

Home (1917) Department.
(Education)

Ordinary SERIES.

G.O. No. 706.

DATED 28-5-1917.

INDEXED

52
[Despatch Abstract.]

Establishment.

Recording papers relating to the proposals made by the
Director of Industries in 1915 and 1916 regarding the staff required
for the Department of Industries.

DEPARTMENT.



Registered 22 7 1915

Subject.

Submitting proposals for the appointment of a
Staff for the Industrial Section of the Department of
Industries.

ENCLOSURES
No.
Spare copies

No. A28-(2)

Station Madras, Dated the 13th July 1915
20

From (Name) K. T. B. Tressler Esq.,
(Designation) Ag. Director of Industries.

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

Sir,

Subd. Separately
+ forwarded to
Rev.

I have the honor to state that I have in my No. A28-187
12 July 1915 offered my opinion regarding the proposed transfer of the
Pumping and Boring Department to the Department of Agri-
culture. On the question of control the Director of Agri-
culture and myself hold different opinions but on this
point we are quite agreed viz., that the Pumping and Boring
Department must be organised as an independent unit. This
appears to be the view of the Government also and whatever
may be decided regarding control it seems certain that the
proposals submitted will be approved at least to the extent

of making the Pumping and Boring Department a self contained unit.

2. Besides the Pumping and Boring Department I have still two Departments in which an executive staff is required viz., 'Industry' and Workshops. Hitherto I have drawn my staff for these Departments from the Pumping and Boring establishment and latterly I have received sanction for a few temporary appointments. But all these appointments are purely makeshifts and when the Pumping and Boring Department is converted into a separate unit I shall have practically no regular staff left at all.

3. Since the qualifications required for Industrial work are at least as high as those required for Pumping and Boring the scales of pay should be at least equivalent. Mr. Chadwick's proposals provide for the following:--

Assistant Directors (being qualified Engineers) for Supervision and Administration on 200-12 $\frac{1}{2}$ -400
Supervisors (being Upper Subordinates) for executive work. on 50- 5-125
or 100- 5-125

the higher scale being for qualified engineers who remain on probation for 3 years. No special arguments appear necessary to justify the adoption of these scales. The only points that call for consideration therefore are the character and number of the appointments required.

4. There seems to be an impression that the Industrial work of this Department of Industries is of an ephemeral character and that it would be premature to make permanent appointments thereto. I cannot agree with this view: at the same time I recognise that the question is likely to prove a controversial one and to secure as early a settlement as possible I suggest a compromise. Permanency means security and permanent appointments may be regarded as secure in two senses viz., prospects and tenure.

G. M. 1267 (attached)
11-11-14

5. I am prepared to raise the question of tenure open, but in my opinion it is absolutely necessary, to fix the prospects. That is to say, the appointments must be permanent and graded. The appointments in the Department of Industries were formerly permanent on fixed pay. Tenure was secured: prospects not. Security of tenure was a great inducement but it proved insufficient and finally in the interests of the Department I had to get the staff amalgamated with the P.W.D. so as to secure prospects.

6. I wish particularly to emphasise the necessity for doing the utmost possible to get and retain suitable men. I have only just embarked on the Industrial line and I am already faced with difficulties. Of a large number of men tried, I have only two in whom I can repose any confidence at all and these are men I have had under my own eye for three years already. Even they will not be fully qualified for another 5 years! In the Pumping and Boring Department men stuck to me because they had hopes of brilliant prospects. The worst I got rid of and every one of them got a more highly paid post elsewhere. The hope of prospects proved somewhat illusory and I am convinced that men of the right sort will not in future join the Department unless they know what they can hope for at the start. If they do join, they will seize the first opening of leaving me and it is a sheer waste of energy for me to spend weary years in trying to train them industrially with the imminent prospect of their running away as soon as a Local Fund job offers.

7. I am not going to bribe them to stay. The scales mentioned are low for a first class man. But Industry is in general the worst paid and most exacting of occupations and if people wish to embrace an industrial career they must face this fact. I do not therefore argue about the scales: all I do wish is to be able to hold out to my men a definite prospect. As it is, the prospects are not very good-- I do not want to make them too good as I want to attract men to the work, not the pay-- but if no attractions whatever are offered no rational being will join the Department and I accordingly submit that

the creation of permanent incremental posts is an absolute necessity at the very start.

8. In order to retain for Government the power to reconsider the situation later on--I do not regard this as necessary, but it will serve to avoid controversial issues-- I propose that appointments to these posts be temporary for 5 years, the incumbent being eligible for the ordinary increments. At the end of that period Government can decide (if they wish) whether the appointments are to be continued or not.

9. In my proposal I suggest the creation of only such permanent appointments as I consider are reasonably certain to be of a permanent character. The amount of work in hand is, during the next few years at any rate--likely to vary a great deal and at times it may be necessary to provide for extra staff. With regard to these extra temporary appointments Government will be addressed as necessary. The scale of pay also may be left open.

10. At present the position is as follows:--

Of the 14 D.P.W. Supervisors' appointments (including the ^{Sub}Superintending Engineer) the Pumping and Boring proposals take 11, together with all the mechanics and maistries. The former are permanent: the latter temporary appointments. There are accordingly 3 permanent men left to me. In addition I have a temporary Industrial staff of 5 Supervisors.

One Supervisor in charge of Pencil Experiments.
----- Do ----- Glass and oil Experiments.
----- Do ----- Keystone Drill.
----- Do ----- Paper Mills.
----- Do ----- Sugarcane experimental stations.

11. As regards requirements, I need in the first instance, a Personal Assistant at Head Quarters. A Deputy Director for Industry will no doubt be sanctioned, but the appointment does not do away with the necessity for a Personal Assistant, such an appointment being analogous to that proposed in the Pumping and Boring Department. The Personal Assistant will be of the Assistant Director grade.

12. Every industry that develops beyond the experimental stage

strator. Some men have good engineering knowledge but no business instincts: in other cases the reverse holds good. The men who possess the dual qualification I require are few and far between: if I want to get them and keep them I must also pay for them. For running an Industry nothing less than an Assistant Director will do. 13. Apart from the Personal Assistant whose particular 'Industry' is the workshop, I am convinced that I shall always have 2-3-Industries on my hands exclusive of miscellaneous Industrial investigations which could keep two men employed quite easily. Thus I consider that 5-6 Assistant Directorships at least should be provided for. At the same time I do not think I can fill appointments for some time yet. For the present therefore I propose to apply for only three: one Personal Assistant and one man to run, in the first instance, the pencil factory and the oil mill.

14. As regards Supervisors I consider at least three appointments necessary at the start, the incumbents being men under training for future Assistant Directorships. If these are not sanctioned the men remain Supervisors: this risk they must take, but it is absolutely necessary for me to have a reserve that I can draw on for Assistant Directorships as I certainly cannot recruit suitable men in the open market. As explained, I propose that the tenure of these appointments shall be temporary for five years.

15. The work I have on hand at the present time is as follows:--

Assistant Directors.

1 Personal Assistant and charge of workshops.
1 Charge of Pencil Factory.
1 Charge of new oil mill, Madras
X Industrial Investigations.

Supervisors.

1 Glass works and Madras Expeller.
1 Lime brick plant.
1 Cuddalore Expeller
1 Paper mills (on loan)
1 Sugar mills.
X Industrial Investigations.

work over and above the permanent appointments now proposed. Whether, when these proposals are sanctioned any of the present temporary appointments are to be relinquished or not will depend on the work in hand at the time and may be considered then.

