M.R.O. 1—77,000—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. 410. Press Mis.
151-189.
Dated 11-2- 1867.

Not to be folded or roughly handled

Read the following letters:—

No. 181. From the Acting Superintending Engineer, 1st Division, to the Secretary to Government, Public Works Department, dated Vizianagrum, 21st December 1866, No. 216.

Referring to G. O. No. 45 of 23rd ultimo, I have the honor to report that I have no remarks to offer on the subject of improving the condition and prospects of the Warrant grades.

No. 182. From the Superintending Engineer, 2nd Division, to the Secretary to Government, Department Public Works, dated Camp, Nellore, 11th December 1866, No. 75.

1. I have the honor to acknowledge the receipt of G. O. No. 45, dated 23rd ultimo, calling for any remarks I may desire to offer regarding the proposals under consideration for the improvement of the conditions of Warrant Officers.

2. I agree with the views of the Controller General of Military Expenditure, in all points, except one, and that is, where in paragraph 27 he says "when actually "employed they would be entitled to a staff salary *not* inferior to that assigned to "their grade."

3. As promotion in the Warrant grade is to be by seniority, we might, under this rule, have a Deputy Assistant Commissary doing the work of an Overseer with a *staff pay* of Rupees 120 and total pay of Rupees 300 per mensem, which, in addition to being an extra charge against the department, might cause the anomaly to occur of an Overseer drawing double the pay of a Range Officer, if the latter be a Supervisor of the second class, as occasionally happens.

No. 183. From the Superintending Engineer, 3rd Division, to the Secretary to Government, Public Works Department, dated Camp, Cuddapah, 30th November 1866, No. 2,618.

With reference to G. O. No. 45 of the 23rd instant, I have the honor to inform you that the only remark I have to make is with regard to the proportion of the higher grades of Warrant Officers allotted to Bengal being twice the number granted to Madras and Bombay. As the total number of Warrant Officers in Bengal is only about half as much again as that of Madras, it seems to me hardly fair that the proportion of the higher grades should be double. As the total in Madras is slightly greater than Bombay, I think that there should be a slight difference in the numbers of their higher grades, and if I may be allowed to make the suggestion, would make the distribution according to the following statement; the total numbers are not altered:—

	Deputy Commissary.	Assistant Commissary.	Deputy Assistant Commissary.	Conductor.	Sub-Conductor.	Total.
Bengal	6	10	15	76	107	214
Madras	3	7	11	47	68	136
Bombay	3	7	10	44	64	128

No. 184. From the Superintending Engineer, 4th Division, to the Secretary to Government, Public Works Department, dated Camp, Iyencoolum, 27th January 1867, No. 4,188.

With reference to G. O. No. 45, 23rd November 1866, I have the honor to report that I concur in the opinions expressed by Colonel Broome, and I have no remarks to offer to supplement his exhaustive Minute on the subject of improving the condition and prospects of the Warrant grades.

No. 185. From the Superintending Engineer, 5th Division, to the Secretary to Government, Department Public Works, dated Cuddalore, 29th December 1866, No. 160.

With reference to the Order of Government of the 23rd of November, No. 45, I have the honor to state that the only suggestion I have to offer for improving the condition and prospects of the Warrant grades, in addition to those contained in the Memorandum of the Controller General of Military Expenditure, is the throwing open to those fit for it, the appointment of Assistant Engineer in the Department Public Works.

No. 186. From the Superintending Engineer, 6th Division, to the Secretary to Government, Department Public Works, dated Tanjore, 19th December 1866, No. 1,121.

1. With reference to G. O. No. 45, dated 23rd ultimo, calling for observations on the proposals made for improving the condition of the Warrant grades, and for placing the Warrant Officers of all departments in each Presidency on one general list for promotion, I have the honor to observe that the proposal to form one general list will be very disadvantageous to the Warrant Officers in the Public Works Department.

2. It would appear from paragraph 1 of letter No. 64, dated 2nd November 1866, from the Officiating Secretary * to the Government of India, to the Secretary * to the Government of Fort Saint George, that promotion in the Warrant grades has been hitherto made, in some measure, independently of seniority; this cannot well be done when the three departments are amalgamated, or promotion would, in a great measure, depend upon the style of writing of the Head of each of the departments, for, while one Officer may write in superlatives, the style of other Officers may be more qualified, and the individual recommended in superlatives would probably be promoted, while the members of the other departments might be the more deserving men.

