Financial

Public (1897) **Department.**

ORDINARY MS.

G.O., Nos. 544 & 545

DATED 14th July 1897.

Indexed

[Despatch Abstract.]

Govt. Press Sanctioning the revaluation of over time allowed to the Employes & addressing the Govt. of India on the subject.

BACK PAPERS.

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

FURTHER PAPERS.

~~G.O.~~ 6	No.	Department.	Date.	G.O.	No.	Department.	Date.
2295/97.							

Public

~~Judicial~~ (1897) Department.

CURRENT No. 1411

7 c pu 156 of 1897

CHIEF SECRETARY
10 APR. 1897
GOVERNMENT OF MADRAS

From H. a. Sim Esqr. I.C.S
Ag. Private Secretary to
H. E. the Governor.

~~Order~~

C.S.

Submitted to the C.S.. Cs 754 + 1337 H & K are now in circle H.E. the Governor and the Hon'ble Mr Frere

2nd No 131/97

2nd go 338A 14-4-97 with ea 27/4/97

No.

Dated 7th April 1897.

Received 9/4/97

Registered 9/4/97

Enclosures

Spare copies

Cir. 6/4/97

AFC 10/4/97 Encl 1: 880 13/4/97 Forwarded to the Supdt Govt Press 14-4-97

Press for any remarks which he may wish to offer
CS
12/4/97

2nd 13/4/97

SUBJECT.

Transfers a petition dt 3rd April 1897 from the Press and Machinemen of the Govt Press Stating that they were unjustly dismissed by the Supdt, & praying that they may be restored to their respective places on the old terms

To the Supdt. Govt Press with petn

Dept 14/4/97

(By order)

16th Ag Private Secretary

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

ACCURED NO 1411 Pub

To

His Excellency

Sir Arthur Elibank Havelock, G.C.M., G.G., C.I.E.,

GOVERNOR OF FORT ST. GEORGE.

The most humble Petition of the undersigned Press and Machinemen of the Government Press.

MOST HUMBLY SHOWETH,

1. Your Petitioners (many of whom) are men of long service in the Press.

2. That for more than 30 years, the custom has been, to work from 9 A. M. to 5 P. M.

3. That such custom continued up to April 1896.

4. That it is a fact that during the said period Petitioners have been asked to work longer hours.

5. That though made to work as above, your Petitioners were paid for extra hours work.

6. That your Petitioners have not grudged to work overtime because they were getting extra remuneration for such work.

7. That the notice hung up in the Office shows that the working hours are from 9 A. M. to 5 P. M.

8. That from April 1896, the present Superintendent, though exacted overtime work, did not pass payment for such work though promised.

9. That your Petitioners continued to work from morning 7 to evening 6 for about 5 or 6 months from April 1896, without any extra pay, as the Superintendent was holding out hopes that they will get pay for overtime work.

10. That your Petitioners addressed a Petition to Government through the Superintendent representing their grievances some months ago, and the Superintendent has not till now communicated to them the order of Government thereon.

11. That from the 1st of February 1897, the Superintendent ordered that the Petitioners should work from 7 A. M. to 7 P. M., and the order was obeyed till the 20th March last.

12. That, as above, though Petitioners worked overtime continuously for about a year, they have not been given any overtime charge.

13. That many of the Petitioners have, on very many occasions, been compelled by the Superintendent to work from 6 A. M. to 10 P. M. and on some occasions even till midnight.

14. That your Petitioners' patience was tried for one year as above, and your Petitioners have on no occasion ever shown a tendency for disobedience of orders though illegal.

On the 20th, 29th and 31st March last your Petitioners went home not willing to work longer hours.

The following notice was put up at the gate of the Press office, dated 31st March 1897, and your Petitioners were prevented by a special Police from entering into the building to go on with their work :—

"In consequence of the deliberate disobedience of the orders of the Superintendent by the whole of the Press and Machinemen in leaving the office at 5 P. M., instead of working till 6. P. M., this day, notwithstanding the warnings given to them on the 19th, 20th, 29th and 31st instant, causing a delay of work on each occasion, the Superintendent dispenses with the services of all the undermentioned men from the evening of the 31st March."

Your Petitioners beg most respectfully to submit that the said order should be set aside for the following reasons :—

1. Because people are not reasonably expected to work day after day from 12 to 14, 15 and 16 hours.

2. Because the standing orders about attendance have been violated.

3. Because your Petitioners are very ill paid men, ranging from 7 to 14 Rs. a month.

4. Because during the past one year no payment has been made for overtime work.

5. Because your Petitioners have been subjected to such cruel work without extra pay.

6. Because your Petitioners have to work *standing* for making 800 to 1,000 impressions a day, handling huge presses weighing about 10 to 15 maunds and forms weighing about 110 lbs.

7. Because your poor Petitioners cannot cope with such work without extra pay for overtime in order to keep up strength.

8. Because your Petitioners have in consequence suffered seriously in health.

9. Because the order of the Superintendent is contrary to long custom, unjustifiable and most uncharitable and finally illegal.

10. Because your Petitioners were driven to the necessity of leaving office at 5 P. M. on the said 3 days owing to the cruel orders of Superintendent regarding overtime.

11. Because your Petitioners have always been very obedient to their superiors and have not known insubordination.

12. Finally, because your Petitioners are even now willing to obey all reasonable orders, and orders whether reasonable or not as far as their health will permit.

Under the foregoing reasons your Petitioners, about 110 in number (who are men of large family and many of whom having long service), earnestly pray that they may be restored to their places on terms which had been in existence for over 30 years prior to April 1896.

For this act of your Excellency's kindness, the Petitioners will ever pray and remain your Excellency's most obedient servants.

C. O. & Co., COTTON PRESS.

Public (1897) Department.

CURRENT No. 1560

CHIEF SECRETARY
21 APR 1897
GOVERNMENT OF MADRAS

Rd 22 Apl
C.R. 1325/97

From Hadim Esqr. Ms
Ag Private Secretary to
H.E. the Governor.

C.S.

~~Order~~ Endt. No. 947 dt 30.4.97

The Supdt. Govt Press,
is requested to expedite
his report on the petition
forwarded to him under
Endt No 880 Rev-d/14.4.97

No.

Dated 19th April 1897.

Received 21
Registered 21 } 4-97

Enclosures

Spare copies —

Rd
29/4/97.

C.W.
28/4/97

SUBJECT.

Transfers a petition dt 8th April 1897. from P. Kumaraswamy & certain other Press & Machine men, Govt. Press, Madras in continuation of their previous petition of the 8th April 1897.

Report, Govt Press Despd
30/4/97

(By order)

Ag Private Secretary

BACK PAPERS.

G.O.	No.	Department.	Date.
New	880	Pet	14-4-97

FURTHER PAPERS.

G.O.	No.	Department.	Date.

CURRENT No. 1680

To

His Excellency
Sir Arthur Elibank
G.C.M.G. C.I.E.
Governor of Fort St. George.

The humble Petition of the undersigned Press and Machinemen of the Government Press.

Most humbly sheweth.

That your Excellency's humble Petitioners most humbly and respectfully beg to repor that the petition presented on the 3rd inst remains unanswered.

2. That as your Excellency's humble Petitioners are in misery and distress for want of a reply, now deferentially implore that the above humble petition be complied with, at an early date.

For this act of benevolence your Excellency's humble Petitioners will as in duty bound ever pray and remain your Excellency's most obedient servants.

Signd. P. Coomaraswamy Moodelly and others
No. 26. Vathakara Street.
Purseawakum. Madras

Madras 8. April 1897

NOTICE.

The Pressmen and Machinemen dismissed on the 31st March last are informed that Government considers the order of dismissal passed by the Superintendent was, in the circumstances, entirely justified.

The Superintendent is however authorized to permit the Pressmen and Machinemen, as a matter of grace, to return to work on the condition that they will obey the overtime orders; if they do so, their petition which is now before Government will be duly considered. Pending a further report from the Superintendent no action will be taken by Government on their petition.

Applications for re-admission, accepting the condition stated above, will be received by the Superintendent on Wednesday the 21st instant.

R. HILL,
Superintendent.

19th April 1897.

CURRENT 1320

No. 1775

Govt. Press, Madras,
27th April 1897.

Office Note.

A' With reference to G.O. No. 338-F, Financial, dated 14th April 1897, the Supt. Govt. Press submits that he sent on Monday the 19th instant a printed notice* to the Senior pressman, inker, galley pressman, machine minder, layer-on, and taker-off, for the information of the other men, embodying the substance of the above G.O., and on Wednesday afternoon the 21st, after some explanations were made through the accountant, the men agreed to return to work on the next day (Thursday the 22nd). The men attended on Thursday morning as promised, and the Supt. expects to bring up the arrears of work during this week.

* herewith attached

2. The Supt. respectfully solicits that Govt. will be pleased to restore the payment of overtime allowances from 1st May 1896 to the employes in the several departments of the press, who were receiving the same up to 30th April 1896.

3. Although the pressmen and machinemen are the only employés who have openly shown their objection to working extra

189 7
Fin. Dept.
Enclos. No. 1
P.
Of. No. 1320

hours without some remuneration; the men in the other departments have felt the hardship and have at times unwillingly worked when ordered. The hardship is specially felt when such urgent papers as famine G. Os. have to be printed within a limited time day after day necessitating working late or early attendance; working early and late to assist departments to present their reports in print within the time fixed by Govt.; working early and late to finish the General Administration report within due date; the pressure of legislature printing between November and March of each official year; the weekly issue of the Gazette and its supplements; the pressure for several months in printing the annual reports and budgets for the local and municipal department; and the general pressure of work received from all departments during the third and fourth quarters of the official year.

4. The Supt. also solicits the attention of Govt. to his officenote No. 882, dated 25th February 1897, and in particular to paras 2 (a), 3 (a), (b), (c), 4, and 5.

5. No overtime allowance has ever been paid to the Deputy and Asst. Superintendents, head Examiner, Accountant, Cashkeeper, clerks, under-warehousemen, storekeeper messengers, attenders, lascar, packers, peons, cartmen, and menial servants, and no change is recommended.

6. The Supt. considers that the rule* regulating the hours for overtime allowances should not be modified, as it is fair to Govt. and discourages the making of overtime by the workmen by delaying work during the day time.

R. Hill
Superintendent

M

* quoted in para 8 of officenote, No. 1430, dated 3rd April 1897.

Public (1897) Department.

CURRENT No. 1325



Hon Hble

~~Order~~

From

The Superintendent
Government Press,
Madras

Submitted in continuation
of C. No 1320 circulated in
Box No. 29 on the 29th
ultimo

No. 1798

Dated 28th April 1897
Received 29th } April 1897.
Registered 30th }
Enclosures one
Spare copies

Cud
1/5/97

3/5/97

Note C. No. 1320 returned from
circ: before this could circ

Cud
4/5/97

SUBJECT.

Returning the petition of the press and machine men and submitting that all the chief points therein have been answered in office Nos. 882 and 1430 dy 25th Feby and 3rd April 1897 respectively

On box No. 29 to Hons this
dy. 1/5/97

Box No. 8
Cud
30/4/97

Submitted to the CA in Contn. of C. No. 1320
On his going to the Hills (29/4) in Box No. 29

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

No. 1798

Government Press,

Mint Buildings, Madras,

28th April 1897.

CURRENT No. 1325

OFFICE NOTE.

In continuation of office note, No. 1775, dated 27th April 1897, the Supt., Govt. Press returns the petition forwarded with the Public Department Memorandum, No. 880, dated 14th April 1897, and submits that the chief points in the petition have been dealt with in office notes, No. 882, dated 25th February 1897, No. 1430, dated 3rd April 1897, and he has no further remarks to make.

R. Hill

Superintendent

To

The Chief Secretary
to Government.

18
4/4/14

the current were taken out. On the receipt of the

From

THE SUPERINTENDENT,

GOVERNMENT PRESS,

To

THE CHIEF SECRETARY TO GOVERNMENT,

Madras.

Dated
Received } 189

ENCLOSURE.

Subject.