16. In conclusion it may be well to explain my general ideas regarding the development of industry in so far as they affect the question of staff. I have now, for some years, been studying this matter and the more I see of the economic situation in South India, the more firmly convinced I am that the only possible chance of encouraging indigenous industries, at least to begin with, is not only by demonstrating the possibilities of processes but also by subsequently providing a staff to work factories. With the exception of one or two large mills, I cannot recall to mind any single instance of an industrial concern in this Presidency where the managers have the slightest conception of the meaning of the word 'works management', and I feel convinced that it will still take a great deal of time to persuade them of the necessity for this kind of control. Without proper works management industrial enterprise is doomed to failure and if we wish to see our experiments mature, I consider it absolutely necessary to hand over to the factory a properly trained works manager whom they have got to take whether they like it or not. It is mainly with this object in view that I have applied for permanent staff because these permanent men represent individuals I am training for works management purposes, and such have to be permanent in order to insure my having a proper hold over them and also to prevent their leaving me when half trained. In order to avoid introducing side issues in the present proposal I have limited the number of permanent staff to such individuals as I think that I shall in any case require for departmental work but an explanation of what I have in view, ~~this~~ will no doubt assist in making the position

I have the honour to be,

ctioning of the appointments proposed will involve extremely small expenditure. As explained, I propose to keep the appointments temporary for 5 years. My intention is to make one of my present public works supervisors an assistant Director and another one an acting Assistant Director. When on this appointment, they will merely draw their D.P.W. pay. If they elect to join the Department of Industries at the end of 5 years, the first man, having 5 years' service as an Assistant Director, will start at 262-8-0, the second one will be confirmed and start at 200. The third appointment of Assistant Director I propose to leave vacant for the time being but I am looking round for a man to put into it for the purpose of running the oil mills.

As regards the Supervisors' appointments, I shall give one of these to the remaining D.P.W. Supervisor I have. His present pay is now Rs.100 on which pay he has been for three years. Accordingly, though whilst on deputation he will continue to draw D.P.W. pay, he will, if he elects to join the Department of Industries at the end of 5 years, start on 125: the top of the grade. The other two supervisors' posts I will fill up from my temporary men. They will according to rules draw Rs.100 for 3 years: in the 4th they will receive Rs.105 and in the fifth Rs.110.

18. It will be seen therefore that the proposed appointments give me the power of getting another temporary man starting on Rs.200 and will increase establishment charges in the 4th and 5th years by Rs.10 and Rs.20 per mensem respectively i.e., Rs.120 and Rs.240 per annum. As all the appointments are in the first instance to be temporary and all excepting that of the third Assistant Director are covered by existing sanction: moreover Government will be addressed regarding the last appointment before it is made, it seems unnecessary to submit a proposition statement:

~~19. My whole object in putting forward the present proposals~~

Continues.

19 One of my reasons for wishing to obtain a definite scale at once is to distribute the staff. In the scheme proposed there will be a difference in seniority of about 3--4 years between each of the men and the block is thus avoided. But my main argument is this: -- It takes about 5 years' training to turn out a decent Industrial Assistant and if a man is not given definite prospects at the start he will simply use this department as a convenience until he can get a better paid job elsewhere (which is not difficult) In view of the great difficulty I have experienced in getting men fit for training and in training them, it is vital to the development of my Department that the risk of defection should be minimised. by every possible means and I have therefore recommended the creation of permanent appointments on the lines suggested as the best means of attaining that end, ~~and~~ I am convinced that unless some inducement of this kind is offered I may obtain but will not be able to retain a staff.

I have the honor to be,

Sir,

Your most obedient servant,

[Signature]
19.1.16

Ag. Director of Industries.

Received  21 APR 1916 1916 Registered *[initials]* 1916
Subject.

REPRESENTING THE NECESSITY FOR LENGTHENING THE STAFF
IN THE DEPARTMENT OF INDUSTRIES AFTER THE TRANSFER OF
THE PUMPING AND BORING OPERATIONS TO THE DEPARTMENT
OF AGRICULTURE.

ENCLOSURES
No. <u>2</u>
Spare copies

No. A28

Station Madras, Dated the 8th April 1916.
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From (Name) K. T. B. Tressler, Esq.,

(Designation) Director of Industries.

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

Through the Accountant-General, Madras.

Sir,

I have the honour to state that the executive staff of the Department of Industries has hitherto consisted of (a) drawing office (b) district engineering organisation and (c) a number of individuals appointed for specific industrial work.
2. (b) The district organisation attended not only to the erection of Pumping plants and boring, which work is now being transferred to the Agricultural Department, but also to the erection of industrial plants, the collection of information for the Bureau and the giving of general industrial advice. The latter work Mr. Chadwick does not propose to take over.

district establishment with the exception of 3 Supervisors and 2 Mechanics. Of the Supervisors, one is required in the Head Office leaving 2 supervisors and 2 mechanics to attend to the District work which has been left me, if this district work is to be continued.

4. It must be evident that an establishment of 2 supervisors and 2 mechanics cannot possibly attend to the work of an area of 150,000 square miles and it is to be concluded that either district work must be abandoned altogether or else that the staff must be substantially strengthened. The number of men required for district organisation is determined initially not so much by the amount of work to be done as by geographical considerations. In the old Pumping and Boring Department there were several sections which scarcely justified the retention of a Supervisor except for the fact that, if individuals in that section were to be given departmental assistance at all, it cost Government less in time and money to keep a special man in that section than to send another supervisor from elsewhere when required.

5. Mr. Chadwick follows a policy of localisation and does not attempt to serve unprofitable areas. Such a policy may be perfectly sound when applied to agriculture but appears to me illogical if applied to industry. If a man possesses the necessary capital for putting down a plant, he is entitled to assistance where ever his scheme may be located; indeed, I think he is entitled to more especial assistance if he starts his industry in a place where it has not already been worked. It does not appear to me therefore that localisation should be attempted in industry. There remain only two alternatives: either to abandon industrial district work altogether or else to get an adequate staff.

6. The function of the proposed staff will be

(a) to deal with industrial enquiries;

(b) to render assistance in the erection of industrial plants; and

(c) to act as local representatives of the Bureau and

ities, processes, industrial processes, methods of manufacture and, generally, to keep in touch with the industrial life of the district.

6. To deal with the engineering side of their work, each man must possess the same qualification as my old supervisors to deal with the commercial intelligence part of their work, they must have a good general education. The class of man will therefore be one drawing between Rs.100/- to Rs.150/-

7. If it is proposed to retain a district organisation, it will generally speaking, be necessary to reduplicate the late supervising staff, since the Pumping and Boring districts as arranged by me were determined almost entirely by geographical considerations and irrespective of the work. That is to say, even if the work had only been a third or a quarter of that actually performed, it would still have been cheaper to retain the same number of supervisors than to pay for the extra travelling and loss of time involved by larger sections. Under the scheme there were 12 divisions of which two were minor ones and at a pinch it might be possible to start with 9 divisions for industrial work, namely

1. Northern Circars:- Ganjam, Vizagapatam & Godavari.

ii. Kistna, Guntur & Nellore

iii. Chingleput.

iv. Ceded Districts:- Bellary, Anantapur & Kurnool.

v. Cuddapah & North Arcot

vi. Coromandal Coast:- South Arcot & Tanjore

vii. Trichinopoly & Salem

viii. Coimbatore & Malabar

ix. Madura, Ramnad & Tinnevely.

To deal with these 9 districts, I have 2 supervisors left and therefore require 7 more. The work can, of course, be done with a smaller staff but at an extravagant cost in travelling allowance, great waste of time and consequent extreme inconvenience to individuals requiring services of departmental subordinates.

the same way from the temporary upper subordinates of the Public Works Department and I am quite prepared, if they can offer me 7 men, to take them under the 3 years arrangement. I do not, however, think it likely that they can spare the men and, if I have to recruit independently, it will take me time to collect the staff I require. Moreover, it will probably take a considerable amount of time to get this question of staff definitely settled, and, as the provision of at least a nucleus staff is a matter of immediate necessity, I propose, as an arrangement involving the least amount of consideration, that I should retain not only the supervisors left me when Mr. Chadwick's cadre has been filled up but also two more, leaving him two vacancies to fill. I have discussed the matter with Mr. Chadwick and provided him with trained men for the vacancies: the arrangement I propose also suits him because ultimately he will not require so many trained engineers. Further, my proposal involves no change in the P.W.D. cadre. With these two extra men and my two mechanics I can more or less carry on with the work whilst the broader question of the constitution of my future district staff is considered. If therefore Government approve of my proposal to continue industrial work in the district I request temporary sanction for 4 further supervisors, two of the posts being filled by 2 P.W.D. men left over from agriculture and 2 by the mechanics I left with acting allowance. The sanction may be for 6 months.

