M.R.O. 1—77,066—8-6-37.

(1) Number of pages_____

(2) Date of repair_____

(3) Initials of the Referencer_____

MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.

G.O. No. 2615 Press / ~~Mis.~~

416-418

Dated 20—8- 1866.

Not to be folded or roughly handled

Proceedings of the Madras Government, Public Works Department,
20th August 1866.

Read the following letters :—

No. 416. From the Secretary to the Government of India, Public Works Department, (Establishment), to the Secretary to the Government of Madras, Public Works Department, dated Simla, 12th July 1866, No. 984 E.

1. I am directed to acknowledge your letter, No. 1,789, dated 6th June, conveying the desire of the Government of Madras to adopt the scale of Establishment for the Office of the Controller of Public Works Accounts, proposed in your letter No. 338, dated 29th January last, in preference to that sanctioned by the Government of India, in Public Works Department Resolution, No. 674 E., dated 10th May.

2. I am to remark, in reply, that the Government of Madras has expressed no opinion regarding the introduction of a system of annually increasing salaries, such as that originally proposed by the Controller. The point being left for the decision of the Government of India, the Governor General in Council is pleased to approve of its adoption, if the Government of Madras has no objection.

3. But it is not quite clear what the proposed establishment actually is. The Controller proposed five grades, besides the Chief Accountant, viz. :—

	Minimum.	Maximum.
	Rs.	Rs.
1, Chief Accountant	400	500
1, First grade do.	200	275
2, Second do. do.	150	200
3, Third do. do.	120	155
4, Fourth do. do.	100	130
4, Fifth do. do.	80	105

In the Tabular Statement the minimum pay seems to be entered in the proposed scale. If this is the case, the numbers of employés on those salaries do not agree with those given above. It is presumed that some of the Auditors, &c., are employed on fixed salaries, which happen to be the same as the minima rates of the varying salaries. It is desirable to have a more clear statement of the establishment proposed, and I am to request that one may be prepared in the accompanying form, for the information of the Government of India. In applying for sanctions it is correct to estimate the cost of an establishment proposed on the principle of increasing salaries at the mean between the maximum and minimum rates. The sanction given to such an establishment is therefore not a sanction of a money limit, but of a numerical scale with a probable cost on the average.

4. I am further to observe that the principle observed in systems of increasing salaries has been to place a person promoted from one grade to another on the minimum salary of the higher grade at first. But in the scale proposed by the Controller, the minimum of one grade is in some cases less than the maximum of the next lower grade, so that, if the principle stated above were observed, some Accountants might lose pay on promotion. I have been desired to point this out, but if the Madras Government desires to adopt the Controller's rates, the Governor General in Council has no desire to interfere, though what is pointed out is certainly a defect.

5. When the Statement named in paragraph 3 is submitted, it will be forwarded to the Financial Department for formal sanction. Meanwhile, the action of His Excellency the Governor in Council in authorizing the organization of the Controller's Office on the scale proposed by that Officer, is approved.

No. 417. From the Controller of Public Works Accounts, to the Secretary to Government, Department Public Works, dated Madras, 13th August 1866, No. 1,336.

1. With reference to your Memorandum of the 6th instant, No. 247, I have the honor to forward a revised scale of establishment for this Office, in which the salaries are so arranged that the maximum of a lower grade does not exceed the minimum of the one immediately above it. I have been obliged to modify the scale of salaries previously allowed to carry out this arrangement, but it will be seen this has been done without materially increasing the cost as already sanctioned, the increase in the minimum being only Rupees 10, and the maximum Rupees 65, whilst the mean increase is Rupees 37½.

1 Statement.

2. I have allowed for the salaries of the Chief Accountants and Auditors according to the scale granted for similar appointments in the Office of the Examiner, Military Pay Department, as published at page 246 of Messrs. Gantz People's Almanac, and amongst these I propose to adopt at once the principle of annual increase of salaries up to a fixed maximum, as this is not only a stimulus to exertion on the part of the individuals concerned, but in the hands of the Head of the Office it enables an Officer by withholding the increment for six months or a year to mark sufficiently any shortcomings on the part of his subordinates, for which dismissal or supersession would be too serious a punishment.

