

Home (1919) Department.

Education

Ordinary SERIES.

G.O. No. 994-5

DATED 14-8-19

INDEXED

[Despatch Abstract.]

Mr. W. H. James.

Forwarding to the Government of India the memorial
addressed to the Secretary of State by -----Principal,
College of Engineering, Madras.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

G.F.—20.

HOME (EDUCATION)

DEPARTMENT.

Received



Registered

23.5.19

Subject.

Submitting a Memorial to His Majesty's Secretary of State for India from Mr. W. H. James, Principal, College of Engineering, Madras.

ENCLOSURES.

No.

N.R.C. No. 4581/1919

Spare copies

Station Madras, Dated the 20th May 1919

From (Name) the Hon'ble Mr. R. Littlehales, M.A.,

(Designation) Ag. Director of Public Instruction
M A D R A S.

To The Secretary to the Government of Madras,

HOME (EDUCATION)

Department.

Six

Submitted to Government with reference

(T) to G. O. No. 400 Home (Education), dated 31st March 1919.

G. V. S. Srinivasan

for Director of Public Instruction

Y. V. S. Srinivasan

Y. V. /20/5

3

Through the Government of Madras.

To

The Right Honourable

His Majesty's Secretary of State

for India.

The Humble Memorial of

W. H. JAMES, M.Sc.,

ASSOC. MEMBER OF THE INST. OF CIVIL ENGINEERS,

MEMBER OF THE INST. OF MECHANICAL ENGINEERS,

Principal, College of Engineering, MADRAS.

RESPECTFULLY SHEWETH,

That your Memorialist joined the Educational Service on June 10th, 1901, and was appointed *Principal of the College of Engineering* on September 17th, 1907.

That he is the first Civilian to hold the appointment, and that both the pay and position of former Principals depended on their military rank.

That the scale of the salary attaching to the post was laid down as far back as 1886, when the College was much smaller and less important, and when it was not the particular concern of the then incumbent or any other officer to put forward the case for a possible Civilian holder of the office and to ensure the emoluments should be commensurate with the work and responsibilities.

That the salary was then fixed and remains at Rs. 1,000—50—1,250 per mensem, which your Memorialist submits is inadequate.

That the Committee appointed by the Government of Madras in G.O., No. 723, dated December 12th, 1904, to consider and report on the question of the re-organisation of the College recognised the unsatisfactory position of a future Principal, and definitely recommended that "the post should carry free quarters, the minimum pay being that of a Third Grade Superintending Engineer rising to that of a First Grade Superintending Engineer".

*para 16, 17
page 6 of 8
3.10.05*

That the preceding Principal for about the last seven years of his service drew, including exchange compensation allowance, over Rs. 1,700 per mensem, and since his retirement it is submitted that the duties have become considerably more onerous. A new department, that of Electrical Engineering, has been instituted, and there has been a general raising of the standard of instruction together with additions to the courses of study. The number of students also on the rolls at present is 533 as against the average 294 during that period of seven years, and the teaching staff, excluding the Principal, numbers 28 as compared with 17. Progress of this kind must continue and naturally connotes additional work and responsibility for the head of the College.

1250-1600

[Signature]

That during the tenure of the Principalship by your Memorialist the activities of the College have been in no sense restricted merely to the normal prosecution of class work and the remarks of the Head of the Department on the working of the College have been invariably favourable.

That, in addition to the ordinary duties of a College Principal, your Memorialist is responsible for the discipline and all other matters relating to the body of military students both in and out of College, and further, although it is the case that this was brought about on his own initiative, he has now the no small labour connected with the conduct and management of the hostel established for the accommodation of students of the College.

That your Memorialist has tried to take a broad view of what may legitimately be expected of the officer holding the Principalship and, apart from the due performance of his routine administrative, teaching, and other duties, has been engaged continuously during his spare time on various investigations, and has made some effort to add to scientific knowledge bearing on the practice of engineering as is evidenced by the following list of published papers :—

Prof. Paper, No. 3—Moments of Inertia of Angle Iron Sections.

„ „ 4—Quantities of Materials for Mortar and Concrete.

„ „ 5—Experiments on Strength of Materials.

„ „ 6—Strength and Elastic Properties of Brick Masonry.

„ „ 7—A Note on the Deflection of some Steel Rails.

„ „ 8—The Strength and Elastic Properties of some South Indian and other Timbers.

Other work in hand has reference to the Strength of Materials and in particular that of Short Columns and Struts, and a long and laborious investigation on the Properties of Surki Mortar is nearly completed.

That your Memorialist directs, controls, and is generally responsible for the work done by a large engineering staff including the several Professors of Engineering, who are technical officers of considerable experience ranking with and possessing professional qualifications equivalent to those of Executive Engineers and performing quite as responsible duties, and it is submitted that the post of Principal should be of at least the standing of that of a Superintending Engineer in the Public Works Department—a department to which the College is very closely related both in its work and personnel.

That your Memorialist being a qualified Engineer it seems only fair and just that his emoluments for **specialised** professional work should at least bear comparison, age for age, with those of officers engaged on general engineering work in the Public Works Department.

That throughout the Empire the value of Technical Education and Training in relation to the material progress of a country is now being appreciated at nearer its proper value, and this College—the only Technical Institution of standing in the Presidency—must necessarily become of rapidly increasing importance and the status of the Principal is a matter therefore that calls for special consideration.

That your Memorialist, in consideration of his special technical qualifications and educational experience, was engaged at Rs. 750—50—850 + Rs. 50, *i.e.*, Rs. 800 to 900 per mensem, in the Indian Educational Service on first appointment from Home in 1901, and as Principal of the College reached Rs. 1,250 in 1912, and is now accordingly in the ~~sixth~~ eighth year since he obtained any increment of salary.



That with matters as they stand at present your Memorialist has no presumption of higher salary for the whole remaining period of his service, which, it is submitted, is contrary to the general conditions of service in this country, is a prospect that offers little incentive to keep in touch with the rapidly proceeding developments in connection with technical education and engineering research, and is hardly equitable in view of the increasing work and more onerous duties attaching to the appointment, particularly having regard to the added responsibilities connected with the construction, equipment, and administration of the new College at Guindy and the enlarged sphere of work its opening will entail.

