

Financial (1898) Department.

ORDINARY MS.

G.O., No. 919

DATED 21-10-88

INDEXED.

16/16

[Despatch Abstract.]

Recording proceedings. Rev
dept. coming to the Board of Rev
letter from the Govt forwarding
Copy of a despatch from the Secretary
of state sanctioning the proposals
for the improvement of the position
of Karmans in this Presy.

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
3257/98	1121						
1272/98							

To be substituted for the copy already sent.

Financial CURRENT No. 2777

Government (1898) of Madras.

REVENUE.

691: 12-8-98
207 Rev. 15-4-98
562: 21-7-97

Note

Cal. 2611 for which R. wants this to be mtd. was sent to B.C. on 22nd Sep. 98 either to come back 4th

7/10/98



Recd.

Regd.

1898.

Enclosures

Spare copies

G.O., No. 513, 6th September 1898.

SEPTEMBER.

C. No. 2611 & 2777

Order W. 919 of 21-10

Recorded

18/10/98

C. 10/10/98

27/10/98

Improvement of the position of Karnams.

Communicating to the Board of Revenue letter from the Government of India forwarding copy of a despatch from the Secretary of State sanctioning the proposals for the — in the Madras Presidency.

C. 2/11/98

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—again the following G.O., No. 207, Revenue, dated 15th April 1898:—

Order—No. 207, Revenue, dated 15th April 1898.

Miscellaneous.

The proposition statement submitted by the Board of Revenue is approved and will be transmitted to the Government of India with the request that the sanction of the Secretary of State for India may be obtained to the introduction of the scheme with effect from the 1st April of this year.

(True Extract.)

(Signed) G. S. FORBES,
Ag. Secretary to Government.

LETTER—from the Acting Secretary to the Government of Madras, Revenue Department, to the Secretary to the Government of India, Revenue and Agricultural Department, dated Ootacamund, 15th April 1898, No. 208.

I am directed to acknowledge the receipt of your letter, No. 2079—246-2, dated 8th September 1897, on the subject of increasing the pay of karnams in this Presidency, and with reference to paragraph 5 thereof, to forward the

Miscellaneous.

proposition statement required by article 57, Note 2, of the Civil Account Code, Vol. I. In paragraph 3 of the Honourable Mr. Stokes' letter, No. 475, dated 18th June 1897, it was stated that the scheme would at the commencement be introduced into thirteen districts only and that the cost would be Rs. 12,430 a month, or Rs. 1,49,160 per annum. Since then the village establishments in another district, namely, Tinnevely, have been revised and it is proposed to introduce the scheme into that district also. The result is that the additional expenditure will be raised to Rs. 13,254-8-0 per mensem, or Rs. 1,59,054 per annum, as shown in the proposition statement. I am directed to request that His Excellency the Governor-General in Council will be pleased to obtain the sanction of the Right Honourable the Secretary of State for India for the introduction of the scheme into the fourteen districts with effect as from the 1st April of this year. The necessary provision has been made in the budget estimate of 1898-99.

2. In regard to the proposal made in paragraph 6 of the letter under reply, that the pay of the karnams should be made personal and not local as at present, I am

directed to say that His Excellency the Governor in Council has given his best attention to the matter, and that although it is possible to distribute the total pay now sanctioned for each district or division among the karnams within it, with reference to personal claims of long service and efficiency, there are grave administrative objections which render it altogether undesirable to give effect to the proposal in this Presidency. His Excellency the Governor in Council greatly regrets, therefore, that as at present advised he is unable to give the assurance asked for in paragraph 7 of your letter.

3. In the districts of this Presidency, with a few exceptions, the hereditary principle in connection with village offices is still maintained; and although villages and hamlets within a certain limit of distance apart have been grouped under one karnam the principle has nevertheless been carefully observed in the selection for the combined charge of a member of one of the hereditary karnam families of the group—usually the principal village of the group. The karnam, who is generally also a ryot holding ancestral lands in the village, is an officer of the village community, doing duty both for Government and for the community, and anything which would loosen the bond between him and his village or render uncertain the conditions of his tenure would do great harm both to the State and the village by diminishing his influence and could not be regarded by His Excellency in Council as otherwise than a grave misfortune. The villages placed in a karnam's charge are not conventional "circles" determined by a standard scale; and they are not similar in respect of the duties connected with the karnamship in them. Some are very large and rich imposing a vast deal of work on the karnam in executing the orders of Government and entailing great expense in living and in carrying out the social duties and functions which his position in the village requires of him; other villages are small and poor, the living inexpensive and the work comparatively trifling. In fine the pay attached to each karnamship is roughly proportionate to the actual charges which the maintenance of the office imposes upon the holder. It would be contrary to immemorial custom for a karnam to look for promotion or reward beyond the emoluments fixed for his village; the idea would be novel and strange both to him and the villagers. For derelictions of duty he is liable to departmental punishments; but the incentive which weighs most with him in maintaining an efficient and honest standard of duty and which he considers a sufficing recompense is the prospect of preserving in his family the same office in the same village and handing it on to his children after him; for should he be detected in grave or fraudulent misconduct he puts his hereditary right in jeopardy. The Government also gains much financially by the hereditary attachment of the karnam to his village and his office and the social distinction appertaining to the position, for these considerations go far to enable the Government to secure the willing work of these officials on terms so economical in comparison with the value of the services rendered, services which are every day becoming more extended and more complex.

Another point remains. The average number of karnams in a district is over 500 and in some districts it ranges between 1,000 and 1,400. The regulation of all this promotion and the deciding upon contending claims would add greatly to the work of the already overburdened district officers; but a more serious result would be the innumerable intrigues which the scheme would breed among these village servants themselves, while it would foster rampant corruption in the taluk offices, where it can flourish easily and is most difficult to check.

4. Having regard to all these considerations, His Excellency in Council is convinced that the introduction of a scheme of personal grading which would affect the stability of the karnam's position in his village would not only establish conditions of unrest and discontent, but would in this Presidency be positively prejudicial to the interests both of the public and the administration, while the mischiefs of the scheme would be out of all proportion to the advantages expected from it. In these circumstances His Excellency in Council trusts that the proposal may be allowed to drop.

5. In the few and exceptional districts in which the hereditary principle is not in force, the karnams are not placed on a fixed establishment and their appointment and dismissal are entirely in the hands of the Collector who therefore has ample control over the nomination of men to villages for which they are found to be fitted.

READ—again the following G.O., Mis. No. 2679, Revenue, dated 24th June 1898:—

Read—again G.O., No. 207, Revenue, dated 15th April 1898.

