8-3-07 ✓

8/7/w ✓

29-1-30 P ✓

7-11-33

205

686

ORDINARY. PRINTED.

Mar Department

G.O. dated 30-7-95

No. 225-6

INDEXED.

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[Despatch Abstract.]

Madras Harbour Trust Board

Remarking on the various suggestions made by the — for improving the position of the Harbour masters; Sanctioning an increase of Rs 100 per mensem to their pay with effect from 1st July/95 subject to the confirmation of the G of I; and forwarding copy of the Pros. to that Govt.

MARINE DEPARTMENT.

From

THE CHAIRMAN,
Harbour Trust Board,
MADRAS.

To

The Chief Secretary to Government,
Marine Department.

Dated *8th June* 1895.

Despatched *8th June* 1895.

Received

Enclosure

No. 78C

SUBJECT.

HARBOUR MASTERS.

Submitting for favour of orders two graded scales of pay to the ——— considered by the Trustees of the Harbour.

[illegible]

38 P

Madras Harbour Trust,
SECRETARY'S OFFICE,
8th June 1895.

No. 78 C

From H. LE FANU Esq. I. C. S.,
CHAIRMAN, HARBOUR TRUST BOARD,
Madras.

To THE HON'BLE MR. J. F. PRICE, C. S. I., I. C. S.,
CHIEF SECRETARY TO GOVERNMENT,
Marine Department.

Through The Presidency Port Officer,
Madras.

SIR,

In continuation of my letter No. 750, dated 23rd May, I have now the honour to submit, for favour of the orders of Government, Extracts of the Proceedings of the Harbour Trust Board at the meetings of 19th April and 31st May 1895, regarding applications received from the Harbour Masters for increase of pay. This appears to be necessary, as the Deputy Port Conservator has been unable to obtain the services of a duly qualified officer as a fourth Harbour Master, the entertainment of whom was sanctioned by Government in G. O. Marine No. 288, dated 21st July 1894; and this fact strongly emphasises the reasons for increasing the Harbour Masters pay set forth in Mr. Austin's letter No. 1259, dated 2nd July 1892.

Mar G.O. R No 65
1-6-95
put for extract.

This was ? for an [illegible] by G.O. 329 [illegible] 9.92 [illegible] 6 months [illegible] a [illegible].

2. After nearly three years further experience of the nature of the work performed by the Harbour Masters, since Government was last addressed on the subject, the Board is unanimously of opinion that the salaries paid to them are inadequate to retain or to procure the services of competent and experienced men, and the present Trustees are unanimously in favour of an increase of pay being granted, but were not unanimously in favour of the scale carried at the meeting of the 19th April, the Board being equally divided, though on that occasion, owing to the absence on duty of Commander Powell, the voting was in favour of the proposal made by the Honourable Mr. Chambers and seconded by Mr. Black. As, however, Commander Powell had recorded his views, I considered it right to await his return, and to give him an opportunity of placing the scale proposed by him before the Board, which was done on the 31st May, when the voting was equal, but I did not give my casting vote under Section, 7 (2) (e) of the Harbour Trust Act, as the question is a matter for Government to decide.

3. The two proposals are both based upon the principles, alluded to by the Honourable Mr. Chambers, at the Board's meeting of the 19th April, *viz.*, of doing away with overtime fees and personal allowances: the former he characterised as a source of irritation between Commanders and Agents and the Port authorities; and I believe that he is also right in stating that the Harbour Masters themselves would prefer that their salaries should be consolidated, and that fees should form no part of the same. The Board accepted the views of Mr. Chambers on this point.

4. The scale passed at the meeting of the 19th April, while withdrawing the half fees, for overtime, at present paid to the Harbour Masters, and arranging that

the full amount should be credited to Pilotage Funds, also withdraws the exchange compensation allowance, granted to the Harbour Masters by the Government of India.

Finl. G.O. 634 / 21-8-94 [illegible]

5. A broad distinction is drawn, in G. O., Marine, No. 250, dated 13th June 1888, between the Harbour Trust Board as a Corporate body under Act II of 1886, and its position as Port Conservator. Under the Harbour Trust Act the Board has no authority over the pilots; and, under the Indian Port Act, as Conservator of the Port, it is under the direct administrative control of the Presidency Port Officer. The Board has no authority to withdraw the compensation allowance, paid to the Harbour Masters, without reference to it, under the orders of the Government of India; and, on the other hand, it is more than doubtful whether it has power to grant free quarters in the Biden Home.

G.O. 303 / 9-7-89 / 541 / 29-11-88

6. When the Biden Home, with its funds, was handed over to the Harbour Trust Board, as Conservator, Government made it a condition that rent should be levied, sufficient to provide for the maintenance and upkeep of the Home. Separate accounts are kept for the Biden Home, and estimates for its repairs and other charges have to be submitted to Government. Under the Resolution passed by the Board at its meeting of the 19th April, the credit side of the Biden Home accounts would in future contain no entries, and expenditure on its upkeep could not be provided from its funds, unless, indeed, the capital to its credit were trenched on, which would not last long.

7. I append a memo. showing the two proposals considered by the Board, from which it will be seen that the rates suggested by Commander Powell fall short of those proposed by Mr. Chambers by Rupees 115 per mensem.

8. One thing which has made the position of Harbour Masters at Madras unpopular is the utter stagnation in pay, and prospects of promotion. It therefore appears to be an excellent arrangement to grade the scale of pay according to seniority as Mr. Chambers and Commander Powell have done. The scale proposed by the latter rises from 400 Rupees per month, for the junior, to Rupees 600 for the senior, which, with exchange compensation, brings the lowest rate up to Rupees 451, a figure at which, I understand, the services of a reliable and duly qualified officer can be obtained, while it leaves the exchange allowance, to which the Harbour Masters are entitled under the orders of the Government of India, untouched: and it must be remembered that exchange allowance was paid to them at once, and as a matter of course, under the orders of the Government of India, by the Accountant-General, more than a year before the Local Government sanctioned the grant of an exchange compensation allowance to the Board's officers and employes under Act II of 1886, the Harbour Trust Act.

I have the honor to be,
Sir,
Your most obedient servant,

Chairman,
Harbour Trust Board.

Extract of Proceedings of the Trustees of the Harbour of Madras, at a Meeting held at the Office of the Board on Friday, the 19th day of April 1895.

* * * *

8. Read letter from the Deputy Port Conservator, No. 538, dated 2nd April, submitting applications from the Harbour Masters for an increase of pay.

Read letters from the Chairman to the Chief Secretary to Government, No. 1259, dated 2nd July 1892, No. 179, dated 7th February 1894, from the Deputy Port Conservator and G. O., Marine, No. 329, dated 9th September 1892, declining to accept any of the recommendations of the Board on behalf of the Harbour Masters.

Read Minutes by Messrs. Mirza Mehdy Ispahani, J. F. Davies and Commander Walter Powell, R. I. M.

The question of fees and allowances now paid to the Harbour Masters was discussed at length. Mr. Chambers proposed that in considering the present application from the Harbour Masters and the recommendations of the Deputy Port Conservator, the Board should, as a preliminary measure, decide to abolish all fees and personal allowances, as such were a source of friction and irritation between Commanders, Agents, and the Port authorities and contrary to the expressed wishes of Government, by abolishing all fees and allowances and consolidating the pay of the Harbour Masters he considered that these objections would be obviated, and not only meet with the approval of all Steamer Agents and Ship Captains, but the principal would also be acceptable to the Harbour Masters themselves.