G.
73
2,000—25-11-96.

NOTE FOR THE

A

B'

With ref: to Stms note 7
14.4.97 (flagged A'), please
explain how C. No 754
received on the 26th February
1897 came to lie over so long.
You will remember that the
paper was in the reference dept.
when I returned from leave
(22nd March) & was [illegible] brought
to my notice in reply to an
enquiry as to whether any
papers were lying over.

Was the Current shown
in the Arrear list? If so, what
remarks were made against it?
If not, ask the Arrears list clerk
to explain

Cuis
28/4/97

For the CA.

The current was received in office on the 26th Febr.
It was first registered in the Public Deptt, wh deptt
transferred it to the Frid deptt on the 5th March
without any papers & without giving any clue
as to the current for which the fees quoted in
the current [illegible] were taken out. On the receipt of the

vide pencil note on the right hand side B'

current in the Financial Deptt it was found that the f/s quoted in the current were taken out for Public C. W^o. 4110 of '96 which went to Hon. on the 21st Jan'y '97. This Public current (4110) was returned to the Office by Hon on the 22nd Jan'y for ~~Checking~~ Certain rates of overtime allowances as directed by the C.S. C.S. The Office after checking the rates sent up the file to the C.S. with a note. As the f/s quoted in the current in question were taken out for that current I merely made a note to the following effect "The papers quoted in this current are taken out for C.W^o. 4110 Pub which is now with the C.S" & sent up the paper to Mr. D'Cruz on the 10th March. Mr. D'Cruz sent for me the following day & handed over the paper to me saying that he could not do anything with the paper without the f/s quoted in it. He wanted me to ask Mr. Bird if the Public current referred to above was still with the C.S. I asked Mr. Bird the said 'yes'. & I told Mr. D'Cruz of this also he told me that if the f/s were with the file now with the C.S. this paper would have to wait until they were available & accordingly the current was lying over in the Ref Deptt & Mr. D'Cruz did not give me any instructions to remove the other file from the Chief Secretary's room to take out the f/s. I was awaiting for the f/s but they were not returned to the Office.

just a few days before you joining duty I told Mr. D'Cruz that the f/s were not even then available & he told me to bring this to your notice on your return from leave. In accordance with the orders given to me to send up the paper to you with a note it was sent up with a note.

P

× Brought up to 11th March on the 24th morning

The current ~~did not~~ appeared in the arrears list after the 3 weeks interval ~~but~~ but it was then shown as sub. to C.S. as ~~not Cons~~ in after its receipt in the Deptt when it had been sent up with a note.

29/4/97

Cons

Submitted to the C.S. Mr. D'Cruz is on leave but his explanation will be obtained if necessary. The paper was sub. to me on the 24th March (two days after my return from leave) on my enquiring of the Registrar if any old papers were on hand - I sub. it to C.S. the same day (vide note flagged). C.S. sent for me next day or 26th (Sunday) & told me to take the f/s and required out of the other file. This I did & immediately sub. the papers to C.S. (vide note on docket flagged 28.4.97) Mr. de Cruz is apparently the Officer in charge. The file with me was not an urgent one

and having more pressing work at the time to attend to remained on my table. Mr. de Cruz should have done what Mr. Schmidt did, ask me for the papers & the file would have been sent at once. His explanation would have been called for. I knew nothing of the petition until Mr. Hill mentioned it to me and I then sent down a chit to the Press at once to enquire about it.

HD
29.4.97.

This matter may be left to the C.S. to dispose of

HD
30/4/97

Financial (1897) Department.

CURRENT No. 1320

CHIEF SECRETARY
28 APR. 1897
GOVERNMENT OF MADRAS

Returned

For Orders

From The Superintendent
Government Press,
Madras

No. 1775

Submitted with reference to G.O. No. 338A. of 14.4.97 (flagged A') & the notes thereon.

The explanation of delay called for by H. M. in his note of 14.4.97 is submitted in the paper below this.

Correct. Mr. de Cruz will be called upon for an explanation and of course will be taken of the conduct which Mr. Bird should either have told him to send a chit up for the Kapies or have himself asked for them.

29.4.97

I beg to strongly support the recommendation of the Supdt with regard to overtime. The way in which the Press is now frequently driven is trying hard on the men and I must say that whenever a demand is made the work is turned out with great celerity and well. I may cite as an instance the recent case of the printing of the questions and answers for the last meeting of the Leg Council. The work is also best served in the Govt. Press as I have satisfied myself by personal inspection and it is I submit hard when the men who are not highly paid to expect them to work until two o'clock

Dated 27th April 1897.

Received 28 } " "
Registered 29 }

Enclosures one.

Spare copies —

SUBJECT.

Submits that the press and machine men have returned to work and solicits that the payment of overtime allowance to the employés who were receiving it hitherto be resumed from 1st May 1896.

BACK PAPERS.

G.O.	No.	Department.	Date.
338A	14-4-97	✓	
825	2-12-96	✓	
769	13-11-96	✓	
635	28-9-96	✓	
634	28-9-96	✓	
906 Pub.	4-11-95	✓	
445	11-6-95		
1161 Pub.	6-12-88	✓	

FURTHER PAPERS.

G.O.	No.	Department.	Date.

[G. 25]
1,000—14-12-96.

Financial DEPARTMENT.

C. No. 1320

III H. E. THE GOVERNOR.
I THE HON'BLE MR. BLISS, C.I.E. ✓
II THE HON'BLE MR. GROSE, C.I.E. ✓

SUBJECT,
Payment of overtime allowance to the Press employés

FOR ORDERS.

The gist of the matter lies in the words I have underlined - In para 2 (b) of this letter of Feb 25 (in G.O. 338A 14.4.97) the Supt says that the salaries paid are only [why only I don't see] about the average you can low workmen in private presses &c &, also are invariably paid overtime for extra work. He then goes on & state that the men's service is unsuitable under the rules, those getting Rs 15 & over being classed as superior, & those getting less as inferior, servants for the purpose. Besides this, of course, the men get holidays (not of the same extent as clerks apparently, but certainly of greater extent than men in private employ) and are entitled of pay during leave & free medical treatment as other Govt servants are. It seems to me therefore that the U.S's statement is incorrect. The men do get more than other people of their Class do. Of course if they like & give up their advantages as regards pension &c & claim overtime as persons in private employ do, there is no objection - but I cannot see why they should be allowed to enjoy both the advantages of being in Govt employ & the advantages of not being in it - I think they should be required & elect one or the other -

I am glad to see that the amt of overtime has materially decreased since the revision of our presses & the issue of the new arrangements as to the issue of the gazette. However one must ask whether a further decrease of pressure after the hours which Operatives of this class have to put in elsewhere without getting anything extra for it especially when elsewhere overtime is a recognised institution

LD
29/4/97.

C 30/4/97
R 4/5/97

C 1/5/97
R 4/5/97

What is the exact value of all these advantages put together, I don't know. The actuarial value of the right to earn a pension is taken at 1/10 approx in the case of inferior servants but higher rates in the case of superior servants.

In going into the question however how far these advantages ought to reduce the overtime payments I do not think, however, they can be of such value as to warrant the total cessation of those payments. At all events it will be impossible to convince those

in regard to the issue of the Gazette could not be obtained by reverting to the old system under which the Gazette was issued thrice a week. ~~Could~~ Or, perhaps, instead of issuing the whole Gazette twice a week, the issue of the parts which contain the orders of Govt., the Educl. orders & the orders of the Bd. of Revenue & Commissioners, Lawes &c might come out more often, & Res: & Commt. advts, lists of post candidates, Exams notifications & the supplements generally on another day. This should decrease pressure & obviate the need of overtime a good deal, I should say.

JS
30/4/97

workmen that two out of three orders are far away from prospective benefits compensates them for getting fewer rupees than are given in private presses. Whilst the inquiries are being made I think overtime payments should be allowed.

JS
3/5/97

The benefits of pensions, holidays &c have I presume already been discounted in fixing the rates of wages. I do not think, if this is the case, that they can properly be called in again to justify the imposition of new and unrecognized work. In any case, however, I agree with the Hon. Mr. Grose that the overtime payments should be allowed.

A.G.H
3.5.97

But the Supt. shows that they have not been

JS
7/5/97

C 5/5(97) C 7/5(97)
R 7/5(97) R 8/5(97)

Payment of overtime allowance to the Press Employés

(1) St.G. this Proposr
(2) The Hon'ble Mr. Grose C. S.
(3) The Hon'ble Mr. Ellis C. S.

Minute

In his memo: of 7th 25, 1897, the Supt. of the Govt. Press shows that the men in the Govt. Press, of the classes to whom overtime would be ~~given~~ allowed, get much the same rates of pay as are paid in private presses. Besides this, they are entitled to advantages in the way of pensions, allowances during sick ~~leave~~ and other leave, free medical attendance and holidays, which persons employed in private presses do not get. If therefore, they are allowed overtime they are practically paid more than persons of the same class in private presses. I cannot see why this should be, the Govt. Press being an institution which must be worked on business principles. I support therefore Cowen in the proposed letter to the Govt. of India. If these men are to be paid overtime, they should cease to be classed as permanent Govt. servants and enjoy the consequent advantages above mentioned.

A. Wilson
May 7, 1897

Copy with A.G.H
JS 3.5.97
7/5/97

E

NOTE

Draft order and letter regarding the payment of overtime in the Govt. Press is submitted in accordance with the views of the majority. It will be seen from the Acct. Genl's letter in G.O.No. 634, d/ 28th Septr. 1896, that he considers that the grant of overtime to press employés requires the sanction of the Govt. of India. Its sanction must therefore be first obtained, for if this Govt. were to rescind the order of last Septr., on its own motion, the A.G. would, under Art: 1633 of the C.A.Code, request a reference to the Supreme Govt. and the matter would thus be delayed. If H.E. the Governor and Hon'ble Members consider, however, that some of the arguments brought forward in the letter might be embodied in an order sanctioning the restoration of overtime, (copy of which would be sent to the A.G.) this will be done and the A.G. left to accept the order or not as he pleases.

CWS
5/5/97

I think that it would be safer to await the result of the reference to India. Besides if overtime is given at once the men are very likely to come to the conclusion that as a result of these strikes and strike agns themselves they

* have a grievance

AD 5/5/97

A

* Recd. after C. No 1320 circd. vide note Chairman Circ

A

2.5.97

7/5/97

Note With ref: to para 2 submitted that it to Public, which deals with Press matters, to take further action. The papers have been in Financial hitherto only because the question arose originally out of the Budget division

Circ

Financial dept:

C.Nos.1320 & 1325.

ORDER

On reconsideration, H.E. the Governor in Council is pleased to cancel G.O.No.634 Finl., d/ 28th Septr. 1896, and the Govt. of India will now be requested to sanction the restoration of the payment of overtime allowances, with effect from the 1st May 1896, to such of the employés in the several departments of the Govt. Press as were receiving the same prior to 30th April 1896.

2. The Public Dept. will be requested to institute enquiries as to whether pressure of work in the Govt. Press and the consequent need for overtime payment might not be obviated, to some extent, by the issue of the Gazette twice a week or by the issue of the various parts on different days. That dept. will also be requested to consider how far the advantages enjoyed by the employés of the Press as regards

regards pensions, leave, holidays and free medical treatment ~~should~~ reduce overtime payments.

(from orders)

Aw S
5/5/97

To

The Supt., Govt. Press (q of both and para 1 of order)
,, Public Dept: (q of both) with papers and notes in original

Note The first two paras of this letter follow the draft flagged P in G.O. 634 of 28.9.96
Cmb

D.94
5.5.97

JG
7/5/97

G.O. 937 Pub. (in Madras)
14.11.95

L E T T E R

To -

The Secy. to the Govt. of India,

Fin: & Com: Dept:

SIR,

I am directed to state that overtime allowances to the permanent establishment of the Govt. Press were uhtil the 31st March 1896 shewn in the budget estimates under "Piece work establishment" and drawn in the Piece work bills. In the estimate of the Press for 1896-97, however, the Supt., under instructions from this Govt., separated the "Overtime charges to permanent establishment" from "Piece work establishment".

