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MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.

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22-4-38

Fort Saint George, Public Works Consultation of 15th March 1859.

No. 133. Read the following Memorandum from Colonel C. E. FABER, Chief Engineer; to J. D. BOURDILLON, Esq., Secretary to Government, dated 17th February 1859, No. 7978.

In reply to the Secretary's Memo. of yesterday's date, the Chief Engineer has the honor to state, that with the exception of the individual marginally named, the whole of the individuals recommended for the appointments specified opposite their names have entered the Department Public Works antecedent (the majority by many years) to the promulgation of the Rule of the 23rd June 1857. The Chief Engineer has hitherto believed that such rules were to be made applicable in their integrity only to those who entered the Department subsequent to the 23rd June 1857.

2. The Chief Engineer ventures on the present occasion to indicate the exceeding hindrance and inconvenience to the Public Service, and the surpassing hardship to individuals if such men as Veeranaah are to be withdrawn from duty to be formally tested, the alternative being supercession by certificated men of probably comparative practical inexperience and inefficiency.

No. 134. ORDER THEREON, No. 595; dated 15th March 1859.

1. In this Memo. the Chief Engineer adverts to the expediency of modifying the tests of qualifications for posts in the Department of Public Works in the case of old servants. In the Revenue, Judicial, and other Departments of the Public Service, it was specially* ordered that the new Examination Rules should be applied only to parties newly entertained, or those entering the service after the 1st January 1859, and not to those already in the service before that date. Such an exception was but fair; because otherwise, the prospects of those who had entered the service with certain expectations would have been materially affected for the worse. A similar exception seems to be called for in the Department of Public Works, but not to so great a degree, and more as a matter of convenience than of justice; because in this case, the advantages thrown open to the old servants are much greater than those which they had before, and it is only necessary to take care that the prospects of none are injured by the change. The Governor in Council now proceeds to consider what degree of relaxation in the rules will be proper, and to pass orders thereupon.

I.—As to Sub-Overseers.

2. The following are the qualifications required of Sub-Overseers.

3rd Class.—To understand one or more handicrafts used in the Department; and to write and keep Accounts in English.

2nd Class.—To be able, in addition, to construct an ordinary building from Drawings and Specifications; to make simple Drawings; and to make Estimates in English.

1st Class.—To be able, in addition to the above, to Survey with Chain and Compass, and to take Levels.

There is no requirement here but what is necessary to an efficient Sub-Overseer of the several classes respectively. In this grade, however, practical skill is of peculiar value; and as the new admissions even into the 2nd Class, the 3rd being now in abeyance under the present diminution* of the establishment, will usually possess those very qualities of which the old hands are most likely to be destitute, viz. Surveying and Levelling, Drawing and English, the Governor in Council resolves that for promotions from one class to another of Sub-Overseers, the New Rules shall not apply to persons in the Service before the 1st January 1857, being the date when the present Department was constituted.

Maslamoney Moodelly specially recommended by District Engineer, Kurnool.

Extract Minutes Consultation, No. 741, August 27th, 1858.

* Rule XIV Govt. Notn. 4th March 1858

* E. M. C., July 18 1857, No. 1381.

II.—Assistant Overseers.

3. The qualifications required for this class are a good knowledge of Arithmetic, including Mensuration and Account keeping; a little Geometry; ability to make simple Drawings; to lay down and construct a building from Drawings and Specifications; to prepare a simple Estimate, on being furnished with a Drawing and the rates of work; to survey with Chain and Compass; and to take Levels. If Europeans, to have a fair colloquial knowledge of one native language; if Natives, to speak and write English with tolerable accuracy.