* Military Department.

3. With regard to promotion by seniority, or by merit, or by the two combined, I do not offer an opinion, but with the amalgamation of the Warrant Officers of the three departments promotion by seniority must be the rule, and this will injuriously affect the promotion to the higher grades of the Warrant Officers in the Department of Public Works.

4. Regarding the appointments above the rank of Conductor as the higher grades, the proportions of the numbers in the higher and lower grades in the various Departments are as follows:—

Department.	Higher grades.	Lower grades.
Ordnance Department	11	70
Commissariat Department	3	19
Public Works Department	6	19

being greatly in favor of the Department of Public Works, this inequality, however, is rather in appearance than in reality, for it must be borne in mind that while the Commissaries, Deputies, &c., in the Ordnance and Commissariat Departments are chiefly employed in independent charges, those charges, as a rule, do not require either great physical or mental exertion, and are generally unattended with exposure, and, if I am not misinformed, men far down the decline of life are capable of performing the duties which devolve upon the Commissaries, and men holding those grades may be or are regarded almost in the light of pensioned Officers; while in the Department of Public Works it may be said that the higher the Warrant Officers rise, the more activity, exertion, and exposure are required of them, for they have no comparative sinecures to attain to, and the highest prizes they can look forward to are the Sub-Engineerships in the Department of Public Works, and in rising to this grade the charges which devolve upon them become more extensive, the duties more important, and the exposure greater. Should their mental or physical capabilities become in any way impaired, they must retire, and, as a rule, but few men, after being exposed to the hardships of life in the Department of Public Works, in the subordinate grades, can hope to be able to conduct the duties of a Sub-Engineer either to his own satisfaction, or to that of Government, after thirty years' service; a man of fifty years of age must, therefore, retire. While in the higher grades, in the other two departments, Warrant Officers of far greater age can and do perform the duties which devolve upon them, and though, as a rule, under the present arrangements younger men may rise to the higher Warrant grades in the Department of Public Works than in the other departments, they remain in those grades for a shorter period, and the formation of a General List of Warrant Officers will, in a few years, practically exclude the Warrant Officers in the Public Works Department from any prospect of reaching the higher grades.

No. 187. From the Superintending Engineer, 7th Division, to the Secretary to Government, Department Public Works, dated Calicut, 8th December 1866, No. 186.

Instead of submitting any remarks of my own on the subject of G. O. No. 45 of 23rd November, I have thought it more to the purpose to forward copy of a letter from the Senior Warrant Officer of the Public Works Department now serving in the 7th Division; simply recording my concurrence with Mr. Bailey in objecting to put the Warrant Officers of this department on the same list for promotion with men who live much more comfortable and easy lives.

From Assistant Commissary H. BAILEY, Sub-Engineer, Malabar, to the Superintending Engineer, 7th Division, dated Cannanore, 4th December 1866, No. 565.

* G. O No. 45, dated 23rd November 1866, herewith returned.

1. With reference to your endorsement* on the proposed establishment of Warrant Officers for India, I beg to point out that by the scale laid down in the Memorandum by the Controller General of Military Expenditure, the number of Warrant Officers of the higher grades allotted to this Presidency is much below what the number of Warrant Officers employed in it are entitled to, if the proportions of ranks to strength are carried out.

2. The proportion of the higher to the lower grades in the three Presidencies, as recommended by Colonel Broome, are as follow :—

In Bengal one of the higher to 4$\frac{1}{3}$ of the lower.
,, Madras ,, ,, ,, to 6$\frac{1}{2}$,, ,,
,, Bombay ,, ,, ,, to 6$\frac{1}{2}$,, ,,

3. Taking the whole number of Warrant Officers for India and calculating the proportions from them, we have as follow :—

Presidency.	Total No. of Warrant Officers for India.	Total No. of higher grades for India.	No. of Warrant Officers in each Presidency.	Correct proportion of higher to lower grades.
Bengal	As 470 is to	72, so is	214	33
Madras			136	21
Bombay			120	18

whereas, by Colonel Broome's allotment, Bengal is to receive thirty-six of the higher grades, Madras only receiving eighteen, Bengal therefore would gain three appointments at the cost of Madras.

