

BACK PAPERS.

FURTHER PAPERS.

Government {1899} of Madras.
MARINE.

Recd.

Regd.

1899.

Enclosures

Spare copies

G.O., No. 792, 19th August 1899.

AUGUST.

Grading of Port Officers

Directing that the revised scale A for improving the — now proposed by the Presidency Port Officer be recommended for the sanction of the Government of India.

GOVERNMENT OF MADRAS.

MARINE DEPARTMENT.

READ—the following papers:—

From the Govt. of India, Finance and Commerce Dept., dated 2nd June 1899, No. 2508 E.
 „ Presidency Port Officer, Madras, dated 26th June 1899, No. 474/222 G.

ORDER—No. 792, Marine, dated 19th August 1899.

His Excellency the Governor in Council, after careful consideration of the scale suggested by the Government of India and of the remarks and proposals of the Presidency Port Officer, resolves to recommend the revised scale A now proposed by that officer, which involves a total expenditure of Rs. 500 above that suggested by the Government of India, and provides for the following rates of pay:—

							Rs.
2	first grade on Rs. 600	...	...	...	...	...	1,200
2	second „ on „ 550	...	...	...	...	...	1,100
2	third „ on „ 500	...	...	...	...	...	1,000
4	fourth „ on „ 450	...	...	...	...	...	1,800
4	fifth „ on „ 350	...	...	...	...	...	1,400
Total							6,500
14							
Add—Local allowance to Agent, Government Consignments							100
One personal allowance							50
Total							6,650

By this arrangement one of the officers now on Rs. 645 will suffer a loss of Rs. 45 per mensem and provision has accordingly been made for a personal allowance of Rs. 50, which will be extinguished on the retirement of the present incumbent. Provision is also made for a local allowance of Rs. 100 in addition to grade pay of the officer who may hold the appointment of the Agent for Government Consignments.

[Here enter No. 793, Marine, dated 19th August 1899.]

(True Extract.)

Under Secretary to Government.

To the Presidency Port Officer.

Exd. T. K. Narayana Aiyangar.

Government {1899} of Madras.

MARINE.

Recd.

Enclosures

Regd.

1899.

Spare copies

Letter, No. 793, 19th August 1899.

AUGUST.

Grading of Port Officers

Recommending for the approval of the Government of India a modified scale for improving the —.

MARINE DEPARTMENT.

LETTER—from

W. B. DEWINTON, Esq.,

Secretary to the Government of Madras,

Marine Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

FINANCE AND COMMERCE DEPARTMENT.

SIR,

I am directed to acknowledge the receipt of your letter No. 2508 E., dated 2nd June 1899, on the subject of the improved grading of the Port officers of this Presidency.

2. His Excellency the Governor in Council observes that the Government of India considers the rates of pay proposed by the Madras Government to be too high, and suggests a modified and lower scale, costing less by Rs. 1,150 than the scale proposed by the Government of Madras. It is, however, stated in your letter that the Government of India is prepared to accept any modifications of grading which the Madras Government may wish to suggest, on condition that these do not involve any increase to the total expenditure fixed by the Government of India.

3. His Excellency the Governor in Council desires that the attention of the Government of India may be again invited to the objects of the revised grading, as specified in paragraph 3 of G.O., No. 173, Marine, dated 24th February 1899, viz., to remove the following hardships under which Port officers now labour:—

- (1) Their inability to maintain their proper position on their present pay in their dealings with the mercantile community.
- (2) The humiliation attendant on the system of fees.
- (3) Their inability to take leave as often as is necessary for their health, because, in doing so, they forfeit all local allowances.

The scale proposed by the Government of India will remedy item (2) above, and mitigate to a small extent No. (3); but as regards No. (1), it is, in the opinion of His Excellency in Council, wholly inadequate. In fact, the junior officers in whose interest the proposals were chiefly made by this Government would in some cases be worse off than at present, as will be seen by the following comparative statement, while no officer would obtain any appreciable increase of pay:—

Officers.				Present emoluments from all sources.	Proposed by the Government of India.
				RS.	RS.
1	..	..	..	645	650
2	..	..	..	549	550
3	..	..	..	545	550
4	..	..	..	528	500
5	..	..	..	498	500
6	..	..	..	486	500
7	..	..	..	416	400
8	..	..	..	395	400
9	..	..	..	371	400
10	..	..	..	365	400
11	..	..	..	351	300
12	..	..	..	317	300
13	..	..	..	300	300
14	..	..	..	250	300 *

* The Reserve Port officer to draw only Rs. 250 while employed as such.

4. In order to improve the condition of the junior officers and to attain, to some extent, the general objects of the revised grading, His Excellency the Governor in Council has approved of a modified scale intermediate between that previously proposed and the one suggested by the Government of India. This scale will cost Rs. 500 per mensem more than that proposed by the Government of India, but exhibits a saving of Rs. 650 on that originally put forward, as shown below:—

Original scale.		Scale proposed by Government of India.		Scale now proposed by Madras Government.	
	RS.		RS.		RS.
2 first grade on Rs. 700	= 1,400	1 first grade on Rs. 650	= 650	2 first grade on Rs. 600	= 1,200
3 second „ on „ 600	= 1,800	2 second „ on „ 550	= 1,100	2 second „ on „ 550	= 1,100
4 third „ on „ 500	= 2,000	3 third „ on „ 500	= 1,500	2 third „ on „ 500	= 1,000
5 fourth „ on „ 400	= 2,000	4 fourth „ on „ 400	= 1,600	4 fourth „ on „ 450	= 1,800
		4 fifth „ on „ 300	= 1,200	4 fifth „ on „ 350	= 1,400
Local allowance to the Agent, Government Consignments.	100	Local allowance to Agent, Government Consignments.	100	Local allowance to Agent, Government Consignments.	100
		Personal allowance to one of the officers on Rs. 600	50		
Total ..	7,300	Total ..	6,150	Total ..	6,650

It will be seen that, by this arrangement, one of the officers now on Rs. 645 will suffer a loss of Rs. 45 per mensem and that provision has accordingly been made for a personal allowance of Rs. 50 which will be extinguished on the retirement of the present incumbent.

