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MADRAS RECORD OFFICE.

Government of Madras.

DEPARTMENT.

G.O. No. 1323 Press Mis.

Dated 12-7- 18

Not to be folded or roughly handled

No. 69. Read the following letter from Major E. LAWFORD, Superintending Engineer in charge of the Central Office of Public Works; to W. H. BAYLEY, Esq., Acting Secretary to Government, dated 18th June 1858, No. 1271.

SIR,

I have already laid before Government the difficulties the Chief Engineer has now to meet in the circumstance of nearly one half the Executive ranges being under the charge of Subordinates who have no proper establishments to keep their accounts, but there is another serious inconvenience existing under present arrangements.

To Government 24th March 1858, No. 8374.

2. It is I consider most desirable that the charge of ranges should be confided as much as possible to the higher grades of Subordinates and that none of those Officers should remain in a District holding less responsible situations than others of inferior rank; but although there are I believe none of the Sub Engineers undeserving of such a charge, there are among the Supervisors and Assistant Supervisors men whom it is impossible to employ in situations of such trust and importance. These persons were placed in their present posts merely on account of previous long service under a system which did not involve Executive responsibility and the Department is now burdened with them.

3. If the District Engineers are to be held responsible for the efficiency and correctness of their works and accounts, a principle I deem of the utmost importance, then it is only just to place under them public servants in whom they can have confidence and to whom they can trust the public funds with some assurance that they shall neither be misappropriated nor wasted.

4. Some of the higher Subordinates have shewn that they are not fit for such a charge is that of an Executive range and although their conduct may not have been such as to require there dismissal, I hold their reduction to an inferior grade to be only an act of justice to the State and the Officers of this Department. In their order of the 5th May 1858, No. 856, Government appeared to consider that comparative inferiority of qualification in public servants afforded no adequate ground for reduction, but I submit that in the original constitution of our establishment merit neither was nor could be fairly considered, and that if individuals were then more highly placed than they deserved and others of superior merit found themselves below them, there can be no injustice but the contrary in now rectifying an ascertained misplacement.

5. Before however I proceed to lay before Government definite propositions for any changes, I shall be glad to know whether the general view here taken is such as to meet with approval, and if a distinct statement on satisfactory grounds of the unfitness of individuals for an Executive charge will be held as a valid reason for their being placed in more Subordinate positions on the establishment, and on this point I have the honor to solicit instructions.

No. 70. ORDER THEREON, No. 1333; dated 12th July 1858.

1. In this letter, the Officer in charge of the Central Office of Public Works, represents the serious inconvenience arising from some Supervisors and Assistant Supervisors, whom he states to be inferior in qualification to their juniors in the Department, being permitted to have the charge of executive ranges; and he argues that as these persons were placed in their present posts, in consequence of previous long service under a system which involved no executive responsibility, it would be advantageous to the Department, as well as, just to the District Engineers, who are responsible for the work done, if such persons were reduced to posts of inferior emolument and trust.

2. The Right Honorable the Governor in Council readily admits the desirableness of placing competent men in situations of importance and trust; but he is at the same time of opinion, that, as observed in Extract from the Minutes of Consultation of the 5th May 1858, No. 856, mere *comparative* inferiority of qualification affords no valid ground for reducing, especially servants of long standing, to lower grades. Were the principle advocated by Major Lawford to be applied to the higher grades of the Engineer Department, it would assuredly lead to much dissatisfaction and complaint; and the Governor in Council is not prepared to authorize the application to one

Department, of a principle which would be considered harsh and unjust in another. His Lordship in Council approves however, of the general view taken by Major Lawford, and will be prepared to give his careful consideration to any changes that he may recommend," on satisfactory grounds of the unfitness of individuals for an executive charge," if he can shew how the arrangement can be carried into effect, without infringing on the scale and table of establishment sanctioned by the Government of India, and on the just claims of individuals.

(Signed) T. PYCROFT,
Chief Secretary.

No. 1333. 13/ Public Dept.

Extract from the Minutes of Consultation
Under date the 12th ~~July~~ August 1858.

Read the following
letter from the Superintending
Engineer in charge of Central
Office of Public Works.

Received 18th June 1858 No 1277

To
The Secretary to Government
Public Department

Sir

In this letter the
Officer in charge of the Central
Office of Public Works, represents
the serious inconvenience arising
from some Supervisors and
Assistant Supervisors, whom
he states to be inferior in qualifi-
cation to their juniors in the
Department, being permitted
to have the charge of Executive
ranges, and he argues that
as these persons were placed
in their present posts, in
consequence

consequence of previous long service under a System which involved no executive responsibility, it would be advantageous to the Department, as well as just to the District Engineers, who are responsible for the work done, if such persons were reduced to posts of inferior emolument and trust.

2 The Right Honorable the Governor in Council readily admits the desirableness of placing competent men in situations of importance and trust, but he is at the same time of opinion that, as observed in Extract from the Minutes of Consultation of the 5th May 1858 N° 886, Comparatively mere inferiority of qualification affords no valid ground for reducing Servants of long standing to lower grades. Were the principle advocated

advocated by Major Renford to be applied to the higher grades of the Engineer Department, it would assuredly lead to much dissatisfaction and complaint; and the Governor in Council is not prepared to authorize the application to one Department, of a principle which would be considered harsh and unjust in another. His Lordship in Council approves however of the general view taken by Major Lawford, and will be prepared to give his careful consideration to any changes that he may recommend, "on satisfactory grounds of the unfitness of individuals for an executive charge", if he can shew how the arrangement can be carried into effect without infringing on the scales and table of establishment sanctioned

sanctioned by the Government
of India, and on the just
claims of individuals.

WWB

10 Copies to the offg Chief Engr Desd 13th

C25 June 1830

Public Works 1838 Dept.
Dft. to Com. 13th July

C.L. 1833

Estimated Amts. of Claims
Dft 12th July 38.

Referring to a proposition of the Chief Engineer for reducing to an inferior grade such of the Superviseors as do not possess sufficient qualifications for their Posts, I observed that mere superiority of qualification affords no valid grounds for reducing Servants of Government to lower grades, nor can I be prepared to give consideration to any changes that may be recommended provided the same may be carried into effect without unsettling the scale of Establishment and the just claims of individuals.

C.L. 69 & 70.