This having been carried, Mr. Chambers proposed and Mr. Black seconded that, subject to the approval of Government, the salaries of the Harbour Masters be fixed from 1st April 1895 at the following scale according to seniority:—One on Rs. 650 per mensem, One on Rs. 550 and Two on Rs. 500 consolidated pay in lieu of fees, personal allowances and exchange compensation, but with rent-free accommodation in the Biden Home. This proposal being carried the Chairman was requested to address Government.

* * * *

Extract of Proceedings of the Trustees of the Harbour of Madras, at a meeting held at the Office of the Board on Friday, the 31st day of May 1895.

* * *

6. Read Memorandum by the Chairman, dated 21st May 1895, regarding applications from the Harbour Masters for an increase of pay.

Read Minutes thereon by the Hon'ble Mr. G. L. Chambers, Messrs. F. W. Ashpitel, A. M. I. C. E. and J. F. Davies.

Read also letters from Mr. Evans, Harbour Master, dated 23rd and 27th May.

Ordered that Mr. Evan's letters be recorded. A proposal modifying the resolution of the Board, dated 19th April, regarding the pay of the Harbour Masters was considered and not carried.

* * * *

(True Extracts.)

C. PINSENT,
Secretary, Harbour Trust Board.

Present Pay, &c.

Names.	Salary.	Personal allowance.	Exchange compensation allowance. *	Out fees.	Total.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	400	50	53	91	594
„ H. C. Taylor	300	50	39	91	480
„ G. A. Evans	300	50	39	91	480

As resolved at the meeting of the 19th April 1895.

Names.	Total of present pay and allowances.	Salary.	Free quarters.	Total.	Additional pay per mensem.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	594	650	45	695	+ 101
„ H. C. Taylor	480	550	45	595	+ 115
„ G. A. Evans	480	500	25	525	+ 45
4th H. M.	...	500	...	500	+ 500

As proposed by Commander Powell, R. I. M.

Names.	Total of present pay and allowances.	Salary.	Exchange compensation allowance. *	Total.	Additional pay per mensem.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	594	600	77	677	+ 83
„ H. C. Taylor	480	500	64	564	+ 84
„ G. A. Evans	480	450	58	508	+ 28
4th H. M.	...	400	51	451	+ 451

Difference between the two Scales.

Names.	As resolved at the meeting of 19th April 1895.	As proposed by Commander Powell.	Difference.
Mr. N. Corfield	695	677	— 18
„ H. C. Taylor	595	564	— 31
„ G. A. Evans	525	508	— 17
4th H. M.	500	451	— 49
			— 115

C. PINSENT,

Secretary, Harbour Trust Board.

---

* Average rate paid, up to 31st March 1895.

1895
Mar: Dept
1

Read the following paper from the Presy Port Officer G 10-6-95 No. 465/147 G

CURRENT No. 44

No. 465/147 G

Heading.

PRESIDENCY PORT OFFICE,
Madras, 10th June 1895.

From
Commander W. Powell, R.I.M.,
PRESIDENCY PORT OFFICER,
Madras,

To
THE CHIEF SECRETARY TO GOVERNMENT,
MARINE DEPARTMENT,
Fort Saint George.

Recd 22-6 G 3077/95.

SIR,

In forwarding the accompanying communication from the Chairman Harbour Trust Board for the favorable consideration of Government I have the honor to ask that the following may be considered, viz, the difference in the positions of the Harbour Masters of Madras and the Pilots of Colombo. At the latter place the entrance is wide and there is ample berthing space inside the breakwater; here it is very

narrow

narrow and the manouvring space inside very limited; besides this, there is frequently a strong current setting across the entrance, rendering special skill, judgment and nerve essential to prevent accidents.

2. The Colombo Pilots get higher pay, the full fee of Rs 10/. when moving a ship out of working hours, Sundays and Holidays. They can remit half their pay at 1sh. 10½d, they serve for a Colonial pension, get one year's furlough in six, and six weeks leave every year.

3. The Harbour Masters of Madras get no pension or any of the above benefits.

but see G.O. 496
26-10-88

4. The present men are undoubtedly dissatisfied with their pay and prospects. They are deserving men, and have, I believe, never had an accident.

5.

G.O. 288
21-7-94
only sanctd
the appt of a temporary Harbour Master for 6 months in the absence of one of the permanent incumbents.

5. A 4th Harbour Master has lately been approved by Government, but with the existing rates of pay it will be impossible to get a desirable man.

I have the honor to be,
Sir,
Your most obdt. servant,
Walter Powell
Commander, R.I.M.,
Presidency Port Officer

(189) DEPARTMENT.

From

THE PRESIDENCY PORT OFFICER,
Madras,

To

THE CHIEF SECY. TO GOVERNMENT,
MARINE DEPARTMENT,
Fort St. George.

No.

Dated }
Received } 189 .

No.

Subject.

CURRENT No. 440

Marine (1895) DEPARTMENT.

From

THE PRESIDENCY PORT OFFICER,

Madras,

To

THE CHIEF SECY. TO GOVERNMENT,

MARINE DEPARTMENT,

Fort St. George.

No. $\frac{465}{147}$ G.

Dated 10 } June 1895.
Received 12 }
Regd. 15

CHIEF SECRETARY'S ... GOVERNMENT OF MADRAS
12 JUN 1895

Enc. No. 1 + 1 ~~[illegible]~~

Sent to marine office for papers
15/6/95

Subject.

Forwarding for favorable Consideration Communication from the Chairman, Harbour Trust Board regarding increase of pay to Harbour Masters at Madras.

rote to marine office for papers
15/6

Let me have it papers not recd. today
15/6

Mar. G.O. No 288 Dd 21-7-94 Mis ✓
~~" 187 Dd 21-7-94 origl~~
" 216 Dd 12-6-90 Mis ✓
~~" 250 Dd 13-6-88 S.C.~~
" 86-87 Dd 5-3-90 origl ✓
Madras act II of 1886
Mar. G.O. 329 Dd 9-9-92 Mis ✓
~~" 447 Dd 16-10-91 "~~
" 303 Dd 9-7-89 Mis ✓
~~" 242 Dd 10-6-89 Mis abstract.~~
" 541 Dd 29-11-88 origl ✓
~~" 161 Dd 27-4-88 S.C.~~
" 496 Dd 26-10-88 " ✓
" 411 Dd 18-8-88 ✓
Finl 634 Dd 21-8-94 S.C. ✓
" 456-57 Dd 12-6-94 Mis ✓
~~Mar 171 Dd 10-5-94 S.C.~~
" 339 Dd 1-8-91 origl
~~272 Dd 22-6-91~~
" 13 Dd 9-1-91 S.C.
~~211 Dd 30-3-89 S.C.~~
~~226-25 Dd 26-5-89 S.C.~~
India act X of 89
40 Dd 26-7-86 S.C.

Marine Current 440

Reference No. 1476
Dd 26-6-95

With reference to his letter No $\frac{465}{147}$ G., the P. P. Officer is requested to state what pay Colombo pilots get and whether they are provided with free quarters or not

F.B.
for C.S.
25/6/95

The P.P.O.

Despd
26/6

Issue from here & return file to me
F.B.

cwl

submitted
P.W.
26/6.

