

Home (1917) Department.
Education

Primary SERIES.

G.O. No. 1241

DATED 28. 9. 17

INDEXED

[Despatch Abstract.]

Dr. Marden.

Addressing the Government of India on the subject
of granting certain concessions to ——— the eyeing expert.

PAPERS PUT UP WITH CURRENT No.

Papers of the department to which the current belongs.

Number.	Date.	Original (= O) or spare copy (= S.O.)	Remarks. (In this column such of the papers as have been removed for copying, printing, etc., should be marked with a cross.)	Initials of Referencer with date in token of return to Reference department.

Papers of other departments.

Department.	Number	Date.	Original (= O.) or spare copy (= S.O.)	Initials with date of (1) Referencer acknowledging returns of the paper concerned or (2) Despatcher to denote the return of the papers to the department concerned.

No. *Roe 67*

C.F.-22

OFFICE OF THE Dyeing Expert & Spl.
Indigo Research Officer.
STATION Agricultural College,
Lawley Road, Coimbatore.
Date 18th July 1917.

From

F. Marsden Esq., Ph.D. M.Sc.,
Dyeing Expert to Government.

To

The Secretary to Government,
Home (Educational) Department

Through

Sir,

The Director of Industries,
Madras.



I have the honour to approach you with a re-
quest that Government will be pleased to consider the ques-
tion of the remuneration specified for the post of Dyeing
Expert to the Government of Madras which I fill.

I may perhaps draw the attention of Government
to the fact that the difficulty was experienced in 1910 in
England in finding a candidate capable of and willing to
fill the post, for it was offered to me personally by the
gentleman in whose hands the selection was left and at the
time I was not willing to consider the question of coming
out to India. 3 months elapsed and the post was still
unfilled, and only then with the consent of my people did
I consider the question and accept the appointment.

My agreement with the Secretary of State was
for a period of two years at a fixed salary of Rs. 750/-
per mensem and, understanding that such agreements were
purely formal until the officer had proved his capacity,
I had no hesitation in agreeing to the clauses, especially
as I did not realise that a salary of Rs. 750/- per mensem
in India is not equivalent to £600 per annum in England.

At the time of the exte ^{or glad if it could be}
is a strong case for exempt.

* *for 163*
21.3.11 (G)
subsequently extended
for 3 years (to 166) (V)
21.2.13
then made
permanent 80936 (P)
4.7.16

and last year when it was made permanent, no fresh agreement was considered necessary and I was not consulted as to whether the terms were satisfactory.

I am desirous of remaining in the service of Government but I have the honour earnestly to request that the question of my remuneration be reconsidered and that this be placed upon a scale more suited to the position of an officer of standing and more adapted to meeting the conditions of living in this country. I would have opened the question at the time when the appointment was made permanent but felt some diffidence owing to the greater events with which Government were occupied but since then my own personal affairs have altered so materially that I find it absolutely necessary to request that the remuneration of my post may be increased to permit of my meeting the increased demands made upon me.

I respectfully request that the pay of my appointment be graded, to conform with the scale holding say in the Agricultural Department at 500-50-1000, the period to commence from the date of my reporting myself for duty on March 24th 1911.

I would also remark that my case seems to be one which Art. 403 of the Civil Service Regulations was specially designed to meet, for I joined duty with a wide experience behind me and many years of practical experience and I therefore have the honour to request that the maximum period of grace laid down in the Rules be granted to me.

I have the honour to be,

Sir,

Your most obedient servant,

Fred Marsden

Dyeing Expert to the Government of Madras.

Rec 888.

Office of the Director of Industries.

Madras. 23rd July 1917.

Submitted to Government.

2. Dr. Marsden joined his appointment as Dyeing Expert on the 25th March 1911. His appointment was made permanent in September last year. He has thus over 6 years' service, and for all that period he has been on the same rate of pay viz. Rs. 750/- a month. An officer cannot be expected to remain contented if he has never any prospect of any rise of pay, and since Dr. Marsden cannot probably expect promotion from his present billet, I am certainly of opinion that he should be placed on a graded scale of pay. I agree that that the Agricultural Department scale (viz Rs. 500 - 50 - 1000) would be suitable; in fact I told Dr. Marsden that I was prepared to recommend his being put on that scale.

3. It is true that Dr. Marsden's usefulness has been rather limited in the last 3 years by the shortage of dye-stuffs, but that was not his fault. The mere fact that he has been 6 years on the same rate of pay is a strong argument for some increase, and now that he has been made permanent the circumstances of his appointment are obviously such as to indicate the desirability of a graduated scale of pay.

