M.R.O. 1—77,006—6-6-39.

(1) Number of pages 12

(2) Date of repair 6 Rk 4 Lk

(3) Initials of the Referencer

MADRAS RECORD OFFICE.

Government of Madras.

Public works DEPARTMENT.

G.O. No. 2813-14. Press Mis.-

415-416

Dated 28-11 1870.

Not to be folded or roughly handled

No. 415. Read the following letter from the Acting Consulting Engineer for Railways, to the Secretary to Government, Public Works Department, dated Madras, 7th November 1870, No. 441:—

Referring to the Order of Government, No. 2,236, dated the 16th September 1870, I have the honour to submit reports* from the Agents of the Madras and the Great Southern of India Railways on the results of the system of apprenticing Indian-born youths as firemen, engine-drivers, and mechanical workmen.

* No. 618, dated 5th November 1870, with enclosure.
No. 3,765, dated 3rd October 1870, with enclosure.

2. On the Madras and Great Southern of India Railways the system has worked satisfactorily, there being at present on the former sixteen engine-drivers, twenty-seven fitters, five boiler-smiths, five carriage-fitters, and three carriage-examiners, who have been trained from apprentices. Of apprentices there are at present fifty-three on the Madras, and ten on the Great Southern of India Railways, four on the latter having, during the last three and-a-half years, worked out their apprenticeship, and obtained salaries varying from Rupees 40 to Rupees 80.

3. On the Carnatic Railway the system of apprenticing Indian-born youths as firemen, etc., has not been tried.

From the Agent and Manager of the Madras Railway Company, to the Acting Consulting Engineer for Railways, dated Madras, 5th November 1870, No. 618.

Adverting to your endorsement upon G. O., No. 2,236, of the 16th of September, requesting information on behalf of the Government of India as to the extent to which the system of apprenticing Indian-born youths as firemen, engine-drivers, and mechanical workmen, has been adopted on the Madras Railway, and what results have been attained, I have the honour to enclose copy of a full report upon the subject made to me by the Acting Locomotive Superintendent.

2. I trust that the Government of India will agree with Mr. Collinson and myself in considering that the apprenticeship of Indian-born youths in the Locomotive Department has, as far as this Company is concerned, been attended with satisfactory results.

From the Acting Locomotive Superintendent, to the Agent and Manager of the Madras Railway Company, dated Perambore, 4th November 1870, No. 319.

Referring to your endorsement on the Order of Government, No. 2,236, dated 16th September last, I beg to forward you the following particulars as to the extent to which the system of apprenticing Indian-born youths as firemen, drivers, and mechanical workmen, has been adopted in this department, and the results obtained.

Agent and Manager.

of their time. Such lads become useful

2. The number of Indian-born employés, which we have at present, including both those now serving as apprentices, and those who have been promoted after having completed their apprenticeship, amounts to 109, of which the numbers in the various grades are as follow :—

Apprentices.

Firemen	...	26
Engine-fitters	...	20
Boiler-smiths	...	3
Carriage-fitters	...	4
		53

Those who have been trained from Apprentices.

Engine-drivers	...	16
Engine-fitters	...	27
Boiler-smiths	...	5
Carriage-fitters	...	5
Carriage-examiners	...	3
		56
		109

Drivers.—The Indian-born drivers, who have been promoted from apprentices, are all doing well, being steady and attentive to their duties, and working their engines satisfactorily.

Firemen.—Several of the apprentice firemen have been some years in the service, and many of them are competent to take charge of an engine, and will be promoted to drivers as vacancies occur.

Mechanics.—Many of these also have been some time in the Company's employ, and some of those trained in the Erecting and Boiler-smiths' shops have now had sufficient experience to be entrusted with the charge of the repairs of an engine.

The Indian-born carriage-fitters and carriage-examiners are giving satisfaction, and as the nature of their work is not so intricate as that of the other grades, they are soon able, with a little attention, to master all its details.

The apprenticeship of Indian-born youths to the various grades of workmen in this department has, I think, on the whole, been attended with satisfactory results. I am afraid, however, that it will be some considerable time before any of this class can be trained up to be eventually able to fulfil the duties of a post such as that of a Foreman at an up-country station, or Foreman in charge of the erecting, lathe, carriage, and other shops here, as, although they are, as a rule, steady and attentive men, they are not, in my opinion, fitted to be placed in a position where extra intelligence and energy are required, and where it is necessary that discipline and authority should be maintained over a large body of men.

From the Agent of the Great Southern of India Railway, to the Acting Consulting Engineer for Railways, dated Negapatam, 2rd October 1870, No. 3,765.

