

(1) Number of pages _____

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MADRAS RECORD OFFICE.

Government of Madras.

Public Works **DEPARTMENT.**

G.O. No. 961-962	Press
102-103-104-105	Mis.
Dated 12 4 1872	

Not to be folded or roughly handled

Read the following papers :—

No. 182. From the Acting Consulting Engineer for Railways, to the Secretary to Government, Public Works Department, dated Madras, 19th March 1872, No. 136.

With reference to G. O., No. 520, of the 26th February 1872, I have the honour to forward letter* from the Agent of the Madras Railway, dated the 15th instant, together with a statement exhibiting the amount sanctioned for each department on the 1st January 1871, the pay drawn for January 1871, and the pay drawn for January 1872.

2. The Government of India have observed that the salaries entered in the Budget Estimate for 1872-73 for several of the officers seem to be higher than heretofore ; but the Agent explains that, according to paragraph 14 of Resolution No. 437, dated the 17th July 1871, provision was made for every increase of salary for which the necessity might arise during the year. In some cases there was the intention of making application for an increase of salary, and such applications have already been submitted to the Government on behalf of the Assistant Agent, the Consulting Physician, the Assistant* Locomotive Superintendent, and for two Assistants† to the Traffic Manager to be sent out from England. In other cases, I understand that an increase of salary was contemplated as likely to be applied for during the coming year, either from some prospective date, or else as circumstances might demand at any time before the close of the year.

3. It has been the custom of the Madras Railway Company to reward their officers of long standing, and those whose merits call for recognition, by an increase of salary after a certain interval of time. Such promotions are recommended by Heads of Departments from personal knowledge of the manner in which their subordinate officers have conducted their duties ; there is, therefore, a strong incentive to efficiency, which is conducive both to the interests of the officers and to the benefit of the Railway Company.

4. The Budget however has to be put in hand in the different departments nearly eighteen months before the end of the year to which it relates. During that period occasions may arise in which an officer of the Company may distinguish himself, or, on the other hand, from ill-health or otherwise an officer may fail to have earned a recommendation for promotion ; but either way it cannot be anticipated, with any certainty, whether funds will be required or not, and the Agent to obviate difficulties enters the money in his Budget.

5. The salaries shown by the Agent to have been increased in the year 1871 are those of one of the Assistants to the Traffic Manager, from £350 to £450 per annum, according to the sanction given in G. O., No. 1,351, of the 16th May 1871, upon a special application, and of the Locomotive Accountant from Rupees 300 to Rupees 350. This increase was recommended at the Stores Committee

*Proceedings of the Madras Government, Public Works Department,
12th April 1872.*

Meeting on the 10th July, and approved by the Government in G. O., No. 1,983, of the 28th July 1871.

A clerk in the Agent's Department has received 10 Rupees additional salary, and another in the Chief Auditor's Department, Rupees 5. There have been two new appointments, namely, a second Assistant to the Locomotive Superintendent* and a travelling Auditor,† and an additional staff was necessarily entertained on the further opening of the North-West Line.

The medical staff was also re-arranged within the sanction noted in G. O., No. 1,115, of the 20th April 1871.

6. On the explanations now afforded I trust that the limitation of salaries imposed in paragraph 4, Clause I., of letter from the Government of India, No. 122 E. R., will be removed; and with regard to Clause II., I would hope that confidence may still be felt in the endeavours of those concerned to maintain economy in the Railway establishments in this Presidency.

From the Agent and Manager of the Madras Railway Company, to the Acting Consulting Engineer for Railways, dated Madras, 15th March 1872, No. 170.

In accordance with the request contained in your letter No. 134, of the 28th ultimo, I have the honour to enclose herewith a statement which shows the increases of salary granted to officers and servants of this Company since the 1st of January 1871.

2. The figures contained in this statement confirm what I pointed out to you in my letter No. 150 of the 6th instant, namely, that the Government of India when stating that they have been much struck by the great and general increase in the salaries attached to the various officers of the Madras Railway must have been under some misapprehension.

3. It is probable that in making this statement the Government of India had before them this Company's Budget Estimate for 1872-73, in which in accordance with paragraph 14 of their Resolution dated the 17th of July 1871, No. 437 A. R., provision was made for every increase of salary for which a necessity might arise during the year. The paragraph referred to is as follows:—

"Any specific proposals for new appointments or increases of pay will be separately dealt with, but in order to enable these to take effect within the year in which sanction is accorded to them, their necessity must be foreseen, and an appropriation of money in the Budget grant obtained."

