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MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.

G.O. No. 1068	Press
35-5-386	Mis-
Dated 22-4-	1868.

Not to be folded or roughly handled

*Proceedings of the Madras Government, Public Works Department,
22nd April 1865.*

No. 355. Read the following Proceedings of the Madras Government in the Military Department :—

Passing orders on certain correspondence }
relative to scale of pay, pensions, &c., } (Here enter 28th Feb. 1865, No. 801.)
of the higher Warrant grades in the }
Ordnance Department.

No. 356. ORDER THEREON, 22nd April 1865, No. 1,068.

ESTABLISHMENT, No. 28.

1. In the Proceedings of Government in the Military Department above recorded, the undermentioned rates of pay to Warrant Officers of the several grades of the Commissariat and Ordnance Departments were approved, with reference to the proposal to grant Honorary Commissions without pay to deserving Warrant Officers after certain periods of approved Departmental service, in substitution of Commissions in the Veteran Establishment, and it was directed that the question should be separately considered in the Public Works Department as regards the applicability of the increased pay to the Warrant Officers of that Department :—

	Deputy Commissary.	Assistant Commissary.	Deputy Assistant Commissary.
	RS. A. P.	RS. A. P.	RS. A. P.
Pay... ..	556 10 0	481 10 0	406 10 0

2. The concession of Warrants to Non-Commissioned Officers serving in the Department of Public Works, although a boon to the deserving Soldiers employed in it, has not been without its disadvantages to the Department, and has entailed upon it a heavy charge since all Military allowances are debited against the general grant for works.

3. They were given to the Department of Public Works, not with a view to constituting them a means of rewarding meritorious service in that Department, but simply in order to place the Soldier employed in it on the same footing, as regards Military promotion, pay and pension, as his comrade serving in the Ordnance and Commissariat Departments. The action of the Warrant is, however, very different in the Public Works Department and in the others. In the Ordnance and Commissariat Departments the rank conferred by a Warrant indicates the Departmental position and pay of the holder, but in the Public Works, which is a purely Civil Department, a well behaved Soldier may reach the highest Warrant grade, that of Deputy Commissary, and still never rise Departmentally above the lowest, while a young Non-Commissioned Officer, possessed of superior education or special professional aptitude, although holding no Warrant, may have a very superior Departmental position. Moreover, in the Ordnance and Commissariat Departments the pay attached to the Warrant forms the entire emolument of the holder, but in the Public Works Department a Civil salary is drawn in addition according to the Departmental position of the Warrant Officer.

*Proceedings of the Madras Government, Public Works Department,
22nd April 1865.*

4. So a Deputy Commissary in the position of Sub-Engineer of the 1st Class now draws—

	RS.	A.	P.
Military pay	242	7	0
Departmental pay	250	0	0
	492	7	0

while a Civilian in the same position would draw Rupees 400. The Warrant therefore costs the Department something; but it will be a far heavier burthen if the Military pay and allowances of the Warrant grades be fixed on the scale approved in the Proceedings of Government in the Military Department above recorded, without reference to any Honorary rank that may be conferred upon them, as then a Deputy Commissary and Sub-Engineer, 1st Class, will draw as under :—

	RS.	A.	P.
Military pay	556	10	0
Departmental salary	250	0	0
	806	10	0

or much more than double the remuneration a Civilian in the same position would receive. This difference would be still greater in the lower Departmental grades, and in fact, if the scale of salaries for Warrant Officers approved in the Military Department be adopted in the Public Works Department, the emoluments of Warrant Officers in the latter will exceed those of Civilians by 100 to 900 per cent.

5. It is observed that there are three Conductors in the Public Works Department standing high in the Warrant list, but holding the lowest Departmental position, who will in due course be entitled to the rank of Deputy Commissary without having in all probability attained any Departmental advancement. On attaining

that rank these men, though still Tálúq Overseers, will be entitled to receive Rupees 616-10-0,* or ten times more than a Civilian† in the same position, and three or four times as much as would be drawn by their immediate superiors in the Departmental grade of Supervisors of the 1st‡ or 2nd§ Class, and being either Non-Commissioned Officers or Civilians.

	RS.	A.	P.
* Military pay	556	10	0
Departmental salary	60	0	0
	616	10	0

† Rupees 60.

‡ Rupees 200.
§ „ 150.

6. Warrants being a reward for approved and long Military service, and not for Departmental service, appear not to be very suitable as a mode of recognizing merit in a Civil Department.