2. Subsequently On the Supt. submitting separate bills for overtime allowances to the Acct. Genl., that officer ~~has~~ objected to the payment of the same on the ground that art:88 (a) of the C.S.R. lays down that the whole time of an officer is held to be paid for by the State, and that he may be employed in any manner within his own branch of duty without claim for additional remuneration. He ~~point~~ ~~out~~ ~~held~~ that this principle has been further emphasised in para 3 of Govt. of India, Fin: & Com: Dept. letter No.1440, dated 17th June 1885, and consider ~~d~~ that, although the local Govt. could, under art: 93 of the C.S.R., increase the pay of an officer up to Rs.250 per mensem, it could not grant overtime allowances without the special sanction of the Govt. of India, in cases coming within the scope of art: 88 & 91 also.

3. As regards the contentions of the Acct. Genl, I am to state that on enquiries instituted by the Supt. of the Govt. Press, it has been ascertained that

overtime

G.O. 280
2.7.85 Marine

Supdt's Office note at Z page 4

= a fact that is borne out by the Civil Estimates

overtime is paid for printing the Gazette and for emergent work in the marginally noted Govt. Presses in India, ~~This fact seems also to be apparent from the entry in the Civil Budget Estimates. It also appears~~ and that it is usual for ~~the Govt. of India to sanction the budget allotment for overtime received from the Supt. of Govt. Printing in India and~~ the various local Govts. to sanction these budget allotments for overtime in their presses without reference to the Supreme Govt. The ruling of the Govt. of India in 1885, which has been quoted by the Acct. Genl in support of his contentions, refers, I am to point out, to overtime to superior officers in the Marine dept. whilst there it clearly states that the allowances are, under certain circumstances, admissible to subordinates in receipt of salaries of Rs.300 and less.

Central Press, Calcutta
Branch " Simla
Govt. Press, Bengal
" Central Press, Bombay
" Press, N.W.P. & Oudh
Chief Commr's Press, C.P. Nagpur
Punjab Govt. Press, Lahore
Assam Sectt. Printing Press Shillong
Govt. Printing, Burma

4. I am further to submit that articles 88 and 91 of the C.S.R. are not applicable to Govt. Printing Presses which are concerned with technical

Supdt's note at L

Para 3 of C.M. 1320

industries for which overtime is unavoidable in the interests of the State. The work of the Press and machine dept. in the local press is laborious and although the employes are largely drawn from the labouring class, they are in charge of valuable machinery, and care, accuracy and finish in their work are essential. It is impossible to avoid overtime in connection with the urgent business of the State e.g. the printing of papers connected with famine, the printing of departmental reports in order to admit of their submission within the due date, the printing of legislative work which is extremely heavy during the session of the Council, the Budgets and Civil Estimates &c &c.

Para 5 of C.M. 1320

5. No overtime allowance has, I am to state, ever been paid to the Dy: and Asst. Supts., Head Examiner, Accountant, Cashkeeper, clerks, under-warehousemen, storekeeper, messengers, attenders, lascars, packers, peons, cartmen and menial servants of the Press and no change in their cases is recommended. But in

In the case of other employes overtime has been paid for extra hours worked since August 1865; from Decr. 1876 up to 31st March 1896 the payments have, the Supt. reports, been shown separately in the piece-work abstract bill forwarded to the Acct. Genl. monthly for payment, as "overtime to examiners, pressmen, and machine men and binders" and it should have been apparent to the Acct. Genl. that these payments were intended for the permanent establishment, there being none of these classes of men on piece work and no overtime being paid to piece-workers who receive wages for the work performed. Overtime charges have, moreover, been regularly shewn in the annual reports of the Press from 1877-78.

6. From the rules regarding hours of attendance and overtime in the local Govt. Press extracted in the margin, it will be seen that every precaution has been taken to discourage the making of overtime

Attendance - from 9 A.M. to 5 P.M. When there is an abundance of work, the general time will be from 8 A.M. to 6 P.M. for which orders will be issued. For the outturn of urgent work the whole or a portion of the dept. will attend at, and remain until, the time directed by the Supt.

Overtime is not paid for work commenced after 7 A.M., nor is it paid for work done from 5 to 7 P.M., i.e., not less than two hours overtime is paid before 9 A.M., and it is does not commence till after 7 P.M. Only men on the permanent and on time account are paid overtime, at the rate of their wages.

In the press and machine dept. when work begins at 8 A.M. and continues until 10 P.M. one hour's overtime is reckoned from 8 to 9 A.M.; on other occasions the rule regarding overtime is followed.

overtime by workmen by delaying work during regular hours. Enquiries will also be instituted as to whether pressure in the Govt. Press and the consequent overtime payments might be somewhat reduced by alterations in the arrangements as regards the issue of the Gazette.

7. In the above circumstances, I am to request the sanction of the Govt. of India to the payment of overtime allowances with effect from the 1st May 1896 to such employes in the several depts. of the Govt. Press, Madras, as were in receipt of it prior to that date and, as the matter is urgent, the recent stoppage of overtime having led to a strike in the Press and to great inconvenience and difficulties as regards the printing work of Govt., I am to solicit the favour of an early reply to this letter by telegram.

I have etc.

C 11/5/97 C 14/5/97
R 13/5/97 R 14/5/97

Fmd. Dept

Payment of Overtime to Press Employees

Submitted to H.E. the Governor and the Hon'ble Mr. Grose C. of E. with reference to the Minute of Dissent recorded by the Hon'ble Mr. Bliss, C. of E.

It is understood that a copy of the Minute should accompany the letter and in that case a para will be added to the latter as follows

"The Hon'ble Mr. Bliss C. of E. who dissents from this recommendation, has recorded a minute copy of which is enclosed

Cl. 8/5/97 Ld 10/5/97.

Resubmitted to the Hon'ble Mr. Bliss C. of E. with reference to the notes of H.E. the Governor & the Hon'ble Mr. Grose C. of E. of 13.5.97

Cl. 13.5.97 Ld 13/5/97.

Understanding that my hon'ble colleagues have

With reference to the Hon. Mr. Bliss' argument, I would point out that private workmen get overtime (See Govt. No. 754, 26 Feb./97). Stoppage of overtime is equivalent to reducing the pay of the force, mean by 17½ p.c. on an average (See same answer). Following Mr Bliss' contention, Pensions in general must be considered as equivalent to 17½ p.c. less pay, which seems high. Moreover, Mr. Bliss' argument is based on the assumption that the force gets the same class of men as private presses. We probably secure a better class. It also assumes that men employed on a private press, do not, sometimes receive pensions in some shape. This is not established.

I moved to have clear that Mr. Bliss suggests no means of curing the evil and of the same and of avoiding the strike. What remedy would he propose instead of payment for overtime? In reading Mr. Bliss' Protest, three points showed, I think, to advantage.

A.H.H 13.5.97

JG 13/5/97

decided to despatch a certain letter, the draft of which was circd., to the Govt. of India, I recorded a minute of dissent thereon. Now it appears that they wish to alter their letter to the Govt. of India. I doubt if this is in accordance with precedent in regard to the record of minutes of dissent and it is obviously an inconvenient course, as it puts us period to the transaction in question. I hope my hon'ble colleagues now alter the terms of this proposed letter and I dissent again - they may, in the precedent of what has already taken place, again desire to alter their draft and I again desire to dissent, and so on in infinitum. I doubt therefore whether they are at liberty to alter their draft, unless, indeed, they desire to withdraw it + to adhere to my views. I have no desire, however, to insist on this technical point. Let my hon'ble colleagues settle the terms of the letter they desire to despatch + I will then consider whether I will record any, and what, dissent.

GS
14/5/97

[illegible] Q

390—30-7-96.

NOTE FOR THE CHIEF SECRETARY.

As regards "Minuting" on a "Minute" please see the Moplah G.O.(No. 1567 Judl., d/ 30th Septr: 1896) flagged Q where there was considerable minuting and where the draft order was altered in course of minuting - vide top of page 134

2. As regards the general question when minuting should begin and when it should cease, please see the Hon'ble Mr. Huddleston's Minute d/ 1st Septr. 1878 (paras 3-5) on pages 46 & 47 of G.O.F.No. R 1458 Pub., d/ 27th Septr. 1878. His arguments in para 4 against a Member of Govt. minuting after a decision has been arrived at apply in the present case. To use his words "it precludes the other "Members of Council from considering or "discussing the arguments of their col- "league, or of recording counter-state- "ments ..... and it would ... be cal- "culated to give a false or unfair bias "to the judgment of the higher authori- "ties when the proceedings of Govt. come "under review". Mr. Huddleston considered (para 5) that the time for closing a discussion was reached when a resolution in Council has been declared by a majority either in Council or in circulation and "that the minority are not "then at liberty to reopen the discussion " or to record a fresh expression of "views which very possibly may adduce new "arguments or place in a new light those already urged or even contain statements "of circumstances , the force or com- "pleteness of which might not be

admitted

"admitted by the majority although the
" opportunity for questioning ~~this~~ them would
" have passed."

3. The Hon'ble Mr. Carmichael considered this contention "preposterous" (para 4 of his minute on page 49 of G.O.No.1458 Pub., d/ 27th Septr. 1878). He pointed out the impossibility at times of a Member of Govt. being in a position to record his dissent before a decision was arrived at by the majority, deplored (para 5 ~~& 6~~) the absence of rules on the subject, and instanced the provisions in Sec: XXIII of 21 & 22 Vic., Cap.106, in regard to the rights of the Members of the Council of India to have their minutes recorded.

4. The outcome of these papers was the Despatch No.44, d/ 27th Septr. to the Secy. of State (marked with red tape in the volume); Lord Cranbook's reply d/ 21st Novr. 1878 in which His Lordship gave a ruling on one point only of those raised; and the rule framed by the Duke of Buckingham recorded in G.O.No.665 Judl., d/ 25th March 1879 which limited the time within which a Minute of dissent could be recorded to a week. This does not help towards the solution of the point at present at issue.

G.O.No.449 Pub., d/ 26-3-79

5. It is respectfully submitted that for the reasons advanced by the Hon'ble Mr. Huddleston, it would not be desirable to hold that the majority cannot ~~write~~ minute after a dissentient

Member

Member has done so. At the same time it is equally undesirable that a draft once minuted against should be altered. Any views which the majority may wish to bring on the record ~~should be~~ subsequent to the recording of a Minute of dissent by the ~~majority~~ minority should, it is submitted, be by means of minute. This would doubtless protract the discussion but a time must come in the course of the minuting when both the majority and the minority would not care to record further views. It would not do, it is submitted, to lay down any rule which would threaten to curtail free discussion on a subject. The form of that discussion depends on the course of events, but it is thought that a Minute must be replied to by a Minute, if the reply is to be brought on record.

CMS
19.5.97

C 1915/97

[G. 26]
1,000—14-12-96.

Financial DEPARTMENT

C. No. 2/320 + 1325

E

/ H. E. THE GOVERNOR.
~~THE HON'BLE MR. BLISS, C.I.E.~~
2 THE HON'BLE MR. GROSE, C.I.E.

SUBJECT.

Overtime to Press Employés

FOR ORDERS.

I accept the Chief Sec's view of the matter. But, I think the Hon. Mr. Bliss should see my minute of 13.5.97, which has been endorsed by the Hon. Mr. Grose.

A.H.
21.5.97

Resubmitted with reference to the note of the Hon'ble Mr. Bliss, C.E., dt 14.5.97

Cur 5.97 14.5.97 I thought it desirable to look up former cases of translating: hence the delay in recirculation. A note on the Press Rules is submitted.

~~I venture to suggest that~~ I venture to suggest that the draft should stand as it is and that it should be recorded by H.E. the Gov. and the Hon'ble Mr. Grose. If this is done the case to the Govt could run "The Hon'ble Mr Bliss C.I.E. and ~~the~~ Mr ~~others~~ have recorded ~~with~~ their views on the proposal ~~to~~ of which ~~the~~ a translation is enclosed. H.E. the Gov. and the Hon'ble Mr Grose C.I.E. are inclined"

This I submit would place matters clearly before the Govt. of India.