3. Amongst the Assistant Accountants and Clerks, I have been unable to carry out this principle as these already draw the maximum of their several grades, and as the Government were not likely to receive favorably any application for an increase in their salaries, I propose leaving them as they are for the present; an arrangement, as per margin, might be made by which an individual would not, in the first year of his promotion, receive any increase of salary, but rise by annual increments to the present maximum, so that the sum sanctioned by the Government would not be exceeded, and the principle of annual increments to salaries be still maintained, though by necessity these have to be made very small; but I would not recommend the adoption of this plan, as the salaries now allowed are not more than sufficient to cover the ordinary expenses of living in these times.

Maximum.	Minimum.	Annual Increase.
Rs.	Rs.	Rs.
60	50	2
50	40	2
40	35	1
35	30	1
30	25	1
25	20	1
20	15	1
15	10	1

4. I have arranged to have three Auditors on Rupees 150 a month, instead of only two as formerly allowed, because I consider the work which now devolves upon the Auditor of the Salary Branch requires to be paid for at a higher rate, as it is now fully as onerous as it was when this Office was under the Civil Paymaster, and I have only arranged to make the pay of it the same as it was ten years ago.

5. There was no need to make any very great differences in the salaries of the other Auditors, as their work is very much the same throughout the greater or less extent of it, depending entirely upon the numbers of Ranges in any Division and the separate books to be opened for each, and if the annual increments to salaries, as proposed, is accepted by the Government and sanctioned, it will enable the Head of the Office by withholding promotion for a time to keep a very good hand over his subordinates, without having great variations in the rates of pay.

6. I will only add that if the Government consider it advisable for the Deputy Controller or myself to travel into any of the Divisions no hands can be spared from the Office, as now arranged, to accompany either of us, and I would respectfully recommend, if the necessity for our travelling is insisted upon, to have two additional Clerks allowed specially for this work on Rupees 100 a month each.

No. 418. Order thereon, 20th August 1866, No. 2,615.

ESTABLISHMENT, No. 48.

1. Ordered that the revised Statement of Office Establishment submitted by the Controller be forwarded to the Government of India, with an expression of the opinion of this Government that, as the system of a graduated scale of annual increases is altogether unknown in this Presidency, its introduction is undesirable and likely to cause much embarrassment.

2. The salary of the Head Accountant has been entered in the revised minimum scale at Rupees 350 instead of Rupees 400. The excess over the sanctioned scale will therefore be in reality Rupees 60 and not Rupees 10 as stated by the Controller.

(Here enter No. 2,616, dated 20th August 1866.)

(True Extract.)

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

To the Controller of Public Works Accounts.

Exd. S. T. Augustin.

PUBLIC WORKS DEPARTMENT.
FORT SAINT GEORGE,
20th August 1866.

No. 2,616.

No. 419.
To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
PUBLIC WORKS DEPARTMENT.

SIR,

ESTABLISHMENT, No. 49.

1. On receipt of your letter of the 12th July 1866, No. 984 E., the Controller of Public Works Accounts was called upon to revise the scale of the salaries of his proposed enlarged Establishment by correcting the defect pointed out by you, of the maximum salary of one grade being larger than the minimum of the grade immediately before it, and he has accordingly submitted the Statement which I am directed to forward for the sanction of the Government of India.

2. The Controller explains the principles on which he has re-classified his establishment, and states that he has been obliged to increase the aggregate minimum cost by Rupees 10, but in reality the excess is Rupees 60, as the salary of the Head Accountant has been entered at Rupees 350 instead of Rupees 400, which is the salary drawn by the present incumbent. His Lordship in Council is, however, of opinion that the minimum scale proposed is suitable, and as numerically it is unchanged, and provides for an establishment to cost less than the mean of the minimum and maximum scales approved by the Government of India, he recommends its adoption at a monthly cost of Rupees 3,350.

