1. Number of pages. 20
2. Date of repair 8.7.37
3. Initial

M.R.O. 1—82,400—23-11-36.

MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.

Cons. 26-5-37

G.O. No. 742-744 Press / Mis.

17-19

Dated 22-5- 1937

Not to be folded or roughly handled

No. 17. Read the following letter from Colonel C. E. FABER, Chief Engineer; to H. FORBES, Esq., Acting Secretary to Government, dated 24th April 1857, No. 12053.

SIR,

It has already been necessary to mention more than once, in the course of business, that for several reasons, brought forward in more or less detail on each occasion, that the whole of the Establishment for the Central office of P. W. was necessarily to be regarded as simply tentative and experimental, and without that character of permanence and finality which could only be ascribed to it after an actual trial of some duration and success.

2. Its inadequate numerical strength in several of its component parts has been represented, and the Government have fully admitted the necessity of further early reinforcement, and I now beg leave to lay before you for the favorable consideration of His Lordship in Council the particulars of an internal though very minor reform and which has being solely confined to a slight readjustment of salaries (deducting in certain cases what it is proposed to add in others,) I venture to hope I may be authorized to carry the same into immediate effect.

3. After a very brief illness Mr. Gomes, who, filled the important office of Head Record Keeper died on the night of the 22nd Instant, and it is in making the arrangements consequent upon his death, that the expediency and beneficial effect of a partial redistribution of particular salaries with a view to obtain an improved subordination, proportioned to the relative importance and authority of each incumbent, has forced itself upon my attention.

4. The scale on which I have to solicit His Lordships permission to operate is however so almost infinitessimally small and insignificant, involving altogether the reallotment of only Rupees (35) thirty five per mensem, that I am able to surmount my reluctance to obtrude such a question of mere detail upon the attention of Government only by a sincere belief that, small as the alteration actually is, it will secure a substantial immediate improvement in the internal economy of my office.

5. According to the present arrangements of the Central office, there are 3 Managers with salaries as subjoined, namely.

	Rs.
Head Manager	150
2nd Do.	130
3rd Do.	105

and there are two Record keepers with the following salaries namely;

Head Record keeper Rupees	150
Deputy do. and Indexer ,,	85

and the revision I am desirous to be permitted to make has for its Chief end the elevation of the

Head Manager, (who with a greatly enlarged sphere of responsibility, continues in receipt of the same salary that he drew under the former Board of Works) so as to make his remuneration more commensurate with the relative importance of his office ; and further to slightly improve the position of the Deputy Record Keeper, so as to place his salary on a footing from which there will no longer be the same temptation there now is to desire removal for the sake of so small an increase as Rupees 5 five per mensem.

6. The manner in which the foregoing modifications are proposed to be carried into effect, is duly set forth in an accompanying Tabular Statement of the prescribed form, and in advocating the alterations now recommended it may be stated, that besides the obvious desira bility, as it seems to me, of having the status of the Head Manager marked more prominently by a discriminating stipend, the personalities of present incumbents tend not a little to favor the present propositions, and the late Deputy Record Keeper, already designated as successor to his deceased Princepal, will I think be more suitably remunerated on the subjoined scale than if he were at once to inherit the full salary of his predecessor.

	Rs.
Head Manager	180
2nd Do.	130
3rd Do.	100
Head Record Keeper	120
Deputy Do.	90

7. The principle of slight interior modifications in a very large office to meet specialties of the moment, on grounds which, may receive the approval of Government, not only seems to me free from valid objection ; but would appear to supply an instrumentality for the recognetion of merit and the reward of particular zeal and ability, calculated upon the whole to salutarily increase the practical influence and authority of the Head of the office. And conversely, whilst the possibility of such changes may be expected to stimulate the able and the well disposed, it is only reasonable to believe, that the same contingency will repress the irregularities of the disorderly and discourage the self indulgence of the idle or malengering classes.

8. Under the explanation now given, I solicit the permission of the Right Honorable the Governor in Council to reallot the sum of Rupees (35) thirty-five per mensem, either as a temporary arrangement, or a permanent alteration as His Lordship may be pleased to decide.

No. 18. ORDER THEREON, No. 974; dated 22nd May 1857.

In the above letter, the Chief Engineer solicits sanction to make a decrease of 35 Rupees in the pay of the Head Record Keeper and 3rd Manager of the Central Office, in the proportions noted in the margin* and to increase† the salaries of the 1st, Manager and Deputy Record Keeper.