The qualifications are much the same as those required in a 1st Class Sub-Overseer, but to a somewhat higher degree, and without the handicraft skill. The grade of Assistant Overseer is an important one in the Subordinate Department; because it is the stepping stone to all those above it. No man may enter the Upper Subordinate Department except as Assistant Overseer; and being that, he is eligible to all the grades above it up to Supervisor, without any further test. In respect to Candidates for the grade of Assistant Overseer therefore, the rules will be strictly maintained. This will be no hardship to the old Sub-Overseers; 1st, because in that grade, pay increases in each class with length of service, for the very purpose of giving them increased income without taking them above their proper sphere; and 2nd, because the higher rates of pay so attainable are far better than were within reach of this class, viz. Maistries and Maramut Superintendents, under the old system, except in extremely rare cases. And men who would have got that rare promotion then, will now certainly be qualified under the rules for the post of Assistant Overseer, and generally for much higher posts also.

III.—Overseers to Supervisors inclusive.

4. As just stated, the new rules of qualification have no operation as respects these grades. Promotion is to take place in them by selection, subject generally to certain rules as to length of service; although in particular cases it is provided that the length of service ordinarily required may be dispensed with by special permission of Government.

IV.—Sub-Engineers.

5. This grade may be reached under the rules in two different ways; 1st, in virtue of mere length of service; and 2nd, after passing a higher examination than that required of Assistant Overseers, to which examination men will only be admitted who have served three years in the Subordinate Department, and are well reported on by their Superiors. In this case too, there will be no hardship in maintaining the test; because here again, these appointments are new, and are such as the members of the old Maramut Department never could by possibility have attained, as none such, or any nearly as good, existed in the Department. It is no injustice then, in creating new appointments and allowing these men to aspire to them, to require the same qualifications from them as from others. With these prizes in prospect, there is no reason to apprehend that duly qualified men will not be found among the Supervisors and Overseers. But the rule respecting the Examination Test should be made generally known among those classes; and it will be the duty of the Chief Engineer to ensure this.

6. After attaining the rank of Sub-Engineer, promotion to the higher classes in that grade is to be based on general merit; which in effect no doubt will be, and ought to be, seniority as a general rule. Here also therefore, the Rules as to tests of qualification do not operate.

7. There is one modification of the existing rules, which will be necessary under the order respecting Appointments, Promotions and Punishments of this date No. 596. At present Certificates, though generally to be issued from the Engineering College, may in certain instances be given in the case of Sub-Overseers by the District Engineer. This was proper enough while the Sub-Overseers were nominated by Government; but to permit it when they are to be appointed by the District Engineer himself, would be to reduce the Certificate to a mere form. It is now directed therefore that all Certificates shall be issued by the College only. It will not be necessary, however, that all Candidates for Certificates should attend personally at the College: on all subjects in which qualifications are tested by examination, the Principal of the College will send out papers of questions, which will be answered by the Candidate under due securities for fair play; on other points, the Certificate of the Executive Engineer under whom the

Candidate is employed, or has worked, will be taken, verified by the District Engineer. The Certificates will be precise, and the form of asseveration pointed, so as to discourage as much as possible the practice of giving such Certificates loosely. The Principal of the College, in communication with the Chief Engineer, will prepare and submit for approval forms of the Certificates necessary under the rules.

8. The Governor in Council resolves also to direct that no man shall be promoted to any rank till he shall have held for six months a Certificate of Qualification for that rank. Where the same Officer both certifies and promotes, it appears necessary thus to separate the two acts.

(Signed) J. D. BOURDILLON,
Secretary to Government.

1898.

Memorandum

In reply to the Secretary's Memo.

Translating Board
specially recommended
by the Engineer General

of yesterday's date, the Chief Engineer has the honor to state that with the exception of the individual marginally named, the whole of the individuals recommended for the appointments specified opposite their names have entered the A.M. antecedent (the majority by many years) to the promulgation of the Rules of the 23rd June 1887. The Chief Engineer has hitherto believed that such rules were to be made applicable in their integrity only to those who entered the Department subsequent to the 23rd June 1887.

C. S. G. 1898
Aug 27th 1887

2 The Chief Engineer ventures on the present occasion to indicate the exceeding hindrance & inconvenience to the public service, and the surpassing hardship to individuals of such men as Veterans are to be withdrawn from duty, to be formally tested, the alternative being supersession by certificated men of probably comparative practical inefficiency and inefficiency.

Central Office of M.
Fort St. George
17th February 1887.

