(1) Number of pages _____

(2) Date of reports _____

(3) Subject of the Reference _____

MADRAS RECORD OFFICE.

Government of Madras.

Revenue DEPARTMENT.

G.O. No. 34/10 Press Misc.

603 604

Dated 21-1-10 1910.

Not to be folded or roughly handled

Proceedings of the Madras Government, Public Works Department,
25th October 1866.

No. 603. Read the following letter from the Officiating Assistant Secretary to the Government of India, Public Works Department, (Railway), to the Secretary to the Government of Madras, in the Railway Department, dated Simla, 11th September 1866, No. 921 R :—

I am directed to forward, for communication to the Agents of the Railway Companies under the Government of Madras, copy of correspondence relative to the formation of a class for training Native youths for service in the Traffic Department of the Great Indian Peninsula Railway.

Memorandum by the Consulting Engineer for Railways in Bombay, dated 1st June 1866, No. 1,409.

Submitted for the favorable consideration of Government, a reserve of young men from which to supply vacancies, would be of the greatest advantage to the Railway Company.

The monthly cost would be—

		Rs.
1st year,	25 at Rs. 20	500
2nd ,,	25 ,, 25	625
3rd ,,	25 ,, 30	750
4th ,,	25 ,, 35	875
5th ,,	25 ,, 40	1,000

The above will be a maximum, for, as Apprentices are appointed to vacancies, others on smaller pay will fill their places.

From the Agent Great Indian Peninsula Railway Company, to the Consulting Engineer for Railways in Bombay, dated 29th May 1865, No. 2,696.

I have the honor to forward herewith copy of a letter from the Acting General Manager, No. 367, dated 10th instant, suggesting the formation of a class for instructing youths from the different schools in Bombay and other parts in a knowledge of Railway work.

2. I approve of this scheme, and request the sanction of Government to it, subject to the confirmation of the Board.

From the Acting General Manager, to the Agent Great Indian Peninsula Railway Company, dated 10th May 1865, No. 367.

Consequent on the great difficulty experienced in obtaining the services of Natives capable of performing the duties of Goods, Parcels, and Coaching Clerks at stations along the line, I have the honor to bring to your notice the advisability of making arrangements to form a class similar to those in operation on many of the Railways in England, for the purpose of instructing and training youths fresh from the different schools in Bombay and other parts in a knowledge of Railway work, so as to qualify them to take up the duties of Clerks at stations as vacancies may occur, and afterwards as opportunities offer that of Station Masters at small stations.

To carry this out effectually, I would suggest that the respective Preceptors of the Public Educational Institutions in Bombay, Poona, and places in the Bombay Presidency, be communicated with at once, and occasionally from time to time as vacancies occur, for the purpose of selecting promising young men, under their charge, who are willing to enter the service of the Company as candidates.

I would recommend that such youths, upon entering as candidates for Railway employ, sign a stamped agreement to serve for a period of five years, at a commencing salary per month of Rupees 20 for the first year, and yearly increase of Rupees 5 per year until the four years, consequent on the agreement, be completed.

I would recommend that in commencing the class, the number of candidates be twenty-five.

Remarks by the Agent Great Indian Peninsula Railway Company, dated 19th May 1866.

I am of opinion that the necessity for training Natives and Half-castes to fill all the posts on our Railway will every year become more and more apparent. These Apprentices to the Traffic Department would be a good beginning, and I should be glad to see a class formed under Government auspices for the education of youths in locomotive engineering similar to the one I have for training them as Military Engineers and Surveyors.

I see no reason for believing that the Natives, if properly taught, are incompetent to fill the posts of Engine Drivers. I suspect, if the truth was known, that the Native Drivers on our line drive our engines, whilst the European sleeps, and their ability, care, and watchfulness only allowed to counterbalance any deficiencies in nerve or courage. Our best guards are Eurasians or Portuguese, and I hope soon to have them throughout all our lines, with a very small proportion of Europeans of approved character as chief guardians.

The only part of Mr. Keely's recommendation that I have my doubts about, is the salary to these Apprentices; Rupees 20 per month will hardly, I fear, entice us a first class description of Natives, but on the other hand, the Company having to teach the lads, can hardly be expected to pay more.