7. These remarks will be communicated to the Military Department, with reference to paragraph 4 of the Proceedings of that Department above recorded.

(True Extract.)

(Signed) CHARLES A. ORR, Colonel, R. E.,
Secretary to Government.

To the Military Department.

Erd. S. T. Augustin.

TO

THE RIGHT HONORABLE,

THE GOVERNOR IN COUNCIL,

Of Fort St. George.

THE HUMBLE MEMORIAL OF ASSISTANT
COMMISSARY WILLIAM ARNOLD,
SUB ENGINEER, DEPARTMENT PUBLIC WORKS.

HUMBLY AND MOST RESPECTFULLY SHOWETH

1. That your humble Memorialist, having received during a period of more than 20 years service progressive advancement through the bounty of the Government of this country, without having had occasion himself to solicit the smallest of the favors bestowed upon him, now feels apprehensive that, in approaching your Excellency with this his prayer for promotion in the army of this Presidency, the magnitude of the boon he solicits may be deemed excessive, or at least disproportioned to his merits as a humble servant of the Government. Being himself deeply impressed with a high sense of the honor he solicits, he is conscious his prayer would be regarded even by himself as perhaps somewhat presuming on the known liberality of the State to its humble but deserving servants, if he were not supported by a deep conviction that he has made it the study of his life passed in the service of Government not to render himself unworthy of that honor, should his conduct and services, with the approbation and support of the superior Military authorities of this Presidency, admit of his hoping for advancement from the warrant grade of the army to the honor and rank of a Commissioned Officer.

2. That your humble Memorialist having thus ventured to allude to the hopes that have animated him through a long period of service, most respectfully and most earnestly begs your Excellency to take into your favorable consideration those particulars of his service and conduct hereinafter stated, and should the tenor of his prayer happily meet with the high approval and sanction of your Excellency, to recommend him to Her most Gracious Majesty for the boon of the Commission of a Lieutenant on the unattached list of the Army of this Presidency.

3. That your humble Memorialist has presumed to lay this momentous and important prayer before your Excellency only after due consideration that the tenor of it may be found in conformity with the established Military usages of this Presidency, the knowledge of which has encouraged him to hope for a gracious and favorable issue to his prayer; for the honor and rank he so respectfully and earnestly solicits being usually conferred as a boon from the State on Warrant Officers of the Ordnance and Commissariat Department on attaining a similar grade with that which your humble Memorialist now holds in the Army, he has not thought that the transfer of his services at an early period of his Military career, to the Department of Public Works, would render him ineligible for a similar boon from the state, in distinction to the usual course adopted with the superior grades of Warrant Officers serving in other Departments of the Government service. He is justly sensible how small is the period of active Military service he can refer to, whereon to found a claim to the honor and rank he solicits, if indeed any claim can be thought to exist to either, by one who like your humble Memorialist has entered the service of Government from the point he did, and by whom consequently the honorable advancement he aspires to, can only be regarded in the light of a boon emanating from the gracious and fostering liberality of the State, as meet encouragement and reward of humble services faithfully, beneficially and diligently performed to the State. Reviewing his past services from this point of view, your humble Memorialist is encouraged to hope that such services as he has been called upon to render in the manner and in that particular branch of the service it pleased Government to appoint,

will be found acceptable to your Excellency and that the subjoined summary of them will be thought to evince a steady and persistent rectitude of conduct on the part of your humble Memorialist in every position he has been placed and an efficient and faithful discharge of the important duties that have been entrusted to him for many years.

