Judicial (1895) Department.

ORDINARY PRINTED.

G.O., No 1404

Dated 5th July 1895

INDEXED.

[Despatch Abstract.]

POLICE.

Approving and sanctioning the scheme of the Inspector General of Police for the grading of the appointments of European Head Constables and his proposal to incur certain temporary excess cost in this connection, and directing that the necessary proposition statements be submitted in due course to the Financial Department.

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	3994		95				
	G.O. 4709/97.						

Govt. of {1895} Madras.

JUDICIAL.

Issued

Read. *Encl.*

G.O., 5th July 1895, No. 1404.

JULY.

Police.

Approving and sanctioning the scheme of the Inspector-General of — for the grading of the appointments of European Head Constables, and his proposal to incur certain temporary excess cost in this connection; and directing that the necessary proposition statements be submitted in due course to the Financial Department.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ—the following papers :—

From M. HAMMICK, Esq., I.C.S., Inspector-General of Police, to the Chief Secretary to Government, dated Ootacamund, 17th May 1895, No. 3010.

I have the honour to bring to the notice of Government that I find some inconvenience is caused by the present arrangements under which European Head Constables' appointments in different districts carry local pay. There is some object in such an arrangement in cases where the duties attached to appointment in one district are much heavier than those in another. But in this case putting on one side the appointments at Ootacamund, Wellington and Guntakal junction (where the work is specially heavy and responsible), there is little reason why the difference in pay should exist. The pay of most of the appointments appears to have been fixed chiefly with reference to the amount of money which happened to be available at the time. For instance, the appointment at Cannanore was sanctioned on Rs. 30–8–0 per mensem in G.O., No. 2020, dated 11th December 1862, Judicial Department, this sum being equal to the pay of one native head constable, Rs. 20, and one deputy constable, Rs. 10–8–0, in lieu of which sanction was sought for the European Head Constable's appointment. This rate was subsequently raised to Rs. 45 by G.O., No. 1273, dated 13th August 1873, Judicial Department, the increase being gained by the reduction of a third-grade head constable's appointment. An appointment on Rs. 35 was sanctioned for the Kistna district in G.O., No. 794, dated 6th June 1872, Judicial Department, the pay being met by the reduction of a third-grade and second-grade head constable. From these and other Government Orders it appears that at each station the pay proposed depended mainly upon the sum available from the sanctioned budget to meet the cost of the proposal.

2. Under the present arrangement the scale for each district being on particular rates of pay, transfers of officers from one district to another, which are sometimes found necessary in the interests of the administration, cannot be made without affecting the pay of the men moved, and there being little chance of promotion (the Telugu men, for instance, not being suitable to serve in the south and the Canara men not being available for transfer from that district), there is not much stimulus for good conduct. At present I have good reason for wishing to move the constable at Guntakal, but I cannot do so without causing him a loss of pay which he does not deserve. All other appointments in the force are on uniform rates of pay for the whole Presidency and for the foregoing reasons I am of opinion that European Head Constables' appointments should also be so.

3. I consider that it would be well to have four grades of European Head Constables (there are four grades of Inspectors and a like number of native head constables) on the following rates of pay, viz., Rs. 50, 40, 35 and 30, to class the appointments on a general list for the Presidency and to allow each district its sanctioned number of appointments, but not of any particular grades. Promotion of the officers will depend on merit as well as seniority on the general list as in the case of Inspectors.

4. I attach two statements—one (A) showing the appointments and rates of pay sanctioned for each district and another (B) giving the total present scale and the graded scale proposed as specified above. My proposals which involve no increased expenditure over present cost are—

	Rs.
5 first grade appointments at Rs. 50 each	250
8 second " " " 40 "	320
14 third " " " 35 "	490
18 fourth " " " 30 "	540
Local allowance for the appointments at Ootacamund and Vayittiri and Rs. 5 each for the four European Head Constables at Malapuram	60
Total ..	1,660

against Rs. 1,668, present cost, including Rs. 60, local allowance for the appointments at Ootacamund, Vayittiri and Manantoddy. It is necessary that the local allowance sanctioned for the Ootacamund and Vayittiri stations should be continued. I have omitted from the proposed scale the allowance for Manantoddy, subject to the proposal in my letter No. 2194, dated 10th April 1895, to transfer the Manantoddy appointment to Bellary being sanctioned. I have, however, in place of the special allowance of Rs. 20 for Manantoddy allotted Rs. 5 a month as a special allowance for each European Head Constable with the force at Malapuram. The present men get Rs. 35, and I think they should get a slight increase for the isolation and extra expense incurred by living so far from the railway as is the case at Malapuram. The work also is specially monotonous there.

5. If Government approves of the above proposals, I request that it may be pleased to sanction them. The introduction of the graded scale of pay will, for a time, adversely affect the pay of some men, while others will benefit thereby. In the case of those whose pay will be reduced, I request that Government may be pleased to sanction their drawing their present rates till they are promoted to the next higher grade. There will be a temporary excess cost on this account of Rs. 31 per mensem as shown in the margin, item (1).