4. When our Budget Estimate for 1872-73 was being prepared these instructions were acted upon, although it was quite understood that in cases of new appointments and actual increases of salary a "specific proposal" would in each case have to be submitted for the approval of Government.

5. While, however, the Government of India has probably been thus misled, a reference to the enclosed statement will show that of the officers named by them the salary of only one—the Locomotive Accountant—has been increased since January 1871. Application has been made for increases to the salaries of the Assistant Agent and Manager, the Assistant Locomotive Superintendent, and the Consulting Physician, but none of these have been finally approved by Government, while only the first mentioned has been sanctioned by the Board of Directors, and it, by the authority conveyed in your letter No. 167 of the 11th instant, is included in the accompanying list of increases.

*Proceedings of the Madras Government, Public Works Department,
12th April 1872.*

6. The enclosed statement shows, in addition to the salaries of Heads of Departments, the comparative cost of the several establishments for the month of January, in 1871 and in 1872, and it will be observed that in the case of those of the Chief Accountant, Cashier, General Storekeeper, and Locomotive Superintendent, the establishments were reduced in expense during the intervening period. The increase in the cost of the other establishments is due to the extension of the line since January 1871 to Bellary and Raichore. The most noticeable features

* G. O., No. 63, dated 10th Jan. 1871.

† " " 1,351, " 16th May "

in the increase are the entertainment,* in the Locomotive Department of a 2nd Assistant Superintendent on a salary of Rupees 409-1-5 per mensem, and an increase† of Rupees 90-14-6

per mensem in the pay of one of the Assistant Traffic Managers, the rest of the additional expenditure being due to the entertainment of subordinates for working the newly opened portion of line.

7. I trust that the result will be considered to show that there is a desire on the part of all the Company's officers to work the line with economy, and I hope to be favoured with the orders of Government on the subject as early as possible.

* No. 935, dated 13th March.

8. I enclose, for your information, the copy of report* by the Chief Auditor with which he forwarded the enclosed statement.

From the Chief Auditor, to the Agent and Manager of the Madras Railway Company, dated Madras, 13th March 1872, No. 935.

I HAVE the pleasure to forward a statement of the comparative cost of our establishments in January 1871, and at the present time showing the increases of pay which have been made during the above named period, agreeably with the request contained in the Acting Consulting Engineer's letter, No. 134, dated 28th ultimo.

2. It will be seen from this statement that not only is the cost of all our establishments within the sanctioned amount, but that, in the case of those of the Chief Accountant, Cashier, General Storekeeper, and Locomotive Superintendent, the cost is somewhat less than it was twelve months ago. It seems probable, therefore, that the misapprehension into which the authorities in Calcutta have been led has arisen from a review of our Budget Estimate for 1872-73, in which the provision has been made to meet the requirements of paragraph 14 of the Resolution of the Government of India, dated Simla, 17th July 1871, No. 437 A. R., namely: "Any specific proposals for new appointments or increases of pay will be separately dealt with, but, in order to enable these to take effect within the year in which sanction is accorded to them, their necessity must be foreseen, and an appropriation of money in the Budget grant obtained;" hence the Budget has provided for every probable, it may be said every possible, contingency that may arise, and hence the apparent general increase by which the Government of India has been so much struck.

3. However, in this Presidency it is understood that although provision may be made for a possible contingency in the Budget, it by no means follows that the amount can be drawn, allowing the allotment to be passed, in the case of substantive appointments. On the contrary, any increase of pay proposed for an appointment made in England has first to be submitted to the Local Government for their orders, then to the Home Authorities, and a second time to the Local Government, before it can be drawn; and in the case of substantive appointments and of establishments created in India, any increase in pay in the former, or strength in the latter, must be sub-

*Proceedings of the Madras Government, Public Works Department,
12th April 1872.*

mitted to the Local Authorities for sanction. It will probably happen that the applications submitted in the Budget for 1872-73 will be confirmed in many instances, and will be found to have been over-sanguine in others, but neither have any force nor effect until they have been formally submitted to you in the first instance, and subsequently to the authorities in the manner already pointed out.