Read—also the following letter from E. MACONCHIE, Esq., I.C.S., Under Secretary to the Government of India, Department of Revenue and Agriculture (Land Revenue), to the Secretary to the Government of Madras, Revenue Department, dated Simla, the 13th June 1898, No. 1148—147-3:—

With reference to your letter No. 208-R., dated the 15th April last, I am directed to state that the proposals of the Government of Madras for the improvement of the position of karnams in the Madras Presidency have been referred to Her Majesty's Secretary of State for orders.

Order—Mis. No. 2679, Revenue, dated 24th June 1898.

Communicated to the Board of Revenue.

(True Extract.)

(Signed) G. S. FORBES,
Secretary to Government.

To the Board of Revenue (Land Revenue),

with copy of G.O., No. 207, dated 15th April 1898.

READ—also the following endorsement from E. MACONCHIE, Esq., I.C.S., Under Secretary to the Government of India, Revenue and Agricultural Department (Land Revenue), dated Simla, the 15th August 1898, No. 1645—147-4:—

Copy, with copy of despatch to Secretary of State, No. 159, dated 9th June 1898, forwarded to the Government of Madras for information, in continuation of letter No. 1148—147-3, dated 13th June 1898.

ENCLOSURES.

Finance Department Resolution No. 3443-Ex., dated 9th August 1898, and enclosure.

Read—Despatch from Her Majesty's Secretary of State for India, No. 125, Revenue, dated the 14th July 1898, received on the 1st August 1898.

Ordered, that a copy be forwarded to the Revenue and Agricultural Department, in continuation of endorsement No. 2504-Ex., dated the 9th June 1898.

Ordered also that a copy, with a copy of the despatch with enclosures to which the above is a reply, be forwarded to the Accountant-General, Madras.

ENCLOSURE.

Despatch from Her Majesty's Secretary of State for India, No. 125, Revenue, dated 14th July 1898.

I have considered in Council the proposals made in your Excellency's letter, No. 159 (Finance), dated the 9th June 1898, with accompanying papers, concerning the revision of the village accountant staff in fourteen districts of Madras.

2. In the circumstances stated, I sanction the proposals made by the Madras Government and accepted by your Excellency's Government, involving an additional expenditure of Rs. 1,59,054 a year, rising ultimately to more than 2½ lakhs of rupees, of which one-half will fall upon the general revenues. I have observed from recent annual reports that much attention is being given to the training of village accountants in surveying and in the maintenance of correct village maps and land records, and I trust that the great majority of these useful village officials may soon be brought to a high standard of efficiency.

Despatch from the Government of India, Finance and Commerce Department (Salaries, Establishments, &c.—Land Revenue), to the Right Honourable the Secretary of State for India, dated Simla, the 9th June 1898, No. 159 of 1898.

We have the honour to forward, for your Lordship's consideration and orders, a copy of correspondence with the Government of Madras regarding the proposals submitted by that Government for the improvement of the position of karnams or village accountants in the Madras Presidency.

2. Your Lordship will observe from the papers that the principal object of the proposals is to increase the rate of pay of these village officers, and that the scheme will ultimately involve an additional expenditure of more than two and-a-half lakhs of rupees per annum, although at present it is intended to introduce it into fourteen districts only, at an extra cost of Rs. 1,59,054 per annum.

The additional expenditure will be met in equal proportions from the General Revenues and from the Village Service Fund under sections 8 and 9 of Madras Act IV of 1893, but, as shown in paragraph 5 of the Local Government's letter of the 18th June 1897, the additional cost can for a few years be met from accumulated balances in the Village Service Fund without raising the rate of cess or the amount of the contribution payable by Government.

3. We are of opinion that the proposals of the Government of Madras are very moderate, and are justified by the additional and increasing qualifications required of village accountants, whose duties are specially arduous where, as in Madras, the assessment is a semi-fluctuating one. For some years we pressed upon the Local Government the importance of training these village officers; the Local Government, after some hesitation, accepted our views and have carried them out cordially; and we think that it would be a grave mistake to now refuse to the trained staff an increased pay which, by comparison with that paid for similar duties in other provinces, is still most moderate. We therefore strongly recommend the present proposals for your Lordship's sanction, and we agree that, as suggested by the Government of Madras in their letter of the 15th April 1898, the scheme should be introduced into the fourteen districts mentioned with effect from the 1st April 1898.

4. In paragraph 6 of our Revenue Secretary's letter of the 8th September 1897, which forms an enclosure of this despatch, it was suggested to the Madras Government that the existing hereditary karnam system might be gradually modified and made to conform with the system generally adopted in other provinces of India; but in view of the strong objections urged by the Local Government in their letter of the 15th April 1898 against any change, we have not considered it advisable to press the matter further.

ORDER—No. 513, Revenue, dated 6th September 1898.

Miscellaneous.

Communicated to the Board of Revenue, in continuation of G.O., Mis. No. 2679, Revenue, dated 24th June 1898.

2. It will be noted that the scheme sanctioned by the Secretary of State takes effect from 1st April last.

(True Extract.)

for Secretary to Government.

To the Board of Revenue (Land Revenue).

„ the Accountant-General,

Copy to the Financial Department,

with copy of G.O., No. 207, Revenue, dated 15th April 1898.

Exd. W. D'Moss.

60 Copies.

Government {1898} of Madras.
REVENUE.

Recd. 21/9/98

Regd. 21/9/98

} 1898.

Enclosures

Spare copies

G.O., No. 513, 6th September 1898.

SEPTEMBER.

Improvement of the position of Karnams.

Communicating to the Board of Revenue letter from the Government of India forwarding copy of a despatch from the Secretary of State sanctioning the proposals for the — in the Madras Presidency.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

Read—again G.O., No. 207, Revenue, dated 15th April 1898.

ABSTRACT.—Approving the proposition statement submitted by the Board of Revenue for increasing the pay of karnams in the Madras Presidency and ordering its transmission to the Government of India for the sanction of the Right Honourable the Secretary of State being obtained thereto.

Read—again the following G.O., Mis. No. 2679, Revenue, dated 24th June 1898:—

Read—again G.O., No. 207, Revenue, dated 15th April 1898.

Read—also the following letter from E. MACONCHIE, Esq., I.C.S., Under Secretary to the Government of India, Department of Revenue and Agriculture (Land Revenue), to the Secretary to the Government of Madras, Revenue Department, dated Simla, the 13th June 1898, No. 1148—147-3:—

With reference to your letter No. 208-R., dated the 15th April last, I am directed to state that the proposals of the Government of Madras for the improvement of the position of karnams in the Madras Presidency have been referred to Her Majesty's Secretary of State for orders.