AH
19/5/97.

c 22/5/97 c. 26/5/97
R 25/5/97 R 26/5/97

Finance Dept.

[G. 25]
500—23-11-96.

H. E. THE GOVERNOR.

~~THE HON'BLE MR. BLISS, C.I.E.~~

~~THE HON'BLE MR. GROSE, C.I.E.~~

SUBJECT.

Overtime to Press employees.

FOR ORDERS.

I wish that the Hon. Mr. Bliss should see my Note before I submit it to Minute. To this in the hope that Mr. Bliss may possibly modify his opinion, or be able to suggest some compromise.

A.H.
23.5.97

(13.5.97)

Recommitted to the Hon'ble Mr. Bliss. C. 25.5. with reference to the foregoing note above.

Chas
26/5/97

JH
25/5/97.

I saw H.E.'s note of 13/5/97 before I sent my note of 14/5/97 & intended to refer it then & because I understood it rather as instructing the Secty to prepare a draft, on which I should have a subsequent opportunity of minuting, than as addressed to me. As however, H.E. wishes to know what I have to say in reply to his note of 13/5, I proceed to note on it.

H.E. begins by referring to the Resolt at the end of para 2(a) of C No 754 (in G.O. 338 A 14.4.97) that to refuse overtime pay

Irish Reference to the Govt. Note dated 21st inst. attention is invited to G.O. No. 357 Read dated 23rd April 1850 (Rule 9 page 78 of the Handbook of Procedure and Precedent) also to Letter of the Ch. of Directors No. 28 dated 10th Oct 1849 para 15 (at page 77 of the book referred to above).

It is submitted that as a Rule case be converted into a Resolution, the Note of H.E. the Govt. dated 13/5/97 may be signed and dated the day on which it is so signed. The papers can then go on to the Hon'ble Mr. Grose to whom the Book dated 19/5/97 has not yet been submitted and he can record a Resolution concurring with H.E. or a separate one.

JH
22/5/97.

is practically equivalent to reducing the men's pay by 17½% on an average. I should like this statement checked, for, as it stands, I don't understand whether it refers to the old scale or to the new scale of overtime pay, vide the last para of the same current, in which it is shown that since new machines have been promised & a change made in the arrangements for the issue of the Gazette, the amt of overtime earned has decreased by about half. I should also like to know (in fact this must be ascertained in order to check this statement) exactly what gets on or used to get overtime pay, and in the answer to this question the designations of the men should be given precisely according to the nomenclature used in the budget, which is not the same (either as regards rates of pay) as that given in the margin of para 2(6) of the same current.

Reading full inferences from these facts, I cannot say that the 17½% seems data for reasons on the face of it, thus: — 17½% = rather more than ⅛. How overtime should be worked out of the 7,635 p.m. (vide enclosure to C No 2140 in G.O. 28.9.96)

Private workmen of course get overtime, but then they don't get pensions &c. I have not contended that pensions alone are equivalent to 17½% on the men's pay (if used, overtime was equivalent to 17½% on their pay, which I doubt, as it implies an average working day of over 11 hours) — On the contrary I pointed out in my note of 30/4/97 that the value of pensions in the case of inferior servants, such as all or nearly all these men are, is calculated at 6¼% — But there other advantages enumerated in the same note, common to employés, should not be entirely left out of account, for they are of considerable value.

It is true that I assumed that the men in the Govt Press are of the same quality — As regards the Lunacy Asylum & S.P.C.K. presses, I should say this was a correct assumption. As to the others, I don't know — Higginbotham, however, turns out good work.

I also assumed that the men in private presses do not get pensions — Enquiry may be made on this point, but it is so extremely unlikely that they do that I should hardly think it worth while to take the trouble of doing so —

As regards the means to be taken for avoiding strike & the course to be taken for the future, I don't myself believe that a strike is to be feared — It seems true that the men must in the long run agree to go without overtime pay, if Govt refuses to give it. But, as I have already said, I have no objection to the grant of overtime pay to men who are not classed as permanent hands & who are therefore not entitled to pensions & the other advantages above referred to. I should therefore offer the alternative of permanent service & no overtime pay or of temporary service and overtime pay & let the men choose.

In looking through the papers I have come on G.O. 635 / 30-9-96 in which explanation was called for from the Supt on several important matters. This does not seem to have been replied to. How is this?

RS
26/5 797

vide Pub Off 4110 in file below

* Piece work rates higher at the Govt Press than at the L. A. Press. The rates granted to compositors so high that they can earn "much above the ordinary trade rates in London".
Piece work rates altered by the Supt without authority.

Finl. Deptt.

(From Govt)

Encls 1320 & 1325.

Memo. No. 1151
31.5.97

The Superintendent, Govt. Press is requested to state in detail, the employees of the Press who get or used to get overtime allowances - The information should be furnished in a tabular form showing the pay, overtime allowances and designation of the men, the designations being given precisely according to the nomenclature used in the budget estimates.

2. In para 2 of his Office note No. 882 & 25th Feb 1897 the Supdt. stated that the stoppage of overtime is practically equivalent to reducing the pay of the men by 17½ per cent on an average - The Mint is requested to furnish particulars of the calculation by which he arrived at this conclusion - He should also report whether his statement refers to the old

or new scale of overtime pay
-vide the last para of the same
office note in which it is shown
that since new machines have
been procured and a change made
in the arrangements for the
issue of the gazette the
amount of overtime earned
has been decreased by one half-

3. The Supdt. should also
ascertain and report if the
employés of any of the private
presses in Madras are
granted pensions or gratuities
on retirement.

4. The above information should be
submitted at a very early date
(from Cross)

Curs 5/5/97

Rr 31/5/97

Supdt., Govt Press (9)

Note for Cs.

The Lawrence Asylum Press
has a pension fund out of which
the employés are granted pensions
vide para 22 of Mr Firth's report
on page 4 of Go. No. 182 Finl dt 18-3-1896.

H.M. does not apparently wish
that Mr Hill's opinion should be asked for
as to the relative quality of men employed in the Govt Press & in private presses in Madras

Cs For orders whether this para may be struck out.

5/ This information is in a G.O. in Finl Dept. G.O. dt 30. Sept 1896. 635 & 9 Finl

Curs

I cannot find it here-R

Dear/ed 31/5/97

The employés of both should be contributors to the Fund & pensioned

All hands this

Finl. Dept

E

Messrs Higginbotham & Co.
— Vest & Co.
— Addison & Co
The Secy. L. A. Press
— Secy. S.P.C.K. Press.

Finl. Dept

C.P.D 1320 & 1325.

Memo. No. 1172
3-6-97.

The Chief Secretary to Govt. would be much obliged if Cs would kindly inform him if they employés in the printing dept. are granted any pensions or gratuities on retirement, and if so what the rates and rules regulating the same are.

The favour of an early reply is requested.

Rr 1/6/97.

Curs 1.6.97

Messrs Higginbotham & Co, Madras
— Vest & Co "
" Addison & Co "
The Secy. L.A. Press "
" " S.P.C.K. Press "

Dear/ed 3/6/97

Note for Cs.

It is submitted that this information will be obtained more expeditiously direct from the Presses than thro' the Supdt., Govt. Press.

[F. / 23]
1,000—25-11-96.

Financial (1897) Department.

CURRENT No. 1728.

From

Messrs Addison & Co
Madras

Order

No.

Dated 5th June 1897
Received 7th do —
Registered 9th - - -
Enclosures -
Spare copies. -

SUBJECT.

Stating that they do not grant any pensions to employés on retirement.

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

ADDISON & CO.,
PRINTERS AND PUBLISHERS
To the University of Madras,
STATIONERS
AND
FANCY GOODS MERCHANTS.

158, 188 & 189, Mount Road.

CURRENT NO 1728

S/7/1897

Madras, JUN 5- 1897 189

The Chief Secretary to Government
Financial Dept.
Ootacamund

CHIEF SECRETARY'S
7 JUN. 1897
GOVERNMENT OF MADRAS

Sir/

In reply to your Memorandum No 1172 of the 3rd inst, we have the honour to state that we have no rules for the pensioning of employees on retirement. Continuous service of several years is a very rare occurrence, as a rule workmen seek change of employment every few years. In the event of an old servant retiring on account of age or ill-health we should allow a small monthly pension but any such case would be dealt with on its merit. We do not acknowledge any claim to a pension or retiring allowance on the part of our employees

Your Obedient Servants
per pro. ADDISON & CO.
Chief Clerk

[F. 23]
1,000—25-11-96.

Financial (1897) Department.

CURRENT No. 1726

From The Assistant Secretary
S. P. C. A.
Madras

Order

No. -

Dated 5th } June 1897.
Received 7th
Registered 9th — Do —
Enclosures —
Spare copies. —

SUBJECT.

Stating that there is no rule regulating rates of pension or gratuities granted to the employés of the Press on retirement

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

PRESS.

CURRENT NO. 1726

Society for Promoting Christian Knowledge,

17, Church Road, Vepery, Madras.

5/7/1897

5th June 1897.

CHIEF SECRETARY * 7. JUN. 1897 * GOVERNMENT OF MADRAS

To

The Chief Secretary
to the Government of Madras.

Ootacamund.

Sir,

In reply to your Memorandum No. 1172 Financial Department of 3rd instant I have the honor to state that there is no rule regulating rates of pension or gratuities granted to the Employees of the Press on retirement.

In deserving cases gratuity amounting to one or two months wages is granted if recommended by the Select Committee

I have the honor to be
Sir,
Your Obedient Servant,

C. Wall
Asst. Secy. S.P.C.K.

[F. 28]
1,000—25-11-96.

Financial (1897) Department.

CURRENT No. 1727.

From

Messrs Higginbotham & Co
Madras.

Order

No.

Dated 5th June 1897
Received 7th " "
Registered 9th " "
Enclosures —
Spare copies. —

SUBJECT.

Stating that no employés in their printing Dept. are granted pensions.

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

CURRENT NO 1727.

HIGGINBOTHAM & CO.,
By Appointment in India to H. R. H. the Prince of Wales.

Book-sellers, Publishers, Stationers.
Printers, Bookbinders, Engravers.
Book and Job work Printed.
Monograms, Dies, Crests, artistically cut.
Visiting, "At Home, Wedding, and Dinner Invitations engraved.
Ball Programme with Pencils supplied and printed.
Complimentary and Office Stationery.
Ledgers, Blank Books.
Second-hand Books well selected and cheap.
Chubb's Patent Office and Despatch Boxes.
Chubb's Patent Locks, Chests, and Safes.
Windsor and Newton's Water Colour Materials.
Mathematical and Drawing Instruments.
Miscellaneous, Fancy Goods.

ESTD. 1844.

BRANCH—South Parade Road, Bangalore.
BOOK STALLS—Central Station, Arconum, Raichur and City Station, Bangalore.
1/164, 2/164 & 165, MOUNT ROAD.

S/1665

Madras, June 5 1897.

CHIEF SECRETARY'S OFFICE
7 JUN 1897
GOVERNMENT OF MADRAS

To The Honble J. Pinckney C.S.I.
Chief Secretary to Government
Ootacamund

Sir

We beg to acknowledge receipt of your letter No 1172 dated June 3rd

In reply we beg to state, that no employes in our Printing Department, or other Branches of our business are granted pensions when incapacitated by age from leading a life of activity in the performance of their duties. (1) In fact, those who have been with us for 25 years and upwards, are permitted to continue in their appointments until removed by death.

In Conclusion we beg to add that it is not the practice with Tradesmen to grant pensions to their Superannuated Servants, as is done by Govern Ent

Statements (1) & (2) are herewith as requested

Chub 18/6/97

6

Encl

We are Sir
Your obedient Servants
Gippsland Herald

[F. 23]
1,000—25-11-96.

Financial (189) Department.

CURRENT No. 1731

From Messrs Vest & Co
Heidon

Order

No.

Dated 5 June 1897
Received 7 — " — "
Registered 8 — " — "
Enclosures
Spare copies.

SUBJECT.

Stating that they have no pensioned employees of their office.