Mr. L. C.
Chief Engineer

To the Secretary to Govt. of M. D.

to

The rules proposed in
 this memorandum
 appear to me very
 fair. & I have no ob-
 ject to propose. I had
 only remarks that
 before laying any definite
 instructions about in-
 forming the kids it
 would be well to mention

Dr. Com. 31 August 1888. 49.57

To my dear Father & Mother
 24/10/88. Aug 16. 18.30.

Dr. 21/8/89. 0.15 from the
 15/15/89. 0.15 from the
 15/15/89. 0.15 from the

From
 the 15/15/89. 0.15 from the

the 15/15/89. 0.15 from the

Added 17/10/89
 Recd 17
 22/10/89. 15/10/89
 15/10/89

What that when we

considered the memorandum for
 explanation instead the 15/10/89
 understood the 15/10/89
 of the 15/10/89. 15/10/89
 that the 15/10/89. 15/10/89
 to know

15/10/89

15/10/89

18
19
I argued
that the rules proposed
the Government gain by the
services of good work-
men. They may be
adopted to remedy the
evil - but until it is
found to exist, I think
the rules proposed should
be rescinded -

W. H. -

Memorandum

In the Revenue and other
Departments it was ordered that the
new examination rules should be
applied only to parties newly enter-
tained, and not to those already
in the public service. This was
perhaps fair; because otherwise
the prospects of those who had en-
tered the service with certain ex-
pectations would have been ma-
terially affected for the worse.
Some exceptions of the same kind
must be made, I think, in the
Department Public Works also,
not however to so great a degree,
and more as a matter of convenience
than of justice, because in this
case the advantages thrown open

to

to the old servants are much greater
than ^{those which} ~~what~~ they had before, and it
is only necessary to take care that
the prospects of none are injured
by the change. I will state to what
extent, as it seems to me, it may
properly be done.

2. First as to Sub Overseers.
The following are the qualifications
required of them.

Sub Overseers.

3^d Class. To understand one or more
handicrafts used in the Dept.,
and to write and keep accounts
in English.

2^d Class. To be able also to construct
an ordinary building from
drawings and specifications;
to make simple drawings;
and to make Estimates in
English.

1st To be able also to ^{with chain & compass,} survey and
take levels.

3. There is no requirement
here but what is necessary to an
efficient

efficient Sub Overseer of the several
classes respectively. In this grade,
however, practical skill is of peculiar
value; and as the new admission
even into the 2^d class (the 3^d being
now in abeyance under the
present diminution of Establishment)
will usually I believe possess those
very qualities of which the old
hands are most likely to be de-
ficient, I mean surveying and
levelling, drawing, and English.
I would propose that for promotion
from one class to another ~~Sub Overseer~~ the
new rules should not apply
to persons in the service before
the 1st Jan'y 1857 when the present ~~Department~~ ^{Department} ~~was~~ ^{was} ~~established~~ ^{established}.

4. Second, & Assistant Overseers.

The following are the qualifications
required. To have a good knowledge
of arithmetic, including mensu-
ration and account keeping;
a little geometry; to make
simple

simple drawings; to lay down and construct a building from drawings and specifications; to be able to prepare a simple Estimate on being furnished with a drawing and the rates of work, to survey with chain and compass, and to take levels.

If Europeans have a fair colloquial knowledge of one native language; if Natives to speak and write English with tolerable accuracy.

These qualifications, it will be seen, are much the same as those required in a 1st Class Sub-Overseer; but to a somewhat higher degree, and without the handicraft skill.

This is an important grade in the ^{subordinate} Department; because it is the stepping stone to all

all those above it. No man may enter the upper subordinate Dept except as Assistant Overseer, and, being that, he is eligible to all the grades above it up to Supervisor, without any further test. I would propose therefore that the rules should be strictly maintained as respects this rank. This will be no hardship to the old Sub-Overseers, because in that grade pay increases in every class with length of service, for the very purpose no doubt of giving them increased income without taking them above their proper sphere; and 2nd because the higher rates of pay so attainable are far better than were within reach of this class (Maistres and Mannab Superintendants) under the old system, except in extremely

extremely rare cases, and men
who would have got that rare
promotion then, will now cer-
tainly be qualified under the
rule, for the post of Assistant
Overseer and much higher posts
too.

