M.R.O. 1—23,400—22-11-39.

MADRAS RECORD OFFICE.

Government of Madras.

DEPARTMENT.

G.O. No. Press Mis.

Dated 18

Not to be folded or roughly handled

No. 48. Read the following letter from Major R. STRACHEY, Officiating Secretary to the Government of India; to H. FORBES, Esq., Acting Secretary to the Government of Madras, dated Fort William, the 21st May 1858, No. 2292.

SIR,

The attention of the Government of India having been lately drawn to the 6th paragraph of the order of the Madras Government in the Public Works Department, No. 1213, of 23rd June last, I am directed to explain, that the scope of the 55th para. of the Public Works Notification, by the Government of India, No. 117, dated 17th June 1856, by which the periods of service in the upper subordinate Department in the Bengal Presidency, after which promotions may be made on the score of seniority and good conduct only, would appear to have been somewhat misunderstood by the Right Honorable the Governor in Council of Madras.

2. The object of the Government of India was to secure encouragement to the exercise of professional ability and executive good management. If the promotions were to go by seniority and good conduct only, all men against whom no acts of ill conduct had been recorded, would be promoted when it came to their turn. Under such a system, the acquisition of superior professional attainments and success in professional management, would receive no encouragement, but any man who behaved well would be advanced in turn, though he might be of very little use as a departmental subordinate.

3. On the other hand, the Government of India did not wish entirely to set aside the claims to consideration on the score of long service and ordinary good conduct. It was therefore decided that in exceptional cases, such claims should be admitted, that is, in the cases only of men who had served the long periods mentioned in the Notification.

4. In all other cases, full scope is allowed to the Government to select according to the professional qualifications of the subordinates. It is of course not intended to promote any one whose conduct has been bad, nor to overlook seniority in those cases where professional qualifications are nearly equal. But mere seniority and good conduct are considered as giving no claim to promotion till after the periods of service specified.

5. It is evident, that the longer these periods are made, the fewer there will be who can claim promotion on the ground of good conduct and seniority alone; and therefore, the more cases will there be in which the Government will be able to confer promotion as a reward for efficient professional service. The long periods commented on by the Madras Government were fixed with the view of making the latter cases the rule and the former the exception. But the periods have been so much shortened in the Notification in the Public Works Department of the Madras Presidency, that it is feared, that the promotion by mere seniority will come to be the rule, and that relatively few cases will be left in which the Government will be able to give that advancement which should be given to superior professional merit.

No. 49. ORDER THEREON, No. 1323; dated 9th July 1858.

Referred to the Officiating Chief Engineer for his opinion and report, with reference to para. 26 of the Notification dated 23rd June 1857, No. 1.

(Signed) T. PYCROFT,
Chief Secretary.

For Orders. 3/

Public Works' Department № 1207-

From the Offg. Secretary to the Govt. of India 21st May 1858-

On the subject of the Periods of service for promotion in the M/S per subordinate grades of the Depart.t of Public Works-

X A printed Copy of Rules is enclosed

I am not disposed to alter the rules. Except on better grounds than those given. The matter was fully considered - & if I remember right - the change was made in order to prevent the upper grades from being filled by a number of ill trained Sampshun-wallahs not Engineers - who had had the Engineers in their dept when examination.

The question had better first be referred to the Govt. for their opinion.

H
26/5

Will.

Memo:

On letter from Govt of India, 21st May 58, No. 2292, respecting periods of service for promotion in the Upper Sub: Ed: P.W.D.

1. Para 55 of the Notification of the Govt of India, 17th June 1856, No. 117, rules that "no subordinate will be promoted to a superior grade by virtue of seniority & good conduct only, unless he has served from his first appointment as Apt Overseer in the D. P. W. as follows,

	Years.
For promotion to Overseer	5
Apt Supervisor	15.
Supervisor	20
Sub Engr, 3d class	25.
— do — 2d class	30
— do — 1st class	35. "

2. Disregarding the claims of mere seniority and good conduct, Para 56 provides that selection for promotion, up to the rank of Supervisor, may be made of individuals, who from good conduct, superior management as departmental Officers and possession of higher degree of professional knowledge, appear most deserving of advancement, and of these, those qualified in Geometry, Trigonometry, Surveying with the Theodolite, Elementary Mechanics, the ordinary rules of construction & modes of preparing materials, & designs & estimates not requiring much scientific knowledge or professional skill, or possessors of Certificates of qualification and good conduct from the Govt Colleges of Civil

Engineering in India, are to be considered as having superior claims. For Sub Engrs, para 58 rules, that persons (not entitled by seniority rules p. 55) will be eligible, who may have passed an examination in the subjects noted above, or in "Mensuration, Geometry, Algebra, Plane Trigonometry, Mechanics (including the general principles of the stability of structures & strength of materials), Hydraulics, the nature and preparation of materials, the ordinary practical rules of construction, stability &c. to frame ordinary designs, & estimates on being furnished with the rates of work, as well as Surveying with the Theodolite, Compass & Chain, and Levelling."