3. The system of annually increasing salaries being unknown in this Presidency, the Government of India will at once see that its introduction cannot be confined to one Office, and that if the very great privilege which it confers be conceded to the Office of Public Works Accounts, it cannot be withheld from all others without creating the utmost dissatisfaction amongst their employés, and greatly embarrassing this Government who would assuredly be beset by applications for the extension of the boon.

4. If, however, the Government of India are prepared to allow the system to be universally adopted throughout all the Offices of the Presidency, the objection of this Government to its partial introduction in favor of the Office of the Public Works Accounts alone, will be removed. Should there be any objection to the extension of the system, this Government would prefer that the minimum scale of salaries now submitted should be sanctioned as a fixed one.

I have the honor to be,
Sir,
Your most obedient servant,

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

Exd. S. T. Aguustin.

STATEMENT.

Grades.	No. of each grade.	First graduated scale by the Controller.				No. of each grade.	As now revised by the Controller.				No. of each grade.	Scale recommended by the Government of Madras for sanction.	
		Minimum rate.	Maximum rate.	Total Minimum rate.	Total Maximum rate.		Minimum rate.	Maximum rate.	Total Minimum rate.	Total Maximum rate.		Rate.	Total.
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
Head Accountant	1	400	500	400	500	1	350	450	350	450	1	400	400
Accountant, 2nd Grade ...	1	200	275	200	275	1	225	300	225	300	1	225	225
Do. 3rd do. ...	2	150	200	300	400	3	150	200	450	600	3	150	450
Do. 4th do. ...	4	120	155	480	620	6	110	145	660	870	6	110	660
Do. 5th do. ...	3	100	130	300	390	5	80	105	400	525	5	80	400
Do. 6th do. ...	4	80	105	320	420								
Accountants	15	.....	.....	2,000	2,605	16	.....	.....	2,085	2,745	16	.....	2,135
Head Clerk	1	75	75	75	75								
	16	.....	.....	2,075	2,680								
Asst. Accountants and Clerks	5	@60	300										
Do. do. ...	5	@50	250										
Do. do. ...	4	@40	160										
Do. do. ...	3	@35	105										
Do. do. ...	4	@30	120										
Do. do. ...	4	@25	100										
Do. do. ...	3	@20	60										
Do. do. ...	3	@15	45										
	31	.....	.....	1,140	1,140	31	.....	.....	1,140	1,140	31	.....	1,140
Total ...	47	.....	.....	3,215	3,820	47	.....	.....	3,225	3,885	47	.....	3,275
Office Servants ...	.....	.....	.....	75	75	.....	.....	.....	75	75	.....	.....	75
Rupees ...	.....	.....	.....	3,290	3,895	.....	.....	.....	3,300	3,960	.....	.....	3,350

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

Office of the Controller of
P.W. Accounts.
Madras 13th August 1866.

No. 1336.

From,

The Controller of P.W. Accounts.

To,

The Secretary to Government. P.W.
Fort St. George.

Sir,

With reference to your Mems: of the 6th instant No. 247, I have the honor to forward a revised scale of Establishment for this Office in which the salaries are so arranged that the maximum of a lower grade does not exceed the minimum of the one immediately above it. I have been obliged to modify the scale of salaries previously allowed to carry out this arrangement but it will be seen this has been done without materially increasing the cost as already sanctioned. The increase in the minimum being only Rupees 10 and the maximum Rupees 65 whilst the mean increase is Rupees 37 1/2.

2. I have allowed for the salaries of the Chief Accountant & and Auditors according to the scale granted for similar appointments in the Office of the Examiner Military Pay Department as published at page 246 of Messrs. Gantz People's Almanac, and amongst these I propose to adopt at once the principle of annual increase of salaries up to a fixed maximum as this is not only a stimulus to exertion on the part of the individuals concerned but in the hands of the Head of the Office it enables an Officer by withholding the increment for 6 months or a year to mark sufficiently any shortcomings on the part of his Subordinates for which dismissal or supersession would be too serious a punishment.