9. Coming now to the drawing office, I have to explain that the transfer of the Pumping and Boring Department also removes the whole of my drawing office. If I am to continue industrial work, I must have at least one draughtsman and one tracer. I desire to retain my Head Draughtsman and a tracer and the scale of pay may be fixed on the old scale of 55-3-70 and 25 respectively. I shall probably want more men but I put forward this proposal as before, merely as a temporary measure to enable me to tide over the period until the future organisation of the Department of Industries is regularly determined.

10. Finally, as regards the regular Industrial establishment

whole of the staff is temporary and the numbers applied during the ^{current} coming year are as follows:

Mechanics 3⁺ (excluding 2 for Sugarcane experiment)
Supervisors 4 (Excluding 1 for Sugarcane)

11. An increase must, however, now be requested because Mr. Chadwick declines to take over certain branches of work which were formerly dealt with by the Pumping and Boring staff, e.g. Motor Tractor etc., The extra staff required comes to 1 Supervisor on Rs.100/- and 4 mechanics on Rs.35/- each.

12. The financial aspect of my proposal is given in the appended schedule. There is no provision in the current year's budget to meet the extra expenditure.

13. I desire to observe, that the proposals now submitted are merely temporary in order to prevent interruption of work and that fuller proposals will be submitted as soon as possible.

I have the honour to be,

Sir,

Your most obedient servant,

Director of Industries.

One Draughtsman
only 30-4-50
is still left for
the D. & M. office.

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

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Accountant-General.

GOVERNMENT OF MADRAS.

No.

DEPARTMENT.

FORT ST. GEORGE,

The

191

Secretary to the Government
of Fort St. George.

If Local Government is competent to sanction, its order will be written across this column.

Officer's Designation

competent to sanction, its
order will be written across
this column.

Adams
Wm
Director of Industries

off. They will be paid on the usual P. H. D. scale.

Of the existing permanent staff consisting of 1 Sub Engineer and 13 upper Subordinates (G.O. No 1675 W.D. 28.8.14) 12 Mechanics (G.O. No 983 Ed. D. 18.8.14) and 11 Peons (G.O. No 1191 Ed. D. 22.10.14) 10 upper Subordinates, 12 Mechanics & 8 Peons will be transferred to the Agricultural Dept.

The Sub Engineer's Post is kept unfilled for the present.

Against that a workshop foreman is appointed in the S.D. Office.

(b) The three temporary clerks on Rs. 1.25 and 4 temporary peons on Rs. 9/- sanctioned in G.O. No 1191 Ed. D. 22.10.14 and all the 40 temporary Boring maistries sanctioned in G.O. No 983 Rec. D. 18.8.14 will be transferred to the Agriculture Dept. of the 12 temporary mechanics on Rs. 2.45 sanctioned in the letter G.O. 10 will be transferred to the Agriculture Department. It is proposed to engage the two left as Supervisors.

(c) The temporary Supervisor on Rs. 100/- and the two temporary Mechanics on Rs. 35/- each sanctioned in G.O. No 1189 Ed. D. 22.10.14 in connection with the Sugar cane experimental Stations at Sieganallur and Chittawadigar will be transferred to the Agriculture Department.

(d) The whole of the existing permanent drawing establishment will be transferred to the Agriculture Department.



ENCLOSURES:

(Two of 5 sheets)

Forwarded.

2. There is no audit objection to the proposals being sanctioned by Government.

3. The necessary provision of funds should be made to meet the extra expenditure if the proposal is sanctioned.

Deputy Accountant-General.

Tan.

To

The Secretary to ^{the} Government of Madras
Educational Department.

Revenue DEPARTMENT.

O. No. Press 1646 Revenue , dated 18th July 1916

READ the following paper:-

INCLOSURES.

G. O. No. 523 Revenue, dated 7th March 1916.

From the Accountant General, Madras, No. G.A. 47-15-2557, dated 27th March 1916.

Official Memorandum to the Board of Revenue, Revenue Settlement, No. 858 C/16-1, dated 28th March 1916.

From the Board of Revenue, Revenue Settlement, Mis. No. 1043, dated 18th April 1916.

Memorandum
~~Memorandum~~ to the Board of Revenue, Revenue Settlement, No. 952 C/16-1, dated 26th April 1916.

From the Board of Revenue, Revenue Settlement, Ref. No. 876 (Confdl. No. 31), dated 13th May 1916.

Official Memorandum to the Board of Revenue, Revenue Settlement, No. 952 C/16-4, dated 14th June 1916.

From the Board of Revenue, Revenue Settlement, Ref. No. 1169 (Confdl. No. 44), dated 26th June 1916:

-:-

Order:-

In G. O. 523 Revenue, dated 7th March 1916 sanction was accorded for the creation of the post of Agricultural Engineer on a salary of Rs. 400-25-800. The Government hereby appoint Mr. F. Newland, Mechanical Engineer of the Corporation

DEPARTMENT Revenue

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D. No. 1045 Revenue dated 18th April 1916

Read the following papers

G. O. No. 525 Revenue, dated 7th March 1916.

From the Accountant General, Madras, No. G.A. 47-12-25

dated 27th March 1916.

Official Memorandum to the Board of Revenue, Revenue

Settlement, No. 828 G/16-1, dated 28th March 1916.

From the Board of Revenue, Revenue Settlement, No. 1045, dated 18th April 1916.

Memorandum

Memorandum to the Board of Revenue, Revenue Settlement, No. 828 G/16-1, dated 28th April 1916.

From the Board of Revenue, Revenue Settlement, No. 828 G/16-1, dated 28th April 1916.

828 (Confidential No. 31), dated 13th May 1916.

Official Memorandum to the Board of Revenue, Revenue

Settlement, No. 922 G/16-4, dated 14th June 1916.

From the Board of Revenue, Revenue Settlement, No. 1169 (Confidential No. 44), dated 26th June 1916.

1169 (Confidential No. 44), dated 26th June 1916.

--

O r d e r :-

In G. O. 525 Revenue, dated 7th March 1916

was accorded for the creation of the post of Agricultural

Engineer on a salary of Rs. 400-25-000. The Government hereby

appoint Mr. V. Newland, Mechanical Engineer of the Corporation

- 2 -

Madras, to fill the post.

2. Mr. Newland will be on probation for a period of one year. During this period he will be permitted to start with a special case as laid down in the sanctioned scale and to draw increments at the ordinary intervals. Before joining, he should produce a certificate from a Presidency Medical Officer as to his physical fitness for the post.

3. Mr. Newland will come under the Indian Service rules and be governed by the provisions of article 108 of the Civil Service Regulations and article 803 on page 119 of the Madras Supplement thereto, and be permitted to count his service under the Corporation towards his pension and leave in conjunction with Government service. The record that he should be granted the privileges of article 403 of the Civil Service Regulations and article 478 (a) of the Civil Service Regulations are inadmissible.

4. The Government approve the proposal that Mr. Newland should work in Mr. Tressler's office for a month, in order to get acquainted with the routine of his duties.

5. The Government request that the Corporation should be kept informed of the progress of Mr. Newland's work from which effect should be given to the provisions of the Civil Service Regulations.

6.

EDUCATIONAL DEPARTMENT.

C.No.2535 Ed1.

FROM the Director of Industries, No.28-2, dated
the 13th July 1915.

Subject.

Appointment of a separate staff for the
industrial section of the Department
of Industries.