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

[F. 23]

Memorandum.

From VEST & COMPANY
ESTABLISHED 1868.
COMMERCIAL PRINTERS AND STATIONERS, PUBLISHERS
AND
ACCOUNT BOOK MANUFACTURERS.
Telephone No. 135. Mount Road, Madras.

OFFICE OF THE CHIEF SECRETARY TO GOVERNMENT OF MADRAS
7 JUN 1897

To The Chief Secretary
Financial Dept. Govt Sao

5. 6. 1897

CURRENT NO. 1731

Sir,

Replying to yours of 3rd inst. as we have no pensioned employees, we are unable to comply with your request.

We are Sir
Your faithfully
for Vest & Co.
W.E.B.

[F. 28]
1,000—23-11-96.

Financial (1897) Department.

CURRENT No. 1764

From The Secretary
Lawrence Asylum Press
Madras

Order

No. 1133

Dated 8th June 1897
Received 10th —do—
Registered 11th — " — "
Enclosures —
Spare copies. —

SUBJECT.

Stating that the Direction has never bound itself to grant pensions but that its servants are always granted pensions like Govt. employés

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

CURRENT NO 1764

Director Ceylon Museum

Colombo 8th June 1897

M 1133.

RECEIVED
CHIEF SECRETARY'S
10 JUN 1897
GOVERNMENT OF MADRAS

From

The Secretary
Director Ceylon Museum
Madras

To

The Chief Secretary to Government
Financial Department
Ootacamund

Sir,

In reply to your Memorandum
No 1179 of the 3rd Instant I have
the honor to state that the
Director of the Museum followed
the lead of the Governors of the
Public and Board Orphan Asylums
when in September 1871 Proceedings of
Government Educational Department
No 272 it was treated as a separate
institution in granting pensions to
the Employes incapacitated by age or
infirmity.

2. The Director has never heard
officially to grant pensions but had
considered

considered each individual case upon
its merits and has followed as closely
as possible the rules appertaining
to Government Servants in the disposal
of them.

3. In May 1876 a fund was started
the interest of which was applied to
pensions. In November 1882 vide Re-
-cords of Government Public No 1882
the fund had reached Rs 32000. which
the Directors considered was sufficient
for the purpose, and contributions both
from the profits of the Mess, were
discontinued; and it was intended to
limit pensions to the interest accruing
from the fund; owing chiefly to the
reduction of Establishment and
consequent dismissal of one or two of
the Employees who had for the best
years of their lives to the Mess, the
interest has however exceeded and the
balance has to be paid out of Revenue.

The present State of the Fund and
pensions stands thus.

Fund	Interest	Pensions
Rs 37500/-	Rs 1309. 3. 6.	Rs 2507. 5. 1.

but the highest pensions will in the course
of nature soon fall in.

Davis.	Age 66	Rs 34. 12. 5.
McMurtry	" 66	52. 0. 0
Martin	" 55.	70. 0. 6.

and two of them really do not represent
extra expenditure to the Mess, but
the reverse, as their places on retirement
were filled up by men on much lower
Salaries.

McMurtry	Rs 134/-	Succeeded by Rs 40/-
Martin	150/-	do 70/-

and the same may be said of some others.

I have the honor to be
Sir
Your most obedient Servt
Ellis Fitz
Secretary

Financial (1897) Department.

CURRENT No. 1812

E

From

The Superintendent
Government Press
Madras

Order

No. 2531.

Dated 14th June 1897.
Received 15-6-97
Registered 15-6-97
Enclosures one
Spare copies

UNDER SECRETARY
15 JUN 97
PUBLIC & JUDL DEPT

SUBJECT.

Submits a statement containing the average monthly overtime earnings of the employes of the composing Examining and Press & Stock depts. of the Govt. Press for the first nine months in 1895 & 18

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

CURRENT No 1872

No. 2531.

Government Press,
Mint Buildings, Madras,
14th June 1897.

OFFICE NOTE.

With reference to Financial Memorandum No. 1151, dated 31st May 1897, the Superintendent, Government Press, submits a detailed Statement in the required tabular form, shewing the employés of the Composing, Examining and Press & Machine Departments with their designations, who generally receive, or used to receive overtime allowances, together with their average monthly overtime allowances for nine months from January to September 1895, immediately preceding the time when the new machines were procured and a change was made in the arrangements for the issue of the Gazette, and for nine months from January to September 1896, a period after the change referred to above.

2. The following is a Comparative Statement for the two periods, of the monthly average overtime charges incurred for

Acct. No. a 46.
150—1-8-97.

the above three departments.

	1895	1896
	Rs. A. P.	Rs. A. P.
Composing Dept.	40 - 4 - 11.	39 - 9 - 10.
Examining — do —	109 - 3 - 4.	103 - 9 - 4.
Press and Machine — do —	270 - 12 - 5	150 - 1 - 2.
	420 - 4 - 8.	293 - 4 - 4.

3. Since November 1895 when a change was introduced in the date of issue of the Fort St. George Gazette, no overtime charge has been incurred by the Binding Dept. for gazette work. Overtime for special and urgent work during each month is not likely to exceed Rs. 15 per mensem. The salaries of persons employed upon overtime work ranges from Rs. 3 to Rs. 10 depending upon the class of work in hand.

4. As regards the enquiry as to how the stoppage of overtime to the pressmen and machinemen is practically equivalent to reducing their pay by 17½ p.c., the undersigned submits that this percentage is obtained by comparing the total salaries (Rs. 17,947) with the total overtime allowances (Rs. 3,133) paid to them in that year 1895-96. - Vide Statement No. II of the Government Press Administration Report for 1895-96 for these figures. The Statement made by the undersigned in the last paragraph of Office-note, No. 882, dated 25th February 1897, that the amount of overtime has decreased by one half applies to the Press and Machine Dept. only during the nine months in 1896, and this Statement is nearly correct by the figures given in Press and Machine Dept. in paragraph 2 above.

R. Hill
Superintendent.

To
The Chief Secretary
to Government.

Enclosure to office note no. 2531. dated 14th June 1897.

From

THE SUPERINTENDENT,

GOVERNMENT PRESS,

To

THE CHIEF SECRETARY TO GOVERNMENT,

Madras.

Dated
Received } 189 .

ENCLOSURE.

Subject.

Detailed Statement of Employés of the Composing, Examining and Press and Machine Depts. of the Govt. Press, who receive or used to receive overtime allowances.

Depts. and Names of employés	Designation	Monthly Salary			Average monthly overtime earnings from Jany to Sept 95			Average monthly overtime earnings from Jany to Sept 96		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Composing Deptt.										
Mr. G. Moraes	asst. Composing Deptt.	100	-	-	-	11	8	"	"	-
T. Lutchmiah Naidu	Foreman 1st Gr.	70	-	-	-	12	10	"	"	"
Mr. E. A. Leal	"	70	-	-	1	11	2	3	5	4
" C. D'Sylva	"	70	-	-	1	11	3	-	10	11
" A Moraes	"	60	-	-	-	2	8	"	"	"
" A Brenger	"	60	-	-	6	6	8	6	3	7
" R Dillon	"	60	-	-	3	2	5	4	8	9
A Royalu Chetty	"	60	-	-	1	4	1	1	13	9
Mr. M. Hamilton	" 2d Gr	50	-	-	1	4	-	1	8	-
Mr. Ruthnam	Imposer 1st Gr	30	-	-	-	-	-	-	-	-
S. Royappen	"	30	-	-	2	3	1	2	9	3
Mr. Muneesawmy	"	30	-	-	"	6	8	-	-	-
S. Lazar	"	30	-	-	-	5	-	-	-	-
V. Ramasawmy	" 2d Gr	25	-	-	-	13	8	-	6	9
Mr. W. D'Rose	"	25	-	-	-	4	-	-	5	10
P. Muneesawmy	"	25	-	-	-	-	-	-	4	-
Mr. A. F. D'Sylva	"	25	-	-	1	8	8	1	6	2
B. Sabapathy	"	25	-	-	-	12	11	-	11	1
G. Ruthnum	"	25	-	-	-	10	-	-	3	4
Mr. W. R. Weston	"	25	-	-	-	14	9	1	6	6
C. Rangasawmy	"	25	-	-	2	14	5	3	10	8
F. Anthony	"	25	-	-	-	6	11	-	6	9
P. Narayanasawmy	"	25	-	-	-	12	8	-	12	11
C. Sivaguru	"	25	-	-	-	6	8	-	12	9
Mr. M. Ebenezer	"	25	-	-	2	9	6	2	-	11
T. Rajagopaul	" 3d Gr	20	-	-	-	-	-	1	2	8
S. Anbu Pillai	"	20	-	-	-	-	-	-	5	4
C. Anantheah	"	20	-	-	-	-	-	-	4	-
G. Chendragasen	"	20	-	-	-	11	2	-	9	10
Mr. M. Brown	"	20	-	-	-	-	-	-	-	-
P. Ethirajulu	"	20	-	-	2	12	10	1	-	5
Carried over		1140	-	-	35	6	8	36	9	6

Depts and Names of employés	Designation	Monthly Salary			Average monthly overtime earnings from Jany. to Sept. 95			Average monthly overtime earnings from Jany. to Sept. 96		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Brought forward		1140	-	-	35	6	8	36	9	6
P. Dorasawmy	Impose 3rd Cr.	20	-	-	-	8	8	-	10	-
T. Govindrajulu	"	20	-	-	-	5	-	-	9	7
M. Narayanasawmy	"	20	-	-	-	5	4	-	5	4
C. Rajaruthnam	"	20	-	-	3	11	3	1	7	5
P. Loganatham	"	20	-	-	-	-	-	-	-	-
P. Nathamuny	"	20	-	-	-	-	-	-	-	-
V. Krishnah	despatching clerk	20	-	-	-	-	-	-	-	-
C Subramanya Mudr.	"	14	-	-	-	-	-	-	-	-
Total		1294	-	-	40	4	11	39	9	10
		15528						476	0	0
Examining Depth.										
Mr. E. L. D'Costa	HD. Examiner	150	-	-	-	-	-	-	-	-
" A. F. D. Raitt	Examiner 1st Cr.	100	-	-	-	-	-	-	-	-
" T. D. Ryan	"	90	-	-	6	9	9	6	11	7
" J. Henricus	"	80	-	-	11	1	9	10	15	8
" A. D. Xavier	"	70	-	-	3	15	1	3	1	11
* vacant	"	65	-	-	4	11	5	3	14	10
" S. J. Pereira	"	65	-	-	12	3	4	14	15	5
T. K. Narayana Iyengar	"	60	-	-	3	2	7	3	2	7
Shaik Kareem	"	60	-	-	3	10	2	3	6	9
Mr. H. Frantz	2nd Cr.	55	-	-	4	15	5	1	6	-
A. Streeramulu	"	55	-	-	3	4	1	3	2	11
C. Rajagopaul	"	55	-	-	3	11	2	2	15	5
Mr. A. F. Eccleston	"	50	-	-	1	11	-	1	4	11
C. M. Thumbusawmy	"	50	-	-	5	-	4	1	14	3
Mr. W. D'moss	"	50	-	-	1	14	1	1	13	-
C. Parthasarathy	"	45	-	-	2	3	7	1	3	4
M. Pahilman Saib	"	45	-	-	3	6	1	2	15	2
P. Seetharam	"	45	-	-	1	10	11	2	8	5
Confidential allowance		20	-	-	-	-	-	-	-	-
Carried over		1210	-	-	73	2	9	65	8	2