Resolution by the Government of Bombay, in the Public Works Department, Railway Branch, dated 9th June 1866, No. 1,203.

The Agent should be requested to refer the proposition for the orders of the London Board with an intimation that it has the full approval of Government. It may be found necessary to offer somewhat higher rates of pay after the first year; this can be ascertained by trial.

Extract paragraph 2 from the London Secretary's letter No. 138, dated 24th September 1866, to Agent, Great Indian Peninsula Railway Company.

"As regards paragraphs 16 and 17 of the same letter, wherein you submit a scheme under the sanction of Bombay Government Resolution No. 1,203 of the 9th June, for the formation of a class for training Native youths for service in the Traffic Department, I am instructed to inform you that the Board, recognising the importance of the object in view, approve of the trial of the plan to the extent provided for in the Government Resolution, but they desire that they may be kept advised, by a report from the General Traffic Manager every six months, of the working of the class, and showing whether the advantages sought to be obtained from its establishment have resulted to the Company."

From the Acting Secretary to Government of Bombay, in the Public Works Department, Railway Branch, to the Director of Public Instruction, dated 11th December 1865, No. 2,744.

I am directed by His Excellency the Governor in Council to forward copies of the accompanying correspondence relating to a scheme for the formation of a class for training Native youths from the different schools in Bombay and other parts, in a knowledge of Railway work, and to request that you will be so good as to favor Government with your views as to the best means of carrying out these proposals of the Railway Company.

From the Director of Public Instruction, to the Acting Secretary to Government of Bombay, in the Public Works Department, Railway Branch, dated 23rd December 1865, No. 1,872.

In acknowledging your letter No. 2,744, dated 11th instant, I have the honor to submit the following observations upon the proposed plan for forming a class of Native Apprentices in connection with the Great Indian Peninsula Railway Company.

2. Although a salary of Rupees 25 per mensem appears small in itself, yet young Natives are well alive to prospective advantages; and if, in their proposed covenants, the Company were to promise an annual rise of salary up to Rupees 40 per mensem, and after that, an appointment, in each case, of not less than a certain fixed sum, on the usual conditions of good conduct, with a prospect of further advancement in case of ability being shown, I think that the openings would be considered attractive. Everything, however, depends on full statement of the advantages to be expected. The nature of the duties required should also be made known, for many Natives (Brahmins for instance) might be willing to undertake all business duties connected with a Railway, but would be unwilling to pledge themselves to engine-driving or duties of the kind.

3. With regard to the qualifications to be required, I am of opinion that the Matriculation Standard of the University would be a good expression of what is wanted. This implies a sound knowledge of English, and an ordinarily good education in general.

4. But we are unable to tell without trial, how far the class of Matriculated Students would come forward for the situations to be offered, I would, therefore, suggest that hand-bills, stating fully the terms offered, be forwarded to this Office. I would circulate these among the chief educational Institutions, both Governmental and private, and I should then be able to state what applications for the appointments were made, and what was the character and standing of the applicants. With these *data*, it would be easy to make further recommendations to the Railway Company on the mode of selecting their Apprentices.

5. Apprentices for the Engine Shops, or for the Driving Department, would naturally be taken from the Poona Civil Engineering College.

Resolution by the Government of Bombay, in the Public Works Department, Railway Branch, dated 19th January 1866, No. 213.

Sir A. Grant's letter may be communicated to the Agent of the Railway, with reference to his letter No. 6,045, dated 21st November 1865.

From the Agent Great Indian Peninsula Railway Company, to the Consulting Engineer for Railways in Bombay, dated 26th February 1866, No. 1,318.

With reference to the letter from the Director of Public Instruction, forwarded with your Memorandum No. 254, dated 23rd ultimo, I have the honor to enclose you copy of a Memorandum by the General Traffic Manager, stating what salaries will be allowed to the Apprentices during the term of their indenture, and the prospects of advancement they may look forward to thereafter.

2. The class is intended for training youths for service in the *Traffic* Department, and the duties will be those generally performed at out-stations.