5. His Excellency the Governor in Council trusts that the scale, now proposed, which has been carefully worked out and considered, will meet with the approval of the Government of India. It is, in the opinion of the Madras Government, the most economical that can be devised, in view of all the circumstances that have to be provided for.

6. If this scale is sanctioned, there seems no reason why it should not be introduced at once, irrespective of the transfer of customs duties, all fees on account of which could be credited to Port Funds instead of to the officers doing customs work.

7. As regards the question of improved leave rules, His Excellency the Governor in Council is unwilling to press the matter in opposition to the declared wishes of the Government of India.

I have the honour to be,

Sir,

Your most obedient servant,

Secretary to Government.

OOTACAMUND,
19th August 1899.

Exd. T. K. Narayana Aiyangar.

Cy 464

Warne (189 9) Department.



CURRENT No.

736

7123
793

No 29527 12 June 99

Referred to the
Presidency Port. Office
for remarks.

From The Govt of India

L. H. H. H. H.
Secretary to Govt

No. 25082.

To
The Presidency Port. Office
with 15 spare copies.

Dated 2 June 99.

Received

Registered

Enclosures

Spare copies

38
X
15C

SUBJECT.

Remarks on the proposals
of the Local Govt. to provide
Port officers personally on
Consolidated Salaries.

BACK PAPERS.

G.O.	No.	Department.	Date.
	173-4 ^h	Marine	24-2-99

FURTHER PAPERS.

G.O.	No.	Department.	Date.

2.1
Jun 877/99

Original sent to P.O.
with 1000 but not returned.

6

No. 2508-E. GOVERNMENT OF INDIA. FINANCE AND COMMERCE DEPARTMENT. SALARIES, ESTABLISHMENTS, ETC. Marine.

To

THE SECRETARY TO THE GOVERNMENT OF MADRAS,
MARINE DEPARTMENT.

Simla, the 2nd June 1899.

SIR,

I AM directed to acknowledge the receipt of your letter No. 174 (Marine), dated the 24th February 1899, submitting a scheme for the improvement of the pay and position of Port Officers in the Madras Presidency.

2. The present emoluments of the Port Officers are made up as follows:—

	Rs.
(a) Pay from Port Funds to Port Officers, including pay of Personal Assistant to Madras Port Officer	3,700
(b) Pay from Customs Funds to five officers	520
(c) Pay from Provincial Funds—	
(1) to Port Officer, Tuticorin, as Superintendent, Pearl Fisheries	300
(2) to Agent, Government Consignments	300
	4,820 a month.
(d) 4 Local allowances for work outside ordinary duties	205
(e) 7 Local personal allowances, given as compensation for loss of certain fees under the orders of 1889 to present incumbents	530*
(f) Moiety of overtime fees admissible to all officers, except Reserve Port Officer and Agent for Government Consignments (on average of 3 years)	461
Total	6,016 a month.

*The statement on page 9 of the correspondence gives Rs. 570, but this sum includes an allowance of Rs. 40 which the present Port Officer at Mangalore does not draw, vide Accountant General's report.

But it is stated in the Madras Government's order No. 173 (Marine), dated the 24th February 1899, that the customs work now performed by Port Officers is likely to be transferred to the Customs Department, and that no credit can therefore be taken under the proposed scheme for the Rs. 520 a month falling

under item (b). The personal allowances referred to in item (e) will also gradually disappear as existing officers retire. Omitting these two items the aggregate emoluments of future Port Officers would, under the present scale, be Rs. 4,966 per mensem or on an average Rs. 355 a piece.

The proposal of the Madras Government is to grade Port Officers personally on consolidated salaries as shown below :—

2 1st grade on Rs. 700	...	...	...	Rs.
3 2nd " " 600	...	...	...	... = 1,400
4 3rd " " 500	...	...	...	... = 1,800
5 4th " " 400	...	...	...	... = 2,000
14				... = 2,000
Add—				7,200

Local allowance proposed for Agent, Government Consignments, and Personal Assistant to Presidency Port Officer

100

Total proposed cost ... 7,300 which gives an average of Rs. 521 for 14 officers.

3. The Government of India agree that it is desirable to substitute a system of consolidated personal salaries for the present heterogeneous items which go to make up a Port Officer's total emoluments and the effect of which must be to encourage transfers from a lower to a more highly paid port which are not really required in the interests of the public service. They also admit that the position of the Port Officers in Madras requires to be improved; but they cannot accept the contention of the Madras Government that these men are of the same *calibre* as officers of the Indian Marine, or so large an increase in their emoluments as is now proposed. The proposals of your Government give an average salary of Rs. 521 per man without customs work against Rs. 430 per man including the customs payments and the gradually lapsing personal allowances, while, as shown in paragraph 2, if these two items be omitted, the average increase is from Rs. 355 to Rs. 521.

