MRO 1—77,006—8-4-37.

(1) Number of pages 2

(2) Date of repair 25-7-47

(3) Initials of the Reference

MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.

G.O. No. 1909 Press
Mis.

248-49

Dated 11-6 1849.

Not to be folded or roughly handled

Proceedings of the Madras Government, Public Works Department,
11th June 1869.

No. 248. Read the following Proceedings of the Government of India in the Public Works Department, (Railway,) dated Simla, 10th May 1869, No. 509-R. :—

East Indian Railway.—Maximum salaries for the principal Officers

Read the following Despatch and enclosures —

From the Secretary of State for India, to the Government of India, dated India Office, London, the 25th February 1869, No. 10.

With reference to the Despatches noted in the margin, I have to acquaint you that the Directors of the East Indian Railway Company have so far deferred to the wishes therein expressed by His Excellency your predecessor in Council as to prepare a scheme fixing maximum salaries for the principal Officers on their Indian establishment, and regulating the successive increments by which such maximum shall be reached, "whenever the higher appointments, as they become vacant, are filled from the existing ranks in India."

From Government of India, No 95, dated 15th October 1866, No 50, dated 8th May 1867, and No 61, dated 22nd June 1867
To Government of India, No 83, dated 23rd November 1867, and No 98, dated 16th December 1867
To Secretary to the Government of India, Public Works Department, dated 3rd January 1868
From Government of India, No 27, dated 13th February 1868
To Government of India, No 37, dated 14th May 1868, and No 43, dated 11th June 1868
From Government of India, No 72, dated 24th April 1868, and No 106, dated 14th July 1868

2. A copy of the correspondence* with the Directors on the subject is transmitted herewith for your Excellency's information.

* Letters to Mr Noad, dated 3rd June and 4th September 1868
Letter from ,, ,, 8th January 1869, and enclosure
,, to ,, ,, 26th January 1869
,, from ,, ,, 5th February 1869
,, to ,, ,, 18th ,, ,,

Enclosure No 1

From J COSMO MELVILL, Esq, to the Managing Director, London Board, East Indian Railway, dated India Office, London, the 3rd June 1868, No 1.

I am directed by Sir Stafford Northcote to transmit herewith copies of a Despatch and accompaniments from the Government of India, relative to the salaries of the supervising staff of the East Indian Railway for the half-year ending 30th June 1868. It will be seen that the Government again request that the Board may be urged to prepare some scheme for regulating increases of salaries, and for fixing a maximum scale for the heads of departments, to be worked up to gradually. Sir Stafford Northcote is aware that, in their letter of the 31st August last, No 2,967, the Board expressed themselves of opinion that such a scheme is impracticable, but he requests that, in deference to the opinion of the Government of India, they will again take the subject into consideration

No 2

From HERMAN MERIVALE, Esq, to the Managing Director, London Board, East Indian Railway, dated India Office, London, the 4th September 1868, No 2.

In continuation of Mr Melvill's letter of the 3rd June last, I am directed by Sir Stafford Northcote to transmit herewith copies of papers just received from the Government of India, on the establishments proposed for the East Indian Railway for the half-year ending 30th June 1868. In forwarding these papers, Government observe as follows —"Each half-yearly revision of establishments convinces us more and more of the great need that there is for a scheme for regulating increases of salaries with fixed maxima, and although we are of opinion that the Board of Agency, by their greater experience of India are the best qualified to prepare such a scheme for submission to the Directors, we would rather see the latter act independently in the matter than that its settlement should be longer postponed."

2 Sir Stafford Northcote would feel obliged by the Directors taking these papers, together with those forwarded with Mr. Melvill's letter above referred to, into early consideration.

No. 3

From the Managing Director, London Board, East Indian Railway, to the Under Secretary of State for India, dated London, the 8th January 1869, No 3,251.