4. That the services of your humble Memorialist commence from 1839, when as a private soldier he joined at Chatham the Company of Sappers about to be formed for the following year, he landed in India in 1841 and as a 2nd Corporal of the Sappers and Miners joined the reinforcements from Madras to China in 1842, he landed at Woosung and served with the forces in the Yang-tsi-kiang and accompanied the advance on Nankin, he subsequently received the medal for service in China. Your humble Memorialist returned to India in 1844, and immediately on his arrival at Madras was appointed as an Assistant at the Singapore Observatory, which appointment he continued to hold until the abolition of that Establishment in 1846 when his name, as Serjeant of Sappers and Miners, was brought favorably to the notice of his Excellency the Commander-in-Chief through the Military Secretary to Government, for his conduct during the above employment. In 1847, he formed one of a party of European non-Commissioned Officers of the Sappers and Miners, appointed then for the first time in this Presidency, to the Department of Public Works as, an experiment. Your humble Memorialist served as Assistant Overseer under the Superintendent of Roads (the late Captain Best) up to November 1851, when he was promoted to Assistant Supervisor without having held the intermediate rank of Overseer, a result due to the special recommendation of the Superintendent of Roads. Under Captain C. C. Johnston, successor to the late Captain Best as Superintendent of Roads, your humble Memorialist again received promotion and was placed in charge of the construction of the Trunk Road from Ongole to the Hyderabad frontier, from this position your humble Memorialist was advanced to the grade of a Sub-Engineer of the 1st Class, on the formation of the new Department of Public Works in 1857, his name appearing at the head of the list of Subordinates of the Department. He was shortly after promoted to the Military rank of Deputy Assistant Commissary and subsequently in 1859, to the next superior warrant grade of Assistant Commissary; since his Departmental promotion to 1st Class Sub Engineer he has continued in charge of the only 1st Class Range in the Cuddapah District, the important duties of which he confidently believes he has conducted to the satisfaction of his superior Officers.

5. To the foregoing outline of the nature of his services, your humble Memorialist most respectfully begs to add, that he has never been under the immediate orders of any Officer, who has not in different Reports to the higher Departmental authorities he was connected with, and in several instances to Government, expressed his entire approbation of his conduct and services, and he earnestly hopes to be pardoned the passing feeling of pride which suggests the statement to your Excellency that in reviewing the entire period of his services in this country he is not conscious of having received even a simple verbal rebuke from any Officer he has served under. His early services in the Department of Public Works occurred at a period when the Government of this Presidency had little at its disposal to hold out in the way of encouragement or reward, though the duties imposed upon him implied many hardships and privation, unremitting diligence in the study of his profession and untiring exertions in successfully conducting its practical operations. While your humble Memorialist is deeply grateful to the Government of this country for the field it has opened out to him, and the meed of advancement bestowed upon him, approaching as it does within apparent reach of that degree of honor and rank it has been the steady object of his services to aim at attaining, and having as he trusts established his moral and professional character on such a basis as may not be deemed incompatible with the honor he aspires to, he ventures most respectfully through your Excellency to solicit the crowning act of the state towards him—the conferring upon him the boon of a commission of Lieutenant in the Army of this Presidency.

And your humble Memorialist,

As in duty bound,

WILL EVER PRAY.

Cuddapah,
September, 1860.

TESTIMONIALS.

I have very great pleasure in bearing Testimony to the high character of Mr. Assistant Commissary W. ARNOLD for a period of nearly four years commencing from September 1851 during which he was employed as an Assistant Supervisor in the late Trunk Road Department.

Mr. ARNOLD's qualifications as a practical Engineer, his skill in the management of large bodies of workmen, and his steady habits of Office business led me in the year 1854 to place him in independent charge of Trunk Road No. 7, from near Ongole to the river Kistna a length of 91 miles; and it gave me great satisfaction to find that the confidence I placed in him was fully repaid by the efficient manner in which he conducted his duties.

On the abolition of the Trunk Road Department and the formation of the present Public Work Department, Mr. ARNOLD was appointed a first class Sub-Engineer, the highest position he was qualified to hold as a non-Commissioned Officer.

(Signed) C. C. JOHNSTON, CAPTAIN,
Consulting Engineer for Railways,
late Superintendent of Roads.

MADRAS,
4th June, 1860.

Assistant Commissary Mr. ARNOLD Sub-Engineer 1st Class has been in charge of the Pulivendula Range of the Cuddapah District since April 1857.

This range includes the Town and Cantonment of Cuddapah, numerous roads and important works of Irrigation.

Nothing could be more satisfactory than the manner in which Assistant Commissary ARNOLD has conducted the duties of his range; and at the end of the past Official year a very favorable report on his conduct and attention to his work was forwarded to the Chief Engineer; his character is unexceptionable, he is respected by all who know him and I consider him in every respect worthy of promotion to the Commissioned Ranks.

(Signed) E. HEMERY, CAPTAIN,
District Engineer of Cuddapah.

True Copies,

Wm Arnold

ASSISTANT COMMISSARY, D. P. W.

Cuddapah,
16th July 1860.

Read the following papers:—

Forwarding a G. O. G., and a Despatch from Secretary of State, relative to the substitution of Honorary Commissions for the Veteran Commissions formerly bestowed upon Warrant Officers of long and meritorious service, and requesting to be furnished with a report upon the proposed revision of the present scale of pay, pensions &c.