Order—Mis. No. 2679, Revenue, dated 24th June 1898.

Communicated to the Board of Revenue.

(True Extract.)

(Signed) G. S. FORBES,
Secretary to Government.

To the Board of Revenue (Land Revenue),
with copy of G.O., No. 207, dated 15th April 1898.

Read—also the following endorsement from E. MACONCHIE, Esq., I.C.S., Under Secretary to the Government of India, Revenue and Agricultural Department (Land Revenue), dated Simla, the 15th August 1898, No. 1645—147-4:—

Copy, with copy of despatch to Secretary of State, No. 159, dated 9th June 1898, forwarded to the Government of Madras for information, in continuation of letter No. 1148—147-3, dated 13th June 1898.

ENCLOSURES.

Finance Department Resolution No. 3443-Ex., dated 9th August 1898, and enclosure.

Read—Despatch from Her Majesty's Secretary of State for India, No. 125, Revenue, dated the 14th July 1898, received on the 1st August 1898.

Ordered, that a copy be forwarded to the Revenue and Agricultural Department, in continuation of endorsement No. 2504-Ex., dated the 9th June 1898.

Ordered also that a copy, with a copy of the despatch with enclosures to which the above is a reply, be forwarded to the Accountant-General, Madras.

ENCLOSURE.

Despatch from Her Majesty's Secretary of State for India, No. 125, Revenue, dated 14th July 1898.

I have considered in Council the proposals made in your Excellency's letter, No. 159 (Finance), dated the 9th June 1898, with accompanying papers, concerning the revision of the village accountant staff in fourteen districts of Madras.

2. In the circumstances stated, I sanction the proposals made by the Madras Government and accepted by your Excellency's Government, involving an additional expenditure of Rs. 1,59,054 a year, rising ultimately to more than 2½ lakhs of rupees, of which one-half will fall upon the general revenues. I have observed from recent annual reports that much attention is being given to the training of village accountants in surveying and in the maintenance of correct village maps and land records, and I trust that the great majority of these useful village officials may soon be brought to a high standard of efficiency.

Despatch from the Government of India, Finance and Commerce Department (Salaries, Establishments, &c.—Land Revenue), to the Right Honourable the Secretary of State for India, dated Simla, the 9th June 1898, No. 159 of 1898.

We have the honour to forward, for your Lordship's consideration and orders, a copy of correspondence with the Government of Madras regarding the proposals submitted by that Government for the improvement of the position of karnams or village accountants in the Madras Presidency.

2. Your Lordship will observe from the papers that the principal object of the proposals is to increase the rate of pay of these village officers, and that the scheme will ultimately involve an additional expenditure of more than two and-a-half lakhs of rupees per annum, although at present it is intended to introduce it into fourteen districts only, at an extra cost of Rs. 1,59,054 per annum.

The additional expenditure will be met in equal proportions from the General Revenues and from the Village Service Fund under sections 8 and 9 of Madras Act IV of 1893, but, as shown in paragraph 5 of the Local Government's letter of the 18th June 1897, the additional cost can for a few years be met from accumulated balances in the Village Service Fund without raising the rate of cess or the amount of the contribution payable by Government.

3. We are of opinion that the proposals of the Government of Madras are very moderate, and are justified by the additional and increasing qualifications required of village accountants, whose duties are specially arduous where, as in Madras, the assessment is a semi-fluctuating one. For some years we pressed upon the Local Government the importance of training these village officers; the Local Government, after some hesitation, accepted our views and have carried them out cordially; and we think that it would be a grave mistake to now refuse to the trained staff an increased pay which, by comparison with that paid for similar duties in other provinces, is still most moderate. We therefore strongly recommend the present proposals for your Lordship's sanction, and we agree that, as suggested by the Government of Madras in their letter of the 15th April 1898, the scheme should be introduced into the fourteen districts mentioned with effect from the 1st April 1898.

4. In paragraph 6 of our Revenue Secretary's letter of the 8th September 1897, which forms an enclosure of this despatch, it was suggested to the Madras Government that the existing hereditary karnam system might be gradually modified and made to conform with the system generally adopted in other provinces of India; but in view of the strong objections urged by the Local Government in their letter of the 15th April 1898 against any change, we have not considered it advisable to press the matter further.

Financial Dept

Gobernment {1898} of Madras.
REVENUE.

4 No. 513, REVENUE, 6TH SEPTEMBER 1898.

ORDER—No. 513, Revenue, dated 6th September 1898.

Miscellaneous.

Communicated to the Board of Revenue, in continuation of G.O., Mis. No. 2679, Revenue, dated 24th June 1898.

2. It will be noted that the scheme sanctioned by the Secretary of State takes effect from 1st April last.

(True Extract.)

[Signature]
for Secretary to Government.

To the Board of Revenue (Land Revenue),
„ the Accountant-General,
Copy to the Financial Department, } with copy of G.O., No. 207, Revenue,
dated 15th April 1898.

G.O. No. 207, 15th April 1898.

Recd. } 1898. Enclosures
Regd. } Spare copies

G.O., No. 207, 15th April 1898.

APRIL.

Approving the proposition statement submitted by the Board of Revenue for increasing the pay of karnams in the Madras Presidency and ordering its transmission to the Government of India for the sanction of the Right Honourable the Secretary of State being obtained thereto.

Exd. W. D' Moss.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—the following Proceedings of the Board of Revenue (Land Revenue), No. 429, dated 6th December 1897 :—

Read—the following Government Order, Mis. No. 5100, Revenue, dated 29th September 1897 :—

Read—the following letter from DENZIL IBBETSON, Esq., C.S.I., Secretary to the Government of India (Department of Revenue and Agriculture—Land Revenue), to the Secretary to the Government of Madras, dated Simla, the 8th September 1897, No. 2079-246-2. :—

I am directed to acknowledge the receipt of your letter, No. 475, dated 18th June 1897, in which you put forward proposals for improving the position of karnams in the Madras Presidency by fixing their scale of pay at :—

Beriz.		Rate of pay.	
Rs. 2,000, but under	Rs. 4,000	Rs.	
„ 4,000, „	„ 8,000	8	
„ 8,000, „	„ 12,000	10	
„ 12,000, and above	„	12	
		15	

2. In view of the importance of the work which the karnams are now required to perform, the Government of India agree with the Governor in Council that it is necessary to increase the pay of these officers.

