

(1) Number of pages 38

(2) Date of repair 7-4-38

(3) Initials of the Referencer J

MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.
10/1/38

GO No. <i>100</i>	Press Mk. <i>100</i>
Dated <i>10/1/38</i>	

Not to be folded or roughly handled

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

No. 135. Extract from the Minutes of Consultation under date the 15th March 1859,
No. 596.

In pursuance of the intention stated at the close of the order of the 8th February, No. 330, the Governor in Council now proceeds to consider, in view to their amendment, the existing Rules and practice on the subject of the Appointment and Promotion, as well as the Punishment and Dismissal, of the Subordinate Branches of the Public Works Department.

2. The following are the present rules.

Paras. 17 and 18 of the Notn. d. Jan. 27, 1857, p. 479 of the C. O. B. All Appointments to and Promotions in the Subordinate Grades, from Sub-Overseer up to Sub-Engineer, are made by the Governor in Council on the recommendation of the Chief Engineer. Though in certain cases men may be nominated on probation for a year.* To aid him in making the required recommendations, the Chief Engineer receives Periodical confidential Reports from the District Engineers, on the qualifications and conduct of the Subordinates of the Department under their orders.

* Notn. No. 1, June 23, 1857, Paras. 6 and 9.

Para. 1 of the Notn. (No. 12) d. June 23, 1857, p. 552 of the C. O. B. All members of Office Establishments are nominated by the Head of the Office, subject to certain regulations as to qualification.

3. The state of the rules as to punishment and dismissal is as follows:

District and Executive Engineers are empowered to punish members of the lower Subordinate Department, (Sub-Overseers) or of their office Establishments, for carelessness or disobedience, by fine not to exceed 10 Rupees in each case.

E. M. C., June 12, 1857, No. 1133.

E. M. C., Apr. 9, 1858, No. 620.

The Chief Engineer is also empowered to punish any Subordinate member of the Public Works Department, by suspension from duty and pay for any period not exceeding three months.

Members of both the upper and lower Subordinate Engineer Departments, are removeable only by an order of the Governor in Council.

E. M. C., July 10, 1857, No. 1325.

Members of Office Establishments are removeable by the Head of the Office to which they belong.

4. These rules confine the power both of appointment and promotion, and of degradation or removal, so far as concerns both the upper and lower Subordinate Executive or Engineering Departments, to the Governor in Council alone.

The Chief Engineer has the right of recommendation in both cases; and his recommendation is necessarily adopted almost in every case, in respect to appointment and promotion, and generally in respect to degradation or removal.

The Chief Engineer also may punish Sub-Overseers by suspension.

The District Engineers has no power as to promoting or appointing, except so far as the Chief Engineer may attend to his suggestions; and he cannot inflict any punishment heavier than a fine of 10 Rupees, without the sanction of the Chief Engineer.

5. The practical working of the Department for three years, has satisfied Government that under these regulations, the power both of reward and punishment is too much centralized. The District Engineer who is both more nearly concerned for the efficiency of his Subordinates, and in the best position to judge of their merits, is almost wholly without the power to reward or punish them; and thus, especially as respects the lower classes, there is an absence of the strongest

advised in consultation with the District Engineer is never held to be entitled in this to return the circumstances.

motives to exertion. From the power of promotion being central also, it often happens that when a man is promoted he is moved into another District; and this discourages Officers from taking pains to train and instruct their Subordinates. After observing the working of the existing practice, the Governor in Council is decidedly of opinion that the better plan will be to leave the appointment, punishment, and dismissal, of the lower classes of the Executive Department to their local Superiors, subject to certain rules as to qualification, and to certain general instructions as to punishing; and subject also to the check afforded by the right of petition. He is satisfied that though under such a system there may be occasional jobbery and abuse, yet that the evil will be much less than those springing from the present system, and that the efficiency of the Department will be materially improved.

6. The following Rules are accordingly passed; to take effect immediately, and all existing orders on the same subjects are hereby cancelled.

APPOINTMENTS AND PROMOTIONS.