4. It will therefore be a gratifying duty for you to be able to inform the Government of India that out of all the appointments enumerated in their order, in one instance only has there been an increase of pay, namely, in that of the Locomotive Accountant, a local appointment, pay raised from Rupees 300 per mensem to Rupees 350; and further, that out of all the appointments (Engineers excepted) made in England in one instance only has any increase been granted, namely, in that of a Traffic Manager's Assistant, pay raised from £350 per annum to £450. In two other instances, those of your Assistant and of the Consulting Physician, an increase has been applied for but not yet passed. In the establishments of the Traffic and of the Medical Departments there have been substantial increases, mainly due, as will be seen by a reference to the statement, to an extension of our line to Raichore and Bellary, when an increase in establishment was of course inevitable.

5. In sending forward the statement which accompanies this letter for the information of the Government of India, you will be able to give Government an assurance that constant attention is paid on this line to repress undue growth in the strength of establishments, and to withhold recommendation from all applications for increases of pay until the circumstances of each case render such recommendation absolutely essential in the interests of the Railway Company, and as a consequence in the interests of the Government also. At the same time it will be necessary to point out that whilst this policy, which has, on many occasions, elicited the approval of Government, has served to keep down establishments to a standard commensurate with the work to be done, it has also held out prospects of advancement, at suitable opportunities, to those who have co-operated in the work; and as the Railway service, as at present constituted, holds out no expectations to its employees that any provision will be made for them in declining years, or in the event of their becoming incapacitated by sickness, it behoves them to put by every rupee they can save, and to look out for every opportunity for advancement so as to make that provision which the service does not yet afford. It will not therefore be a matter of great surprise, on a re-consideration of the whole of the circumstances attending the case, that the precaution was taken in all departments to make the preliminary provision for the contingency of an increase of pay as required under the order above quoted.

6. We have heretofore had the confidence of the Government of India, and it is essential for the successful future management of our line, subject of course as formerly to the control of the Madras Government, that we should continue to enjoy that confidence.

7. It is shown in the statement which accompanies this letter that the cost of our establishments, with an increased mileage in our line of 125 miles since the 12th December 1870, is not much more than it was a year ago, and it is submitted that this is the best proof we can afford the Government of India of the economical management of our affairs.

8. In conclusion, there is no doubt that it may be safely said on behalf of all Railway employees, that they would cheerfully accept the principle of maximum and minimum pay for offices, and make a contribution from their salaries, provided they could see before them a prospect of a moderate provision for themselves and families on the conclusion of their service.

9. Since the foregoing was written, and the statement prepared, instructions have been received to include your Assistant among those who have had an increase of pay. A note will be found to that effect in the statement which accompanies this letter.

*Proceedings of the Madras Government, Public Works Department,
12th April 1872.*

Amount sanctioned, 1st January 1871.	Pay drawn for January 1871.		Pay drawn for January 1872.		Remarks.
	RS.	A. P.	RS.	A. P.	
<i>Agent and Manager's Department.</i>					
Agent and Manager	2,272	11 8	2,272	11 8	
Assistant to do.	545	7 3	545	7 3	
Establishment	1,004	0 0	518	0 0	
Total... ..	3,822	2 11	3,336	2 11	
<i>Chief Auditor's Department.</i>					
Chief Auditor	1,136	5 10	1,136	5 10	
Assistants to do.	700	0 0	700	0 0	
Establishment	1,776	0 0	1,768	8 0	
Total... ..	3,612	5 10	3,604	13 10	
<i>Chief Accountant's Department.</i>					
Chief Accountant	545	7 3	545	7 3	
Establishment	988	0 0	472	8 0	
Total... ..	1,533	7 3	1,017	15 3	
<i>Cashier's Department.</i>					
Cashier	590	14 7	590	14 7	
Paymaster	409	1 5	409	1 5	
Assistant Cashier	180	0 0	180	0 0	
Establishment	1,901	0 0	1,741	0 0	
Total... ..	3,081	0 0	2,921	0 0	
<i>General Stores Department.</i>					
General Storekeeper	681	13 1	681	13 1	
Comptroller of Stores Accounts	772	11 8	772	11 8	

Rs. A. P.
113 10 2
10 0 0
10 0 0
5 0 0
5 0 0
150 0 0

9. Note that for increase from £300 to £350 per mensem for Locomotive Accountant
Increase in pay in Establishment
1 Clerk
Increase in pay in Establishment
1 Clerk
Travelling Auditor. New appointment sanctioned 18th November 1871

Proceedings of the Madras Government, Public Works Department,
12th April 1872.