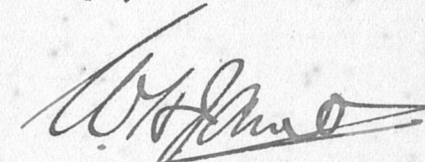
That, furthermore, *the position of your Memorialist is altogether anomalous* in that had he not been considered in 1907 fit for appointment to the Principalship, he would now as a Professor in the College and in the ordinary run of seniority be drawing Rs. 1,000 + 150—20—250 + 100, i.e., Rs. 1,250—1,350, or up to Rs. 100 per mensem more than his present salary. By length of service he might also in the near future expect one of the senior allowances Rs. 250—50—500, and then under existing conditions he will on the maximum compare unfavourably to the extent of another Rs. 250 or Rs. 350 per mensem in all, and he feels it a grave hardship that because he was taken comparatively early in his career in this country from the ordinary list of the service and promoted to hold the responsible appointment of Principal of the oldest educational Institution in the Presidency he should be at this disadvantage. What higher comparative rate of pay he has received in the meantime has not been more than what may be considered as fair remuneration for the extra relative labour and responsibility attaching to this senior appointment. He submits that having been sent out from Home in an Indian Educational Service appointment, he should not, by reason of selection for special and more onerous work in an appointment outside that service cadre, suffer by being placed in an even less favourable position than other members of the service in regard to the emoluments he reasonably expected to obtain during the later period of his service. Bearing on this he further claims that his original agreement* of service has some relevance in that it may fairly be read to imply (para. 2) in case the party to the agreement is posted to other and more responsible duties, at least as favourable consideration with length of service as if holding an appointment in the Indian Educational Service.

* Despatch from the Secretary of State for India, dated 15th March 1901, No. 6, Public, (Educational)—(G. O., No. 216 of 22nd April 1901, Madras).

That in conclusion your Memorialist would earnestly pray that, for the reasons set forth above and in view of his professional standing and qualifications, he may be granted **the pay and precedence of a Superintending Engineer, P.W.D.**, in accordance with the recommendation of the Re-organisation Committee of 1904.

And your Memorialist as in duty bound will ever pray,

May 12th 1914


Principal,
College of Engineering, Madras.

6

Through the Government of Madras.

To

The Right Honourable

His Majesty's Secretary of State

for India.

The Humble Memorial of

W. H. JAMES, M.Sc.,

ASSOC. MEMBER OF THE INST. OF CIVIL ENGINEERS,

MEMBER OF THE INST. OF MECHANICAL ENGINEERS,

Principal, College of Engineering, MADRAS.

RESPECTFULLY SHEWETH,

That your Memorialist joined the Educational Service on June 10th, 1901, and was appointed *Principal of the College of Engineering* on September 17th, 1907.

That he is the first Civilian to hold the appointment, and that both the pay and position of former Principals depended on their military rank.

That the scale of the salary attaching to the post was laid down as far back as 1886, when the College was much smaller and less important, and when it was not the particular concern of the then incumbent or any other officer to put forward the case for a possible Civilian holder of the office and to ensure the emoluments should be commensurate with the work and responsibilities.

That the salary was then fixed and remains at Rs. 1,000—50—1,250 per mensem, which your Memorialist submits is inadequate.

That the Committee appointed by the Government of Madras in G.O., No. 723, dated December 12th, 1904, to consider and report on the question of the re-organisation of the College recognised the unsatisfactory position of a future Principal, and definitely recommended that "the post should carry free quarters, the minimum pay being that of a Third Grade Superintending Engineer rising to that of a First Grade Superintending Engineer".

That the preceding Principal for about the last seven years of his service drew, including exchange compensation allowance, over Rs. 1,700 per mensem, and since his retirement it is submitted that the duties have become considerably more onerous. A new department, that of Electrical Engineering, has been instituted, and there has been a general raising of the standard of instruction together with additions to the courses of study. The number of students also on the rolls at present is 533 as against the average 294 during that period of seven years, and the teaching staff, excluding the Principal, numbers 28 as compared with 17. Progress of this kind must continue and naturally connotes additional work and responsibility for the head of the College.



That during the tenure of the Principalship by your Memorialist the activities of the College have been in no sense restricted merely to the normal prosecution of class work and the remarks of the Head of the Department on the working of the College have been invariably favourable.

That, in addition to the ordinary duties of a College Principal, your Memorialist is responsible for the discipline and all other matters relating to the body of military students both in and out of College, and further, although it is the case that this was brought about on his own initiative, he has now the no small labour connected with the conduct and management of the hostel established for the accommodation of students of the College.

That your Memorialist has tried to take a broad view of what may legitimately be expected of the officer holding the Principalship and, apart from the due performance of his routine administrative, teaching, and other duties, has been engaged continuously during his spare time on various investigations, and has made some effort to add to scientific knowledge bearing on the practice of engineering as is evidenced by the following list of published papers :—

- Prof. Paper, No. 3—Moments of Inertia of Angle Iron Sections.
" " 4—Quantities of Materials for Mortar and Concrete.
" " 5—Experiments on Strength of Materials.
" " 6—Strength and Elastic Properties of Brick Masonry.
" " 7—A Note on the Deflection of some Steel Rails.
" " 8—The Strength and Elastic Properties of some South Indian and other Timbers.

Other work in hand has reference to the Strength of Materials and in particular that of Short Columns and Struts, and a long and laborious investigation on the Properties of Surki Mortar is nearly completed.

That your Memorialist directs, controls, and is generally responsible for the work done by a large engineering staff including the several Professors of Engineering, who are technical officers of considerable experience ranking with and possessing professional qualifications equivalent to those of Executive Engineers and performing quite as responsible duties, and it is submitted that the post of Principal should be of at least the standing of that of a Superintending Engineer in the Public Works Department—a department to which the College is very closely related both in its work and personnel.

That your Memorialist, being a qualified Engineer it seems only fair and just that his emoluments for **specialised** professional work should at least bear comparison, age for age, with those of officers engaged on general engineering work in the Public Works Department.

That throughout the Empire the value of Technical Education and Training in relation to the material progress of a country is now being appreciated at nearer its proper value, and this College—the only Technical Institution of standing in the Presidency—must necessarily become of rapidly increasing importance and the status of the Principal is a matter therefore that calls for special consideration.