Await reply

F.B.
27/6

Increase of pay to Harbour Masters

CURRENT No. 505

No. 465 G / 163

Heading.

Presidency Port Office,
Madras, 1st July — 1895.

From

Commander W. Powell, R.I.M.,
Presidency Port Officer,
Madras,

To

The CHIEF SECRETARY TO GOVERNMENT,
Marine Department,
Fort Saint George.

Sir,

In reply to Marine Department, Memorandum, No. 1476, dated 26th June 1895, I have the honour to state that the Colombo Pilots are paid as follows, viz:-

1 Senior Pilot Rupees 350 per mensem.
4 Senior Pilots each " 300 — " — " —
1 Junior Pilot — " — 250 — " — " —

In addition to this they get a house allowance of Rupees (45) Forty five, each per mensem, and a night fee of Rupees (10) ten on each vessel piloted between 6 P.M and 6 A.M. This latter, I believe, is never less than Rupees (150) one hundred and fifty a month.

2. A comparative statement of the pay &c of the Colombo Pilots and of the Harbour Masters

Masters at Madras is attached.

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

Walter Sewell
Commander R. I. M.
Presidency Port Officer.

Comparative Statement of Salaries, Fees &c. of the Harbour Masters

Colombo

No.	Designation	Salary	House rent	Fees minimum	Difference of ½ salary at 1-10½ at 18 Rs	Total	Remarks
1	Senior Harbour master	350 " "	45 " "	x 150 " "	124 " "	669 " "	These fees are the minimum
4	— " — " — each	300 " "	45 " "	150 " "	106 4 7	601 4 7	
1	Junior — " — "	250 " "	45 " "	150 " "	88 9 1	533 9 1	

Madras

No.	Designation	Salary	Half fees by 3 years average	Personal allowance	Average Exchange Compensation allowance	Total	Remarks
1	Senior Harbour master	400 " "	91 " "	* 50 " "	52 11 2	593 11 2	* In lieu of 1/2 fees credited to Government.
2	Junior Harbour masters each	300 " "	91 " "	50 " "	38 10 11	479 10 11	

x These figures are unreliable.

Walter Sewell
Commander R. I. M.
Presidency Port Officer

CURRENT No. 585

Marine (1895) DEPARTMENT.

From

THE PRESIDENCY PORT OFFICER,
Madras,

To

THE CHIEF SECY. TO GOVERNMENT,
MARINE DEPARTMENT,
Fort St. George.

CHIEF SECRETARIAT
3. JUL. 1895
No. 465/163 G

Dated 1st }
Received 3rd } July 1895.
Regd 4th.

Enc 1.

No.

Subject.

Forwarding Comparative Statement of salaries &c. drawn by the Harbour Masters at Colombo and Madras.

Finl G.O. 634 dt 21-8-94 A.C.
" – 456-57 dt 2-6-94 Mis
" " 237-38 dt 21-3-94 Mis
Mar po. 329 dt 9-9-92 Mis
" " 86-87 dt 5-3-90 orgl
" " 303 dt 9-7-89 Mis
" " 288 dt 21-7-94 Mis
" 216 dt 12-6-90 Mis
541 dt 29-11-88 orgl ✓
496 dt 26-10-88 A.C. ✓
411 dt 18-8-88 A.C. ✓
403 dt 26-7-86 A.C. ✓

7

586 [illegible]
686 [illegible]

7
3

Marine Current 44[illegible]

For Orders

* G.O. No 403/26/7/86

The Harbour Masters at Madras are the servants of the Harbour Trust Board*. They are paid from the Pilotage fees which are levied on vessels entering the harbour. In G.O. 411 d/ 18th August '88, three permanent Harbour Masters were sanctioned, one on Rs 400 and two on Rs 300 and by G.O. 496 d/26/Oct/88 the appointments were made permanent, & the holders of them admitted to the Board's Provident Fund, the contributions to which on their account were allowed to be debited to the Pilotage Fund. They were Entitled to ~~the~~ full ~~[illegible]~~ over time fees. The papers printed with G.O. 86 of 5th March '90 contain particulars with regard to these. In that order the Govt. declined to ~~sanction~~ increase the salaries of Harbour but sanctioned a personal allowance of Rs 50 per mensem to each, to compensate for the loss of half fees which, under ~~the~~ recent orders of the Govt of India, were to be credited to Govt. The Pilotage fees were at the same time reduced by one third.

The G.O. of March '90 said distinctly that this allow was not to be extended to future incumbents. But I don't know that we need be bound by that HD

In July 92, the H.T. Bd. desired to increase the pay of the Harbour Masters and recommended that they should be granted free quarters in the Biden Home, and a bonus of Rs. 500 each, at the end of every official year of satisfactory service. The Govt was unable to accept any of the recommendations*

*G.O. No $\frac{329}{9/7/92}$

It is now stated that the Harbour Masters are dissatisfied with their pay and prospects.

They are in receipt of exchange compensation allowance under G.O. d/21st Aug 94 No 634 Marine. Ind?

Before dealing with

with the question of Harbour Masters' pay, it is necessary to refer to G.O. 288 d/ 21/7/94, which, the Chairman, H.T. Board, states in para 1 of his letter of the 8th June, sanctions the entertainment of a fourth Harbour Master. This is incorrect. A reference to the G.O. shows that it merely sanctioned the temporary entertainment for 6 months of a man to perform the duties of a Harbour Master during the absence of Mr. H.C. Taylor on leave. This should be pointed out to the Board.

It is strange that th has been apparently misconstrued. It was clear enough.

Yes – I can't see how 4 men can be required HD

The Bd. and the P.S.O. are satisfied that it is necessary to improve the pay and prospects of the Harbour Masters

Two ~~[illegible]~~ scales of pay are submitted. The first is that proposed by the Hon. Mr. Chambers and Mr. Black. It was carried at a meeting of the Bd. from which Commander Powell was unavoidably absent. The second is that proposed by Comdr. Power

The first proceeds on the principle of doing away with fees and allowances. Mr Chambers is of the opinion that over time×fees are a source of irritation between Commanders and Agents, and the Port Authorities.

But it is not Explained how that irritation will be lessened by the fact that the full fee would be credited to the Pilotage Fund, instead of half of it going to the Harbour Masters; nor is it shown that the additional credit to the fund would be sufficient to cover the increases of pay proposed.

It is submitted that in such a case the existing System of over time fees is sound, and should be maintained. On the one hand it imposes some check

Mr Chambers has written some two or three times about this matter — He seems to have an idea that a consolidated salary gives an appt. addl. value in the eyes of the class from which applicants come — But I should say that ships' officers were as capable as other men of working out the total value from various heads appt., the way of which is given under various heads

DW

× It is not clear whether the Hon Mr Chambers purposes to do away with over time fees altogether or not, but from para 4 of the Chairmans letter it would appear that the intention is that they should be still charged but credited in full to the Pilotage funds.

Yes — I take it these fees will still be charged — the advantages of keeping the fees outweigh the disadvantages. If they were not charged — I expect we should hear a good deal of the "irritation" to the Port Authorities.

W

DW

vide Col. 6 of the first statement The average earnings of the present H.M. on account of overtime fees [illegible]

I don't see this — As matters stand the HM gets only Rs 50 a month ~~where~~ no matter how much the overtime fees may be; the junior on month to the senior place forfeits this and no new incumbent are to get anything at all. There is not in the arrangement much incentive to be prompt and zealous.