3. It is observed that the revised scheme will ultimately involve an additional expenditure of more than two and a half lakhs of rupees per annum for twenty districts; but that at present it is proposed to introduce it from 1st July 1897 into thirteen districts only at an extra cost of Rs. 12,430 a month, or Rs. 1,49,160 per annum.

4. The additional cost will be met in equal proportion from the General Revenues and from the Village Service Fund under sections 8 and 9 of Madras Act IV of 1893; but it appears from your letter that for a few years the additional cost can be met from accumulated balances without raising the rate of cess or the amount of contribution payable by Government.

5. As regards the question raised in paragraph 6 of your letter, whether in the matter of establishments paid from the Village Service Fund the powers of sanction of Local Governments are limited to the extent indicated in Chapter 17 of the Civil Account Code, Volume I, I am to remind the Government of Madras of the general principle that the exercise by Local Governments of powers conferred on them by Indian legislation is subject to the statutory control of the Secretary of State and of the Government of India. One of the orders prescribing the measure of this statutory control is the Financial Resolution No. 916-Ex., dated 4th March 1893, a reference to which will show that in the present case the sanction of the Secretary of State is required since the proposals relate to a revision of establishment that involves additional expenditure of more than Rs. 25,000 a year. The Government of India are prepared to recommend the general proposal to His Lordship as soon as the proposition statement required by Article 57, note 2, of the Civil Account Code, Volume I,

is received. They do not think, however, that the proposal presents great urgency; and under the special circumstances of the present year, they are not prepared to recommend its introduction with earlier effect than the 1st January 1898.

6. I am, however, to observe for consideration of His Excellency in Council that the present practice and apparently the future intention in Madras are that the pay of the karnams should be local and not personal, that is to say, attached to the circle, and not to the individual. I am to say that experience in other provinces has shown that any system which attaches a particular pay to a particular circle is open to very serious objection which has led to its very general abandonment. It follows from such a system that even when hereditary claims do not stand in the way, the pay of a deserving man cannot be raised or that of an inefficient man be reduced without moving him from a circle with which he is intimately acquainted to another of which he knows nothing, and that when a vacancy occurs in a highly paid circle, it is almost inevitably necessary to move men from one circle to another to the great disadvantage of all the circles concerned. Or again if, as is probably the usual case in the Madras Presidency, the heir succeeds, it means that an inexperienced youth is drawing higher pay than an old and proved servant, and that there is no means of rewarding good service. The plan that has, in other provinces, been substituted for pay attached to circles, is to fix the number in and the pay of each grade in each district or sub-division of a district, and to promote or reduce individual karnams from grade to grade according to merit and as vacancies occur.

7. The Government of India fully recognise that there may very possibly be practical difficulties in the way of anything like a sudden revolution in the existing system. But I am to request that the matter may receive careful consideration, and to say that it would be a matter of satisfaction to them to be assured that His Excellency in Council concurs in the advisability of the change and is prepared to introduce it gradually as may be conveniently possible. In that case they would request Her Majesty's Secretary of State to so frame his sanction as to cover either form of graduation of pay.

Order—Mis. No. 5100, Revenue, dated 29th September 1897.

Communicated to the Board of Revenue, with the request that the proposition statement called for in paragraph 5 of the letter may be submitted at an early date. It is also requested to report on the suggestion in paragraph 6.

(True Extract.)

(Signed) F. J. WILSON,
for Ag. Secy. to Govt.

To the Board of Revenue (Land Revenue).

Resolution—No. 429, dated 6th December 1897.

The Board resolves to submit to Government the proposition statement called for in Government Order, Mis. No. 5100, dated 29th September 1897, in connection with the scheme for raising the pay of karnams in the thirteen districts referred to in Appendix B to Board's Proceedings, No. 403, Press, dated 26th October 1896, as well as in the district of Tinnevely, where the revision of the village establishments was sanctioned in Government Order, No. 556, Press, dated 12th July 1897. The number of karnams in each grade according to the sanctioned scale is exhibited separately in the proposition statement while the special increases given to karnams in certain localities on account of heaviness of work or unhealthiness of locality are shown in lump. Two other statements are also appended to these proceedings showing, respectively, the details for each district and the principles upon which salaries are assigned to each karnam group in the present and the proposed scales.

2. The revised scheme entails a net additional cost of Rs. 13,254-8-0 *per mensem*

	rs.	rs.
Ganjām	608	
Vizagapatam	236-1½	
Gōdāvari	418	
Nellore	906	
Caddapah	1,118	
Anantapur	853	
Anantapur (villages transferred from the Bellary district)	14	
Bellary	821-8	
Kurnool	1,073-11	
Chingleput	977-4	
North Arcot	1,413	
South Arcot	1,988	
Madura	752-3	
Tinnevely	915-30	
Coimbatore	1,222-2	
Total	13,314-59½*	
or Rs. 13,254½ <i>per mensem</i> .		

* This figure represents the reduction in the special increases consequent on the introduction of the revised scale.

tion of officials on the principle of personal pay, and has repeatedly advocated the extension of this principle to Tahsildars. The question whether village officers should not also be given the benefit of personal salaries will be carefully considered, but in order that any such scheme may be of practical use, it is necessary that the details should be carefully worked out and tested in the districts. Moreover, such a scheme would not immediately affect the present proposals for increasing the pay of karnams. For whatever principles already govern the pay of existing establishments, the same principles should, in the opinion of the Board, determine the increases to be now given, so that there may be a just proportion in each case between the present pay and the increment to be added to it. On the other hand, the announcement that an increase of pay will depend on good service and not on the charge that a karnam may happen to hold, can be made at any time so as to bind the heirs or successors of present incumbents, but it could not in fairness be made to affect the value of the charges to their present holders.

(True Copy and Extract.)

(Signed) R. C. C. CARR,
Secretary.

To the Secretary to Government, Revenue Department,
with proposition statement in duplicate.

[Appendix.

2. The revised scheme entails a net additional cost of Rs. 13,254-8-0 *per mensem*

	rs.	rs.
Ganjām	608	
Vizagapatam	236-1½	
Gōdāvari	418	
Nellore	906	
Caddapah	1,118	
Anantapur	853	
Anantapur (villages transferred from the Bellary district)	14	
Bellary	821-8	
Kurnool	1,073-11	
Chingleput	977-4	
North Arcot	1,413	
South Arcot	1,988	
Madura	752-3	
Tinnevely	915-30	
Coimbatore	1,222-2	
Total	13,314-59½*	
or Rs. 13,254½ <i>per mensem</i> .		