3. Amongst the Assistant Accountants and Clerks, I have been unable to carry out this

principle

principle as these already draw the maximum of their several grades and as the Government were not likely to receive favorably any application for an increase in their salaries I propose leaving them as they are for the present- an arrangement as per margin might be made by which an individual would not in the first year of his promotion receive any increase of salary but rise by annual increments to the present maximum so that the sum sanctioned by the Government would not be exceeded and the principle of annual increments to salaries be still maintained though by necessity these have to be made very small but I would not recommend the adoption of this plan as the salaries now allowed are not more than sufficient to cover the ordinary expenses of living in these times.

Maximum.	Minimum.	Annual
60.	50.	2
50.	40.	2
40.	35.	1
35	30.	1
30.	25.	1
25.	20.	1
20.	15.	1
15.	10.	1

4. I have arranged to have 3 Auditors on Rupees 150 a month instead of only 2 as formerly allowed because I consider the work which now devolves upon the Auditor of the salary branch requires to be paid for at a higher rate as it is now fully as onerous as it was when this Office was under the Civil Paymaster and I have only arranged to make the pay of it the same as it was 10 years ago.

5. There was no need to make any very great differences in the salaries of the other Auditors as their work is very much the same throughout the greater or less extent of it depending entirely upon the Nos. of Ranges in any Division and the separate books to be opened for each and if the annual increments to salaries as proposed is accepted by the Government and sanctioned it will enable the Head of the Office by withholding promotion for a time to keep a very good hand over his subordinates without having great variations in the rate of pay.

6. I will only add that if the Government consider it advisable for the Deputy Controller or myself to travel into any of the Divisions no hands can be spared from the Office as now arranged to accompany either of us and I would respectfully recommend if the necessity for our travelling is insisted upon to have 2 additional Clerks allowed specially for this work on Rupees 100 a month each.-

I have the honor to be
Sir,
Your most obedient Servant.

Controller of P.W. Accounts.

Statement

Grades	No. of each grade	First graduated Scale by Madras Government: Minimum rate	Maximum rate	Total Minimum rate	Total Maximum rate	No. of each grade	As now Revised: Minimum rate	Maximum rate	Total Minimum rate	Total Maximum rate
Head Accountant	1	400	500	400	500	1	350	450	350	450
Accountant 2nd grade	1	200	275	200	275	1	225	300	225	300
Do 3rd grade	2	150	200	300	400	3	150	200	450	600
Do 4th grade	4	120	155	480	620	6	110	145	660	870
Do 5th grade	3	100	130	300	390	5	80	105	400	525
Do 6th grade	4	80	105	320	420	-	"	"	"	"
Accountants	15			2000	2605	16			2035	2745
Head Clerk	1	75	75	75	75					
	16			2075	2680					
Asst. Accountants & Clerks	5	@ 60	300							
Do	5	@ 50	250							
Do	4	@ 40	160							
Do	3	@ 35	105							
Do	4	@ 30	120							
Do	4	@ 25	100							
Do	3	@ 20	60							
Do	3	@ 15	45							
	31			1140	1140	31			1140	1140
Total	47			3215	3820	47			3225	3885
Office Servants				75	75				75	75
Rupees				3290	3895				3300	3960

	Minimum	Maximum	Mean
As now Revised	3300	3960	3630
Madras Govt. Scale	3290	3895	3592½
	10	65	37½

Captain R.E.
Controller of Public Works Accounts

Dated 13th March 1865.
Rec'd 14th March 1865.
Re: Acct No 1336

Submits the Statement of Establishment revised according to the instructions of Government and recommends it for sanction and payment that this record scale of pay may be adopted for Clerks by Accountant Generals Office and Controllers of this Presidency on hire.-

Aug 2615-R 2616-2000 Aug 1865

	No.	Minimum Salary	Maximum Salary	Mean Salary	Minimum Salary	Total Maximum Salary	Total Mean Salary
1st Grade	1	400	500	450	400	500	450
2d "	1	200	275	237½	200	275	237½
3d "	2.	150	200	175	300	400	350.

Fixed Salary Total

Enclosure in a letter from the Controller of P.M. Accounts to the Secretary to Government. D.P.M. dated 13th August 1866 No. 1336.

P N 3320/66.