	Rs.
(1) Those whose pay will be reduced—	
1 on present pay Rs. 45 (put in proposed grade of Rs. 40) difference	5
4 on present pay Rs. 37 (put in proposed grade of Rs. 35) difference	8
9 on present pay Rs. 32 (put in proposed grade of Rs. 30) difference	18
Total ..	31
(2) Those whose pay will be increased—	
3 on present pay Rs. 37 (put in proposed grade of Rs. 40) difference	9
3 on present pay Rs. 32 (put in proposed grade of Rs. 35) difference	9
Total ..	18

If the increase of six men at Rs. 3 each, *i.e.*, Rs. 18, be deferred and one allowance of Rs. 5 a month which is not required at present as one head constable at Malapuram is now drawing Rs. 40 (the pay of his appointment at Vayitteri) while the rest draw Rs. 35, Rs. 23 will be available to meet the increased expenditure, so only Rs. 8 a month will be incurred by delaying the reduction in pay of the men referred to above, viz., Rs. 31—23.

Vacancies in European Head Constables' appointments occur often owing to resignations, &c., and so this excess cost is not likely to last long. But if Government considers that this excess cost should be avoided, it may be arranged that the increased rate of pay admissible to present incumbents, as shown in item (2) in the margin, should not be drawn immediately, but hereafter as vacancy occurs and as the excess

rate over the *new* grade pay drawn by each individual under the foregoing recommendation is absorbed. This will only involve a temporary increase of Rs. 8 per mensem.

6. On receipt of orders of Government on this letter the required proposition statements will be submitted.

7. I feel certain the change proposed will enable me to recruit a better class of men than we get at present, and will produce contentment in the long run.

ENCLOSURES.

A.—List of European Head Constables' appointments showing the Districts for which they are sanctioned and the rates of pay.

District.	Number sanctioned.	Station.	Rate of pay.	Remarks.
Ganjám	*Nil.*	....	..	
Vizagapatam	2	Vizagapatam Town	37	
		Bimlipatam Town	37	
Jeypore	*Nil.*	....	..	
Gódávari	2	Cocanada	37	
		Do.	35	
	3	Bunder Town	37	
		Guntur Town	35	
		Bezwada Town	35	
Kistna	*Nil.*	....	..	
Nellore	1	Kurnool Town	32	
Kurnool		Bellary Railway station ..	(40–50) average 47½	The present incumbent draws Rs. 50.
	3	Bellary Town	37	
Bellary		Do.	37	
	1	Guntakal Railway station ..	(40–50) average 47½	Do. do.
Anantapur	*Nil.*	....	..	
Cuddapah	*Nil.*	....	..	
North Arcot		St. Thomas' Mount	30	
	3	Pallaveram	30	
Chingleput		Poonamallee	30	
South Arcot	1	Cuddalore Town	32	
	5	Reserve	32	
		Tanjore Town	32	
Tanjore		Kumbakónam Town	32	
		Negapatam Town	32	
		Do.	32	
	3	Reserve	32	
Trichinopoly		Do.	32	
		Do.	30	
	4	Reserve	30	
		Do.	32	
Madura		Madura Town	32	
		Dindigul Town	37	
Tinnevelly	1	Tuticorin Town	50	
	3	Salem Town	30	
Salem		Do.	30	
		Tiruppattúr	30	
	3	Coimbatore Town	32	
		Wellington	40	
Coimbatore		Ootacamund	50	Local allowance Rs. 10 and house-rent Rs. 10.
	8	Cannanore	45	
		Cochin	40	
		Vayittiri	40	Local allowance Rs. 20.
		Manantoddy	40	Do. do.
Malabar		Malapuram Special Force ..	35	
		Do. do. ..	35	
		Do. do. ..	35	
		Do. do. ..	35	
	2	Mangalore Reserve	50	
South Canara		Do.	50	
		Total ..	1,608	*Plus* local allowance Rs. 60. In all Rs. 1,668.

B.—List of European Head Constables' appointments showing the present and proposed scale.

Present scale of appointments attached to Districts.		Proposed scale for the Presidency.	
Sanctioned number.	Cost.	Number.	Cost.
	Rs.		Rs.
3 at Rs. 50 each	150	5 first grade at Rs. 50 each	250
2 on ,, 40—50, average 47½ each	95	8 second ,, at ,, 40 ,, ...	320
1 at ,, 45	45	14 third ,, at ,, 35 ,, ...	490
4 at ,, 40 each	160	18 fourth ,, at ,, 30 ,, ...	540
7 at ,, 37 ,, ...	259	Local allowance for the appointments at Ootacamund and Vayittiri at Rs. 20 each and Malapuram at Rs. 5	* 60
7 at ,, 35 ,, ...	245		
12 at ,, 32 ,, ...	384		
9 at ,, 30 ,, ...	270		
Local allowance for the appointments at Ootacamund, Vayittiri and Manantoddy at Rs. 20 each	60		
45 Total ..	1,668	45 Total ..	1,610

* Allowance for Manantoddy not included, the transfer of that appointment to Bellary has been proposed in this office letter No. 2194, dated 10th April 1895. Subject to the sanction of Government to this proposal no provision for the allowance is made in the proposed scale. An allowance is, however, proposed for the men at Malapuram.