* This figure represents the reduction in the special increases consequent on the introduction of the revised scale.

tion of officials on the principle of personal pay, and has repeatedly advocated the extension of this principle to Tahsildars. The question whether village officers should not also be given the benefit of personal salaries will be carefully considered, but in order that any such scheme may be of practical use, it is necessary that the details should be carefully worked out and tested in the districts. Moreover, such a scheme would not immediately affect the present proposals for increasing the pay of karnams. For whatever principles already govern the pay of existing establishments, the same principles should, in the opinion of the Board, determine the increases to be now given, so that there may be a just proportion in each case between the present pay and the increment to be added to it. On the other hand, the announcement that an increase of pay will depend on good service and not on the charge that a karnam may happen to hold, can be made at any time so as to bind the heirs or successors of present incumbents, but it could not in fairness be made to affect the value of the charges to their present holders.

APPENDIX I.

(True Copy and Extract.)

(Signed) R. C. C. CARR,
Secretary.

To the Secretary to Government, Revenue Department,
with proposition statement in duplicate.

APPEN

Name of district.	Government Orders sanctioning present establishment.	Present			
		Karnams on Rs. 6 per mensem.	Karnams on Rs. 7 per mensem.	Karnams on Rs. 8 per mensem.	Karnams on Rs. 10 per mensem.
1	2	3	4	5	6
1. Ganjam	No. 887, dated 8th November 1890, No. 604, dated 4th July 1891, Mis. No. 90, dated 11th January 1895, and No. 588, dated 29th August 1895.	228	122	13	..
2. Vizagapatam ..	No. 320, dated 22nd April 1893, No. 450, dated 25th May 1893, and Mis. No. 4019, dated 19th October 1894.	26	112	33	3
3. Gódvári	No. 1097, dated 26th September 1885 ..	209	..	..	..
4. Nellore	No. 57, dated 31st January 1895 ..	161	224	125	34
5. Cuddapah	No. 734, dated 16th August 1893 ..	297	309	97	9
6. Anantapur	No. 719, dated 13th July 1892, No. 1031, dated 27th November 1893, No. 779, dated 7th November 1894, and Mis. No. 4563, dated 14th November 1895.	332	123	28	2
6A. Villages transferred to the Anantapur district from Bellary.	No. 72, dated 24th January 1890, and No. 220, dated 19th April 1895.	7	..	..	..
7. Bellary	No. 402, dated 28th May 1897, and No. 805, dated 23rd September 1897.	168	266	86	13
8. Kurnool	No. 735, dated 21st December 1896 ..	317	268	70	8
9. Chingleput	No. 733, dated 16th August 1893, No. 16, dated 15th January 1894, No. 690, dated 22nd October 1895, and Mis. No. 3105, dated 3rd August 1896.	219	378	66	10
10. North Arcot ..	No. 313, dated 6th July 1896	353	516	88	6
11. South Arcot ..	No. 321, dated 12th May 1890, No. 981, dated 16th September 1892, No. 1147, dated 16th November 1892, No. 67, dated 2nd February 1895, No. 729, dated 11th November 1895, and No. 744, dated 14th November 1895.	370	922	161	2
12. Madura	No. 52, dated 21st January 1890, No. 96, dated 26th January 1892, No. 225, dated 7th March 1892, No. 718, dated 13th July 1892, and No. 374, dated 28th May 1894.	115	235	101	35
13. Tinnevely	No. 556, dated 12th July 1897	37	235	223	65
14. Coimbatore	No. 573, dated 13th August 1888, Mis. No. 5652, dated 15th September 1890, No. 1068, dated 10th November 1891, No. 2253, dated 9th June 1894, Mis. No. 4305, dated 7th November 1894, and Board's Proceedings, No. 120, dated 1st May 1890, and No. 405, dated 18th December 1890.	219	407	142	36
Total		3,058	4,117	1,233	223

(a) An increase of Rs. 2-8-0 was given to the karnam of Vizagapatam who was drawing only Rs. 5 (vide Government accordingly shown as Rs. 1-8-0. No special increase will now be necessary. (b) The special increases

	Number of persons.	Present scale.			Proposed scale.		
		Pay according to scale.	Special increase.	Total increase.	Pay according to scale.	Special increase.	Total increase.
(e)	3	Rs. 7	Rs. 1	Rs. 3	Rs. 8	Rs. ..	Rs. ..
	1	7	5	5	8	4	4
	2	8	2	4	10	..	..
	6	..	..	12	..	..	4
(e)	1	7	5	5	8	4	4
	1	7	5	5	8	4	4
	1	6	2	2	8	..	..
	3	..	..	12	..	..	8
(g)	3	7	1	3	8	..	..
	1	7	3	3	8	2	2
	9	8	2	18	10	..	..
	1	8	3	3	10	1	1
	2	8	4	8	10	2	4
	1	10	2	2	12	..	..
	17	..	..	37	..	..	7

DIX I.

establishment.				Proposed establishment.						Remarks.
Karnams on Rs. 12 per mensem.	Karnams on Rs. 15 per mensem.	Total number of karnams.	Total cost per mensem.	Karnams on Rs. 8 per mensem.	Karnams on Rs. 10 per mensem.	Karnams on Rs. 12 per mensem.	Karnams on Rs. 15 per mensem.	Total number of karnams.	Total cost per mensem.	
7	8	9	10	11	12	13	14	15	16	17
NO.	NO.	NO.	RS.	NO.	NO.	NO.	NO.	NO.	RS.	
..	..	363	2,326	350	11	2	..	363	2,934	
..	..	174	1,234	138	33	3	..	174	1,470	
..	..	209	1,254	209	..	..	..	209	1,672	
14	7	565	4,147	385	125	34	21	565	5,053	It is only the pay of the karnams on Rs. 6 that is now proposed to be increased (paragraph 5 of Board's Proceedings, No. 403, dated 26th October 1896). The pay of the other karnams is in accordance with the revised scale.
1	..	713	4,823	606	97	9	1	713	5,941	
2	..	487	3,121	455	28	2	2	487	3,974	
..	..	7	42	7	..	..	..	7	56	
7	1	541	3,787	434	86	13	8	541	4,608	
5	..	668	4,478	585	70	8	5	668	5,551	
3	..	676	4,624	597	66	10	3	676	5,601	
..	..	964	6,506	869	88	6	1	964	7,919	
..	..	1,455	9,982	1,292	161	2	..	1,455	11,970	
5	..	491	3,553	350	101	35	5	491	4,305	
10	7	577	4,526	272	223	65	17	577	5,441	
7	3	814	5,788	626	142	36	10	814	7,010	
..	..	..	..	..	..	..	..	..	..	
55	18	8,704	60,278½	7,175	1,231	225	73	8,704	73,533	

Order, Mis. No. 4019, dated 19th October 1894). He is included among Rs. 6 karnams for convenience and the increase is have not been shown separately as they do not affect the present proposals.

