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# MADRAS RECORD OFFICE.

## Government of Madras.

Public works DEPARTMENT.

G.O. No. 99 Press
Mis.
1890-91
Dated 8 1 1890.

***Not to be folded or roughly handled***

No 100 Read the following letter from the Acting Consulting Engineer, Irrigation and Canal Company, to the Secretary to Government, Public Works Department, dated Madras, 24th November 1869, No 103 —

No 338 dated 22nd October 1869
No 346, dated 17th November 1869, with accompaniments—1 Statement B

I HAVE the honour to forward two letters as per margin from the Agent and Manager, Madras Irrigation and Canal Company, in the first of which he asks for a small increase to the sanctioned amount for Engineering establishment, or rather for establishment employed on construction generally, and also proposes that certain *employes* who are now on the Contingent list, and whose salaries are charged against estimates for works, should be brought on the regular establishment; and he further proposes that in supersession of the existing system whereby a fixed number of *employes* of each class and grade with determined salaries has been sanctioned, and for any alteration in which, either as regards numbers, classes, or salary of an individual, an order of Government is necessary, the several grades should be mobilized, and that a lump sum having been sanctioned by Government for each class of persons it shall be competent for the Manager and the Chief Engineer to sanction any revision of establishment, both as regards the number of men of each or any class, and the rates of salary, provided only that the lump sum allowed by Government for each group of *employes* shall not be exceeded. In his second letter quoted above the Agent affords some explanation of the increase of establishment asked for.

Increase of Establishment

2. The net increase of permanent establishment asked for is Rupees 355-8-0, which is made up as follows, and shown in detail in Statement marked B. .—

*Increase.*

| | Salaries | Allowances |
|---|---|---|
| Estimators and Draughtsmen .. .. | 130 | 20 |
| Writers ... . .. .. | 285 | 20 |
| Medical Subordinates .. .. | 55 | 30 |
| Peons and other Servants . .. . . | 215 | 0 |
| Total .. | 685 + | 70 |
| | Rupees 755 | |

*Decrease.*

| | |
|---|---|
| Engineers and Subordinates ... ... . | 132 75 |
| Writers ... ... . . ... | 0 10 |
| Medical Subordinates .. .. .. | 28½ 0 |
| Peons and other Servants .. .. . ... | 151 0 |
| | 314 + 85 |
| | Deduct 399½ |

Net increase, Rupees 355½

The increase for Draughtsmen arises from an extra hand for the Chief Engineer's office, and some increase of salaries in Division offices, as it is stated



giving a net increase of Rs. 355 1/2

to be impossible to obtain competent men on the existing rates The increase in Writers is owing to more hands being required in the Chief Engineer's office, and small increases of salaries in the divisions The increase for Medical subordinates is because the existing scale of salaries is not sufficient to secure the services of properly qualified men.

3 Under the head of Peons an increase of Rupees 215, less 154 now sanctioned for Bellary and to be discontinued, leaving a net increase of Rupees 61, but virtually an addition of 215 to the present establishment employed on the line from Soonkasala to Cuddapah, is proposed "in order that the Chief Engineer may, "when necessary, increase the number of Peons and be able to augment the pay of "old and deserving servants."

4. The Agent's second proposal is that a certain portion of the existing contingent establishment, whose monthly salaries amount to Rupees 1,705, *plus* 285 allowances *vide* Statement marked A, should be transferred to the permanent establishment, and in support of the proposal he urges "that it will be bringing "into the light of day that which, from the nature of the arrangement, is now to "some extent hidden from view, and is therefore open to abuse," * * * * "and will be simply legitimatising and bringing under proper control expenditure "which at present takes place without direct sanction, and therefore virtually "without control"

5 The contingent servants who it is proposed to thus deal with, are Inspectors, Surveyors, and Overseers, together with temporary Writers, costing Rupees 120 monthly, and all of whom are at present paid from the items in the estimates for works called "Special Superintendence and Sundries."

6 I certainly think that Inspectors, Surveyors, and Overseers, excepting those of a very low class, ought to have been on the permanent establishment, and if the Company had only recently commenced their operations I would concur in the Agent's view, but seeing how large the existing permanent establishment is, and having regard to the circumstance that over great lengths of the main canal the works upon which the men referred to are engaged are fast approaching completion, and that there is every reason to expect that, with the exception of the 10th Section, the whole of the main canal and all its masonry works will be completed by June 1870, I am not prepared to recommend this proposed addition to the permanent establishment I believe the men in question are all usefully employed at the present moment, but as works are completed in the course of the next seven months a considerable reduction of permanent establishment ought to be expected, for there will certainly not be employment for all in connection with the distribution works, which, together with the 10th Section, will be all that will then remain for execution

7. The third proposal is that the several grades or classes of *employés* on the permanent establishment should be mobilized, and that, in supersession of the existing detail sanction for the Chief Engineer's office, and for all the divisions, the aggregate amount for each class should be sanctioned, and that within the limits of such sanction the Agent and the Chief Engineer would be at liberty to vary from time to time, as circumstances dictated, the number of *employés* and their rates of salary To a certain extent the principle is now acted on in the case of Engineers for whom the sanction is Rupees 18,800 salary, and Rupees 4,410 allowance.

Supposing the Government to acquiesce in the small increase asked for in paragraph above the effect of the Agent's proposal for the mobilization of other grades would be thus—



| | Salary Rs | Allowance Rs |
|---|---|---|
| For Engineers, Inspectors, Surveyors, and Overseers | 24,540 | 6,615 |
| „ Estimators and Draughtsmen | 1,275 | 20 |
| „ Writers | 2,490 | 75 |
| „ Medical Department | 685 | 175 |
| „ Peons and other Servants . | 1,291 | 0 |
| | 30,281 | 6,885 |
| Total | 37,166 | |
| Deduct existing sanction. | 36,810½ | |
| Net increase | 355½ | |

The reason assigned for this proposal is that "it not unfrequently happens that "the Chief Engineer requires the services of an Inspector or Surveyor for important work, while he has sanction open only for an Engineer, or *vice versâ*, and "under existing arrangements he is debarred from charging the salary of the one "against the sanction for the other, and the business suffers in consequence," * * * * "that under existing arrangements the Chief Engineer may have to maintain in a division a staff which he cannot safely relinquish, and the system will "not admit of his transferring, but which is far in excess of his requirements, "while in another division, from unforeseen but natural increase of work, the "sanctioned staff may be wholly inadequate, and the business languish and inconvenience ensue for want of the very help which is close at hand, but cannot be "made use of"