From M. HAMMICK, Esq., I.C.S., Inspector-General of Police, Madras, to the Chief Secretary to Government, dated Ootacamund, 5th June 1895, No. 3354.

With reference to my letter No. 3010, dated 17th May 1895, regarding the reorganization of the force of European Head Constables now employed by the Police in various stations, I have the honour to say that the European Head Constable at Wellington, Nilgiris, has represented to me that his pay of Rs. 40 is very insufficient for him, considering the expenses of living on the hills. He asks that as the Ootacamund European Head Constable draws a local allowance of Rs. 10 and a house-rent allowance of Rs. 10 also he may be granted similar allowances.

2. I agree with the view that if in Ootacamund a special allowance of Rs. 20 is considered necessary, some similar allowance should be made in Coonoor, where the expenses of living are almost, if not quite, as great and the constable has if anything harder work. The scheme which I submitted shows an ultimate saving of Rs. 8, and I would recommend that an allowance of Rs. 10 be granted for the European Head Constable at Wellington, which will only involve an excess expenditure of Rs. 2 on the present cost. If this is done, and the scheme of grading recommended by me sanctioned, I can arrange that the European Head Constable at Wellington shall always get sufficient pay.

Endorsement in the Judicial Department, dated 5th July 1895.

ABSTRACT.—Approving and transferring to the Financial Department proposition statement submitted by the Inspector-General of Police, through the Accountant-General, for the transfer of the European Head Constable at Manantoddy, Malabar, to Bellary.

ORDER—dated 5th July 1895, No. 1404, Judicial.

The Inspector-General's scheme, as also the proposal to incur the temporary excess cost, will be approved and sanctioned.

2. The necessary proposition statements should be submitted in due course to the Financial Department.

(True Extract.)

Chief Secretary.

To the Inspector-General of Police.
,, Financial Department.

Exd. Shaik Karim.

Enclosure I to letter No. 3010 dated 17th May 1895 from the Inspector General of Police.

List of European Head Constables appointments shewing the Districts for which they are sanctioned and the rates of pay.

68

District 14	Number sanctioned.	Station	Rate of pay	Remarks.
Ganjam	nil 6	~~H 15 H.~~ "	6 "	12
Vizagapatam	2	Vizagapatam Town	37	✓
		Bimlipatam Town	37	✓
Jeypore	nil	"	"	
Godavari	2	Coconada	37	✓
		Do.	35	✓
Kistna	3	Bunder Town	37	G.O. 794 6 June 1892
		Guntur Town	35	✓ 2057: 6 Oct 76
		Bezwada Town	35	✓
Nellore	nil	"	"	
Karnool	1	Karnool Town	32	✓
Bellary	3	Bellary Ry. Station	(40-50) average 47½	The present incumbent draws Rs 50.
		Bellary Town	37	✓
		Do.	37	✓
Anantapur	1	Guntakal Ry. Station	(40-50) average 47½	✓ Do.
Cuddapah	nil	"	"	
North Arcot	nil	"	"	
Chingleput	3	St. Thomas Mount	30	✓
		Pallaveram	30	✓
		Poonamallee	30	✓
South Arcot	1	Cuddalore Town	30	✓
Tanjore	5	Reserve	32	✓
		Tanjore Town	32	✓
		Kumbaconam Town	32	✓
		Negapatam Town	32	✓
		Do.	32	✓

List of European Head Constables appointments shewing Districts for which they are sanctioned and the rates of pay.

Districts	Number Sanctioned	Station	Rate of pay	Remarks.
Trichinopoly	3	Reserve	32	
		do.	32	
		do.	32	
Madura	4	Reserve	30	
		do.	30	
		Madura Town	32	
		Dindigal Town	32	
Tinnevelly	1	Tuticorin Town	37	
Salem	3	Salem Town	30	
		do.	30	
		Tiruppattur	30	
Coimbatore	3	Coimbatore Town	32	
		Wellington	40	
		Dolacamund	50	Local allowance Rs 10 and House rent Rs 10.
Malabar	8	Cannanore	45	
		Cochin	40	
		Vayittiri	40	Local allowance Rs 20.
		Mananloddy	40	do.
		Malapuram Spl. Force	35	
		do	35	
		do	35	
		do.	35	
South Canara	2	Mangalore Reserve	50	
		do	50.	
		Total	1608	plus local allowance Rs 60. In all Rs 1668.
	45			

Inspector General

1895
Jud. Dept
Enclos. No 1
To
G. No 2530

B.