I. *Sub-Engineers* to be nominated and promoted by the Governor in Council as at present. On the occasion of a vacancy, permanent or temporary, the Chief Engineer will have the right of recommending a person to fill it; his recommendation being accompanied by a detail of his reasons, and of the qualifications and services of the party recommended.

Para. 11, Clause 7, of E. M. C. July 21, 1855, No. 359, Cir. Or. p. 163.

Sec. 1, para. 14, of the Rules in E. M. C. d. 17th June 1856, No. 949, Cir. Or. B. Page 318.

II. *Supervisors, Assistant Supervisors, Overseers, and Assistant Overseers* will be nominated by the District Engineer, subject to the approval and confirmation of the Chief Engineer.* In the event of the Chief Engineer disapproving of the proposal, and the District Engineer adhering to it, a reference will be made for the order of the Governor in Council.

*Note. With the exception as to Assistant Overseers, contained in para. 7.

III. *Members of the Lower Subordinate Department* will be appointed and promoted by the District Engineer only. In the event of any appointment which the Chief Engineer may consider objectionable, he shall be at liberty to direct the District Engineer to cancel it, stating his reasons; if the District Engineer upholds the appointment, the question shall be referred to Government.

IV. The preceding Rule (III) shall apply also to Office Establishments.

7. In partial exception to the rules in the preceding para., para. 13 of the Notification, No. 1 of June 23rd, 1857, respecting Soldiers who shall have qualified at the Engineering College for the post of Assistant Overseers, will still be adhered to.

With respect to other candidates for the post of Probationary Assistant Overseer, as well as those for that of Sub-Overseer, copies of the Quarterly Nominal Rolls* of men having qualified for the several Classes, will be sent to all District Engineers by the Chief Engineer. These Rolls will hereafter, under the order of February 28th 1859, No. 462, contain the names of men qualified as Sub-Overseers, as well as of those qualified as Assistant Overseers.

The power of confirmation and rejection of Probationary Assistant Overseers, reserved to Government in paras. 23 and 24 of the Notification, will hereafter be exercised by the Chief Engineer.

8. All appointments and promotions under the Rules in para. 6, in the Executive Establishment, will be subject to the Rules in Notifications 1 and 2 of June 23, 1857, as modified by the order of this date No. 595; appointments and promotion in the Office establishments will be subject to the rules in E. M. C. dated 14th March 1859, No. 569. It will be the duty of the Civil Auditor to take care that this rule is complied with; and to enable him to do this, the following particulars will be furnished to him by the District Engineer, on the occasion of all appointments and promotions.

In the case of persons in the Department prior to the 1st January 1857, the date of their first entrance, and that of their present appointment; with the para. of the Notification under which they are promoted.

In the case of a person not in the Department prior to the 1st January 1857, copy of his Certificate or Certificates of qualification for the Grade to which he is promoted or appointed, with citation of the para. under which the promotion or appointment is made, and other particulars required by such para.

In default of the required information, the Civil Auditor will refuse to the person the pay of the Grade to which he is nominated; and if the information is not supplied within one month, he will report the circumstance to Government.

The Civil Auditor will also be furnished from the Government Office from time to time, with the names of all men reported as having qualified for the various Grades.

PUNISHMENT AND DISMISSAL.

9. A District Engineer shall be authorized to punish any Subordinate under his orders, up to the Grade of Overseer, or any member of his Office Establishment, for carelessness or disobedience by fine. In the case of a person receiving ten Rupees or less monthly, the fines shall not exceed on any one occasion one-fourth of his monthly pay, and the aggregate of the fines in any quarter shall not exceed one half month's pay; in the case of a person receiving more than ten Rupees, no single fine shall exceed one-eighth of his monthly pay, and the aggregate in any quarter shall not exceed one-fourth of that pay. These fines, as formerly pointed out by Government, are less intended for punishment than for warning, especially in the higher of the classes liable to fine; it is not desirable that they should be either frequent or heavy.

E. M. C. June 12, 1857, No. 1133.

For more serious misconduct a District Engineer may dismiss or degrade to a lower class or post, a Sub-Overseer or member of his office Establishment, recording his reasons in full.