4. The Government of India consider that it would be a fair solution of the question to allow a grading of Port Officers on the following scale, to supersede all existing emoluments including the personal allowances now drawn :—

1 1st grade on Rs. 650	...	...	...	Rs.
2 2nd " " 550	...	...	...	... 650
3 3rd " " 500	...	...	...	... 1,100
4 4th " " 400	...	...	...	... 1,500
*4 5th " " 300	...	...	...	... 1,600
				... 1,200

Add local allowance to Agent, Government Consignments, etc.

100

Total ... 6,150

Average emolument per mensem

... Rs. 440 about.

* The Reserve Port Officer, who is entertained to take the place of men absent on leave, will of course always be in this grade, and should only be allowed Rs. 250 (his present pay) when he is not actually in charge of a port. But as out of 13 men one at least will generally be on leave, he is likely to be in port charge as a rule.

This gives an average pay, without customs work, a little higher than the present average remuneration with it, while the whole of the emoluments proposed (except the local allowance to the Agent, Government Consignments) will count for leave and pension and the miscellaneous allowances now drawn in

addition to fixed pay do not. The scheme should not come into effect till the customs work has been withdrawn from the Port Officers, and that it need then cause no loss to anyone, even taking into account the present personal allowances, is shown by the following statement* which gives the present remuneration of each Port Officer after deducting his customs receipts and deducting Rs. 100 (against the proposed local allowance) from the Agent, Government Consignments, and Personal Assistant to the Presidency Port Officer.

*Compiled from the enclosures of your letter.

Existing remuneration.		Rs.	Proposed scale.
1. Tuticorin	...	645	One appointment on Rs. 650.
2. Cocanada	...	549	Two appointments on Rs. 550.
3. Negapatam	...	528	
4. Cochin	...	498	Three appointments on Rs. 500.
5. Calicut	...	486	
6. Agent, Government Consignments, etc.	...	445	
7. Tellicherry	...	371	Four appointments on Rs. 400.
8. Pamban	...	300	
9. Mangalore	...	296	
10. Masulipatam	...	280	Four appointments on Rs. 300, subject to the qualification that the Reserve Port Officer if not actually in charge of a port will draw Rs. 250.
11. Vizagapatam	...	266	
12. Gopalpur	...	265	
13. Reserve	...	250	
14. Bimlipatam	...	217	

It should be a condition of this scheme that there should, as in the Madras Salt and Abkari Department, be no promotion from grade to grade except on the occurrence of permanent vacancies.

5. The additional cost involved by the new scheme should fall on Port Funds, which must also bear the extra leave and pension charges which the substitution of consolidated rates of pay for local allowances and fee receipts involves.

6. The Government of India are prepared, if the Madras Government accept it, to recommend a scheme on these lines to the Secretary of State for India, and will be quite ready to accept any modifications of grading which His Excellency in Council may wish to suggest on condition that these do not involve any increase to the total expenditure now suggested.

7. As regards the proposal to admit the Port Officers to the benefits of the more favourable leave rules (Chapter XIII of the Civil Service Regulations), referred to in paragraph 11 of the Madras Government's order No. 173 (Marine), dated 24th February 1899, I am to say that the claims of these officers were considered so recently as 1896 with reference to Mr. Price's letter of 2nd August 1895, No. 231 (Marine), and it was decided after comparison with other services of a similar standing that they could not be admitted. The Government of India regret that they are unable to reconsider the question.

I have the honour to be,

SIR,

Your most obedient Servant,

W. S. MEYER,

Depy. Secy. to the Govt. of India.

GOVERNMENT OF INDIA.
FINANCE AND COMMERCE
DEPARTMENT.
SALARIES, ESTABLISHMENTS, ETC.
Marine.

To
THE SECY. TO THE GOVT. OF MADRAS,
MARINE DEPARTMENT.

No. 2508-E.
Dated Simla, the 2nd June 1899.

Scheme for the improvement of the pay and
position of Port Officers in the Madras
Presidency.

Read the following:—

Letter from Government of India, Finance and Commerce Dept.,

No. 2508-E, dated 2nd June 1899.

Re organization of Port Officers' Establishments

Circulated to

H. E. the Governor.

FOR ORDERS

In the letter read above, the
Government of India deals with
the question of the improvement
of the pay and position of the Port
officers in the Madras Presidency.
It considers the rates of pay pro-
posed by the Madras Government
to be too high, and suggests a modi-
fied and lower scale. The two
Scales compare as follows:—

As proposed by the Madras Govt.	As Suggested by the Government of India
2 appointments on Rs 700 each.	1 appointment on Rs 650.
3 appointments on " 600 each	2 appointments on Rs 550 each.
4 appointments on " 500 each	3 appointments on Rs 500 each
5 appointments on " 400 each	4 appointments on Rs 400 each.
4	* 4 appointments on Rs 300 each
Local allowance to the Agent, Govt. Assignments Rs 100	Local allowance to the Agent, Govt. Assignments Rs 100
Total Rs 7300	Total Rs 6500

* The Reserve Port officer to draw only Rs 250 when not
actually in charge of a port.