8 It appears to me that however appropriate the system hitherto in force was while extensive works were in progress in each section of the canal, and that the establishment which was found suitable in one length would in proportion be a fair guide for sanction in another, the time has now arrived when the Chief Engineer should be allowed the utmost freedom of transfer from one place to another as work varied, and I also think that some discretion in the variation and allotment of salaries would also be very beneficial The system proposed does, I understand, prevail in the Railway Department, I would therefore recommend to the consideration of Government that the Agent's proposal for mobilization of salaries might be sanctioned, to have force from the 1st proximo up to 30th June 1870, and that it shall be competent for the Agent, in Committee with the Consulting Engineer, to sanction any revision of establishment which the Chief Engineer may desire within sanctioned grants, all such alterations to be periodically reported to Government, and on the understanding that any changes of salary which may be made before they are approved of by the Agent and Consulting Engineer in Committee shall be disallowed, and that in cases where the Consulting Engineer is not in accord with the Chief Engineer and the Agent the proposal, if desired by the Company's Officers, shall be submitted for the orders of Government.

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From the Agent and Manager of the Madras Irrigation and Canal Company, to the Consulting Engineer, Irrigation and Canal Company, dated Madras, 22nd October 1869, No 338

I HAVE the honour to inform you that the Chief Engineer considers that the time has arrived when a modification of his staff becomes necessary

That officer has forwarded to me a schedule of the alterations he proposes I enclose a summary of that document (including certain modifications which I consider necessary) for your information The proposed new arrangement involves some changes in the details of the staff, but as you will see the amount for sanction is not increased to any large extent The figures are as under —

| | Rs | Rs |
|---|---|---|
| Now proposed | 30,281 | 6,885 |
| Existing sanction .. | 29,910½ | 6,900 |
| | + 370½ | — 15 |
| Giving a net increase of . | | 355½ |

Giving a net increase of Rs. 355 1/2

Mr Latham also makes a proposal which will I think, commend itself to the approval of the Government It is to have regular sanction (as part of the recognized staff) for the employés who are now on the contingent list, and whose salaries are charged against the estimates for works The existence of this contingent establishment I have always looked upon as an irregularity and any measure which has for its object the bringing these employes within the scope of a sanction, and placing them under the control of the Government Examiner, cannot be otherwise than a desirable one It will in fact be bringing into the light of day that which, from the nature of the arrangement, is now to some extent hidden from view, and is therefore open to abuse

It is important that I should remark that this step will not add one anna to the expenditure on establishments It will simply be legitimatising and sanctioning and bringing under proper control expenditure which at present takes place without direct sanction, and therefore virtually without control This arrangement will add to the amount requiring sanction, salaries Rupees 1,705 and allowances Rupees 285, and the figures will stand as under —

| | Salary | Allowance |
|---|---|---|
| | Rs | Rs |
| Permanent Establishment as proposed . . | 30,281 | 6,885 |
| Contingent do proposed to be transferred to permanent | 1 705 | 2 5 |
| Total for sanction | 31,986 | 7,170 |

I enclose an abstract of the contingent establishment here referred to for your information Mr Latham further proposes that a mobilization of the Inspectors, Surveyors, and Overseers, with Engineers, as a general Construction Staff, shall be effected with power to him to move the individuals composing it from point to point on the canal as their services may be required, and can best be utilized In other words that Inspectors, Surveyors, and Overseers, shall be placed with Engineers under the operation of the same rule, as applies at present to the latter only, and that a lump sum shall be sanctioned for the whole canal for such Construction Staff

It not unfrequently happens that the Chief Engineer requires the services of an Inspector or Surveyor for important work, while he has sanction open only for an Engineer, or *vice versâ*, and under existing arrangements he is debarred from charging the salary of the one against the sanction for the other, and the business suffers in consequence This state of things would be remedied by having a mobilized Construction Staff

I am satisfied that a mobilization, as proposed, would be a step in the right direction, but I doubt if it goes far enough I believe that greater efficiency and economy in working would be secured by a more complete mobilization of the staff What I would propose is that the whole staff of the canal (with the exception of the Agent's establishment, about which no difficulty exists) be mobilized into five classes, namely —

1 Construction Staff to include all Engineers, Inspectors, Surveyors, and Overseers, as proposed by Mr Latham.
2 Draughtsmen and Estimators
3 Writers
4 Medical employés
5 All employes not included in the above four classes

A lump sanction being given for each of the five classes for the whole canal That efficiency and economy would be promoted by this arrangement will be evident from one fact only, namely, that under existing arrangements Mr Latham may have to maintain in a division a staff which he cannot safely relinquish, and the system will not admit of his transferring, but which is far in excess of his requirements, while in another division, from unforeseen but natural increase of work, the sanctioned staff may be wholly inadequate, and the business languish and inconvenience ensue for want of the very help which is close at hand, but cannot be made use of As the work advances this is a state of things which will occur with ever increasing frequency, and it would be inconvenient, indeed practically impossible, to apply to Government for a revised sanction on each of such occasions

This is only one argument out of many which might be adduced in favour of the proposal now submitted for approval

The Government Examiner, who has seen the working of our system, is in favour of a mobilization—even more entire I believe than that which I propose—of our staff, and if you agree with me as to the desirability of the arrangement I shall be glad if you will apply for the revised sanction upon that footing

I am most anxious that this matter shall be arranged without delay, in order that Mr Latham may be enabled promptly to make his arrangements for the present working season, and I shall therefore be glad if you will send the proposal forward for sanction and communicate the result to me at your early convenience

In the event of a portion only of the foregoing proposition being approved for sanction, the remainder being left in abeyance for explanation, I will thank you to communicate to me the particulars of such partial approval without delay, in order that I may to that extent be enabled to place Mr Latham in a position to proceed with his arrangements



*Aggregate Permanent and Contingent Staffs proposed for sanction as Permanent Staff*

| | Inspectors, Surveyors, and Overseers | | Estimators and Draughtsmen | | Writers | | Medical Staff | | Peons and other Employes not included in the first four Columns | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary. | Allowance |
| | Rs | Rs | Rs | Rs. | Rs | Rs. | Rs | Rs | Rs | Rs | Rs | Rs |
| Permanent Staff as proposed . . | 24,540 | 6,615 | 1,275 | 20 | 2,490 | 75 | 685 | 175 | 1,291 | . | 30,281 | 6,885 |
| Existing Contingent proposed for sanction as Permanent | 1,585 | 285 | | | 120 | . | | | | | 1,705 | 285 |
| Total | 26,125 | 6,900 | 1,275 | 20 | 2,610 | 75 | 685 | 175 | 1,291 | | 31,986 | 7,170 |