The Department of Industries consists at
present of three sections, viz., the Pumping and
Boring, Industries and Industrial Education. Of
these, till last year the first and the last alone
had separate executive staff; the second had no
staff of its own. The supervisors of the Pumping
and Boring section attended to work connected with
industries also; and as there was not much activity
in the department between the years 1910 and 1914,
the work in the industrial section did not neces-
sitate the employment of a separate staff. Last
year the department was reconstituted, and shortly
after, the Government sanctioned an allotment of
Rs.10,000 to enable the Director to undertake
experiments in the manufacture of articles with a

*The Dept. was abolished in 1910
but was reconstituted only in 1915.*

view to minimize the difficulties consequent on the cessation of trade with Germany. The Director then applied for sanction to the employment of four supervisors on Rs.100 each to look after these experiments. These were sanctioned temporarily in G.O.No.1267 Educational, dated the 11th November 1914. ~~renewed~~ The Government also sanctioned the employment of a supervisor for sugarcane crushing experiments and also five mechanics on Rs.35 each for these experiments as well as for the Anderson oil expeller and Lime brick plant, which were newly sanctioned for the department.

2. The Director now raises the question of the employment of a separate staff for the industrial section. He states that the Pumping and Boring section will before long be transferred from him to the Agricultural Department or at least constituted as an independent unit. He therefore considers that the staff of that section will not be available for work in the industrial section. He states that the temporary appointments already sanctioned are of a makeshift character and that, if the department should be able to

Go. No. 1267 Ed^l (V)
11. 11. 14
(abstract)

Retention sanctioned (V)
in Go 453. Ed (P)
30. 4. 15

Go. No. 1189 Ed^l (M)
22. 10. 14

+ Go. No. 1472 Ed^l (Q)
23. 12. 14

Page 1, page 1 of cf.

Page 2, page 2 of cf.

attract suitable men and retain them, it is necessary to have permanent posts with incremental pay. He has proposed separately the appointment of a Deputy Director for Industries. He now proposes the appointment of

(1) three Assistant Directors
on Rs.200-12 $\frac{1}{2}$ -400 each, and

(2) three Supervisors
on Rs.100--5--125 each.

3. Of the three Assistant Directors, one is intended to be the Director's Personal Assistant to look after the workshop, the second is for the Pencil Factory and the third for Oil mills.

As regards Supervisors, though the Director has ^{now} need for more than six appointments, he proposes to start with only three. // As a set off

against this, Mr. Tressler proposes that three out of the fourteen permanent posts of supervisors in the Pumping and Boring section, with a Public Works pay ranging from Rs.60 to Rs.200, may be abrogated, only eleven being retained for the Pumping and Boring work. Two of these posts are to be converted into Assistant Directors and the third a Supervisor of the new class. Mr. Tressler

paras 13 + 14, page 5 of cf.
+ para 3, page 2 of cf.

para 13, page 5 of cf.

paras 14 + 15, page 5 of cf.

para 10, page 4 of cf.

The fourteen appts are included in the P. & B. Case, one in the Sub. Engineer class + thirteen in the Supervisor + overseer classes on pay ranging from Rs. 200 to 60.

para 17, page 7 of cf.

para 15, page 6 of c.f.

para 8, page 4 of c.f.

para 17, page 7 of c.f.

(In the case of Supervisors increments will be allowed after the third year)

paras 4 to 7, pages 2+3 of c.f.

para 16, page 6 of c.f.

states that the question whether any of the existing temporary appointments can be abolished can be settled later on with reference to the work actually on hand. The appointments to these posts are to be made in the first instance for a period of five years and the posts are to be filled by men who now hold permanent or temporary appointments in the Department, and during this period of probation they will be allowed to draw only their Public Works pay, though they will be allowed the back increments when they are confirmed.

4. The main objects of these proposals are

- (1) to secure some prospects for his staff,
- (2) to render easy recruitment to the industrial section, and
- (3) to train persons for the posts of working manager of factories, the lack of qualified men for which has been alleged to be one of the main causes of failure of industrial enterprises.

The difficulty in finding qualified men for the Supervisors' posts in the department seems to be real, and there appears to be no doubt that the temporary nature of the appointments will add to the difficulties. The question then

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is whether the remedies proposed by him are necessary and adequate. No doubt only persons of the grade of supervisors have been placed in charge of the industrial experiments recently started. Before the abolition of the regular department of industries in 1910, persons of higher grade appear to have been in charge of the various branches, e.g. Mr. Tressler himself for the ~~chrome~~ ^{Chrome} tanning, ~~industry~~ ^{industry} ~~and~~ ^(and) Mr. N. Subrahmanya Ayyar on Rs. 125-5-⁰ for the Salem Weaving Factory. There seems to be some force in the statement made by Mr. Tressler that persons of better status than supervisors are required to be in independent charge of important industrial experiments. This would appear to be justifiable if only on the sole ground of giving relief to Mr. Tressler in respect of details, especially when a number of investigations are carried on. In this view, the proposals of Mr. Tressler seem generally ~~more~~ ^{acceptable}.

Assistant Directors

5. Of the three posts of Assistant Directors, the two proposed for the workshop and the oil mills seem prima facie necessary. No doubt if it is

Maximum not prescribed.

NOTES:

19

eventually decided to transfer the Pumping and Boring section to the Agricultural Department, the work in the workshop may be largely reduced, unless it is directed that the repairs to the Pumping and Boring machinery should still be done at the workshop. Apparently the other investigations under the control of the Director also provide work ~~at~~ the workshop. As he intends to utilize the services of this Assistant for duties of Personal Assistant also, there may, it is presumed, be sufficient work for the officer. The question, however, is whether in case the upkeep of the machinery of the Pumping and Boring is transferred entirely to the Agricultural Department, there will be ~~an~~ necessity for such a highly paid officer for the workshop. So far as regards the office duties proposed to be assigned to this officer are concerned, there will be a Deputy Director, according to the scheme recommended by Mr. Tressler, and there ~~is~~ ^{is} an office head clerk on Rs.100-5-125. In the above contingency, an officer on about Rs.150- to Rs.250 may perhaps do for the post of Mechanical Assistant in charge of the workshop also.

para 13 ¹⁵ / page 5 of 4.

The workshop has since been transferred to the Agricultural Dept.

90

6. The need for an officer for the oil mills

may perhaps also be accepted. The purchase of four oil expellers has been sanctioned by the Government at an estimated cost of about a lakh of rupees and the mills are to be worked at various centres; If it is intended to place the officer in charge of all these mills, there may be sufficient work for him. It is the object of the Government to see whether oil can be extracted in this country on a large scale for export. It may however be observed that it is the intention of the Director ~~to~~ eventually to sell the mills to private parties after demonstrating the commercial possibility of the experiments. In that case, it may be urged that the proposal for the employment of a permanent officer for this purpose is premature. It is however submitted that if the department is to be useful, it should possibly be taking ^{our} other enterprises for investigation, and it is therefore unlikely that the officer will be without adequate work when the oil mills cease to be worked by the department.

7. The scale of pay proposed for this officer,

Gov. No. 15825 (X)
13.2.15

9 This is not clear. One place Mr. Tinsley refers to 'Mills' (para 17 - page 794) and another to 'mill' (para 13 - page 574). There are separate supervisors for some of the mills.

Gov. No. 5225 (4)
16.1.15

Please see the Director's letter on page 2 of Gov. No. 15825 (X) 13.2.15

All the oil mills have since been sold.

Gov. No. 15825 (X)
13.2.15

9 This is not clear. One place Mr. Tinsley refers to 'Mills' (para 17 - page 794) and another to 'mill' (para 13 - page 574). There are separate supervisors for some of the mills.

Gov. No. 5225 (4)
16.1.15

Please see the Director's letter on page 2 of Gov. No. 15825 (X) 13.2.15

All the oil mills have since been sold.

Please see para 3 of Res. note
with Gp. No. 775-8 26.4.15 (L)

para 3, page 2 of Cf.

para 12, page 405 of Cf.

at Locanate.
m. m. m.