2. The following statement shows the effect on present incumbents.

Ports	Existing actual			Existing as shown by Govt. of India	Proposed	Remarks CF
	Pay & allowances excluding Customs	Customs	Total			
Tuticorin	645	"	645	645	650	
Cocanada	549	"	549	549	550	
Negapatam	528	"	528	528	550	
Cochin	498	"	498	498	500	
Cabicut	486	"	486	486	500	
Agmt. Govt. Consignments	545	"	545	445	500 + 100 l.a.	* The Govt. of India has deducted the proposed local allowance of Rs 100
Tellicherry	371	"	371	371	400	
Pamban	300	"	300	300	400	
Bangalore	296	120	416	296	400	Excludes Customs pay
Madras	280	85	365	280	400	do
Kizhappattam	266	85	351	266	300	do
Gopalpur	265	130	395	265	300	do
Bimilipattam	217	100	317	217	300	do
Reserve	250	"	250	250	300*	* but to draw only Rs 250 when not in actual charge of a port.

3. It is stated that the Government of India is prepared to accept any modifications of grading which the Madras Government may wish to suggest, on condition that these do not involve any increase to the total expenditure proposed by

by the Government of India. The proposal to admit Post officers to the more favourable leave rules is disallowed.

The proposed grading is if Customs pay is with draw (this portion is under consideration in Rev. Sec. leave some Post officers worse off than they are at present. The Govt. India letter might be sent to the Presidency Officer for remarks.

L. B. S. 12.6.99

12
Marine (1899) Department.

CURRENT No. 877

Order

From

The Presidency Port off.
Madras

No. $\frac{474}{222}$ G

Dated 26th June 1899

Received 30-6-99.

Enclosures 5

Spare copies

SUBJECT.

Returning with remarks
letter from the Government
of India regarding
grading of Port officers

FURTHER PAPERS.

Enclosure to Presidency Port Officer's letter dated 26th June 1899, No. 474/222 G.

13

1	2	3	4	5	6	7	8	9	10	
Names of Port Officers in order of seniority	Port to which attached	Emoluments exclusive of customs pay	Customs pay	Total Emoluments	Scale proposed by Government of India	Increase or Decrease	Scale proposed originally by Presidency Port Officer	Increase or Decrease	Scale now proposed by Personal Assistant	Increase or Decrease
Mr. Baker Inticorin		645	0	645	650	+5	700	+55	* 600	-45
" Wicks Canada		549	0	549	550	+1	700	+151	600	+51
" James Negapatam		528	0	528	550	+22	600	+72	550	+22
" Baddeley Madras		545	0	545	500	-45	600	+55	550	+5
" Hamilton Calicut		486	0	486	500	+14	600	+114	500	+14
" Woodhouse Cochin		498	0	498	500	+2	500	+2	500	+2
" Carlyon Gopalpore		265	130	395	300	-95	500	+105	450	+55
" Simpson Tellicherry		371	0	371	400	+29	500	+129	450	+79
" Brown Mangalore		296	120	416	400	-16	500	+84	450	+34
" Leverett Masulipatam		280	85	365	400	+35	400	+35	450	+85
" Icely Viragapatam		266	85	351	300	-51	400	+49	350	-1
" Boas Binulipatam		217	100	317	300	-17	400	+83	350	+33
" Batt Tambau		300	0	300	400	+100	400	+100	350	+50
" Swann Reserve Port Officer		250	0	250	300	+50	400	+150	350	+100
				6016	6050		7200		6500	

* with a personal allowance of Rs 50 to Mr. Baker

* With a local allowance of Rs 100.

Local allowance to Agent Govt. Consignments 100
Personal allowance to Mr. Baker to cover loss in emoluments 50

Local allowance to Agent Govt. Consignments 100

Local allowance to Agent Govt. Consignments 100

Govt. of India Scale
Excess 500

+ Rs 1,150

Presidency Port Office,
Madras, 26th June 1899.

Thos R. J. M.
Commander, R. I. M.,
Presidency Port Officer.

Note for the Presidency Port Officer.

In para 3 of its letter the Government of India "admits that the position of the Port Officers in Madras requires to be improved", but the modified scale suggested by that Government puts some officers in a worse position---- for some years to come---- than they are at present. In no case is any officer immediately benefited to any appreciable extent.

2. The comparative statement published with para 4 seems to have been incorrectly compiled, e.g.,

The present remuneration of the Agent for Government ^{Consignments} is Rs.545 not 445 as stated, viz, Rs.500 consolidated pay, Rs.45 (Personal) local allowance, which latter, under the new scale, is to be raised to Rs.100 per mensem.

3. The present position and future prospects of the various officers under the proposals of the Government of India would be as per Tabulated Statement enclosed- Scale B with explanatory notes.

It may be mentioned that under existing leave rules all officers are entitled to a minimum of £ 200 per annum on Medical Certificate. The maximum obtainable under the proposals of the Government of India would be,

For 1 Officer	£ 290	3 years after the new scale comes in force.
2 Officers,,	247	do
3 Officers ,	225	2 Officers now receive this rate.

All others , , 200 as at present, on Medical Certificate, and a little more than is now obtainable when
on

2.3
Mar 877/29

on ordinary furlough.

4. By Scale B, it will be seen that the 4 Officers of the lowest grade, 2 of whom are actual losers by the scheme, will have to wait for promotion for many years, e.g.

Mr. Icely who has now 6 years service might have to wait until 1904 or 5 years; 11 years on Rs.300 per mensem; then his promotion only gives him an increase of about Rs.30 as compared with present scale.

Mr. Boas 5 years service until 1906, or 7 years; 12 years on Rs.300 per mensem; obtaining an increase of only Rs.35 per mensem.