I see that I misunderstood this no. What the H.M. gets is pay + Compensation + half fees + under the conditions stated above as a [illegible] or the other

increase in the permanent salaries of the appointments

check on calls for services of Harbour Masters out of hours which might well be avoided, and on the other ~~hand~~ it affords an incentive to a Harbour Master to carry out well & promptly ~~to~~ any work he may be called on to perform out of hours

As regards the proposal to withdraw the Exchange Compensation allowance and replace it by a fixed monthly sum, it is submitted that such an arrangement would be totally opposed to the intentions of the Govt. of India when sanctioning the ~~[illegible]~~ ~~[illegible]~~ allowance. It is granted for a Specific purpose and is subject to the fluctuations of Exchange; ~~and~~ it should not be looked upon as an allowance which can be replaced fixed sum.

I agree with this remark.

W

DW

The first proceed-

hold strong views on the subject of the grant of this allowance, and it is therefore not surprising that the Hon. Mr. Chambers should seize this opportunity for attempting to ~~withhold~~ withdraw it.

The third proposal is that the Harbour Masters should be given × free quarters in the "Biden Home." The objections to this are stated in para 6 of the Chairman's letter. A reference to G.Os. 9/7/89, No 303, and 29/11/88, No 541, will show that what is ~~[illegible]~~ said is correct.

In the latter it was distinctly stated that the rents to be charged for quarters in the "Biden Home" were to be so fixed as to amply cover the expense of the main-tenance of the buildings

× I do not see what this Cttee has to do with the matter

× It is clear that this cannot be allowed as the conditions on which the Home was made over to the H. T. Bd would not be fulfilled.

Certain

I think that good cause is shown for retaining the present system of fees. I do not find that Govt. has anywhere expressed its disapproval of the system tho' the Govt. of India emphatically objected to Govt. servants being allowed to take them — & only allowed portions of them to be allowed to certain officers after express sanction had been given. There is no doubt either about the compensation allowance. The real question to decide is as to whether an increase should be given to the salaries of the Harbour Masters. The proposals now sent up include provision for a fourth H. M. But the note makes no allusion to this. In the G.O. wh. goes out we should ask for further information on this point, and the necessity for his entertainment should be set out. Nothing is said in these papers about the increase of work wh. would warrant such an increase in the establishment. A good deal is said about the difficulty of obtaining a spare man when Mr. Taylor went on leave, but there is a mistake here wh. is incomprehensible, as the papers clearly show that it was not a fourth H. M. who was required — and not only that, but that there was apparently no difficulty whatever in procuring a competent man at the recognized scale of pay. So that argument falls

The letter of the H. T. Bd. alleges that Govt. sanctioned a 4th man: the Note points out that Govt. did no such thing, so the scale which provides for a 4th man was not considered [illegible]

increase in the permanent salaries of the appointment. This would necessitate the withdrawal of the present personal allowances.

It is submitted that Commander Powell's scale is the better one of the two, but that half fees should be retained for the reasons stated above. The following scale is therefore proposed

Mr. N. Corfield

Salary	Rs 500
Fees	91
Exchange Compn. allowance	64
Total	Rs 655

or an increase of Rs 61 p.m.

Mr H. C. Taylor

Salary	Rs 450
Fees	91
Ex. Compn. allowance	58
Total Rs	599

or an increase of Rs 119 p.m.

Mr. G. A. Evans

Salary	Rs 400
Fees	91
Ex. Compn. allowance	5~~8~~3
Total Rs	54~~9~~4

or an increase of Rs 62 p.m.

It will be seen that Mr. Taylor's increase is nearly double that of the other two, but some such inequality is necessitated by the present rates ~~[illegible]~~ and the desirability of having ~~[illegible]~~ graded rates of pay for the three appointments.

The following statement shows the increases of the three proposals:—

to the ground - & this sh^d. be pointed out.
The point is - whether an increase sh^d be allowed, & if so - how much. Now there is no doubt the Madras Harbour is a difficult one to pilot vessels in & out of, and somewhat dangerous - certainly in comparison with Colombo. And it is most important that the services of good & competent men sh^d. be secured.
The labourer is worthy of his hire.
I have no doubt the relative rates of pay of this class of work are discussed freely among seafaring men up & down the coast, and it is evident

	Hon. Mr Chambers	Commander Powell	Office
	Rs	Rs	Rs.
Mr. Corfield	101	83	61
Mr. Taylor	115	84	119
Mr. Evans	45	28	62

Commander Powell refers to the position of the Pilots at Colombo. But though mentioning that they get a full fee for over time, and can remit home at a favourable rate, he affords no particulars as to their pay

that our H. M's are feeling more strongly as years go on that their position is far from satisfactory, & are beginning to grumble. The H. P. B - and the P. P. O. are all agreed that their present salaries are insufficient, & both propose to improve their position.
I must say that I think a case has been made out for an increase looking at the way H similar work is paid for at Colombo - but I do not see that there is any particular reason for making 3 grades instead of 2.

×
Note
Harbour Masters are usually from the 1st or 2nd Offr: grades of the B. I. or Van Lines.

Yes but these men have the 650 to look forward to and they get their board & lodging and servants free whilst on board. This is no small addition to the pay. The H. Masters are found in nothing.

At Colombo there is a senior man - & the men below are almost all lumped together the Junior Pilot being I suppose a sort of reserve man, & if we took on another hand at any time, I suppose he would occupy the same sort of position here.
This would give a graded service - & it would then correspond with that at Colombo - where there are as many as four in the middle grade.
I would not therefore disturb the present equality wh. exists in the grade below Mr. Corfield & wd. raise them only to 400 salary, - and with these modification would accept the proposed scale in the note. This would give our Senior H. M. 655 p. m. and the two Juniors 542

Circ Each individual would get at most identically the same increase

W
8 July

10/7/95

pay and Emoluments.

Attention is invited to Commander Street's D. O. of the 10th August 92 in G.O. No 329 of the 9th Sept. 92. He shows that the maximum pay of a Captain× in the B. I. Service is R 650, while the junior Captains get only Rs 250 rising to Rs 300, after two years' service.

A Clan line Captain gets £450 a year, with 5 shillings a day for a voyage, if no accident occurs.

Shore appointments have many advantages for married men.

It is submitted therefore that the alternative scheme proposed is sufficient for the present and may be adopted.

FDB
21.6.95.

I consider it desirable before submitting this for orders to ascertain what

12/7

Increase of pay to Harbour Masters

H. E. The Governor

[G./25.]
600—8-3-95.

DEPARTMENT.

C. No.

FOR ORDERS.

the Colombo pilots get.

Current No. 505 conveys such information on the subject as Commr. Powell can give.

The pilots pay of the senior and junior pilots is it will be seen, Rs. 50 p.m. less than that of the senior & junior Harbour Masters here. They have however to compensate for this Rs. 45 a month house rent which makes what one may call their actually assured pay only Rs. 5 per mensem less than that of our senior & junior men here.

The second senior pilots get 45 rupees a month more than the second Harbour Master here and there are four of these.

The difference of ½ salary at 1.16½ is a fixed item in the case of the Colombo pilots and adds considerably to their emoluments.

In the case of the Harbour Masters Exchange Compensation which takes the place of the above is a fluctuating amount and is on the average only ~~half~~ roughly speaking half of what the Colombo men get.