	Number of persons.	Present scale.			Proposed scale.		
		Pay according to scale.	Special increase.	Total increase.	Pay according to scale.	Special increase.	Total increase.
(d)	1	Rs. 6	Rs. 1	Rs. 1	Rs. 8	Rs. ..	Rs. ..
	1	6	4	4	8	2	2
	1	7	1	1	8	..	..
	1	7	2	2	8	1	1
	2	8	2	4	10	..	..
	1	8	4	4	10	2	2
	7	..	..	16	..	..	5
(f)	1	6	1	1	8	..	..
	1	6	4	4	8	2	2
	2	..	..	5	..	..	2
(h)	1	6	4	4	8	2	2

APPENDIX II.

A STATEMENT showing the different scales at present in force.

Government Order sanctioning the scale.	Name of district.	Karnams on Rs. 6.	Karnams on Rs. 7.	Karnams on Rs. 8.	Karnams on Rs. 10.	Karnams on Rs. 12.	Karnams on Rs. 15.
No. 887, dated 8th November 1890.	Beriz. Ganjām ..	Under Rs. 2,000	Rs. 2,000 to Rs. 4,000	Rs. 4,000 and above.	..	..	..
No. 320, dated 22nd April 1893.	Vizagapatam ..	Do.	Do.	Rs. 4,000 to Rs. 8,000	Rs. 8,000 to Rs. 12,000	Rs. 12,000 and above.	..
No. 1097, dated 26th September 1885.	Gódvári ..	Do.	..	..	..	..	..
No. 57, dated 31st January 1895.	Nellore ..	Do.	Rs. 2,000 to Rs. 4,000	Rs. 4,000 to Rs. 8,000	Rs. 8,000 to Rs. 12,000	Rs. 12,000 to Rs. 16,000	Rs. 16,000 and above.
No. 734, dated 16th August 1893.	Cuddapah ..	Do.	Do.	Do.	Do.	Rs. 12,000 and above.	..
No. 719, dated 13th July 1892.	Anantapur ..	Do.	Do.	Do.	Do.	Do.	..
No. 402, dated 28th May 1897.	Bellary ..	Do.	Do.	Do.	Do.	Rs. 12,000 to Rs. 16,000	Rs. 16,000 and above.
No. 735, dated 21st December 1896.	Kurnool ..	Do.	Do.	Do.	Do.	Rs. 12,000 and above.	..
No. 733, dated 16th August 1893.	Chingleput ..	Do.	Do.	Do.	Do.	Do.	..
No. 313, dated 6th July 1896.	North Arcot ..	Do.	Do.	Do.	Do.	Do.	..
No. 321, dated 12th May 1890.	South Arcot ..	Do.	Do.	Do.	Rs. 8,000 and above.	..	..
No. 52, dated 21st January 1890.	Madura ..	Do.	Do.	Do.	Rs. 8,000 to Rs. 12,000.	Rs. 12,000 and above.	..
No. 556, dated 12th July 1897.	Tinnevely ..	Do.	Do.	Do.	Do.	Rs. 12,000 to Rs. 16,000.	Rs. 16,000 and above.
No. 573, dated 13th August 1888.	Coimbatore ..	Do.	Do.	Do.	Do.	Do.	Do.

Beriz—

Proposed scale.

	Rs.
Under Rs. 4,000 ..	..
Rs. 4,000 to Rs. 8,000 ..	..
Rs. 8,000 to Rs. 12,000 ..	..
Rs. 12,000 and above ..	..

ORDER—No. 207, Revenue, dated 15th April 1898.

Miscellaneous.

The proposition statement submitted by the Board of Revenue is approved and will be transmitted to the Government of India with the request that the sanction of the Secretary of State for India may be obtained to the introduction of the scheme with effect from the 1st April of this year.

(True Extract.)

(Signed) G. S. FORBES,
Ag. Secretary to Government.

Exd. F. A. Eccleston.

50 Copies.

Government (1898) of Madras.
REVENUE.

Government (1898) of Madras.
REVENUE.

Recd.

Regd.

1898.

Enclosures

Spare copies

G.O., No. 207, 15th April 1898.

G.O., No. 207, 15th April 1898.

APRIL.

APRIL.

Approving the proposition statement submitted by the Board of Revenue for increasing the pay of karnams in the Madras Presidency and ordering its transmission to the Government of India for the sanction of the Right Honourable the Secretary of State being obtained thereto.

Encl. to No. 1 to Secy
C. to 1898 of 95

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

Read—the following Proceedings of the Board of Revenue (Land Revenue), No. 429, dated 6th December 1897 :—

Read—the following Government Order, Mis. No. 5100, Revenue, dated 29th September 1897 :—

Read—the following letter from DENZIL IBBETSON, Esq., C.S.I., Secretary to the Government of India (Department of Revenue and Agriculture—Land Revenue), to the Secretary to the Government of Madras, dated Simla, the 8th September 1897, No. 2079-246-2 :—

I am directed to acknowledge the receipt of your letter, No. 475, dated 18th June 1897, in which you put forward proposals for improving the position of karnams in the Madras Presidency by fixing their scale of pay at :—

Beriz.	Rate of pay.
Rs.	RS.
Rs. 2,000, but under	Rs. 4,000 8
" 4,000, "	" 8,000 10
" 8,000, "	" 12,000 12
" 12,000, and above	" 15

2. In view of the importance of the work which the karnams are now required to perform, the Government of India agree with the Governor in Council that it is necessary to increase the pay of these officers.

3. It is observed that the revised scheme will ultimately involve an additional expenditure of more than two and a half lakhs of rupees per annum for twenty districts; but that at present it is proposed to introduce it from 1st July 1897 into thirteen districts only at an extra cost of Rs. 12,430 a month, or Rs. 1,49,160 per annum.

4. The additional cost will be met in equal proportion from the General Revenues and from the Village Service Fund under sections 8 and 9 of Madras Act IV of 1893; but it appears from your letter that for a few years the additional cost can be met from accumulated balances without raising the rate of cess or the amount of contribution payable by Government.