A

*Abstract of Contingent Staff*

| | Inspectors, Surveyors, and Overseers | | Estimators and Draughtsmen | | Writers | | Medical Staff | | Peons and other Employes not included in the first four Columns | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance |
| | Rs. | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs |
| In all Divisions ... ... | 1,585 | 285 | .. | .. | 120 | .. | .. | .. | .... | .... | 1,705 | 285 |
| Total . | 1,585 | 285 | .. | .. | 120 | .. | .. | .. | .... | .... | 1,705 | 285 |

(Signed) F. H HENSLOWE,
*Agent and Manager*

(Signed) C A. BADHAM,
*Chief Accountant*

MADRAS,
*22nd October* 1869.

2

Giving a net increase of Rs. 355½

*Statement of Permanent Establishment showing proposed alterations in comparison with existing sanction*

| | Engineers, Inspectors, Overseers, and Surveyors | | | | Estimators and Draftsmen | | | | Writers | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Present | | Proposed | | Present | | Proposed | | Present | | Proposed | |
| | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance |
| | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs |
| Engineers in all Divisions | 18,800 | 4,410 | 18,800 | 4,410 | | | | | | | | |
| Inspectors, Overseers, and Surveyors in all Divisions as under | | | | | | | | | | | | |
| Central Office | | | | | 540 | | 575 | | 310 | | 435 | |
| Kurnool Medical Staff | | | | | | | | | | | | |
| Hindry | 660 | 240 | | | 35 | | 80 | | 260 | | 310 | |
| Bowanassy | 785 | 270 | | | 60 | | 80 | | 285 | 25 | 285 | 15 |
| Nundial | 620 | 260 | | | 60 | | 80 | | 260 | | 275 | |
| Kondaur | 850 | 210 | 5,710 | 2,205 | 75 | | 80 | | 225 | | 235 | |
| Dhoor | 800 | 240 | | | 80 | | 80 | | 235 | | 265 | |
| Pernair | 410 | 130 | | | 35 | | 80 | | 230 | | 235 | |
| Distribution Survey | 610 | 300 | | | 80 | | 80 | 20 | 230 | 40 | 230 | 60 |
| Bellary | 1,087 | 600 | | | 90 | | 90 | | 45 | | 45 | |
| Deputy Chief Engineer's Office | | | | | 50 | | 50 | | 95 | | 95 | |
| Somasweram Establishment | | | | | | | | | 30 | | 30 | |
| Hospital Peons, etc | | | | | | | | | | | | |
| | 5,872 | 2,280 | | | | | | | | | | |
| | 24,672 | 6,690 | 24,510 | 6,615 | 1,115 | | 1,275 | 20 | 2,205 | 65 | 2,490 | 75 |

| | Medical Staff | | | | Peons and all other Employes not included in the first four Columns | | | | Total | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Present | | Proposed | | Present | | Proposed | | Present | | Proposed | |
| | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance |
| | Rs | Rs | Rs | Rs | Rs. | Rs | Rs | Rs | Rs | Rs | Rs | Rs |
| Engineers in all Divisions | | | | | | | | | 18,800 | 4,410 | 18,800 | 4,410 |
| Inspectors, Overseers, and Surveyors in all Divisions as under | | | | | | | | | | | 5,740 | 2,205 |
| Central Office | | | | | 230 | | 256 | | 1,080 | | 1,286 | |
| Kurnool Medical Staff | 171½ | | 160 | 15 | | | | | 1741 | | 160 | 15 |
| Hindry | | | | | 45 | | 53 | | 1,000 | 240 | 473 | |
| Bowanassy | 54 | 15 | 60 | 15 | 44 | | 54 | | 1,248 | 310 | 479 | 30 |
| Nundial | 59 | 15 | 60 | 15 | 51 | | 64 | | 1,070 | 275 | 479 | 15 |
| Kondaur | 120 | 40 | 115 | 40 | 44 | | 57 | | 1,323 | 280 | 487 | 40 |
| Dhoor | 54 | 15 | 60 | 15 | 44 | | 57 | | 1,263 | 255 | 462 | 15 |
| Pernair | 54 | 15 | 75 | 15 | 51 | | 57 | | 780 | 145 | 447 | 15 |
| Distribution Survey | 49 | 15 | 60 | 15 | 51 | | 51 | | 1,020 | 355 | 421 | 95 |
| Bellary | 85 | 30 | 95 | 45 | 582 | | 428 | | 1,889 | 630 | 658 | 45 |
| Deputy Chief Engineer's Office | | | | | 43 | | 43 | | 188 | | 188 | |
| Somasweram Establishment | | | | | 45 | | 45 | | 75 | | 75 | |
| Hospital Peons, etc | | | | | | | 126 | | | | 126 | |
| | 658½ | 115 | 685 | 175 | 1,260 | | 1,291 | | 29,011 | 6,900 | 30,281 | 6,885 |

MADRAS,
22*nd October* 1869

(Signed) C A BADHAM,
*Chief Accountant*

(Signed) F. H HENSLOWE,
*Agent and Manager.*

From a net increase of Rs: 355½

From the Agent and Manager of the Madras Irrigation and Canal Company, to the Consulting Engineer, Irrigation and Canal Company, dated Madras, 17th November 1869, No 376

As it may facilitate your action in dealing with the proposed re-arrangement of the Divisional staffs, I anticipate any inquiry you may deem it necessary to make by appending an explanation of the several increases involved in the new arrangement

The amounts for which sanction is asked are in many cases diminished, the net increase on the whole being, as shown in my No 335, Rupees 370½ salary, and Rupees 15 allowances

Under these circumstances it does not seem necessary to do more than deal with the *net* increases, and I will therefore take—

1*st* —Draughtsmen and Estimators {Salary Rupees 130 / Allowance ,, 20} Increase

The increase in salaries is made up, 1st, of an addition of Rupees 35 to the Chief Engineer's staff, that officer finding his present strength inadequate for the amount of work in plan-drawing and estimating devolving upon his office, and, 2nd, of an addition of Rupees 95 to the cost of the Divisional staffs, it having been found impossible to get competent men at the salaries the existing sanction enables us to offer The increase of Rupees 20 as allowances is for the Distribution Survey, the Draughtsmen attached to which require the means of moving from place to place, and for this purpose the sanction is asked for

2*nd* —Writers {Salaries Rupees 285 / Allowance ,, 10} Increase.