The estimate of the fees which the Colombo pilots ~~get~~ draw is merely conjectural but it is to be presumed that Commr. Powell has sufficient grounds for taking the figure that he has. If it is accepted it comes roughly to just about the same as the Harbour Masters here receive from fees and personal allowance combined.

The difference may be taken as a set off in the case of the senior & junior pilots against the difference of Rs. 5 alluded to above.

The position of the pilots & Harbour Masters would then be: that in the case of the ~~junior~~ senior and junior pilots they are better off than the corresponding ranks of the Harbour Masters by "Exchange Compensation" alone which is in their case practically double. In the case however of the second senior pilots and the second Harbour Master the former not only score the double Exchange Compensation but get 45 Rupees a month certain to the good.

The actuals (taking totals) for the H'masters and Commr. Powell's estimate for the Colombo pilots (the fees being the only doubtful points) are contrasted given below.

Harbour Masters		Colombo Pilots	+75
1st Rs. 594.		1st Rs. 669.	+75
2nd " 480		2nd . 601.	+121
3rd 480.		3rd 533.	+53

The proposal of the Office, made before knowing what the Colombo pilots' emoluments were would practically put them and the Harbour Masters on the same footing if it is decided to raise the pay of the latter –

The proposals of the Hon Mr Chambers and Commr Powell are not nearly so equitable.

6/7/95.

Increase of pay to Harbourmasters

FOR ORDERS.

H.E. the Governor

CWC

In G/O 30/7/95
Nos 225–6
Marine

c8/7 c10/7
10/7 12/7

Marine Department.

8
5

C. No. 440. & 505.
Print Quote

emoluments

ORDER
A

G/ 30th July 1895 No 225

27 July

Before proceeding to pass orders on the various suggestions made, the Govt. desires to point out that the P.P.O. and the Harbour Trust Board ~~is~~ are in error in stating that a fourth Harbour Master has been sanctioned. G.O. 288, dated 31st July /94, merely approved the entertainment of a temporary man for six months in the place of Mr. Taylor on leave.

No figures have been submitted in support of the contention that a fourth Harbour Master is necessary, and, as at present advised, the Government does not consider that an addition to the staff is required.

2. The Govt. is unable to agree as to the desirability of ~~doing away with~~ abolishing overtime fees. The existing system ~~of fees~~ is sound and should be maintained. On the one hand it imposes some check on calls for the services of Harbour Masters out of hours which might be avoided without inconvenience, and on the other

other it affords an incentive to Harbour Masters to carry out well and promptly any work that ~~they~~ may be called up on to perform ~~overtime~~ beyond the usual ~~the usual~~ fixed hours.

3. The proposal to replace the Exchange Compensation Allowance at present passed to the Harbour Masters by a fixed monthly sum is ~~totally~~ opposed to the intentions of the Govt. of India when sanctioning it, ~~and cannot be entertained~~. The allowance is granted for a specific purpose and is subject to the fluctuations of exchange. It cannot therefore be either converted or commuted.

4. The suggestion that the Harbour Masters should be given free quarters in the Biden Home is in contravention of G.O. No. 541, dated 29th November 1888, in which it was distinctly stated that the rents to be charged for quarters in it were to be so fixed as to ~~amply~~ fully cover the expense of maintaining the building in good condition.

5. The Govt. agrees with the Presidency Port Officer and the Harbour Trust Board that there are sufficient grounds to warrant an addition being made to the permanent pay of the Harbour Masters, and H.E. in Council is accordingly pleased, subject to the confirmation of the Govt. of India, to sanction an increase of Rs. 100 per mensem to each with effect from the 1st July /95. Their other emoluments will not be affected, with the exception of the personal allowances which will ~~under~~ in accordance with Art 77 CSR cease from the 1st July (~~article 77, C.S.R.~~)

from orders

IDB
13-7-5.

[illegible]
25/7/95

TO
The Presidency Port Officer. b
,, Chairman, H.T.Bd. b
,, Accountant-General. b

despd 14/8/95

Noteonly.

abstract.

	Prest.	Sanctd.	Chair.	Powell.
Corfield	594	655	695	677.
Taylor	480	544	595	564.
Evans	480	544	525	508.

1743
12
20,916.

The receipts last year were only Rs: 22,475!
No funds for a 4th man.

3 copies
Despd 14/8/95

No. 226.

Copy to the Govt. of India, Dept. of Finance and Commerce, for favour of confirmation of the orders passed in para. 5 of the foregoing Proceedings.

Harbour Masters' pay

H.E. the Governor

50/-

Proof:- Please see query on page 4

30TH JULY 1895, NOS. 225, 226, MARINE.

GOVERNMENT OF MADRAS.

MARINE DEPARTMENT.

READ—the following papers:—

From Commander W. POWELL, R.I.M., Presidency Port Officer, to the Chief Secretary to Government, dated Madras, 10th June 1895, No. 465—147-G.

In forwarding the accompanying communication from the Chairman, Harbour Trust Board, for the favourable consideration of Government, I have the honour to ask that the following may be considered, viz., the difference in the positions of the harbour-masters of Madras and the pilots of Colombo. At the latter place the entrance is wide and there is ample berthing space inside the breakwater; here it is very narrow and the manœuvring space inside very limited; besides this, there is frequently a strong current setting across the entrance, rendering special skill, judgment and nerve essential to prevent accidents.

2. The Colombo pilots get higher pay, the full fee of Rs. 10 when moving a ship out of working hours, Sundays and holidays. They can remit half their pay at 1*s.* 10½*d.*, they serve for a colonial pension, get one year's furlough in six, and six weeks' leave every year.

3. The harbour-masters of Madras get no pension or any of the above benefits.

4. The present men are undoubtedly dissatisfied with their pay and prospects. They are deserving men and have, I believe, never had an accident.

5. A fourth harbour-master has lately been approved by Government, but with the existing rates of pay it will be impossible to get a desirable man.

ENCLOSURES.

From W. J. H. LE FANU, Esq., I.C.S., Chairman, Harbour Trust Board, to the Chief Secretary to Government (through the Presidency Port Officer), dated Madras, 8th June 1895, No. 78-C.

In continuation of letter, No. 750, dated 23rd May, I have now the honour to submit, for favour of the orders of Government, extracts of the Proceedings of the Harbour Trust Board at the meetings of 19th April and 31st May 1895, regarding applications received from the harbour-masters for increase of pay. This appears to be necessary, as the Deputy Port Conservator has been unable to obtain the services of a duly-qualified officer as a fourth harbour-master, the entertainment of whom was sanctioned by Government in G.O., Marine, No. 288, dated 21st July 1894, and this fact strongly emphasises the reasons for increasing the harbour-masters' pay set forth in Mr. Austin's letter, No. 1259, dated 2nd July 1892.

2. After nearly three years' further experience of the nature of the work performed by the harbour-masters since Government was last addressed on the subject, the Board is unanimously of opinion that the salaries paid to them are inadequate to retain or to procure the services of competent and experienced men, and the present Trustees are unanimously in favour of an increase of pay being granted, but were not unanimously in favour of the scale carried at the meeting of the 19th April, the Board being equally divided, though on that occasion, owing to the absence on duty of Commander Powell, the voting was in favour of the proposal made by the Hon'ble Mr. Chambers and seconded by Mr. Black. As, however, Commander Powell had recorded his views, I considered it right to await his return, and to give him an opportunity of placing the scale proposed by him before the Board, which was done on the 31st May, when the voting was equal, but I did not give my casting vote under section 7 (2) (*e*) of the Harbour Trust Act, as the question is a matter for Government to decide.