3. With respect to training youths as Engine Drivers, Mechanics, or Inspectors of Permanent Way, I shall be glad to make a proposition on this subject when an Engineering and Mechanical School is established by Government.

Memorandum by F. MAURICE, Esq., for General Traffic Manager, Great Indian Peninsula Railway Company, dated 23rd February 1866, No. 2,409.

The young men required by the Traffic Department to form a class will be brought up as Clerks or Station Masters only. We would require them to be indentured for five years, and would pay them as under—

1st year,	Rs.	20	per mensem.
2nd ,,	,,	25	,,
3rd ,,	,,	30	,,
4th ,,	,,	35	,,
5th ,,	,,	40	,,

After completion of five years' service, if they choose to continue their service with the Company, they would be granted an increase of wages according to their merits.

The prospects for intelligent youths joining the Railway Company is very encouraging, as they may look forward to attaining salaries varying from Rupees 125 to Rupees 200 per mensem.

The class of youths fitted for Mechanical apprentices are Eurasians or Parsees; of course Hindoos, from caste prejudices, would not be fitted for such a line of life.

RESOLUTION by the Government of Bombay, in the Public Works Department, Railway Branch, dated 17th March 1866, No. 728.

Copy to be communicated to the Director of Public Instruction, with reference to his No. 1,472 of 1865.

From the Director of Public Instruction, to the Acting Secretary to Government of Bombay, in the Public Works Department, Railway Branch, dated 20th March 1866, No. 2,120.

In reference to your letter No. 428, dated 17th instant, I have the honor to forward draft of a notice inviting applicants for the class of Railway Apprentices, and to enquire whether it is wished that I should issue this notice with a view to reporting afterwards on the applications received.

NOTICE.

A certain number of young men are required by the Traffic Department of the Great Indian Peninsula Railway Company to form a class, and to be trained for service as Clerks and Station Masters. Boys joining this class must be indentured for five years. During their apprenticeship, they will receive the following rates of pay :—

1st year,	Rs.	20	per mensem.
2nd ,,	,,	25	,,
3rd ,,	,,	30	,,
4th ,,	,,	35	,,
5th ,,	,,	40	,,

After completion of five years' apprenticeship, if they choose to continue in the service of the Company, they will be granted an increase of wages according to their merits. The prospects for intelligent youths taking service under the Railway Company is very encouraging, as they may look forward to attaining salaries varying from Rupees 125 to Rupees 200 per mensem.

Boys wishing to be apprenticed in the above class, are requested to send in an application to the Director of Public Instruction on or before the 1st ———— next. Applications should be accompanied by certificates signed by respectable persons, and setting forth the following particulars :—

1st.—Name in full with surname.
2nd.—Caste.
3rd.—Age.
4th.—School, period of attendance, and class.
5th.—Conduct and character.
6th.—Whether, or not, matriculated in the University.

The number of boys required by the Company will be selected from the applications.

A. GRANT,
Director of Public Instruction.

From the Acting Secretary to the Government of Bombay, in the Public Works Department, Railway Branch, to the Director of Public Instruction, dated 2nd May 1866, No. 1,062.

I am directed to acknowledge the receipt of your letter No. 2,120, dated 20th March 1866, and to request that you will issue the notice therein referred to, with a view to reporting afterwards on the applications received.

From the Director of Public Instruction, to the Acting Secretary to the Government of Bombay, in the Public Works Department, Railway Branch, dated 20th June 1866, No. 373.

With reference to the correspondence ending with your letter No. 1,062, under date 2nd ultimo, I have the honor to state that I have already received numerous applications from young men wishing to be admitted to the proposed class for training Clerks and Station Masters on the Great Indian Peninsula Railway.

2. With a view to my reporting on the qualifications of the applicants, I have now the honor to enquire whether the Railway Company wish the class to consist entirely of young men whose vernacular language is Marathi, or whether they wish a certain number of Guzerathi speaking young men enlisted, and if so, in what proportion; or whether they are entirely indifferent as to the origin and vernacular language of the persons to be indentured.

No. 604. ORDER THEREON, 25th October 1866, No. 3,410.

RAILWAY, No. 34.