4. As regards the application of article 403 of the Civil Service Regulations to Dr. Marsden's case, it is true that, if my memory serves me right, a good many members of the Agricultural Department were on recruitment allowed to add 3 or 5 years to their service for pensionary purposes. But arrangements of this kind were usually the result of bargaining by the officer concerned with the Secretary of State before he accepted an appointment. It is true that Dr. Marsden had no opportunity for such bargaining since his first appointment was a merely temporary one. Since his application is rather late in the day, and I do not regard his case for this concession as particularly strong, though I should be glad if it could be allowed. But I think that there is a strong case for exempt.

ing Dr. Marsden from the operation of Article 478 of the Civil Service Regulations which as he was appointed at the age of 41 will ^{hit} ~~hit~~ him very hard.

Chambers

Director of Industries.

M.N.

To

The Secretary to Government,
Home (Education) Department,
Ootacamund.

Home (Edn) Dept.

[C No 2517 A.]

Endt No 2517 A-1 31.7.17

Referred to the A.G.

for remarks.

8th
29.7.17.

30th

31.7.17

to The A.G.
(with the N. 2517
in original, the
returned).

HOME (Educational)

DEPARTMENT.

CURRENT No

Received

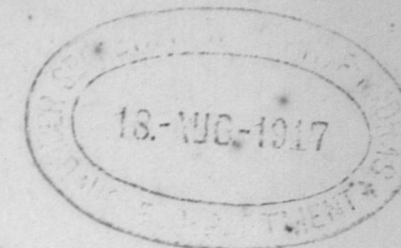


191

Registered

191

Subject.



ENCLOSURES.

No. Two.

Spare copies

No. G.A.-61.

Dated the 15th August 1917.

From

A. NEWMARCH, Esq.,
ACCOUNTANT-GENERAL, MADRAS,

To

THE SECRETARY TO THE GOVERNMENT OF MADRAS.

Home (Educational) Department.

SIR,

With reference to your endorsement No.2517-A-1 dated 31st July 1917, referring for remarks letter No. R.O.C.888 dated 23rd July 1917 from the Director of Industries regarding the raising of the pay of the appointment of Dying Expert to Government, held by Dr. Marsden, I have the honour to state, that as the appointment of Dying Expert is one which would ordinarily be held by a Gazetted Civil Officer, recruited in England, the sanction of the Secretary of State will be necessary for raising the pay of the officer, or for fixing the pay of the appointment on a graded scale equal to that of the Indian Agricultural Service-Vide Rule III(2) of the Audit Resolution embodied in G.O. No.508 Finl. dated the 4th September 1916.

The sanction of the Secretary of State will also be necessary for admitting the officer to the concession allowed to

DEPARTMENT

to certain specified officers by Article 403 of the Civil Service Regulations or for his being exempted from the operation of Article 478 (a) of the Civil Service Regulations.

I have the honour to be,

Sir,

Your most obedient servant,

H. S. M. Aich

Accountant-General.

ls.

TARY TO

18-AUG-1917

ARTW

NOTES.

Home (Edm) Dept.

CN 2517A. From the Dyeing Expert to the foot

Through the Officer in charge of the Dept.

Roe N. 888 of the 23.7.17

" 2697A. From the A.G. N. G. H. 61-7812 of the 8.17.

Subject. Enhancement of the pay of Dr. Marsden, the Dyeing Expert

Dr. Marsden, the Dyeing Expert, requests

(1) that his pay (now Rs 750) may be raised to Rs 500-50-1000, the pay of Deputy Directors in the Agricultural Dept;

+(2) that the benefit of Art. 403 of the b.s.R. may be extended to him, viz., to permit him to add 5 years to the period of his qualifying service for purposes of pension.

2. Mr. Innes recommends the first of the above requests. As regards the second request he recommends in its place the exemption of Dr. Marsden from the provisions of Art. 47 of the b.s.R. All these proposals require the sanction of the Secretary of State.

p. 2 of cf.

p. 6 of cf.

NOTES.

3. Pay of Dr. Marsden.

The post of Dyeing Expert was in the first instance sanctioned by the Secretary of State for a period of two years on the scale of pay recommended by this Govt viz, Rs 750 per mensem + Dr. Marsden was appointed by him for the post. Subsequently the term of engagement was extended by a further period of three years. Last year, the post was made permanent with the sanction of the Secretary of State + Dr. Marsden was confirmed in it. In 1915, when Mr. Trevelyan submitted a scheme for the appointment of five Deputy Directors of Industries on Rs 500-50-0 each, he proposed that ^(the post) ~~the post~~ should be ~~converted~~ ^{converted} into one of those posts. The scheme was not approved by the Govt. At the same time, the question of the permanent position

para 9 & 10 of Despatch
from the Sec. of State, p. 15
of 3446 Rev
27.10.10 (T)

Go. No. 163 (Q)
21.2.11

Go. 166 (V)
21.2.13

Go. 936 (P)
4.9.16

Go. 1120 (U)
7.10.15

p. 39 of Go. ibid.