For dishonesty, gross insubordination, intemperate habits, or other serious misconduct or disqualification, the Chief Engineer shall have the same power, on a recommendation from the District Engineer, of dismissing or degrading any Supervisor, Assistant Supervisor, Overseer or Assistant Overseer, recording his reasons. Within these limits it shall be open to the Chief Engineer to increase or diminish the punishment proposed by the District Engineer, recording his reasons.

For similar misconduct Sub-Engineers shall be liable to degradation or dismissal by the order of the Governor in Council.

10. In the event of an investigation being about to be made into the conduct of any Subordinate of the Public Works Department, charged with dishonesty or other serious misbehaviour, such Subordinate shall be liable to be suspended pending the enquiry; but suspension shall not be inflicted as a punishment. The authority competent to order both the enquiry and the suspension will be the same that is empowered to order the dismissal of the party concerned, viz., District Engineer, Chief Engineer, or Government, as the case may be, under para. 9 of this order.

All such suspensions shall be invariably entered in the Quarterly Returns of Suspensions and Dismissals.

During the time of suspension, both pay and allowances and the performance of duty shall cease.

11. Quarterly Returns of Fines and Punishments shall be submitted to the Chief Engineer by District Engineers, in the Forms appended to this order; and shall be compiled into a General Statement by the Chief Engineer, and forwarded to Government with such remarks as he may deem necessary. This General Statement shall include Returns for the Chief Engineer's own Office.

It is intended to be entered in this Return, the circumstances

• June 17, 1857.
No. 1077, Page 5.

14. It has been noticed above (para. 2), that the Chief Engineer now receives periodical confidential Reports from District Engineers, on the qualifications and conduct of their Subordinates, being those ordered in Clause 7, para. 14, of the order of Government, dated 21st July 1855, No. 359. Under the present orders (para. 6), these reports

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

3. Where a Fine is imposed and afterwards altered in amount or remitted entirely, it is nevertheless to be entered in this Return; the circumstances of the alteration or remission being noted in the Column of Remarks.

is submitted - it is ^{unavoidable} to be entered
in this ~~too~~ Return. The circumstances

Return of Public Servants Suspended or Dismissed from employment in the Department of Public Works of the District of _____ during the Quarter ending _____.

Name of the Servant.	Office and date of appointment to it.	Monthly Pay.		Offence.	Whole period of employment.		REMARKS.
		Rs.	As.		Years.	Months.	
1	2	3	4	5	6	7	8
				Suspended.			
				Dismissed.			

Return of fines imposed on Public Servants in the Department of Public Works of the District of _____ during the quarter ending _____.

Name of the Servant _____ Monthly Fines _____ Reasons for imposing _____
Employment Pay imposed the fines.

Rs. d. p. Rs. d. p.

[Signature]

- Notes:*
1. Every fine to be separately entered, and where a man is fined more than once in the quarter, the totals to be also given.
 2. Where no fines have been imposed during the quarter, the Station to be sent blank.
 3. Where a fine is imposed & afterwards remitted, it is never to be entered in this Return, the circumstances of the alteration or remission being noted in the Col. of Remarks.

Returns of Public Servants accepted or dismissed from employment
 in the Department of Public Works of the District of during
 the quarter ending

Name of the servant	Office and date of appointment to it	Monthly pay	Whole period of employment	Remarks
1	2	3	4	5

per an

Inspected

Dismissed

[Signature]

Note.—1. Every Fine to be separately entered, and where a man is fined more than once the quarter, the total to be also given.

2. Where no Fines have been imposed during the quarter, the Return to be sent *blank*.

3. Where a Fine is imposed and afterwards altered in amount or remitted entirely, it is nevertheless to be entered in this Return, the circumstances of the alteration or remission being noted in the Column of Remarks.

2. Where no Fines have been imposed during the quarter, the Return to be sent *blank*.

3 Where a Fine is imposed and afterwards altered in amount or remitted entirely, it is

3. Where a Fine is imposed and afterwards altered in amount or remitted entirely, it is to be entered in this Return; the circumstances of the alteration or remission being

nevertheless to be entered in this Return, the circumstances of the alteration or remission being

noted in the Column of Remarks.