Revised Scale of Office Establishment of the Controller of P.M. Accounts.

No 984 E.

Government of India
Public Works Department
Establishment

To
The Secy to the Govt of Madras
Public Works Department

Simla, the 12th July 1866.

Sir,

I am directed to acknowledge your letter No 1789 dated 6th June, conveying the desire of the Government of Madras to adopt the scale of Establishment for the Office of the Controller of Public Works Accounts proposed in your letter No 338 dated 29th January last, in preference to that sanctioned by the Government of India in Public Works Department Resolution No 674 E dated 10th May.

2 — I am to remark in reply that the Government of Madras has expressed no opinion regarding the introduction of a system of annually increasing Salaries such as that originally proposed by the Controller. The point being left for the decision of the Government of India, the

Governor

Governor General in Council is pleased to approve of its adoption, if the Government of Madras has no objection.

3 But it is not quite clear what the proposed Establishment actually is. The Controller proposed five grades, besides the Chief Accountant viz:

		Minimum	Maximum
1,	Chief Accountant	400	500
1,	First grade Do	200	275
2,	2d " Do	150	200
3,	3d " Do	120	155
4,	4th " Do	100	130
4,	5th " Do	80	105

In the Tabular Statement the minimum pay seems to be entered in the proposed Scale. If this is the case, the numbers of employés on those Salaries do not agree with those given above. It is presumed that some of the auditors &c^a are employed on fixed Salaries, which happen to be the same as the minima rates of the varying Salaries. It is desirable to have a more clear Statement of the Establishment proposed, and I am to request that one may be prepared in the accompanying form for the information of the Government of India.

In

In applying for sanctions it is correct to estimate the cost of an Establishment proposed on the principle of increasing salaries at the mean between the maximum and minimum rates. The sanction given to such an Establishment is therefore not a sanction of a money limit, but of a numerical scale with a probable cost on the average.

4 I am further to observe that the principle observed in systems of increasing salaries has been to place a person promoted from one grade to another on the minimum Salary of the higher grade at first. But in the scale proposed by the Controller the minimum of one grade is in some cases less than the maximum of the next lower grade. So that, if the principle stated above were observed, some Accountants might lose pay on promotion. I have been desired to point this out, but if the Madras Government desires to adopt the Controller's rates, the Governor General in Council has no desire to interfere, though what is pointed out is certainly a defect.

5 When the Statement named in para: 3

is

is submitted, it will be forwarded to the Financial Department for formal sanction. Meanwhile the action of His Excellency the Governor in Council in authorizing the organization of the Controller's Office on the scale proposed by that Officer, is approved.

I have the honor to be.

Sir

Your Most Obed.t Servt.

C. H. Dickens Lt. Col. R.E.

Secy to the Govt of India

23

P. W. 1866 Dept.
Pro. of Govt. for Augt.
No. 3096

From The Secy: to the Govt of India. P.W.D.

To The Secy: to Govt of Madras. P.W.D.

Dt. 12th } July/66
Rec. 27th }

No. 984 E.

Enc: one

Issuing certain instructions relative to the scale &c. of the Establishment proposed for the Office of the Controller of P. W. Accounts.

No. 416.

Encs 2615 & 2616 - 20th Augt/66

P. W. Dept.

No. 2615

Proceedings of the Madras Government

Under date the 20th Aug: 1866

Read the following

From

The Secy: to the Govt: of India P.W.D. (H.E. No. 984 E. dated 12th July 1866)

From

The Controller of P. W. Accounts (H.E. No. 1336 dated 13th August 1866)

Ordered that the revised Statement of Office Establishment submitted by the Controller be forwarded to the Govt. of India with an expression of the opinion of this Govt: that, as the system of a graduated scale of annual increases is altogether unknown in this Presidency its introduction is undesirable and likely to cause

cause much embarass-
ment.

The salary of the Head Accountant has been entered in the revised minimum scale at Rs. 350 instead of Rs: 400. The excess over the sanctioned scale will therefore be in reality Rs: 60 and not Rs: 10. as stated by the Controller.