Rs. 200-12 $\frac{1}{2}$ -400, is the same as that recently sanc-

tioned for Assistant Directors of Agriculture

and that stated to have been proposed by Mr.

Chadwick for Assistant Directors in the Pumping

and Boring Section in connection with the pro-

posed transfer of that section to the Department

of Agriculture. ^(Mr. Trevelyan) considers that for running an

industry an officer should have both engineering

and administrative qualifications and that none

below the rank of an Assistant Director will do

for it. It is submitted that in the event of the

appointment being sanctioned, the pay proposed for ~~the~~

Assistant Director may also be accepted.

8. The third Assistant is proposed for the

Pencil Factory. There does not seem to be at

present much activity, nor clear prospect of it

to justify a permanent officer for this purpose.

The present experiments are being conducted in an

old factory which has been rented. In view of

the fact that permanent work for the Assistant

Director for oil mills (suggested above to be made

permanent) cannot be guaranteed, it seems to be

of doubtful necessity to create the third

NOTES.

Page 9

permanent appointment. If necessary, this may be kept on for the present on temporary basis. If this is accepted, it may not be necessary to fix a progressive scale for this appointment; a fixed pay according to the qualifications of the officer secured may be enough.

9. Supervisors. For the reasons given in paragraph 4 above, there seems to be a necessity for creating a few permanent appointments of supervisors. There seems also to be little doubt that there will be continued employment for the three supervisors proposed. The Government have already recognized the need for a permanent supervisor for the sugar mills; and the other two may be retained generally for industrial investigations, paper, glass or lime-bricks experiments furnishing their occupation for the present.

The scale of pay for supervisors viz. Rs.100-5-125 may be accepted. The present temporary supervisors have a fixed scale of Rs.100.

Page 4 + 5 - Supers.

Sp. Mr. 1189 Ed (H)
22.10.14

NOTES.

Page 10

23

10 As regards the abolition of the temporary posts of some of the supervisors, it does not appear to be desirable to postpone the consideration of this question as suggested by Mr. Tressler. The permanent supervisors ~~will~~ are to take charge of some of the industrial experiments now looked after by existing temporary supervisors. Their term expires in about November next. If the scheme of Assistant Directors and Supervisors are to be sanctioned immediately, the number of temporary appointments of supervisors may be reduced by that permanently sanctioned. It does not seem to be necessary to keep on the sanctioned scale the need for which has yet to be made out. If the Director finds necessity for additional temporary staff he may come up to the Government.

11. In respect of the proposal to abrogate in this connection the three appointments of supervisors of the Pumping and Boring section, it is submitted that there seems to be a justification for it. Though the staff was primarily intended for the Pumping and Boring work, they had till now without prejudice to their legitimate

work

para 15, page 6 of cf.

paras 10 + 15, page 4 + 5 of cf.

para 10, page 4 of cf.

NOTES.

24

work been doing other work of the department.

The diversion of three in their number to other industrial work may not therefore be unreasonable.

Apparently Mr. Tressler is confident that the work

of the Pumping and Boring section can be con-

veniently distributed among the remaining eleven

supervisors. The Revenue Department may be asked

to state whether they agree to this proposal.

Obviously they may not be in a position to express

an opinion until the Board's proposals for the

transfer of the section to the Agricultural

Department are received and considered.

SK
4.8.15
Ca
4.8.15

It seems to me that this matter must lie over till the question of the transfer of Pumping

and Boring to the Director of Agriculture is

settled. So long as Mr. Tressler has two lots of

work to look after in the same localities there

is no object in duplicating the inspecting

agencies. Moreover we can't say what staff will

be left in his hands till we know how many of the

existing

existing staff the Revenue Department will take, nor whether they will, if they take over the department, still want to use Mr. Tressler's workshop. At the same time, while we may recognize the desirability of training works managers, I doubt if it is necessary to adopt the new grades, especially that of Assistant Directors. The only works of importance he will have in hand will be in Madras where he and one of his Deputies will be available to supervise them. I think it would be better to retain the title and pay of supervisors.

It may be noted in passing that it is not much use offering a man appointed for five years increments that are spread over ~~eight~~ sixteen, also that it is much better, when we have a firm ready to take over the plant when it has been successfully demonstrated, as with the oil mill and the hirc brick machinery, to train the firm's own men instead of imposing a Government man upon them.

CF
7.8.15

EC

* The scheme of Deputy Directors has since been dropped. 9.5.15 C.F.

2b

CN 1507. From the D.I. No A28.28.4.16

Subject: Additional staff for the Department of Industries

In July 1915 Mr Treasler submitted proposals for the employment of separate staff for the industrial section of his department. These were allowed to lie over till the question of the transfer of the pumping & boring operations to the Dept of Agriculture was settled. Mr Treasler now submits certain proposals for strengthening the staff of the Department. These fall under the following heads:-

- (a) District staff.
- (b) drawing establishment.
- + (c) industrial staff.

2. District staff.

As it has been decided to transfer pumping & boring operations to the Department of Agriculture & with them the major portion of the executive staff ~~excess~~ of the Department of Industries, Mr Treasler requests that he may be provided with a separate staff for his district work. The necessity for the provision of a district staff for him when the

Co. No 523 7.3.16 (A)

pages 1 to 8 of C.I.

pages 11 & 12 ~~pages~~
of notes ~~in the file~~
infra

pages 9 to 15 of C.I.

(A) 523 7.3.16

pages 1 to 8 of C.I.

pages 11 & 12 ~~pages~~
of notes ~~in the file~~
infra

pages 9 to 15 of C.I.

1.3

CN 1507. From the D.I. No A28.28.4.16

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para 10 + 11 of his letter
page 20 of fo. No. 5-23 Rev
7. 3. 16. (A)

page 26 of note. to fo. ibid.

para 6, page 10 of c.

the pumping + boring staff ~~was~~ is removed from him has already been urged by him. The Hon'ble Mr. Bardew, in his note dated the 12th December 1915, remarked that "it is not ~~now~~ shown what a district staff is to investigate if the Director of Industries works at ^(industrial) problems such as "aluminium, chrome leather, "oil, pencils, glass, paper &c." Mr. Trevelyan now states that the functions of the proposed staff will be

- (a) to deal with industrial engineering
- (b) to render assistance in the erection of industrial plants
- + (c) to ~~and~~ obtain + disseminate information regarding industries &c.

For the first of these functions it does not appear that "district staff will be particularly necessary. As regards the second it is submitted that the ~~proper~~ supervisors of the department ~~are~~ ^(at present) attending to the erection of pumping as well as

industrial

para 20, page 7
 J.S. N. 1020 (B)
 1.9.14

industrial plants, such as rice mills, cotton gins, oil mills & ground-nut decorticators. During the year 1913-14 70 industrial plants were erected with ~~goat~~ ^{the} aid of the Departmental staff and the total number ~~erected~~ ^{so created} up till the close of that year was 150. As the work connected with these industrial installations is not to be taken over by the Dept. of Agriculture, it appears desirable to provide the Director of Industries with a small staff of supervisors to look after the work. If such a staff is given, it can ~~then~~ ^{attend to} ~~such work as~~ the collection & dissemination of information relating to industrial matters also - the third of the functions mentioned by Mr. Trevelyan.

3. The next question for consideration is how many supervisors should be appointed for district work. ~~He desires~~ Mr. Trevelyan desires to have nine but for the present would be

content

para 7, page 1 of c.

para 8, page ~~12~~ of c.f.

para 3, page ~~10~~ of c.f.

para 8, page ~~12~~ of c.f.

content with six. Three of the existing supervisors will be left in the Department after the transfer of the ~~pumping~~ + boring work. Mr Dresser requires one of these for the central office. The remaining two are available for district work. For the remaining four, Mr Dresser ~~proposes~~ ^{proposes} that two of the supervisors who should go to the Agricultural Dept. ~~may~~ ^{may} be left with him and that two mechanics in the Dept. may be made to act as supervisors with allowances. He states that he ~~has~~ has consulted Mr Lehadwick + that the latter agrees. It is submitted that the Revenue Dept. may be requested to state whether such an arrangement would be feasible. The other proposal to grant special allowance to mechanics whose pay is only Rs. 35-2-45 does not seem acceptable. If the Revenue Dept. agree to give two supervisors, Mr Dresser may perhaps be told that

That for the present he should get on with four men for his district work.