I think also that the rule
as to pay for length of service in
each class of Sub Overseer, should
be strictly maintained.

6. There; as respects the
grades Overseer to Supervisor
included, the new rule of qua-
lification have no operation, as just
stated. Promotion is to take
place in these grades by selection,
subject generally to certain rules
as to length of service. In parti-
cular cases the length of service
ordinarily required may be
dispensed with by special
permission.

permission of Government.

7. Fourth as to Sub-Engineers
This grade may be reached under
the rule in two different ways.

1st In virtue of mere length
of service;

2^d After passing a higher
examination than that
required of Assistant

Overseers; to which exami-
nation men will only

be admitted who have
served three years in

the subordinate Dept, and
are well reported on

by their superiors.

8. In this case too there
will be no hardship
in maintaining the test, because
here again, these appointments
are new, and are such
as the members of the old

Government

Marshall Dept. never could by
possibility have attained, because
none such, or any nearly as good,
existed in the Dept. It is no
injustice then, in erecting new
and better appointments and
allowing these men to aspire to
them, to require the same qual-
ification from them as from
others.

With these prizes in pros-
pect there is no reason to fear
I think, that duly qualified
men will not be found among
the Supervisors and Overseers,
respecting the examination test.
But I think the rule should be
made more generally known
among them than it may now
be.

9. After attaining the
rank of Sub Engineer, promo-
tion to the higher classes in
that grade is to be based on
general

14
general merit; which in effect
no doubt will be, and ought
to be, seniority, as a general rule.
Here also therefore the rules as
to qualifications do not operate.

10. There is one modification
of the existing rules, which will be
necessary ^{under} the order now in
circulation respecting promotions
and punishments ^{just} passed. At
present certificates, though generally
to be issued from ^{the} Engineering
Colleges, may in certain cases be
given in the case of Sub Overseers
by the District Engineer. This
was proper enough while the
Sub Overseers ^{were} ~~are~~ nominated by
Government, but to permit it
when they are to be appointed by
the District Engineer himself,
would be to reduce the certificate
to a mere form. I think it should
be

be enacted therefore that all certi-
ficates should be issued by the
College only. It will not be ne-
cessary that all the men should
attend personally at the College,
on all subjects in which qualifi-
cations are tested by examina-
tion. The President of the
College will send out papers of
questions, which will be answered
by the candidate under due se-
curities for fair play on other
points the certificate of the
Executive Engineer under whom
the candidate is employed or
has worked must be taken,
verified by that of the District
Engineer. The certificate should
be precise and the form of
a peroration pointed, so as to
discourage as much as possible
the practice of giving such certi-
ficates loosely.

J

11. I think also that it should
be made a rule that no man
shall be promoted to a rank
till after he shall have held
for six months a certificate of
qualification for it. When the
same Officer both certifies
and gives the promotion, it seems
to me to be necessary that to
separate the two acts.

J. H.

2nd. Before circulating this memo-
randum I am taken from his remarks, &
he made one remark ^{in the margin} which was
added in the accompanying paper.

The 1st ~~remark~~ ^{remark} is
quite correct, the lowest ~~step~~ ^{step} of sub-
altern has now no existence.

The 2nd is probably correct, and it is
not apparent, because the ~~memo~~ ^{memo}
proposed to exempt them from the rule.

The 3rd ~~remark~~ ^{remark} proposes to
exclude from the operation of the

under all Sub-overseers brought
into the Dept. - on its first pro-
motion - I see no necessity for
this: I will accept only those
in the old monument Dept.
They have a claim, but I don't
think those brought in newly into
the present Dept. have any.

Remark 4 is a mistake. The
proposal signed to will not
affect any apt overseers at
all, but only candidates for
that position.

Remarks 5 & 6 relate to Para
8 of the Memo. - I see no
reason to alter the proposed
terms made - For the reason
there stated there is no breach
of faith whatever in main-
taining the ~~terms~~ but for
Sub. Govt.

