

Educational (1898) Department.

ORDINARY MS.

G.O., No. 589

Dated 21.9.98.

INDEXED.



3-4

[Despatch Abstract.]

Comm^{rs} to the D.P.D. progs R.W.D. Deadjusting
the scale of officers with a view to improve
the prospects of the upper subordinates, & indicating
the line for working up the New scale.

T. 2/2/99

BACK PAPERS.

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

FURTHER PAPERS.

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

GENERAL.
ESTABLISHMENT.

Government {1898} of Madras. PUBLIC WORKS.

Order no 589d 21 Sep 98

Communicated
to the D.P.

Recd. 14.9 } 1898.
Regd. 15.9 }

Enclosures

Spare copies

G.O., No. 2199 W., 30th August 1898.

14 SEP 1898

AUGUST.

Overseers

Re-adjusting the scale of — with a view to improve the prospects of Military
Upper subordinates, and indicating the line for working up the new scale.

SR
14-9-98

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

READ—the following papers:—

From the Director of Public Instruction, Madras, dated 21st Oct. 1897, No. 11765.
 " " " " " 4th Feb. 1898 " 987.
 " " " " " 14th Mar. " " 2812.

ORDER—No. 2199 W., dated 30th August 1898.

Under paragraph 56, Chapter II, Vol. I, Public Works Code, soldier students of the Madras College of Engineering after completing satisfactorily a year's apprenticeship as Overseers, 1st grade.

2. Civil students of the College, after undergoing a similar course of College training, and a year's practical instruction on works, are appointed to the department as Overseers, 3rd grade.

3. Shortly before the year 1884, numerous complaints were received from Civil Upper subordinates that the direct appointment of soldier students to the 1st grade, absorbed nearly all the vacancies in that grade, leaving the promotion of 2nd and 3rd grade men hopelessly blocked.

4. The injustice was acknowledged and the Government after much discussion decided in G.O., No. 1291 W., dated 23rd May 1884, that the number of Overseers in the 1st grade should be increased annually by the number of Military students brought on to the establishment, the numbers in the 3rd grade of Overseers being correspondingly reduced. When this arrangement was sanctioned, it was foreseen that the re-adjustment would be necessary at some future time.

5. Before the introduction of the scheme of 1884, the distribution of the total number of Overseers was as follows:—

1st grade, 28.		2nd grade, 28.		3rd grade, 36.
----------------	--	----------------	--	----------------

Changes were made in numbers year by year as Military men were appointed, and the number in the 1st grade gradually increased.

6. In 1890, on the transfer of Military works in charge of this department to the Military Works Department, the total number of Upper subordinates was reduced by 6, or from 185 to 179. The total number of Overseers was reduced from 92 to 89 and their distribution was—

1st grade, 42.		2nd grade, 27.		3rd grade, 20.
----------------	--	----------------	--	----------------

7. At the present time the scale has become—

1st grade, 55.		2nd grade, 27.		3rd grade, 7.
----------------	--	----------------	--	---------------

8. The arrangement of 1884 which was made to benefit Civil Upper subordinates has now become the subject of a grievance to Military men. It has been represented by the Principal of the College on behalf of the latter, that whereas before 1884 a Military man joining the department at the bottom of the list of Overseers, 1st grade found only 27 men above him in the grade, a man now joining has double that number above him, thus seriously retarding his promotion to the next higher class, and hopelessly blocking his promotion to the highest grades.

9. To remedy this state of affairs the Principal at first proposed that Military men should be transferred to a separate list, and that their promotion should be regulated by a fixed period of service in each grade, and he subsequently suggested a time scale for the whole establishment, Civil and Military.

10. His Excellency the Governor in Council does not consider that any such scheme can be sanctioned, as a time scale for Upper subordinates does not exist in any other part of India and as it would probably cause as much dissatisfaction among Upper subordinates as it has created in the Engineer establishment.

11. There is no doubt, however, that the time has arrived for suspending the operation of the scheme of 1884, and re-adjusting the numbers in the three Overseer grades.

12. By having such unequal numbers as 55 and 7 in the 1st and 3rd grades much unnecessary expense to the State is involved. The number of temporary vacancies in the establishment owing to the absence of men on leave, &c., is generally greater than seven. Civil students of the College coming on the permanent establishment are appointed Overseers, 3rd grade, and are at the same time promoted to 2nd grade, temporary rank. They thus enter on a commencing salary of Rs. 80 instead of Rs. 60 per mensem.

13. The scale of Overseers will now be re-adjusted as follows:—

1st grade, 45.		2nd grade, 28.		3rd grade, 16.
----------------	--	----------------	--	----------------

This scale should be gradually worked up to as vacancies occur. The prospects of promotion of the junior Military men at present in the 1st grade will not in any way be improved by it, but the *impasse* now existing will get no worse, and will, at the end of five years, be considerably improved. It can also be partially removed by a more rigid application of the 55 years' rule among Civil Upper subordinates. Retirement at 55 is compulsory with Military Upper subordinates, but not so with the Civil, and men of the latter class have too often been permitted to remain on in the service until long after their efficiency had departed. By a more careful application of the rule, a better flow of promotion will be induced, and after a re-adjustment of the number of Overseers in each grade has been fully effected, Military Upper subordinates hereafter entering the department will not have much to complain of.

14. In order that the above change of scale may be effected, the Chief Engineer will make no more promotions from the 2nd to 1st grade and will fill up the numbers in the 3rd grade until the proposed scale has been arrived at. There will of course be during the change a block in the promotion of 2nd and 3rd grade men, but considering the rapid promotion men in these grades have hitherto received, they cannot regard this as a grievance. Assuming that two Military men are appointed to the department annually, and that the average number of vacancies is four, it will take about five years to arrive at the proposed scale.

No. 2199 W., 30TH AUGUST 1898.

15. After the revised scale comes fully into force, Military men will absorb annually two vacancies in the 1st grade, and only vacancies in excess of this number will be available to give promotion from Overseer, 2nd to 1st grade. This is unavoidable in the present condition of affairs.

(True Extract.)

A. K. M. M.
Under Secretary to Government.

To Superintending Engineers.
„ the Consulting Architect to Government.
„ the Chief Engineer for Irrigation.
„ the Examiner, Public Works Accounts.
„ the Educational Department.

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

189 .

READ AGAIN G.O., No.

DATED

189 ,

CURRENT No.

ENCLOSURES TO G. No.

ORDER OF GOVERNMENT

A A A A A A A

I - - - - - OF GOVERNMENT.

STATEMENT WITH DITTO.

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

Exd. P. Seetharam.

N.B.—

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