The increase in salaries here is to the extent of Rupees 145 for the Chief Engineer's office, he having found that, in relinquishing a large amount of sanction under the existing arrangement, he has weakened the staff of his office too much, and that it is not adequate to carry on the work. There is also an addition of Rupees 80 to the Hindry staff, which will probably be only temporary, and trifling increases in four of the divisions The increase of Rupees 10 in allowances is for the Distribution Survey under the same circumstances as those assigned in the case of the Draughtsmen

3*rd* —Medical Staff {Salary Rupees 26½ / Allowance ,, 30} Increase

This small addition to salaries is for the purpose of enabling us to secure the services of better qualified men than we can obtain under the existing sanction Allowances to the extent of Rupees 15 are entered for the Dresser of the Hindry Division, who requires the means of moving from point to point, and an addition to the allowances of the Dresser of the Distribution Survey is also included

4*th* —Peons, etc

There is here an increase of Rupees 61, the object of which Mr Latham explains is to enable him, when necessary, to increase the number of Peons, etc, and also to give him a small margin for increasing the pay of old and deserving servants of the Company

*Proceedings of the Madras Government, Public Works Department, 8th January 1870.*

B

*Memorandum of particulars of increase now asked by the Agent.*

| Division | Engineering, Upper and Subordinate | | Estimators and Draughtsmen | | Writers | | Medical Staff | | Peons and all other Employes | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Salary | Allowance. | Salary. | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance | Salary | Allowance |
| | Rs. | Rs | Rs. | Rs. | Rs | Rs | Rs | Rs | Rs | Rs | Rs | Rs |
| All Engineers Central Office | | | 35 | | 145 | | 14½ | | 26 | | 206 | 15 |
| | | | | | | | | | | | 14½ | |
| Hindry ... . | | | 45 | | 80 | | 133 | | 8 | | 133 | |
| Bowanassy .. | | | ... | | .. | 10 | 16 | | 10 | | 16 | |
| Nundial .. | | | | | 15 | | | | 13 | | 29 | 10 |
| Kondaur .. | | | 5 | | 10 | | | | 13 | | 28 | |
| | | | | | | | | | | | 14 | |
| Dhoor | 132 | 75 | | | 30 | | 6 | | 13 | | 49 | 75 |
| | | | | | | | | | | | 132 | |
| Pennair .. | | | 45 | | 5 | | 21 | | 6 | | 77 | |
| Distribution Survey . | | | | 20 | | 20 | 11 | | | | 11 | 40 |
| Bellary ... .. | | | | | | | 10 | 15 | 154 | | 10 | 15 |
| | | | | | | | | | | | 154 | |
| Deputy Chief Engineer .. | | | | | | | | | | | | |
| Somaiswerum .. | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Total of Increase . | 132 | 75 | 130 | 20 | 285 | 20 | 55 | 30 | 215 | | 685 | 70 |
| Total of Decrease . | | | | | | | 28½ | 15 | 154 | | 314½ | 85 |
| | | | | | | | | | | | | |
| | | | | | | | ... | | ... | | ... | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | |

No 191. ORDER THEREON, 8th January 1869, No. 99.

IRRIGATION, No 6

WITH this letter the Acting Consulting Engineer forwards, for the orders of Government, two letters from the Agent and Manager of the Madras Irrigation and Canal Company in which the following propositions connected with the Company's establishments are brought forward for sanction —Mr Henslowe asks, 1st, that a small increase, amounting to Rupees 355½, on existing sanctions for establishments, may be allowed, 2ndly, that the present contingent establishment, the cost of which is now met from the estimates, may be treated in all respects as permanent establishment, the amount sanctioned for the latter being accordingly increased to the extent of Rupees 1,705 for salaries, and Rupees 285 for travelling allowances, 3rdly, that what is termed the "mobilization" of the establishments may be permitted, and that, within the lump sum fixed for each class of employé, the responsible officers of the Company may be allowed to settle the numbers and rates of pay of each and all

2 Under the explanations contained in the papers submitted by the Acting Consulting Engineer, the Right Honourable the Governor in Council sanctions the increase of Rupees 355½ in the cost of the Company's establishments as recommended

3 His Excellency concurs with Colonel Carpendale in considering that, under present circumstances, it is not advisable to increase the permanent establishment by transferring thereto the temporary establishments now paid from estimates, although were the Company at the beginning, instead of nearly at the end of their operations it would be proper to include all except the really petty establishments, such as Maistries and Gumastas, in the one general list. It may be remarked that the present permanent establishment ought to be amply sufficient to supervise all work which is being done on contract, and that it is only where work is being executed departmentally that there should be any necessity for the entertainment of any subordinate employés, as these are only required to look after and carry out details

4 With regard to the "mobilization" of establishments, the Government do not consider that any such arrangement can properly be made applicable to the higher grades of the Engineering establishment, and sanction cannot therefore be given to the proposition for making a lump sum grant for Engineers and subordinates indiscriminately This part of the establishment should therefore remain, until reductions can be effected, at the strength and according to the scale shown in G O, 4th June last, No. 1,826 With respect to the subordinate Engineering and Office establishments the case is different, as employés of these classes are usually entertained in India and some elasticity of arrangement may be beneficial. There will therefore be no objection to the sanctions for these standing for the future as follow —

| | Salaries Rs | Allowances Rs |
|---|---|---|
| For Subordinate Engineering Establishments | 5,740 | 2,265 |
| " Estimators and Draughtsmen | 1,275 | 20 |
| " Writers | 2,190 | 75 |
| " Medical Department | 685 | 175 |
| " Peons and other Servants | 1,291 | 0 |



and, within the amount allotted to each class, the Company's Officers will be at liberty to make whatever arrangements may appear to be most desirable In the Order of the 4th March 1862, No 354, the Consulting Engineer was authorized to sanction changes of establishment not involving additional expense, and it will now be within his power to allow transfers of sanction from one class of subordinate employés to another, whenever he may be satisfied that such changes are necessary.