	Rs.
* Record Keeper	30
3rd Manager	5
† 1st Manager	30
Deputy Record Keeper	5

	Former pay.	Revised. pay.
1st Manager	150	180
3rd Do.	105	100
Head Record Keeper	150	120
Deputy Do.	85	90

2. The Right Honorable the Governor in Council, sanctions the alterations proposed. The salaries of the incumbents as at present fixed are specified in the margin.

3. The Government are prepared to admit that experience in a new Office, like the Chief Engineer's, must shew the necessity for a redistribution of salaries, but they are desirous that Colonel Faber should, after a sufficient trial, submit at one time the whole plan of any re-arrangement he may see cause to recommend.

(Signed) H. FORBES,
Acting Secretary to Government.

No. 19. Ordered in consequence that the following Tabular Statement be despatched to the Government of India.

PUBLIC WORKS DEPARTMENT—STATEMENT OF ALTERATION TO ESTABLISHMENT ON THIS DATE, UNDER THE ORDERS OF THE GOVERNMENT OF INDIA IN

Years.	Charge. Ordinary.	Extraordinary.	Total.
.....	.....	.....	.....

No.	Extract from Home Department of Govt. of India. Date	Office to which the proposition refers.	Nature of charge. Present Scale.	Rs.	A.	P.	Proposed Scale.	Rs.	A.	P.	Permanent Increase per month. Rs.	A.	P.
		Central Office of Public Works.	1st Manager.....	150	...	...	1st Manager.....	180	...	...	30	...	...
			2nd do.	130	...	...	2nd do.	130	...	...	.....	...	...
			3rd do.	105	...	...	3rd do.	100	...	...	.....	...	...
			Head Record Keeper.....	150	...	...	Head Record Keeper.....	120	...	...	.....	...	...
			Deputy do.	85	...	...	Deputy do·	90	...	...	5	...	...
			Total.....	620	...	...	Total.....	620	...	...	35	...	...

Fort Saint George,
22nd May 1857.

IN THIS DEPARTMENT SANCTIONED BY THE GOVERNMENT OF FORT ST. GEORGE THE FINANCIAL DEPARTMENT, DATED 8TH FEBRUARY 1856, No. 663.

Proposition. Permanent. Decrease per month. Rs.	A.	P.	Temporary. Increase per month. Period. Rs.	A.	P.	Decrease per month. Period. Rs.	A.	P.	Casual or Extraordinary.	Grounds of proposition.	Local Government's recommendation.	Orders of the Government of India.. Home Department. Remarks.	Financial Department. Remarks.	Financial Department. Orders.
.....	...	...												
.....	...	...												
5	...	...												
30	...	...												
.....	...	...												
35	...	...								The Chief Engineer proposes this redistribution, as the experience now obtained of the working of his new office points out the step, as one calculated to secure greater efficiency by making the salaries of the individuals more commensurate with the duties of their appointments. The Government have authorized the redistribution, as they admit that experience in a new office, like that of the Chief Engineer, must shew a necessity for such changes in salaries; but they have called upon Colonel Faber, after a sufficient trial, to submit at one time, the whole plan of any re-arrangement he may in future see cause to recommend.	Favorable.			

(Signed) H. FORBES,
Acting Secretary to Government.

No 12053

Central Office of P.W.
Fort Saint George
24 April 1857

From

The Chief Engineer.

To

The Secretary to Government P.W.D

Sir,

1 Enclosure.
Tabular Statt

It has already been necessary to mention more than once, in the course of business, that for several reasons, brought forward in more or less detail on each occasion, that the whole of the Establishment for the Central Office of P.W. was necessarily to be regarded as simply tentative and experimental, and without that character of permanence and finality which could only be ascribed to it after an actual trial of some duration and success.