4. Drawing establishment.

Mr. Trecker states that the whole of his drawing establishment has been transferred with the pumping & boring dept. This, it is submitted, is not quite correct. There are three draftsmen ~~employed~~ (one on Rs 55-3-70 & two on Rs 30-4-50) and one tracer (on Rs 25-) in the Director's office. Of these, the senior draftsman, one of the two junior draftsmen & the tracer are to be sent to the Agricultural Dept. One of the junior draftsmen will therefore still remain. ~~This~~ This may be explained to Mr. Trecker. ~~He~~ He requests that a draftsman on Rs 55-3-70 & a tracer on Rs 25- may be sanctioned for his office. As he has a draftsman on Rs 30-4-50, ~~it is for~~ ~~no new~~ no new post of draftsman need be sanctioned.

para 9, page 12 of rpt.

Co. N° 1189 25, 22.10.14 (M)
Co. N° 1191 .. 22.10.14. (D)

Co. N° 523 ^{RW} 7.3.16 (A)

para 9, page 12 of rpt.

sanctioned. Perhaps an additional appointment of tracer on Rs 25 may be ^{created} ~~sanctioned~~.

5. Industrial Staff.

Mr Dressler has at present a temporary staff of four supervisors ^(on Rs 100 each) & three mechanics on Rs 35 for the industrial experiments undertaken by him. Last year, Mr Dressler proposed to have ~~also~~ a staff of assistant directors & supervisors on a graded scale of pay. ~~He is now proposing~~ ~~one each with the pay of the~~ ~~of assistant directors~~ ~~He~~ He now asks for one additional supervisor on Rs 100 and four mechanics on Rs 35 each. He does not explain ^(clearly) how the present staff is employed & why it is necessary to strengthen it as he proposes. He however, states that the proposals in his present letter are merely temporary & that fuller proposals will be submitted as soon as possible.

para 10, page 1243 ~~1243~~

page 1, 58 of of.

para 11, page 13 ~~13~~

para 13, page 13 ~~13~~

He may, it is submitted, be asked to explain more fully the necessity for additional establishment in this section.

6. The file may, it be sent to the Revenue Dept. ~~with the necessary documents~~ as suggested on page 16 *supra*.

^{SK}_{29.4.16.} 7. The date for the transfer of the Pumping & Boring Section has not yet been settled; the appointment of the Agricultural Engineer, in respect of which proposals are due from the Board of Rev, is being awaited. Thus the contingency of the Pumping & Boring establishment being taken away from Mr. Tussler is not likely to happen before Mr. Conchman joins the department, which is expected to be about the third week of May 1916. If it is decided that these proposals should lie over until Mr. Conchman takes charge, it is submitted that no inconvenience will be caused. For orders whether this may so lie over, or whether further action should be taken as suggested in para. 6 above.

^{SK}_{30.4.16}

43

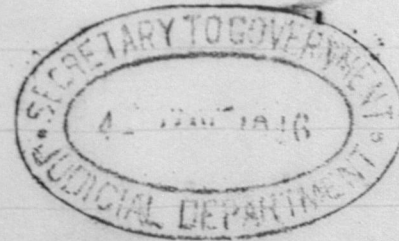
Box 100 23
2-5-16

H.E. I am for allowing
these proposals to lie until
Mr. Canebrun joins and
is in a position to advise
about them. Please see A
of previous page.

2/5/16

I agree. I think however Educ^l. Secy. might
make sure that the Department of Industries
shall have sufficient warning of the transfer
of the Pumping and Boring to permit any
urgent consequential temporary arrangements
to be made.

P
2.5.16.

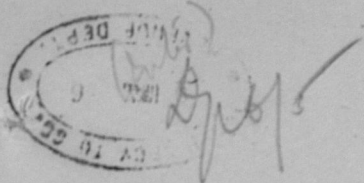


Submitted that the file may be sent
to the Revenue Department for perusal
of H.E. The Governor's note so that
that Dept^t may be able to give
sufficient

34

Sufficient notice of the date of
of the transfer of the pumping & boring
section.

SA 4.5.16. CQ 4.5.16 Rev 6.5.16



Eolus 1507-1
4.5.16
8/5

REVENUE - C
1193

Recd 6.5.16

Rev dnt

To under Secy

On 10.4.16

The Board of Rev reported that
the Director of agriculture was
prepared to take over the Pumping
& Boring dpt as soon as the agricultural
Engineer was appointed. The Board's
recommendation in the matter of the
selection of an officer for the post is
awaited.

2 H. E's orders in the
previous page will be noted in the dnt
and an extract of the notes at M 8-9
will be added to the linked ^{file} so that
the question may not be lost sight of

Taken

Noted in CO
15/5/16

Rev. no 1193 C/16.1 4.5.16

S. A. 10.16

SA 4.5.16

Edd 4/6



NOTES.

Page

to 23
35

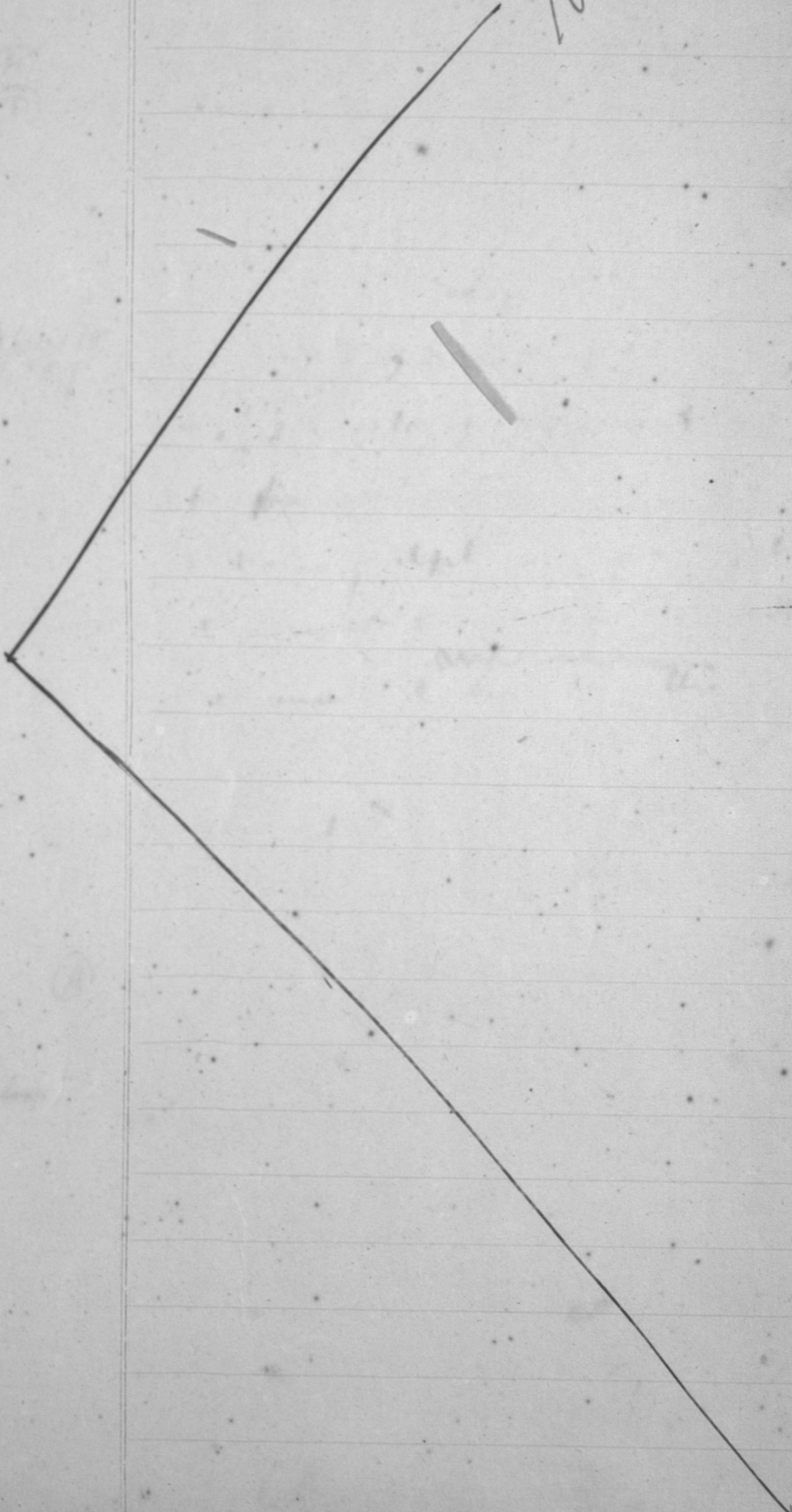
Est. Department.