Depts and Names of employés	Designation	Monthly Salary			Average monthly overtime earnings from Jany. to Sept. 95			Average monthly overtime earnings from Jany. to Sept. 96		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Brought forward		1210	-	-	73	2	9	65	8	2
G. Ramiah Sastry	Prof Reader	40	-	-	2	9	8	2	6	10
Yusuff Hussein	"	40	-	-	-	13	4	3	4	-
T. M. Chinnathamby	"	40	-	-	1	5	7	-	13	9
C. Ragavalu	"	40	-	-	1	1	-	-	12	9
V. A. Rajavelu	"	40	-	-	1	4	10	1	5	1
P. Sreenivasalu	"	40	-	-	-	11	11	1	-	11
A. Rangasawmy Iyengar	"	35	-	-	-	2	-	-	3	6
Mr. G. W. Major	"	35	-	-	-	5	-	-	4	8
M. Nimesawmy	"	35	-	-	-	15	7	-	11	6
M. Buckthavachalu	Translator Prof Reader	35	-	-	2	3	9	1	-	10
Mr. R. A. Philbert	Prof Reader	30	-	-	-	-	-	-	-	-
S. A. S. Ragaviengar	"	30	-	-	-	12	7	1	-	8
Mr. A. Trivett	"	25	-	-	-	13	1	-	13	3
P. Ammiah	"	25	-	-	-	9	6	-	5	9
T. Munigapathi	"	20	-	-	-	11	1	1	-	2
C. Dorasawmy	"	20	-	-	2	11	9	2	10	11
Mr. S. Francis	"	20	-	-	-	14	10	-	9	10
G. Gurusawmy	"	15	-	-	-	7	4	-	6	-
T. Durgiah	"	15	-	-	-	2	9	-	6	1
A. Sowriraja Iyengar	"	15	-	-	-	8	1	-	15	1
M. Hamajee Row	Former Prof Reader	14	-	-	-	6	2	-	9	1
P. Somoo	"	14	-	-	-	11	9	-	6	-
P. Somasundrum	"	14	-	-	3	3	3	1	3	10
P. Kuppusawmy	"	13	-	-	-	3	9	-	2	8
C. Murugesam	"	13	-	-	-	4	1	-	11	8
M. Vethachelam	"	13	-	-	-	4	4	-	4	1
N. Nargiar	"	12	-	-	-	5	9	-	5	7
T. Kumarasawmy	"	12	-	-	-	8	7	-	6	11
T. C. Ranganatham	"	12	-	-	-	-	-	-	3	-
J. Mahima Doss	"	12	-	-	-	8	9	-	6	7
R. Kolandasawmy	Gazette Indexer	20	-	-	-	-	-	1	2	7
Carried over		1954	-	-	98	12	10	92	9	9

Depttes and names of employés	Designation	Monthly Salary			average monthly overtime earnings from January to Septr 1895			average monthly overtime earnings from January to Septr 1896		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Brought forward		1954	-	-	98	12	10	92	9	9
A Ramasawmy Iyer	Vernacular Reading Boy	10	-	-	-	5	-	-	-	-
K. Dorasawmy	Reading Boy	10	-	-	-	2	-	-	4	1
S Parthasarathy	"	10	-	-	-	2	4	-	5	1
V. Varada Iyer	"	10	-	-	-	2	-	-	1	9
A Murugesen	"	10	-	-	-	2	-	-	-	-
M. Ekambaram	"	10	-	-	1	5	5	1	-	6
C. M. Vadivelu	"	10	-	-	-	6	4	-	7	3
C. Arunachalam	"	10	-	-	1	-	3	1	-	11
C. Devasagamoney	"	10	-	-	-	4	-	-	2	11
A. Chinnathamby	"	9	-	-	-	11	7	-	4	5
T. Nadarajen	"	9	-	-	-	7	8	-	4	1
A.R. Okanakoty	"	9	-	-	-	1	-	-	1	-
M Sundraramanjulu	"	9	-	-	-	8	6	-	6	11
N. Ramasawmy	"	9	-	-	-	2	-	-	-	-
P Ramasawmy	"	8	-	-	-	10	1	-	4	3
R. Narisoosay	"	8	-	-	-	7	9	-	6	5
T. Ramsingh	"	8	-	-	-	7	9	-	7	7
A. Peters	"	8	-	-	-	8	3	-	7	10
N. Kuppusawmy	"	8	-	-	-	8	7	-	7	9
V. Nadesen	"	8	-	-	-	3	11	-	6	6
Mahamad Hanieff	"	8	-	-	-	1	1	-	2	11
P. David	"	7	-	-	-	7	9	-	5	4
P.M Subroyalu	"	7	-	-	-	7	-	-	4	4
A.D. Swamidorai	"	7	-	-	-	2	8	-	5	2
C.E. Parthasarathy	"	7	-	-	-	5	3	-	8	3
C. Narayanasawmy	"	7	-	-	-	2	-	-	-	11
T. Rajagopaul	"	7	-	-	-	-	-	-	3	4
K. Murugesen	"	7	-	-	-	2	1	-	2	3
M. Sundrum	"	7	-	-	-	1	4	-	-	8
T. Nadesen	"	7	-	-	-	3	-	-	5	2
T. Venkatramanjulu	"	7	-	-	-	3	3	-	6	6
Carried over		2215	-	-	108	9	8	102	5	10

Depttes and names of employés	Designation	Monthly Salary			average monthly overtime earnings from January to Septr 1895			average monthly overtime earnings from January to Septr 1896			
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps	
Brought forward		2215	-	-	108	9	8	102	5	10	
V. Ethirajulu	Reading Boy	7	-	-	-	3	9	-	8	3	
M. Balasundrum	"	7	-	-	-	1	-	-	-	-	
T. V. D'Costa	"	7	-	-	-	1	-	-	3	1	
C. H. S. Wilkinson	"	5	-	-	-	-	-	-	-	-	
V. Athirajulu	"	5	-	-	-	3	-	-	-	11	
P. Lt. Samarapuri	"	52	-	-	-	5	11	-	7	3	
A. Rahaman											
Mr. G.h. Total		2251	-	-	109	3	4	103	9	4	
Mr. Mr.											
Mr. Bus & Machine depttes											
Mr. R. A. Gabelle	Overseer	150	-	-	56	1	6	40	10	7	The Overseer is responsible for opening the Press and closing it. His hours of attendence are longer than any one else's.
S.A.S.I. Bernard	Time keeper	12	-	-	1	3	10	1	-	4	
Mr. Assay	Press Clerk	10	-	-	-	6	2	-	13	6	
P. Arua Mudaly	Engine driver	45	-	-	11	11	2	4	7	-	
T. Mappen	Press Tailor	15	-	-	3	1	2	1	10	11	
C. Doraisawmy Raju	Pressman	13	-	-	2	15	5	1	2	11	
Mr. Sugopaul	"	13	-	-	1	2	9	-	7	2	
G. Gengabrogen	"	13	-	-	2	8	5	1	3	8	
T. Mr. Vacant	"	13	-	-	-	-	-	-	-	-	
A. Soosai Saib	"	12	-	-	2	9	6	1	1	9	
Mr. Swengadam Mudly	"	12	-	-	-	12	2	-	9	7	
Loganatha Chetty	"	12	-	-	2	10	7	1	3	10	
R. Murugan	"	12	-	-	2	8	9	1	2	9	
N. Muneesawmy	"	12	-	-	2	5	3	1	4	2	
T. Muthusawmy	"	12	-	-	2	10	7	1	2	2	
R. Cunnee	"	12	-	-	2	10	1	1	4	6	
C. Ramasawmy	"	12	-	-	2	3	4	1	6	11	
T. Muneesawmy Chetty	"	12	-	-	1	13	4	-	15	5	
R. Murugesen	"	12	-	-	2	1	8	1	5	9	
K. Manickum	"	12	-	-	1	14	6	1	2	7	
R. Candasawmy	"	11	-	-	1	13	8	-	14	10	
Carried over		427	-	-	105	1	10	65	12	4	

depts and names of employes	designation	monthly salary			average monthly overtime earnings from Janry to Septr 95			average monthly overtime earnings from Janry to Septr 96		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Brought forward		427	-	-	105	1	10	65	12	4
R. Venkatasawmy	Pressman	11	-	-	1	14	5	1	4	7
C. Ragavalu	"	11	-	-	2	3	8	1	1	11
C. Perumaul	"	11	-	-	2	3	3	1	7	8
B. Ragavalu	"	11	-	-	-	9	10	-	11	11
P. Kuppusawmy	"	11	-	-	2	10	10	1	-	9
T. Ramasawmy	"	11	-	-	1	6	10	1	3	1
C. Venkatachalam	"	11	-	-	1	9	4	-	12	2
R. Kuppusawmy	"	10	-	-	-	11	9	-	10	8
S. Iyalu	"	10	-	-	1	8	10	-	15	3
N. Narayanan	"	10	-	-	1	15	8	1	1	1
Mannar	"	10	-	-	1	11	8	1	-	9
Loganathan	"	10	-	-	1	8	6	-	13	8
N. Appasawmy	"	10	-	-	-	10	3	-	11	1
P. Chinnappen	"	9	-	-	1	6	3	-	12	5
Lutchmiah	"	9	-	-	1	8	7	-	10	5
C. Arunachalam	"	9	-	-	1	7	-	-	12	9
Sorooran Chetty	"	9	-	-	1	12	-	-	12	11
T. Streenivasulu	"	9	-	-	-	13	5	-	4	9
V. Krishnasawmy	"	9	-	-	-	15	-	-	11	9
Alwar	Ticket	8	-	-	1	2	9	-	9	3
M. Varatharajulu	"	8	-	-	-	7	1	-	3	3
A. Govindu	"	8	-	-	1	10	8	-	14	2
T. Govindrajulu	"	8	-	-	1	8	6	-	10	7
A. Muthuvelu	"	8	-	-	-	13	4	-	11	7
V. Veerasawmy	"	8	-	-	1	10	7	-	7	5
S. Muthusawmy	"	8	-	-	1	7	8	-	11	6
K. Theaparayen	"	8	-	-	1	13	8	-	11	5
K. Purushotham	"	8	-	-	1	6	10	-	7	11
Vacant	"	8	-	-	-	-	-	-	-	-
P. L. Samuel	"	7	-	-	-	-	-	-	6	11
T. Kothandramiah	"	7	-	-	1	3	9	-	10	2
carried over		712	-	-	147	1	9	89	1	1

depts and names of employes	designation	monthly salary			average monthly overtime earnings from Janry to Septr 95			average monthly overtime earnings from Janry to Septr 96		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Brought forward		712	2	-	147	1	9	89	1	1
A. Narayanasawmy	Driver	7	-	-	-	-	-	-	-	-
Devasigamony	"	7	-	-	-	-	-	-	11	9
P. R. Venkatasawmy	"	7	-	-	1	4	2	-	7	10
P. Subroyen	"	7	-	-	1	2	6	-	6	9
R. Rajagopaul	"	7	-	-	1	2	8	-	9	11
C. Dorasawmy	"	7	-	-	1	1	10	-	11	9
V. Govindsawmy	"	7	-	-	1	2	5	-	6	11
Muthu	"	7	-	-	-	12	11	-	14	-
N. Ellayen	"	7	-	-	1	1	9	-	8	5
G. Parthasarathy	"	7	-	-	1	7	7	-	-	-
M. Vasilamony	"	7	-	-	1	3	8	-	9	8
M. Kuppusawmy	"	7	-	-	1	8	2	-	10	8
P. Vethachalam	"	7	-	-	1	3	11	-	9	6
M. Murugesen	"	7	-	-	1	2	11	-	13	2
M. Muthuan	"	7	-	-	1	6	8	-	12	7
K. Perumaul Raja	"	7	-	-	1	6	11	-	10	1
S. Govindsawmy	"	7	-	-	1	-	8	-	3	4
N. Ramasawmy	"	7	-	-	-	-	-	-	6	11
K. Ramiah	"	7	-	-	1	5	1	-	9	8
V. Kuppusawmy	"	7	-	-	-	-	-	-	9	9
P. Govindrajulu	"	7	-	-	-	-	-	-	12	8
A. Devarajulu	"	7	-	-	-	-	-	-	7	9
Sarangapany	"	7	-	-	-	2	9	-	-	-
T. R. Dorasawmy	Foreman Carpr	7	-	-	1	2	6	-	9	9
Devarajulu	"	7	-	-	1	9	6	-	8	4
M. Narayanasawmy	Galley Pressman	8	-	-	1	8	6	-	11	3
C. Murugesen	"	8	-	-	-	11	2	-	3	6
T. Cundasawmy Chetty	"	8	-	-	1	1	9	-	-	6
T. Munesawmy Mudly	"	8	-	-	1	4	10	-	7	8
T. Krishnasawmy	"	8	-	-	-	-	-	-	12	6
Rukmajee Row	"	7	-	-	1	7	-	-	10	2
carried over		934	-	-	175	7	7	105	1	10

