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(3) Initials of the Referencer

9

MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.

Cons. 2-1-1866

G.O. No.	92	Press / Mis.
19-20 Dated	12-1-	1866.

Not to be folded or roughly handled

9[illegible]
14/12/38

No. 19. Read the following letter from Captain C. H. DICKENS, Officiating Secretary to the Government of India; to J. D. BOURDILLON, Esq., Secretary to the Government of Madras, dated Fort William, 19th December 1859, No. 8587.

I am directed by the Honorable the President in Council to acknowledge receipt of your letter No. 2211, dated 14th September, which had been laid before the Right Honorable the Governor General in Council before His Lordship's departure for the North Western Provinces. The despatch of this reply has been accidentally delayed.

2. The Government of Madras, in your letter above quoted, report four changes in the Public Works Department of that Presidency, three of which (the 1st, 2nd and 4th) have been made, and one (the 3rd) is referred to the Government of India for orders. These changes are:

I. Abolishing the grade of 1st Class District Engineers on Rupees 700 Staff salary, and giving all District Engineers (with three exceptions) only Rupees 600 a month Staff salary.

II. Abolishing the grade of 3rd Class Executive Engineers on Rupees 400 Staff salary, and giving all Executive Engineers Rupees 300 Staff salary only; these officers to be called Assistant District Engineers.

III. Applying the saving of Rupees 2,000 a month so made in part to the augmentation of the Staff salaries of the Deputy Chief (or Superintending) Engineers from Rupees 800 to 1,000 a month; and the remainder to increasing the number of the lower Executive grades.

IV. Making the establishment of Executives in the Public Works Department one by Districts instead of having a general classified list as in Bengal. Each District to have—

1	District Engineer	on Rs.	600	Staff salary.
1 or more	1st Asst.	„ on „	300	„
1 or more	2nd „	„ on „	150	„
	or Proby. Assistants	on „	100	„

3. In regard to the 1st and 2nd measures, and to the scale of salaries assigned in the 4th, it is observed that the scale of salaries fixed by order of the Government of India, was (with exception of those for the District Engineers) regarded at the time as too high. The Government of India, however, find that in asking sanction for this scale of salaries, the Madras Government, in a letter No. 1842 of 10th October 1856, stated (paragraph 10): "The rates do not appear to this Government to be high, certainly not higher than necessary to enable the Public Works Department to take its place with other departments if it is to have the power of fixing a standard of qualifications and maintaining it; and if Officers are to be induced to fit themselves for the the department and adhere to it."

4. In the same letter no less than 7 paragraphs are devoted to urging strongly the necessity for giving 700 Rupees a month to a portion of the District Engineers, which rate of salary being a departure from uniformity was consented to by the Government of India with some reluctance, on the strong recommendation of the Government of Madras that a lower scale of salary would be injurious to the Department of Public Works at that Presidency.

5. The present Government of Madras now voluntarily forego the rates of salary so strongly urged upon the Government of India in the case of the 1st class District Engineers, and so fully asserted to be necessary for the lower Executive grades. And the Government of India are informed, in the copy of the Madras Chief Engineer's letter now sent up, (paragraph 2), that the salary of 700 Rupees a month to the 1st Class District Engineers was recommended by the Madras Government of the time chiefly "from a natural desire to retain the old appointment of Civil Engineers unimpaired." This reason was not once mentioned in the 7 paragraphs in which the Madras Government of 1856 advocated the measure.

6. I am directed to remark that we have here the local experience of the Government of Madras at one period diametrically opposed to the local experience of the Government of Madras not three years after, and this appears to indicate that the local experience of the Government of Madras, alone and unsupported by reasons, cannot (to say the least) be considered by the Government of India as conclusive on matters of this nature. The Government of India always consider the opinions of the Local Governments most valuable, and desire to give the fullest consideration to the reasons which have induced them to form their opinions. But those opinions alone and unsupported by reasons are often brought forward by the Government of Madras as being conclusive in themselves; and the Government of India can scarcely suggest a doubt or ask a reason without being considered as acting arbitrarily, and as desiring to deprive the Government of Madras of its legitimate freedom of action in local matters.