Enclosure II to letter no. 3010 dated 17 May 1895 from the Inspr. Genl of Police

List of European Head Constables' appointments shewing the present and proposed scale.

Present scale of appointments attached to Districts.				Proposed scale for the Presidency.			
Sanctioned number.		Cost.		Number		Cost.	
3 at Rs 50 each		150	" "	5 1st Grade at Rs 50 each		250	" "
2 on Rs 40-50 average 45½	each	95	" "	8 2d " " 40 "		320	" "
1 at Rs 45		45	" "	14 3d " " 35 "		490	" "
4 at Rs 40 each.		160	" "	18 4th " " 30 "		540	" "
7 at Rs 37 each		259	" "	Local allowance for the appoint- ments at Polāeamuad and Vayittiri at Rs 20 each and Malapuram at Rs 5		60	" "
7 at Rs 35 each		245	" "				
12 at Rs 32 each		384	" "				
9 at Rs 30 each		270	" "				
Local allowance for the appoint- ments at Polāeamund Vayittiri and Manantōddy at Rs 20 each.		60	" "				
45	Total	1668	" "	45	Total	1660	" "
						6	

* Allowance for Manantoddy not included. The transfer of that appointment to Bellary has been proposed in this office letter No 2194 dated 10 April 1895. Subject to the sanction of Government to this proposal no provision for the allowance is made in the proposed scale. An allowance is however necessary for two men at Malapuram.

W Hammond
Inspector General of Police.

No. 0/43 1,000—10-94.

CURRENT No 2530.

DEPARTMENT.

No. 3010

~~CHIEF~~ OFFICE OF THE INSPECTOR-GENERAL OF POLICE,

~~Madras~~, 17th May 1895.

FROM

M. Hammick Esq M.S.

INSPECTOR-GENERAL OF POLICE,

To

THE Chief Secretary
to Government
Cotacamund.

SIR,

Enclosures.
Two.

I have the honor to bring to the notice of Government that I find some inconvenience is caused by the present arrangements under which European Head Constables' appointments in different districts carry local pay. There is some object in such an arrangement in cases where the duties attached to appointment in one district are much heavier than those in another. But in this case putting on one side the appointments at Bolaca-mund, Wellington and Guntakal Junction (where the work is specially heavy and responsible) there is little reason why the difference in pay should exist. The pay of most of the appointments appears

to

1895
Jud. Dept.
Enclns. No 2
To
C. No 2530.

to have been fixed chiefly with reference to the amount of money which happened to be available at the time. For instance the appointment at Cannanore was sanctioned on Rs 30.8.0 per mensem in G.O. No 2020 dated 11th December 1862, Jd., this sum being equal to the pay of one native Head Constable Rs 20 and one Deputy Constable Rs 10.8.0 in lieu of which sanction was sought for the European Head Constable's appointment. This rate was subsequently raised to Rs 45 by G.O. No 1273, dated 13th August 1873, Jd., the increase being gained by the reduction of a 3d Grade Head Constable's appointment. An appointment on Rs 35 was sanctioned for the Kistna District in G.O. No 794, dated 6th June 1872 Jd., the pay being met by the reduction of a third grade and second grade Head Constable. From these and other G.Os. it appears that at each station the pay proposed depended mainly upon the sum available from the sanctioned budget to meet the cost of the proposal.

2. Under the present arrangement the scale for each district being on particular rates of pay transfers of officers from one District to another, which are sometimes found necessary in the interests of

of the administration cannot be made without affecting the pay of the men moved and there being little chance of promotion (the Telugu men for instance not being as suitable to serve in the South and the Canarese men not being available for transfer from that District) there is not much as stimulus for good conduct. At present I have good reason for wishing to move the Constable at Guntakal but I cannot do so without causing him a loss of pay which he does not deserve. All other appointments in the Force are on uniform rates of pay for the whole Presidency and for the foregoing reasons I am of opinion that European Head Constables' appointments should also be so.

3. I consider that it would be well to have 4 grades of European Head Constables (there are 4 grades of Inspectors and a like number of native Head Constables) on the following rates of pay viz. Rs 50, 40, 35 and 30, to class the appointments on a general list for the Presidency and to allow each District its sanctioned numbers of appointments but not of any particular grades. Promotion of the officers will depend on

merit as well as seniority on the general list as in the case of Inspectors.

4. I attach two statements one (A) shewing the appointments and rates of pay sanctioned for each District and another (B) giving the total present scale and the graded scale proposed as specified above. My proposals which involve no increased expenditure over present cost are —

5	1st Grade appointments at	Rs 50 each —	Rs 250.
8	2d	" 40 "	" 320.
14	3d	" 35 "	" 490.
18	4th	" 30 "	" 540.
	local allowance for the appointments at Pottacamund and Payittiri and Rs 5 each for the 4 European Head Constables at Malapuram.		" 60.
		Total	Rs 1660.

against Rs 1668 present cost including Rs 60 local allowance for the appointments at Pottacamund, Payittiri and Manantoddy. It is necessary that the local allowance sanctioned for the Pottacamund and Payittiri stations should be continued. I have omitted from the proposed scale the allowance for Manantoddy

+ Only Rs 2 will be the extra cost if the allowance of Rs 10 p.m. to the S.I. at Wellington is also sanctioned.