Mr. Batt 8 years service until 1906, or 7 years; 12 years on Rs.300 per mensem; obtaining an increase of only Rs.35 per mensem.

Mr. Swann 4 years service until 1908, or 9 years; 13 years on Rs.300 per mensem; obtaining an increase of only Rs.49 per mensem.

5. By taking away part of an officer's work (Customs) and part of his pay, his position is not improved; e.g.- The next Port Officer, Gopalpur, if of the 5th Grade will lose Rs.130 Customs pay, plus 30 Emigration allowance, plus 20 Fees---Total Rs.180. For the deduction of these sums he receives an addition to his pay of Rs.130 and loses therefore Rs.50 per mensem. The improvement in his position is not apparent. As a compensation he may, towards the end of his service, get Rs.500.....perhaps the pay of 2nd Grade Rs.550. The majority of Officers cannot serve long enough to attain the 650 grade.

6. There are now in the department 2 appointments which have a substantive salary of Rs.500, so that under the Government of India scheme the improvement in

*Why being in local?
The pay will be increased not
local.
Not in any grade
service -*

pensionary prospects is merely that in lieu of a percentage of officers of the department obtaining pensions of Rs.250 per mensem, there is a reasonable prospect of every officer who completes 25 years service obtaining that pension.

7. The pensionary prospects of the officers of the department under the present scale are as shewn in Scale B, assuming that each officer is granted extension of service to the age of 58-- a not improbable contingency.

Scale B is based on the assumption that each officer will be promoted by seniority. Some officers, owing to age, can never reach the higher grades. The table also shews the prospects of officers under Government of India Scale, and under the same scale as modified by me in higher grades.

8. From the pensionary point of view the scheme undoubtedly benefits nearly all the officers to the extent on the average of between Rs.50 and 60 per mensem, but in the case of the Port Officer at Vizagapatam, who loses for some years to come emoluments amounting to Rs 51 per mensem, the increase to pension which he may never live to get is an inadequate compensation.

9. In the meantime a prospective increase of pension alone in the distant future does not enable an officer to maintain a better social position. It has been shewn that the increase to pay is in most cases trifling.

10. The object of the scheme proposed by the Madras Government was also to give some relief to all officers in the matter of privilege leave allowances and ordinary furlough allowances. Under the Government of India scheme the junior officers are no better off than before. The majority of the other officers gain very

little

11. If the Madras Government is not willing to press the acceptance of its original proposals, the Customs arrangement might be allowed to continue as at present, and the amount realised under that head be utilized in raising the pay of the last 2 grades to Rs.350 and 450 respectively, and instead of one appointment on Rs.650 and 2 on Rs. 550 to have 2 appointments on Rs.600 and 2 on Rs.550, but this would affect the present Port Officer of Tuticorin, who might be granted, for the remaining few years of his service, a personal allowance of Rs.50 per mensem under Sec. 47(1) of Civil Service Regulations.

12. I would, however, suggest a strong representation to the Government of India for sanction of the original scheme.

13. The pay of officers in the principal Steamer Companies on the coast, which is ^{the} only suitable source from which to obtain Port Officers, has been much improved. The duties of Port Officers are yearly becoming more responsible and it will be impossible to obtain suitable persons unless fair pay to commence with is granted with reasonable prospects of promotion.

The scheme as modified would be :—

2	Officers	on	Rs.600
2	,,	,,	550
2	,,	,,	500
4	,,	,,	450
4	,,	,,	350

Local allowance to present Port Officer of Tuticorin Rs.50.

Local allowance to officer holding the appointment of Agent for Government Consignments--Rs.100.

This goes with the Revenue Department.

14. Under the Government of India proposals, the present Agent for Government Consignments practically derives no benefit: his local allowance is, it is true, increased by Rs.55, but the expense of living in Madras is increasing, house rent has gone up nearly 40 per cent in the last 10 years, and the chances of this officer succeeding to even the 2nd grade are remote.

The substantive pay of this officer was fixed at Rs.600, exclusive of fees, per mensem by the Government of Madras on the reorganization of the Presidency Port Office in 1888, but this was reduced by the Government of India to Rs.500---vide G.O. No.365, Marine, dated 1st August 1888.

15. Should, however, the Madras Government be unwilling to press for the improved pay, in the lower grades, I would suggest that the grading of the 1st three grades be as stated

2 on Rs.600
2 ,, ,, 550
2 ,, ,, 500

This involves an increase of Rs 50/-

16. The only officer affected by this alteration of grading would be the Port Officer, Tuticorin, who would lose emoluments to the amount of Rs.45 per mensem, but as his pension, should he be permitted to serve until 58 years of age, would be increased by Rs.25 per mensem, he would not in the long run be in a worse position than at present. The Government of India will, however, perhaps agree to give the Personal ^{Allowance} Assistant referred to in para 11. As regards the junior officers who sustain loss, the Government of India would, it is presumed, grant small personal allowances until they were absorbed by promotion, but little as the senior officers benefit, the position of these officers is still worse.

17. From Scale marked A it will be seen that the modified proposals made by me in para 13 involve an increase of Rs.500 per mensem over the amount sanctioned by the Government of India. All of this extra cost can be met by retaining the Customs work in the department.

The alternative proposals contained in para 15 involve only an increase for a few years of Rs.134 per mensem, with an increased pensionary liability of Rs.25 per mensem perhaps also for only a few years.