In reply to your memorandum, No. 428, of the 19th ultimo, upon G. O., No. 2 236, of the 16th idem, I have the pleasure to attach copy of a letter from the Locomotive Superintnedent, in which he reports the extent to which the system of apprenticing Indian-born youths as firemen, enginemen, and mechanical workmen, has been adopted on this Company's line.

From the Locomotive and Carriage Superintendent, to the Agent of the Great Southern of India Railway Company, dated Negapatam, 23rd September 1870, No. 560.

Proceedings of Madras Government, 16th September 1870, No. 290.

The number of Mechanical Apprentices has been fixed by me at twelve. At present I have ten in the shops and on the line. During the time I have been here, four have worked out their Indenture, and are in receipt of salaries varying from Rupees 40 to Rupees 80 per month, according to their capacity as workmen. The lads are all country-born European and East Indian. Their

ages vary from twelve to eighteen. None under twelve are taken. My Clerk ascertains their capability of reading and writing English fairly before taking them. I attach copy of form of Indenture. Some turn out better than others. Those who show an aptitude, and are well behaved, get promoted when out of their time. Such lads become useful servants to the Company, and will ultimately take the places of Covenanted European fitters on a lower scale of pay. Some of them may choose, when out of their time, to go out firing instead of remaining in the shops, when they will in course of time, if competent and steady, become drivers. Apprentices receive no overtime for working beyond regular hours when required to do so.

Agreement between the Great Southern of India Railway Company on the one hand, and ———, Fitter Apprentice, on the other.

I, ———, of Negapatam, agree to enter the service of the Great Southern of India Railway Company as a Fitter Apprentice for the term of four years from this date, and honestly, faithfully, and zealously, to serve the said Company in any way which they may direct, whether that may be in the shops or out of doors.

I, ———, Locomotive and Carriage Superintendent agree, on account of the said Company, to receive the said —— —— as Apprentice Fitter, and in consideration of his servitude to grant him the following advantages :—

He shall have every opportunity of learning the art of a fitter both in the shops and out of doors, and during the time of his service, he shall receive the following rates of pay :—

For the first year, Rupees 8 per mensem.
Do. second do. 12 do.
Do. third do. 18 do.
Do. fourth do. 25 do.

When an apprentice is required, in the discharge of his duties, to move up-country, or reside temporarily from home, such an allowance shall be made to him for this expense as the Superintendent may consider proper.

It is further agreed and determined that the said Railway Company shall be at liberty to terminate this agreement with the said ——— at any time, should he, by wilful disobedience, neglect of duty, or incompetency, fail to give satisfaction.

And further, a satisfactory report of the said ——— from the Foreman of the Department in which the said ——— is apprenticed will be required to ensure his annual promotion and increase of pay.

(True Copy.)

(Signed) E. G. SHEWARD,
Locomotive and Carriage Superintendent.

No. 416. Order thereon, 23rd November 1870, No. 2,813.

RAILWAY, No. 52.

Ordered that these papers be forwarded to the Government of India.

(True Extract.)

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

Proceedings of the Madras Government, Public Works Department,
23rd November 1870.

No. 417. DOCKET, No. 2,814, dated 23rd November 1870.

COPY of the above forwarded to the Government of India, with reference to their letter, No. 1,502R, dated 1st September 1870.

(True Extract.)

Colonel, R.E.,
Secretary to Government.

Ex. F. R. Pantulu.

No. 618.

3

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE.

Madras, 5th November 1870.

From

R. B. Elwin Esqre.
Agent and Manager. of the M. Ry. Co.

To

Captain H. L. Prendergast R.E.
Acting Consulting Engineer for Railways.

SIR,

Adverting to your endorsement upon G. O. No. 2236 of the 16th of September, requesting information on behalf of the Government of India as to the extent to which the system of apprenticing Indian born youths as Firemen, Engine Drivers, and Mechanical Workmen has been adopted on the Madras Railway, and what results have been attained, I have the honour to enclose copy of a full Report upon the subject made to me by the Acting Locomotive Superintendent.

2. I trust that the Government of India will agree with Mr. Collinson and myself in considering that the Apprenticeship of Indian born youths in the Locomotive Department has, as far as this Company is concerned, been attended with satisfactory results.

I have the honour to be
Sir
Your most Obedient Servant
R. B. Elwin
Agent and Manager.

of their time. Such lads become useful
servants

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated 5th November 1870.

Rec'd. 7th "

Office Note.