× The D.G. has recently been asked to report on this question (in the P.O. letter No 1838/95).

subject to the proposal in my letter of No 2194 dated 10th April 1895 to transfer the Manantoddy appointment to Bellary being sanctioned. I have, however, in place of the special allowance of Rs 20 for Manantoddy are allotted Rs 5 a month as a special allowance for each European Head Constable with the force at Malapuram. The present men get Rs 35 and I think they should get a slight increase for the isolation and extra expense incurred by living so far from the Railway as is the case at Malapuram. The work also is specially monotonous there.

5. If Government approves of the above proposals I request that it may be pleased to sanction them. The introduction of the graded scale of pay will, for a time, adversely affect the pay of some men while others will benefit thereby. In the case of those whose pay will be reduced I request that Government may be pleased to sanction their drawing their present rates till they are promoted to the next higher grade. There will be a temporary excess cost on this account of Rs 31 per mensem

as

as shewn in the margin item (1). Vacancies in European Head Constables appointments occur often owing to resignations &c and so this excess cost is not likely to last long. But if Government considers that this excess cost should be avoided it may be arranged that the increased rate of pay admissible to as present incumbents (as shewn in item (2) in the margin should not be drawn immediately but hereafter as vacancy occurs and as the excess rate over the new grade pay drawn by each individual under the foregoing recommendation is absorbed. This will only involve a temporary increase of Rs 8 per mensem.

(1) Those whose pay will be reduced.

1 on present pay Rs 45 - put in proposed grade of Rs 40			Difference	Rs 5.
4	" 37	" 35		" 8.
9	" 32	" 30		" 18.
				31.
(2) Those whose pay will be increased.				
3 on present pay	Rs 37 -	put in proposed grade of	Rs 40 Difference	Rs 9
3	" 32		" 35	" 9
				18

If the increase of 6 men at Rs 3 each ie. Rs 18 be deferred and one allowance of Rs 5 a month which is not required at present as one Head (the pay of his appointment at Rs 40) Constable at Malapuram is now drawing Rs 40 while the rest draw Rs 35 Rs - Rs 23 will be available to meet the increased expenditure so only Rs 8 a month will be incurred by delaying the reduction in pay of the men referred to above. Vij. R31 — 23

6. On receipt of orders of Government on this letter the required proposition statements will be submitted.

7. I feel certain the change proposed will enable me to recruit a better class of men than we get at present and will produce contentment in the long run.

For orders

The sum involved is so small that it hardly seems worth while to effect a saving in this way

D
15 Oct 15

I have the honor to be,
Sir,
Your most obedt: Servt:,

M Hammuch

Inspector General of Police.

Judl (1895) Department.

1856

CURRENT No. 2530

From

M. Hammick Esq. Ics

Inspector-General

of Police,

To

No. 3010

Dated 17 } May 1895.
Received 20 }
Regd 21
Encs: 2.

No.

CHIEF SECRETARY
20 MAY 1895
SUBJECT.
GOVERNMENT OF MADRAS

Recommending that the appointments of the European Head Constables be graded for the reasons given within.

11/12/92 No 2020
13/8/93 No 1278
6/6/92 No 754

Dcl No 2530/95
Fo 149/50/93 enclos
1159/93 Jud Sec.
Fo cl No 1838/95
cl No 1856/95

5.7.95

1240
13-6-95

957
3-7-95

CURRENT NO. 2769.

Judicial (189) Department.

2530/95

From

M. HAMMICK, Esq., I.C.S.,

Inspector-General of Police,

Madras,

To

The Chief Secretary
to Government.
Ootacamund.

No. 3354

Dated 5 } June 1895.
Received 6 }
Regd 7
Encs: —

CHIEF SECRETARY
SUBJECT.
6 JUN. 1895
GOVERNMENT OF MADRAS

Recommending European Head Constable at Billington for an allowance of Rs 10 per mensem.

Forwarded No 2530/95 from Mrs

Cl No 2530 + 2769/95.

For orders

As to whether the Ig's scheme, as also the proposal to incur the temporary Excess cost, may be approved & Prop.ns called for?

Mr Hammick's letters set out the proposal clearly; it seems an undoubted improvement & only involves Rs 2 p.m. permanent additional expenditure. The only remark which appears called for is that if a local allowance of Rs 20/- is needed at Ootacd the same amount & not half of it should be given at Wellington

Cl No 2530/95
Fo 2065/94 Mis.
Vo 1444. 9.8.92 mis (ab)

HM

D
15-6-95
HS
18/6/95

There is one thing which seems regards the main Ootacamund - he has a great deal of extra work in looking after arrangements at public entertainments which the Coonoor man has not HS

Sanctioned
HS
24/6/95

WK 13-6-95

No. 0-49.