> Here enter 9th May 1864, No. 88.

Public Works Department.
Communicating reports on the above }
subject. _____

Here enter 10th October 1864, No.2913.

Here enter 16th June 1864, No. 104.

0 } Here enter 25th June 1864, No. 141.

Forwarding a revised Table of pay and pensions for the higher grade of War-rant Officers of the Ordnance Department.

Here enter 20th September 1864, No. 144.

With Report from the Acting Controller of Military Accounts, 11th January 1865, A.

ORDER, No. 801, 28th February 1865.

The Right Honorable the Secretary of State for India having requested the Governor General in Council to take into consideration, consequent on the determination of Her Majesty's Government to substitute Honorary Commissions for the Veteran Commissions formerly bestowed upon Warrant Officers of long and meritorious service, the subject of the revision of the present scale of pay, pensions, &c., of the higher Warrant grades in the Ordnance and other Departments, the Government of India, in the first of the foregoing papers, call upon this Government for a report on the proposition.

2. In the other papers above recorded, the subject is discussed by His Excellency the Commander-in-Chief and the Heads of Departments concerned, to whom the requisition of the Government of India had been referred for remark; and it now remains for this Government to record their views on the several points involved in it.

THE GOVERNOR IN COUNCIL,

OF FORT ST. GEORGE,

MADRAS.

С. П. ДАВЫДОВ

September 1860.

01/06/1906

42724261/62

The humble Memorial of Assistant Commissary
WILLIAM ARNOLD Sub Engineer, Department Pub-
lic Works, praying that the Commission of Lieuten-
ant on the unattached list of the Madras Army,
many for reasons assigned, be conferred upon him.

And No 5707 of 1882
W. O. No 2099 of 1885

INTERNATIONAL, 47, 100 Broadway

Mar. 22^d 1864

3. This they proceed to do; but will first give a brief summary of the opinions on each point, of the various Officers who have been consulted, and then the conclusion of the Government thereon:—

I. HONORARY RANK.

His Excellency the Commander-in-Chief suggests that, whenever a Warrant Officer is hereafter promoted to the grade of Deputy Assistant Commissary, he should be considered to have also established his claim to honorary rank as a Commissioned Officer; and be advanced to the honorary rank of Captain and Major after eight and nine years' respectively of approved departmental service in the inferior Commissioned grade.

The Inspector General of Ordnance and Magazines and Controller of Military Accounts make a similar proposition as regards the first grant of honorary rank. The former, however, would limit the period of departmental service for promotion to Captain and Major to five and seven years respectively in the inferior grade, provided the Officers be specially selected and recommended for such advancement. The latter questions the expediency of conferring higher honorary rank "except in very special cases, as a recognition of extraordinary and special services."

CONCLUSION OF GOVERNMENT.—His Excellency in Council agrees with the Controller of Military Accounts and considers that, in the exceptional cases of promotion to the honorary rank of Captain or Major, extraordinary and special services wherever rendered should, if character be maintained, be taken into account.

II. PAY.

His Excellency the Commander-in-Chief proposes that a sum equal to the effective pay and allowances of the rank held, plus the staff salary of the departmental grade, should form the departmental consolidated pay of such Officers.

The Commissary General suggests the following consolidated departmental rates of pay:—

Deputy Commissary.....	Rupees 506 10 0
Assistant do.	" 456 10 0
Deputy Asst. do.	" 376 10 0

The Inspector General of Ordnance and Magazines recommends the annexed rates:—

	Batta.	Tentage.	House-rent.		
a	60-14-0	60-0-0	80-0-0	Dy. Commissary	Rs. 300+200-14-0
b	45-10-6	60-0-0	60-0-0	allowances a.	= Rs. 500 14 0
c	45-10-6	60-0-0	50-0-0	Asst. Comy.	Rs. 200+165-10-6
				allowances. b	= Rs. 365 10 6
				Dy. Asst. Comy.	Rs. 150+155-10-6
				allowances. c	= Rs. 305 10 6

The Controller of Military Accounts, with reference to his recommendation that the superior honorary rank of Captain and Major, if given at all, should only be conferred exceptionally for extraordinary and special services, submits a scale of pay as under:—

Deputy Commissary.....	Rupees 556 10 0
Assistant do.	" 481 10 0
Dy. Asst. do.	" 406 10 0