4. Then, as to the proposal to place the whole of the Warrant Officers of this Presidency on one list, I would beg to point out that if this is done, the time which it will take men of Department Public Works to reach the higher grades will completely destroy their chance of attaining them.

5. The average time it takes in the Ordnance Department for each step in the Warrant rank is about seven years, it would, therefore, take one of our Warrant Officers twenty-eight years from receipt of his first Warrant to attain the rank of Deputy Commissary, or supposing he had obtained his first Warrant the moment the regulations of Government permit of his getting it, he would require a service of forty years to attain that rank.

6. That any members of this department are likely to be able to serve for such a period, the experience of the last nine years shows to be very doubtful, as during that period there have been six casualties in the higher grades of Warrant Officers of the department, yet not one of these had over twenty-six years' service, some having much less.

7. The casualties among the Conductors have been quite as great in proportion as among the higher grades.

8. It follows, therefore, that if the whole of the Warrant Officers of this Presidency are to be placed on one list, those of this department can hardly expect to be able to attain a higher rank than that of Deputy Assistant Commissary, the mere length of time which promotion would take in their case would, therefore, debar them from almost all chance of obtaining the great prizes of the service, while they would be exposed to much greater hardship and risk of sickness than the Warrant Officers of the other departments.

9. In short, putting the whole of the Warrant Officers on one list would be simply taking from the men of this department the quicker rate of promotion they now obtain, (merely because the hardship and exposure they are subjected to cause a great number of casualties,) and giving it to others who spend nearly their whole service in comparatively healthy stations, and for that reason are much more likely to be able to serve for long periods.

10. Such a rule, it seems to me, would be as if the casualties occurring among the younger Officers of a Regiment in service, were, instead of being given amongst the survivors, to be given proportionally among the Officers of Regiment settled quietly in Cantonments.

11. The Controller of Military Expenditure founds his proposal on the rules of the Staff Corps, and it would no doubt be a perfectly fair arrangement if the whole body of Warrant Officers were employed in the same way (as is the case of the Staff Corps, the chances of field service excepted), but where one body of men are constantly employed on duties which necessarily entail a very heavy proportion of casualties among them, it seems hardly fair that the promotion caused by these casualties should be given to others who are not exposed to the same influences.

No. 188. From the Officiating Superintending Engineer, 8th Division, to the Secretary to Government, Department Public Works, dated Madura, 17th January 1867, No. 1,759.

1. In reply to G. O. No. 45, of the 23rd November 1866, I have the honor to state my opinion, that the formation of one General List of Warrant Officers for the Presidency, is calculated to damage the prospects of the Warrant Officers of the Public Works Department.

2. Irregularity of promotion has been observed in different departments, as arising partly from rapid promotion in one branch, partly from men coming prominently under the notice of their superiors in another branch; and to remedy this inconvenience it is proposed to make one list for promotion, to reward long and faithful service.

Now, if in the branches of one department there is a difficulty in the selection of deserving men for promotion, it appears to me that the difficulty will be considerably increased when there are candidates from several departments.

3. Warrant grades were conferred on members of the Madras Public Works Department, only about ten years ago; and fell chiefly to men of the Madras Sappers and Miners. Previously, the rank of Serjeant was the highest that could be obtained (with the exception of one appointment, Conductor at the head quarters of the Sappers), and men having no advancement before them, took their discharge without completing any great length of service. Again, within the last ten years, there have been other opportunities of advancement for the well-qualified men of the Sappers, and several of them left the service; so that the run of promotion has been rapid in the Public Works Department as compared with the Ordnance and Commissariat Departments. The Non-Commissioned Officers of Sappers, who came to this country within the last few years, have seen the regular promotion of their seniors to the higher grades, and naturally have looked forward to rising similarly themselves.