Journal of Management Studies, 39(6), 708–724

100

10. *Journal of the American Medical Association*, 2000; 284: 2689-2695.

10. *Journal of the American Medical Association*, 273:1221-1226 (1995).

- male branches of

Publ.

RETURN of Public Servants Suspended or Dismissed from employment in the Department of Public Works of the District of _____ during the
Quarter ending _____

Name of the Servant.	Office and date of appointment to it.	Monthly Pay.	Offence.	Whole period of employment.		REMARKS.
				Years.	Months.	
1	2	Rs. 3	4	5	6	
		As.				
			Suspended.			
			Dismissed.			

P. W. Dept. 13

No 596
Extract from the Minutes of Consultation
Under date the 15th March 1857.

In pursuance
of the intention stated at
the close of the order of
the 8th February 1850,
the Governor in Council
now proceeds to consider,
in view to their amend-
ment, the existing rules
and practice on the sub-
ject of the appointments
and promotion, as well
as the punishment and
dismissal, of the subordi-
nate branches of the
Public

See Vol. 4

of the Public Works Depart-
ment.

2 The following are the
present rules.

All appointments to
and promotions in the Subor-
dinate grades, from Sub-
Overseer up to Sub-Engineer,
are made by the Governor
in Council on the recommendation
of the Chief Engineer. Though
in certain cases men
may be nominated on pro-
bation for a year. To aid
him in making the re-
quired recommendations
the Chief Engineer ~~transmits~~
~~that~~ receives periodic con-
fidential Reports from the
District Engineers on the qua-
lifications and conduct of the
subordinates of the Dept under
their orders.

All members of Office
Establishments are nominated
by the Head of the Office, sub-
ject to certain regulations

Para 17 & 18 of the Notification
of Govt dated 27th Jan'y 1887 page
479 of the printed C.O.B.

& a Notification of 1st June 1887 page 532

Para 1 of the Notification (1881)
of Govt dated 23rd June 1887.
page 532 of the printed
C.O.B.

as to qualifications. 13

3. The state of
the rules as to punish-
ment and dismissal
is as follows.

Ex. Min. (Can 12 June) 57 of 1133.

District and
Executive Engineers are
empowered to punish
members of the lower
Subordinate Dept. (Sub-
Overseers) of this office
Establishments for
carelessness or disobedience,
by fines not to exceed
10 Rupees in each case.

Ex. Min. (Can 9 April) 58 of 1052.

The Chief Engineer
is also empowered to
punish any subordinate
member of the Public
Works Dept. by suspension
from duty and pay for
any period not exceeding
three months.

Members

Members of both the upper and lower subordinate Engineer Depts are removable only by an order of the Governor in Council.

Members of these establishments are removable by the Head of the Office to which they belong.

These rules confirmed the power both of appointments and promotions, and of degradation or removal, so far as concerned both the upper and lower subordinate executive Engineering Depts, to the Governor in Council alone.

The Chief Engineer had the right of recommendation in both cases, and his recommendations were necessarily adopted almost

See Genl Com 1025 of
10 July 1857.

17
in every case, in respect to appointment and promotion, and generally in respect to degradation or removal.

The Chief Engineer also ^{may} punish Sub-Engineers by suspension.

The District Engineer had no power as to promoting or appointing, except so far as the Chief Engineer may delegate to his suggestions; and he cannot inflict any punishment heavier than a fine of 10 Rupees, without the sanction of the Chief Eng.