Depts and Names of employés	Designation	Monthly Salary			Average monthly overtime earnings from Jany. to Sept'95			Average monthly overtime earnings from Jany to Sept'96		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Brought forward		934	-	-	175	7	7	105	1	10
Kuppusawmy Raju	Gelley Pressman	7	-	-	-	15	9	-	6	2
Gelumalay	"	7	-	-	1	8	6	-	9	6
C. Varadarajulu	"	7	-	-	1	4	3	-	15	8
M. Savalam	"	7	-	-	1	14	5	-	12	3
C. Gounden	Fireman	15	-	-	4	2	8	1	5	5
D. Seriyasawmy	Asst. do	8	-	-	1	13	1	-	11	2
P. Arulasawmy Pillai	Machine Maistry	16	-	-	3	4	2	1	7	1
T. Appukutty Chetty	Machine Minder	14	-	-	-	6	3	-	6	5
C. Rangasawmy	"	14	-	-	2	13	2	1	2	1
M. Velaytham	"	14	-	-	2	11	9	1	4	5
S. Nathamuny	"	13	-	-	2	8	9	1	1	2
Khader Hussein	"	13	-	-	2	9	11	1	1	-
C. Thiruvengadam	"	13	-	-	2	12	8	1	2	3
P. Kumarasawmy	"	12	-	-	1	12	4	-	14	2
Ethappen	"	12	-	-	2	6	10	1	3	1
P. Mathurai	"	12	-	-	1	11	9	-	15	4
P. Velayutham	"	12	-	-	1	15	6	1	1	9
P. Sreenivasulu	"	12	-	-	2	1	1	1	-	5
P. Vijayarangam	"	12	-	-	2	2	4	-	12	6
P. Raju	"	11	-	-	2	1	1	-	13	5
M. Perumaul	"	11	-	-	1	15	8	-	14	8
M. Ramanjulu	"	11	-	-	1	5	10	1	2	4
P. Murugesen	"	11	-	-	1	12	1	-	15	6
C. Abboy	"	10	-	-	1	6	11	-	12	8
Thandavarya Mudr	"	10	-	-	1	14	10	-	13	10
M. Arunachalam	"	10	-	-	1	7	11	-	14	5
G. Kumarasawmy	"	10	-	-	1	14	5	-	13	7
P. Ammeappen	"	10	-	-	1	8	4	-	13	11
C. Subramanyam	"	10	-	-	2	1	1	-	12	9
Govindu Naidu	"	10	-	-	1	14	1	-	14	1
A. Munesawmy Pillai	Layer on	8	-	-	1	12	11	-	11	5
Carried over		1276	-	-	237	7	11	133	12	3

Depts and Names of employés	Designation	Monthly Salary			Average monthly overtime earnings from Jany to Sept'96			Average monthly overtime earnings from Jany to Sept'96		
		Rs	As	Ps	Rs	As	Ps	Rs	As	Ps
Brought forward		1276	-	-	237	7	11	133	12	3
Nagiah	Layer on	8	-	-	1	8	10	-	8	9
G. Venkatrayalu	"	8	-	-	1	4	-	-	10	6
C. Manickam	"	8	-	-	1	14	8	-	9	11
M. Rathnasabapathy	"	8	-	-	1	2	8	-	10	4
M Velu	"	8	-	-	1	10	10	-	10	1
A. V. Rajarathnam	"	8	-	-	-	15	10	-	11	10
B. Madurai	"	7	-	-	1	14	5	-	9	11
M. Theagarayen	"	7	-	-	1	3	7	-	6	4
C. Narayanasawmy	"	7	-	-	1	6	5	1	-	4
C. Veerasawmy	"	7	-	-	1	10	11	-	12	10
C. Ponnusawmy	"	7	-	-	1	14	6	-	12	10
S. Ragavalu	"	7	-	-	-	10	9	-	8	10
A Rangasawmy	"	7	-	-	1	14	5	-	11	10
N. Chengalrayen	"	7	-	-	-	15	4	-	12	3
M. Annu	"	7	-	-	1	12	6	-	10	11
Velu	"	7	-	-	-	16	-	-	10	1
V. Singaram	"	7	-	-	-	-	-	-	-	-
T. Subrayen	Taker off	8	-	-	1	2	10	-	10	1
A. Murugesan	"	8	-	-	1	14	1	-	8	6
Cajah Mean	"	7	-	-	-	-	-	-	5	7
R. Ramasawmy Pillai	"	7	-	-	1	6	4	-	14	7
S. Venkatasawmy	Roller Caster	10	-	-	1	10	8	-	5	8
Alagappen	"	8	-	-	-	12	7	-	10	9
Balajee	Stamper	10	-	-	-	12	6	-	11	6
C. Parthasarathy	"	8	-	-	1	13	5	-	13	6
M. Kuppusawmy	Counter	8	-	-	1	10	11	-	7	2
		1475	-	-	270	12	5	150	1	2
				12			12			12
		17700	0	0	3249	5	0	1800	14	0

Govt. Press, Madras
14th June 1897

R. Rice
Superintendent

Dist Deptt.

3

Memo No. 1300
19-6-97

The Supdt., Govt Press, is requested to explain to what department or deptts of the Press the overtime of Rs 15 mentioned in para 3 of his office note No. 2531 S 14th June 1897 refers and also whether he means overtime or pay by the words "Rs 3 to Rs 10" used in the last sentence of the same para.

for Secy
Cus.
19.6.97

Supdt, Govt Presses
Dist
19/6/97

stock
N.K. to examine
19/6/97

Financial (1897) Department.

CURRENT No. 1901

S

E

From The Superintendent,
Government Press,
Madras.

Order

CHIEF SECRETARY
24 JUN 1897
GOVERNMENT OF MADRAS

No. 2685.

Dated 23rd June 1897

Received 24 June 97

Registered 24 June 97

Enclosures nil.

Spare copies

SUBJECT.

Submits an explanation regarding the overtime charges of Binding Department.

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

No. 2685

Government Press,

Mint Buildings, Madras,

23rd June 1897.

OFFICE NOTE.

In reply to Financial Memorandum No. 1300, dated 19th June 1897, the Superintendent, Government Press, submits that the sum of Rs. 15 referred to in paragraph 3 of office Note No. 2531, dated 14th June 1897 is the probable overtime charge which will be incurred for the Binding department per mensem, and the words — Rs. 3 to 10 mean the monthly pay, and not overtime, of the class of employés of Binding department, who will be put on such urgent work as will necessitate the payment of overtime.

As the employment of men and lads on overtime in Binding department depends on the nature of work, it is not possible to give the names of the individuals likely to be employed on any particular occasion, and as

Acct. No. a 46.
150—1-8-96.

lump sum is given for the
monthly expenses of the department.

R. Hill
Superintendent

To
The Chief Secretary
to Government.

From

THE SUPERINTENDENT,

GOVERNMENT PRESS,

To

THE CHIEF SECRETARY TO GOVERNMENT,

Madras.

Dated
Received } 189 .

ENCLOSURE.

Subject.

C 26/6/97 e 29/6/97
R 28/6/97 R 30/6/97

A

e Hon'ble Sir Henry Bliss K.C.I.E.

d circ.

Apparently the more recent overtime rates as given to about 10% the men paid the Press & Machine depts (when it used to be 17½%), & 3% in the composing dept, and to 6% in the Secretd dept - Taking the 3 depts together the percentage is 5·83, or about one third of 17½ %.

As a question, the general rule in presses is not to give any, with few exceptions, & these might be found in any business. The only reason which makes a rule of giving pensions is Ind. A. Regs, but I don't think that much can be argued from the example of a business which, as first remarked in G.O. 182 Fin 18.3.96, pays only 3% towards an allce for depreciation.

KS
26/6/97

There is my original opinion as given in my Note of 3.5.97

C.No.1738

A.S.P.
29.6.97

I think over-time payments should be allowed.

JG
30/6/97

ERO 1726

C.No.1727

C.No.1731

Financial Department.

C.Nos. 1320, 1325, 1726, 1727, 1728, 1731, 1764, 1812 and 1901.

Overtime allowances to Press employees.

FOR ORDER.

With reference to the Honourable Sir Henry Bliss' note flagged A, Office Note (C.No. 1812 & 1901) from the Superintendent Government Press, containing the information desired by the Honourable Member are submitted.

2. Enquiry has also been made of the principal printing presses in Madras as to whether they grant pensions or gratuities to their employees on retirement. Their replies are abstracted below:-

Messrs Addison & Co., acknowledge no claim to a pension or retiring allowance on the part of their employees, but in the event of an old servant retiring on account of age or ill-health he would be allowed a small monthly pension.

The S.P.C.K. Press grants in deserving cases gratuities amounting to one or two months pay if recommended by the Select Committee, but there are no rules regulating rates of pension, or gratuities.

Messrs Higginbotham & Co., allows no pensions to their employees.

Messrs Vest & Co., have no pensioners.

The

C.No.1764

The Lawrence Asylum Press grants pensions to its employees on the same lines as Government servants, each individual case being considered on its own merits. It has never bound itself to grant pensions, but maintains a fund the interest from which is utilised towards pension charges.

3. With reference to the concluding portion of the Honourable Member's note of the 26th ultimo it is submitted that the Superintendent has furnished the explanation called for in G.O.635, Financial, dated 28th September 1896. It is contained in Public C.No. 4110 which was submitted to the Honourable Member (Vide notes flagged Z[3]). In accordance with the Honourable Member's directions there, the Chief Secretary is making further enquiries in the matter. The file is at present awaiting a reply to a reference made to the Superintendent.

Clerk. 26.6.97

25/6/97.

G[3]

A[4] in linked file (below)

C-30/6/97 C.6/7/97
R 577/97 R 877/97

Financial DEPARTMENT.

1,000—8-5-97.

C. No. 1320 &c

1 / H. E. THE GOVERNOR.
3 THE HON'BLE Sir Henry MR. BLISS, K C.I.E.
2 2 THE HON'BLE MR. GROSE, C.I.E.

SUBJECT.

Overtime to Press Employees

Resubmitted to HE The Governor and the Hon'ble Mr Grose C.I.E with reference to the note of the Hon'ble Sir H K Bliss K.C.I.E overleaf.

25/6/97.

FOR ORDERS.

The portion of the draft letter from X to the end might be omitted, - its subject matter having been disposed of.

The points mentioned in my Note of 13.5.97 should, as already ordered, be settled in a ruling on Sir H. Bliss's Protest. The following might be added: "He (Sir H.B.) takes the view that "the advantages of Provinces, Holidays &c, "are a sufficient compensation for the "obligation of having to work overtime. "Both the Govt. considers that this "argument is more theoretical than "practical; and, since over-time "payments is observed in the Govt "Presses of other Provinces, the "Govt presumes that it has not been "found elsewhere also".

The C.S. should exercise his discretion about the printing of the Currents mentioned in the Note. If they are printed, the G.O. must be re-written so as to include the necessary reference to them.

It is understood that the draft order + letter flagged N with the additional para at P may now issue.

As these papers contain a minute by an Hon'ble Member they will have to be printed. Orders are solicited as to whether the currents subsequent to the minute by the Hon. Sir H Bliss K.C.I.E. are to be printed in full in the proceedings. These currents are Nos 1726, 1727, 1728, 1731, 1764, 1812 & 1901 (those attached to the last note and tied with red tape at the top of the file)

Clerk 30.6.97

25/6/97

A.G. 2.7.97

31/7/97

I should say that it would be quite against rule or precedent to mention the question in the letter to India the opinion of an individual member of Govt as proposed by H.E. - I have never known this done. The proper course would appear to be that the Govt (that is, the majority) should express its views, leaving any individual member who does not agree with them views to record a dissent if he please, in which case a para is added merely stating that the dissent of so and so is submitted - However, it is for the majority to settle the terms of the order and letter. When this has been done I should like to see both before despatch that I may consider whether I will or will not record a dissent. It is impossible for me to say whether I think a matter of sufficient importance for me to record a formal dissent therein, until I know exactly what it is I have to dissent from.