4. There is also a larger proportion of Warrant Officers in the higher grades in the Public Works than in the other departments, as shown in the Army List, viz.:—

	Deputy Commissary.	Assistant Commissary.	Dy. Asst. Commissary.	Total.
In Commissariat Dept. ...	1	1	1	3
,, Ordnance do. ...	2	3	6	11
,, Public Works do. ...	2	2	2	6

while the number of Conductors is

Commissariat	9
Ordnance	37, or with Troops, Quarters Masters, 40
Public Works	9

Thus the per-centage of the Commissary grades, as compared with the grade of Conductor is

In Commissariat Department		33·3
,, Ordnance	do.	29·7 or 27·5
,, Public Works	do.	66·6

hence the prospect of a Conductor attaining the highest grade is much better in the Public Works than in the other departments.

5. When measures are taken for the alteration or organization in a department, present incumbents are generally given the benefit of their position, if that is to be altered for the future; and as the amalgamation of the Warrant grades will materially retard promotion in the Public Works Department, with the avowed object of accelerating promotion in another department, it appears to me but fair that those who have already attained the rank of Sub-Conductor, should rise on their departmental list, while future promotions from the rank of Serjeant may be made into one general list.

No. 189. ORDER THEREON, 11th February 1867, No. 410.

ESTABLISHMENT, No. 21.

Ordered that the papers above read be communicated to the Military Department, with reference to the docket of that Department under date the 20th November 1866.

(True Extract.)

Colonel, R. E.,
Secretary to Government.

To the Military Department.

Exd. S. T. Augustin.

Supg. Engineer's Office, 1st Div.
Camp Chizeamegrenum,
No. 216. 1st December 1866.

From Lieut. H. F. J. Moberly R. E.
Actg. Supg. Engineer, 1st Div.

To Colonel C. A. Orr R. E.
Secretary to Government, P. W. D.
Madras.

Sir,

Referring to G. O. No. 45 of 23rd Ult. = imo, I have the honor to report that I have no remarks to offer on the subject of improving the condition and prospects of the Warrant Graders.

I have &c. &c.

H. F. J. Moberly Lieut. R. E.
Actg. Supg. Engineer, 1st Div.

20765 Ord. Gen. Office 2nd Div.
Camp Pelham
11th December 1866.

From Lieut Col. T. Wilcox commg R.E.
Supt Royal Engineer 2nd Div
To Colonel C. Alton R.E.
Secretary to Government
&c &c &c

Sir I have the honor to acknowledge the receipt of T.O. No 45 & 2nd Endorsement dated 23rd Ultimo.
Calling for any remarks I may possess to offer regarding the proposals under consideration for the improvement of the Cantonment of Ramnad Effective.
2 I agree with the views of the Contractor generally of Military Expenditure, in all Annexes, except as to Kattu in which I am 27 Kanys Short actually employed they would be entitled to a total Salary not inferior to that assigned to their grade.
3 As Ammunition in the Ramnad grade is to be by Veniority, one eighth number is to be Lieut a Dy Assistant Commissary the remainder of an Overseer in the grade of Rs 120 and Total Key of Staff Key of Rs 300 for Overseer which in addition

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Ord 1866 Dept
Corr-d Gen-l Jan-y Rec-d 5 February
From
The Asst Engineer
Ramnad
To
The Secretary to Govt
Fort St. George
Dated 21st
Rec-d 22nd } Dept-l
Read 31st
No 216.

Reports that he has no remarks to offer on the subject of remarking the Condition & prospects of the Warroub Grades
No 110 - 11th Jany 1867.

to having an Extra Charge against the Dept. might cause the anomaly to occur of an Overseer draining double the pay of a Range Officer. If the latter be a Supervisor of the 2nd Class as occasionally happens.

Lam the Hons Colln
&c
Jas Duncan Asst Surp

Capt Mirrow Asst C.R.E.
Supt Engineer &c &c

Superint.e Engineers Office 3.d Div.n
Camp Luddapah
30.th November 1866.

No. 2618.