CURRENT No. 2769

DEPARTMENT.

~~CHIEF~~ OFFICE OF THE INSPECTOR-GENERAL OF POLICE,

No. 3354. Ootacamund ~~MADRAS,~~ 5th June 1895.

FROM

M. HAMMICK, Esq., I.C.S.,

INSPECTOR-GENERAL OF POLICE,

Madras,

To

THE Chief Secretary
to Government
Ootacamund.

SIR,

Enclosures. None

With reference to my letter No. 3010, dated 17th May 1895, regarding the reorganization of the force of European Head Constables now employed by the Police in various stations, I have the honor to say that the European Head Constable at Wellington, Nilgiris, has represented to me that his pay of Rs 40 is very insufficient for him considering the expenses of living on the Hills. He asks that as the Ootacamund European Head Constable draws a local allowance of Rs 10 and a House Rent allowance of Rs 10 also he may be also granted similar allowances.

2. I agree with the view that if in Ootacamund a special allowance of Rs 20 is considered necessary, some similar

similar allowance should be made in as Coonoor where the expenses of living are almost if not quite as great and the constable has if anything harder work. The scheme which I submitted shows an ultimate saving of Rs 8 and I would recommend that an allowance of Rs 10 be granted for the European Head Constable at Wellington, which will only involve an excess expenditure of Rs 2 on the present cost. If this is done, and the scheme of grading recommended by me sanctioned I can arrange that the European Head Constable at Wellington shall always get sufficient pay.

I have the honor to be,
Sir,
Your most obedt. Servt.,

W Rammell

Inspector General of Police.

[G. / 24.]
500—21-5-95.

Judicial DEPARTMENT.

Papers to be read in proceedings :—

108

including enclosures

Again G.O., dated 189 , No.
Again G.O., dated 189 , No.
A. Current No. 2530 of 1895, dated 17 May from the Dy. of Police.
" " " 189 , " , ,
" " 2769 " 1895, " 5 June : " - . do .
~~End of memo 2785 dt 5th July 1895 Time from the Dy & Asst. thereon.~~
P . . .

ORDER. dt 5th July 1895 No 1404
P.S.

The Inspector General's scheme, as also the propal to incur the temporary excess cost, will be approved and sanctioned.

2. The necessary proposition statements should be submitted in due course to the Financial Dept.

(From orders)
dy
25.6.95
4/7/95

To
The Dy. of Police 6
" Fin. Dept 1
Copy to the Acct. Genl.
} dispd 27/7/95

MM 25-6-95

Vide slip attached
MM 5/7/95

Dispd 26/7/95

Grading the appointments of European Head Constables.

(From orders)

C.S.
P.S.

5TH JULY 1895, No. 1404, JUDICIAL.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ again the following paper:—

Endorsement in the Judicial Department, dated 5th July 1895.

ABSTRACT.—Approving and transferring to the Financial Department proposition statement submitted by the Inspector-General of Police, through the Accountant-General, for the transfer of the European Head Constable at Manantoddy, Malabar, to Bellary.

READ also the following papers:—

From M. HAMMICK, Esq., I.C.S., Inspector-General of Police, to the Chief Secretary to Government, dated Ootacamund, 17th May 1895, No. 3010.

I have the honour to bring to the notice of Government that I find some inconvenience is caused by the present arrangements under which European Head Constables' appointments in different districts carry local pay. There is some object in such an arrangement in cases where the duties attached to appointment in one district are much heavier than those in another. But in this case putting on one side the appointments at Ootacamund, Wellington and Guntakal junction (where the work is specially heavy and responsible), there is little reason why the difference in pay should exist. The pay of most of the appointments appears to have been fixed chiefly with reference to the amount of money which happened to be available at the time. For instance, the appointment at Cannanore was sanctioned on Rs. 30–8–0 per mensem in G.O., No. 2020, dated 11th December 1862, Judicial Department, this sum being equal to the pay of one native head constable, Rs. 20, and one deputy constable, Rs. 10–8–0, in lieu of which sanction was sought for the European Head Constable's appointment. This rate was subsequently raised to Rs. 45 by G.O., No. 1273, dated 13th August 1873, Judicial Department, the increase being gained by the reduction of a third-grade head constable's appointment. An appointment on Rs. 35 was sanctioned for the Kistna district in G.O., No. 794, dated 6th June 1872, Judicial Department, the pay being met by the reduction of a third-grade and second-grade head constable. From these and other Government Orders it appears that at each station the pay proposed depended mainly upon the sum available from the sanctioned budget to meet the cost of the proposal.

