Number of pages 4 Wts 3

Initials of Referencer

M.R.O. 1—32,400—28-11-30.

MADRAS RECORD OFFICE.

Government of Madras.

Judicial Dept. DEPARTMENT.

Cau 18.10.58

G.O. No. 2755 Press Mis.

Dated 13-12- 18 58

Not to be folded or roughly handled

No. 25. Read the following letter from Major E. LAWFORD, Officiating Chief Engineer; to the Secretary to Government, dated 27th August 1858, No. 3191.

SIR,

In acknowledging the receipt of Extract Minutes Consultation, No. 1686, dated the 21st of August 1858, I must beg permission to point out to Government that the regular transfer of Officers to other Districts on promotion, would be attended with much greater inconvenience than has been yet felt, while it would by no means obviate that which has arisen from the insufficient number of establishments, since the reduction ordered on the 17th July 1857. This is the great difficulty now complained of, and unless it is remedied, no efforts can avail to keep the Departmental accounts with regularity, whatever may be the arrangements with regard to Officers. Without therefore troubling Government with a long explanation, I beg to submit statements shewing what transfers of Officers have actually been made, and what must take place if the orders now referred to shall be acted on.

1 Return of transfer made by the Chief Engineer, from August 1857 to July 1858.
1 List of Officers Officiating in temporary vacancies.
1 Do of permanent transfers.
1 Comparative Statement of present and proposed Office establishments.
1 List of proposed Office establishments.

2. The original Departmental arrangements were made under totally different circumstances from those now existing, and it is to be regretted that the change now advocated by me was not proposed in July 1857, but the effect of the reduction then ordered had not been experienced. The proposals I would make are for a re-arrangement of Executive charges and their sub-division into classes with proportionate establishments, each range being under the charge of an Officer or Sub-Engineer, who will have a sufficient establishment for keeping accounts, but the rates of pay sanctioned by the Government of India will not be altered, though the numbers of each class of servants must be partially changed, to meet the necessities of the case.

3. Secondly, I wish to drop the term Goomastah altogether in the office establishments, where more vernacular Accountants are useless, and I would suggest that all the servants employed therein shall have a knowledge of English and be available for all the duties that have to be performed, and unless this is permitted the establishments cannot be efficient. I have therefore entered the inferior grades as Assistant Accountants and Writers, and trust this nomenclature will be sanctioned. There will be no difficulty I believe in almost every District in obtaining the services of qualified men from the present establishments, and the gradation of salary thus established, will have an excellent effect in stimulating exertion which must be wanting if the lower class of office servants from their ignorance of English can never make themselves useful in a higher capacity. The present *vernacular* Goomastahs in Executive Offices may be either provided for in the Subordinate posts or as in some districts in the Revenue Department where their claims are such as to require attention.

4. The re-distribution of executive ranges will be left generally to District Engineers, subject to the confirmation of Government, but it will of course be only temporary, and last as long as the existing restriction on Public Works shall continue, but the *principle* on which it is based should remain established permanently.

Bellary.
Trichinopoly.
Vellore.
Arcot.
Saint Thomas' Mount
Cannanore.
Vizagapatam.

5. In the large Military Stations marginally named it will be necessary to make separate provision for the Office duties by a centage on all estimates agreeably to the rules laid down in Page 369 of the Circular Order Book, for the accounts of Military works are so heavy and constant, that they cannot be properly performed by the general establishments without such aid.

6. I believe that the arrangements now sketched out will be sufficient to meet the existing demands of the Department, and they will have the important effect of placing at the head of every Executive division either an Officer or a subordinate of such position as to warrant the fullest responsibility being exacted from him on all points of duty, and thus will be met another difficulty that has arisen from the claim of Subordinates to extra allowances for the charge of Circles which has been lately disallowed, for Sub-Engineers are in general as well paid as Assistant Engineers and in some cases draw much higher salaries.

It may be objected to these proposals that the original personal allotment of Office Establishments to Executive Officers was sanctioned with the concurrence of the Chief Engineer,

but it must not be overlooked that the first allotment was proportioned to the duties and extent of charges, and that the sudden reduction of 25 per cent. on the charge of Superintendence had to be carried out without time to consider how it could be best effected.