5. The Government are averse to frequent changes in the proportions between the several grades and classes of the superior Engineering establishment, but they are desirous of meeting the wishes of the Company's Officers as far as possible, and in any way which will not prevent the Consulting Engineer, as the representative of Government, knowing what is going on, and exercising such supervision as may be requisite, and the Consulting Engineer will therefore be authorized to sanction from time to time such increases of the Subordinate establishment, with a corresponding reduction of the superior Engineering grades, as may be shown to be necessary. It is not considered probable that any necessity will arise for a further augmentation of the number of Executive or Assistant Engineers and, therefore, should such be at any time asked for it will, as at present, be requisite to obtain the sanction of Government

(True Extract)

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

To the Consulting Engineer, Irrigation and Canal Company.
" Agent and Manager do do.

Exd J Tulloch

No 338

Madras Rly & Co Comp.y
Madras 22nd Oct.r 1869.

From

The Agent and Manager
M. Rly & Co.

To

The Consulting Engineer
M. Rly & Co Comp.y

Sir,— I have the honor to inform you that the Chief Engineer considers that the time had arrived when a Modification of his Staff becomes necessary.

That Officer has forwarded to me a Schedule of the Alterations he proposes & enclosed a Summary of that Document including certain Modifications which he considers necessary for your information. The proposed new arrangement involves some changes in the details of the Staff sent, as you will see, the Amount for Conveyance is increased to any large extent. The figures are as under

| | | |
|---|---|---|
| Now Proposed | 30281 | 6885 |
| Existing Establishment | 29910½ | 6900 |
| | + 370½ | — 15 |

Shows a net increase of Rs. 355½

Mr Latham also makes a proposal which will I think commend itself to the approval of the Government. It is to have regular sanction (ie grant of the required Staff) for the employes who are now on the Contingent List and whose salaries are charged against the Estimates for Works. The existence of this Contingent Establishment I have always looked upon as an irregularity and any measure which has for its object the bringing these employes within the scope of sanction and placing them under the control of the Government Inspectors Cannot be otherwise than a desirable one. It will in fact be bringing into the light of day that which from the nature of the Arrangement is now to some extent hidden from view and is therefore open to abuse.

It is important that it should remain that the step will not add one iota to the Expenditure on Establishments. It will simply be legitimatising and sanctioning and bringing under proper control expenditure which at present takes place without direct sanction and therefore virtually without control.

The Arrangement will add to the Amount requiring sanction Salaries Rs. 1705 and Allowances Rs. 285, and the figures will stand as under:-

| | Salary | Allowance |
|---|---|---|
| Permanent Establishment as proposed | 30281 | 6885 |
| Contingent do proposed | 1705 | 285 |
| Total for Sanction | 31986 | 7170 |

I enclose an Abstract of the Contingent Establishment here referred to for your information.

Mr Latham further proposes that a Subdelegation of the Inspectors Surveyors and Overseers with Engineers as a General Construction Staff shall

shall be effected with Power
obtain & move the Individuals Com-
posing it from point B point
on the Canal as their services
may be required and can
best be obtained. In other
words that Inspectors Surveyors
and Overseers shall be placed
with Engineers under the Operation
of the same rule as applies at
present to the latter only and
that a lump sum shall be
Sanctioned for the whole Canal
for such Construction Staff.

If not unfrequently happens
that the Chief Engineer requires
the services of an Inspector or
Surveyor for important works
while he has Sanction pend-
ing for an Inspector, or vice versâ,
and under existing arrange-
ments he is debarred from
charging the salary of the one
against the Sanction for the
other and the business suffers
in consequence. This state
of things would be remedied
by having a well defined Construction
Staff.

I am satisfied that a mobilisa-
tion as proposed would be
a step in the right direction
but I doubt if it goes far
enough. I believe that greater
efficiency and economy in working
would be secured by a more
complete mobilisation of the staff.

What I would propose is
that the whole staff of the Canal
with the exception of the Agents
Establishment about which no
difficulty exists be mobilised
into five classes namely

1 Construction Staff to include all
Engineers Inspectors Surveyors
and Overseers as proposed by
Mr Latham.

2 Draughtsmen & Estimators

3 Writers

4 Medical Employés

5 All Employés not included
in the above four classes

A lump Sanction being given
for

for each of the five classes for the whole Canal. That efficiency and economy would be promoted by this arrangement will be evident from one fact only namely that under existing arrangements Dr. Latham may have to maintain in a Division a Staff which he cannot safely relinquish and the system will not admit of his transferring that which is far in excess of his requirements while in another Division from unforeseen but natural increase of work the sanctioned staff may be wholly inadequate and the business conquests and inconvenience ensue for want of the very help which is close at hand but cannot be made use of. As the worst advances this is a state of things which will occur with ever increasing frequency, and it would



be inconvenient indeed practically impossible, to apply to Government for a revised sanction on each of such occasions.

This is only one argument out of many which might be adduced in favor of the proposal now submitted for approval.

The Government Engineer who has seen the working of our system is in favor of a mobilisation - even more entire I believe than that which I propose - of our Staff and if you agree with me as to the desirability of the arrangement I shall be glad if you will apply for the revised sanction upon that footing.

I am most anxious that this matter shall be arranged without delay in order that Dr. Latham may be enabled promptly to make his arrangements for the present working season and I shall therefore be

## Aggregate Permanent and Contingent Staffs proposed for Sanction as Permanent Staff

| | Inspectors Surveyors and Overseers | | Estimators and Draughtsmen | | Workers | | Medical Staff | | Persons and other Employes not included in the first four Columns | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce |
| Permanent Staff as proposed | 24540 | 6615 | 1275 | 20 | 2490 | 75 | 685 | 175 | 1291 | " | 30281 | 6885 |
| Existing Contingent proposed for Sanction as Permanent | 1585 | 285 | " | " | 120 | " | " | " | " | " | 1705 | 285 |
| | 26125 | 6900 | 1275 | 20 | 2610 | 75 | 685 | 175 | 1291 | " | 31986 | 7170 |

Madras
22 October 1869

C. Macleay
Chief Accountant

Dr. Hunter Thomson
Agent & Manager

## Abstract of Contingent Staff.

| | Inspectors Surveyors and Overseers | | Estimators and Draughtsmen | | Writers | | Medical Staff, | | Pensioners and other employés not included in the 1st four Columns | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce |
| In all Divisions | 1585 | 285 | " | " | 120 | " | " | " | " | " | 1705 | 285 |
| | 1585 | 285 | " | " | 120 | " | " | " | " | " | 1705 | 285 |

