Scott. II-29—27,004—25-11-25.

Law (1926) Department.

(Education)

Ordinary SERIES.

G.O. No. 1457-57A

DATED 2-8-1926

[Despatch Abstract.]

Engineering Service.

Technical subordinates of the P.W.D.Federated Malay States recruitment--Mr.Coales' visit--letter communicated to the Director of Public Instruction and the Chief Engineer, P.W.D. (Roads and Buildings).

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Gcndt		3063C-1	27/9/26				

CHIEF SECRETARY F.M.S.

KUALA LUMPUR,
FEDERATED MALAY STATES.

(2)

M. L.

23 Jul 1926

SECRETARY TO GOVERNMENT PUBLIC WORKS DEPARTMENT
8088 A
23 JUL 1926
/26

No. 3 in G. 1134/1926. 8th July, 1926.

From

A. F. Richards, Esq., Malayan Civil Service,
Acting Under Secretary to Government,
Federated Malay States.

P.W.D.
V.T.K.
22.7

To

M.R.Ry. Rao Bahadur V. T. Krishnama Achariyar
Avl., C.I.E.,
Secretary to the Government of Madras,
Law (General) Department,
Madras.

Sir,

I am directed to address you in regard to a visit which it is proposed should be paid to the Madras Presidency in August or September next by an officer of the Public Works Department, Federated Malay States, with a view to obtaining candidates for the Technical Subordinate Service in that department.

2. Members of this service are not of the class covered by the provisions of the Indian Emigration Act, 1922, and the contemplated visit has nothing to do with the proposal to recruit skilled Indian labour for this department, which is dealt with in your correspondence No. 1519, Law (General) Department, and which (as I am informing you by separate letter today) has been dropped. A copy of the Scheme for Technical Subordinates is attached, from which you will see that an attractive career is offered to lads possessing the necessary education.

removed from file

(S)

pp 3-6 infra

– received separately 'linked' file / delinked in print

3.

3. The officer whom it is proposed to send is Mr. F.G. Coales, A.M.I.C.E., M.I. Struct. E., Executive Engineer in charge of the department's Technical School, and it is hoped that by means of visiting Engineering Schools and Colleges in the Madras Presidency he will be able to interest the Principals of such Institutions in the openings offered to their pupils under this Malayan Scheme.

4. In this mission it is highly desirable that Mr. Coales should have the help and goodwill of the Madras Educational and Public Works Authorities and the purpose of this letter is to request your kind offices in bespeaking this assistance in his behalf. I may add that he will be in a position to offer appointments to over thirty candidates, if such can be found and appear suitable.

5. I am to request an early reply to this letter in order that any instructions which you may consider it advisable for me to give Mr. Coales as regards reporting himself to the authorities I have mentioned may be communicated to him before his departure.

I have the honour to be,
Sir,
Your obedient servant,

A F Richards

Ag. Under Secretary to Government,
Federated Malay States.

PUBLIC WORKS DEPARTMENT.

SCHEME FOR TECHNICAL SUBORDINATES.

(C.S.O.G. 337/23, G. 3032/24 and G. 2300/25.)

1. The following salary scheme for the Technical Subordinate Officers of the Public Works Department will come into force as from the 1st January, 1926, from which date the scheme on pages 185 to 188 of the 1925 Year Book will be regarded as cancelled:

Probationer... $480 ... Apprentice:
1st and 2nd years $600
Examination
3rd and 4th years $720

Grade III ... $600-A60-1,140 ... First Technical Examination

First Technical Examination ... Grade III, $720-1,140

Grade II ... $1,200-A120-1,680
Second Technical Examination and bar ... $1,800-A120-2,280

Grade I... ... $2,400-A120-3,000

Special Grade ... $3,120-A180-4,200

2. Officers on this scheme will be eligible for the pensionable establishment on completing 15 years' approved service.

3. Candidates for the post of Probationer must be over 16 and under 23 years of age, and must have passed Standard VI in a Government school or its equivalent. Preference will be given to candidates born and educated in the Federated Malay States or Straits Settlements. Applications will be submitted in the form in the appendix.

