	40 permanent	60 Permt. 120 S.P.T.
B.Akkiah Nayudu	..	50 Permanent 150 acting	60 -do-

Mr. Tressler finds that it is to the immediate benefit of the first 4 men that they should be on the P.W.D. list rather than on that of the Department of Industries, and that it is not so advantageous to the others

* These 2 men have been given promotion to Supr., 1st grade, temporary from 1.1.15. and one of them is likely to get a sub-in charge (Rs 250) early in April.

others. He therefore proposes that when at the end of 3 years it is likely to be to the benefit of the 9 men to come on ^{to} the P.W.D. list that they should do so. It is thus clear that Mr. Tressler's proposals are based on personal grounds. So far as this Department is concerned, it ~~is submitted that~~ ^{would be of advantage to our men} ~~would prefer~~ if Mr. Tressler takes away all his men and keeps them on his own list. There seems to be no reason why the case of the first 4 men should be differentiated from those of the others. Attention is, in this connection, invited to a copy of the printed memorial (Flag **T**), since received, in which the subordinates of this Department protest against the inclusion of the Industrials men in the P.W.D. list.

But if Mr. Tressler's present proposals are to be approved, it is submitted that the question of assigning positions to the 9 men, if and when they are brought on to the P.W.D. list again, will have to be considered afresh and the condition at A on page 4 ante cannot, it seems, be accepted. It seems also necessary to stipulate that, if Mr. Tressler recruits any unpassed men in the Industries Department, those men as well as the existing 4 such men ^{if they are still in service} cannot be taken into this Department. It will be a hardship to the passed men in our list that unpassed men should occupy positions in the list above them and should retard their promotions to higher grades. Again, if any additions are made to the strength of Mr. Tressler's staff in the next 3 years, the number of men we will have to take over will be greater than now and the hardship to our men will be correspondingly greater.

* A disposal on these memorials will be submitted separately.

Note:-
C. Sundarama Ayyar and C. Kameswara Rao of the Industries are now diversers, I have. Men who passed out in the same year but who joined the M.T. are still Tempory upper Scales. If they are brought on the permanent list in the next 3 years, they will have to be placed above the Industrials men.

Rh

Rh
3.3.15
4

W. 6 10
It is submitted P.W.D. should not support Mr. Tressler's proposals. The drafting of the Industrials subordinates into the P.W.D. is causing considerable dissatisfaction amongst the P.W.D. men and has led to a large number of memorials being sent in protesting against the arrangements. If it is definitely decided, as it has been, that we are to take the Industrials men it would be better to put them all on the P.W.D. list now, and fix their places once for all. Any representations from the subordinates may be enquired into and real grievances set right now. To take on Mr. Tressler's men in dribblets year by year will be a constant source of irritation to the P.W.D. men. It is not clear what will be gained from an administrative point of view by adopting Mr. Tressler's proposals. It may be noticed that he proposes to transfer 4 of the Industrial subordinates to the P.W.D. and by so doing they receive substantial pecuniary benefit, but the other 9 men are better off in the Industrials and presumably Mr. Tressler proposes to keep them there until the time arrives when they would get more pay by being placed on the P.W.D. list. If this presumption is correct his proposals appear to be purely on personal grounds.

Mr. Tressler proposes that these 9 men are to be borne on the Industrials list as "temporary". Apparently he has not considered what this means - ~~probably~~ the subordinates themselves will have something to say about being suddenly robbed of all prospects of pensions, and that is what Mr. Tressler's proposals amount to.

An important point and one which might well be made quite clear at this stage is the recruitment of men for the Industrials. Mr. Tressler lays special stress

stress on this being left entirely in his hands and objects to any proposals requiring a consultation with the Chief Engineer. Why he assumes this attitude is not clear; similar arrangements exist with Mr. James and the College of Engineering and these arrangements work quite smoothly. So long as the recruits to the ^(Industrial Dept) are to fill temporary appointments well and good, but what guarantee is there that this will be so. As the work of the Industrials expands, additional appointments will no doubt be sanctioned and some of these ^{may} ~~will no doubt~~ be permanent. When such appointments are sanctioned presumably the cadre of the P.W.D. will be increased accordingly. Mr. Tressler will ^{if he follows} ~~no doubt, following~~ his present policy, keep these men so long as they are better off with him and then they will be sent to the P.W.D. quite possibly being placed, according to their pay, high up on the P.W.D. list. Such a scheme would be quite unworkable. On the other hand should Mr. Tressler get an additional permanent appointment sanctioned and obtain a man from the P.W.D. and there is not the least reason why he should not get the class of man he wants, the best of the men from the College come to the P.W.D., then there would be no reason for discontent. Suppose the additional appointment is a supervisor then there would be a step in all the grades below and one of our temporary upper subordinates would be brought in, made permanent, and placed at the bottom of the list.

As long as the Industrials men are ~~gone~~ on the P.W.D. list, recruitment to vacancies must be made from the P.W.D. if the arrangement is to work smoothly. Otherwise it would be far better to keep the staff of the two departments entirely distinct and separate.

Submitted for order

W.M.

17-3-15

Page 2

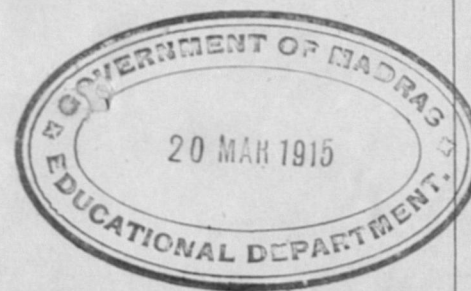
The above order puts the case fully clearly.
Mr. Tressler ignores the orders of Government
contained in para 3 of G.O. No. 983 Educational
of 1881/14, when it is laid down that recruitment
will be from the ranks of the P.W.D., and that
such recruitment will be compulsory. In
his letter in the C.F. he talks of "my
recruiting independently", and "my men".
It must be one thing or the other. The
orders of Govt. referred to above must be
revoked in their entirety, or else they must
be cancelled and the establishment kept
entirely separate from that of the P.W.D.