Examined
& 22nd October 1869

C. C. Buckley
Chief Accountant

Dr. Hartwell Thurston
Agent & Manager

No 338

From

The Agent & Manager
I & H Lee

To

The Consulting Engrs.
I & H Lee

Dated 22
Rec'd 23 Oct/69

L. No 5002/69-

Enclosures

Forwards for Sanction
a modification of
the Engineering Staff
which becomes now
necessary

# Statement of Permanent Establishment

## Shewing proposed alterations in comparison with existing Sanction

| | Engineers Inspectors Overseers and Surveyors | | Estimators and Draughtsmen | | Writers | | Medical Staff | | Peons and all other employés not included in the four Columns | | Total. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Present | | Proposed | | Present | | Proposed | | Present | | Proposed | | Present | | Proposed | |
| | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce | Salary | Allowce |
| Engineers all Divns | 1800 | 440 | 1800 | 440 | " | " | " | " | " | " | " | " | " | " | " | " | 1800 | 440 | 1800 | 440 |
| Inspectors Overseers and Surveyors all Divns | " | " | " | " | " | " | " | " | " | " | " | " | " | " | " | " | " | " | 5740 | 2205 |
| Central Office | | | | | 540 | " | 575 | " | 310 | " | 455 | " | " | " | " | " | 230 | " | 256 | " | 1080 | " | 1286 | " |
| Kurnool Medl Staff | " | " | " | " | " | " | " | " | " | " | " | " | " | 174½ | " | 160 | 15 | " | " | " | " | 174½ | " | 160 | 15 |
| J. C. Indry | 660 | 240 | " | " | 35 | " | 80 | " | 260 | " | 340 | " | " | " | " | " | 45 | " | 53 | " | 1000 | 240 | 473 | " |
| Bowanapy | 785 | 270 | " | " | 80 | " | 80 | " | 285 | 25 | 285 | " | 54 | 15 | 60 | 15 | 44 | " | 54 | " | 1248 | 310 | 479 | 80 |
| Mundial | 620 | 260 | " | " | 80 | " | 80 | " | 260 | " | 270 | " | 59 | 15 | 60 | 15 | 57 | " | 64 | " | 1070 | 275 | 479 | 15 |
| Kondaur | 850 | 240 | " | " | 75 | " | 80 | " | 225 | " | 235 | " | 129 | 40 | 115 | 40 | 44 | " | 57 | " | 1323 | 280 | 487 | 40 |
| Dhoor | 850 | 240 | " | " | 80 | " | 80 | " | 235 | " | 265 | " | 54 | 15 | 60 | 15 | 44 | " | 57 | " | 1263 | 255 | 462 | 15 |
| Pennair | 410 | 130 | " | " | 35 | " | 80 | " | 230 | " | 235 | " | 54 | 15 | 75 | 15 | 51 | " | 57 | " | 780 | 145 | 447 | 15 |
| Distribution Survey | 610 | 300 | " | " | 80 | " | 80 | 20 | 230 | 40 | 230 | 60 | 49 | 15 | 60 | 15 | 57 | " | 57 | " | 1020 | 355 | 421 | 95 |
| Bellary | 1087 | 600 | " | " | 90 | " | 90 | " | 45 | " | 45 | " | 85 | 30 | 95 | 45 | 582 | " | 478 | " | 1889 | 630 | 658 | 45 |
| Deputy Chf Supt Office | " | " | " | " | 50 | " | 50 | " | 95 | " | 95 | " | " | " | " | " | 43 | " | 43 | " | 188 | " | 188 | " | |
| Somaiswerum Estabt | " | " | " | " | " | " | " | " | 30 | " | 30 | " | " | " | " | " | 45 | " | 45 | " | 75 | " | 75 | " | |
| | 5872 | 2280 | | | | | | | | | | | Kurnool Peons &c | | | | 126 | | | | | 126 | | |
| | 24672 | 6690 | 24540 | 6615 | 1145 | " | 1275 | 20 | 2205 | 65 | 2490 | 75 | 658½ | 145 | 685 | 175 | 1230 | " | 1291 | " | 29910½ | 6900 | 30281 | 6885 |

Madras
22nd October 1869

C. A. Bradley
Chief Assistant

H. Hartley Kennedy
Agent. Carnatic Railway

Consulting Engineer's Office

**B**

Memo. of particulars of increase now asked by the Agent.

| Divisions | Engineering — upper and subordinate. Salary | allowance | Estimaters and Draughtsmen Salary | allowance | Writers Salary | allowance | Medical Staff Salary | allce. | Peons and all other employes Salary | allce. | Total. Salary | allce. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| All Engineers | " | " | " | " | " | " | " | " | " | " | " | " |
| Central Office | | | 35 | " | 145 | " | | 15 | 26 | " | 206 | 15 |
| Hindry | | | 45 | " | 80 | " | " | " | 8 | " | 133 | " |
| Bowanapoy | | | " | " | " | " | 6 | " | 10 | " | 16 | " |
| Sundial | | | " | " | 15 | " | 1 | " | 13 | " | 29 | " |
| Koondaur | | | 5 | " | 10 | " | " | " | 13 | " | 28 | " |
| Shoor | | | " | " | 30 | " | 6 | " | 13 | " | 49 | " |
| Pennair | | | 45 | " | 5 | " | 21 | " | 6 | " | 77 | " |
| Distribution Survey | | | " | 20 | " | 20 | 11 | " | " | " | 11 | 40 |
| Bellary | | | " | " | " | " | 10 | 15 | " | " | 10 | 15 |
| Deputy Chief Engineer | | | " | " | " | " | " | " | " | " | " | " |
| Somaiswaram | | | " | " | " | " | " | " | *126 | " | 126 | " |
| Total of Increase | " | " | 130 | 20 | 28 | 20 | 55 | 30 | 215 | " | 686 | 70 |
| Total of Decrease | | | | | | | | | | | | |

* Hospital Peons Vacancies

755

355½ Net increase

Consulting Engineer's Office
Irrigation and Canal Co.
Madras 24th November 1869
Ed. P.S.

Lieutenant Colonel R.E.
Acting Consulting Engr. I. & C. Co.

Consulting Engineer's Office
Irrigation and Canal Coy.
Madras 24th November 1869

No. 103.