If dept. officer etc.
be so treated (end of Remark 5)
no test will be needed at all.

J. H. March 7.

at much etc.

Remarks opposite 3^d Class
in para 2 of the Memo?

do — do — 2^d Class
in para 2 of do.

Remark opposite end
of para 3.

Remark opposite
para 5.

1. - By the
present extract as a
Class - vide Govt Gazette
dated 17th January 1857.

2. Quite impractic-
- cable at present.

3. Enumerated in
the first published list
of Sub Overseers ap-
- pointed under para 18
and 19 of Extract
Minutes Com^d 28 January
1857 as sanctioned by
Govt in the Port of George
Gazette of 5th February
1858.

4. To all Assistant
Overseers nominated
subsequently to 1st Aug 1857.

5. In all this I quite remark opposite Para 7.
agree, with reservation
always in favor of em-
ployees who do better ser-
vice from before present
organization of the works.
This seems just, be-
cause men hard worked
in the field cannot
qualify for paper
examination and
Departmental Officers
may be trusted to
recommend only suita-
ble and deserving
Sub Engineers.

6. I think it would remark opposite
have been ~~was~~^{as} had Para 8.
The conditions been simi-
larly stated; but
retrospective action may
be advancement to
excellent practical
men.

men thoroughly qualified
in reality, but who
can't spare time to
sub up their production
- but attentions for
paper work.

Sub Overseers.
3^d Class.

Memorandum -
Lower Subordinate Establishment
Sub overseers, must, according
to grade, have the qualifications
specified in parcs 5, 6, 7 and 8 of the
notification of the 23^d June 1857.

For the lowest or 3^d grade of
Sub Overseer, preference will be given
to men in the department who have
been favorably reported upon; if none
such be available, the District Engineer
to take measures for obtaining a properly
qualified individual to fill up the
vacancy; such appointments being
probationary for one year.

1st & 2^d Class.

Sub Overseers of the 1st & 2^d Class
must have certificates of qualifica-
tion from the Engineering College,
but in special cases they may be
examined and reported upon by the
District Engineers, who will appoint
them subject to the approval
of the Chief Engineer, and on probation
for

for the 1st year -

Note. There is an error in regard to the appointment of Sub Overseers by the District Engineer as stated above, arising from an alteration in the draft of the original rule but why this was made there is nothing to show.

Though not so stated it seems to be the intention of the Rules that Sub Overseers should qualify for classes and enter at the bottom of the class.

Upper Subordinate Establishment.

Assistant Overseers are required ~~Asst Overseers.~~

to possess the qualifications specified in para 11, which must be attested by certificates from the Engineering College. They will be appointed on Probationary for one year by the Govt and they will be promoted according to service and conduct to the grades of Overseer, Assistant Supervisor and Supervisor after certain periods of service in

in each grade -

Beyond the grade of Supervisor no one will be eligible for promotion to Sub Engineer until he shall have passed an examination in the higher qualifications specified ⁱⁿ para 28 for that class. The subsequent advancement of Sub Engineers will depend on their general merit.

All candidates for the upper subordinate grades, are required, whatever may be the extent of their qualifications, to enter the service as Assistant Overseer.

Engineers Branch.

All candidates for the appointments of Assistant Engineers must enter as Probationers and must have the amount of qualification prescribed for the different classes. They must have served for one year in the same Department before they can be considered eligible for promotion to Assistant Engineer.

Asst Engineer.

Engineers. After a years trial they must be reported on as to their fitness for promotion to Assistant Engineers, and they must have passed examination in one of the Vernaculars.

Government may in special cases dispense with the examination of candidates seeking the appointments of Assistant Engineers or reduce the term of probation.

Promotion to the higher grades will depend on the merit of the individual.

Amk 11th

Memorandum -

The Notification No. 1 of the 23rd June 1857 prescribes the following Rules for entrance in the Department Public Works.