2 Its inadequate numerical strength in several of its component parts has been represented; and the Government have fully admitted the necessity of further early reinforcement; and I now beg leave to lay before you for the favorable consideration of His Lordship in Council the particulars of an internal though very minor

reforms and which as being solely confined to a slight readjustment) of salaries, (deducting in certain cases what it is proposed to add in others,) I venture to hope I may be authorized to carry the same into immediate effect.-

3 After a very brief illness Mr Gomes, who filled the important office of Head Record) Keeper, died on the night of the 22d Instant, and it is in making the arrangements consequent upon his death, that the expediency and beneficial effect of a partial redistribution of particular salaries with a view to obtain an improved subordination, proportioned to the relative importance and authority of each incumbent, has forced itself upon my attention.-

4 The scale on which I have to solicit His Lordships permission to operate is however so almost infinitessimally small and insignificant, involving altogether the reallotment of only Rupees (35) thirty five per mensem, that I am able to surmount my reluctance to obtrude such a question of mere detail upon the attention of Govt. only by a sincere belief that, small as the alteration actually is, it will secure a substantial immediate improvement in the internal economy of my office.-

5 According to the present arrangements of the Central Office, there are 3 Managers with salaries as subjoined, namely

Head Manager ___ Rupees 150
2d ___ Do ___ 130
3d ___ Do ___ 105

and there are two Record Keepers with the following salaries namely;

Head Record Keeper Rs. 150
Deputy Do Do Indeer ___ 85

and the revision I am desirous to be permitted to make has for its chief end the elevation of the Head Manager (who with a greatly enlarged sphere of responsibility, continues in receipt of the same salary that he drew under the former Board of Works) so as to make his remuneration more commensurate with the relative importance of his office; and further to slightly improve the position of the Deputy Record Keeper, so as to place his salary on a footing from which there will no longer be the same temptation there now is to desire removal for the sake of so trivial an increase as Rupees 5 five per mensem.

6 The manner in which the foregoing modifications are proposed to be carried into effect

effect, is duly set forth in an accompanying Tabular Statement of the prescribed form, and in advocating the alterations now recommended it may be stated, that besides the obvious desirability, as it seems to me, of having the status of the Head Manager marked more prominently by a discriminating stipend, the personalities of present incumbents tend not a little to favor the present propositions, and the late Deputy Record Keeper already designated as successor to his deceased Principal, will I think be more suitably remunerated on the subjoined scale than if he were at once to inherit the full salary of his predecessor.

1st	Head Manager	Rupees 180
2d	Do	" 130
3d	Do	" 100
	Head Record Keeper	" 120
	Deputy Do	" 90

The principle of slight interior modification in a very large office to meet specialties of the moment on grounds which may receive the approval of Govt, not only seems to me free from valid objection; but would appear to supply an instrumentality for the recognition of merit

(6)

and the reward of particular zeal and ability, calculated upon the whole to salutarily increase the practical influence and authority of the Head of the office. And conversely, whilst the possibility of such changes may be expected to stimulate the able and the well disposed, it is only reasonable to believe, that the same contingency will repress the irregularities of the disorderly and discourage the self indulgence of the idle or malingering classes

Under the explanation now given, I solicit the permission of the Right Honorable the Governor in Council to reallot the sum of Rupees 35 thirty five per mensem, either as a temporary arrangement, or as permanent alteration as His Lordship may be pleased to decide.

Central Office of PW
Fort Saint George
24 April 1857

I have the honor to be
Sir
Your most Obedt Servt
Alex Taylor Colonel
Chief Engineer

Public Works Dept

No 974

Extract from the Minutes of Consultation
Under date the 22nd May 1857.

Read the following
letter from the Chief
Engineer.

Here enter 24th April 1857
No 12053

In the above
letter the Chief Engineer
solicits sanction to
make a decrease of
30 Rupees in the
pay of the Head
Record Keeper and 3rd
Manager of the Contract
Office, and the fo
lings

Public Works Dept
No 974
Dated 22nd May 1857

To
The Chief Engineer
&c &c &c Poona

Dated 22nd April 1857
Rec'd 23rd ditto

No 12053

Sir

I have the honor to forward a tabular statement of the Establishments employed for the execution of Contracts for the construction of Bridges and Culverts on the Poona and Sholapoor Road, and to request that the Establishments may be sanctioned from the 1st proximo.

2. The Establishments of Mr Assistant Engineer Wilson and Mr Assistant Engineer Hall are required for the completion of the Bridges on the Nullahs at Kirkee and Dapooree, and the Establishment of Mr Assistant Engineer Hall for the Bridge over the Moolla River at Poona.

3. The Establishment of Mr Assistant Engineer Wilson is required for the Bridges over the Nullahs at Wagholee and Loneekand, and that of Mr Assistant Engineer Hall for the Bridges over the Nullahs at Wanowrie and Hurreekurdee.