That your Memorialist, in consideration of his special technical qualifications and educational experience, was engaged at Rs. 750—50—850 + Rs. 50, i.e., Rs. 800 to 900 per mensem, in the Indian Educational Service on first appointment from Home in 1901, and as Principal of the College reached Rs. 1,250 in 1912, and is now accordingly in the ~~fourth~~ eighth year since he obtained any increment of salary.

K. R. S.

That with matters as they stand at present your Memorialist has no presumption of higher salary for the whole remaining period of his service, which, it is submitted, is contrary to the general conditions of service in this country, is a prospect that offers little incentive to keep in touch with the rapidly proceeding developments in connection with technical education and engineering research, and is hardly equitable in view of the increasing work and more onerous duties attaching to the appointment, particularly having regard to the added responsibilities connected with the construction, equipment, and administration of the new College at Guindy and the enlarged sphere of work its opening will entail.

That, furthermore, *the position of your Memorialist is altogether anomalous* in that had he not been considered in 1907 fit for appointment to the Principalship, he would now as a Professor in the College and in the ordinary run of seniority be drawing Rs. 1,000 + 150—20—250 + 100, i.e., Rs. 1,250—1,350, or up to Rs. 100 per mensem more than his present salary. By length of service he might also in the near future expect one of the senior allowances Rs. 250—50—500, and then under existing conditions he will on the maximum compare unfavourably to the extent of another Rs. 250 or Rs. 350 per mensem in all, and he feels it a grave hardship that because he was taken comparatively early in his career in this country from the ordinary list of the service and promoted to hold the responsible appointment of Principal of the oldest educational Institution in the Presidency he should be at this disadvantage. What higher comparative rate of pay he has received in the meantime has not been more than what may be considered as fair remuneration for the extra relative labour and responsibility attaching to this senior appointment. He submits that having been sent out from Home in an Indian Educational Service appointment, he should not, by reason of selection for special and more onerous work in an appointment outside that service cadre, suffer by being placed in an even less favourable position than other members of the service in regard to the emoluments he reasonably expected to obtain during the later period of his service. Bearing on this

* Despatch from the Secretary of State for India, dated 15th March 1901, No. 6, Public, (Educational)—(G. O., No. 216 of 22nd April 1901, Madras).

he further claims that his original agreement* of service has some relevance in that it may fairly be read to imply (para. 2) in case the party to the agreement is posted to other and more responsible duties, at least as favourable consideration with length of service as if holding an appointment in the Indian Educational Service.

That in conclusion your Memorialist would earnestly pray that, for the reasons set forth above and in view of his professional standing and qualifications, he may be granted **the pay and precedence of a Superintending Engineer, P.W.D.**, in accordance with the recommendation of the Re-organisation Committee of 1904.

And your Memorialist as in duty bound will ever pray,

May 12th 1919

W. H. S. S. S.
Principal,
College of Engineering, Madras.

Home (254) Dept.

CN 1286 A. From the D.P.I., NR. 24581
8.20.5.19.

C.M. 1286 A-18.285.4.

(N) The attention of the D.P.I. is drawn to rule VII of the Rules regarding the submission of memorial to the Right Honourable the Secretary of State for India & he is requested to obtain the signature of Mr. James on each sheet of the ^{accompanying} memorial and to resubmit it to Govt.

SA
27.5.19.

CA
28.5.19

NA
28.5.19

MY
28/5/19

24/5/19
To The D.P.I.
(with memorials returned) 4 copies.

HOME (EDUCATION)

DEPARTMENT.

Received



Registered

C. No. 1526 A
23-6-1919

Subject.

Resubmitting the Memorial to the Secretary
of State for India from Mr. James, Principal, College of
Engineering, Madras.

ENCLOSURES

No.

Spare copies

N. E. No. 4581/1919

Station Madras, Dated the 21st June 1919

From (Name) the Hon'ble Mr. R. Littlehailes, M.A.,

(Designation) Ag. Director of Public Instruction

M A D R A S.

To The Secretary to the Government of Madras,

HOME (EDUCATION) Department.

Six,

Submitted to Government, Home (Education)

Department, Fort Saint George, with reference to Memorandum
No. 1286 A-1 dated 28th May 1919 with the signature of
Mr. James on each sheet of the Memorial.

G. V. S. Srinivasan
for Director of Public Instruction

Y. V. /21/6

Home (Est.) Dept.
 CN 1286 A. From the ~~Dept. of Interior~~ ^{D.P. L.} NRE 4581/9
 820. 5. 1919.

Subject. Memorial addressed to
 the Secretary of State from
 Mr W. H. James, Principal, Coll. of Eng.

(N) Under rule VII of the Rules
 regarding the submission of
 memorials to the Secretary of State
 all memorials must be properly
 authenticated by the signature of the
 memorialist on each sheet. Mr James'
 memorial is not so authenticated.
 It may therefore be returned for
 remedying this defect. A draft memo
 is submitted for approval.

8K
 27.5.19.

NK
 28/5/19

At
 18.5.19

Recd
 28/5/19

[O.H. No 1286 A-18 28.5.19]

Edu 1402A
Kodaikanal 11/6/19
Palni Hills
June 2nd 1919.



From Mr. Ramachandra Rao.

The official communication stating that the Govt. of India refused to modify their original decision in my case reached me some weeks after I saw you in Madras and on receipt I at once represented matters to Sri Alex. Cresswell, then Acting Governor. He kindly said he would look up the papers and let me know whether anything could be done, but not hearing from him, as a kind of despairing effort I put in a memorial about a month back to the Secy of State and by now it may have come into your hands.

I take the liberty of writing to you now as I see from a Straits communique, of June 5, that improved pay has been granted to the Indian Ind. Service, and if nothing is done for me I estimate my position to be worse by another Rs 250 per mensem even than what I have stated in my memorial.

fo 400
31-3-19
T

fo. No. 584 (F)
10-5-19

Returned for
proper authentication

Govt. of Madras
letter (H)



3
13
After 12 years service as Principal I feel I deserve to be treated somewhat better than if I had continued throughout a Professor and I trust my claims will not be overlooked in the altered state of affairs. The college is the oldest educational institution of standing in the Presidency and second to none in importance and I desire to press for consideration the title of the Principal for any senior allowances to Principals which may be available.

No allowances to Principals as such have been sanctioned

In the last resort if nothing can be done for me in my position of Principal then I desire to state that I still claim to belong to the Indian Prob. Service and to be eligible for the ordinary allowances, and in seniority I follow directly after Mr. H. S. Duncan.