CONCLUSION OF GOVERNMENT.—The Governor in Council observes that the avowed object of the proposed revision of the salaries of the higher grades of Warrant Officers, is to secure to those grades pecuniary advantages, equal to those which they may be considered to have lost by the discontinuance of Veteran Commissions. This being the case, the salary of each grade should, in the opinion of His Excellency in Council, be fixed without reference to any honorary rank which may be conferred on individuals. The effect of the scheme proposed by His Excellency the Commander-in-Chief, would be to convert honorary into substantive rank, the pecuniary advantages pertaining to the latter being granted under another name. The schemes of the Commissary General, Inspector General of Ordnance and Magazines, and Controller of Military Accounts, which have for their object the improvement of the condition, as *Warrant Officers*, of the classes referred to, seem to accord with the intention of the Right Honorable the Secretary of State. Keeping in view the object, that the new rates of pay are to compensate for certain advantages withdrawn, the Government think that the Controller's scale is the most suitable, and approve of it accordingly.

III. PENSION.

His Excellency the Commander-in-Chief thinks that the principle which now governs the grant of pensions to Officers of the Veteran Establishment holding Warrant appointments, should hold good also in the case of Officers with honorary rank, i. e., (as expressed by the Adjutant General) "if an honorary Captain has served in the grade of Assistant Commissary, the period to entitle him to the pension of that Warrant grade, he shall be allowed to retire on the full pay of Captain."

The Commissary General, Inspector General of Ordnance and Magazines, and Controller of Military Accounts submit, respectively, the following scales of pensions:—

	Retiring Pension per annum.			Pension Establishment in India per mensem.								
	Commissary.	Deputy Commissary.	Assistant Commissary.	Commissary.	Deputy Commissary.	Assistant Commissary.	Deputy Commissary.	Assistant Commissary.	Deputy Commissary.	Assistant Commissary.	Deputy Commissary.	Assistant Commissary.
Commissary General.....	£. 146	s. 20	d. 0	£. 146	s. 20	d. 0	£. 146	s. 20	d. 0	Rs. 121	A. 12	P. 0
Inspector General of Ordnance and Magazines....	292	00		191	12	6	120	00		300	00	
Controller of Military Accounts.	118	14	11	95	17	31	95	17	31	182	10	0

CONCLUSION OF GOVERNMENT.—The Governor in Council adopts the Controller's scale. It is observed that the retiring pensions therein proposed are equivalent to the English pay of a Lieutenant for the grade of Deputy Commissary and of an Ensign for the grades of Assistant Commissary and Deputy Assistant Commissary; and that the invalid pension in India, for a Deputy Commissary, is the present pension of that Warrant grade, increased by half batta, and those for Assistant Commissary and Deputy Assistant Commissary that now prescribed for a Deputy Commissary as a Warrant Officer.

IV. OTHER ADVANTAGES.

The Commissary General recommends a free passage to and from Europe should be granted to Warrant Officers of the higher grades and their families when proceeding either on Furlough or Medical Certificate, and that after twenty years' service in India, they should be allowed a furlough of two years to count towards pension,—their pay during absence being as follows:—

Deputy Commissary.....	£182	10	0	!
Asst. do.	}	140	0	0
Dy. Asst. do.				

CONCLUSION OF GOVERNMENT.—The Government approve the recommendation that two years passed on furlough after twenty years' service in India, should count towards pension. But they do not see sufficient reason for any alteration of existing rules on the other points above noticed.

The Controller of Military Accounts proposes that extra allowance, such as passage and table money and deductions for house-rent, &c., should be according to the rates prescribed for a Lieutenant.

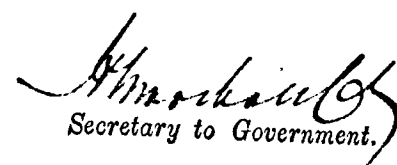
CONCLUSION OF GOVERNMENT.—Approved.

4. As Warrant Officers in the Public Works Department, receive both Military and Civil pay in the Civil Department, it rests with the Public Works Department to consider the subject of revising the *pay* of those in the higher grades, in that Department. The papers recorded in the Proceedings of Government, in that Department, No. 2913, dated 10th October 1864, will accordingly be re-transferred with the remark that it is desirable the views of this Government should be laid, without delay, before the Government of India in the Military Department.