2. Under the present arrangement the scale for each district being on particular rates of pay, transfers of officers from one district to another, which are sometimes found necessary in the interests of the administration, cannot be made without affecting the pay of the men moved, and there being little chance of promotion (the Telugu men, for instance, not being suitable to serve in the south and the Canara men not being available for transfer from that district), there is not much stimulus for good conduct. At present I have good reason for wishing to move the constable at Guntakal, but I cannot do so without causing him a loss of pay which he does not deserve. All other appointments in the force are on uniform rates of pay for the whole Presidency and for the foregoing reasons I am of opinion that European Head Constables' appointments should also be so.

3. I consider that it would be well to have four grades of European Head Constables (there are four grades of Inspectors and a like number of native head constables) on the following rates of pay, viz., Rs. 50, 40, 35 and 30, to class the appointments on a

general list for the Presidency and to allow each district its sanctioned number of appointments, but not of any particular grades. Promotion of the officers will depend on merit as well as seniority on the general list as in the case of Inspectors.

4. I attach two statements—one (A) showing the appointments and rates of pay sanctioned for each district and another (B) giving the total present scale and the graded scale proposed as specified above. My proposals which involve no increased expenditure over present cost are—

	Rs.
5 first grade appointments at Rs. 50 each	250
8 second " " " 40 "	320
14 third " " " 35 "	490
18 fourth " " " 30 "	540
Local allowance for the appointments at Ootacamund and Vayittiri and Rs. 5 each for the four European Head Constables at Malapuram	60
Total ..	1,660

against Rs. 1,668, present cost, including Rs. 60, local allowance for the appointments at Ootacamund, Vayittiri and Manantoddy. It is necessary that the local allowance sanctioned for the Ootacamund and Vayittiri stations should be continued. I have omitted from the proposed scale the allowance for Manantoddy, subject to the proposal in my letter No. 2194, dated 10th April 1895, to transfer the Manantoddy appointment to Bellary being sanctioned. I have, however, in place of the special allowance of Rs. 20 for Manantoddy allotted Rs. 5 a month as a special allowance for each European Head Constable with the force at Malapuram. The present men get Rs. 35, and I think they should get a slight increase for the isolation and extra expense incurred by living so far from the railway as is the case at Malapuram. The work also is specially monotonous there.

5. If Government approves of the above proposals, I request that it may be pleased to sanction them. The introduction of the graded scale of pay will, for a time, adversely affect the pay of some men, while others will benefit thereby. In the case of those whose pay will be reduced, I request that Government may be pleased to sanction their drawing their present rates till they are promoted to the next higher grade. There will be a temporary excess cost on this account of Rs. 31 per mensem as shown in the margin, item (1).

	Rs.
(1) Those whose pay will be reduced—	
1 on present pay Rs. 45 (put in proposed grade of Rs. 40) difference	5
4 on present pay Rs. 37 (put in proposed grade of Rs. 35) difference	8
9 on present pay Rs. 32 (put in proposed grade of Rs. 30) difference	18
Total ..	31
(2) Those whose pay will be increased—	
3 on present pay Rs. 37 (put in proposed grade of Rs. 40) difference	9
3 on present pay Rs. 32 (put in proposed grade of Rs. 35) difference	9
Total ..	18

If the increase of six men at Rs. 3 each, *i.e.*, Rs. 18, be deferred and one allowance of Rs. 5 a month which is not required at present as one head constable at Malapuram is now drawing Rs. 40 (the pay of his appointment at Vayitteri) while the rest draw Rs. 35, Rs. 23 will be available to meet the increased expenditure, so only Rs. 8 a month will be incurred by delaying the reduction in pay of the men referred to above, viz., Rs. 31—23.

Vacancies in European Head Constables' appointments occur often owing to resignations, &c., and so this excess cost is not likely to last long. But if Government considers that this excess cost should be avoided, it may be arranged that the increased

rate of pay admissible to present incumbents, as shown in item (2) in the margin, should not be drawn immediately, but hereafter as vacancy occurs and as the excess rate over the *new* grade pay drawn by each individual under the foregoing recommendation is absorbed. This will only involve a temporary increase of Rs. 8 per mensem.

6. On receipt of orders of Government on this letter the required proposition statements will be submitted.

7. I feel certain the change proposed will enable me to recruit a better class of men than we get at present, and will produce contentment in the long run.

ENCLOSURES.

A.—List of European Head Constables' appointments showing the Districts for which they are sanctioned and the rates of pay.