Please see para 10
quote on page
11 + 12 of go. 584 (F)
10/5/19

Yours sincerely
W. S. Duncan

The Mr. W. R. Macdonald Esq.
Secy to Govt, India Dept.

Home (20th) Depart

Mr James' case has been fully examined in the notes to go. No 584 dated the 10th May 1919. His memorial to the Secretary of State has been returned for getting his signature on each page of it. Its return may be awaited.

2. As his appointment is not included in the Indian Educational Service, the ad interim revision recently sanctioned by the Secretary of State does not affect him. The maximum pay allowed to the I.E.S officers is only Rs. 1250 and Mr James already draws a salary of this amount. His

claim for one of the personal allowances granted to members of the I.E.S is inadmissible. No allowances to Principals as such have been sanctioned.

AK
16.6.19

Please draft a b.o. reply to Mr. James. acknowledge his letter. State the act withholds later on his memorial. ~~Point out the effect of the new revision~~ point out that it will add also that his present do

p. 29 of.

Ship (H)

Sift
Please speak to me
W 17/6/19

5

will be placed before Govt. 15

2. Afterwards; I see that
the recent revision of salary affects
Mr. James prejudicially to the
extent of Rs 330. at least. I think
that a further representation should
be made. Note fully m 17/6/9.

DD. Project. Ser

Kodan Kanai College of Engineering
Morad. 16
June 15th 1919



See as
ack
alone
5/10
See
18/6/19

Dear Sir.

In continuation of my D.O. dtd. June 8th 1919, I beg to state that the G.O. relating to improved pay for the members of the Ind. Govt. Service has now reached me and under the new conditions I should at the present moment had I continued in the Subordinate position of a Professor be drawing :-

Ordinary pay : Rs. 1250
Allowances : $\begin{matrix} Rs. 100 & 350 \\ Rs. 100-50 & 7600 \end{matrix}$ per mensem.

My pay however is only Rs. 1250 so I am being penalised to the extent of Rs. 350 per mensem because I was made Principal.

Up to May 23rd 1919, the date from which the new arrangement takes effect I suffered to the extent of Rs. 100 per mensem, but I feel I simply cannot go on in this now much more unfavourable position and if nothing can be done to make up my salary to at least Rs. 1600,

Please see note I beg to request that Govt. will re-instate me in the post of the Ind. Govt. Service, in accordance with the terms of my original agreement with the Secy. of State which has never been abrogated, as from the date May 23rd 1919, in my proper position by date of original appointment and with the allowances for which I am eligible by seniority.

To the Secy. to Govt.
Ind. Dept.

Yours sincerely
Kodan Kanai
Principal Coll. of Engg.

Please see note on page 12 note, logo. 10.519

Secy's note, p. 4 supra

The following draft do. is for approval:-
Do. 1286 A-2
19.6.19

Dear Mr. James,

I am in receipt of your do. letters of the 8th & the 15th instant and to state that they will be duly placed before Govt. of India, the Govt. regretfully came to the conclusion that nothing more could be done till the receipt of sanction to the proposals for the reorganization of the educational services.

The memorial addressed by you to the Secretary of State was sent to the D.P. on the 28th ultimo for obtaining your signature on each sheet as required by the rules.

Yours sincerely

pages 2 & 6 supra.

Do. No. 586 (H)
10.5.19

[] ~~has not~~
this leave the impression
that nothing further
is likely to be done
into his memorial.
Do, we may omit it.
The Govt. in his note, 8/7/19
ref. about no sanction
memorial.
A
12/6

p. 2 of c.

W.H. James Esq.,
Rai
9/6/19

W.H. James Esq.,
(Principal, C.M. High Sch)
Kodakamal.

MS
18/6/19

Done & continue with
18/6/19

CA
18.6.19

MS
19/6/19

CN 1524A
23.6.19



"Bradford"

Ootacamund,

21st June 1919.

18

My dear Davidson,

The enclosed is for you to deal with. I am
telling Mr. James that I have nothing to do with Education
and that my connection with it ceased when I left the Home
Secretariat more than two years ago. My recollection as Home
Secretary is that Mr. James has been hardly treated, also
that his work has been distinctly good. There are no doubt
files on the subject which can be referred to.

Yours sincerely,

My anupam

To

The Hon'ble Mr. L. Davidson, C.S.I., I.C.S.,
Member of Council,
"Woodside",
Ootacamund.

Home Secy

*Please let me see the previous papers about
W. James case, which was recently considered.
I believe.*

23.6.19



J

Kodrikamal. 19
June 17. 1919.

Dear Mr. Rajagopalachariar.

I trust you will pardon my writing this letter but owing to the distance I am unable to request the favour of an interview is impossible and this my only means of making a direct appeal to you, as the Member of Govt. in charge of roads, for your personal interest on my behalf.

I may explain in the first place that, foreseeing the unfavourable position in which I was likely to be placed in regard to salary etc, I memorialised Govt. as long ago as Aug. 1914 but without success. I brought forward the matter again in Oct. 1916 but only to get a reply in Oct. 1917 stating that the Govt. of India would do nothing. After some discussion and acting on official advice I submitted in Feb. 1918 a memorial to the Viceroy's Council praying for re-consideration and after a lapse of 13 1/2 months I was informed in April of this year that the Govt. of India again refuses to do anything for me.

On that I sought an interview with Sir Alex. Carrington, then Acting Governor, and he recognising the unsatisfactory position in which I was placed, kindly promised he would see whether anything could be done at any rate to remove the existing disadvantage in the matter of salary under which I was suffering, but unfortunately

80. 1187 (R)
21.10.14

80. 961 (W)
23.7.17

80. 1298 (3)
17.10.17

80. No. 320 (X)
8.3.18

80. No. 400 (T)
31.3.19

page 2+3 partly
80. 584 (F)
10.5.19

This has been returned
for proper authentication
(p. 2 g. c. f.)

10
20
as I have heard nothing he had no time to go into the
question and on a final despairing effort last month I
put in a petition to the Secretary of State.

Apart from any other consideration I claim that
under my original agreement with the Secy of State
my emolument while in any such appointment in
this country should be at least as good as if I was
serving in the ordinary course of the Ind. Serv. Service,
but latterly I have been Rs 100 per mensem & the bad
my pay is Rs 1250 while if I had continued merely
a Professor in the college and had not been appointed
Principal I should in the ordinary course have been
getting: Rs 1000 + Rs 100 + Rs 150-250, i.e. Rs 1350.