5. The *pensions*, &c., approved in these Proceedings for the higher grade of Warrant Officers, are also considered sufficient for Warrant Officers of the corresponding grades in the Public Works Department.

To the Secy. to the Govt. of India, Mily. Dept. | Here enter 28th Feb. 1865, No. 802.

(True Extract.)


Secretary to Government.

To the Adjutant General.

- „ Inspector General of Ordnance.
- „ Controller of Military Accounts.
- „ Commissary General.

„ Public Works Department, with an enclosure. *To the Secy. to the Govt. of India*

Proceedings of Govt.
Military Dept.
No 801 of 28 Feb/65

For Orders

The attention of the Govt of India should be drawn to the most anomalous state of things - the proper mode of dealing with the question would be to ensure that the pay of the officers serving in the B.W. Dept.

The concession of warrants to Non Commissioned Officers serving in the Department of Public Works, although a boon to the deserving soldiers employed in it, has not been without its disadvantages to the Dept and

The warrant system does not seem a department. We must address a word of instruction on the subject which affects the P.W. Dept as much as ours. - J.P.

27. 1865 D.O. No. 113 of 27 Feb 65

No: 113006 in the letter No. 113006 D.O. No. 113006

Deoband. Feb 4 1865 B.L. 21081

During the course of the discussion relative to the revision of the present scale of pay, it was proposed that the higher warrant grades in the Indian Army should be given on the same scale as the warrant grades of the British Army. It was also proposed that the same scale should be given to the warrant officers of the Indian Army as to the warrant officers of the British Army. It was also proposed that the same scale should be given to the warrant officers of the Indian Army as to the warrant officers of the British Army.

No. 113006

21081-2200 of 27 Feb 65

and has entailed upon
it a heavy charge since
all Military allowances
are debited against the
general grant for work.

2. In the Ordnance
and Commissariat Dept.
the rank conferred by a
Warrant indicates the
Departmental position and
pay of the holder, but
in the Public Works, which
is a Civil Department,
a well behaved soldier
may reach the highest
warrant grade, that of
Deputy Commissary,
and still never rise De-
partmentally above the
lowest, while a young

Non Commissioned
Officer possessed of
superior education or special
professional aptitude, al-
though holding no warrant,
may have a very superior
Departmental position.

A Deputy Com-
missary in the position
of Sub Engineer of the 1st.
class now draws.

Military Pay	—	242-7-
Departmental Pay	—	250-0-
		492-7-

while a Civilian in the
same position would draw
£400. The warrant
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 be fixed on the scale
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 reference to any Honorary
 rank that may be
 conferred upon them, as
 then a Deputy Comm.
 missionary and Sub Engineer
 1st class will draw as
 under -

Military Pay.	556.	10—	..
Departmental Salary.	250	—	—
Total	806	—	10—

or much more than double
 the remuneration a Civilian
 in the same position
 would receive. This
 difference would be
 still greater in the lower

Departmental grades.

The salaries of
 Civilian, and those of
 Military men holding the
 warrants of Deputy
 Commissioner, Assistant
 Commissioner, and Deputy
 Assistant Commissioner,
 employed in similar
 grades in the P. N. D.,
 are clearly shown in
 the ~~enclosed~~ statement.
 and it will be seen that
 in the event of the pro-
 posed scale of salaries
 for warrant Officers
 being adopted in this
 Department, the emolu-
 ments of the latter will
 exceed those of ^{Civilians} ~~the former~~
 by 100 to 900 per cent.

In a reference
to Page 10 of the Army
List for the Quarter
ended 31st December 1864,

it will be observed that
Constructors Enright,
Yardbrook and Cahill
are now 4th 6 and 7th
on the List for promotion

to the grade of Dy
Assistant Commissary,
and as they are well be-

known men, there is
nothing to prevent them

hereafter holding the
highest warrant^{Rank} that

of Deputy Commissary
with or without the honorary rank of Commissioned Officer.

All these parties are at
present in the position

These men are well known and have been in the service for many years. They are all of the highest character and are well qualified for the duties of the position. They are all of the highest character and are well qualified for the duties of the position.

* Milk Pay - Rs 533-10
Deputy Comm. Rs 60-
Rs 616-10
+ Rs 60

The Govt will be compelled to
use complete force

* Rs 200

+ Rs 150

of Taluk Overseers in
the Public Works De-
partment, and are not
likely to rise higher -

On attaining the Military
rank of Deputy Com-
missary, these men,
though still Taluk Over-
seers, will be entitled

to receive Rs 616-10-
or ten times more than

a Civilian in the same
position, and 3 or 4

times as much as would
be drawn by their im-
mediate superiors in

the Departmental grade
of Supervisors of the 7th
or 2nd class and being

either Non Commissioned
Officers

Officers or Civilians.