Enclosure Copy of Report from the Deputy Loco Superintendent stating the reasons why the undermentioned Lads have been attached to the Permanent Way Department.

Copy of Letter from the Deputy Locomotive Superintendent to the Engineer in charge of the Permanent Way Department.

560

Great Southern of India Railway

Loco: Corr: Suptts Office

Negapatam September 23d 1870

W. S. Bethe Esqre

My dear Sir

Proceedings of Madras Govt. Sept 16/70

No 290

The No of Mechanical apprentices has been fixed by me at 12. at present I have 10 in the Shops and on the line - During the time I have been here 4 have worked out their indentures and are in receipt of Salaries varying from Rs 40/- to Rs 80/- per month according to their capacity as workmen - The lads are all country born European and East Indian - Their ages vary from 12 to 18. None under 12 are taken - My Clerk ascertains their capability of reading and writing English fairly before taking them - I attach copy of form of indenture - Some turn out better than others - Those who shew aptitude and are well behaved get promoted when out of their time. Such lads become useful

Servants

Servants to the Company and will ultimately take the places of covenanted European fitters, on alowes + scale of pay. Some of them may choose when out of their time to go out firing instead of remaining in the Shops when they will in course of time if competent and steady become Drivers — Apprentices receive no over time for working beyond regular hours when required to do so.

Yours truly
Sgd/ Edward G. Sheward
Loco: Cass: Supt.

/ True copy /
Sgd. W. O'Brennan
Clerk

Agreement between the Great Southern of India Railway Company on the one hand, and ——— Fitter Apprentice on the other.

I, ——— of Negapatam agree to enter the service of the Great Southern of India Railway Company as a fitter apprentice for the term of four years from this date, and honestly, faithfully and zealously to serve the said Company in any way which they may direct, whether that may be in the shops, or out of doors.

I, ——— Locomotive & Carriage Superintendent agree, on account of the said Company, to receive the said ——— as apprentice fitter, and in consideration of his servitude to grant him the following advantages.

He shall have every opportunity of learning the art of a fitter both in the shops and out of doors, and during the time of his service he shall receive the following rates of pay.

For the first year Rupees 8 per measem.
— " — second ——— " — 12 ——— " —
— " — third ——— " — 18 ——— " —
— " — fourth ——— " — 25 ——— " —

109

... whereas an apprentice is required in the discharge of his duties, to remove up-country or reside temporarily from home, such an allowance shall be made to him for this expense as the Superintendent may consider proper.

It is further agreed and determined that the said Railway Company shall be at liberty to determine this agreement with the said ——— at any time, should he by wilful disobedience, neglect of duty, or incompetency fail to give satisfaction.

And further, a satisfactory report of the said ——— from the foreman of the department in which the said ——— is apprenticed will be required to ensure his annual promotion and increase of pay.

(True Copy)

Edward Ellwood

Loco Chief Supto

P.W. 4606/70.

S.P.

Madras Railway Company
Loco Superintendent's Office
Perambore Works 4th Nov 1870

No 319

To
The Agent and Manager

Dear Sir,

Referring to your endorsement No 2236 dated 16th ult on the Order of Government No 2236 dated 16th September last, I beg to forward you the following particulars as to the extent to which the system of apprenticing Indian-born Youths as Firemen, Drivers and Mechanical Workmen has been adopted in this Department, and the results obtained.

The number of Indian-born employés which we have at present, including both those now serving as Apprentices and those who have been promoted after having completed their apprenticeship, amounts to 109, of which the numbers in the various grades are as follow.

Apprentices

Firemen	26	
Engine Fitters	20	
Boiler Smiths	3	
Carriage Fitters	4	53

Those who have been trained from Apprentices

Engine Drivers	16	
Engine Fitters	27	
Boiler Smiths	5	
Carriage Fitters	5	
Carriage Examiner	3	56
		109

Drivers.

The Indian-born Drivers who have been promoted from Apprentices are all doing well, being steady and attentive to their duties and working their Engines satisfactorily.

Firemen.

Several of the Apprentice Firemen have been some years in the service, and many of them are competent to take charge of an Engine and will be promoted to Drivers as vacancies occur.

Mechanics.

Many of these also have been sometime in the Company's employ, and some of those trained in the Erecting and Boiler Smiths' shops have now had sufficient experience to be entrusted with the charge of the repairs of an Engine.

The Indian-born Carriage Fitters and Carriage Examiners are giving satisfaction, and as the nature of their work is not so intricate as that of the other grades, they are soon able with little attention to master all its details.