THE Board of Directors have had under their consideration your letter of the 4th September last, enclosing papers received from the Government of India, pointing out the great need which exists for a scheme for regulating increases of salaries with fixed maxima

2. The Board still entertain the views they expressed in their letter of the 31st August 1867, but as it appears to be the earnest wish of the Government that the maximum salaries of the principal appointments should be fixed, the Board are prepared, *whenever the higher appointments, as they become vacant, are filled from the existing ranks in India,* to adopt, as the maximum salaries, those set forth in the accompanying memorandum, which they propose should be worked up to as therein provided The Board hope soon to see the appointments to which they have fixed no salaries abolished.

3. With regard to all minor appointments, upon which the agency will have the best means of forming a judgment, the Board would wish them to submit their views ; but it should be understood that no foreman, clerk of works, or station master should receive more than Rupees 400 per mensem, including Sunday work. They are further of opinion that a first class driver should not receive more than Rupees 320 per mensem, including overtime, and they think it would be desirable that a scheme of classification for all these classes of servants should be devised by the Agency for the Board's consideration. It must be distinctly understood that the Board do not consider the service a seniority service, but that they regard merit as the test for promotion.

4. The Board will be glad to have the authority of the Secretary of State to forward a copy of this letter to the Agency for its future guidance

ENCLOSURE TO No - 3

Agency

	Rs per month.
Secretary to Board of Agency	1,000
Chief Assistant, Agency Office	800
Assistant ditto	400
Superintendent, Stationery and Printing Office, Calcutta	450
Travelling Inspector, Board of Agency	600
Chief Store-keeper	1,000
Assistant ditto and Inspector of Depôts	500
Sleeper Examiner	400
Superintending Foreman, Howrah Stores	400
Store-keeper at Allahabad	400
Manager of Soap Factory and Oil Mills	600
Medical Officers	
Audit Department	
First Assistant to Auditor	900
Second ditto	800
Travelling Auditor	600
Travelling Inspector of Traffic Accounts	400
Assistant Verifier	450
Pay and Accounts Department.	
Chief Accountant	1,200
Chief Paymaster	750
Treasurer (Central Office)	400
Accountant (Head Office)	500
Pay Clerk (Howrah and Raneegunge)	400
Ditto (Allahabad)	

Engineering Department

	Rs per month.
District Engineers	1,200
Resident ditto, 1st Grade	800
Ditto ditto, 2nd ,,	600
Assistant ditto, 1st ,,	350
Ditto ditto, 2nd ,,	300
Assistant to Chief Engineer	1,200
Extra for Districts, acting as Deputies	300
Draughtsman	600
Accountant	
Locomotive Department	
Locomotive Superintendent	1,800
Deputy ditto	1,200
Personal Assistant to Locomotive Superintendent	600
Assistant in charge of Shops, Jumalpore	700
District Superintendents	900
Assistant ditto	800
Head Clerk, Jumalpore	400
Traffic Department.	
Traffic Manager	1,800
Deputy ditto	1,200
Principal Assistant to Traffic Manager	600
Chief Clerk	400
District Traffic Superintendents	800
Out-door Inspector	500
Carriage Department	
Superintendent	1,200
Assistant ditto	800
District ditto	600
Electric Telegraph Department.	
Superintendent	1,000
Assistant ditto	600

(1)—No officer, on being appointed in India to any post, whether by promotion or otherwise, shall receive on appointment more than four-fifths of the maximum salary of the office he is appointed to.

(2)—No officer shall receive an increase of pay beyond the pay assigned to him on his appointment till he has served a full year from the date of his appointment to any office, or from the date of the completion of his term of probation, if appointed in the first instance as a probationer, and he shall receive no subsequent increase while holding the same appointment, at shorter intervals than eighteen months from the date of the last increase

(3)—That the following be the maximum rates of increase which may be made under Rule 2 —

Scale of pay per month.	*Maximum Increase.*
	RS.
Rs 401 to 500	30
,, 501 ,, 600	40
,, 601 ,, 700	50
,, 701 ,, 800	60
,, 801 ,, 900	70
,, 901 ,, 1,000	80
,, 1,001 ,, 1,100	90
,, 1,101 ,, 1,500	100
,, 1,501 ,, 2,000	150

From M E. GRANT DUFF, Esq, to the Managing Director, London Board, East Indian Railway, dated India Office, London, the 26th January 1869.