4. Every candidate for appointment as Apprentice must be over 16 and under 21 years of age, and must have passed the Junior Oxford or Cambridge Local Examination or its equivalent. (This latter requirement may be relaxed at the discretion of the Director of Public Works in the case of Malays.) Apprentices will undergo a special course of departmental training for four years. They will be paid a subsistence allowance of $600 per annum for the first two years, at the end of which period, on their passing an examination test, the allowance will be raised to $720 per annum for the 3rd and 4th years.

Applicants who join as Apprentices and hold the Senior Oxford or Senior Cambridge Certificate may be allowed, if the syllabus of training permits, to sit for the first test examination after one year instead of two, and the First Technical Examination after three years instead of four.

5. Probationers of at least 12 months' standing will be eligible for promotion to Grade III at the discretion of the Director of Public Works. They will enter that grade at the lowest incremental rates ($600 per annum) and will not be eligible for promotion to Grade II until they have passed the First Technical Examination.

6. Apprentices will be required to pass the First Technical Examination at the end of their term of apprenticeship, and on so passing will enter Grade III at the following rates according to the percentage of marks gained by them:

50 per cent. (minimum for pass)	$ 900
70 „	960
80 „	1,020
90 „	1,080

7. Apprentices who fail in this examination are liable to have their services dispensed with, but they may be allowed in special cases to enter Grade III at the incremental rate of $720 per annum. In no case, however, will they be eligible for promotion to Grade II until they pass, nor, in the event of their passing, will they be eligible for the additional increments prescribed in paragraph 6 above.

8. Before being accepted as an Apprentice the candidate will be required to sign an agreement to serve Government for a period of three years, if required, from the date of expiry of his term of apprenticeship, or in default, to refund to Government the whole of the subsistence allowance paid to him during his term of apprenticeship.

9. Promotion to Grade II will be automatic for all officers who have passed the First Technical Examination and have served for one year on the maximum of Grade III and are recommended by the Head of their Branch, but no one will be allowed to pass the efficiency bar in Grade II unless he has passed the Second Technical Examination. Government, however, reserves to itself the right to appoint properly qualified officers from outside the service direct to this grade should the exigencies of the service so require.

In exceptional cases a Grade III officer of particular merit and qualifications who has passed the First Technical Examination and is specially and unreservedly recommended by the Head of his Branch may be put forward for promotion to Grade II whether he has reached the maximum of Grade III or not.

10. Promotions to Grade I will on the occurrence of vacancies be made by selection from officers in Grade II who have passed the Second Technical Examination. Usually an officer who has not served for one year on the maximum salary of Grade II will not be selected for such promotion, but an officer of particular merit and qualifications who has passed the prescribed examination, if he is specially and unreservedly recommended by the Head of his Branch, may be so selected at any time after passing the efficiency bar in Grade II. The number of posts in Grade I will be fixed by Government from time to time; but at no time will the number of posts in Grade I and Special Grade together exceed 12 per cent. of the total number of Technical Subordinates, exclusive of Apprentices and Probationers, serving under this scheme.

11. Promotions to Special Grade will be made by selection from officers of exceptional merit who have served for at least one year on the maximum of Grade I. There will be no specified number of posts in this grade and each post will be personal to the holder.

12. Officers appointed in the first quarter of any year will receive their increments with effect from the 1st January of the succeeding year;

Officers appointed in the second or third quarter of any year will receive their increments with effect from the 1st July of the succeeding year;

Officers appointed in the fourth quarter of any year will receive their increments with effect from the 1st January, not of the succeeding year, but of the year after that.

13. (i) Before any officer is permitted to draw an increment of salary under this scheme a certificate to the effect that his conduct has been good and his service satisfactory will have to be furnished by the Head of his Branch.

(ii) Such certificate of recommendation will be in the following form:

Certificate of Recommendation for Increment of Salary under the Scheme for Technical Subordinates.