5. As regards the question raised in paragraph 6 of your letter, whether in the matter of establishments paid from the Village Service Fund the powers of sanction of Local Governments are limited to the extent indicated in Chapter 17 of the Civil Account Code, Volume I, I am to remind the Government of Madras of the general principle that the exercise by Local Governments of powers conferred on them by Indian legislation is subject to the statutory control of the Secretary of State and of the Government of India. One of the orders prescribing the measure of this statutory control is the Financial Resolution No. 916-Ex., dated 4th March 1893, a reference to which will show that in the present case the sanction of the Secretary of State is required since the proposals relate to a revision of establishment that involves additional expenditure of more than Rs. 25,000 a year. The Government of India are prepared to recommend the general proposal to His Lordship as soon as the proposition statement required by Article 57, note 2, of the Civil Account Code, Volume I,

is received. They do not think, however, that the proposal presents great urgency; and under the special circumstances of the present year, they are not prepared to recommend its introduction with earlier effect than the 1st January 1898.

6. I am, however, to observe for consideration of His Excellency in Council that the present practice and apparently the future intention in Madras are that the pay of the karnams should be local and not personal, that is to say, attached to the circle, and not to the individual. I am to say that experience in other provinces has shown that any system which attaches a particular pay to a particular circle is open to very serious objection which has led to its very general abandonment. It follows from such a system that even when hereditary claims do not stand in the way, the pay of a deserving man cannot be raised or that of an inefficient man be reduced without moving him from a circle with which he is intimately acquainted to another of which he knows nothing, and that when a vacancy occurs in a highly paid circle, it is almost inevitably necessary to move men from one circle to another to the great disadvantage of all the circles concerned. Or again if, as is probably the usual case in the Madras Presidency, the heir succeeds, it means that an inexperienced youth is drawing higher pay than an old and proved servant, and that there is no means of rewarding good service. The plan that has, in other provinces, been substituted for pay attached to circles, is to fix the number in and the pay of each grade in each district or sub-division of a district, and to promote or reduce individual karnams from grade to grade according to merit and as vacancies occur.

7. The Government of India fully recognise that there may very possibly be practical difficulties in the way of anything like a sudden revolution in the existing system. But I am to request that the matter may receive careful consideration, and to say that it would be a matter of satisfaction to them to be assured that His Excellency in Council concurs in the advisability of the change and is prepared to introduce it gradually as may be conveniently possible. In that case they would request Her Majesty's Secretary of State to so frame his sanction as to cover either form of graduation of pay.

Order—Mis. No. 5100, Revenue, dated 29th September 1897.

Communicated to the Board of Revenue, with the request that the proposition statement called for in paragraph 5 of the letter may be submitted at an early date. It is also requested to report on the suggestion in paragraph 6.

(True Extract.)

(Signed) F. J. WILSON,
for Ag. Secy. to Govt.

To the Board of Revenue (Land Revenue).

Resolution—No. 429, dated 6th December 1897.

The Board resolves to submit to Government the proposition statement called for in Government Order, Mis. No. 5100, dated 29th September 1897, in connection with the scheme for raising the pay of karnams in the thirteen districts referred to in Appendix B to Board's Proceedings, No. 403, Press, dated 26th October 1896, as well as in the district of Tinnevely, where the revision of the village establishments was sanctioned in Government Order, No. 556, Press, dated 12th July 1897. The number of karnams in each grade according to the sanctioned scale is exhibited separately in the proposition statement while the special increases given to karnams in certain localities on account of heaviness of work or unhealthiness of locality are shown in lump. Two other statements are also appended to these proceedings showing, respectively, the details for each district and the principles upon which salaries are assigned to each karnam group in the present and the proposed scales.

2. The revised scheme entails a net additional cost of Rs. 13,254-8-0 *per mensem*

	Rs.	Rs.
Ganjám	608	
Vizagapatam	236-1 1/2	
Gódvári	418	
Nellore	906	
Cuddapah	1,118	
Anantapur	853	
Anantapur (villages transferred from the Bellary district)	14	
Kurnool	821-8	
Chingleput	1,073-11	
North Arcot	977-4	
South Arcot	1,413	
Madura	1,988	
Tinnevely	752-3	
Coimbatore	915-30	
	1,222-2	

Total .. 13,314-59 1/2
or Rs. 13,254 1/2 *per mensem*.

* This figure represents the reduction in the special increases consequent on the introduction of the revised scale.

tion of officials on the principle of personal pay, and has repeatedly advocated the extension of this principle to Tahsildars. The question whether village officers should not also be given the benefit of personal salaries will be carefully considered, but in order that any such scheme may be of practical use, it is necessary that the details should be carefully worked out and tested in the districts. Moreover, such a scheme would not immediately affect the present proposals for increasing the pay of karnams. For whatever principles already govern the pay of existing establishments, the same principles should, in the opinion of the Board, determine the increases to be now given, so that there may be a just proportion in each case between the present pay and the increment to be added to it. On the other hand, the announcement that an increase of pay will depend on good service and not on the charge that a karnam may happen to hold, can be made at any time so as to bind the heirs or successors of present incumbents, but it could not in fairness be made to affect the value of the charges to their present holders.

(True Copy and Extract.)

(Signed) R. C. C. CARR,
Secretary.

To the Secretary to Government, Revenue Department,
with proposition statement in duplicate.

2. The revised scheme entails a net additional cost of Rs. 13,254-8-0 *per mensem* or Rs. 1,59,054 *per annum* as shown in the margin. The Board recommends that the revised scale may be introduced in the districts referred to with effect from the beginning of the next official year. Provision to this effect has been made in the budget estimate for 1898-99 which has been submitted to Government with Board's Proceedings, No. 424, dated 2nd December 1897.

3. The Government of India in paragraphs 6 and 7 of their letter, dated 8th September 1897, suggest that the pay of karnams may be made personal instead of being as at present local. The Board is fully alive to the advantage of a graduation of officials on the principle of personal pay, and has repeatedly advocated the extension of this principle to Tahsildars. The question whether village officers should not also be given the benefit of personal salaries will be carefully considered, but in order that any such scheme may be of practical use, it is necessary that the details should be carefully worked out and tested in the districts. Moreover, such a scheme would not immediately affect the present proposals for increasing the pay of karnams. For whatever principles already govern the pay of existing establishments, the same principles should, in the opinion of the Board, determine the increases to be now given, so that there may be a just proportion in each case between the present pay and the increment to be added to it. On the other hand, the announcement that an increase of pay will depend on good service and not on the charge that a karnam may happen to hold, can be made at any time so as to bind the heirs or successors of present incumbents, but it could not in fairness be made to affect the value of the charges to their present holders.

APPENDIX I.

(True Copy and Extract.)

(Signed)

R. C. C. CARR,

Secretary.

To the Secretary to Government, Revenue Department,
with proposition statement in duplicate.