Since the 23rd of last month, the date from which
the improved pay of the Ind. Serv. Service takes effect,
my position is very much worse, for in the service I
should at the present moment be drawing:—

Rs 1250
+ Allowance Rs 100 + Rs 150-250 350
Rs 1600 per mensem,

So that because I am Principal I am now being
penalised to the extent of Rs 350 per mensem.

I submit this is a very grave hardship which
in fairness calls for immediate remedy and it is
poor reward after nearly 12 years conscientious
endeavour to do my utmost in this responsible
appointment.

Home (Education) Department.

(C.No.1526-A) From the D.P.I. N.R.C.4581 d/21-6-19.

The D.O. to Mr. James has issued. The D.P.I. has returned the memorial of Mr. James. This may be forwarded to the Govt. of India.

2. On pages 6 and 10 supra, he states that if he had continued as a Professor in the Indian Educational Service, he would be drawing Rs.350 per mensem more than what he now actually gets, according to the revised scale sanctioned recently for members of that service. It is submitted that in the Indian Educational Service he would take rank just below Mr. H.S. Duncan. As such, he would be eligible for pay and allowances as shown below:-

Pay.	-----	Rs 1,250 (with effect from 23-5-19)
Junior Personal allow- ance.	-----	230 (Rs.200-10-250 from 20-7-1915)
Special	-do-	100
Total.	-----	1,580

As he now draws only Rs.1,250, he may be considered to be a loser by Rs.330 per mensem (and not Rs.350/- as stated by him). But his appointment is outside the Indian Educational Service and he cannot therefore claim any of the allowances sanctioned for members of that service. A special allowance will therefore have to be sanctioned for him. The Government of India have declined to do this. In forwarding his memorial, the position may be explained to the Govt. of India and they may again be addressed in regard to the grant of an ad interim allowance pending sanction to the general reorganization of the educational services and the inclusion of the appointment of Principal of the College of

page 7 supra.

page 10 of c.f.

slip (H)

* Mr. Mark Hunter who is the next junior to Mr. James in service got the allowance from this date - 80. 1070 22.9.15 (E)

His contention that he still belongs to the I.E.S. has been already examined fully and decided to be invalid - 1070 12.16.22 584. 8.10.5.19 (F)

80. No. 1000 31.3.19 (T)

Engineering in Class I of the new service.

3. The file may be submitted to H.M. Vide his note on page 8 supra.

8K
24.6.19.
24.6.19.

The memorial to the Secretary of State is in the same terms as that to the Govt. of India, which was forwarded with this Govt. letter No. 321. B.S. 3. 18. As regards the chief point, on which the main request in the Memorial (that Mr. James should be granted the pay and precedence of a Sub Engineer) is based, it is observed that the original recommendation of the P.W. reorganization Committee of 1904 was definitely disapproved by Govt. and a specific separate scale of pay was fixed for the post of Principal without including it in the P.W. cadre.

It has been proposed in the recent proposals for the reorganization of the I.E.S. that the post of Principal should be included in Class I of the new service.

It is for orders whether in forwarding the memorial to the Govt. of India, any further recommendation for an allowance should be made on behalf of Mr. James. Please see H.E.'s orders on p. 18 of notes to G.O. No. 584. B. 10.5.19.

The recent temporary increase to the pay of the officers of the I.E.S. has altered a little the position of those officers ~~with reference~~ as compared with that of Mr. James, described in para. 11. of the

(X)

(Z)

para. 11 of G.O. 655 dated 3.10.05 (para 28)
+ G.O. 586 7.9.07 (H)

(M)

para 5, letter G.O. 951 17.7.18

(F)

(X)

(M)

(F)



	Date of appointment	Pay and allowances
Mr. Jones	Oct. 1889	1250 + 500
Mr. Allen	Sep. 1894	1250 + 400
Mr. Duncan	- do -	1250 + 250 + 100
Mr. Tyson	July 1904	1200 + 200
Mr. James	June 1901	1250

note on pages 12 & 13 of p. no 584. 8.10.5.19.
Under the new scale, eleven of the officers in the I.E.S. get increased emoluments. Of these Messrs. Jones, Allen & Duncan are by far senior to Mr. James & the case of Mr. Littlehale is special. Mr. Tyson alone, though junior in service to Mr. James, will draw a pay of Rs 1200 + an allowance of Rs 200 (in the 2nd junior P.A. of Rs 200.10.250 now made available by Mr. Littlehale's deputation to other duty). The other officers are junior to Mr. James & will draw less pay.

26/6/19

Mr. James is doing excellent work. The recent administrative reorganisation of the I.E.S. has certainly strengthened his case. Without complicating matters by proposals to include his post in the I.E.S. in advance orders on the proposals put forward, I would recommend that an allowance of Rs 300 per month be sanctioned till orders are out on the reorganisation proposals.



CURRENT NO.
2089 C-1130
FINANCIAL
26.6.19

Edn no 1286 A-3
26.6.19

26/6/19

26/6/19

15
Refer CNO. 1572A

'Woodside', 17-19.

Ootacamund.

29th June 1919.



My dear James,

There was no need for you to apologize for having written to Rajagopala Achariyar instead of myself about your case. I have already initiated enquiries on your letter to him which he passed on to me, but I am not very hopeful for my recollection is that the facts were again investigated recently and the conclusion then arrived at was that the -- attitude of the Government of India definitely blocked any further action and that we could only await the long delayed orders on the proposals of the Public Service Commission. I am writing from memory and I am not certain of the facts.

yours sincerely,

O/C.

W.H. James Esquire,

Kodaikanal.

J
25/6/19

Office. Please add this to the file initiated on Mr.

James's letter to the Hon'ble Mr. Rajagopala Achariyar and let me have it in due course.

J

Kodankanal

20

CHEPAUK

MADRAS.

June 26, 1849.

J. D. M.

Dear Sir,

I was informed by my
 Office that Mr. Rayagopalchennar
 was in charge of the Board Dept.
 and I accordingly addressed
 him a few days back in regard
 to the very unsatisfactory position
 in which I am placed in the
 matter of salary but the Hon.
 Member writes to me now that
 such is not in his charge and

that he has sent my letter to you.

I much regret the mistake and I
am venturing to address you in the
same terms in letter enclosed.