The Apprenticeship of Indian-born youths to the various grades of workmen in this Department has, I think, on the whole been attended with satisfactory results. I am afraid however that it will be some considerable time before any of this class can be trained up to be eventually able to fulfil the duties of a post such as that of a Foreman, at any up-country station

8

or Foreman in charge of the Erecting, Lathe, Carriage and other shops here, as although they are as a rule steady and attentive men, they are not in my opinion fitted to be placed in a position where extra intelligence and energy are required, and where it is necessary that discipline and authority should be maintained over a large body of men.

Yours faithfully
(Sd) W. J. Collinson
Ag. Loco. Superintendent

/True Copy/

Agent and Manager

Comptroller

No. 3765 GREAT SOUTHERN OF INDIA RAILWAY.

AGENT'S OFFICE,

NEGAPATAM, Octr 3d 1860

From

THE AGENT,

Great Southern of India Railway,

To The Acting Consulting Engineer
for Railways
Madras

SIR,

In reply to your Memorandum No. 428 of the 19th ultº upon G.O. 2230 of the 16th idem, I have the pleasure to attach copy of a letter from the Locomotive Superintendent in which he reports the extent to which the system of apprenticing Indian born youths as Firemen, Engineers and Mechanical workmen has been adopted on this Company's line

I have the honor to be
Sir
Your most Obdt Servant
William Betts
Agent

No. 3765

From The Agents
Madras & S.I.R.

To The Chief Engr. & Secy. to Govt.
for Railways
Fort St. George
Dated 3rd October 1870
Recd 6th Ditto

No. 505/1a

Attached copy of
Rec. Superintendent's letter
regarding apprentices
for information

Consulting Engineer's Office.

Railway Department

No. 441

From Captain H. L. Prendergast R.E.
Acting Consulting Engineer for Railways,

To Colonel C. A. Orr R.E.
Secretary to Government,
Public Works Department,
Fort Saint George.

Sir,

Referring to the order of Government No. 2236 dated the 16th September 1870, I have the honour to submit* reports from the Agents of the Madras and the Great Southern of India Railways on the results of the system of apprenticing Indian born youths as Firemen, Engine drivers, and Mechanical workmen.

2. On the Madras and Great Southern of India Railways the system

* No. 618 75 Store Dy. with enclosures. No. 3765 of 3d October 1870 with enclosures.

has worked satisfactorily; there being at present on the former, 16 Engine drivers, 27 Fitters, 5 Boiler smiths, 5 Carriage Fitters, and 3 Carriage Examiners, who have been trained from apprentices. Of apprentices there are at present 53 on the Madras, and 10 on the Great Southern of India Rail=way; four on the latter having during the last 3½ years worked out their apprenticeship and obtained salaries varying from Rupees 40 to Rupees 80.

3. On the Carnatic Railway the system of apprenticeing Indian born youths, as firemen &c., has not been tried.

I have the honour to be,
Sir,
Your most obt Servant
Alex Pendergast Captain R E.
Ag Cons: Engr for Rys

Madras
7th November
1870

2

No 2813 P. W. D.

Proceedings of the Madras Government

Read the following

From

The Acting Consulting Engineer for Railways. (M. E. Despt dated 27th Novr 70)

To The Engineer for Railways.

Despt 26/11/70.

Ordered that these papers be forwarded to the Govt. of India.

Docket No 2814 dated 25th Nov 70

Copy of the above forwarded to the Govt. of India with reference to their letter No 1502 dated 1st Sept 70.

Despt 25/11/70 with 25 spare cy

---

8 W 1870 dept
Proceedings for November

RAILWAY DEPARTMENT.

No 4506

From

The Consulting Engineer for Railways.

To

The Secretary to Government,
P. W. Department,
Fort St. George.

Dated 7th
Received 8th } November 1870.

Encl: 5 No. 441.

No 2813 & 2814 - 23d Nov 70

Submitting reports from the Agents of the Madras and the G. I. P. Railways on the results of the system of apprenticing Indian born youths as Firemen Engine Drivers & Mechanical workmen.

No 415

Govt. of {1870} Madras.

PUBLIC WORKS.

To Consulting Engr for Railways and To Secretary to the Govt of India

23 Nov 28/12/2814

Nos. 415-416 & 417

Workmen Apprentices in the Letter — to the Consulting Engr for Railways submitting Reports from the Agents of the Madras & S. & M. Railways on the results of the system of apprenticing Native lads to Workmen on the Railways.

Railways on the system of apprenticing Native lads to Workmen on those Railways.

Docket Forwarding Copy of a letter from the Engr for Railways submitting Reports from the Agents of G.S.M.