Srown
19.3.15

Educational in

P.W. 004782-1

19.3.15



G.O. No. 983 Ed. dated 18.8.14 (2)
(Page 5 of the G.O.)

Educational Department

The P.W.D. strongly object to the
partial recruitment of Mr. Tressler's
subordinates from the P.W.D. and outside
it. The inclusion of the subordinates
in the P.W. cadre was only brought
about at Mr. Tressler's instance;
and the P.W.D. are not keen about
the inclusion. It will no doubt
be advantageous in the long run.

Please see para 2
of P.W.D note on page
4 supra.

A

to keep the P.W.D as the recruiting pond
for the subordinates, though a few
personal cases may be adversely affected
in the first instance. Mr. Treaster attaches
great weight to the latter. It is for con-
sideration (1) whether he may be
told that partial recruitment is
out of the question & that he should
immediately choose either the P.W.D
or independent recruitment, or (2)
whether he may be told once for
all that the ~~Bobodocans~~ Govt.
cannot reconsider their previous
orders. The remarks of the Rev. Dept.
may be invited, as the supervisors
in question work in the Pumping
& Boring Section.

CA

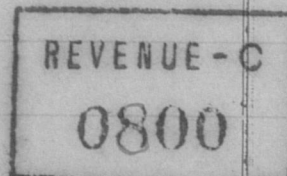
20/3/15

I think that it would be
well to explain the situation (A)
to Mr. Treaster - do - and ask him
if he would prefer to have
his staff solely recruited ~~from~~
from the P.W.D or solely remain
attached to it. Has this been done?



Eol no 485-2

23.3.15



Regd 28/3/15

Merko

22.3.15

Pro. Dept.

To London Secy.

Submitted that this
dept. may agree with the Educl
dept. I think so. 25.3.15
Sec.

24.3.15
1. Call
24.3.15

There is another consideration. We
are about to consider in Revenue
the appointment of an Agricultural
Engineer to work under the
Director of Agriculture. If this
arrangement materializes, Mr.
J. B. B. will be in charge of
pumping & boring. Except in
so far as concerns repairs to
boring apparatus & advice to
the Dir. of Agriculture of the
Agricult. Engineer's opinion should
be deemed to require confirmation
or criticism. The pumping and
boring staff will go over to the
Dept. of Agriculture as the quality
of work demanded is not of a
special high order the average
P.W.D. subordinate should suffice, &
it would be convenient that the
staff should form part of the P.W.D.

care. I do not make any change now.

It is for Educ. to say whether industrial subordinates are distinguished from those employed in pumping & boring sh. to separate & -credit & kept outside the P.W. cadre. My personal opinion is that they should. 25-3-15

Educ. do.

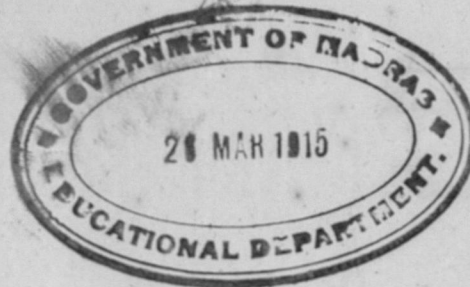
Educational Department

In the circumstances stated by the Rev. Departt, there seems to be no need to make any reference to Mr. Treasler as to his preference in the matter of recruitment, as suggested on page 9 supra. The Supervisors of the Pumping & Boring Section should be attached to the P.W. Cadre. It is therefore submitted for consideration whether Mr. Treasler may be informed that the Govt. cannot reconsider their previous decision in the matter.

2. Outside the Pumping & Boring Section, there is only one ^{subordinate} officer in the Department of Industries who is

P.W. U.S. No 8000/1

26-3-15



home on the P. W. Cadre & that is the Superintendent of the Madura Technical Institute; please see para 4 of G.O. No. 1191-Ed. dated the 22nd October 1914. His case does not arise in the present connection, as the current deals ~~only~~ only with the 'superior' of the P. & B. Section. There does not seem to be any case to reopen the case of this Superintendent.

G

CA
26.3.15

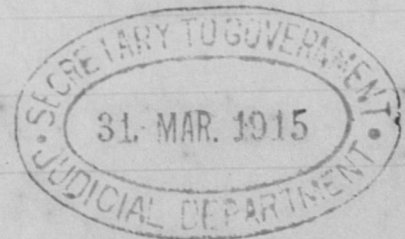
Int. Order may be told that the Cont. under not make any change for now.

27.3.15

A.E

Box 100.13
29.3.15

P.
29.3.15



A draft order is submitted for approval.

SK
31.3.15

CA
1.4.15

2.4.15

SK
Please ref
CA
3/13

1075 W	28.	8.	1914.
50 East	16.	1.	1915.

C. No. 485, From the D. I., No. 9157, dated 87 21 1915

" " " " " 191

" " " " " " " " 191

No. 38120, dated 9-4-1915

Mr.

The Govt do not consider
that any change is necessary
at present in the method
of recruitment of Supervisors
for the Department of
Industries ^(already) sanctioned. ~~also~~

$$\frac{8x}{31.3.15}$$

CA
7.4.15

The D. J. (9th)
" Rev. Dept.
" P.W. 2

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

} 191 .

REAR AGAIN G.O. No. _____
191 _____ DATED _____

CURRENT No. _____

ENCLOSURES to C. No. _____

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT

STATEMENT WITH DETAIL

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