From

The Superintending Engineer
3.d Division

To

The Secretary to Government
P.W. Depart.t Madras

Sir,

With reference to G.O. No. 45 of the 23.rd inst.t I have the honor to inform you that the only remarks I have to make is with regard to the proportion of the higher grades of Warrant Officers allotted to Bengal being twice the number granted to Madras and Bombay. As the total number of Warrant Officers in Bengal is only about half as much again as that of Madras it seems to me hardly fair that the proportion of the higher grades should be double. As the total in Madras is slightly greater than Bombay I think that there should be a slight difference in the numbers of their higher grades and if I may be allowed to make the suggestion would make the distribution according to the statement in the margin; the total numbers are not altered.-

	Establishment sanctioned	Conductors	Sergeants	Corporals
Bengal	214	10	15	20
Madras	104	3	7	11
Bombay	106	3	7	10

I have the honor to be
Sir
Your most obed.t Servant

A.W. Bayly Major R.E.
Superint.g Engineer 3.d Div.n

Office of Superintending Engineer 3.d Division
Camp Luddapah
30.th November 1866.

Forwarded to the Secretary to Government P.W. Department Madras.

A.W. Bayly Major R.E.
Superint.g Engineer 3.d Div.n

No. 2618-11 Feby 1867

No. 182.

No. 4188.

From,

Colonel A. J. M. Boileau R.E.
Superintending Engineer 4th Dn.

To,

Colonel C. A. Orr R.E.
Secretary to Government P.W.D.

Sir,

With reference to G.O. No. 45 23rd November 1866 I have the honor to report that I concur in the opinions expressed by Colonel Browne, and I have no remarks to offer to supplement his exhaustive Minute on the subject of improving the Condition and prospects of the Warrant Grades.—

I have the honor to be
Sir
Your Most Obedt Servt

A Boileau Colo RE.
Supg Engr 4th Dn

Supg Engr Office 4th Dn
Camp Sydenham
27th January 1867

No. 2508

Forwarded for information
and record in continuation of
this office No. 4188 dated
27th January 1867

Lieut. Colonel Commanding
4th Division

Lieut. Colonel
Commanding
4th Division

Copy forwarded for information
to Lieut. Colonel Commanding
4th Division

A. Brown Lieut
Actg Supt Engr
4th Division

Copy forwarded for information
to Lieutenant Superintending
Engineer
3rd Division

A. Brown Lieut
Actg Supt Engr
4th Division

No. 2508

Forwarded for information
and record in continuation of
this office No. 4188 dated
27th January 1867

Lieut. Colonel Commanding
4th Division

Lieut. Colonel
Commanding
4th Division

No. 2508

Forwarded for information
and record in continuation of
this office No. 4188 dated
27th January 1867

Lieut. Colonel Commanding
4th Division

Lieut. Colonel
Commanding
4th Division

1863

Subdy: Engrs Offce 5th Division
Cuddalore 29th December 1866

No 160,

From
The Superintending Engineer
5th Division

To
The Secretary to Government
P.W.D.

Sir,

With reference to the Order of Government
under the 23rd ult. No 1465, I have
the honor to state that the only inspection
I have to offer for enforcing the Condition
and penalties of the Warrants Granted, in
favor of the Contractors Messrs Mitchell
Executive in the Manning Mess & Hordes
fit-for-sit, the replacement of Spikes
Engineer in the P.W.D.
I have the honor to be
Sir,
Your most obedient servant

Ea Brackenbury Lieut R.E.
Subdy: Engineer 5th Division

Dated 27th
Recd 29th January 1867

Offering opinion on
the subject of enforcing
the Condition and pen-
alties of the Warrant-
Grades.

No 184

No 410 - 11th February 1867

No 1121

Supdg Engg Office 6th D
Tanjore 19th December /66.

From, Captain R. H. Oakes R.E.
Superintending Engineer 6th Dn.

To, Colonel C. A. Orr R.E.
Secretary to Government D.P.W.

Sir,

With reference to G.O. No 45, dated 23rd Ultimo, calling for observations on the proposals made for improving the condition of the Warrant Grades, & for placing the Warrant Officers of all Departments in each Presidency on one General List for promotion, I have the honor to observe that the proposal to form one General List will be very disadvantageous to the Warrant Officers in the Public Works Department.—

It would appear from Para of Letter No 64, dated 2nd November /66 from the Officiating Secretary to the Government of India to the Secretary to the Government of Fort Saint George

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No 185

From T. No 1075 [illegible] Ordinary

The Supdg. Engineer
5th Divn

To

The Secretary to Govt
D.P.W.