I AM directed to acknowledge receipt of your letter of 8th instant, No 3,251, submitting a scheme for regulating increases of salaries of servants of the Company in India, with fixed maxima.

Proceedings of the Madras Government, Public Works Department,
11th June 1869.

In reply, I am to observe that the Secretary of State, having already expressed an opinion that a salary of Rupees 2,200 a month for the office of Secretary to the Board of Agency is excessive, and ought to be reduced in the case of future incumbents, cannot sanction that amount being fixed as a maximum for the salary in question He requests, therefore, that this item may be reconsidered, with a view to the adoption of a lower maximum

In other respects, the Duke of Argyll sees no objection to the scheme, which, when modified in the manner suggested, can be transmitted as the Board propose.

From D. I. NOAD, Esq , to the Under Secretary of State for India, dated London, the 5th February 1869, No 3,266.

I AM instructed by the Board of Directors to acknowledge the receipt of your letter of the 26th January last, suggesting that the proposed maximum salary of the Secretary to the Board of Agency may be reconsidered with a view to the adoption of a lower rate.

I now beg to inform you that, in deference to the views of the Secretary of State, the Board have fixed Rupees 1,000 per month as the maximum salary for future incumbents, and they will be glad to hear that it meets with the approval of the Secretary of State

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From HERMAN MERIVALE, Esq , to the Managing Director, London Board, East Indian Railway, dated India Office, London, the 18th February 1869.

I AM directed by the Secretary of State for India to acknowledge receipt of your letter* of the 5th instant, and to acquaint you, in reply, that he sanctions the amount therein fixed as the maximum salary of the Secretary to the Board of Agency at Calcutta

* No 3,266

ORDER.—Ordered that this Despatch be communicated to the Government of Bengal in the Public Works Department, Railway Branch, for information, and after communication with the Board of Agency, East Indian Railway, report as to those cases in which the salaries proposed as maxima vary from existing rates as sanctioned by the Directors and approved by the Government of India.

Ordered also, that this Despatch be communicated to the Governments of Madras, Bombay, and Punjab, and to the Chief Commissioner of Oudh, in the Public Works Department (Railway), for information.

(Signed) E. C. S. WILLIAMS, Major, R. E ,
Under Secy. to the Govt. of India.

No 249. ORDER THEREON, 11th June 1869, No. 1,909.

RAILWAY, No. 15.

COMMUNICATED to the Consulting Engineer for Railways.

(True Extract.)

Colonel, R E ,
Secretary to Government.

To the Consulting Engineer for Railways.

Exd S T Augustin.

P. W. 1869 Dept
(4) Pros. of Govt for June

GOVERNMENT OF INDIA

PBULIC WORKS DEPARTMENT

RAILWAY.

To No 2194

Nos. 508—12 R.

Dated Simla, 10th May 1869.

Received —25

From Secy to Govt of India
Public Works Dept
To the Chief Engineer
East Indian Railway
No 1909
Dated 27th May 1869

No 1909-11: June 69-

EAST INDIAN RAILWAY.

Maximum salaries for the principal. Officers

With an order

2. 28 May 1869.

Rec 2194

Govt. of {1869} Madras.

PUBLIC WORKS.

To The Consulting Engineer for Railways

Dated

Read Encl

G O 11th June 1869, No 1909

Nos. 248 - 249

Salaries &c of the Subordinate Establishment for the Principal Offices under the Main Establishment of the East Coast Railway Co - and other Offices concerned -

Vide Minutes

28 May 1869