HA
5/7/97

It seems only reasonable that, when a Member records a Minute of Dissent, arising on some enquiry which was not touched upon in the Draft G.O., the preceding Members should have the right to add a few lines to that G.O., meeting such requirements. The Hon'ble Sir H. Bliss has had much greater experience than I have of the rules and precedents of this kind of correspondence; and it is quite possible, therefore, that the form in which I proposed to meet Sir H. Bliss's requirements (although I see the Hon. W. Grose has endorsed my views) may be improved. In a perhaps more regular course, I would now suggest that there be inserted after para. 5 of the draft G.O. letter (flagged N), the following:- "Govt. has considered "whether, seeing that there was one on the permanent Establishment, they should not be compelled to work overtime gratuitously, the advantages "of Pension, Holidays etc, being held to be a "sufficient compensation for such obligation; "but it has come to the conclusion that it "would be impossible to do so; for although "the advantages in practice may be equal, they "are so distant and shadowy as to have but "little practical effect in this connection; and, "it is also to be observed that they are enjoyed by "other Departments, which do not, except in "special circumstances, work overtime. The "mere possession of these advantages would, not, "it is thought, remove from the minds of the Press "employés, the feeling that they were being "treated unjustly. Seeing that overtime is, the Govt. Press of other Provinces, it is presumed "that other Governments have been forced to "come to the same conclusion".

The Hon. Mr. Grose should see this Note. I am willing to accept his opinion as to whether this form of writing or that suggested in my Note of 2.7.97. should be adopted.

ASH
7.7.97

I am sorry this note will be one line for improvement. I do not remember having said we or he can't mean anything.

HA
8/7/97

[G. 25] 1,000—8-5-97.

Financial Department.

~~G No.~~

H. E. THE GOVERNOR.
THE HON'BLE ~~MR.~~ Sir Henry BLISS, K.C.I.E.
THE HON'BLE MR. GROSE, C.I.E.

SUBJECT.

Overtime in the Govt. Press.

FOR ORDERS.

5

The attached order & letter are the original drafts flagged N as modified in Mr. the Governor's notes of 7th & 7th July 1897, concurred in by the Hon'ble Mr. Grose C. I. E. On the first page are summarized the papers it is proposed to print in the proceedings if the Hon'ble Sir Henry Bliss K. C. I. E. nominee. If the Hon'ble Member does not nominate the papers will be treated as nil (= non-printed). The Hon'ble Member's orders are solicited in regard to his Minute of the 7th May 1897 (on the paper before N). If it becomes necessary to print these proceedings, the Supdt will be directed to have the work done in the Confidential branch of

Cus 12/7/97 to Supdt Govt Ptg 13/7/97

* Printing is necessary if there is nominating
Cus

I do not agree with the order but as it states the various considerations which come in I will not formally dissent

HA
Cancel it
HA
12/7/97

C.S.
The order will now issue as a nil order.
Cus 13/7/97 by post.
13/7/97

Mr. The copying must be treated as confd? Mr. D'Cruz explains (vide attd note) Cus 12/7/97 to Supdt Govt Ptg 13/7/97

the Press as it is undesirable that the other employees should see this letter to India. The papers might be printed at the L. A. Press at Ooty if it is considered safe to trust that press with them; there is a chance, however, in that case of the fact that the members of Govt. are not unanimous on this subject leaking out to the Standard & journals of that ilk

Cwb
8.7.97

Ad 16/7/97.

OVERTIME to PRESS EMPLOYEES

N O T E

A = Print in full

B = Don't print at all

P = Print abstract only

Q = Print heading only.

Financial Dept:

Read again

G.O.No.634 Finl., d/ 28th Septr. 1896

C.Nos.1263, 1472, 1752, 1753, 1754 and 1775 ------- A

O R D E R ------ A

G.O.No.655 Finl., d/ 28th Septr. 1896

C.Nos.2028, 2029, 2050, 2099, 2366 & 2367 ------ A

C.Nos.2120 & 2220 -- A (without enclosures)

O R D E R ------- A

G.O.No.769 Finl., d/ 15th November 1896

C.No.2612 ----- A

O R D E R ----- A

G.O.No.825 Finl., d/ 2nd December 1896

C.No.2859 --- A (without enclosures)

O R D E R --- A

G.O.No.338 A, Finl., d/ 14th April 1897

C.No.754 --- A (without enclosures)

C.No.1557 --- A

O R D E R --- A

Read also Public C.Nos.1411 & 1560 ~~--- A~~

" " Financial C.Nos.1520 & 1901 --

" " " C.No.1525 -----

" " " ~~C.Nos.1726, 1727, 1728~~ 1731 & 1764 ~~------ B~~

" " " C.No.1812 ~~A (without enclosure)~~

O R D E R

ORDER No 544 d/14/July/97
Finl

On reconsideration, H.E. the Governor in Council is pleased to cancel G.O.No.654 Finl., d/ 28th Septr. 1896, and the Govt. of India will now be requested to sanction the restoration of the payment of overtime allowances, with effect from the 1st May 1896, to such of the employees in the several departments of the Govt. Press as were receiving the same prior to 30th April 1896.

2. The Public Dept: will be requested to institute enquiries as to whether pressure of work in the Govt. Press and the consequent need for overtime payment might not be obviated, to some extent, by the issue of the Gazette twice a week or by the issue of the various parts on ∀ different days.

(from orders)

Cmts. 10.9.97

Ld 15/7/97

Dsptd. from Offg 20/7/97

To

The Supt., Govt. Press ~~(C. of both and para 1 of order)~~

The Public Dept: ~~(C of both)~~

~~with papers and notes in original~~

- Acct. Genl.

dr Ld 23/7/97

As marked in ad with Cmts 22/7/97

LETTER No: 545 d/14/July/97.

TO

The Secy. to the Govt. of India,

Fin: & Com: Dept:

SIR,

I am directed to state that overtime allowances to the permanent establishment of the Govt. Press were until the 31st March 1896 shewn in the budget estimates under "Piece work establishment" and drawn in the Piece work bills. In the estimate of the Press for 1896-97, however, the Supt, under instructions from this Govt., separated the "Overtime charges to permanent establishment" from "Piece work establishment".

2. On the Supt. subsequently submitting separate bills for overtime allowances to the Acct. Genl., that officer objected to the payment of the same on the ground that art: 88 (a) of the C.S.R. lays down that the whole time of an officer is held to be paid for by the State, and that he may be employed in any manner within his own branch of duty without ∀ claim for additional remuneration. He held that this principle had been further emphasized in para 3 of Govt. of India, Fin: & Com: Dept: letter No.1440, d/ 17th June 1885, and considered that, although the local Govt. could, under art:93 of the C.S.R., increase the pay of an officer up to Rs.250 per mensem, it could not grant overtime allowances without the special sanction of the Govt. of India, in cases coming within the scope of articles 88 & 91.

3. As regards the contentions of the Acct. Genl., I am to state that on enquiries instituted by the Supt. of the Govt. Press, it has been ascertained - a fact that is borne out by the Civil Estimates - that

that overtime is paid for printing the Gazette and for emergent work in the marginally noted Govt. Presses in India, and that it is usual for the various local Govts. to sanction budget allotments for overtime in their presses without reference to the Supreme Govt. The ruling of the Govt. of India in 1885, which has been quoted by the Acct. Genl. in support of his contentions, refers, I am to point out, to overtime to superior officers in the Marine dept. whilst it clearly states that the allowances are, under certain circumstances, admissible to subordinates in receipt of salaries of Rs.500 and less.

4. I am further to submit that articles 88 and 91 of the C.S.R. are not applicable to Govt. Printing Presses which are concerned with technical industries for which overtime is unavoidable in the interests of the State. The work of the press and machine dept. in the local press is laborious and although the employees are largely drawn from the labouring classes, they are in charge of valuable machinery, and care, accuracy and finish in their work are essential. It is impossible to avoid overtime in connection with the urgent business of the State e.g. the printing of papers connected with famine, of departmental reports in order to admit of their submission within the due date, of legislative work which is extremely heavy during the session of the Council,

of

x
Central Press, Calcutta
Branch " Simla
Govt. Press, Bengal
" Central Press, Bombay
" Press, N.W.P. & Oudh
Chief Commissioner's Press, C.P. Nagpur
Punjab Govt. Press, Lahore
Assam Sectt. Printing Press, Shillong
Govt. Printing, Burma

of the budgets and civil estimates etc. &c.

5. No overtime allowance has, I am to state, ever been paid to the Dy: and Asst. Supts., Head Examiner, Accountant Cashkeeper, clerks, under-warehousemen, storekeeper, messengers, attenders, lascars, packers, peons, cartmen and menial servants of the Press and no change in their cases is recommended. As regards the other employees overtime has, however, been paid for extra hours worked since August 1865. From Decr. 1876 up to 31st March 1896 the amounts were shown separately in the piecework abstract bill forwarded to the Acct. Genl. monthly for payment, as "overtime to examiners, press men, machine men and binders" and it should have been apparent to that officer that these payments were intended for the permanent establishment, there being none of these classes of men on piece work and machined no overtime being paid to pieceworkers who receive wages according to work performed. Overtime charges have, moreover, been regularly shewn in the annual reports of the Press from 1877-78.

Govt. has considered whether, seeing that these men are on the permanent establishment, they should not be compelled to work overtime gratuitously, the advantages of pension, holidays, etc., being held to be a sufficient compensation for such obligation; but it has come to the conclusion that it would be impossible to do so; for although the advatages in question may be real, they are so distant

Note: The remainder of this paper in the addition directed in this endt. 8/7-7-97 ? Cand

distant and shadowy as to have but little practical effect in this connection; and it is also to be observed that they are enjoyed by other departments, which do not, except in special circumstances, work overtime. The mere possession of these advantages would not, it is thought, remove from the minds of the Press employees the feeling that they were being treated unjustly: seeing that overtime is allowed in the Govt. Presses of other Provinces, it is presumed that other Govts. have been forced to come to the same conclusion.

6. From the rules regarding hours of attendance and overtime in the local Govt. Press extracted in the margin, it will be seen that every precaution has been taken to discourage workmen earning overtime by delaying work during the regular working hours. Enquiries are now being instituted as to whether pressure in the Govt. Press and the consequent claim for overtime payments might not be somewhat reduced by alterations in the arrangements as regards the issue of the Gazette.

7. In the above circumstances, I am to request the sanction of the Govt. of India to the payment of overtime allowances with effect from the 1st May 1896 - the date from which they were disallowed - to such employees in the several departments of the Govt. Press, Madras, as were in receipt of it prior to that date and, as the matter is urgent, the recent stoppage of overtime having led to a strike in the Press and to great inconvenience and difficulties as regards the printing work of Govt., I am to solicit the favour of an early reply to this letter by telegram.

I have etc.

Cmb 10.7.92

157/57.

x

Attendance - from 9 A.M. to 5 P.M. Whe there is an abundance of work, the gener al time will be from 8 A.M. to 6 P.M. f which orders will be issued. For the turn of urgent work the whole or a p tion of the dept. will attend at, a main until, the time directed by th

Overtime is not paid for work menced after 7 A.M., nor is it pa work done from 5 to 7 P.M., i.e. not le than two hours overtime is paid before A.M., and it does not commence till afte 7 P.M. Only men on the permanent and on time account are paid overtime, at the rate of their wages.

In the press and machine dept. when work begins at 8 A.M. and continue until 10 P.M. one hour's overtime is reckoned from 8 to 9 A.M.; on other occa sions the rule regarding overtime is followed.

When given for copying _____
When copied _____
When examined _____ } 189 .
When signed _____

READ AGAIN G.O., No. DATED
189 .

CURRENT No.

o.

T .. .. .. A A A A A A A

T

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.