4. The Establishment of Mr Assistant Engineer Reeves is required for the Bridges over the Nullahs at Kedgaon and Theur.

5. The Establishment of Mr Assistant Engineer Clerk is required for the Bridges over the Nullahs at Jejooree and Nemgaon.

6. The Establishment of Mr Assistant Engineer Hall is required for the Bridges over the Nullahs at Kanhoor and Shirwul.

7. The Establishment of Mr Assistant Engineer Wilson is required for the Bridges over the Nullahs at Kanhoor and Shirwul.

8. The Establishment of Mr Assistant Engineer Reeves is required for the Bridges over the Nullahs at Kedgaon and Theur.

9. The Establishment of Mr Assistant Engineer Clerk is required for the Bridges over the Nullahs at Jejooree and Nemgaon.

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noted in the margin and to increase the salaries of the 1st Manager and Deputy Record Keeper.

2 The Right Honorable the Governor in Council sanctions the alterations proposed. The salaries of the incumbents as at present fixed are specified in the margin.

3 The Government are prepared to admit that experience in a new office, like the Chief Engineer's, must show the necessity for a redistribution of salaries, but

× Rs
Record Keeper — 30
3d Manager — 5.
1st Manager — 30
Dy Record Keeper — 5.

	Former pay.	Revised pay.
1st Manager	150	180
3d Do	105	100
Head Record Keeper	150	120
Dy Do	85	90.

(6)

but they are desirous that Colonel Faber should, after a sufficient trial, submit at one time the whole plan of any rearrangement he may see cause to recommend.

Ordered Public
Following Tabular Statement be published in the Govt Gazette.

J. C. Beadnell

9 Copies to the Chief Engr
Dy 223
1 " Acct & Cashr
1 " Civil Auditor

Public Works 1857 Depth.
D^o to Cons: 26th May.

No 974.

Extract Mins of Cons.

D/ 22d May/57.

From the Court of Judicature D/ 23d
June/57 by C No. 1372 Cons:
21st July

Sanctioning the proposition of the Chief Engineer of decreasing 35 Rupees in the pay of the Head Record Keeper, in the proportions noted herein, and increasing the salaries of the 1st Manager and Deputy Record Keeper.

No 17448.

Public Works Department – Statement of alteration to Establishment in this Department sanctioned by the Government of Fort Saint George on this date, under the orders of the Government of India in the Financial Department dated 8th February 1856 No. 663.

Charges	Year	Ordinary	Extraordy.	Total
	"	"	"	"

Extract from Home Dept. Govt. of India No. Date

Central Office of Public Works. Office to which the Proposition refers.

Nature of Charge	Present Scale	Proposed Scale	Proposition: Permanent Increase per Month	Proposition: Permanent Decrease per Month	Proposition: Temporary Increase per Month	Period	Proposition: Temporary Decrease per Month	Period	Casual or Extraordinary
	Rs. A. P.		Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.		
1st Manager	150 " "	1st Manager	180 " "	30 " "	" " "		" " "		
2d Do.	130 " "	2d Do.	130 " "	" " "	" " "		" " "		
3d Do.	105 " "	3d Do.	100 " "	" " "	" " "		5 " "		
Head Record Keeper	150 " "	Head Record Keeper	120 " "	" " "	" " "		30 " "		
Deputy Do.	85 " "	Deputy Do.	90 " "	5 " "	" " "		" " "		
Total	620 " "	Total	620 " "	35 " "	" " "		35 " "		

Fort St. George
22d May, 1857

Grounds of Proposition

The Chief Engineer proposes this redistribution, as the experience now obtained of the working of this new office points out the steps, as one calculated to secure greater efficiency by making the salaries of the individuals more commensurate with the duties of their appointments. The Govt have authorized the redistribution, as they admit that experience in a new office, like that of the Chief Engr, must shew a necessity for such changes in salaries; but they have called upon Colt Faber, after a sufficient trial, to submit at one time, the whole plan of any re-arrangement he may in future see cause to recommend.

Honble.

Local Government's Recommendation.

Orders of the Government of India.

Home Dept. Remarks	Financial Dept. Remarks	Orders

Public Works 1857 Dept.
Dº to Govt. 26. May.

No. 974 A.

Tabular Statement.

To the Government of India.

Dº 22d May 57.

No 19.

Forwarding a statement of alteration in the Chief Engineer's establishment sanctioned by this Government, under the orders of the Government of India in the Financial Department, dated 6th Dec. 1854.