Dated 29th December 1866
Recd 3rd Jany

No 160.

Offering certain suggestions for improving the condition of the Warrant grade. —

Submitted 11th Feby/67

George that promotion in the Warrant Graders has been hitherto made, in some measure, independt of Seniority, this cannot well be done when the 3 Departments are amalgamated on promotion would, in a great measure, depend upon the style of writing of the head of each of the Departments, for, while our officers may write in superlatives, the style of other officers may be more qualified, & the individual recommended in superlatives would probably be promoted while the members of the other Departments might be the more deserving men.—

With regard to promotion by Seniority or by merit or by the two combined, I do not offer an opinion but with the amalgamation of the Warrant officers of the 3 Departments promotion by Seniority must be the rule, & this will injuriously affect the promotion to the higher Graders of the Warrant officers in the Department of Public Works—

Regarding the appointments above the Rank of Conductor as the higher Graders, the proportions of the numbers in the higher and lower Graders in the various Departments are as follows:—

Department:—	Higher Graders.	Lower Graders.
Ordnance Department	11	70
Commissariat Department	3	19
Public Works Department	6	19

being greatly in favor of the Department of Public Works, this inequality is more in appearance than in reality, for it must be borne in mind that while the Commissariat officers, &c in the Ordnance & Commissariat Departments are chiefly employed in independent Charges, those Charges as a rule do not require either great physical or mental Exertion, and are generally unattended with exposure, and, if I am not misinformed, men far down the decline

of

of life are capable of performing the duties which devolve upon the Commissaries, and men holding those grades may be or are regarded almost in the light of pensioned officers, while in the Department of Public Works it may be said that the higher the Warrant officers rise the more activity, exertion, & exposure are required of them, for they have no comparative sinecures to attain to & the higher prizes they can look forward to are the Subordinate Superintendencies in the Department of Public Works, & in proportion to this grade the charges which devolve upon them become more extensive, the duties more important, & the exposure greater. Should their mental or physical capabilities become in any way impaired they must retire, and as a rule but few men after arriving exposed to the hardships of life in the Department of Public Works in the Subordinate grades can hope to be able to conduct the duties of a

Sub Engineer either to his own satisfaction, or to that of Government, after 30 years service; a man of 50 years of age must, therefore, retire: While in the higher grades in the other Departments Warrant officers of 45 or 50 years of age can & do perform the duties which devolve upon them, & though as a rule under the present arrangements Gentlemen may rise to the higher Warrant grades in the Department of Public Works than in the other Departments they remain in those grades for a short period, & the formation of a General List of Warrant officers will in a few years practically exclude the Warrant officers in the Public Works Department from any prospect of reaching the higher grades.—

I have the honor to be
Sir,
Your most obedt servt
L. F. Yates Captain R.E.
Supt Engineer 6th Div.

Sub Engineer Office 7th Div.
Capetown 8th December 1866

No. 186.

From

Lieutenant Colonel G. H. Walker R.E.
Superintending Engineer 7th Div.

To

Colonel C. A. Ogg R.E.
Secretary to Government S.P.W.

Sir,

Instead of submitting any remarks of my own on the subject of G.O. No. 45 of 23rd November, I have thought it more to the purpose to forward copy of a letter from the Senior Warrant Officer of the Public Works Department now serving in the 7th Division; simply recording my concurrence with Mr Bailey in objecting to put the Warrant Officers of this Department on the same list for promotion with men who live much more comfortable and easy lives

I have the honor to be
Sir,
Your most Obt Servant,

G. H. Walker Lieut Col R.E.
Superintending Engineer 7th Div.

ad

Public Works Department
Cape Town 5th December 1866

Sir,

I have the honor to forward herewith for the information of His Excellency the Governor a letter addressed to me by Mr Sergeant Major Bailey, Senior Warrant Officer of this Department, requesting to be allowed to bring to the notice of His Excellency the Governor the position of the Warrant Officers of this Department.

I am Sir,
Your most obedient Servant,
Peter Barry
Director of Public Works

To
The Secretary
to Government
Cape Town

Cape Town 10th December 1866

Sir,

I have the honor to request that you will be pleased to bring to the notice of His Excellency the Governor the position of the Warrant Officers of this Department.