Amount sanctioned, 1st January 1871.		Pay drawn for January 1871.		Pay drawn for January 1872.		Remarks.
	RS. A. P.	RS. A. P.	RS. A. P.	RS. A. P.		
<i>General Stores Dept.—(Concl'd.)</i>						
Store Auditor ...	250 0 0	200 0 0	200 0 0	200 0 0		
Establishment ...	1,543 6 0	1,518 8 8	1,506 4 9	1,506 4 9		
Total...	3,247 14 9	3,173 1 5	3,160 13 6	3,160 13 6		
<i>Medical Department.</i>						
Consulting Physician ...	210 0 0	210 0 0	210 0 0	210 0 0		
Company's do. ...	50 0 0	50 0 0	50 0 0	50 0 0		
Establishment ...	2,210 0 0	1,703 0 8	1,889 12 9	1,889 12 9		
Total...	2,500 0 0	1,963 0 8	2,149 12 9	2,149 12 9		
<i>Traffic Department.</i>						
Traffic Manager ...	1,363 10 2	1,363 10 2	1,363 10 2	1,363 10 2		
Deputy do. ...	590 14 6	590 14 6	.....	.....		
Assistant to Traffic Manager ...	318 2 11	318 2 11	*500 0 0	*500 0 0		
Do. ...	318 2 11	318 2 11	318 2 11	318 2 11		
Do. ...	318 2 11	318 2 11	318 2 11	318 2 11		
Do. ...	318 2 11	318 2 11	318 2 11	318 2 11		
Do. ...	250 0 0	.....	250 0 0	250 0 0		
Do. ...	454 8 9	454 8 9	.....	.....		
Do. ...	32,285 12 0	.....	.....	.....		
Establishment sanctioned 1st Jan. 1871.	1,388 8 0	.....	.....	.....		
Additional do. do. sanctioned 26th January 1871.	3,064 8 0	25,744 1 1	29,697 11 2	29,697 11 2		
Do. do. 19th May and 27th November 1871.	40,988 12 0	29,744 1 1	32,745 14 1	32,745 14 1		
Total...	40,988 12 0	29,744 1 1	32,745 14 1	32,745 14 1		
New appointments consequent on the opening of the line to Raichore and increases in pay in establishment. 1 Apothecary, Rs. 15 : 2 at 10 each, Rs. 20. 1 do. " 5 : 1 Peon, " 1. * Acting allowance as Deputy Traffic Manager "						

New appointments consequent on the opening of the line to Raichore and increases in pay in establishment.

1 Apothecary, Rs. 15; 2 at 10 each, Rs. 20.

1 do. " 5; 1 Peon, " 1.

* Acting allowance as Deputy Traffic Manager

Increase to an Assistant Traffic Manager, sanctioned 7th September 1871 ...

Increase to provide the staff for five new stations and 67 miles.

Increase to provide the staff for four new stations and 58 miles.

Increase for the above purposes and in pay of establishment—

* Madras ...

Salem ...

Jollapett ...

Bangalore ...

Arconum ...

4 Clerks at 10 each ...

Rs. 50

" 50

" 50

" 25

" 50

" 40

265 0 0

Proceedings of the Madras Government, Public Works Department,
12th April 1872.

<i>Locomotive Department.</i>			
Locomotive Superintendent ...	1,636 5 10	1,636 5 10	1,636 5 10
Assistant to do. ...	681 13 1	681 13 1	681 13 1
Accountant ...	300 0 0	300 0 0	300 0 0
Establishment ...	11,619 7 3	10,462 14 0	9,723 6 5
Total...	14,267 10 2	13,081 0 11	12,391 9 4
			409 1 5

Increase, sanctioned 28th July 1871 ... 50 0 0

Second Assistant to Locomotive Superintendent; new appointment sanctioned 20th May 1871 ... 409 1 5

MADRAS,
13th March 1872.

(Signed) F. CHURCH,
Chief Auditor.

(Signed) J. W. MELLIS,
for Agent and Manager.

*Proceedings of the Madras Government, Public Works Department,
12th April 1872.*

No. 183. Endorsement of the Consulting Engineer for Railways, dated Madras, 27th March 1872, No. 156.