5. The practical working of the Dept for three years had satisfied the Government that the power both of reward and punishment was much centralized. The District Engineer who is both more nearly concerned for the efficiency of his

subordinates

Subordinates, and in the
best position to judge of
their merits. It almost
wholly without the power
to reward or punish
them. It has, especially as
respects the lower classes,
there is an absence of
the strongest motives to
excellence. From the power
of promotion being en-
tirely absent, it often hap-
pens that when a
man is promoted he
is moved into another
District; and this dis-
courage officers from
taking pains to train
and instruct their sub-
ordinates. After observing
the working of the existing
practices the Govt. Council
is decidedly of opinion that
the better plan ^{will} be to
leave the appointment,
promotion, & discipline of the
lower

19.
lower classes of the ex-
ecutive Department
to their local superiors,
subject to certain rules
as to qualification, and
to certain general insti-
tutions as to punishing;
and subject also to the
check afforded by the
right of petition. It
is anticipated that though
under such a system
there may be occasional
jobbery and abuse, yet
that the evil ^{will} be
much less than those
springing from the
present system, and
that the efficiency
of the Department
will be materially
improved.
The following
rules are accordingly
proposed; to take effect
immediately.

immediately, and all existing orders on the same subject are hereby cancelled.

Appointments and promotions.

I. Sub Engineers to be nominated and promoted by the Governor in Council as at present. On the occasion of a vacancy, permanent or temporary, the Chief Engineer will have the right ^{if recommending a person} to fill it, his recommendation being accompanied by a detail of his reasons, and of the qualifications and services of the party recommended. ~~The latter~~

~~has no voice at present, but it has been habitually neglected by the Chief Engineer.~~

II. Supervisors, Assistant Supervisors, Overseers and Inspectors of the Subordinate Department, to Constant Overseers will

Para 14 of the Rules Gen. 21st July 1855, p. 359 page 103 of the printed C.O.B.
Sec. 1 para 14 of the Rules passed by the Council Gen. 21st July 1855 p. 359 page 318 of the printed C.O.B.

x stop. With the exception as to Asst Engineers contained in Para 7.

will be nominated by the District Engineer, subject to the approval and confirmation of the Chief Engineer. In the event of the Chief Engineer disapproving of the proposal, and the District Engineer adhering to it, a reference will be made for the order of the Governor in Council.

III. Members of the Lower Subordinate Department will be appointed and promoted by the District Engineer only. In the event of any appointment which the Chief Engineer may consider objectionable, he

he shall be at liberty to
advise the District Engi-
neer to cancel it, stating
his reasons; if the
District Engineer ap-
proves the appointment,
the question shall be
referred to Govt.

IV The preceding rule
III shall apply also to
office Establishments.

7 In particu-
lar exception to the rules in
the preceding Para, Para
13 of the Notification
No 1 of June 23 1857 res-
pecting Soldiers who
shall have qualified at
the Engineering College
for the Post of Assistant
Overseers, will still be
adhered to.

With respect to other
Candidates

* Para 20 of the Notification
No 1 of June 23, 1857.
~~substantially qualified~~

Candidates for the post
of Probationary Assistant
Overseers, as well as
those for that of Sub
Overseers. Copies of the
quarterly Nominal Rolls
of men having qualified
for the several classes
will be sent to all
District Engineers by the
Chief Engineer. These
rolls will hereafter
under the order of Feb
28th 1859 No 462 contain
the names of men
qualified as Sub Overseers
as well as those quali-
fied as Assistant
Overseers.

The power of con-
firmation and rejection
of Probationary Asst
Overseers, reserved to
Govt

Govt. in paras 23 & 24 of
the notification will
hereafter be exercised
by the Chief Engineer.

2. All appointments
and promotions under
the rules in Para 1
~~shall~~ in the executive
~~and in the office~~ Estab.

establishment will be
subject to the ^{Rules in} ~~Regulations~~
of 1857, ~~of the 23rd June 57,~~

1857, as modified by
the order of this date No. 575, appointments and pro-
motions in the Office Establish-
ment will be subject to the
rules in P. M. C. dated
14 March 1859. A. J. B.
~~changes and general.~~

It will be the duty
of the Civil Auditor
to take care that this
rule is complied with
and to enable him to
do

do this the following
particulars will be
furnished to him by
the District Engineer
on the occasion of all
appointments and
promotions.

In the case of
persons ~~already~~ in
prior to the 1st Jan'y 57,
the Dept. on the 23rd June
1857, the date of their
first entrance, and that
of their present appoint-
ment, with the para
of the notification under
which they are promoted.