May I beg your interest to obtain
for me what I very strongly feel
is his ordinary fairness and justice
only my due and this particularly
after the comparatively long period
I have been Principal of the
College.

Mrs. Shaver
C. J. Shaver

Kodakana
College of Engineering
Madras. 28
June 24 1919.

Dear Mr Davidson.

I trust you will pardon my writing you this letter but, owing to the distance I am away, to request the favour of an interview is impossible and this is my only means of making a direct appeal to you, to the Member of Govt. in charge of Souda, for your personal interest on my behalf.

I may explain in the first place that, forsoeing the unfavourable position in which I was likely to be placed in regard to salary, I memorialised Govt. as long ago as Aug. 1914. but without success. I brought forward the matter again in Oct. 1916. but only to get a reply in Oct. 1917 stating that the Govt. of India wants to nothing. After some discussion and acting on official advice I submitted in Feb 1918 a memorial to the Viceroy in Council praying for reconsideration and after a lapse of 13 1/2 months I was informed in April of this year that the Govt. of India again refused to do anything for me.

On that I sought an interview with Sir R. S. S. and then Acting Governor, and he, recognising the miserable position in which I was placed, kindly promised he would see whether anything could be done at any

Sp. 1187
21.10.14 (R)

Sp. 1298
17.10.17 (3)

Sp. 4000
31.3.19 (T)

29

rather to remove the existing disadvantage in the matter
of salary under which I was suffering, but unfortunately
as I have heard nothing he had no time to go into
the question, and as a final despairing effort last
month I put in a petition to the Secy. of State.

Apart from any other consideration I claim that
under my original agreement with the Secy. of State
my emoluments while in any educational apt. in
this country should be at least as good as if I was
serving in the ordinary course of the Indian Service.
But latterly I have been Rs 100 per mensem & the fact
my pay is Rs 1250 while if I had continued here
a Post. in the College and not been appointed Principal
I should in the ordinary course have been getting:-
Rs 1000 + Rs 100 + Rs 50-250, i.e. Rs 1350.

Since the 23rd of last month, the date from which
the improved pay of the Indian Service takes effect,
my position is very much worse for in the Service
I should at the present moment be drawing:-

Rs 1250
Rs 100 + Rs 50-250 350
1600 per mensem.

So that because I am Principal I am now being
penalised to the extent of Rs 350 per mensem.

I submit this is a very grave hardship

which in fairness calls for immediate remedy and it is poor reward after nearly 12 years' conscientious endeavour to do my utmost in this responsible appointment. It is uphill work labouring under such a disadvantage particularly when in addition to the ordinary duties of Principal I have all the work connected with the Library, which demands the best efforts one is capable of making under the most favourable conditions.

It may be suggested I should wait until it is seen what will happen under the new scheme of reorganisation of the Ind. Mus. Service but I have however no assurance even when that time comes that I will be placed in a satisfactory position or that my present loss of Rs 350 per mensem will be made up for me.

Presumably if nothing else is possible I can claim under my agreement my position in the Ind. Mus. Service with the allowances corresponding to my seniority.

I was appointed to my present post by the Govt. of Madras and I submit with all due respect that it is the responsibility of that Govt. to ensure that I am no less benefited.

J. S. S. S. S.
M. S. S.

This contention
has been already
examined & decided
to be invalid -
page 1206 of p. 554 (F)
10.5.19

Financial department

13)

Mr. James, Principal, College of Engineering (the post at present not included in the Cadre of the J. E. S.) is now drawing a pay of Rs. 1250 in the scale of 1000-50-1250. He reached the maximum of Rs. 1250 on 17.9.1912.

page 4 of notes to G.O. 584 Home (edu) 10-5-17
page 5 - ibid

W In letter 962, Home (edu), d/ 23.7.17, this Govt. recommended to the Govt. of India the grant to Mr. James of a personal allowance of Rs. 150 p.m. as an ad interim measure, i.e. pending the revision of the pay of the post of the Principal, College of Engineering, in connection with the recommendations of the Public Services Commission.

page 1-2 of G.O. 1298 Home (edu) 17-10-17 ③

In letter No. 824 d/ 26.9.17, the Govt. of India stated that there were not sufficient grounds for the grant of a personal allowance to Mr. James." Again in letter 321,

X Home (edu), d/ 8.3.18, in forwarding to the Govt. of India a memorial from Mr. James, this Govt. stated that they adhered to the recommendation

W made in the letter of 23 July 1917.

page 1 of G.O. 400 Home (edu) 31-3-19 T

In letter no. 307 d/ 19.3.19, passing order

on the memorial, the Govt. of India stated that they were unable to modify their original decision.³
The case of Mr. James was once more examined recently and as a result H. M. (Eduen) and H. S. the Governor remarked that pending the reorganization of the Indian Educational Service (the scheme submitted to the Govt. of India contemplating the inclusion of the post of Principal of the College of Engineering in the Cadre of the I. E. S.) nothing could be done for Mr. James.

C. 7.

2. Mr. James has now submitted a memorial to the Secretary of State, and in forwarding it the Home department propose to recommend the grant of a personal allowance of Rs. 300 p.m. to Mr. James. Submitted that in view of the attitude adopted by this Govt in 1917 and 1918, the proposal to recommend the grant of an allowance need not, perhaps, be objected to in this department. As regards the amount of the allowance, the Home (Eduen) department propose to suggest Rs. 300 p.m. ^{apparently} in view of the considerations

17 of note to G.O. 584 Home (Ed)
10-5-19
18 ... did.

page 11 ante (Home Secy's note)

A

22/17

page 12 ante

M

that if Mr. James had continued to remain in the I. & S. his emoluments would now have been about Rs. 1580, which is the amount now drawn by Mr. Hunter, his next junior. Submitted that until the Govt. of India and the Secretary of State decide to include the post of Principal, College of Engineering in the cadre of the I. & S., the analogy at M above does not seem to be justified. It is for orders whether this department may suggest that with reference to the provisions of Rule II (2) on page 320 of the Madras Supplement to the C.S.R., which is the rule that is really applicable in this case, the personal allowance to Mr. James should be fixed at 20% of Rs. 1250, or Rs. 250 p.m. Attention is in this connection also solicited to para 1 of H-ette note d/17.5.19 by H. m. (Educn) on pages 16-17 of G.O. 584 (Home-Educn), d/10.5.19.

yes
y
m



F

file no 1088 C-1
2274

Ch COM
10.7.19 18.7.19
15.7.19

me
21/7
CS. M. W. H. m. d. n. no
70

23
34
Home (Edw.) Dept.

page 22 supra

The Fin. Dept. suggests an allowance of Rs 200 to Mr. James. It is for order whether in forwarding the memorial the grant of this allowance may be recommended (please see note on page 13 & 14 supra).