From the Agent and Manager of the Madras Railway Company, to the Acting Consulting Engineer for Railways, dated Madras, 26th March 1872, No. 191.

I HAVE the honour to acknowledge the receipt of your letter, No. 204 of the 25th instant, and, with reference thereto, to request that my application for authority to ask my Board to send out an additional Assistant Traffic Manager on a salary of £450 per annum may be forwarded to the Government of India, in order that the matter may be disposed of as soon as possible.

2. The reasons for offering the enhanced salary have already been recognised by the Government of Madras as regards two Assistant Traffic Managers, and I need therefore say nothing more on the subject. I must, however, again point out that the consequences of working the railway without a sufficient number of traffic officers may be very serious, and I trust that you will not fail to see and point out to the Government the responsibility which will be incurred if any further delay takes place in this matter.

SUBMITTED to Government, with reference to G. O., No. 804, dated 21st March 1872.

2. It is in my opinion a very serious matter that the strength of the Traffic Department should be so much reduced as it is now; but the present application is not of particular importance, inasmuch as the Agent had the authority of the Government on the 18th December last to write Home to the Board of Directors for two traffic officers.

(Signed) C. H. P. CHRISTIE, Lieut., R.E.,
for Acting Consulting Engineer for Railways.

No. 184. ORDER THEREON, 12th April 1872, No. 961.

RAILWAY, No. 25.

ORDERED that these papers, together with the undermentioned Proceedings, be forwarded for the consideration of the Government of India:—

G. O., No. 2,838, dated 8th November 1871.

" " 208, " 28th February 1872.

" " 804, " 21st March 1872.

(Here enter No. 962, dated 12th April 1872.)

(True Extract.)

Colonel, R.E.,

Secretary to Government.

To the Acting Consulting Engineer for Railways.

Exd. S. T. Augustin.

PUBLIC WORKS DEPARTMENT,
FORT ST. GEORGE, 12th April 1872.

No. 185.

No. 962.

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

PUBLIC WORKS DEPARTMENT.

RAILWAY, No. 26.

SIR,—I am directed to acknowledge the receipt of your letter, No. 122 E. B., dated 9th February 1872, com-

municating the observations of the Government of India on what appeared to be a great and general increase in the salaries attached to the various offices of the Madras and Great Southern of India Railways as exhibited in the schedules which accompanied the Railway Budget Estimate of the Madras Presidency for the year 1872-73, and in reply I am to forward, with the correspondence bearing on the subject, a statement which the Agent of the Madras Railway has submitted showing the increases of salary actually drawn by officers and servants of that Company since the 1st of January 1871.

2. It will be observed that while the establishments attached to the Chief Accountant, Cashier, General Storekeeper, and Locomotive-Superintendent have been reduced in cost, the only increases which have been granted in addition to the staff necessarily entertained consequent on the extension of the line are the following:—

- 1 Assistant Traffic Manager from £350 to £450 per annum.
- 1 Locomotive Accountant from Rs. 300 to 350 per mensem.
- 1 Clerk, Agent's Department, increase of Rs. 10 do.
- 1 Do. Audit do. do. " 5 do.
- 4 Apothecaries and 1 Peon (Medical Dept.) " 41 do.
- 5 Station Masters and 10 Clerks, (Traffic Department Station staff), Rs. 265 do.

3. Increases of £150 to the salary of the Assistant Locomotive Superintendent and £100 to that of two Assistant Traffic Managers, to be appointed in England to fill existing vacancies, have been also approved by Government; and application has been made by the Agent for an enhanced rate of pay for his Assistant and for the Company's Consulting Physician. The papers in connection with the latter officer's case were laid before the Government of India with my docket No. 610, dated 6th March 1872, and in regard to the first named gentleman,

G. O., No. 2,838, dated 8th November 1871.
" " 208, " 28th February 1872.
" " 123, " 11th March 1872.

I am to invite attention to the papers marginally noted which will be found among those now transmitted. Looking to the opinion entertained by the Agent of Mr. Mellis' qualifications, and to the favourable recognition of his services by the Directors, I am to recommend

Extract of Board's letter, recorded with G. O., No. 208, dated 28th February 1872.

his case for the special consideration of the Government of India, and to suggest that in the event of the increase of £125 sanctioned by the Board being

authorized it should be considered as personal and not as appertaining to the appointment.