Forwarded to the Consulting Engineer for communication to the Agents of the Madras and Great Southern of India Railways.

(True Extract.)

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

To the Consulting Engineer for Railways.

Exd. S. T. Augustin.

Enclosures to Public Works Nos. 920—2 *R of* 1866.

No. 1409, dated 1st June, 1866.

Memo. by Lieut.-Col. A. DeLisle, *Consulting Engineer for Railways in Bombay.*

Submitted for the favourable consideration of Government, a reserve of young men from which to supply vacancies, would be of the greatest advantage to the Railway Company.

The monthly cost would be—

				Rs.
1st year,	25 at	Rs. 20	... ...	500
2nd „	25	„ 25	... ...	625
3rd „	25	„ 30	... ...	750
4th „	25	„ 35	... ...	875
5th „	25	„ 40	... ...	1,000

The above will be a *maximum*, for, as apprentices are appointed to vacancies, others on smaller pay will fill their places.

No. 2696, dated 29th May, 1865.

From—Captain S. Osborn, C. B., R. N., *Agent, G. I. P. R. Company,*

To—*Consulting Engineer for Railways in Bombay.*

I have the honour to forward herewith copy of a letter from the Acting General Manager, No. 367, dated 10th instant, suggesting the formation of a class for instructing youths from the different schools in Bombay and other parts in a knowledge of Railway work.

2. I approve of this scheme, and request the sanction of Government to it, subject to the confirmation of the Board.

No. 367, dated 10th May, 1865.

From—E. W. Kelly, Esq., *Acting General Manager,*

To—*Agent, G. I. P. Railway Company.*

Consequent on the great difficulty experienced in obtaining the services of natives capable of performing the duties of Goods, Parcels, and Coaching Clerks at stations along the line, I have the honour to bring to your notice the advisability of making arrangements to form a class similar to those in operation on many of the Railways in England, for the purpose of instructing and training youths fresh from the different schools in Bombay and other parts in a knowledge of Railway work, so as to qualify them to take up the duties of Clerks at stations as vacancies may occur, and afterwards as opportunities offer that of Station Masters at small stations.

To carry this out effectually, I would suggest that the respective Preceptors of the Public Educational Institutions in Bombay, Poona, and places in the Bombay Presidency, be communicated with at once, and occasionally from time to time as vacancies occur, for the purpose of selecting promising young men, under their charge, who are willing to enter the service of the Company as candidates.

I would recommend that such youths, upon entering as candidates for Railway employ, sign a stamped agreement to serve for a period of five years, at a commencing salary per month of Rs. 20 for the first year, and yearly increase of Rs. 5 per year until the four years, consequent on the agreement, be completed.

I would recommend that in commencing the class, the number of candidates be twenty-five.

Dated 15th May, 1865.

Remarks by Captain S. Osborn, C. B., R. N., *Agent, G. I. P. Railway Company.*

I am of opinion that the necessity for training natives and half-castes to fill all the offices of our Railway will every year become more and more apparent. These apprentices to the Traffic Department would be a good beginning, and I should be glad to see a class formed under Government auspices for the education of youths in locomotive engineering similar to the one I hear of for training them as Military Engineers and Surveyors.

I see no reason for believing that the Natives, if properly taught, are incompetent to fill the posts of Engine Drivers. I suspect, if the truth was known, that the Native firemen do now often drive our engines, whilst the European sleeps, and their sobriety, care, and watchfulness may be allowed to counterbalance any deficiencies in nerve or courage. Our best guards are Eurasians or Portuguese, and I hope soon to have them throughout all our lines, with a very small sprinkling of Europeans of approved character as chief guardsmen.

The only part of Mr. Keely's recommendation that I have my doubts about, is the salary to these apprentices; Rs. 20 per month will hardly, I fear, secure us a first class description of Natives, but on the other hand, the Company having to teach the lads, can hardly be expected to pay more.

No. 1365, dated 9th June, 1865.

RESOLUTION,—By the Govt. of Bombay, in the P. W. Dept., Railway Branch.

The Agent should be requested to refer the proposition for the orders of the London Board, with an intimation that it has the full approval of Government. It may be found necessary to give somewhat higher rates of pay after the first year; this can be ascertained by trial.