SA
25.7.19.

CA
25/7/19

my
26/7/19

25.7.19

H.W.

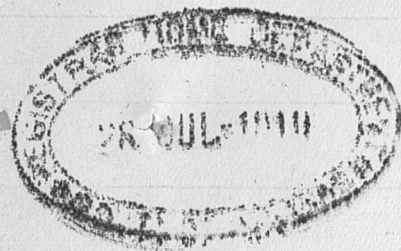
H.E.

The rule cited by the Fin. Dept. states that "except for very special reasons" a personal allowance should not exceed 20%. I consider that in this case there are "very special reasons" & would fix the allowance at the figure necessary to bring Mr. James' emoluments up to the total which he wd. have drawn under the ad interim arrangement if regarded as a member of the I.C.S. & I wd. recommend this allowance from the date which has been fixed for members of the I.C.S. benefiting by that arrangement.

Please prepare a clear draft embodying the proposal, reciting the previous

B:12
C:2675
A

Box 43
2.8.19



* Mr. Mark Hunter, his
next junior, got this allowance
from 20.7.1915
No. 1070
28.9.15 (E)

24 35
history brief. Then let me see it
before further circulation. This procedure
will make it easier for Ld.
His Ex^t to appreciate 27.7.19
the case.

A draft letter is submitted for
approval.

2. If Mr James had continued
in the Indian Educational Service
he would now get, besides a pay
of Rs 1,250, a junior personal
allowance of Rs 240 in the scale
of Rs 200-10-250 and a special
personal allowance of Rs 100
per mensem. As he however actually
draws only a pay of Rs 1,250,
the personal allowance may
be fixed at Rs 340 (240 + 100).

SK
29.7.19.

SK
30.7.19
N.K. 19

SK
1.8.19
N.K.

27.7.19

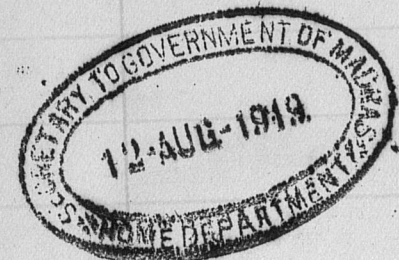
I have modified the form of
the last page or two of the draft
and had it retyped. This may

now be circulated to His Excellency.

Ld.
4-8-19

Q^d with H. D. 28
8.8.19
Retd. 9.8.19

W.8.8.19



Submitted that the file may be sent to Dir. for perusal before issue.



St
12.8.19.
12/8/19

CA
12/8/19
12/8/19

July 19

1101402 A.2
12.8.19

File cl-2634 C
13.8.19

Financial dept.

Please see Finl. notes on pages 20-22 ante. The draft letter which has been approved by H.M. (Govt.) and H.E. the Govt. may, it is but, be perused and the case returned to Home (Govt.).



File no. 2634-1
11.8.19

cm
13.8.19

Home ltr. 11/8/19

Issue
14/8

Mr. W.H. James. Forwarding to the Government of India the memorial addressed to the Secretary of State by -- Principal, College of Engineering, Madras.

READ AGAIN G.O. No., dated 191

” ” ” ” ” 191

READ ALSO:—

C. No. 1286-A, From the D.P.I. N.R.C., No. 4581/19, dated 20-5- 1919.

” ” 1526-A ” ” _____, ” 4581/19, ” 21--6-- 1919.

” ” ” ” ” ” ” ” 191 .

ORDER.

Mis.

No. 994, dated 14/87 1919.

The memorial submitted by Mr. W. H. James, Principal, College of Engineering Madras, will be forwarded to the Government of India.

Letter to No 995-B 14.8.19

The Secy. to the Govt. of India,

Dept. of Education.

Sir,

I am directed to forward a memorial addressed to the Right Hon'ble the Secretary of State for India by Mr. W. H. James, Principal, College of Engineering, Madras, praying that he may be granted the pay and precedence of a Superintending Engineer in the Public Works Department.

2. Mr. James first came out to India in June 1901 on a three year's engagement as Professor of Engineering, College of Engineering and on the expiry of that engagement was confirmed in the I.E.S., as Professor of Mechanical Engineering on an initial salary of Rs.900 per mensem. In September 1907 he was appointed to be Principal of the College in succession to Col. H.D.Love, R.E. The post of Principal is outside the cadre of the I.E.S., and carries a special rate of pay viz., Rs.1,000-50-1,250 per mensem. Mr. James attained the maximum of his present post in September 1912 and since then has had no increase to his emoluments.

3. In August 1914, he submitted a memorial to the local Govt. praying that he might be granted the pay and precedence of a Superintending Engineer in the P.W.D., on the grounds, among others, that the present scale of pay was fixed so long ago as 1886, that the duties and responsibilities of the Principal had grown considerably since and that the Committee appointed in 1904 to advise on the question of the reorganization of the College had recommended the adoption for the Principal's post of the scale of pay sanctioned for Superintending Engineers. The general recommendation of the Committee, that the Principal and the Professors of the College should be recruited from the P.W.D., had already, after full consideration, been rejected

Sp. 216
22.4.01 (Y)

Sp. 413
4.9.03 (P)

Sp. No. 68 22.5.07 (C)

Sp. 1187
21.10.14 (R)

Sp. 586
7.9.07 (H)

by the Government. In view of this fact and of the circumstance that the question of the reorganization of the educational services was at that time under the consideration of the Public Services Commission, Mr. James was informed that his request could not then be entertained.

4. In October 1916, he submitted another memorial renewing his request for the grant to him of the pay and precedence of a Superintending Engineer. After considering the various aspects of the case, the Governor in Council recommended to the Government of India the grant to Mr. James of a personal allowance of Rs.150/- per mensem as an ad interim measure of relief. The grounds on which the recommendation was based were fully set out in my letter No.962, dated 23rd July 1917; and it was specifically pointed out therein that the present scale of pay was totally inadequate with reference to the duties and responsibilities of the post and compared even unfavourably with the maximum pay to which a professor in the College could hope to rise. The Government of India, however, in their letter No.824, dated 26th September 1917, declined to accept the recommendation.