NOTES.

Letter No 1165 A
26/10/15 (14)

P. 880. 936 (P)
4.9.16

para 3, p. 3 of cf.

that the pay of the post should be raised. Sanction was requested for the permanent retention of the post on Rs 750 per mensem & it was accorded by the Secretary of State in his Despatch No 47 Res. dated the 7th July 1916. Mr. James states that the mere fact that he (Dr. Marsden) has been six years on the same rate of pay is a strong argument for some increase and now that he has been made permanent the circumstances of his apptⁿ are ^{obviously} such as to indicate the desirability of a graduated scale. It is for consideration whether on these grounds ^{which are purely personal to Dr. Marsden} the pay of the post ^{should} be raised as proposed.

As regards the work done by Dr. Marsden attention is solicited to para 20 of the Govt of India No 1421 Est. dt. the 14th December 1915. Since then he has been engaged temporarily in the investigation of the manufacture of indigo. Exemption from the provisions of Art. 478 of the C.S.O. of the Govt of India.

It appears desirable to award the recommendations of the Indian Industries Commission before proposing a permanent rate of the pay of the post and in the meanwhile Dr. Marsden may perhaps be granted a personal allowance of Rs 100 per mensem if the Govt of India is of opinion that such allowance is considered comparatively urgent and necessary.

So. No 923 dt. 28.3.17
printed on page 4 of
So. 994 Res (X)
3.4.17.

to be addressed on the subject of the enhancement of the Dr. Marsden's pay, they may also be requested to exempt him from the provision of Art. 478 of the C.S.O. as proposed by Mr. Jones.

b. The file may be sent to the Finl. Dept. for remarks.

SK
28.8.17.



29.8.17

29.8.17

30/8/17

257a-2

6338



For the Asst. Secy

Financial Dept.

Recd 31-8-17

Increase of emoluments to Dr. Marsden

Attention is solicited to the notes on pages 263 of G.O. 1120 Est. 87-10-15, where a scheme of the appointment of Dy. Directors in the Dept. Industries which provided for Dr. Marsden permanent retention in the dept. as an Industrial Chemist on Rs 500.50-1000 was accepted in Financial; ~~the~~ the scheme was ^{however} since Dr. under A.E. orders. The above scale of pay is now formally proposed by Mr. Jones for the permanent post on Rs 750 held by Dr. Marsden. But Home (Est.) seem to be of the opinion that

It appears desirable to...

pages 2 & 3 on page 3 of

p. 3 ante

para 3 on p. 3 of

para 1 of G.O. 923 Rev. 28.2.17 on
p. 11 of G.O. 994 Rev. 23.4.17.

para 2 of Director's letter on
page 4 of G.O. 1110.

G.O. 936 Home (Edn) 4.9.16

grounds adduced are purely personal and do not justify ^(the present) a revision of the pay of the post. It is proposed to give Dr. Marsden a personal allowance of Rs 100 pm. pending receipt of recommendations of the Indian Industries Commission. The Director of Industries remarks that Dr. Marsden's usefulness has been rather limited in the last three years by the shortage of dye-stuffs. Since April last, Dr. Marsden has been engaged ^(partly) in the Agricultural Dept. as Special Indigo Research Officer and it was stated in that connection that his special knowledge and expert skill were not being fully utilized in the Industries dept. The usefulness of Dr. Marsden as Dyeing Expert has also been questioned recently in the Legislative Council - vide S.O. 1366 Home (Edn) 8.12.16 and S.O. 514 Home (Edn) 23.4.17. All these would tend to show that ^{there is no full work for a dyeing expert now.} ~~the post of Dyeing Expert is not a permanent one.~~ ~~Dyeing Expert is a post of a temporary nature.~~ Nevertheless Govt. have recently, with the sanction of the Secy. of State, created the permanent appointment of Dyeing Expert and confirmed Dr. Marsden in the post.

2. If the scale of pay of Rs 500-50-1000

approved in Financial in 1915 (S.O. 10 Edn 7.10.15) had been applied to the Dyeing Expert post from the date of its first creation ~~Dr. Marsden would have been~~ ~~Dr. Marsden would have been~~

(c) 4. in this connection clause
(c), para II. 10995: Fin. Repn
Res. Dec. 12-4 App. B. 601
Madras & Supplement to 1912
re: Compensating Personal Allos)

para 2 on pp 6-7 c#

Folio 6338-1
11-9-17

Home (20th) up 11/17



Home (Ed.) Dept.

A draft letter to the Govt of India is sub^d for approval.

SK.
14.9.17.

(1) Dr. M. would only be drawing Rs 100 now if the scale proposed by him had been accepted; is it therefore advisable to allow for a p.a. of Rs 100 in his salary?