In the case of
a person not in the
prior to the 1st January
57, copy of his certifi-
cate of qualification
for the grade to which
he is promoted or
appointed

appointed; with ~~an~~
citation of the Para
under which the promotion
or appointment is made,
and other particulars re-
quired by such para.

In default of the
required information the
Civil Auditor will
refuse to the person the
pay of the grade to which
he is nominated; and if
the information is not
supplied within one
month, he will report
the circumstance to
Govt.

~~At the same time~~

The Civil Auditor ~~to~~
~~will be furnished from~~
~~the Govt Office from time~~
to time with the names
of all men reported as
having

been suspended
under the provisions of
the Act of Congress
of March 3rd 1878

27
Having qualified for the
various grades.

Penishment & dismissal.
9. A District Engineer
shall be authorized to punish
any subordinate under
his orders, up to the grade
of Overseer, or any member
of his Office Establishment,
for carelessness or disobedi-
ence by fine. In the
case of a person receiving
two Culpes or less monthly
the fines shall not exceed
on any one occasion one
fourth of his monthly
pay and the aggregate
of the fines in any quarter
shall not exceed one half
monthly pay; in the case
of a person receiving more
than two Culpes, no single
fine shall exceed one eighth
of his monthly pay and
the aggregate in any quar-
ter shall not exceed
one fourth of that pay.

The

These fines as formerly
pointed out by Govt are left & must first 12 June 1877
intended for punishment
than for warning especially
in the higher of the classes
liable to fine; it is not de-
sirable that they should
be either frequent or heavy.

For more serious mis-
conduct a District Engineer
may dismiss or degrade
to a lower class or post,
a Sub Overseer or Mem-
ber of his Office Establish-
ment, recording his
reasons in full.

For dishonesty, gross
misconduct, intem-
perate habits, or other
serious misconduct or
disqualification, the
Chief Engineer shall
have the same
power, on a
recommendation
from

10 In the event of an in-
vestigation being about to be made
into the conduct of any subordinate of
the Public Works Dept. charged
with dishonesty or other serious
misbehavior, such subordinate
shall be liable to be suspended
pending the enquiry, but sus-
pension shall not be inflicted
as a punishment. The authority
competent to order both the enquiry
and the suspension will be ~~the~~
^{the same that is} empowered to order the dismissal
of the party concerned, viz. Dist.
Engineer, Chief Engineer, or Govern-
ment as the case may be, under
Paragraph of this order.

All such suspensions shall
be invariably entered in the quarterly
Returns of suspensions & dismissals.

During the time of sus-
pension both pay and allowances
and the performance of duty shall
cease.

from the District Engineer, of
dismissal or degrading any Su-
pervisor, Assistant Supervisor,
Overseer or Assistant Overseer,
according to his reasons. Within
these limits it shall be open
to the Chief Engineer to increase
or diminish the punishment
proposed by the District Engineer;
~~according to his reasons.~~
~~within the limits of the District Engineer's~~
~~authority to his original proposition,~~
~~the question shall be referred for~~
~~the order of Government.~~

Similar misconduct Sub Eng^s
shall be liable to degradation
or dismissal by the order of the
Governor in Council.

Quarterly returns of
fines and punishments shall
be submitted to the Chief Eng^r
by District Engineers ^{according to the}
Returns appended to this order,
and shall be compiled into a
General Statement by the Chief
Engineer and forwarded to Govt.

Government with such remarks
as he may deem necessary. This
general statement shall in-
clude Returns for the Chief
Engineer's own office.

These Returns shall
be sent in quarterly; those
of the District Engineer shall
be despatched by them not later
than the 5th of the month fol-
lowing the quarter to which
they relate; and the Chief Engi-
neer's general statement shall be
sent to Government not later
than the 20th of that month.

12 The annual Return of the District Engineer
may at their discretion visit
Executive Officers and other officers
in charge of Rangas with power
to punish, as well as to
appoint and promote the
Subordinates employed under
them respectively, as well as
members of their office establishments,
and

under the order noted in 1807
the merger will in fact be discontinued.
117/00

and it is the opinion of
Government that such
power to a limited extent
ought generally to be entrusted
to officers in such a posi-
tion. But this power
will be subject in its
exercise to the absolute
control of the District Engineer,
and every instance of its
exercise will be included
in the District En-
gineer's Returns.