18. I must apologise for the apparently undue length of this note; but the alternative schemes, the variations in rates of pay and allowances attached to different ports according to the particular officer holding the appointment; the disproportion between length of service, and of age of some officers, and in short the conflicting factors to be dealt with make it impossible to deal with the subject in a condensed form. I trust that I have placed matters clearly though at the expense of brevity.

Madras, 26th June 1899.

A. D. Banerjee

Personal Assistant to the
Presidency Port Officer.

$$\frac{53/118 \text{ mg}}{2.2}$$

6.5
827/99

In modified scale
Modified scale benefits 6 Officers
Govt of India do. " 4 do.
Same under either scale 4 do.

For convenience, the pay of the Officers entering is entered under the year of his retirement as well as that of the officer succeeding to the higher rates

H. B. Macleary
Per. arrest E. Per. Dist. Off.

No. 474/222 G
Heading Grading of
Port Officers

21
Presidency Port Office,
Madras, 26th June 1899.

From

Commander T.G.R. Finny, R.I.M.,

Presidency Port Officer,

M A D R A S,

To

The Secretary to Government,

Marine Department,

C H E P A K.

Sir,

I have the honour to return the letter from the Government of India, Finance and Commerce, No. 2508, E, dated 2nd June 1899, received with Marine Department Endorsement No. 295, E, dated 12th Idem, with the following remarks and a modified scale proposed by my Personal Assistant.

2. I have carefully considered the scheme as proposed by my predecessor, which I consider just and fair, & bearing in mind that it is acknowledged necessary to improve the condition and position of the Port Officers of this Presidency, economical and sufficient.

3. I regret extremely the invidious comparison of the Port Officers of this Presidency with the Officers of the Royal Indian Marine holding Port Appointments, and would point out that, from the nature of these small ports, the officers in charge of them are entrusted with very responsible duties, many of them being Magistrates of the 1st Class and Justices of the Peace. It is true they have not Board of Trade Examinations for Masters and Mates to conduct, nor some of the other duties required of the Port

Officers

53/11/99
E-2

Officers appointed from the Royal Indian Marine, but I maintain their duties are onerous, and their present position and scale of pay, when laid down in graded form and consolidated from the heterogeneous items which go to make up their total emoluments, require improvement.

4. It has been shewn that the several Port Funds can afford the cost of the improvement proposed by my predecessor. It has been acknowledged that the improvement is necessary in the interests of the Public Service. I would therefore urge the Government of Madras to request the reconsideration of their scheme. It is not necessary to take away the Customs duties, but the Customs should pay the Port Fund, and not the Port Officer, for the duties performed by the Port Officer as Collector of Customs.

5. With reference to para 7 I maintain that if an improvement is made in the position of the Port Officers, the former comparison with other services of a similar standing becomes void, and the question of admitting these officers to the benefits of the more favourable leave rules (Chapter XIII of the Civil Service Regulations) justly requires the reconsideration of the Government of India.

6. I forward in original the office note drawn up by my Personal Assistant on this subject, as I consider it places the matter clearly and shews that the proposals of the Government of India are disappointing and that, while admitting the principle, they make practical improvement impossible except after retirement.

I have the honour to be,
Sir,

Your Most Obedient Servant,

J. B. R. J. J.
Commander, R.I.M.,

Presidency Port Officer.

Read the following:—

Letter from the Presidency Port Officer, Madras, No. 474 G, dated 22 June 1899.

Grading of Port Officers

Circulated to

FOR ORDERS

*His Excellency the Governor
The Hon. Mr. Drummond
The Hon. Mr. Winterbottom*

*K. H. S.
I think that A. proposed by the P. P. O. should
be submitted to the Govt. of India for approval.*

*MS
9.8.99.
HW
11-8-99*

The letter from the Government of India No. 2508 G, dated 2nd June 1899 having been referred to the Presidency Port Officer under His Excellency's instructions as given on the previous note for orders, that officer now replies. 2. He recommends that the Government of India should be urged to sanction the original proposal of this Government. If this cannot be done, he would like to have scale (A) in the attached statement sanctioned. This involves an increase of Rs 500 over the scale approved by the Government of India. But the Presidency Port Officer proposes to meet the extra cost by keeping the Customs work as at present. This, however, is a matter that has

H. 3/8 19/4 H. 2/8 12/4

to be settled by the Revenue Department. If this is not possible, the Scale (B) is recommended. This involves a permanent increase of Rs 50, and temporary personal allowances amounting to Rs 134 terminable on promotion of the officers drawing the same. The increase of Rs 50 is probably made to give the Agent for Government Assignments a place on the Rs 550 grade instead of one on the Rs 500 grade under the Government of India Scale.

3. It will also be seen from the pencil entries in Column 4 of the attached statement that only 4 out of the 14 Port Officers will receive less than their present emoluments. But it should be borne in mind that the Government of India Scheme will only be brought into force after the Customs work has been withdrawn from the Port Officers. The whole of their pay will then count towards pension, while under present conditions, this

gm

x para 4

* vide his statement B.

3

25

is not so. Personal and local allowances are excluded.

4. The Personal Assistant to the Presidency Port Officer, who has drawn up a separate memorandum, lays stress on the fact that, under the Government of India Scheme, some of the junior officers will remain in the lowest grade for a number of years, but his own Scheme does not get over this difficulty.