1. Name of officer
2. Appointment
3. Date of first appointment to service
4. Grade
5. Salary now drawn
6. Date of promotion to present grade
7. Date of commencement of present salary
8. Salary recommended
9. Increment to date from

I conscientiously certify from my own personal knowledge that the officer above named has given such satisfaction in his work as to justify an increase in his salary from $........ to $........ per annum, this increment being in accordance with the scheme for Technical Subordinates.

Dated............................ ....
Head of Branch.

....
Director of Public Works.

(iii) When a certifying officer has had less than three months' personal knowledge of the officer concerned, he should refer to his predecessor in the appointment, and ask him for a personal supplementary certificate.

(iv) When his predecessor is absent from the country, the officer should submit the case to a higher authority for instructions, with his recommendations.

(v) It will be the duty of the Treasurer to see that the necessary certificate has been obtained before salary is drawn under these rules.

(vi) In the event of the refusal of the Head of his Branch to sign the certificate required the circumstances of the case will be specially reported to the Director of Public Works, who will decide whether the increment may be paid or not, and in the latter alternative whether it shall be stopped or deferred.

14. To assist the State Engineer in making recommendations for the promotion of officers, local heads will submit during the month of November each year a confidential return of the Technical Subordinates serving under them with any remarks they may think fit to make as to their character, ability, zeal, general aptitude and professional qualifications.

15. All examinations under this scheme will be arranged departmentally either by the departmental Technical School or otherwise.

~~4~~ 6

APPENDIX.

FEDERATED MALAY STATES.

APPLICATION FOR EMPLOYMENT UNDER THE.............................. GOVERNMENT.

..............................19......

Sir,

I have the honour to apply for appointment as
I certify that the following are true and full details as to my birth, nationality, etc.

1. Full name
2. Nationality
3. Age
4. Present address
5. Date of birth
6. Place of birth
7. Date of coming to Malaya (if not a native of Malaya)
8. Educated at
9. Educational qualifications
10. Nature and place of previous occupation (if any)
11. Name of father
12. Nationality
13. Name of mother
14. Nationality
15. Present residence of parents
16. Number in family brothers sisters
17. Name of wife (if any)
18. Nationality of wife
19. Age
20. Children (if any) sons daughters
21. Names and addresses of two persons acquainted with but not related to Applicant
22. Complete list of relatives who are or have been in the service of the Malay States or Colony.

Name.	Appointment.	How related.	Employment ceased on

I have the honour to be,
Sir,
Your obedient servant,

To..................................
....

300—24-6-26. Federated Malay States Government Press.

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(6)

P. W. & Labour Dept.

Subject – Skilled Labour – Recruitment from Madras – Proposed visit of an Officer of the P.W.D. F.M.S.

Cno 8088A. From the F. M. S. Govt: No 3 in G. 1134/26 dt 8.7.26

AS

Members possessing technical Engineering qualifications referred to in the letter of the F. M. S Govt: do not come under the class of skilled labour. Please see definition of 'skilled work' in section 2 (f) of the Indian Emigration Act 1922. The subject is one for the consideration of the Law (Education) Dept in consultation with the P. W. D. This may therefore be transferred to Law (Education) Dept.

PCK
26.7.26

TK.
26.7.26

RGS
26.7.26

L. Ed 2357C
27/7/26

P. W & L wo 8088A.1
27.7.26

27/7

Law (Educn)

SECRETARY TO GOVT. OF MADRAS
27 JUL 1926
DEPARTMENT

Law and Edn Dept

Please see paras 3 – 5 of the letter on p. 2 of the c.f. A draft order asking the

2

the D.P.I. and the Chief Engineer, P.W.D. (R & B) / to ~~give~~ afford the officer the necessary facilities and a draft letter to the Secy to Govt., Federated Malay States, are submitted for approval. They may be sent to the P.W.D. for acceptance.

28.7.26. 28.7.26

28/7

V.T.K. 9.7

P.W.D.

Edn No 2357 C-1
26.7.26

SECRETARIAT ... PUBLIC WORKS ...
30 JUL 1926
8389 B

PWD

Accepted.