(2) Perhaps a word of appreciation of Dr. Marden's work might not be out of place in the draft.

(3) Can we not address S. G. I. direct in this matter?

SK.
18.9.17

(1) Submitted that by March next Dr. Marden will complete seven years' service and in a scale of Rs 500-50-00 p.m., he will be eligible for a pay of Rs 850/- p.m. At the earliest, the Secretary of State's sanction to the grant of a personal allowance will be received only in January or February 1918 and the proposed allowance of Rs 100/- is not excessive as Dr. Marden's total emoluments will then amount only to Rs 850/-

Box 43
Circ 25.9.17
Reld 25.9.17
Box 38
Circ 24.9.17
Reld 25.9.17
Sept. 11-8 (a)-16.004-16-1-17.

NOTES.

14 Page 2

- (2) Attention is solicited to letter no. 465-A of 26-10-15 and to para 4 of the despatch from the Govt of India to the Secretary of State no. 108 of 12-5-16. The addition made on page 2 of the draft is for approval.
- (3) Submitted that this Govt. could address the Secretary of State direct - please see clause (a) of memorandum on page 3 of notes to Govt. 1439 dated 31-7-16.

HM
20/9/17

S. Draft for approval

CH
21.9.17
24/9/17

HM (Inwards)

I approve the draft.
Please circulate to H.A.
(Pencil).

25-9-17

Submitted
25/9/17

26.9.17

GOVERNMENT OF INDIA
25-SEP-1917
SECRETARY

GOVERNMENT OF INDIA
28-SEP-1917
SECRETARY

HM (Inwards)

done
25/9/17

Dr. Marsden.

Addressing the G.O. Home (Education) Department.

2. on the subject of granting certain concessions to —, the dyeing expert.

LETTER:-

His

The Secretary to the Govt. of India,
Department of Education.

Sir,

I am directed to address you on the subject of the grant of certain concessions to Dr. F. Marsden, Dyeing Expert, Madras.

2. Dr. Marsden first came out to India in March 1911 under an agreement with the Secy. of State to serve as Dyeing Expert for a period of two years on a fixed pay of Rs. 750 per mensem. In September 1916 the post was made permanent and Dr. Marsden confirmed in it on the pay ^{at} for which his services were first engaged, under the sanction conveyed in the Secretary of State's Despatch No. 47, Revenue, dated 17th July 1916, communicated to with Mr. Anderson's endorsement No. 768, dated the 10th August 1916. Thus Dr. Marsden has been serving on the same rate of pay, viz. Rs. 750 per mensem, for over six years and, as he has no further prospects of promotion in the service he has requested that the pay of his appointment may be graded and fixed at Rs. 500-50-1000 per mensem, to conform with the scale sanctioned for the officers of the Agricultural department, and that he himself may be permitted to reckon his past service in the department for earning increments in the new scale. As questions connected with the promotion

Sp. No. 163
21.3.11

P
p. 3 of G.O. 936 (Hm) (S. 25)
4.9.16.

p. 2 of et.

development of industries are now engaging the attention of the Indian Industrial Commission, the Governor in Council considers that a permanent revision of the pay sanctioned for the post of Dyeing Expert should be deferred till the recommendations of the Commission are received. At the same time he recognises that Dr. Marsden has special claims for an immediate increase of his ~~own~~ pay and I am accordingly directed to recommend that he may, as a temporary measure, be granted a personal allowance of Rs.100 per mensem pending a permanent revision of the pay of the post.

3. Dr. Marsden was 41 years of age when he first joined his appointment in this Presidency and, under strict application of the provisions of article 478 (a) of the C.S.R., the pension ordinarily admissible to him will be liable to reduction by ^{more than} ~~nearly~~ one-fourth at the time of his retirement. Officers engaged for service ~~under Government~~ on account of their high scientific attainments have in the past been allowed special concessions in respect of their qualifying service for pension; and I am directed to convey the strong recommendation of the ~~Governor~~ ^{Governor in Council} that Dr. Marsden should be exempted from the provisions of the article quoted above so as to enable him to draw at the time of his retirement the full pension otherwise admissible to him.

4. The Accountant General, Madras, reports that the grant of the above mentioned concessions requires the sanction of the Secretary of State. I am accordingly directed to request that the Govt. of India will be pleased to obtain the requisite sanction and communicate it

Dr. Marsden's work in the department has always been characterised by great zeal and thoroughness.

p. 4 of cf.

para 3 of mil. note,
p. 19 of.

$$\frac{11}{40} = \text{more than } \frac{1}{4}$$

p. 6 of cf.

to this Government.

I have &c.

21.9.17 24/9/17

When given for copying
 When copied
 When examined
 When signed

191

READ AGAIN G.O. No.
 191

DATED

CURRENT No.

ENCLOSURE TO C. No.

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTS.

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

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