5. The main objects of this scheme are described in para 3 of GO 173 dated 24 Feb. 88. viz to remove the following handicaps of the Port Officers and their
- (1) Their inability to maintain their proper position in their present pay in their dealings with the mercantile community.
 - (2) The humiliation attendant on the system of fees.
 - (3) Their inability to take leave as often as is necessary.

for their health, because in
doing so they forfeit all
all local allowances -

of these No (2) is remedied
by the Govt of India's proposals.
and so is No (3) but to
a very small extent as
explained in para 3 of
the Note by the General
Asst. to the P.O. -

No (1) is not remedied at
all. In fact the junior
officers, in whose interests
the proposals were chiefly
made by this Govt, are
worse off. by the most
harsh laws they were before!

6. I fear it would be
a waste of time to
resubmit our ^{original} proposals
in their entirety to the
Govt of India, but I certainly
think that we should not
rest until we obtain
some improvement in
India's proposals -
Our main object should
be, I take it, to improve

5 27
the pay of the junior men -
Scale A proposed by the
P.O.O. does this sufficiently
at a cost of Rs 500 per
man per mensem in excess of the
Govt of India's scale, also 600
per mensem less than the scale
originally proposed by us -
This Rs 500 would be covered
by receipts from Provincial
(Customs) as long as Customs
Duties were performed.
But officers, such receipts
being credited to Govt Funds
instead of paid to Govt
officers. I have ascertained
that the question of transferring
the Customs Duties of Govt
officers to the Salt & Atkin
Dept is not under con-
sideration in the Rev. Dept.
Whether it may be brought
before a decision is arrived
at.

7. If therefore Govt is
willing to meet its
original proposals, which
were no more than an

adequate solution of the question,
 I recommend that Scale A
 of the P.O. be submitted
 instead - If this also is
 considered to be subject of
 acceptance by India, I
 give below another scale
 which I have drawn up,
 so as to give increased
 pay to the junior men,
 which involves an excess
 of ²⁹⁵ Rs ~~300~~ a month
 over India's proposal.

No	Name	Present pay	Proposed pay	+	-
1	Mr. Baker	645	600	-	45
2	Mr. Wells	549	550	1	-
3	Mr. James	528	550	22	-
4	Mr. Baddely	545	500 100 p.a.	55	-
5	Mr. Woodhouse	498	500	2	-
6	Mr. Hamilton	486	500	14	-
7	Mr. Brown	416	450	34	-
8	Mr. Carlyon	395	450	55	-
9	Mr. Simpson	371	400	29	-
10	Mr. Bennett	365	400	35	-
11	Mr. Icely	351	400	49	-
12	Mr. Jones	317	350	33	-
13	Mr. Batt	300	350	50	-
14	Mr. Shaw	250	300	50	-
			6400		

6

78.
 7.8.99

If this scale is adopted Mr
 Baker should be given a
 personal allowance of Rs 45
 to bring his pay up to its
 present amount. This would
 make the total amount to
 Rs 6445 as compared with
 Rs 6150 of India's proposal -
 or an excess over the
 latter of Rs 295. This scale
 gives every officer, except
 Mr Baker, some increase,
 although in 2 instances it
 is practically nil, & increases
 the pay of the junior men
 to an appreciable extent.
 I do not consider it adequate
 by any means, but it may be
 possible to obtain Indian
 sanction to it, when a
 more expensive scale will
 be expected. If accepted,
 Mr. Shaw, the Home port
 officer should receive
 Rs 350 when acting in
 any port.
 I do not understand
 India's proposal that

the scheme should await
the separation of Customs
Duties. This might hang
it up some day. It should
commence at once, the
Customs receipts being
credited to Port fund,
instead of being to Port
Officers.

9. With regard to the question
of leave, I think it is
useless to ask the Govt
of India to reconsider the
matter. The leave rules
of Port Officers will be
found in Chap. XIV of
C.R. & the improved
rules they ask for in
Chap. XIII.

Handwritten signature/initials
S.S.R.

C
Port Officers
Comparative Statement.

31

No.	Present pay from all sources	Pay proposed by this Government	Pay proposed by the Government of India	Pay proposed by the Presidency Port Officer (A)	B.
1	2	3	4	5	6
	Rs.	Rs.	Rs.	Rs.	Rs.
1	645	700	650 (+5)	600	600 (+50 p.a.)
2	549	700	550 (+1)	600	600
3	545	600	550 (+5)	550	550
4	528	600	500 (-28)	550	550
5	498	600	500 (+2)	500	500
6	486	500	500 (+14)	500	500
7	416	500	400 (-16)	450	400 (+6 p.a.)
8	395	500	400 (+5)	450	400
9	371	500	400 (+29)	450	400
10	365	400	400 (+35)	450	400
11	351	400	300 (-51)	350	300 (+51 p.a.)
12	317	400	300 (-17)	350	300 (+17 p.a.)
13	300	400	300 -	350	300
14	250	400	300# -	350	300
	6,016	7,200	6,050	6,500	6,100
		*100 l.a.	100 l.a.	100 l.a. +50 p.a.	100 l.a. +124 p.a.

* The Rs 100 is local allowance to the agent for Port Consignments.
+ The Rs 50 is a personal allowance to No. 1 on the list.
⊕ The Rs 134 is the total of the personal allowances to officers as shown in detail in col. 6.
To draw Rs (only) 250 when not in charge of a port (Reserve Port Officer).

R.P.
22 July 1919

Read the following: *marine* DEPARTMENT.

Letter from the Government of India, Finance & Commerce Dept. No. 2508 E, of 2nd June 1899.
 Letter from the Presidency Port Officer, Madras, No. 474/222 G, dated 26th June 1899.