Submitted that this file may lie over
for the present - please see notes on page 80

SK
15-6-16
157/16

M
16-5-16

Noted.
CN
16/5/16



Additional Establishment for the
Department of Industries.

In G.O.No.892 Rev., dated the 21st March 1914, the Government sanctioned the reconstitution of the Department of Industries in this Presidency. In G.Os. No.983 Edl., dated the 18th August 1914, Nos.1189 and 1191 Edl., dated the 22nd October 1914, they sanctioned the reorganization of the staff of the Department and also certain additions to the establishment. In his

letter No.A.28-2, dated the 13th July 1915, the Director, in view of the probable transfer of ^{his} ~~the~~ pumping and boring section to the Department of Agriculture, submitted proposals for a separate staff for ^{his} ~~the~~ industrial section. ~~in this Department~~. These proposals were allowed to lie over pending decision of the question of the transfer of the pumping and boring section. Orders sanctioning the ^{at} transfer were issued

recently-G.O.No.523 Rev., dated the 7th March 1916. In his letter, dated the 8th April 1916, the Director has again submitted proposals for certain additions to his establishment consequent on the transfer. These are not similar to the proposals submitted by him in July 1915. Orders on these have been deferred pending the assumption of charge by the ^(Special) officer.

SK 3015/16. CR 3015/16.

(E)

(F)
(M)
(D)

(Linder file) page 148
70/1/10

(A)

noted 70/1/10 p 148

page 9 to B.C.P. letter.

HE

These files may I
think for Mr. Canechuan

31.5.16

P.
1.6.16.

Mr. Canechuan Sir

2.6.16.

Box No 1
1-6-16

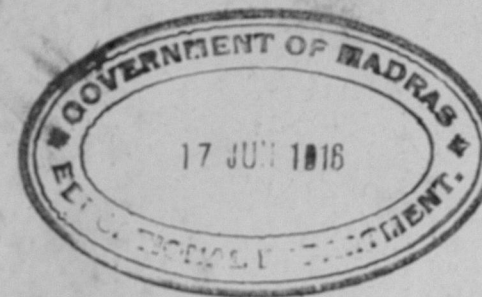


Vol 1507-2
1 2.6.16

To

The Secretary

Staff for the
Department of
Industries.



Mr. Tressler's two letters of July 13th 1915 and April 8th 1916 contain his proposals for the reorganisation of the staff of the Department, necessitated by the transfer of the Pumping and Boring work to the Director of Agriculture.

2. I have discussed the whole question with him and I agree with his proposals, but I consider that they require some modification and additions. Before submitting formal proposals for the reorganisation of the staff of the Department, I wish to explain the situation and ascertain if the proposals which I consider necessary meet the views of Government.

3. Although there is some overlapping, his letter of July 13th 1915 aims at providing a staff for the industrial work proper, that is to say, investigation of new industries including the preliminary enquiries, the experimental work which is necessary to see if there is a prima facie prospect of success, and the third stage, of demonstration, i.e., manufacture on a small commercial scale. If the demonstration is successful, as in the case of the aluminium and chrome leather industries, the industry is sold to a public company. His letter of 8th April 1916 deals with the staff for carrying on the work of advising people in the Districts about the erection of indus-

p. 12 cf.

p. 9 cf.

trial plants, putting up such plants for them, or helping to put them up, and maintaining them in good order by periodical inspections. Incidentally, he asks for the renewal of the sanction for his present temporary industrial staff, and some slight additions to it and to his permanent office establishment.

4. There are no permanent executive posts in the industrial department as such. There are 14 Supervisors working in the Pumping and Boring branch and five in the Industrial branch. 14 of these are on the permanent cadre of the P.W.D. The other five are temporary men engaged by the Director. This method of recruiting from the P.W.D. was chosen because it was found that the somewhat indefinite prospects for men in the Department of Industries were not attractive enough to secure enough qualified men. It had the further advantage, that any men who were found unsuited for the special work of the Department of Industries could be sent back to the P.W.D., where there is almost always room for qualified men.

5. While it will be necessary for some time to continue this arrangement for the greater part of the staff, I think that the time has come to create the nucleus of a permanent executive staff for the Department of Industries in the same way as the Director of Agriculture proposes (see page 5 of G.O.No.523 Rev. of 7th March 1916) to create the nucleus of an Agricultural Engineering branch of the Agricultural Department.

Having gone so far in the direction of the encouragement of industrial development, it is not likely that Government will withdraw. Two of the questions addressed to the Industrial Commission are

- (1) Whether Government can usefully give direct encouragement to industrial development by rendering technical advice more freely available, and
- (2) By the demonstration of the practical possibilities on a commercial scale of particular industries.

There can be no doubt that the answer to the first question will be in the affirmative, and there is a presumption that, with the increasing interest taken by the public in the subject, the same will be the case with the second question. There is a need, therefore, for a permanent Department of Industries, and it is, therefore, necessary to begin at once to build up a permanent staff with prospects sufficient to attract the best brains among the graduates in science and Engineering.

6. There are the following additional reasons for this course. The work of the Industrial Department is of a special kind, and the men require a good deal of experience and training before they are of much use. In particular, they require more knowledge, especially of a practical kind, of mechanical engineering to deal satisfactorily with the designing, erecting and keeping in running order of small industrial plants, both those which are being put up for private people and those which are required for the industrial

experiments undertaken by the department itself. This knowledge is hardly required at all by them in the ordinary course of their duties in the P.W.D., where the greater part of their work is of a purely administrative character, which calls for little mechanical knowledge. When, therefore, a man from the P.W.D. list is working in the Department of Industries, he must feel all the time that this is not his life-work, and that proficiency in it will not materially help him in his after-career in the P.W.D. There is not, therefore, the same inducement for him to put his mind into the work and keep himself conversant with the latest developments, as all this would be thrown away when he returns to the P.W.D.

7. The work of the Department of Industries, moreover, offers special attractions to a man who has a bent for experiment. Thus a man, who would not care to enter the P.W.D., might be attracted by the Department of Industries.

8. In his letter of 13th July 1915, the Director asks for three appointments of Assistant Directors on Rs.200-12½-400. This is the scale approved by Government for the Assistant Agricultural Engineer for the Agricultural Department, and is sufficiently attractive, at all events, for the present. The Director proposes to make the appointments temporary for five years, but I should prefer to have them permanent for the reasons given above. In addition to the reasons for the creation of the appointments given in the

para 12 pages 4 & 5 of c.f.

para 17, page 7 of c.f.

Director's letter, there is the further consideration that, when the head of the Department is not a technical man, it will be essential that he should have a competent technical adviser for his Personal Assistant. One of the three posts now asked for would be filled up by the personal assistant and the other two Assistant Directors would be employed on the most important experimental or demonstration work in hand at the moment.