4. It is explained that the figures entered in the Budget Estimate of Establishments which have apparently misled the Government of India were merely intended to show every increase of salary for which a necessity might arise during the year, but for the disbursement of which the previous sanction of Government would be in each case obtained.

5. With these explanations the Government of India will, it is hoped, see that economy is not lost sight of in the regulation of establishments on the Madras Railway, and remove the restriction imposed in Clause I. of paragraph 4 of the letter under acknowledgment, in regard to the limitation of salaries.

I have the honour to be,

Sir,

Your most obedient servant,

Colonel, R.E.

Secretary to Government.

No. 170

MADRAS RAILWAY.

AGENT AND MANAGERS' OFFICE.

Madras, 15th March 1872.

From

A. D. Edwin Esq.,

Agent and Manager of the M.R.

To

Major H. L. Oedergerst R.E.
Acting Consulting Engineer for Railways.

Sir,

In accordance with the request contained in your letter No 134 of the 28th ultimo, I have the honour to enclose herewith a statement which shows the increases of salary granted to officers and servants of this Company since the 1st of January 1871.

2. The figures contained in this statement confirm what I pointed out to you in my letter No 150 of the 6th instant, namely that the Government of India when stating that they have been much struck by the great and general increase in the salaries attached to the various Officers of the Madras Railway must have been under some misapprehension.

3. It is probable that in making

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this statement the Government of India had before them this Comptroller's Budget Estimate for 1872-73 in which in accordance with paragraph 14 of their Resolution dated the 17th of July 1871 No 437 A.R., provision was made for every increase of salary for which a necessity might arise during the year. The paragraph referred to is as follows:-

"Any specific proposals for
"new appointments or increases of
"pay will be separately dealt with
"but in order to enable these to
"take effect within the year in
"which sanction is accorded to them,
"their necessity must be foreseen,
"and an appropriation of money in
"the Budget grant obtained".

4. When our Budget Estimate for 1872-73 was being prepared these instructions were acted upon, although it was quite understood that in cases of new appointments and actual increases of salary a "specific proposal" would in each case have to be submitted for the approval of Government.

5. While however the Government of India has probably been thus

of the line since January 1871 to Bellary and Raichore. The most noticeable features in the increase were the entertainment in the Locomotive Department of a second Assistant Superintendent on a salary of Rs 400-1-5 per mensem and an increase of Rs 90-14-6 per mensem in the pay of one of the Assistant Traffic Managers, the rest of the additional expenditure being due to the entertainment of subordinates for working the newly opened portion of line.

x 9.0.63-10th Jan'y 1871

7.0.10/357-16th Bellary 1871

7. I trust that the result will be considered to show that there is a desire on the part of all the Company's Officers to work the line with economy and I hope to be favored with the Orders of Government on the subject as early as possible.

8. I enclose for your information the copy of a Report by the Chief Auditor with which he forwarded the enclosed statement.

no 935 of 13th March

I have the honour to be
Sir
your most obedient servant
J. M. H. H.

MADRAS RAILWAY.

From The Agent and Manager.

To The Consulting Engineer for Railways.

Date 186 .

Recd. No.

Madras Railway Company
No. 935
Chief Auditor's Office
Madras 13 March 1872

Dear Sir,
I have the pleasure to forward a Statement of the Comparative Cost of our Establishments in January 1871 and at the present time, showing the increases of pay which have been made during the above named period agreeably with the request contained in the Acting Consulting Engineer's letter No. 134 dated 28 ultimo. It will be seen from this Statement that not only is the cost of all our Establishments within the sanctioned amount, but that, in the case of those of the Chief Accountant, Cashier, General Storekeeper and Locomotive Superintendent, the cost is somewhat less than it was twelve months ago. It seems probable, therefore, that the misapprehension into which the authorities in Calcutta have been led has arisen from a review of our Budget Estimates for 1872/73 in which provision has been made to meet the requirements of Para. 14 of the Resolution of the Government of India dated Simla 17 July 1871 No. 457 A.R. namely - "Any specific proposals for new appointments or increases of pay will be separately dealt with, but no order to enable them to take effect within the year in which sanction is accorded to them, their necessity must be foreseen, and an appropriation of money in the budget grant obtained." Since the Budget has provided for every probable, it may be said every possible contingency that may arise, and hence the apparent general increase by which the Government of India has been so much struck.

However

22 135

MADRAS RAILWAY.