Grading of Port officers

Circulated to

ORDER. No. 792 Mar of 19-8-99

His Excellency the Governor in Council, after careful consideration of the Scale suggested by the Government of India and of the remarks and proposals of the Presidency Port Officer, resolves to recommend the revised Scale A now proposed by that ~~Presidency~~ Officer, which involves a total expenditure of Rs 500 above that suggested by the Government of India, and provides for the following rates of pay:—

	Rs
2. 1 st grade on Rs 600 -	1,200
2. 2 nd grade on Rs 550 -	1,100
2. 3 rd grade on Rs 500 -	1,000
4. 4 th grade on Rs 450 -	1,800
4. 5 th grade on Rs 350 -	1,400
Total	6,500
add Local allowance to agent, Govt. Consignments	100
One personal allowance	50
Total	6,650

By this arrangement, one of the officers ^{now} on Rs 645 will suffer a loss of Rs 45 per mensem and provision has accordingly been made for a personal allowance of Rs 50, which will be extinguished on the retirement of the present incumbent. Provision is also made for a local allowance of Rs 100 in addition to grade pay of the officer who may hold the appointment of the Agent for Government Consignments.

H.E.R. 793. ~~Mar~~ 19th August 1899

To

The Secretary to the Government of India,
Finance & Commerce Department,

Sir,

I am directed to acknowledge the receipt of your letter No. 2508 E, dated 2nd June 1899 on the subject of the improved grading of the Port Officers of this Presidency.

2. His Excellency the Governor in Council observes that the Government of India considers the rates of pay proposed by the Madras Government to

To the S. A. O.

9/9/99

to be too high, and suggests a modified and lower scale, costing less by Rs 1,150 than the scale proposed by the Government of Madras. It is, however, stated in your letter that the Government of India is prepared to accept any modifications of grading which the Madras Government may wish to suggest, on condition that these do not involve any increase to the total expenditure fixed by the Government of India.

3. His Excellency the Governor in Council desires that the attention of the Government of India may be again invited to the objects of the revised grading, as specified in paras of G.O. 173 on a minute dated 24th February 1899, viz, to remove the following hardships under which Port Officers now labour:-

(1) Their inability to maintain their proper position on their present pay, in their dealings with the mercantile community.

(2) The humiliation attendant

on the system of fees

(3) Their inability to take leave as often as is necessary for their health, because, in doing so, they forfeit all local allowances.

The scale proposed by the Government of India will remedy item (2) above, and mitigate to a small extent No (3), but as regards No (1), it is, in the opinion of His Excellency in Council, wholly inadequate. In fact, the junior officers in whose interest the proposals were chiefly made by the Government ^{in some cases} would be worse off than at present, as will be seen by the following comparative statement: while no officer would obtain any appreciable increase of pay.

Officers	Present emoluments from all sources	Proposed by the Government of India
1	645	650
2	549	550
3	545	550
4	528	500
5	498	500
6	486	500
7	416	400
8	395	400
9	371	400
10	365	400
11	351	300
12	317	300
13	300	300
14	250	300*

*The Reserve Port officers to draw only Rs 250 while employed as such.

4. In order to improve the condition of the junior officers and to attain, to some extent, the general objects of the revised grading, His Excellency the Governor in Council has approved of a modified scale intermediate between that previously proposed, and the one suggested by the Government of India. This scale will cost Rs 500 per mensem more than that proposed by the Government of India, but exhibits a saving of Rs 650 on that originally put forward, as shown below:—

Original scale	Scale proposed by Government of India	Scale now proposed by Madras Government
2. 1 st Grade on 700 = 1,400	1. 1 st Grade on 650 = 650	2. 1 st Grade on 600 = 1,200
3. 2 nd Grade on 600 = 1,800	2. 2 nd Grade on 550 = 1,100	2. 2 nd Grade on 550 = 1,100
4. 3 rd Grade on 500 = 2,000	3. 3 rd Grade on 500 = 1,500	2. 3 rd Grade on 500 = 1,000
5. 4 th Grade on 400 = 2,000	4. 4 th Grade on 400 = 1,600	4. 4 th Grade on 450 = 1,800
14	4. 5 th Grade on 300 = 1,200	4. 5 th Grade on 350 = 1,400
Local allowance to Agent, Government Consignments } 100	Local allowance to Agent, Government Consignments } 100	Local allowance to Agent, Government Consignments } 100
Personal allowance to one of the officers on Rs 600 } 50		Personal allowance to one of the officers on Rs 600 } 50
14 Total Rs 7,300	14 Total Rs 6,150	14 Total Rs 6,650

(3) It will be seen that by this arrangement, one of the officers ^{now} on the ~~645~~ will suffer a loss of \$45 per mensem and that provision has accordingly been made for a personal allowance of \$50 which will be extinguished on the retirement of the present incumbent.

5. His Excellency the Governor in Council trusts that the scale, now proposed, which has been carefully worked out and considered, will meet with the approval of the Government of India. It is, in the opinion of the Madras Government, the most economical that can be devised, in view of all the circumstances that have to be provided for.

6. If this scale is sanctioned, there seems no reason why it should not be introduced at once, irrespective of the transfer of Customs duties, all fees on account of which could be credited to Port Funds instead of the officers doing Customs work.

7. As regards the question of improved leave rules, His Excellency the Governor in Council is unwilling to press the matter in opposition to the declared wishes of the Government of India.

I have &c,

R.S.

18.5.11

9/9/11