9. The Director proposes to only fill up two of the appointments at once and keep the other vacant.

10. His letter of 8th April was primarily intended to provide for the continuance of the district advisory work (what the Director calls the Consulting Engineer work) after the transfer of the Pumping and Boring establishment to the Agricultural Department. These proposals were only of a temporary nature and I shall submit revised proposals for placing this work on a semi-permanent footing. For the nine divisions given in his letter, he now has only two appointments of Supervisors left. Seven more are required and I propose that this number of appointments may be added to the permanent list of the P.W.D., so that when men are recruited for the Industrial Department they may be entered on the P.W.D. list as before.

11. At the same time, he applies for the renewal of sanction for the special industrial staff employed for industrial investigations and asks for one additional supervisor, four additional mechanics &c. These will also be

page 17, page 7 of cf.

p. 9 of cf.

43
30
46

applied for on receipt of orders on this note.

This may be treated as very urgent,
over
as orders to hand ~~the~~ the Pumping and Boring
establishment to the Director of Agriculture
may be received any day, when the district
advisory work of the Department would come to
an end.

M. S. Luchman.
Special Officer.
June 16th 1916



Est. Department

Please see Mr. Couchman's note on pages ²⁵⁻⁵⁻³⁰ ~~25-5-30~~ ^{supra}. While explaining the proposals made by Mr. Dresser in his letters in ~~the current file~~ ^{the current file} ~~the~~ ^{the} ~~linked file~~ for increase of establishment in the Industrial dept. after the transfer of the pumping & boring section from it, he strongly urges the necessity for providing a small permanent industrial staff. ~~He desires~~ Before submitting formal proposals he desires to know if his views meet with the approval of the Govt. It is submitted that he has made out a strong case for the creation of a few permanent appointments for industrial subordinates. He may therefore be asked to submit his formal proposals. A draft do. is submitted for approval. If approved, it may be sent to the Finance Dept.

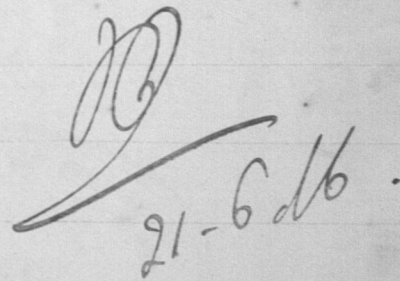
Sept for perusal before issue.

SK
19.6.16 CR
20.6.16

HE

Box No 13
21.6.16

Plans for a
Czechoslovak note at page
13 to 18. I agree with Mr. Cech
in thinking that the time has
come for building up a
permanent staff for the Dept
of Industries with prospects
adapted to attract foreign
production in science and
Engineering. Mr. Cechman
may be asked to sketch
out the details proposed
on the subject. This was
sending the file to him
at this stage.

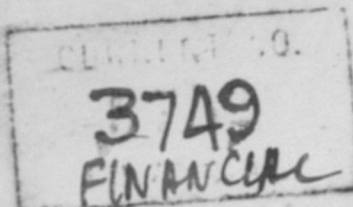

21.6.16.

The proposed do. does not of course commit
himself in any way. It might however be well
to acquaint him with the fact of its coming
about to take place. P
22.6.16.



Ed no 1507-3

28.6.18



Recd 23-6-18



File no 3749-1
23-6-18

Final for perusal

W

BB
23.6.18

Sum in financial and returned with thanks.

I do not think L.S. with the case at this stage in view of the fact that is stated in the first sentence of H's note. Educ. Dept. no doubt realizes that dependence of an imperative and urgent nature only can be agreed to at present. Mr. Panchanari proposes a rather expensive scheme.

Ed no

BB
23-6-18



Ed. Depart

Sub: that the draft do may now issue.

23.6.18

BB
23

Est. Department

D.O. No. 1507-4 208

23.6.16
Dear bonchman.

With reference to your unofficial note of the 16th instant ^{relating to} ~~the~~ the reorganization of the staff of the Dept. of Industries after the transfer of the pumping & boring section to the Agricultural department, I am directed to ask

you to submit ~~your~~ ^{formal} proposals on the subject.

yours sincerely

SK
19.6.16.

CA
20.6.16

25.5.20 ^{supra}
page 13 to 14 of vol.

officially
detailed

Noted in CB
24.6.16

18/1
23/6
Lo

95

M.E. bonchman Esq. DCS
Special officer
Dept. of Industries.

DO. 2656-128 E.S. Department
22.7.16 [CM-2656]

Dear bonchman.

I am to enclose for your information a copy of go. no. 1646 Revenue, dated the 18th July 1916, and to suggest that, in view of the impending transfer of the pumping & boring operations and the staff connected therewith from the Dept. of Industries, you may consider the desirability of making ^{some} urgent temporary arrangements for the strengthening of the department, in case it will take ~~some~~ time for the submission of your proposals for reorganization called for in ~~the~~ my do. letter no. 1504-4 E.S., dated the 28th June 1916.

Yours sincerely

Please see H.E. the previous note on page 8 & 20.

22/7/16 (page 22 supra.)

To M.R. bonchman Esq.
with cpts. 22/7/16 8K
19.7.16 20.7.16

36 24
CN 276728
27-7-16
49
E. & L.
EDUCATIONAL DEPARTMENT.
CURRENT No.
From
Received
Subject.
GOVERNMENT OF MADRAS
27 JUL 1916
GOVERNMENT OF MADRAS
27 JUL 1916
JUDICIAL DEPARTMENT
27 JUL 1916
MADRAS,
July 25th 1916. 191
D.O.
TELEGRAPHIC ADDRESS
"CHROMIUM," MADRAS
POST BOX NO. 454
Dear Mr Rajagopala Achariyar,
In reply to your Demi-Official letter No.
2656-1-Edl, of 22nd inst, I write to say that I find that
at present I am not able to really find out what the
needs of the Department are. I shall not be in a position
to estimate the requirements in the way of staff till I
have actually been Director for a few months. I propose,
therefore, to defer my proposals for additional staff
and to manage as best I can with the portion of the
staff which will remain when the Pumping and Boring has
been transferred. The only point on which orders are
urgently required is the pay of M. R. Ry J. Narayana Murti,
who is at present seriously dissatisfied with his pay, and
is anxious to get something better. He cannot be spared, ~~and~~
I should, therefore, be very glad if my proposals for improv-
-ing his position could be approved very soon.
Yours sincerely,
M. R. Narayana Murti
Sub: Separately
in urgent cases.
The Hon'ble Dewan Bahadur P. Rajagopala Achariyar Avl. C. I. E.
Secretary to Government.

36 24
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Secretary to Government.

ES. Department.

Please see Mr. Bonchman's do. on the previous page. The file in which Mr. Bonchman has proposed to appoint Mr. Narayanamurti as a sub. engineer has been submitted for orders separately. This case relates to the strengthening of the establishment of the Industries Dept. Mr. Bonchman proposes to defer his proposals in this ~~order~~ respect. It is submitted that this file may lie over for the present.

SK CA
29.7.16 29.7.16

31-7-16

Noted
CA
2.8.16

51

Orders have issued in G.O. No. 1275
Revenue, dated the 3rd May 1917, on
the revised proposals of the Honble
Mr. Conckman & Co. on the
question of the establishment
of the Department of Industries.
No further action is necessary
on these papers which may,
it is submitted, be 'recooded'.

Order No. 706 of 28/5/17.
This

SK
24.5.17.

MM
25/5/17

15/11
can
28.5.17

S.
26 5/17

can
25.5.17



Handwritten notes on the left page, mostly illegible due to fading and bleed-through. Some legible fragments include:

...the ... of the ...
... the ... of the ...
... the ... of the ...
... the ... of the ...

given for copying
 copied PMB
 examined 20
 signed _____

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

CURRENT No. _____

ENCLOSURES TO C. No. _____

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT. _____

STATEMENT WITH DITTO. _____

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

N.B.—
 A = Copy in full.
 B = Not to be copied.
 P = Copy abstract only.
 Q = Copy heading only.

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