Extract para. 2 from the London Secretary's letter No. 198, dated 29th September 1865, to Agent, G. I. P. Railway Company.

"As regards paras. 16 and 17 of the same letter, wherein you submit a scheme under the sanction of Bombay Government Resolution No. 1365 of the 9th June, for the formation of a class for training Native youths for service in the Traffic Department, I am instructed to inform you that the Board, recognising the importance of the object in view, approve of the trial of the plan to the extent provided for in the Government Resolution, but they desire that they may be kept advised, by a report from the General Traffic Manager every six months, of the working of the class, and showing whether the advantages sought to be obtained from its establishment have resulted to the Company.

No. 2744, dated 11th December, 1865.

From—Colonel W. Kendall, R. E., *Acting Secy. to Govt. of Bombay, in the P. W. Dept., Railway Branch,*

To—*Director of Public Instruction.*

I am directed by His Excellency the Governor in Council to forward copies of the accompanying correspondence relating to a scheme for the formation of a class for training Native youths from the different schools [illegible] and other parts, in a knowledge of Railway work, and to request that you will be so good as to favour Government with your views as to the best means of carrying out these proposals of the Railway Company.

No. 1472, dated 23rd December, 1865.

From—Sir A. Grant, *Director of Public Instruction,*

To—*Acting Secretary to Government of Bombay, in the P. W. Dept., Railway Branch.*

In acknowledging your letter No. 2744, dated 11th instant, I have the honour to submit the following observations upon the proposed plan for forming a class of Native apprentices in connection with the Great Indian Peninsula Railway Company.

2. Although a salary of Rs. 25 per mensem appears small in itself, yet young Natives are well alive to prospective advantages; and if, in their proposed covenants, the Company were to promise an annual rise of salary up to Rs. 40 per mensem, and after that, an appointment, in each case, of not less than a certain fixed sum, on the usual conditions of good conduct, with a prospect of further advancement in case of ability being shown, I think that the openings would be considered attractive. Everything, however, depends on full statement of the advantages to be expected. The nature of the duties required should also be made known, for many Natives (Brahmins for instance) might be willing to undertake all business duties connected with a Railway, but would be unwilling to pledge themselves to engine-driving or duties of the kind.

3. With regard to the qualifications to be required, I am of opinion that the Matriculation standard of the University would be a good expression of what is wanted. This implies a sound knowledge of English, and an ordinarily good education in general.

4. But we are unable to tell without trial, how far the class of Matriculated students would come forward for the situations to be offered, I would, therefore, suggest that hand-bills,

stating fully the terms offered, be forwarded to this Office. I would circulate these among the Chief Educational Institutions, both Governmental and private, and I should then be able to state what applications for the appointments were made, and what was the character and standing of the applicants. With these *data*, it would be easy to make further recommendations to the Railway Company on the mode of selecting their apprentices.

5. Apprentices for the Engine shops, or for the Driving Department would naturally be taken from the Poona Civil Engineering College.

No. 213, dated 19th January 1866.

RESOLUTION,—By the Govt. of Bombay, in the P. W. Dept., Railway Branch.

Sir A. Grant's letter may be communicated to the Agent of the Railway, with reference to his letter No. 6015, dated 21st November 1865.

No. 1318, dated 26th February, 1866.

From—Captain S. Osborn, C. B., R. N., *Agent, G. I. P. Railway Company,*

To—*Consulting Engineer for Railways in Bombay.*

With reference to the letter from the Director of Public Instruction, forwarded with your Memorandum No. 254, dated 23rd ultimo, I have the honour to enclose you copy of a Memorandum by the General Traffic Manager, stating what salaries will be allowed to the apprentices during the term of their indenture, and the prospects of advancement they may look forward to thereafter.

2. The class is intended for training youths for service in the *Traffic* Department, and the duties will be those generally performed at out stations.

3. With respect to training youths as Engine-drivers, Mechanics, or Inspectors of Permanent-way, I shall be glad to make a proposition on this subject when an Engineering and Mechanical School is established by Government.

No. 2109, dated 22nd February, 1866.