District.	Number sanctioned.	Station.	Rate of pay.	Remarks.
Ganjám	*Nil.*	....	..	
Vizagapatam	2	Vizagapatam Town	37	
		Bimlipatam Town	37	
Jeypore	*Nil.*	....	..	
Gódávari	2	Cocanada	37	
		Do.	35	
Kistna	3	Bunder Town	37	
		Guntur Town	35	
		Bezwada Town	35	
Nellore	*Nil.*	....	..	
Kurnool	1	Kurnool Town	32	
		Bellary Railway station ..	(40–50) average 47½	The present incumbent draws Rs. 50.
Bellary	3	Bellary Town	37	
		Do.	37	
Anantapur	1	Guntakal Railway station ..	(40–50) average 47½.	Do. do.
Cuddapah	*Nil.*	....	..	
North Arcot	*Nil.*	....	..	
Chingleput	3	St. Thomas' Mount	30	
		Pallaveram	30	
		Poonamallee	30	
South Arcot	1	Cuddalore Town	30	
Tanjore	5	Reserve	32	
		Tanjore Town	32	
		Kumbakónam Town	32	
		Negapatam Town	32	
		Do.	32	
Trichinopoly	3	Reserve	32	
		Do.	32	
		Do.	32	
Madura	4	Reserve	30	
		Do.	30	
		Madura Town	32	
		Dindigul Town	32	
Tinnevelly	1	Tuticorin Town	37	
Salem	3	Salem Town	30	
		Do.	30	
		Tiruppattúr	30	
Coimbatore	3	Coimbatore Town	32	
		Wellington	40	
		Ootacamund	50	Local allowance Rs. 10 and house-rent Rs. 10.
Malabar	8	Cannanore	45	
		Cochin	40	
		Vayittiri	40	Local allowance Rs. 20.
		Manantoddy	40	Do. do.
		Malapuram Special Force ..	35	
		Do. do. ..	35	
		Do. do. ..	35	
		Do. do. ..	35	
South Canara	2	Mangalore Reserve	50	
		Do.	50	
		Total ..	1,608	*Plus* local allowance Rs. 60. In all Rs. 1,668.

B.—List of European Head Constables' appointments showing the present and proposed scale.

Present scale of appointments attached to Districts.			Proposed scale for the Presidency.		
Sanctioned number.		Cost.	Number.		Cost.
		Rs.			Rs.
3 at Rs. 50 each		150	5 first grade at Rs. 50 each		250
2 on ,, 40—50, average 47½ each		95	8 second ,, at ,, 40 ,, ...		320
1 at ,, 45		45	14 third ,, at ,, 35 ,, ...		490
4 at ,, 40 each		160	18 fourth ,, at ,, 30 ,, ...		540
7 at ,, 37 ,, ...		259	Local allowance for the appointments at Ootacamund and Vayittiri at Rs. 20 each and Malapuram at Rs. 5		* 60
7 at ,, 35 ,, ...		245			
12 at ,, 32 ,, ...		384			
9 at ,, 30 ,, ...		270			
Local allowance for the appointments at Ootacamund, Vayittiri and Manantoddy at Rs. 20 each		60			
45	Total ..	1,668	45	Total ..	1,660

* Allowance for Manantoddy not included, the transfer of that appointment to Bellary has been proposed in this office letter No. 2194, dated 10th April 1895. Subject to the sanction of Government to this proposal no provision for the allowance is made in the proposed scale. An allowance is, however, proposed for the men at Malapuram.

From M. HAMMICK, Esq., I.C.S., Inspector-General of Police, Madras, to the Chief Secretary to Government, dated Ootacamund, 5th June 1895, No. 3354.

With reference to my letter No. 3010, dated 17th May 1895, regarding the reorganization of the force of European Head Constables now employed by the Police in various stations, I have the honour to say that the European Head Constable at Wellington, Nilgiris, has represented to me that his pay of Rs. 40 is very insufficient for him, considering the expenses of living on the hills. He asks that as the Ootacamund European Head Constable draws a local allowance of Rs. 10 and a house-rent allowance of Rs. 10 also he may be granted similar allowances.

2. I agree with the view that if in Ootacamund a special allowance of Rs. 20 is considered necessary, some similar allowance should be made in Coonoor, where the expenses of living are almost, if not quite, as great and the constable has if anything harder work. The scheme which I submitted shows an ultimate saving of Rs. 8, and I would recommend that an allowance of Rs. 10 be granted for the European Head Constable at Wellington, which will only involve an excess expenditure of Rs. 2 on the present cost. If this is done, and the scheme of grading recommended by me sanctioned, I can arrange that the European Head Constable at Wellington shall always get sufficient pay.

H.E.A

ORDER—dated 5th July 1895, No. 1404, Judicial.

The Inspector-General's scheme, as also the proposal to incur the temporary excess cost, will be approved and sanctioned.

2. The necessary proposition statements should be submitted in due course to the Financial Department.

(True Extract.)

Chief Secretary.

To the Inspector-General of Police.
,, Financial Department.

Exd. Shaik Karim.

Govt. of {1895} Madras.

JUDICIAL.

Issued

Recd. *Encl.*

G.O., 5th July 1895, No. 1404.

JULY.

Police.

Approving and sanctioning the scheme of the Inspector-General of — for the grading of the appointments of European Head Constables, and his proposal to incur certain temporary excess cost in this connection; and directing that the necessary proposition statements be submitted in due course to the Financial Department.

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