From,

Colonel J. Carpendale R.E.
A.S. Consulting Engineer I.&C. Co.

To,

The Secretary to Government
Department of Public Works

Sir,

I have the honor to forward two letters as per margin from the Agent and Manager Madras Irrigation and Canal Company, in the first of which he asks for a small increase to the sanctioned amount for Engineering Establishment or rather for Establishment employed on Construction generally, and also proposes that certain Employés who are now on the Contingent list, and whose salaries are charged against Estimates for works, should be brought on the regular Establishment; and he further proposes that in supersession of the existing system whereby a fixed number of Employés of each Class and Grade with determined salaries have been sanctioned, and for any alteration in which, either as regards numbers, Classes, or salary of an individual, an

* No. 338-22 October 1869
No. 376-17 November 1869
with accompaniments-
1 Statement B

an Order of Government is necessary, the several Grades should be mobilized and that a lump sum having been sanctioned by Government for each class of persons, it shall be competent for the Manager and the Chief Engineer to sanction any provision of Establishment both as regards the number of Men of each or any class, and the rates of salary, provided only that the lump sum allowed by Government for each Group of Employés shall not be exceeded. In his second letter quoted above the Agent affords some explanation of the increase of Establishment asked for.

2 The net increase of permanent Establishment asked for is Rupees 355-8- which is made up as follows and shown in detail in Statement marked B.- Increase of Establishment

| Increase | Salaries | Allowances |
|---|---|---|
| Estimators and Draughtsmen | 130 | 20 |
| Writers | 285 | 20 |
| Medical Subordinates | 55 | 30 |
| Peons and other Servants | 215 | " |
| Total | 685 + 70 | |
| | Rs. 755 | |
| Decrease | | |
| Engineers and Subordinates | 132 | 75 |
| Writers | " | 10 |
| Medical Subordinates | 28½ | " |
| Peons and other Servants | 154 | " |
| | 314 + 85 | |
| Deduct | 399½ | |
| Net increase Rupees | 355½ | |

The



The increase for Draughtsmen arises from an extra hand for the Chief Engineer's Office, and some increase of salaries in Division Offices, as it is stated to be impossible to obtain competent men on the existing rates. The increase in writers is owing to more hands being required in the Chief Engineer's Office and small increases of salaries in the Divisions. The increase for Medical Subordinates is because the existing scale of salaries is not sufficient to secure the services of properly qualified men.

3. Under the head of Pensions increase of Rupees 215, less 154 now sanctioned for Bellary and to be discontinued, leaving a net increase of Rupees 61 but virtually an addition of 215 to the present Establishment employed on the line from Goontakal to Cuddapah, is proposed "in order that the Chief Engineer may "when necessary increase the number "of Peons and be able to augment the "pay of old and deserving servants"

4. The Agent's second proposal is that a certain portion of the existing Contingent Establishment whose monthly salaries amount to Rupees 1705 plus 285 allowances Vide Statement marked A should be transferred to the permanent Establishment and in support of the proposal

proposal she urges "that it will be bring-
"ing into the light of day that which
from the nature of the arrangement is
"now to some extent hidden from view
"and so therefore open to abuses" x x x x
"and will be simply legitimatising and
"bringing under proper Control expenditure
"which at present takes place without
"direct sanction and therefore virtually
"without Control"

5. The Contingent Servants who are
proposed to thus deal with, are Inspectors,
Surveyors and Overseers, together with
temporary writers posting, Rupees 120 monthly
and all of whom are at present paid
from the items in the Estimates for
works, called "Special Superintendence and
"Sundries"

6. I certainly think that Inspectors,
Surveyors and Overseers, excepting those of
a very low Class, ought to have been on the
permanent Establishment and if the
Company had only recently commenced
their Operations I would concur in the
Agent's view, but seeing how large the
existing permanent Establishment
is, and having regard to the circumstance
that over great lengths of the Main
Canal the works upon which the Men
referred to are engaged are fast

approaching



approaching completion, and that there
is every reason to expect that with the
exception of the 10th Section, the whole of the
Main Canal and all its Masonry works
will be completed by June 1870, I am not
prepared to recommend this proposed
addition to the permanent Establishment
I believe the Men in question are all
usefully employed at the present
moment but as works are completed
in the course of the next seven months,
a considerable reduction of permanent
Establishment ought to be expected,
for there will certainly not be employ-
ment for all in connection with the
Distribution works, which together with
the tenth Section, will be all that will
then remain for execution.

7. The third proposal is that the
several Grades or Classes of Employés
on the permanent establishment
should be mobilized, and that in
supersession of the existing detailed
sanction for the Chief Engineer's Office,
and for all the Divisions, the aggregate
amount for each Class should be
sanctioned, and that within the limits
of such sanction the Agent and the
Chief Engineer would be at liberty
to vary from time to time, as circum-
stances dictated, the number of Employés

and

and their rates of Salary. So as certain
extend the principle is now acted on
in the case of Engineers for whom the
sanction is Rupees — Salary 18,800 — Allowance 4,410
"supposing the Government
to acquiesce in the small
increase asked for in para
above the effect of the Agent's
proposal for the mobilization
of other grades would be thus —

| | | |
|---|---|---|
| For Engineers, Inspectors, Surveyors and Overseers | 24540 | 6,615 |
| For Estimators and Draughtsmen | 1775 | 20 |
| For Writers | 2490 | 75 |
| For Medical Department | 685 | 175 |
| For Peons and other Servants | 1291 | |
| | 30281 | 6885 |

Total Rupees 37,166
Deduct existing sanction Rs 36810½
Net increase 355½

The reason assigned for this proposal
is that "it not unfrequently happens
"that the Chief Engineer requires the
"services of an Inspector or Surveyor
"for important work while he has
"sanction open only for an Engineer, or
"vice versâ, and under existing arrange
"ments he is debarred from charging the
"salary of the one against the sanction
"for the other, and the business suffers
"in consequence" xxxxxx "that under
"existing arrangements the Chief Engineer
may



"may have to maintain in a Division a
"staff which he cannot safely relinquish
"and the system will not admit of his
"transferring, but which is far in excess of
"his requirements, while in another
"Division, from unforeseen but natural
"increase of work, the sanctioned staff may
"be wholly inadequate, and the business
"languish and inconvenience ensue for
"want of the very help which is close at
"hand but cannot be made use of."