13 In every case
where a Member of the
Public Works Department
of whatever class or
grade

grade shall appear to
I have been guilty of per-
jurisdiction, breach of trust,
or other criminal offence,
it is the desire of Govern-
ment that proceedings
should be instituted against
him before a Magistrate.

In some cases

a Member of the Public
Works Department guilty
of serious misconduct
has been allowed by the

Chief Engineer the
option of resigning ^{his appointment} or
being brought to trial
the Governor in Council
directs that this course
be never adopted for
the future in any case.

In some instances,
where a Member of
the Department has
been guilty of serious
misconduct or has shown
absolute incompetency,
he has been transferred
to another District
This too is from
the Governor's
initiative and indeed
under the order of

February

February 8th N^o 330,
and under ^{these} ~~the~~ order,
such transfers could not
be made by the Chief
Engineers. Every case of
misconduct or incapacity
will be dealt with under
the foregoing rules in the
District where it occurs.
Where, in consequence of
personal disagreement
or other cause not involving
serious culpability, it may
be deemed advisable to
transfer a member of the
Department to a different
District, the case will be
brought to the knowledge
of the Governor in Council
for orders.

P. B.
Page 123. of the ~~present order~~ ~~to the~~

(P. B. to the Gov. of India)

It has been noticed
above (Para 2) that the
Chief Engineer now
receives periodical confi-
dential Reports from
District Engineers on
the qualifications and
conduct of their subor-
dinated, being those
ordered in ^{by} Para 14 of
the order of Govt
of 21 July 1857. Under
the present orders (Para 2)
these Reports will no
longer be at all required
as respects Sub. Officers,
and with regard to the
upper subordinates it
is the opinion of Govt
that the recommendation
or the confirmation of
the Chief Engineer will
be much more properly
founded.

founded on the specific in-
formation of the District
Engineers, aided by the acquaintance
with the qualifications
of subordinates of that
grade, which both him-
self and the Superin-
tending Engineer will
certainly obtain in the
course of their ordinary
duty. Periodical Reports
are apt to become gene-
rally merely formal,
and they may in par-
ticular cases be the
means of secret injus-
tices. For the reasons
above stated they are
not necessary in the
Dept. Pub Works and
the Governor in Council
has reason to believe
that the system has
not

not worked well. They
must therefore that
such Reports be wholly
discontinued for the
future.

15 The term Dis-
trict Engineer as used
in this order shall
include the Civil Ar-
chitect at the Presidency,
the Garrison Engineer
at Fort St George, the
Executive Engineer of
Bangalore, the Special
Executive Officer at
Machilata, and every
other Officer in a
similar position, viz
in charge of works and
communicating direct
with the Chief Engineer.

10 Copy to the Chief Engineer, District
1 " " Civil Engineer
3 " " 22 of the for information

10

Mr. Cons. 8th Feb 1859
 25th June 57. No 90069
 THE TOWN OF
 ...

copy in a L to C
 31st 17th May 1859

Public Works 1859 Deptt
 Cons 15th March

1859b.

Extracts of Cons.
 2/10th March 59.

From the

30th Oct 50 C. 10207

From the Ch. Eng. 22nd / 20th
 Cons. 1859 in C. 10416
 From the Ch. Eng. 25th March 1859
 C. 10406 Cons.
 From 30th 3rd September 59 C. 10338
 amending the existing

rules and practice on the subject
 of the appointment and
 remuneration, as well as the
 punishment and Dismissal,
 of the subordinate Branches
 of the Public Works Deptt.

From 8th 20th April 1860 C. 10416

1859.

From the Ch. Eng. 22nd April 60
 C. 10416 in Pro: 10th May 60 925

From 8th 4th June 1860 C. 10416

From 2nd 16 May 61 C. 10416

From 3rd 24th July 1860 C. 10416

1859.