Sub Overseers 3rd grade must understand either bricklaying, carpentry, or Road making, and must be able besides to direct workmen and keep accounts in English. The Chief Engineer may dispense with this latter qualification. Certificate of health, character and general intelligence necessary.

For the situation of Road artificer or Sub Overseer 3rd grade, preference will be given to men in the department who may be brought to the Chief Engineer notice as deserving of promotion. New appointments will be probationary for one year.

Sub Overseers 2nd Class must in addition to the above, be able to

to lay down, and construct an ordinary building from working drawings and specifications, to prepare simple drawings, and to frame estimates in English.

Sub Overseers of the First Class must in addition to the above be able to survey with the chain and compass and to take levels.

The qualifications of Sub Overseers of the 1st and 2^d Classes are to be ascertained from certificates issued from the Government Civil Engineering College, but Chief Engineers may authorize District Engineers to examine, and report on candidates in special cases. The appointments will be made by District Engineers subject to the approval of the Chief Engineer and on probation for the 1st year.

Government may dispense with the knowledge of English required of Sub Overseers of the 1st & 2^d Classes in cases

cases in which it may appear desirable to do so.

Sub Overseers must have a good knowledge of arithmetic, a little geometry, be able to prepare simple drawings, to understand how to lay down and construct a building from drawings and specifications, be able to prepare simple estimates on being furnished with a design and the rates of work. To survey with chain and compass to take levels. Europeans must talk one native language, natives must talk and write the English language with a tolerable accuracy.

The Qualifications of Candidates to be attested by the Principal of the Civil Engineering College.

Soldiers permitted to study at the Engineering College, and those of the men who have qualified themselves for this situation to be sent to the Secretary to Government in the Public Works Dept. The Principal to suggest the Division to which

Sub Overseers 1st Class
Q. 8.

Q. 9.

Q. 12.

Q. 13.

Q. 10

which

which each student should be so appointed. The recommendation on being approved of, the man will be appointed Probationary Assistant Overseer.

Civilians not above 25 years of age must produce a certificate of health, and apply to the Principal of the Engineering College for examination, whose certificate is to be submitted to Government with a report stating residence, age, and character of the candidate, for registry. From this Register, the Government from time to time as vacancies occur, will appoint candidates to officiate as Assistant Overseers on probation for one year.

Probationary Assistant Overseers must acquire a complete practical knowledge of ordinary kind of work as well as further practical knowledge of Engineering operations. On completing the probationary service they will

Dr. 17 & 18.

Para. 2.2.

will be reported only those under whom they Probationary Assistant Overseers have been serving.

Para. 2.3.

Chief Engineer, if satisfied with the conduct & qualification of the Probationary Assistant Overseers, will recommend them for permanent appointment, otherwise he may either keep them on probation for one year or recommend them to be remanded to their corps if soldiers, or discharged if civilians, in the event of his considering them not qualified for permanent employment as Assistant Overseers.

Para. 2.4.

Those deserving of permanent appointments will be gazetted as Assistant Overseers.

2.5.

Overseers, Assistant Supervisors, and Supervisors, will be appointed by promotion from the lower grades to fill vacancies.

2.7.

Promotions in other cases up to the rank of Supervisor inclusive will be made by merit.

Dr. 19

Any individual of superior qualifications who may have served upwards of three years in the subordinate department if favorably reported on by his official superiors may be permitted to stand an examination in Geometry, Trigonometry, Surveying &c.

Para 28.

All candidates for appointments in the Upper subordinate grade must enter as assistants or messengers.

" 31

Will be appointed from all classes reported qualified to the extent prescribed in paras 34-35-36-

Prob. off to Eng. &c.
" 31 to 36.

No person, not in the service of Government, will be appointed an assistant Engineer on probation, on evidence of professional and educational qualification alone, but must also satisfy Government as to his character.

" 39.

Probationary assistant Engineers must have served as such in the departments

" 40

department for one year before they can be considered eligible for promotion to assistant Engineer. If Engineer Officers however, it will be sufficient if they have served one year in India. Must be reported on as to their fitness for promotion to assistant Engineer after a year's trial and must have passed the examination in one Term under to the extent necessary to qualify for staff employ.