From
The Agent and Manager.
To
The Consulting Engineer
for Railways.

Date 15th March 1872
Per 16

PP. 1412/72. 170
Submitting further explanations with regard to the remarks of the Court of Auditors that these have been a general increase in the salaries attached to Officers of the Madras Railway Co.

in this Presidency, it is understood that although provision may be made for a possible contingency in the Budget, it by no means follows that the amount can be drawn, allowing the al-
lowance to be placed in the case of substantial appointments. On the contrary any increase of pay proposed for an appointment made in Eng-
land has first to be submitted to the Local Government for their orders, then to the Home Au-
thorities, and a second time to the Local Government before it can be drawn, and in the case of substan-
tial appointments and of establishments created in India any increase in pay in the former or
strength in the latter must be submitted to the Local Authorities for sanction. It will probably
happen that the applications submitted in the Budget for 1872-73 will be confirmed in many instances, and will be found to have been over-
sight in others, but neither have any force or effect until they have been formally submitted to you in the first instance, and subsequently to the Authorities in the manner already pointed out.

It will therefore be a gratifying duty for you to be able to inform the Government of India that out of all the appointments recommended in their order in one instance only has there been an increase of pay, namely in that of the Loco-
motive Accountant, a local appointment, pay raised from Rspees 300 per annum to Rspees 350, and further that out of all the appointments (Engineers excepted) made in England in one instance only has any increase been granted

namely in that of a Traffic Manager's Assistant, pay raised from Rspees 350 per annum to Rspees 400. In two other instances those of your Assistant and of the Consulting Physician, an increase has been applied for but not yet passed. In the establishments of the Traffic and of the Medical Departments there have been sub-
stantial increases, mainly due, as will be seen by a reference to the statement to an extension of our line to Raichoor and Bellary when an increase in establishment was of course inevitable.

In sending forward the statement which accompanies this letter for the information of the Government of India, you will be able to give Government an assurance that constant attention is paid in this line to represent and growth in the strength of establishments, and to withhold recommendation from all applica-
tions for increases of pay until the circum-
stances of each case render such recommen-
dation absolutely essential in the interests of the Railway Company, and as a conse-
quence in the interests of the Government also. At the same time, it will be necessary to point out that whilst this policy, which has, on many occasions, checked the appro-
val of Government, has served to keep down establishments to a standard commensurate with the work to be done, it has also held out prospects of a reward, at suitable opportunities, to those who have co-operated in the work, and

as the Railway Service, as at present constituted, holds out no expectations to its employees that any provision will be made for them in declining years, or in the event of their becoming incapacitated by sickness, it behoves them to put up every rope they can save, and to look out for every opportunity for advancement, so as to make that provision which the service does not yet afford. It will not therefore be a matter of great surprise and reconsideration of the whole of the circumstances attending the case, that the precaution was taken in all Departments to make the preliminary provision for the Contingency of an increase of pay as required under the order above quoted.

We have heretofore had the confidence of the Government of India and it is essential for the successful future management of our Line, subject of course as formerly to the Control of the Madras Government, that we should continue to enjoy that confidence.

It is shown in the statement which accompanies this letter that the cost of our Establishments with an increased Mileage in our Line of 125 Miles since the 12th Dec. 1870 is not much more than it was a year ago and it is submitted that this is the best proof we can afford the Government of India of the economical management of our affairs.

In conclusion there is no doubt.

that it may be safely said on behalf of all Railway Employees that they would cheerfully accept the principle of Maximum and Minimum pay for offices and make a contribution from their salaries provided they could see before them a prospect of a moderate provision for themselves and families in the conclusion of their service.

Since the foregoing was written and the statement prepared, instructions have been received to include your Assistant among those who have had an increase of pay. A note will be joined to that effect in the statement which accompanies this letter.

Yours faithfully
Fitzgerald Church
Chief Auditor

To
The Agent and Manager
(Enc. copy)

J. H. Nellis.
for the Agent & Manager

Wm

The following table shows the amount sanctioned for the various departments of the Government of India for the year 1871-72. The amounts are given in rupees and paise. The total amount sanctioned for the year is Rs. 3,336,211. The amounts are given for the year 1871-72 and for the year 1870-71. The amounts are given for the year 1871-72 and for the year 1870-71. The amounts are given for the year 1871-72 and for the year 1870-71.