7. The reduction of the Staff salaries of District Engineers (with the two exceptions reported) to Rupees 600 the Government of India approve, as being more in uniformity with the practice in the other Presidencies. The other reductions the Government of India regret, seeing that, owing to simultaneous increases, they are not to relieve the finances. They are objectionable both as departures from uniformity, and as reducing the number of grades, and so depriving the Government of Madras of the power of applying the stimulus of frequent promotions as rewards to diligent and able officers.

8. With regard to the third change, which is the one referred to the Government of India for sanction, namely, the increase of the Staff salary of the Deputy Chief (or Superintending) Engineers from Rupees 800 to 1,000 a month, the first reason urged in your letter is, that the salaries so little exceeded those of first Class District Engineers, that it was not worth while for Officers to take promotion. This reason, I am to state, is certainly much diminished in force, owing to the reduction which the Madras Government has made in the salaries of the District Engineers.

9. The next reason brought forward by the Madras Government has reference to the anticipated objection on the score of deviation from uniformity with the other Presidencies. You point out that general uniformity would be preserved in the average salaries allotted to the Officers of the Public Works Department in all the Presidencies. This is admitted, and the reason is of much weight; but it does not follow that the Government of India is to exercise no control over the scale provided the average is not on the whole exceeded. There may be other reasons for interfering; and among them any marked difference between the salaries of appointments which may be considered as the rewards of efficiency in the several Presidencies would certainly supply grounds for the inteference of this Government.

10. The third reason brought forward is that in Bengal at least the Engineers have numerous highly paid appointments, while at Madras there are only three paid higher than Superintending Engineers, viz.:

The Chief Engineer.

The Mint Master.

The Railway Consulting Engineer.

In reply, I am to state that the only appointments on a similar scale which the Bengal Engineers have, are—

The Secretary to Government in the Public Works Department.

The Consulting Engineer in the Railway Department.

The Mint Master.

Three First Class Chief Engineers (Bengal, North Western Provinces, Punjab.)

That is to say, six Officers to the Madras three. The proportions of the Engineer corps are as five to three, so that the scale could not be more nearly adjusted, the whole number of appointments being nine. Besides, I am to notice, that the Calcutta Mint was held by Madras Engineer Officers from May 1856 to September 1858.

Proceedings of the Madras Government, Public Works Department, for the month of January 1860.

11. In the next class of appointments, those varying from Rupees 800 to 1,000 Staff salary the Madras Officers have—

The Chief Engineers of Hyderabad, Mysore, the Saugor and Nerbudda Territories, and the Straits	4
The Superintending Engineers at Madras	3
Total....	7

The Bengal officers have—

The Chief Engineers of Pegu, Oudh, Nagpoor	3
The Superintendent General of Irrigation North Western Provinces.	1
Superintending Engineers in Bangal	3
„ „ North Western Provinces (including Irrigation Department).....	3
„ „ in Punjab including Peshawur road and Irrigation Department.....	4
Consulting Engineer in the Railway Department North Western Provinces.....	1
Under Secretaries in the Public Works Department.....	2
Total.....	17

The reason brought forward by the Madras Government, therefore, here holds good; but it would support a claim for 3 additional Superintending Engineers, rather than one for increasing the salaries of the three that exist. Had the Madras Government not reduced the number of appointments at Rs. 700 a month, the average of salaries would have been about the same in Bengal and Madras.

12. The next reason which the Madras Government urge is, that in Bengal the Superintending Engineers get a greatly enhanced rate of house rent. This is a simple mistake. There is one Superintending Engineer located in Calcutta who gets sixty (60) Rupees a month extra as Presidency house rent. There is no other allowance given to the Superintending Engineers in the Bengal Presidency that is not equally enjoyed by those at Madras.