3. The two proposals are both based upon the principles, alluded to by the Hon'ble Mr. Chambers at the Board's meeting of the 19th April, viz., of doing away with overtime fees and personal allowances: the former he characterised as a source of irritation between Commanders and Agents and the Port authorities; and I believe that he is also right in stating that the harbour-masters themselves would prefer that their salaries should be consolidated, and that fees should form no part of the same. The Board accepted the views of Mr. Chambers on this point.

4. The scale passed at the meeting of the 19th April, while withdrawing the half fees for overtime at present paid to the harbour-masters and arranging that the full amount should be credited to Pilotage Funds, also withdraws the exchange compensation allowance granted to the harbour-masters by the Government of India.

5. A broad distinction is drawn, in G.O., Marine, No. 250, dated 13th June 1888, between the Harbour Trust Board as a Corporate body under Act II of 1886 and its position as Port Conservator. Under the Harbour Trust Act the Board has no authority over the pilots; and, under the Indian Ports Act, as Conservator of the Port, it is under the direct administrative control of the Presidency Port Officer. The Board has no authority to withdraw the compensation allowance paid to the harbour-masters, without reference to it, under the orders of the Government of India; and, on the other hand, it is more than doubtful whether it has power to grant free-quarters in the Biden Home.

6. When the Biden Home with its funds was handed over to the Harbour Trust Board as Conservator, Government made it a condition that rent should be levied sufficient to provide for the maintenance and upkeep of the Home. Separate accounts are kept for the Biden Home and estimates for its repairs and other charges have to be submitted to Government. Under the resolution passed by the Board at its meeting of the 19th April, the credit side of the Biden Home accounts would in future contain no entries, and expenditure on its upkeep could not be provided from its funds, unless, indeed, the capital to its credit were trenched on, which would not last long.

7. I append a memorandum showing the two proposals considered by the Board, from which it will be seen that the rates suggested by Commander Powell fall short of those proposed by Mr. Chambers by Rs. 115 per mensem.

8. One thing which has made the position of harbour-masters at Madras unpopular is the utter stagnation in pay and prospects of promotion. It therefore appears to be an excellent arrangement to grade the scale of pay according to seniority as Mr. Chambers and Commander Powell have done. The scale proposed by the latter rises from Rs. 400 per month for the junior to Rs. 600 for the senior, which with exchange compensation brings the lowest rate up to Rs. 451—a figure at which, I understand, the services of a reliable and duly-qualified officer can be obtained, while it leaves the exchange allowance, to which the harbour-masters are entitled under the orders of the Government of India, untouched: and it must be remembered that exchange allowance was paid to them at once and as a matter of course under the orders of the Government of India by the Accountant-General more than a year before the local Government sanctioned the grant of an exchange compensation allowance to the Board's officers and employés under Act II of 1886 (The Harbour Trust Act).

EXTRACT of Proceedings of the Trustees of the Harbour of Madras, at a meeting held at the Office of the Board on Friday, the 19th day of April 1895.

* * * * *

8. Read letter from the Deputy Port Conservator, No. 538, dated 2nd April, submitting applications from the harbour-masters for an increase of pay.

Read letters from the Chairman to the Chief Secretary to Government, No. 1259, dated 2nd July 1892, No. 179, dated 7th February 1894 from the Deputy Port Conservator, and G.O., Marine, No. 329, dated 9th September 1892, declining to accept any of the recommendations of the Board on behalf of the harbour-masters.

Read minutes by Messrs. Mirza Mehdy Ispahani, J. F. Davies and Commander Walter Powell, R.I.M.

The question of fees and allowances now paid to the harbour-masters was discussed at length. Mr. Chambers proposed that in considering the present application from the harbour-masters and the recommendations of the Deputy Port Conservator, the Board should, as a preliminary measure, decide to abolish all fees and personal allowances, as such were a source of friction and irritation between Commanders, Agents and the Port authorities and contrary to the expressed wishes of Government; by abolishing all fees and allowances and consolidating the pay of the harbour-masters he considered that those objections would be obviated, and not only meet with the approval of all Steamer Agents and Ship Captains, but the principle would also be acceptable to the harbour-masters themselves.

This having been carried, Mr. Chambers proposed and Mr. Black seconded that, subject to the approval of Government, the salaries of the harbour-masters be fixed from 1st April 1895 at the following scale according to seniority:—One on Rs. 650 per mensem, one on Rs. 550 and two on Rs. 500 consolidated pay in lieu of fees, personal allowances and exchange compensation, but with rent-free accommodation in the Biden Home. This proposal being carried the Chairman was requested to address Government.

* * * * *

EXTRACT of Proceedings of the Trustees of the Harbour of Madras, at a meeting held at the Office of the Board on Friday, the 31st day of May 1895.

* * * * *

6. Read memorandum by the Chairman, dated 21st May 1895, regarding applications from the harbour-masters for an increase of pay.

Read minutes thereon by the Hon'ble Mr. G. L. Chambers, Messrs. F. W. Ashpitel, A.M.I.C.E., and J. F. Davies.

Read also letters from Mr. Evans, Harbour Master, dated 23rd and 27th May.

Ordered that Mr. Evans' letters be recorded. A proposal modifying the resolution of the Board, dated 19th April, regarding the pay of the harbour-masters, was considered and not carried.

* * * * *

Present Pay, &c.

Names.	Salary.	Personal allowance.	Exchange compensation allowance.*	Out fees.	Total.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	400	50	53	91	594
,, H. C. Taylor	300	50	39	91	480
,, G. A. Evans	300	50	39	91	480

* Average rate paid up to 31st March 1895.

As resolved at the meeting of the 19th April 1895.

Names.	Total of present pay and allowances.	Salary.	Free quarters.	Total.	Additional pay per mensem.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	594	650	45	695	+ 101
,, H. C. Taylor	480	550	45	595	+ 115
,, G. A. Evans	480	500	25	525	+ 45
4th Harbour-master ..	..	500	..	500	+ 500

As proposed by Commander Powell, R.I.M.

Names.	Total of present pay and allowances.	Salary.	Exchange compensation allowance.†	Total.	Additional pay per mensem.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	594	600	77	677	+ 83
,, H. C. Taylor	480	500	64	564	+ 84
,, G. A. Evans	480	450	58	508	+ 28
4th Harbour-master ..	..	400	51	451	+ 451

† Average rate paid up to 31st March 1895.

Difference between the two Scales.

Names.	As resolved at the meeting of 19th April 1895.	As proposed by Commander Powell.	Difference.
Mr. N. Corfield	695	677	— 18
,, H. C. Taylor	595	564	— 31
,, G. A. Evans	525	508	— 17
4th Harbour-master	500	451	— 49
Total ..	..	..	— 115

This carries the same No. & date as the letter read on page 1.

From the Presidency Port Officer, dated ~~10th June~~ 1895, No. 465-~~147~~ 161—G.

17th July

ORDER—dated 30th July 1895, No. 225, Marine.