I am Sir,
Your most obedient Servant,
Thomas Bailey
Sergeant Major
Senior Warrant Officer

To
Peter Barry Esq
Director of Public Works

Cannanore 6th December 1886

No 565

To

Lieut Col G. W. Walker RA
Supt Engineer 7th Div

Sir,

With reference to your endorsement on the proposed Establishment of Warrant Officers for India, I beg to point out that by the Scale laid down in the Memo by the Controller General of Military Expenditure the number of Warrant Officers of the higher grades allotted to this Presidency is much below what the number of Warrant Officers employed in it are entitled to, if the proportions of Ranks to Strength are carried out.

The proportion of the higher to the lower grades in the 3 Presidencies as recommended by Colonel Broome are as follows.

In Bengal of the higher to 4 17/18 of the lower
" Madras " " " 6 5/7 " "
" Bombay " " " 6 1/9 " "

Taking the whole number of Warrant Officers for India and calculating the proportions from them we have as follows.

Presidency	Total No of Warrant Officers for India	Total No of higher grades for India	No of Warrant Officers in each Presidency	Correct proportion of higher to lower grades
Bengal	as 470 is to	72 to 13	214	33
Madras			136	21
Bombay			120	18

x G.O. No 45 dated 23rd November 1886 herewith returned

which as increased by Colonel Broome's allotment. Bengal is to receive 36 of the higher grades, Madras only receiving 16, Bengal therefore would gain 3 appointments at the cost of Madras

Then as to the proposal to place the whole of the Warrant Officers of this Presidency on one list. I would beg to point out that if this is done, the time which it will take men of S.P.W. to reach the higher grades will completely destroy their chance of attaining them.

The average time it takes in the Ordnance Department for each step in the Warrant Rank is about 7 years. it would therefore take one of our Warrant Officers 28 years from receipt of his first warrant to attain the Rank of Deputy Commissary or supposing he had obtained his first Warrant the moment the regulations of Government permit of his getting it he would require a Service of 20 years to attain that Rank.

That any members of this Department are likely to be able to serve for such a period, the experience of the last 9 years shews to be very doubtful, as during that period there have been 6 Casualties in the higher grades of Warrant Officers of the Department yet not one of these had over 20 years service, some having much less.

The Casualties among the Conductors have been quite as great in proportion as among the higher grades.

It follows therefore that if the whole of the Warrant Officers of this Presidency are to be placed on one list, those of this Department can hardly expect to be able to attain a higher rank than that of Deputy Assistant Commissary, the mere length of time which promotion would take in their case would therefore debar them from almost all chance of obtaining the great prizes of the Service, while they would be exposed to much greater hardship and risk of sickness than the Warrant Officers of the other Departments.

In short putting the whole of the Warrant Officers on one list would be simply taking from the men of this Department the quickest rate of promotion they now obtain (merely because the hardship and exposure they are subjected to cause a great number of casualties) and giving it to others who spend nearly their whole service in comparatively healthy stations and for that reason are much more likely to be able to serve for long periods

Such a rule it seems to me would be as if the casualties occurring among the Younger Officers of a Regiment in service, were, instead of being given amongst the survivors, to be given proportionally among the Officers of Regiment settled quietly in Cantonments.

The Controller of Military Expenditure founds his proposal on the rules of the Staff Corps, and it would no doubt be a perfectly fair arrangement if the whole body of Warrant Officers were employed in the same way (as is the case of the Staff Corps. this

chances of field service excepted) but where one body of men are constantly employed on duties which necessarily entail a very heavy proportion of casualties among them, it seems hardly just that the promotion caused by these casualties should be given to others who are not exposed to the same influences.

I have &c
Sigd W. Bailey
Sub Engineer
Malabar

True Copy

C. Walker Lt Col RE
Supt Engineer &c &c

Supt Engrs Office 8th Divn

No 1759 Madura 17th January 1867

From

Captain H. L. Prendergast R.E.
Offg Superintending Engineer 8th Divn

To

Colonel C. A. Orr. R.E.
Secretary to Government P.W.

Sir

In reply to G.O. No 45 of the 23rd November 1866. I have the honor to state my opinion that the formation of one General List of Warrant Officers for the Presidency, is calculated to damage the prospects of the Warrant Officers of the P.W. Department.