8. The extent of country over which the Department is employed remaining the same as before, it required a re-distribution of means in all branches to make them effective and though the best plan that could be hastily adopted seemed to be a mere reduction of the fixed establishments, yet experience has shewn that the principle is essentially faulty, and in this view almost every Officer from the Chief Engineer (Colonel Faber) to the youngest District Engineer has concurred. Surely the Government will not refuse to listen to the general voice of the Department which could not be properly expressed before the first experiment had been actually tried and failed. Indeed the fact that the establishments of District Engineers do not vary with the class of the Officer, is itself a strong support of my argument and there seems no valid reason for not carrying out fully the principle that Office Establishments shall be local and not personal.

9. I may here ask leave to touch on one point which has been mooted in connection with this subject, and that is the promotion of Officers to acting appointments within the District in which the vacancy occurs. That this system would not meet the great difficulty of a paucity and mal-allotment of Establishments is apparent while that it would lead to discontent and public inconvenience is very probable, because the proportions of the several grades of Executive Officers vary in different Districts, so that to some acting promotion except as District Engineers would be impossible, and they would be constantly superseded, while all their efforts would be used to be transferred to Districts holding out better prospects. Looking to the very large number of acting appointments now held, this would be a very serious evil.

10. The Government will observe in the scale of Establishments that two Store Writers for the Presidency are entered, which is owing to the fact of a surplus remaining from the amount allowed at present for District Establishments (Rupees 6,222) and to the necessity that exists for providing for the business occasioned by the supply of Machinery and Stores to Districts for which no arrangement has been made in the Central Office Establishment.

11. It will also be noted that I have allowed Establishments for 70 Executive ranges instead of the present number of 87, and that I have included 3 Probationary Engineers, as that number is now actually employed in the Districts and will I conclude be maintained.

12. Let me in conclusion beg the early and favorable consideration of Government to the plan now proposed as one which is absolutely necessary to secure the efficiency of the Department of Public Works.

No. 26. ORDER THEREON, No. 2155; dated 13th October 1858.

In Extract Minutes Consultation, 21st August 1858, No. 1686, Government laid down instructions for rendering permanent the allotment of Officers and establishments of the Public Works Department in the Districts of the Presidency, in supersession of the practice of permitting Officers to carry their establishments along with them on promotion or otherwise. The principle insisted on by Government was that the establishment was to remain, and that the Officer on promotion was to take up his new appointment and work with the establishment attached to it, the Officer succeeding him in his old appointment, taking the establishment left behind by him. In the letter recorded above, the Officiating Chief Engineer represents that the regular transfer of Officers to other Districts on promotion would be attended with still greater inconvenience than has been already felt, the great difficulty being the insufficiency of the establishments, consequent on the recent reduction of the Department; and in paras. 2 to 8, he offers what he believes would be a remedy, being a proposal to re-arrange the Executive charges, and sub-divide them into classes with proportionate establishments, such re-arrangement however being only temporary, to last as long as the existing restriction on Public Works continues.

2. Before passing final orders on the subject of Colonel Lawford's proposals, Government resolve to refer them as contained in paras. 2 to 8 of the above letter, to Colonel Faber for his opinion and report.

(Signed) T. PYCROFT,
Chief Secretary.

3D

For Orders

Public Works Department No 1968

from the Offg Chief Engineer of 27th August 1858 -

Submitting observations on Extract Minutes Consultation No 1686 of the 21st August 1858 respecting the posting of Officers of the Department of Public Works -

I see nothing to add to the opinion I have already expressed

We have already expressed our own that establishments should be local not personal -

And I cannot consent to Officers taking acting promotion as a matter of course when such materially affects the interests of the State We

Wilson

I generally agree with these remarks but in reverting a Depart- the Officers acting promotion must go on - & consequently of equal capacity with considerable discretion hardly used if applied as they do in the Civil Service

The difficulty is of a nature which it is almost impossible to deal with satisfactorily - simply because we have an insufficient number of officers many of them being not any work fitted to undertake large charges - the first difficulty & number can only be overcome by experience - which we must wait for.

The second - can only be overcome by time - as the officers now appointed get practical experience - & others are introduced - who it is hoped will be more proficient on entering the Department.

Major Lawford did he reminded - that it is contrary to rule to introduce official subjects into the Lance below - & that constant changes of scheme are most puzzling to subordinates - Mr Elliot suggested the compilation - & Adjutant General - as any susceptible method of solving the present difficulty - & these cannot be the slightest necessity for burdening so many officers -

At the same his new scheme might be referred to the Chief Engr for his opinion - however good it may be - it could not be accepted without Col Fabers, who would have to work it in 3 months - having an opportunity of giving first his opinion.