I appear to me that however
appropriate the system hitherto in force
was, while extensive works were in progress
in each section of the Canal, and that
the Establishment which was found
suitable in one length would be in propor-
tion be a fair guide for sanction in
another, the time has now arrived
when the Chief Engineer should be
allowed the utmost freedom of transfer
from one place to another as work
varied, and also think that some
discretion in the variation and
allotment of salaries would also be
very beneficial. The system proposed
does I understand prevail in the
Railway Department. I would therefore
recommend to the consideration of
Government that the Agent's proposal
for mobilization of salaries might
be sanctioned to have force from the

1st proviiionupto 30th June 1870 and that it shall be competent for the Agent in Committee with the Consulting Engineer, to sanction any reversion of Establishment which the Chief Engineer may desire within sanctioned Grants, all such alterations to be periodically reported to Government and on the understanding that any Changes of Salary which may be made before they are approved of by the Agent and Consulting Engineer in Committee, shall be disallowed, and that in cases where the Consulting Engineer is not in accord with the Chief Engineer and the Agent, the proposal if desired by the Company's Officers, shall be submitted for the orders of Government.

I have the honor to be,
Sir
Your most obedient Servt
J Fitzmaurice Col RE
Consulting Engineer
14 Oct 68

Encl Note.

Public Works Department

No 99

Proceedings of the Madras Government

Under date the 8th January 70.

Read the following

From The Consulting Engineer for Irrigation & C. Company } No. 1039 of 24th November 1869

With this letter the Consulting Engineer forwards for the orders of Government two letters from the Agent and Manager of the Madras Irrigation and Canal Company in which the following proposition is connected with the Company's establishments are brought forward for cancellation of Mr. Penelope's agreement

Public Works 1869 Department

Proc. Gov. No. 3 January

No. 3062

From The Consulting Engineer for I & C Co

To The Secretary to Govt. P.W.D.

Dated 24 Nov. 69.

Rec. 30 Nov. 69.

Encs. 3 with Accompt.

Submits letters from the Agent proposing the notification of salaries in the Company's Establishments & recommends that the same have effect from the 1st proximo upto 30th June 70 under certain conditions

No. 99 - 8 January 70

Copy in P. W. Sec. Regd 12 April 1870 No 16 of 1870.

No. 190

Dec. 8 1869 R. 11 Dec.

Public Works

1st. That a small increase [illegible] Rs. 355 [illegible] existing sanctions for establishments, may be allowed.

2ndly. That the present contingent establishment the cost of which is now met from the estimates may be treated in all respects as permanent establishment the amount sanctioned for the latter being accordingly increased to the extent of Rs. 1705 for salaries, and Rs. 285 for travelling allowances

3rdly. That what is termed the "mobilization" of the

establishments may be permitted and that within the lump sum specified for each class of the responsible officers of the Company may be allowed to settle the numbers and rates of pay of each and all under the explanations contained in the papers submitted by the Acting Consulting Engineer to the Right Honorable the Governor in Council

sanctions the increase of Rs. 355 in the cost of the Company's establishments as provided [illegible]

His Excellency concurs with Colonel Canfield[sic] in considering that, while circumstances permit, it is right to increase the Permanent Establishment by transferring thereto the temporary Establishments now paid from Estimates, although the Funds passed at the beginning of each year do not provide for the whole of their operations; it would be proper to include all except the really Petty establishments, such as Matrons and Gunners etc, in the annual list. It may be remarked that the present permanent establishment ought to be sufficient to carry on all the ordinary work which is being done on contract, and that it is only when work is being executed departmentally that there should be any necessity for the entertainment of any subordinate employees as there are only required to look after and carry out details.

With regard to the mobilization of Establishments the Govt do not consider that any such arrangements can properly be made applicable to the higher grades of the Engineering establishment and cannot therefore be given to the

proposition for increasing the
establishment grant for
Engineers and subordinates
[illegible] immediately. This
part of the establishment
should therefore remain
until reductions can be
effected at the stronghold
and according to the
scale shewn in G. of O.
4th June last, No. 1826.
With respect to the Subor-
dinate Engineering and
Office establishments the
case is different, several
of these classes
are usually entertained
in India and some flexi-
bility of arrangement
may

may be beneficial.
There will therefore be no
objection to the retention
of the existing establishments
for the present as follows:-

| | | Salaries | Allowances |
|---|---|---|---|
| For Subordinate Engineering Establishments | | Rs. 5740 | 2205 |
| " Estimators and Draughtsmen | | 1275 | 20 |
| " Writers | | 2490 | 75 |
| " Medical Establishments | | 685 | 175 |
| " Peons and other Servants | | 291 | 11 |

which with the amount
allotted to the other
Company's Officers will
be at liberty to make
whatever arrangements may
appear suitable most advisable
by the order of the 4th March
1862, No. 354 the Commander
in Chief authorized to sanction
changes of establishments
not involving additional
expense and it will now
be within his power to
allow transfers of sanction

from one class of Sub.
ordinate employes to
another, whenever he may
be satisfied that such
changes are necessary.
The Government are
averse to frequent changes
in the proportion between
the several professional
classes of the Superior
Engineering establishment
but they are desirous of
meeting the wishes of the
Professional Officers as
far as possible, and in
a manner which will not
prevent the Engineer
and the Secretariat of
Govt. knowing what is

47 21

going on, and exercising
such supervision as may
be requisite, and the Com.
-pelling Engineer will
therefore be authorized to
sanction from time to
time such increase
of the subordinate Co.
-ntablishment, with a cor.
-responding reduction of
the Superior Engineering
grades, as may be shown
to be necessary. It is
not considered probable
that any necessity will
arise for a further aug:
-mentation of the num.
-ber of Executive or
Assistant Engineers

and therefore should
such be at any time
acted for it will be at-
present he requisite to
obtain the regulations
Government

To
The Comg Engr 1st Cl
- Manager - Do -
Secretary Harbours

Copy in P.W. Sec'y Dept.
of 12th April No 14 of 1870.

Cue 5002

Govt. of {1869} Madras.

PUBLIC WORKS.

To

The Consulting Engineer
Irrigation and Canal
Company

Dated

Read

G.O. 8th June 1870 No 77

Nos. 190 - 191

Establishments (Mr Dodd)

Laying orders on the letters from the Executive submitting with Remarks Letters from the Agent Khanajee containing certain propositions connected with the Company's Establishments -