5. Mr. James, not satisfied with this decision, submitted a memorial to the Government of India in February 1918 and this memorial was forwarded with my letter No.321, dated 8th March 1918. In forwarding it, the Governor in Council expressed his adherence to the recommendation made

Sp. 961-62
12.7.17 (W)

Sp. 1298
17.10.17 (3)

in 1917. The Government of India, however, in their letter No.307, dated 19th March 1919, regretted their inability to reconsider their previous decision.

(T) 6. As the superior staff of the College is not recruited from the P.W.D. the Governor in Council is unable to support Mr. James' request for the grant of the pay and precedence of a Superintending Engineer, the more so since in the proposals for the future reorganization of the educational services in this Presidency submitted with my letter No.951 dated 17th July 1918 it has been recommended that the post of Principal should be included in -- Class I of the new service. The acceptance of that recommendation will materially improve Mr. James' prospects, but in the meantime he is at a substantial disadvantage as compared with members of the Indian Educational Service. Under the instructions conveyed in Mr. Sharp's letter No.562, dated 30th May 1919, a temporary improvement has recently been effected in the pay of that service -- pending orders on the recommendations of the Public Service Commission. This factor accentuates the anomalous nature of the position in which Mr. James is placed. If he had continued as a Professor in the Indian Educational Service, he would, in virtue of those instructions, have been in receipt since 23rd May 1919 of a pay of Rs.1,250 per mensem, a junior personal allowance of

of Rs.240 in the scale of Rs.200-10-250 and a special personal allowance of Rs.100 a month i.e., in all Rs.1,590 per mensem an aggregate remuneration in excess of his present emoluments. ^{by Rs.340} This sum (Rs.340) represents the measure by which he is definitely worse off than an ordinary member of the I.E.S., though he occupies the ~~responsible~~ responsible post of Principal of an important institution. In the opinion of the Governor in Council this disparity calls for immediate remedy, and he therefore recommends that it should be made good to Mr. James in the form of a personal allowance of Rs.340 per mensem with effect from 23rd May 1919 as an ad interim measure pending the issue of orders on the question of the general reorganization of the Educational Services.

I have etc.

LD
4-8-19

by the Govt. In view of this fact and of the circumstance that the question of the reorganization of the educational services was at that time under the consideration of the Public Services Commission, Mr. James was informed that his request could not then be entertained.

4. In October 1916, he submitted another memorial renewing his request for the grant to him of the pay and precedence of a Superintending Engineer. After considering the various aspects of the case, the Governor in Council recommended to the Government of India the grant to Mr. James of a personal allowance of Rs.150/- per mensem as an ad interim measure of relief. The grounds on which the recommendation was based were fully set out in my letter No.962, dated 23-7-17; and it was specifically pointed out therein that the present scale of pay was totally inadequate ~~and with~~ ^{reference to} the duties and responsibilities of the post and compared even unfavourably with the maximum pay to which a professor in the College could hope to rise. The Government of India, however, in their letter No.824, dated 26-9-17, declined to accept the recommendation.

5. Mr. James, not satisfied with this decision, submitted a memorial to the Government of India in February 1918 and this memorial was forwarded with my letter No.321, dated 8-3-18. In forwarding it, the Governor in Council expressed his adherence to the recommendation.

Gov. No. 961-62 (W)
23.7.17

[Handwritten signature and notes]

Gov. 1298 (3)
17.10.17

in their letter No. 307, dated 19-3-19, regretted their inability to reconsider their previous decision.

6. As the superior staff of the College is not recruited from the P.W.D., the Governor in Council is unable to support Mr. James' request for the grant of the pay and precedence of a Superintending Engineer, the more so since ~~Moreover~~ in the proposals for the future reorganization of the educational services in (Submitted with my letter No. 951817-7-1918) this Presidency ~~this Government have already~~ recommended that the post of Principal should be included in Class I of the new service.

7. If the proposal to include the post of Principal of the College of Engineering ~~in Class I (which corresponds to the present I.E.S. cadre)~~ is eventually accepted, the emoluments to which Mr. James can rise will be materially improved. In the meanwhile, however, he is suffering considerable loss. Under the ~~orders~~ ^{instructions} conveyed in Mr. Sharp's letter No. 562, dated 30-5-19, ^{a temporary} improvement has recently been effected in the pay of ~~officers of the Indian Educational Service~~ ^{that} as a temporary measure and pending orders on the recommendations of the Public Service Commission. This factor accentuates the anomalous

^(nature) of the position in which Mr. James is placed. If he had continued as a Professor in ~~that~~ ^{the Indian Educational} service, he would, in virtue of those ~~orders~~ ^{instructions} now allowed to draw a pay of Rs. 1,250 per mensem, a junior personal allowance of Rs. 240/- in the scale of Rs. 200-10-250 and a special personal allowance of Rs. 100 a month i.e., in all Rs. 1,590 per mensem, which is less by Rs. 340/- than the pay he now actually draws. He is thus in a definitely worse position ^{all than in ordinary} no matter of course he

The acceptance of the recommendation will materially improve Mr. James' prospects, but in the meantime he is at a substantial disadvantage compared with members of the Indian Educational Service.

^{the Indian Educational} Since 23rd May 1919 an aggregate remuneration in excess of his present one. This is an exceptional measure to which he

This deficit calls for immediate remedy, & he therefore recommends that

(14)
Rs. 874
15-7-19

The date from which ~~draws~~ is fixed for members of the I.E.S. to draw their ad interim increases sanctioned recently

occupied the ~~more~~ responsible post of the ~~Principal~~ head of an important institution. In the opinion of the Governor in Council Mr. James' case is a hard one and deserves generous and sympathetic consideration. He has accordingly no hesitation in recommending that the loss in emoluments as above detailed should be made good to Mr. James in the form of a personal allowance; ^{Rs. 340 per mensem} and I am directed to request that sanction may be obtained to the payment to him, with effect from the 23rd May 1919, of an allowance of Rs. 340 per mensem as an ad interim measure pending the issue of orders on the question of the general reorganization of the Educational Services.

N.K.
1-8-19

CA
1-8-19

May 1919

487

When given for copying

When copied

When examined

When signed

191

READ 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 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.