Warrants, being
a reward for approved
and long military service,
and not for Depart-
mental service, appear
not to be very suitable
as a mode of recognizing
merit in a Civil De-
partment; but, as they
are very properly given
to soldiers serving in
the Ordnance, and Com-
missariat Departments,
it is difficult to withhold
them from the Public
Works Department, so
long

long as that Depart-
ment must look to the ranks
for merit, and certainly
for the best, of its
employees

Amos A. M. Phelps
Secy. of the War.

Memo.

It appears to me that these warrant & honorary distinctions should not be looked upon in the light of rewards for despatch service.

They are only given as a reward for long & approved voluntary service. They are not meant to be given for superior education or special professional aptitude, but for a long course of good conduct & steadiness. It would be unfair to take this advantage away from the P. O. D. when it is given in the Advance & Commissariat Dept. It would in my opinion be more advisable to give an increase to Civil Servants after an equally long period of good service.

With regard to the expenditure being debited to the P. O. D. that in my opinion is a matter of little consequence. It must

being for it in some Department
 & it is immaterial to which
 it is charged. It only makes
 the Budget appear a little
 larger.

Respected Sir,
 Yours truly,
 J. J. [Signature]

Received 6th April
 1865

Military Rank	Departmental Location	Amount drawn 5 mils per an			Amount drawn by Circulars in similar grade	Excess drawn by mils per an
		Mil's Pay.	Departments Pay	Total		
By Companies	Sold Engr 1 st Class	556-10-	250-	806-10-	400-	406-10-
	do 2 nd Class	556-10-	200-	756-10-	300-	456-10-
	do 3 rd Class	556-10-	150-	706-10-	250-	456-10-
	Superior 1 st Class	556-10-	120-	676-10-	200-	476-10-
	do 2 nd Class	556-10-	100-	656-10-	150-	506-10-
By Companies	Taking American	556-10-	60-	616-10-	60-	556-10-
	Sold Engr 1 st Class	481-10-	250-	731-10-	400-	331-10-
	do 2 nd Class	481-10-	200-	681-10-	300-	381-10-
	do 3 rd Class	481-10-	150-	631-10-	250-	381-10-
	Superior 1 st Class	481-10-	120-	601-10-	200-	401-10-
By Appt Companies	do 2 nd Class	481-10-	100-	581-10-	150-	431-10-
	Taking American	481-10-	60-	541-10-	60-	481-10-
	Sold Engr 1 st Class	406-10-	250-	656-10-	400-	256-10-
	do 2 nd Class	406-10-	200-	606-10-	300-	306-10-
	do 3 rd Class	406-10-	150-	556-10-	250-	306-10-
By Appt Companies	Superior 1 st Class	406-10-	120-	526-10-	200-	326-10-
	do 2 nd Class	406-10-	100-	506-10-	150-	356-10-
	Taking American	406-10-	60-	466-10-	60-	406-10-

Establs Pub Works Dept

No 1068

Proceedings of the Madras Government
22nd April 1865.

Under date the 22nd April 1865.

Read the following

Proceedings Madras Govt
in the Military Dept.

Payling orders on certain
Correspondence relative to scale of
pay, pensions &c of the higher War-
-rant grades in the Ordnance Dept

In the Proceedings
of Government in the
Military Department
above recited, the in-
-determination rates of
pay to Warrant Officers
of the several grades of
the Commissariat and
Quartermaster Department
were approved, with reference
to

C. 17th, March 1865 - Ch. 24th

to the proposal to grant
 honorary Commissions,
 without pay, to deserving
 Warrant Officers after
 certain periods of approved
 Departmental service, in
 substitution of Commissions
 in the Veteran Establish-
 ment, and it was directed
 that the question should be
 separately considered in the
 Public Works Department
 as regards the applicability
 of the increased pay ~~and~~
~~for long service~~ to the
 Warrant Officers of
 that Department.

	Any Com- missionary	Resol Com- missionary	Any Resol Commission
Pay —	556-10	1481-10	1406-10

2. The conversion of
 Warrants to Non Com-
 missioned Officers
 serving in the Depart-
 of Public Works, altho
 a boon to the deserving
 soldiers employed in it,
 has not been without its
 disadvantages to the Dept.,
 and has entailed upon it
 a heavy charge since all
 military allowances are
 debited against the general
 grant for works.