2. Irregularity of promotion has been observed in different Departments, arising partly from rapid promotions in one branch, partly from men coming prominently under the notice of their superiors in another branch: and to remedy this inconvenience, it is proposed to make one list for promotion, to reward long and faithful service.

17

Dy Supt Engrs Office
Trichinopoly Fort January
To the Superintendent
Public Works Department

Sir

I have the honor to forward
herewith Returns
relative to the
Proposed Warrant
Establishment for
Roads.

I have &c
W. Bailey
Sub Engineer
Malabar

No 1759 - 11 Feby 1867

Now if in the branches of one Department there is a difficulty in the selection of deserving men for promotion, it appears to me that the difficulty will be considerably increased when there are Candidates from several Departments.

3. Warrant grades were conferred on members of the Madras P. W. Department only about 10 years ago; and fell chiefly to men of the Madras Sappers & Miners. Previously the rank of Serjeant was the highest that could be obtained (with the exception of one appointment. Conductors at the Head Quarters of the Sappers) and men having no advancement before them, took their discharge without completing any great length of service - Again, within the last 10 years, there have been other opportunities of advancement for the well qualified men of the Sappers; and several of them left the service; so that

the rate of promotion has been rapid in the P. W. Department, as compared with the Ordnance & Commissariat Depts. The N. C. Officers of Sappers who came to this country within the last few years have seen the regular promotion of their seniors to the higher grades; and naturally have looked forward to rising similarly themselves.

4. There is also a larger proportion of Warrant Officers in the higher grades in the P. W. than in the other Departments as shewn in the Army List. Viz.

	Deputy Commissary	Assistant Commissary	Dy Assist Commissary	Total
in Commissariat Dept	1	1	1	3
" Ordnance "	2	3	6	11
" P. W. "	2	2	2	6

while the number of Conductors is

Commissariat	9
Ordnance	37 (or with Troops Quarters Masters &c.
P. W.	9

Thus the precendage of the Commissary's grades, as compared with the grade of Conductor is in Commissariat Department 33.3
" Ordnance " 29.7 or 27.5
" P. W. " 66.6
hence the prospect of a Conductor attaining the highest grade is much better in the P. W. than in the other Departments.

5. When measures are taken for the alteration of organization in a Department: present incumbents are generally given the benefit of their position, if that is to be altered for the future: and as the amalgamation of the Warrant grades, will materially retard promotion in the P. W. Department, with the avowed object of accelerating promotion in another Department, it appears to me but fair, that those who have already attained the rank of Sub Conductor, should rise on their Respective Warrant, while future promotions from the rank of Sergeant, may be made into one General List.

I have &c.

Hew Dalrymple Clerk Captain R.E.
Officer Superintending Engineer
8th Division

P. W. 1867 Dept
Proceedings for February 1867
No 222
The Offg Supdg Engr
8th Division
To
The Secy to Government
D. P. W.
Dated 19
Received 23 January 1867
States his opinion on the subject of improving the condition & prospects of the Maistrie grades

No 410 - 11th Feby 1867.
No 188

Public Works Dept

4 No 410

Proceedings of the Madras Government
Under date the 11th Feby 1867.
Read the following

From the actg Supdg Engr	1st Divn	1 Letter dated	21 Decr /66	No	216
" Supdg Engr	2nd "	1 " "	11 "	"	75
" Do	3d "	1 " "	30 Novr	"	2618
" Do	4th "	1 " "	27 Jany /67	"	4188
" Do	5th "	1 " "	29 Decr 1866	"	160
" Do	6th "	1 " "	19 " "	"	1121
" Do	7th "	1 " "	8 "	"	186
" Do	8th "	1 " "	17 Jany /67	"	1759

Ordered that the papers above read be communicated to the Military Dept, with reference to the Docket of that Dept under date the 20 Novr /66

To Mil Dept.

W.A.C.

Desp. 12/2/67

Pub Works 1867 Department

Pro: of Govt for February

No 410

Pro: of the Madras Govt

Dy 11th February 1867

Certain correspondence on the subject of improving the condition and prospects of Warrant Grades communicated to the Military Dept.

No 181 & 189