13. The last reason brought forward is that the Madras Government must be better able to judge than the Government of India of what is proper for the Madras Presidency. This is a reason which the Government of India cannot admit in full, without giving up all control over the Madras Presidency.

14. Referring now to the fourth of the changes reported by you, I am to remark that the Government of India gather that it is not intended that promotion shall be always made in the District; that is to say, that the 1st Assistant District Engineer shall, as a matter of course, unless unfit, succeed to the District Engineership of that District. It is not clear, therefore, what is meant by making the establishment one by Districts; unless it be the mere reduction of the number of grades which has been adverted to in the 7th paragraph of this letter. I am to remark in explanation of the Bengal system that the salaries are not attached to the Divisions (or Districts) in Bengal. The salaries are personal, and a second class Executive Engineer, for instance, does not change to another District on promotion to 1st Class. It is not understood how a general gradation list fot the Department has been found inconvenient in Madras, unless it has been worked on the supposition that these salaries were to be attached to the Districts, and the Officers to move at any promotion. That indeed would be most inconvenient.

15. In conclusion, I am to state that the Home Government has steadily and repeatedly enjoined on the Governor General of India in Council the observance of uniformity in such matters as these now reported by the Government of Madras, and this together with the late special orders from Home on the subject of Superintending Engineers prevent the Government of India from assenting to the proposed increase of the salaries of those Officers, even though concurring in some of the arguments used in favor of it. This correspondence will be referred

to the Secretary of State who will be informed that the question is rather one of general principle, whether uniformity of salary and system shall be arrived at or not, than one of importance in itself.

No. 20. ORDER THEREON, 12th January 1860, No. 92.

Ordered that this letter be brought to the notice of the Home Government.

(Signed) T. PYCROFT,
Chief Secretary.

No. 8587.

FROM
THE OFFG. SECRETARY TO THE
GOVERNMENT OF INDIA,

To
THE SECRETARY TO THE
GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT,
Fort William, 19th December 1859.

General.
Establishments.

SIR,

I AM directed by the Hon'ble President in Council to acknowledge receipt of your letter No. 2211, dated 14th September, which had been laid before the Right Hon'ble the Governor General in Council before His Lordship's departure for the N. W. P. The despatch of this reply has been accidentally delayed.

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III. Applying the saving of Rs. 2,000 a month so made in part to the augmentation of the Staff salaries of the Deputy Chief (or Superintending) Engineers from Rs. 800 to 1,000 a month; and the remainder to increasing the number of the lower Executive grades.

IV. Making the establishment of Executives in the P. W. D. one by Districts instead of having a general classified list as in Bengal. Each District to have—

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Total	7

The Bengal Officers have—

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The Superintendent Genl. of Irrigation, N. W. P. ...	1
Supdg. Engrs. in Bengal	3
" " N. W. P. (including Irrigation Dept.)...	3
" " in Punjab including Peshawur Road and Irrigation Dept....	4
Consulting Engineer in the Railway Dept., N. W. P. ...	1
Under Secretaries in the P. W. D.	2
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I have the honour to be,

SIR,

Your most obedient Servant,

H. H. Dickens Captain

Offg. Secy. to the Govt. of India.

P.W. Bo. 16th Sept. 59 No. 77
—— 14th Oct. 56 No. 13

Copying a letter to C
dated 12th Jany 60 No. 2

1860 Department
Rec'd from Govt 20th January 60.

No. 3612.

From the Offg Secy
to the Govt of India

19th December 59
Rec'd 2nd Jany 60.

No. 8587.

Replying to a
reference made
regarding certain
charges in the Public
Works Deptt and the
increase of the Salaries
of the Deputy Chief
Engineer.

No. 92 — 12 Jany 60.
Letter and Order

No. 19 to 20.

6th Jany 60 R.H.

No. 92.

Ordered that this
letter be brought to the notice
of the Home Government.

J.P.

Fort St. George
12th January 1860