Before proceeding to pass orders on the various suggestions made, the Government desires to point out that the Presidency Port Officer and the Harbour Trust Board are in error in stating that a fourth harbour-master has been sanctioned. G.O., No. 288, dated 21st July 1894, merely approved the entertainment of a *temporary* man for six months in the place of Mr. Taylor on leave.

No figures have been submitted in support of the contention that a fourth harbour-master is necessary, and, as at present advised, the Government does not consider that an addition to the staff is required.

2. The Government is unable to agree as to the desirability of abolishing overtime fees. The existing system is sound and should be maintained. On the one hand it imposes some check on calls for the services of harbour-masters out of hours which might be avoided without inconvenience, and on the other it affords an incentive to harbour-masters to carry out well and promptly any work that they may be called upon to perform beyond the usual fixed hours.

3. The proposal to replace the exchange compensation allowance at present passed to the harbour-masters by a fixed monthly sum is opposed to the intentions of the Government of India when sanctioning it. The allowance is granted for a specific purpose and is subject to the fluctuations of exchange. It cannot be therefore either converted or commuted.

4. The suggestion that the harbour-masters should be given free quarters in the Biden Home is in contravention of G.O., No. 541, dated 29th November 1888, in which it was distinctly stated that the rents to be charged for quarters in it were to be so fixed as to fully cover the expense of maintaining the building in good condition.

5. The Government agrees with the Presidency Port Officer and the Harbour Trust Board that there are sufficient grounds to warrant an addition being made to the permanent pay of the harbour-masters, and His Excellency in Council is accordingly pleased, subject to the confirmation of the Government of India, to sanction an increase of Rs. 100 *per mensem* to each with effect from the 1st July 1895. Their other emoluments will not be affected, with the exception of the personal allowances, which will, in accordance with Article 77 of the Civil Service Regulations, cease from the 1st July.

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Presidency Port Officer.
" Chairman, Harbour Trust Board.
" Accountant-General.

ENDORSEMENT—dated 30th July 1895, No. 226, Marine.

Copy to the Government of India, Department of Finance and Commerce, for favour of confirmation of the orders passed in paragraph 5 of the foregoing Proceedings.

Chief Secretary.

Allow to write [illegible] please. [illegible] has been altered [illegible] 8/4

Exd., A. Baitt

Govt. of {1895} Madras.

MARINE.

Issued

Recd. Encl.

**G.O., &c., 30th July 1895,
Nos. 225, 226.**

JULY.

Madras Harbour Trust Board.

Passing remarks on the various suggestions made by the — regarding the abolition of overtime fees, etc.; sanctioning, subject to the confirmation of the Government of India, an increase of Rs. 100 per mensem to each of the harbour-masters with effect from 1st July 1895; and forwarding copy of the Proceedings to the Government of India.

GOVERNMENT OF MADRAS.

MARINE DEPARTMENT.

READ—the following papers:—

From Commander W. POWELL, R.I.M., Presidency Port Officer, to the Chief Secretary to Government, dated Madras, 10th June 1895, No. 465—147-G.

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2. The Colombo pilots get higher pay, the full fee of Rs. 10 when moving a ship out of working hours, Sundays and holidays. They can remit half their pay at 1*s.* 10½*d.*, they serve for a colonial pension, get one year's furlough in six, and six weeks' leave every year.

3. The harbour-masters of Madras get no pension or any of the above benefits.

4. The present men are undoubtedly dissatisfied with their pay and prospects. They are deserving men and have, I believe, never had an accident.

5. A fourth harbour-master has lately been approved by Government, but with the existing rates of pay it will be impossible to get a desirable man.

ENCLOSURES.

From W. J. H. LE FANU, Esq., I.C.S., Chairman, Harbour Trust Board, to the Chief Secretary to Government (through the Presidency Port Officer), dated Madras, 8th June 1895, No. 78-C.

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2. After nearly three years' further experience of the nature of the work performed by the harbour-masters since Government was last addressed on the subject, the Board is unanimously of opinion that the salaries paid to them are inadequate to retain or to procure the services of competent and experienced men, and the present Trustees are unanimously in favour of an increase of pay being granted, but were not unanimously in favour of the scale carried at the meeting of the 19th April, the Board being equally divided, though on that occasion, owing to the absence on duty of Commander Powell, the voting was in favour of the proposal made by the Hon'ble Mr. Chambers and seconded by Mr. Black. As, however, Commander Powell had recorded his views, I considered it right to await his return, and to give him an opportunity of placing the scale proposed by him before the Board, which was done on the 31st May, when the voting was equal, but I did not give my casting vote under section 7 (2) (*e*) of the Harbour Trust Act, as the question is a matter for Government to decide.

3. The two proposals are both based upon the principles, alluded to by the Hon'ble Mr. Chambers at the Board's meeting of the 19th April, viz., of doing away with overtime fees and personal allowances: the former he characterised as a source of irritation between Commanders and Agents and the Port authorities; and I believe that he is also right in stating that the harbour-masters themselves would prefer that their salaries should be consolidated, and that fees should form no part of the same. The Board accepted the views of Mr. Chambers on this point.

4. The scale passed at the meeting of the 19th April, while withdrawing the half fees for overtime at present paid to the harbour-masters and arranging that the full amount should be credited to Pilotage Funds, also withdraws the exchange compensation allowance granted to the harbour-masters by the Government of India.

5. A broad distinction is drawn, in G.O., Marine, No. 250, dated 13th June 1888, between the Harbour Trust Board as a Corporate body under Act II of 1886 and its position as Port Conservator. Under the Harbour Trust Act the Board has no authority over the pilots; and, under the Indian Ports Act, as Conservator of the Port, it is under the direct administrative control of the Presidency Port Officer. The Board has no authority to withdraw the compensation allowance paid to the harbour-masters, without reference to it, under the orders of the Government of India; and, on the other hand, it is more than doubtful whether it has power to grant free-quarters in the Biden Home.

6. When the Biden Home with its funds was handed over to the Harbour Trust Board as Conservator, Government made it a condition that rent should be levied sufficient to provide for the maintenance and upkeep of the Home. Separate accounts are kept for the Biden Home and estimates for its repairs and other charges have to be submitted to Government. Under the resolution passed by the Board at its meeting of the 19th April, the credit side of the Biden Home accounts would in future contain no entries, and expenditure on its upkeep could not be provided from its funds, unless, indeed, the capital to its credit were trenched on, which would not last long.

7. I append a memorandum showing the two proposals considered by the Board, from which it will be seen that the rates suggested by Commander Powell fall short of those proposed by Mr. Chambers by Rs. 115 per mensem.

8. One thing which has made the position of harbour-masters at Madras unpopular is the utter stagnation in pay and prospects of promotion. It therefore appears to be an excellent arrangement to grade the scale of pay according to seniority as Mr. Chambers and Commander Powell have done. The scale proposed by the latter rises from Rs. 400 per month for the junior to Rs. 600 for the senior, which with exchange compensation brings the lowest rate up to Rs. 451—a figure at which, I understand, the services of a reliable and duly-qualified officer can be obtained, while it leaves the exchange allowance, to which the harbour-masters are entitled under the orders of the Government of India, untouched: and it must be remembered that exchange allowance was paid to them at once and as a matter of course under the orders of the Government of India by the Accountant-General more than a year before the local Government sanctioned the grant of an exchange compensation allowance to the Board's officers and employés under Act II of 1886 (The Harbour Trust Act).