Para 43.

Government may in special cases dispense with the examination or reduce the period of service on Probation.

I have the honor to
 acknowledge the receipt of your
 letter of the 17th inst.
 and in reply to inform you
 that the same has been
 forwarded to the proper
 authorities for their consideration.

L. J.
 1859

In the event the Chief
 Engineer desires to be
 furnished with a copy of
 the Rules of the Department
 for the purpose of
 Public Works in the case
 of all contracts.

P. M. D.
 2159
 Extract from the Memoirs of Com.
 Under date the 15th March 1859.
 Read the following
 Memoirs from the Chief
 Engineer.
 (Here under 17 Feb/59 says)
 The Right Honble the
 Govt in Council has had under
 his consideration the bearing of
 the Rules passed on the 23rd June
 1854, regulating admission to,
 and promotion in, the Public
 Works Dept, in so far as they
 affect the Upper and Lower
 Subordinates of the Engineer
 Establishment, and he is now

desirous to record observations
 in further elucidation of
 the Rules.
 In the Province, and
 other Dept of the Public
 Works, it was specially ordered
 that the new Examination Rules

Rule 210 Cont. Application of the
 Rules.

should be applied only to persons newly enlisted, or those entering the service after the 1st January 1859, and not to those already in the service before that date. Such an exception was but fair, because otherwise, the prospects of those who had entered the service with certain expectations would have been materially affected for the worse. A similar exception was to be called for in the Dept of Public Works, ^{but} not to so great a degree, and more as a matter of convenience than of justice; because in this case, the advantages thrown open to the old servants are much greater than those which they had before, and it is only necessary to take care that the prospects of none are injured by the change. The Council now proposed to consider what degree of relaxation in the rules will be

I. As to Sub Overseers.

2 The following are the qualifications required of Sub Overseers:

3rd Class. To understand one or more handicrafts used in the Dept, and to write and keep accounts in English.

2nd Class. To be able ^{in addition,} ~~also~~ to construct an ordinary building from drawings and specifications; to make simple drawings; and to make Estimates in English.

1st Class. To be able ^{in addition to the above,} ~~also~~ to survey with chain and compass, and to take levels.

There is no requirement here as to what is necessary to an official Sub Overseer of the several classes respectively. In this grade, however, practical skill is of particular value, and as the new administration even into the 2nd class, the 3rd being now in abeyance under the present

ordinations of the Establishment, * G. O. C. 18 July, 187. No 1381.

will usually possess those very
qualities of which the old hands
are most likely to be destitute,
viz. surveying and levelling,
drawing and English, the for-
mer Council resolves that for pro-
motions from one class to another
of Sub Overseers, the new Rules
shall not apply to persons in
the Service before the 1st January
1857, ^{being} the date when the pre-
sent Regt was constituted. In
the interim, the Rules as to pay
for length of service in each class
of Sub Overseers will be strictly
maintained.

II. Assistant Overseers.

The qualifications required
for this class are a good knowledge
of Arithmetic, including Mensu-
ration and Account Keeping; a
little Geometry; ability to make
simple drawings, to lay lines

and construct a building from
drawings and specifications; to
prepare a simple Estimate, on
being furnished with a drawing
and the rates of work; to survey
with chain and compass, and
to take levels. If Europeans, to
have a fair colloquial knowledge
of one native language; if Natives,
to speak and write English with
tolerable accuracy.

The qualifications
now are much the same as
those required in a 1st Class Sub
Overseer, but to a somewhat higher
degree, and without the handicraft
skills. The grade of Asst Overseer is
an important one in the Subordi-
nate Regt, because it is the stepping
stone to all those above it. No man
may enter the Upper Subordinate
Regt except as Asst Overseer, and
being that, he is eligible to all the
grades above it, to Supervisor, with-
out any further test. I am respectful
candidates for the grade of Asst

Overseer therefore, the Rules will
be strictly maintained. This ~~and~~
~~however~~ ~~the~~ ~~Rules~~ will be no hard-
ship to the old Sub Overseers;
1st, because in that grade, pay
increases in ^{each} ~~every~~ class with length
of service, for the very purpose of
giving them increased income
without taking them above their
proper sphere; and 2^d, because
the higher ranks of pay are attain-
able are far better than were
within reach of this class, under
the old system, except in extremely
rare cases. And men who would
have got that same promotion then,
will now certainly be qualified
under the Rules for the post of
Asst Overseer, and generally for
much higher posts also.