3. They were given to
 the Dept. of P.W. not
 with

with a view to constituting
them a means of rewarding
meritorious service in that
Department, but simply in
order to place the soldier
employed in it on the
same footing as regards
military promotion, pay
and pension as his com-
rade serving in the Ordnance
and Commissariat Dep'ts.

The action of the Warrent
is however very different
in the O.R.D. and in
the others. In the Ordnance
and Commissariat Departments
the rank conferred by
a Warrent indicates

the

31
the Departmental position
and pay of the holder,
but in the Public
Works, which is a purely

Civil Department, a
well behaved soldier
may reach the highest
warrant grade; that of
Deputy Commissary;
and still never rise

Departmentally above the
lowest, while a young
Non Commissioned
Officer, possessed of
superior education or special
professional aptitude,
although holding no Warrent,
may have a very superior
departmental position.

Moreover, in the Ordnance
and

and Commercial Dept^s
 the pay attached to the
 Warrant forms the entire
 emolument of the holder,
 but in the T.M.D. a Civil
 salary is drawn in ad-
 dition, according to the
 departmental position
 of the Warrant Officer.

4. ... Deputy
 Commissary in the
 position of Sub Eng^r
 of the 1st Class now
 drawn.

Military Pay Rs. 242. 7-"
 Departmental " 50 " 250 - - -

 492. 7-"

while a Civilian in the
 same position would
 draw Rupees 400. The
 warrant therefore costs
 the Department some-
 thing; but it will be
 a far heavier burden
 if the Military Pay
 and allowances of the
 warrant grades be fixed
 on the scale approved in
 the Proceedings of Govt
 in the Military Dept.
 above recorded, without
 reference to any Honorary
 rank that may be
 conferred upon them,
 as then a Deputy Com-
 missary and Sub En-
 gineer 1st Class will
 draw as under.

Military Pay Rs. 556. 10.
 Dept. Salary - " 250 - -

 806. 10

or much more than
 double

double the remuneration
a Civilian in the same
position would receive.

This difference would
be still greater in the
lower Departmental
grades, and in fact if
the scale of salaries
for Warrant Officers ap-
proved in the Military
Dept be adopted in the
Public Works Dept, the
emoluments of ^{Warrant Officers in} the latter
will exceed those of Civilians
by 100 to 900 per cent.

It is observed
that there are three
^{in the Public Works Dept.}
Constructors standing high
in the Warrant list,
but holding the lowest
Departmental position,
who will in due course
be entitled to the rank of
Deputy

Deputy Commissary
without having in all
probability attained any
Departmental advance-
ment. One attaining
that rank here men,
though still Talook
Overseers, will be entitled
to receive Rupees 616-10-
* Military Pay Rs 556-10-
Departmental Salary -- $\frac{60-0-0}{616-10-0}$ or ten times more than
a Civilian in the same
position, and hence
or four times as much
as would be drawn by
their immediate superiors
in the Departmental
grade of Supervisors of
the 1st or 2nd class and
being either Non-Com-
missioned Officers or
Civilians.

* Rs 200.

* Rs 150.

Warrant

6 Warrants being
a reward for approved
and long Military Ser-
vice, and not for De-
partmental service, ap-
pear not to be very
suitable as a mode of
recognizing merit in
a Civil Department;
~~but as they are very~~
~~properly given to Soldiers~~
~~serving in the Ordnance~~
~~and Commissariat De-~~
~~partments, it is difficult~~
~~to withhold them from~~
~~the Public Works Depart-~~
~~ment, so long as that~~
~~Department must look~~
~~to the same for much~~
~~and certainly for the best~~
~~of its employees.~~

These

omit who

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7. The remarks
will be communicated
to the Military Depart-
ment with reference
to Para 4 of the
Proceedings of that
Department above
recorded.

C. B.

To

The Military Dept. ~~1864~~
Sept 24th April

To V 1868 Depto
Pres. of Govt for April

No 1068
Memo of the M. Genl
of 22 April 68

Pres. Muly. Depto
Papering Orders on cir.
Correspondence
relative to the Scale
of pay Pensions &c
of the Higher Warrant
grades in the Ordnance
Dep'to. With orders
thereon.

No 355. 356