To
4 The Contr. of P. M. Accts.
Despd. 21st Augt.

P. W. 1866 Dept

Pro of Govt. for August

No. 2615

Pro of the Madras Govt.

D/ 20th Augt 1866

Passing orders on certain correspondence relative to the introduction of the system of annually increasing the salaries of Office Establishment of the Controller of Public Works Accounts.

No. 416 @ 418

No. 2616

To

The Secretary to the Govt. of India

Sir,

On receipt of your letter of the 12th July 1866, No. 984 B, the Controller of P. W. Accounts was called upon to revise the scale of the salaries of his proposed enlarged establishment by correcting the defect pointed out by you of the maximum salary of one grade being larger than the minimum of the grade immediately before it, and he has accordingly submitted the

N.

JP

WM

the statement which I am directed to forward for the sanction of the Govt: of India.

The Controller explains the principles on which he has re-classified his establishment, and states that he has been obliged to increase the aggregate minimum cost by Rupees 10, but in reality the excess is Rs: 60, as the salary of the Head Accountant has been entered at Rs: 350 instead of Rs: 400 which is the salary drawn by the present incumbent. His Lordship in-Council is however of opinion that the minimum scale proposed

proposed is suitable, and as numerically it is unchanged and provides for an establishment to cost less than the mean of the minimum and maximum scales approved by the Govt: of India, he recommends its adoption at a monthly cost of Rs. 3,350

The system of annually increasing salaries being unknown in this Presidency; the Govt: of India will at once see that its introduction cannot be confined to one Office, and that if the very great privilege which it confers be conceded to the Office of P.W. Accounts, it cannot be withheld from all others without creating the utmost dissatisfaction amongst their employes.

employés, and greatly embarrassing this Govt. who would assuredly be beset by applications for the extension of the boon.

If however the Govt. of India are prepared to allow the system to be universally adopted throughout all the Offices of the Presidency, the objection of this Govt. to its partial introduction in favor of the Office of the P. W. Accounts alone, will be removed. Should there be any objection to the extension of the system, this Govt. would prefer that the minimum scale of salaries now submitted should be sanctioned as a fixed one.

Fort St. George
20th Aug. 1766

15-6-66

14
2

Desp.d with 4 copies of the statement
21st Aug.t
One copy sent by Chainer

Statement.

Grades.	No. of each grade.	First graduated Scale by the Controller: Minimum rate	Maximum rate	Total Minimum rate	Total Maximum rate	No. of each grade	As now revised by the Controller: Minimum rate	Maximum rate	Total Minimum rate	Total Maximum rate	No. of each grade	Scale recommended by the Govt. of Madras for sanction: Rate	Total
Head Accountant	1	400	500	400	500	1	350	450	350	450	1	400	400
Accountant 2d Grade	1	200	275	200	275	1	225	300	225	300	1	225	225
— Do — 3d Grade	2	150	200	300	400	3	150	200	450	600	3	150	450
— Do — 4th Grade	4	120	155	480	620	6	110	145	660	870	6	110	660
— Do — 5th Grade	3	100	130	300	390	5	80	105	400	525	5	80	400
— Do — 6th Grade	4	80	105	320	420								
Accountants	15	.....	.....	2,000	2605	16	—	—	2,085	2,745	16	—	2135
Head Clerk	1	75	75	75	75								
	16			2,075	2,680								
Asst. Accts. & Clerks	5	@ 60	300										
— Do —	5	@ 50	250										
— Do —	4	@ 40	160										
— Do —	3	@ 35	105										
— Do —	4	@ 30	120										
— Do —	4	@ 25	100										
— Do —	3	@ 20	60										
— Do —	3	@ 15	45										
	31			1140	1140	31	—	—	1140	1140	31		1140
Total	47			3215	3820	47			3225	3885	47		3275
Office Servants				75	75				75	75			75
		Rupees		3290	3895				3300	3960			3350

P W 1866 Dept

Pro of Govt for August

No. 2616

Pro of the Madras Govt.

D/20th Augt/66.

The Government of India furnished with the above orders, and the revised statement submitted by the Controller

No. 419.