III. Overseers to Supervisors inclusive

As just stated, the new
Rules of qualification have no

operation as respects these grades.
Promotion is to take place in them
by selection, ~~subject generally~~
to certain rules as to length of
service; altho' in particular cases
it is provided that the length of
service ordinarily required may
be dispensed with by special per-
mission of Govt.

IV. Sub Engineers.

5. This grade may be
reached under the Rules in two
different ways, 1st, in virtue of
mere length of service; and 2^d, after
passing a higher examination
than that required of Asst
Overseers, to which examination
men will only be admitted who
have served three years in the
Subordinate Dept, and are well
reported on by their superiors.
In this case too, there will be
no hardship in maintaining

the test, because here again, the
appointments are new, and are
such as the members of the old
Board never could by
possibility have attained, as one
such, or any nearly as good, exists
in the Dept. It is no injustice
then, in creating new appoint-
ments and allowing those men to
aspire to them, to require the
same qualifications from them
as from others. With these prizes
in prospect, there is no reason to
apprehend that duly qualified
men will not be found among
the Supervisors and Overseers.
But the Rule respecting the
examination test should be
made more generally known
among them, and it will be the duty of the
Chief Engineer to ensure
this.

It will be the duty of the
Chief Engineer to ensure
this.

of the Upper Subordinate
Establishment.

5 After attaining the
rank of Sub Engr, promotion
to the higher classes in that
Grade is to be based on general
merit, which in effect no doubt
will be, and ought to be, seniority
as a general rule. Here also there-
fore, the Rules as to ^{tests of} qualification
do not operate.

7 There is one modification
of the existing Rules, which will
be necessary under the Order
respecting ^{appointments} promotions and promo-
ments ^{of this date} just proposed. No promo-
tion Certificates, though generally to
be issued from the Engineering
Dept, may in certain ^{instances} be
given in the case of Subordinate
by the District Engr. This will
be sufficient while the Sub-
ordinate were nominated by Govt,
but to provide if when they are to be

appointed by the District
himself, would be to reduce
the Certificate to a mere form.
It is ^{now directed} therefore that all
Certificates shall be issued by the
College only. It will not be necessary, however,
that all ~~the same~~ candidates should attend
personally at the College, on all
subjects in which qualifications
are tested by examination, the
Principals of the College will send
out papers of questions, which
will be answered by the candidate
under their own supervision for fair play,
on other points, the Certificate
of the Executive Engineer when
the candidate is employed, or
worked, will be taken, verified
by the District Engineer. The Certificate
will be provided and the
form of examination provided,
done to discourage as much as
possible the practice of giving
each Certificate holder. The
Principal of the College, will

communicate with the
Chief Engineer who will prepare
and submit for approval
forms of certificates, and
carry out the rules.
8. The Governor in Council
resolves, to direct.

~~that no man shall be promoted~~
~~to any post till~~
~~he has held for six months a Certificate~~
~~of qualification for that~~
~~post.~~
Where the same Officer both
certifies and promotes, it is necessary
to separate the two
functions.

J. A.

10 Copies to the Chief Eng.
1 to the Secy. for
1 to the Civil Eng.
1 to Civil Engineer

Copy in a letter to the Hon. Sec.
of 18th May/60 No. 50.

Pellie Marks 1859 Deptt.
Cons. 15th March.

No. 596.

Extracts from Cons.
of 15th March 1859

From the Chief Engineer
Dec 7/59 C.N. 3215 in P.M. 10 Stamp No. 466
From the Principal of the Civil Eng.
College 2/29 May/60 C.N. 1325
in Cons.

Modifying the tests
of qualifications for persons
in the Department of Public
Works.

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