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(3) Initials of the Referencer AF

MADRAS RECORD OFFICE.

# Government of Madras.

Public Works DEPARTMENT.

G.O. No. 2021 Press ~~Mis.~~

13-14

Dated 6-11- 1864.

*Not to be folded or roughly handled*

No. 13. Read the following Endorsement of the Chief Engineer, dated Chepauk, 18th October 1861, No. 6,077:—

Read the following letter from Captain F. T. HAIG, District Engineer Upper Godavery, to Lieutenant-Colonel F. H. RUNDALL, Acting Deputy Chief Engineer, Northern Circle, dated 26th September 1861, No. 87.

SIR,

1. In my list of those under my orders who distinguished themselves during the past year, the name of Assistant Overseer D. McGregor is entered. I beg now to bring him specially to the notice of the Chief Engineer, and to request permission to raise his pay to Rupees 150 per month from the 1st instant.

2. From the time that he first joined this District, sixteen months ago, Mr. McGregor has gone through far more hard work, exposure, and fatigue than any other Subordinate; and his cheerful endurance of not only discomforts, such as living all through a monsoon in a leaky boat, but of repeated attacks of fever, has been most praiseworthy. But it is in the intelligence, energy, and determination with which he carries forward the work entrusted to him in spite of all difficulties that he has been especially distinguished. He is at the same time methodical, accurate, and punctual in the preparation of his accounts. In surveying and levelling he is thoroughly efficient, a qualification which I find it a great mistake to suppose that all possess who have passed through the usual course at Sappers' Head Quarters.

3. The increased pay now proposed may seem great, but I consider that he is fully entitled to it. I mentioned in a former letter that taking into consideration the fact of the Europeans employed on this river not being on the regular establishment and having no claims to the privileges of its members, while at the same time exposed to the risks of an unhealthy climate, it was matter for consideration, whether their pay ought not to be on a higher scale than that of the corresponding grades in the Department. I find, however, such great differences in the efficiency of the different men, that I would much prefer being permitted, on showing satisfactory reasons in each case, to raise the pay of those who distinguish themselves according to their merits, and, without reference to period of service or seniority. Such a prompt recognition and reward for good service will afford increased motives to exertion, ensure justice to the really deserving men, and, far more effective and cheaper European superintendence.

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Submitted to Government with the Chief Engineer's recommendation that Captain Haig's proposal to raise Corporal McGregor's salary from Rupees 60 to Rupees 150 may be sanctioned, and that the permission sought in paragraph 3 may be acceded to on the grounds on which the suggestion is based, viz., the exceptional character of the work, and the desirableness of affording every possible motive to exertion and good conduct on the part of the Subordinates employed under that Officer's orders.

1 Original letter.

(Signed) W. H. HORSLEY, Lieut.-Colonel,
*Chief Engineer.*

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No. 14. ORDER THEREON, 4th November 1861, No. 2,026.

1. Agreeably to the recommendation of the Chief Engineer the Government sanction Captain Haig's proposal to increase Corporal D. McGregor's salary from Rupees 60 to Rupees 150 from 1st September 1861.

2. Captain Haig is also permitted to raise, as proposed by him, the pay of men who may distinguish themselves, according to their merits and without reference to service or seniority, but subject to the final approval of Government to whom every case in which this permission is availed of should be duly reported.

(Signed) J. D. SIM,
*Secretary to Government.*

No. 87. Upper Godavery
District Engineers Office
Dummagudem
September 1861

From Captain F. T. Haig
District Engineer Upper Godavery

To The Deputy Chief Engineer
Northern Circle
D. P. W.
Chepauk

Sir

1. In my list of those under my orders who distinguished themselves during the past year, the name of Assistant Overseer D. McGregor is entered. I beg now to bring him specially to the notice of the Chief Engineer, and to request permission to raise his pay to Rupees 150 per month from the 1st Instant.

2. From the time that he first joined this District, 16 months ago, Mr McGregor has gone through far more hard work,

Expenses

Exposure and fatigue than any other
subordinate, and his cheerful endurance
of not only discomforts, such as living
all through a monsoon in a leaky boat,
but of repeated attacks of fever, has
been most praiseworthy. But it is in
the intelligence, energy, and determination
with which he carries forward the work
entrusted to him in spite of all difficulties
that he has been especially distinguished.
He is at the same time methodical, accurate
and punctual in the preparation of his
accounts. In surveying and levelling
he is thoroughly efficient, a qualification
which I find it a great mistake to suppose
that all persons who have passed through
the usual course at Sappers' Head Quarters.

3 The increased pay now proposed

may seem great, but I consider that
he is fully entitled to it. I mentioned
in a former letter that taking into
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employed on this river not being on the
regular establishment and having
no claims to the privileges of its members,
while at the same time exposed to the risks
of an unhealthy climate, it was matter
for consideration, whether their pay ought
not to be on a higher scale than that of
the corresponding grades in the Department.
I found however such great differences
in the efficiency of the different men,
that I would much prefer being permitted
on shewing satisfactory reasons in each
case, to raise the pay of those who
distinguish themselves according to
their merits, and without reference to

period

period of service or Seniority. Such a prompt recognition and reward for good Service will afford increased motives to exertion, ensure justice to the really deserving men, and far more effective and Cheaper European Superintendence.

I have the honor to be

Sir

Your most Obedient Servant

Wm. L. Captain

District Engineer Upper Sts

Sept 18 1877

Rec'd Oct 5th

Submitted to Engineer
Submitted to Chief Engineer
recommendation that Contract
Chief Engineer to Examine
Contract Clerk
Copy of Agreement between
Com Rogers & D McGregor and
may be examined and
that the Remuneration mentioned
in Letter of 26th ult be accepted
Chief Engineer
Contract Clerk
Copy of Agreement between Com Rogers & D McGregor
Chief Engineer
Contract Clerk
Chief Engineer
Contract Clerk

To Supt 18th Oct 64 to No 677

From
Captain T. J. Haig
Dest Engr & R.G.

To The Deputy Chief Engineer
Northern Circle
D.C.W.
Chesapeake

Dated 26th September
Rd 5th Oct 1864

No 87

Requests permission
to raise Assistant
D McGregor's pay
to Rupees 150 per month
from 1st instant under
the certain stated reasons.

P.W. 861 Desptt
Pro. by Govt. for offrs. 2358

From
Lieut. Colonel H. Hobbs
Chief Engr.

To
J. D. Sim Esquire
Secretary to Government
Public Works Dept.

Dated 18th Oct. 1861
Recd. 19th Oct. 1861
Written Order

No. 2026. 4th Divn. 607
Submits with recommendation a Letter from the District Engineer Upper Godavery requesting permission to raise Jemadar Meerdeen for Mr. Gregor's party

No. 2026.

Agreeably to the recommendation of the Chief Engineer the Govt. sanction Captain Haig's proposal to increase temporal D. A. M.c Gregor's Salary from Rs. 60 to Rs. 130 from 1st September 1861.

Captain Haig is also permitted to raise, as proposed by him, the pay of men who may distinguish themselves according to their merits, & without reference to service or seniority, but subject to the final approval of Govt., to whom every case in which this permission is availed of should be duly reported.

Nos 13 & 14.

Copies
Chief Engr. Dept.
Asst. Genl.
Genl. Department