Memo. by F. Mathews, Esq., *for General Traffic Manager, G. I. P. Railway Company.*

The young men required by the Traffic Department to form a class will be brought up as Clerks or Station Masters only. We would require them to be indentured for five years, and would pay them as under—

1st	year,	[illegible] experienced servants	
2nd	"	" 25	"
3rd	"	" 30	"
4th	"	" 35	"
5th	"	" 40	"

After completion of five years' service, if they choose to continue their service with the Company, they would be granted an increase of wages according to their merits.

The prospects for intelligent youths joining the Railway Company is very encouraging, as they may look forward to attaining salaries varying from Rs. 125 to Rs. 200 per mensem.

The class of youths fitted for Mechanical apprentices are Eurasians or Parsees; of course Hindoos, from cast prejudices, would not be fitted for such a line of life.

No. 728, dated 17th March, 1866.

RESOLUTION,—By the Govt. of Bombay, in the P. W. Dept., Railway Branch.

Copy to be communicated to the Director of Public Instruction, with reference to his No. 1472 of 1865.

No. 2120, dated 26th March, 1866.

From—Sir A. Grant, *Director of Public Instruction,*

To—*Acting Secy. to Govt. of Bombay, in the P. W. Dept., Railway Branch.*

In reference to your letter No. 428, dated 17th instant, I have the honour to forward draft of a notice inviting applicants for the class of Railway apprentices, and to enquire whether it is wished that I should issue this notice with a view to reporting afterwards on the applications received.

NOTICE.

A certain number of young men are required by the Traffic Department of the Great Indian Peninsula Railway Company to form a class, and to be trained for service as Clerks and Station Masters. Boys joining this class must be indentured for five years. During their apprenticeship, they will receive the following rates of pay :—

1st	year,	Rs. 20	per mensem.
2nd	,,	,, 25	,,
3rd	,,	,, 30	,,
4th	,,	,, 35	,,
5th	,,	,, 40	,,

After completion of five years' apprenticeship, if they choose to continue in the service of the Company, they will be granted an increase of wages according to their merits. The prospects for intelligent youths taking service under the Railway Company is very encouraging, as they may look forward to attaining salaries varying from Rs. 125 to Rs. 200 per mensem.

Boys wishing to be apprenticed in the above class, are requested to send in an application to the Director of Public Instruction on or before the 1st next. Applications should be accompanied by certificates signed by respectable persons, and setting forth the following particulars :—

1st.—Name in full with surname.
2nd.—Caste.
3rd.—Age.
4th.—School, period of attendance, and class.
5th.—Conduct and character.
6th.—Whether, or not, matriculated in the University.

The number of boys required by the Company will be selected from the applications.

A. GRANT,
Director of Public Instruction.

No. 1062, dated 2nd May, 1866.

From—Colonel W. Kendall, R. E., *Acting Secy. to Govt. of Bombay, in the P. W. Dept., Railway Branch,*

To—*Director of Public Instruction.*

I am directed to acknowledge the receipt of your letter No. 2120, dated 26th March 1866, and to request you will issue the notice therein referred to, with a view to reporting afterwards on the applications received.

No. 373, dated 20th June, 1866.

From—Sir A. Grant, *Director of Public Instruction,*

To—*Acting Secy. to Govt. of Bombay, in the P. W. Dept., Railway Branch.*

With reference to the correspondence ending with your letter No. 1062, under date 2nd ultimo, I have the honour to state that I have already received numerous applications from young men wishing to be admitted to the proposed class for training Clerks and Station Masters on the Great Indian Peninsula Railway.

2. With a view to my reporting on the qualifications of the applicants, I have now the honour to enquire whether the Railway Company wish the class to consist entirely of young men whose vernacular language is Marathi, or whether they wish a certain number of Guzerathi speaking young men enlisted, and if so, in what proportion; or whether they are entirely indifferent as to the origin and vernacular language of the persons to be indentured.

Cie Genl Index

No 3110

Forwarded to
the Consulting Engr
for Communication
to the Agent of the
Great Indian Peninsula
Railway Co

Govt. Engr Railways

Fort St George
Dtd. 26th Oct 1866