H

For Orders

Public Works Department No 1968.

From the Offg Chief Engineer 27th August 1858.

Replying to Extract Mins. Cons. No 1686 of the
Instant on the subject of the postage and transfer of
Officers &c and the revised Scale of Establishments —

Nothing in this communication can be
stated to be an alteration of the orders expressed
in Extract No 1686. regulating the salaries, economy
& the arrangements made for the Engr. Department
and were accepted by Govt. on his joining
of charge of them are more nearly those of
I quite to accept them under the instructions, to observe
strictly to reduce the number of orders & temporary
by amalgamating such of them as can be
agree most conveniently absorbed into the Regl
is restored to the former strength of cause the
Regt. he offers to effected to make these temp
to the only new item I can see is a Major Law
Lt. Lords letter is likely to throw additional
appear to me to on a strictly economical
principle they appear to be reduced & confined
generally alone, & on actual appointment should
a whole lot of Majors. This I think quite wrong
Lt. appt is absolutely necessary & removing

an officer to proceed & take up another charge, & must by caution be made, that that need not necessarily entail a stoppage of others. The next officers in succession will of course carry on the duties. & so on the Secretary vacancies. Officers appointed shall rank as a general rule take rank & pri... The principle extended for the Ch. Engr. Staff. ...ain officer must be promoted unless ...ken & remain in the charge of their ...k local & personal knowledge. Rem... work essential ...the altogether wrong ...men in the superior ...n inferior faculties ...establishm^t (now that these are fixed) ...superior responsibilities & pressure ...the anomaly of two Overseers or ...two Asst Engrs in the same circle, with ...equal rank & pay ...responsibilities.

but when a vacancy or an acting occurs there must be a due regard to the different ranks & the different qualifications - & the different rank thus gained by each officer - or else the service may & probably will entail his transfer - or an absence permanent or temporary of the Dept. an efficient staff must be introduced &

Inferior Officers

Sees no reason why this service should not be counted in all respects as the civil service is allowed in some cases. Exceptions must be allowed to promote 2 deserving officers may be recommended at their work, but their merit & capability must be the selection not the sole M

Ind

No 2153. P.W.D.

Extract from the Minutes of Consultations
Under date the 13th October 1858.

Read the following Letter
from the Offg Chief Engineer
Here inter 27 August 1858 No 3194

Ex Exec. Mem. Centre
21st Augt 1858, No 1686, Govt
laid down instructions for em-
bering permanent the allot-
ments of Officers and establish-
ments of the P.W. Dept in the
Districts of the Presidency, in
supercession of the principle
of permitting Officers to carry
their establishments along with
them on promotion or otherwise.
The principle insisted on by Govt
was that the establishment was
to remain, and that the Officer
on promotion was to take up
his new appointments and work
with the establishment attached

Here succeeding Govt

his old appointments taking the establishment left behind by him. In the letter recorded above, the Offg Chief Engr represents that the regular transfer of officers to other districts or promotion would be attended with still greater inconvenience than has been already felt, the great difficulty being the existing deficiency of the establishments consequent on the recent reduction of the dept. and in paras 2 to 8, he offers what he believes would be a remedy, being a proposal to rearrange the existing charges, and subdivide them into classes with proportionate establishments, such rearrangements however being only temporary, to last as long as the existing construction on public works continues.

Before passing final orders on the subject of Col

Recorded Engr & Board Letter Book

Campbell's proposals, I think I should refer them as condemned in paras 2 to 8 of the above letter, to Colonel Faber for his opinion and report. Meanwhile Col Laws should be informed, with reference to the remaining portion of this letter, which is taken from the same proposition, that it is contrary to rule to introduce different subjects into the same letter.

J.P.

1 Copy to Colonel Faber Chief Engr 2nd Division with letter of 21st Aug/58 No 1686.
1 Copy to Offg Chief Engr in Ireland

Public Works 1858 Depart.
Dy. to Coms. 19th October

No. 2155.
Extract Minn. of Coms.
Dated 18th October 58.

From the Chief Engr 25th October 58
R. 2580 in Coms - 16 Nov
From Do - 15th Nov 58 R. 2851 in Coms.
8 Feb 59

No 25 to 26.

The proposal of the Officiating Chief Engineer to rearrange the executive Charges to remedy the inconveniences now attending the transfer of promotion of Officers referred for the opinion of Lt. Col. Faber.