Extract of Proceedings of the Trustees of the Harbour of Madras, at a meeting held at the Office of the Board on Friday, the 19th day of April 1895.

* * * * *

8. Read letter from the Deputy Port Conservator, No. 538, dated 2nd April, submitting applications from the harbour-masters for an increase of pay.

Read letters from the Chairman to the Chief Secretary to Government, No. 1259, dated 2nd July 1892, No. 179, dated 7th February 1894 from the Deputy Port Conservator, and G.O., Marine, No. 329, dated 9th September 1892, declining to accept any of the recommendations of the Board on behalf of the harbour-masters.

Read minutes by Messrs. Mirza Mehdy Ispahani, J. F. Davies and Commander Walter Powell, R.I.M.

The question of fees and allowances now paid to the harbour-masters was discussed at length. Mr. Chambers proposed that in considering the present application from the harbour-masters and the recommendations of the Deputy Port Conservator, the Board should, as a preliminary measure, decide to abolish all fees and personal allowances, as such were a source of friction and irritation between Commanders, Agents and the Port authorities and contrary to the expressed wishes of Government; by abolishing all fees and allowances and consolidating the pay of the harbour-masters he considered that these objections would be obviated, and not only meet with the approval of all Steamer Agents and Ship Captains, but the principle would also be acceptable to the harbour-masters themselves.

This having been carried, Mr. Chambers proposed and Mr. Black seconded that, subject to the approval of Government, the salaries of the harbour-masters be fixed from 1st April 1895 at the following scale according to seniority:—One on Rs. 650 per mensem, one on Rs. 550 and two on Rs. 500 consolidated pay in lieu of fees, personal allowances and exchange compensation, but with rent-free accommodation in the Biden Home. This proposal being carried the Chairman was requested to address Government.

* * * * *

Extract of Proceedings of the Trustees of the Harbour of Madras, at a meeting held at the Office of the Board on Friday, the 31st day of May 1895.

* * * * *

6. Read memorandum by the Chairman, dated 21st May 1895, regarding applications from the harbour-masters for an increase of pay.

Read minutes thereon by the Hon'ble Mr. G. L. Chambers, Messrs. F. W. Ashpitel, A.M.I.C.E., and J. F. Davies.

Read also letters from Mr. Evans, Harbour Master, dated 23rd and 27th May.

Ordered that Mr. Evans' letters be recorded. A proposal modifying the resolution of the Board, dated 19th April, regarding the pay of the harbour-masters, was considered and not carried.

* * * * *

Present Pay, &c.

Names.	Salary.	Personal allowance.	Exchange compensation allowance.*	Out fees.	Total.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	400	50	53	91	594
„ H. C. Taylor	300	50	39	91	480
„ G. A. Evans	300	50	39	91	480

* Average rate paid up to 31st March 1895.

As resolved at the meeting of the 19th April 1895.

Names.	Total of present pay and allowances.	Salary.	Free quarters.	Total.	Additional pay per mensem.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	594	650	45	695	+ 101
„ H. C. Taylor	480	550	45	595	+ 115
„ G. A. Evans	480	500	25	525	+ 45
4th Harbour-master ..	..	500	..	500	+ 500

As proposed by Commander Powell, R.I.M.

Names.	Total of present pay and allowances.	Salary.	Exchange compensation allowance.†	Total.	Additional pay per mensem.
	RS.	RS.	RS.	RS.	RS.
Mr. N. Corfield	594	600	77	677	+ 83
„ H. C. Taylor	480	500	64	564	+ 84
„ G. A. Evans	480	450	58	508	+ 28
4th Harbour-master ..	..	400	51	451	+ 451

† Average rate paid up to 31st March 1895.

Difference between the two Scales.

Names.	As resolved at the meeting of 19th April 1895.	As proposed by Commander Powell.	Difference.
Mr. N. Corfield	695	677	— 18
„ H. C. Taylor	595	564	— 31
„ G. A. Evans	525	508	— 17
4th Harbour-master	500	451	— 49
Total ..	..	..	— 115

From the Presidency Port Officer, dated 1st July 1895, No. 465—163-G.

ORDER—dated 30th July 1895, No. 225, Marine.

Before proceeding to pass orders on the various suggestions made, the Government desires to point out that the Presidency Port Officer and the Harbour Trust Board are in error in stating that a fourth harbour-master has been sanctioned. G.O., No. 288, dated 21st July 1894, merely approved the entertainment of a *temporary* man for six months in the place of Mr. Taylor on leave.

No figures have been submitted in support of the contention that a fourth harbour-master is necessary, and, as at present advised, the Government does not consider that an addition to the staff is required.

2. The Government is unable to agree as to the desirability of abolishing overtime fees. The existing system is sound and should be maintained. On the one hand it imposes some check on calls for the services of harbour-masters out of hours which might be avoided without inconvenience, and on the other it affords an incentive to harbour-masters to carry out well and promptly any work that they may be called upon to perform beyond the usual fixed hours.

3. The proposal to replace the exchange compensation allowance at present passed to the harbour-masters by a fixed monthly sum is opposed to the intentions of the Government of India when sanctioning it. The allowance is granted for a specific purpose and is subject to the fluctuations of exchange. It cannot be therefore either converted or commuted.

4. The suggestion that the harbour-masters should be given free quarters in the Biden Home is in contravention of G.O., No. 541, dated 29th November 1888, in which it was distinctly stated that the rents to be charged for quarters in it were to be so fixed as to fully cover the expense of maintaining the building in good condition.

5. The Government agrees with the Presidency Port Officer and the Harbour Trust Board that there are sufficient grounds to warrant an addition being made to the permanent pay of the harbour-masters, and His Excellency in Council is accordingly pleased, subject to the confirmation of the Government of India, to sanction an increase of Rs. 100 *per mensem* to each with effect from the 1st July 1895. Their other emoluments will not be affected, with the exception of the personal allowances, which will, in accordance with Article 77 of the Civil Service Regulations, cease from the 1st July.

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Presidency Port Officer.
„ Chairman, Harbour Trust Board.
„ Accountant-General.

ENDORSEMENT—dated 30th July 1895, No. 226, Marine.

Copy to the Government of India, Department of Finance and Commerce, for favour of confirmation of the orders passed in paragraph 5 of the foregoing Proceedings.

J. F. PRICE,
Chief Secretary.

Exd. A. Raitt

G. F. 73.

Govt. of {1895} Madras.

MARINE.

Issued

Recd   Encl.

G.O., &c., 30th July 1895,
Nos. 225, 226.

JULY.

Madras Harbour Trust Board.

Remarking on the various suggestions made by the — for improving the position of the harbour-masters; sanctioning an increase of Rs. 100 per mensem to their pay with effect from 1st July 1895, subject to the confirmation of the Government of India; and forwarding copy of the Proceedings to that Government.

C. F. 73.   Marine   C. F. -73—420,743—27-10-26.

Paper taken out of the Records from the charge of the Referencer.   DEPARTMENT.

Press / Miscellaneous / Routine No. 225-6, dated 30-7 192 /1895

Date taken out.	For what purpose.			Initials of clerk taking the paper or of attender.	Date returned.	Initials of attender.
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29-1-30	MRo	727	30	[illegible]	[illegible]	
7-11-33	MRo	11513	33		8-5-34	

Date taken out.	For what purpose.			Initials of clerk taking the paper or of attender.	Date returned.	Initials of attender
	Department.	C. No.	Year.			