3. This it will appear, that seniority alone was not to be the only ground on which a member of the upper subordinate establishment was to obtain promotion.

4. However in framing a set of rules for this Presidency, this Govt in para 26 of their Notification of the 23d June/57, No 1, shortened the periods of service in the following manner,

"In promotion to Overseer ——— 5 Years.
Asst. Superviser ——— 10 —"—
Superviser ——— 12 —"—
Sub Engr, 3d Class ——— 14 —"—
— do — 2d Class ——— 16 —"—
— do — 1st Class ——— 18 —"— "

The preamble runs as follows — 4

"26. Ordinarily no subordinate will be promoted to a superior grade by virtue of seniority, and good conduct only, unless he has served from his first appointment as Assistant Overseer, in the D.P.W. for the periods specified below; exceptional cases will however be permitted at the discretion of Govt." But in para 6 of the Ex. Mins: Cons (23d June/57, No 1213) preceding the Notification, the Govt expressed themselves in the following manner.

"But there is one rule among those above mentioned which appears to the Govt to require particular notice, and that is, No 55, which lays down the period of service to be passed in each grade, before promotion to the next step can be attained. According to this scale it will require 35 years to enable a man of the subordinate dept to rise to the highest grade in it, viz that of Sub Engr of the 1st Class with a staff salary of 250 Rs. Few can hope ever to attain to such a grade. The great exposure and labor to which men in this branch of the service are exposed, are more than sufficient to disqualify most Europeans before they can have served that time; and even natives of India, naturally less robust, though more inured to the climate, are not likely to be fit for active duties, if they have been zealous and hardworking after so long a period of service. Under these views the Govt have resolved on shortening the periods

between the grade of Overseer and that of Asst Superviser by one half, ~~and double~~ and fixing a minimum of 2 years between each of the succeeding superior grades."

5. This the expression of these views that has attracted the attention of the Govt of India. In the accompanying letter, they remark that the scope of the 55th paragraph of their Notification ~~and~~ appear to have been somewhat misunderstood by this Govt; that their object was to secure the encouragement of professional ability and executive good management, and not to allow promotions to go by seniority & good conduct only; for by this system, every man who behaved well would in his turn obtain advancement, altho he might be very little use as a departmental subordinate. At the same time, they say, that they did not wish to set aside entirely the claims of long service & ordinary good conduct, and therefore chose the periods fixed in their Notifications to form exceptional cases, leaving full scope to the Govt, in all other cases, to select according to the professional qualifications of the subordinates; but that by shortening the periods so much as this Govt have done, they fear that promotion by seniority will be the rule, and advancement for superior professional merit, the exception,

whereas it was their intention by lengthening the periods, to reduce the number of those claiming promotion on the ground of good conduct and seniority alone, and to increase the number of those cases in which the Govt will be able to confer promotion as a reward for efficient professional service.

Altho' no objection can be taken to the terms of the Notification of this Govt, as to any misconception of the views of the Govt of India, the views expressed in para 6 of the Ex. Minr. Cons: would seem open to the remarks which the Govt of India have now addressed to this Govt. Under the explanation which the Supreme Govt now offer, it may perhaps be thought advisable to alter the terms of service to approximate with those fixed for Bengal; for under the present ~~easy~~ limitations, every well conducted subordinate will claim his promotion as a right on serving the proper period, whether he is possessed of the necessary qualifications or not; whereas by the long periods ~~advocated~~ by the Govt of India, ~~protect~~ themselves against any title of this nature, and have full advantage of the scope allowed them of advancing merit whenever it may appear, tho' at the same time, they will still have the power of advancing seniority & good conduct when conjoined with superior professional attainments.

W.B. 23 J.O.

c23 June A28th C19

Public Works 1858 Depart.
Dated Cons: 13th July
No 1207

From the Offg Secretary
to the Govt of India

Govt. 21st May
Rec'd June 4th } 1858.

No 28-49

Stating that the scope
of the 55th Para of the Public Works
Notification by the Government
of India, No 117, dated 19 June 56
by which the periods of service
for the Upper Subordinate
Department in the Punjab Presi-
dency, after which promotions
may be made on the score of
seniority and good conduct
only, would appear to have been some
what misunderstood by the Govts
of Madras, and pointing out that
the object of the Govt of India,
was to secure encouragement
to the exercise of professional
ability and active & zealous good
management, and observing that
the periods have been so reduced on
the Madras Presidency, that it would leave
little room with it for any distinction
being contemplated by the Proper
Sanction mentioned
In the above order