APPEN

Name of district.	Government Orders sanctioning present establishment.	Present			
		Karnams on Rs. 6 per mensem.	Karnams on Rs. 7 per mensem.	Karnams on Rs. 8 per mensem.	Karnams on Rs. 10 per mensem.
1	2	3	4	5	6
1. Ganjām	No. 887, dated 8th November 1890, No. 604, dated 4th July 1891, Mis. No. 90, dated 11th January 1895, and No. 588, dated 29th August 1895.	No. 228	No. 122	No. 13	..
2. Vizagapatam	No. 320, dated 22nd April 1893, No. 450, dated 25th May 1893, and Mis. No. 4019, dated 19th October 1894.	26	112	33	3
3. Gódvári	No. 1097, dated 26th September 1885 ..	209	..	..	..
4. Nellore	No. 57, dated 31st January 1895 ..	161	224	125	34
5. Cuddapah	No. 734, dated 16th August 1893 ..	297	309	97	9
6. Anantapur	No. 719, dated 13th July 1892, No. 1031, dated 27th November 1893, No. 779, dated 7th November 1894, and Mis. No. 4568, dated 14th November 1895.	332	123	28	2
6A. Villages transferred to the Anantapur district from Bellary.	No. 72, dated 24th January 1890, and No. 220, dated 19th April 1895.	7	..	..	..
7. Bellary	No. 402, dated 28th May 1897, and No. 805, dated 23rd September 1897.	168	266	86	13
8. Kurnool	No. 735, dated 21st December 1896 ..	317	268	70	8
9. Chingleput	No. 733, dated 16th August 1893, No. 16, dated 15th January 1894, No. 690, dated 22nd October 1895, and Mis. No. 3105, dated 3rd August 1896.	219	378	66	10
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11. South Arcot	No. 321, dated 12th May 1890, No. 981, dated 16th September 1892, No. 1147, dated 16th November 1892, No. 67, dated 2nd February 1895, No. 729, dated 11th November 1895, and No. 744, dated 14th November 1895.	370	922	161	2
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14. Coimbatore	No. 573, dated 13th August 1888, Mis. No. 5652, dated 15th September 1890, No. 1068, dated 10th November 1891, No. 2253, dated 9th June 1894, Mis. No. 4305, dated 7th November 1894, and Board's Proceedings, No. 120, dated 1st May 1890, and No. 405, dated 18th December 1890.	219	407	142	36
Total ..		3,058	4,117	1,233	223

(a) An increase of Rs. 2-8-0 was given to the karnam of Vizagapatam who was drawing only Rs. 5 (vide Government accordingly shown as Rs. 1-8-0. No special increase will now be necessary. (b) The special increases.

	Number of persons.	Present scale.			Proposed scale.		
		Pay according to scale.	Special increase.	Total increase.	Pay according to scale.	Special increase.	Total increase.
(e)	3	Rs. 7	Rs. 1	Rs. 3	Rs. 8	Rs. ..	Rs. ..
	1	7	5	5	8	4	4
	2	8	2	4	10	..	..
(e)	6	..	..	12	..	..	4
	1	7	5	5	8	4	4
	1	7	5	5	8	4	4
(e)	1	6	2	2	8	..	..
	3	..	..	12	..	..	8
	3	7	1	3	8	..	..
(g)	1	7	3	3	8	2	2
	9	8	2	18	10	..	..
	1	8	3	3	10	1	1
(g)	2	8	4	8	10	2	4
	1	10	2	2	12	..	..
	17	..	..	37	..	..	7

DIX I.

establishment.				Proposed establishment.						Remarks.
Karnams on Rs. 12 per mensem.	Karnams on Rs. 15 per mensem.	Total number of karnams.	Total cost per mensem.	Karnams on Rs. 8 per mensem.	Karnams on Rs. 10 per mensem.	Karnams on Rs. 12 per mensem.	Karnams on Rs. 15 per mensem.	Total number of karnams.	Total cost per mensem.	
7	8	9	10	11	12	13	14	15	16	17
NO.	NO.	NO.	RS.	NO.	NO.	NO.	NO.	NO.	RS.	
..	..	363	2,326	350	11	2	..	363	2,934	
..	..	174 {	1,234 {	138	33	3	..	174	1,470	
..	..	209	1,254	209	..	..	..	209	1,672	
14	7	565	4,147	385	125	34	21	565	5,053	It is only the pay of the karnams on Rs. 6 that is now proposed to be increased (para-graph 5 of Board's Proceedings, No. 403, dated 26th October 1896). The pay of the other karnams is in accordance with the revised scale.
1	..	713	4,823	606	97	9	1	713	5,941	
2	..	487	3,121	455	28	2	2	487	3,974	
..	..	7	42	7	..	..	..	7	56	
7	1	541 {	3,787 {	434	86	13	8	541 {	4,608 {	
5	..	668 {	4,478 {	585	70	8	5	668 {	5,551 {	
3	..	676 {	4,624 {	597	66	10	3	676 {	5,601 {	
..	..	964	(b) 6,506	869	88	6	1	964	(b) 7,919	
..	..	1,455	9,982	1,292	161	2	..	1,455	11,970	
5	..	491 {	3,553 {	350	101	35	5	491 {	4,305 {	
10	7	577 {	4,526 {	272	223	65	17	577 {	5,441 {	
7	3	814 {	5,788 {	626	142	36	10	814 {	7,010 {	
55	18	8,704	60,278½	7,175	1,231	225	73	8,704	73,533	

Order, Mis. No. 4019, dated 19th October 1894). He is included among Rs. 6 karnams for convenience and the increase is have not been shown separately as they do not affect the present proposals.

	Number of persons.	Present scale.			Proposed scale.		
		Pay according to scale.	Special increase.	Total increase.	Pay according to scale.	Special increase.	Total increase.
(d)	1	Rs. 6	Rs. 1	Rs. 1	Rs. 8	Rs. ..	Rs. ..
	1	6	4	4	8	2	2
	1	7	1	1	8	..	..
(f)	1	7	2	2	8	1	1
	2	8	2	4	10	..	..
	1	8	4	4	10	2	2
(h)	7	..	..	16	..	..	5
	1	6	1	1	8	..	..
	1	6	4	4	8	2	2
(h)	2	..	..	5	..	..	2
	1	6	4	4	8	2	2
	1	6	4	4	8	2	2

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189

READ AGAIN G.O., No
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DATED

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ENCLOSURES TO C. No.

ORDER OF GOVERNMENT.

A A A A A A A

LETTERS OF GOVERNMENT.

STATEMENT WITH DITTO

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