30/7

30.7.26

Law & Edn.

D.C.2
30/7

31/7

PWD Lo No 8389 B-1
30.7.26.

L.D. 2436 C
31/7/26

UNDER SECRETARY TO GOVT. OF MADRAS
31-JUL-1926
LAW DEPARTMENT

Scott. 1-5 (b)—25,000—25-11-25. (6)

Law and Edn DEPARTMENT.

	Date.	Initials.
When received for Fair-copying		
When copied ..		
When examined ..	2.8.26	
When signed ..		
When despatched ..		

(7)

Engineering service

Technical Subordinates of the Public Works Dept., Federated Malay States — recruitment — Mr Coates's visit — letter communicated to the D.P.I. and the C.E., P.W.D. (R & B)

READ AGAIN G.O. No. ...., dated 192
" " " " .... " .... 192 .

READ ALSO :—

C. No. 2357 C From the Under Secretary to Govt., Federated Malay States, No. 3 in G. 1134/26 dated 8-7- 1926.
" " .... " " .... " .... " .... 192 .
" " .... " " .... " .... " .... 192 .

ORDER.

Mis

No. 1457, dated 2. 8. 1926.

Communicated to the Director of Public Instruction and the Chief Engineer, Public Works Dept. (Roads and Buildings) who ~~is~~ are requested to afford Mr F. G. Coates the necessary facilities for ~~in~~ carrying out his mission.

2 The Government of the Federated Malay States ~~has~~ have been requested to intimate direct to the Director of Public Instruction and the Chief Engineer, Public Works Department (Roads and Buildings)

Buildings) the date of Mr Coales's arrival in Madras ~~and to ask him to report himself to the Director of Public Instruction.~~ on his arrival.

Sgd 28.7.26. CR 28/7

V.T.K.

STC

To
The
DPI ✓
" C.E. PWD (R & B) ✓ } a.f.c.o.
Copy to PWD " ✓

DESPATCHED
M 3 AUG 1926

Letter
Mis.
1457 A D/2. 8.26

To
The Secretary to Govt.,
Federated Malay States
Kuala Lumpur.

DESPATCHED
M 3 AUG 1926

Sir,

Recruitment for the posts of Technical Subordinate officers
→ Mr Richards's letter No. 3 in R.1134/1926 d 8.7.26

I am directed to acknowledge the receipt of the above letter and to say that the Director of Public Instruction, Madras, and the Chief Engineer, Public Works Department (Roads and

---

Buildings), Madras, have been requested to afford Mr F.G. Coales the necessary facilities in carrying out his mission.

2 I am to request you to be so good as to intimate to the officers mentioned above the date ~~of~~ when Mr Coales will arrive in Madras and to instruct him to ~~report~~ himself to the Director of Public Instruction 'Old College, Nungambakkam Madras' on his arrival.

I have etc.,

Sgd 28.7.26. CR 28.7.26

CR 28/7

V.T.K. 29.7

(9)

L.E. 3233C
11.10.26.

Office of the Director of Public Instruction, Madras, (Camp)Ootacamund,

D.O.No.760-A/26

9th October 1926.

(V)

My dear Krishnamachari,

Please see your endorsement No.3063 C-1, dated 27th September 1926 on Local Self Government Department Memorandum No.27554-1-D.1-P.H.,dated 22nd September 1926. Mr.F.G. Coales has arrived in Madras and is being assisted in every way possible.

Yours sincerely,

R.G.Grieve
10.10.26

M.R.Ry.Rao Bahadur
V.T.Krishnama Achariyar Avl.,C.S.I.,
Secretary to Government, Law (Education) Deptt.,
Fort St.George.

SECRETARY TO GOVT.
OCT 1926

Law and Edn dept.

Lodged & filed with G.O. 1457 Ed.,
d/ 2.8.'26

12.10.26.

12.10.26

11/10

When given for copying
When copied
When examined
When signed } 192

Read again G.O. No. , dated
192 .

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 of, 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.