Amount Sanctioned, 1 st January 1871.			Pay drawn for January 1/71	Pay drawn for January 1/72	Remarks.
<u>Agent and Manager's Department.</u>					
Agent and Manager	2272 11 8	2272 11 8	2272 11 8		
Assistant to do	545 7 3	545 7 3	545 7 3		Submitted for increase from Rs. 500/15/725/1, according final sanction Rs. 113/10/2
Establishment	1004 . .	483 10 9	518 . .		Increase in pay and Establishment 10 . .
Rs.	3822 2 11	3301 13 8	3336 2 11		One clerk Rs. 10 . .
<u>Chief Auditor's Department.</u>					
Chief Auditor	1136 5 10	1136 5 10	1136 5 10		
Assistants to do	700 . .	700 . .	700 . .		
Establishment	1776 . .	1763 8 .	1763 8 .		Increase in pay and Establishment 5 . .
Rs.	3612 5 10	3599 13 10	3601 13 10		One Clerk Rs. 5 . .
		Rs.	150 . .		Travelling Auditor New Appointment Sanctioned 15 th Nov 1871—150 . .
<u>Chief Accountant's Department.</u>					
Chief Accountant	545 7 3	545 7 3	545 7 3		
Establishment	988 . .	552 8 .	472 8 .		
Rs.	1533 7 3	1097 15 3	1017 15 3		
<u>Cashier's Department.</u>					
Cashier	590 14 7	590 14 7	590 14 7		
Pay Master	409 1 5	409 1 5	409 1 5		
Assistant Cashier	180 . .	180 . .	180 . .		
Establishment	1901 . .	1803 8 .	1741 . .		
Rs.	3081 . .	2983 8 .	2921 . .		
<u>General Stores Department.</u>					
General Storekeeper	681 13 1	681 13 1	681 13 1		
Comptroller of Stores &c.	772 11 8	772 11 8	772 11 8		
Store Auditor	250 . .	200 . .	200 . .		
Establishment	1512 3 6	1518 5 6	1506 4 9		
Rs.	3247 14 9	3173 1 5	3160 13 6		
<u>Medical Department.</u>					
Consulting Physician	210 . .	210 . .	210 . .		
Company's do	50 . .	50 . .	50 . .		
Establishment	2240 . .	1703 5 8	1889 5 9		New appointments consequent on the joining of the one to Lucknow and in establishment—15-20-20 each 725/10/
Rs.	2500 . .	1963 5 8	2149 5 9		

Railway Deptt

Cons: Engineer's Office

No 136

From

Major H. E. Prendergast R.E.
Acting Consulting Engineer for Govt

Colonel J. Carpendale R.E.
Secretary to Government
Public Works Department
Fort Saint George

Sir,

With reference to G. O.

No 520 of the 26th February 1872, I have
the honour to forward letter from the
Agent of the Madras Railway, dated
the 15th instant, together with a statement
exhibiting the amounts sanctioned for
each Department on the 1st January
1871; the pay drawn for January 1871
and the pay drawn for January 1872.

The Government of India

*
No 170 with
2 enclosures.

1872-1412/72.

have observed that the salaries entered in the Budget estimate for 1872-73 for several of the Officers seem to be higher than heretofore; but the Agent explains, that according to para: 14 of Resolution No 437, dated the 17th July 1871, provision was made for every increase of salary for which the necessity might arise during the year. In some cases there was the intention of making application for an increase of salary: and such applications have already been submitted to the Government, on behalf of the Assistant Agent,

the Consulting Physician, the Assistant Locomotive Superintendent and for two Assistants to the Managers to be sent out from England. In other cases I understand that an increase of salary, was contemplated, as likely, to be applied for during the coming year, either for some prospective date, or else as circumstances might demand at any time before the close of the year.

G.O. No 3195
dated 17th Dec 71

G.O. No 3181
dated 18th Dec 71

3. It has been the custom of the Madras Railway Company, to reward their officers of long standing, and those whose merits call for recognition, by an

increase of salary, after a certain interval of time. Such promotions are recommended by Heads of Departments from personal knowledge of the manner in which their subordinate officers have conducted their duties; there is therefore a strong incentive to efficiency, which is conducive both to the interests of the officers, and to the benefit of the Railway Company.

4. The Budget however has to be put in hand in the different Departments, nearly 18 months before the end of the year to which it relates. During

that period, occasions may arise, in which an officer of the Company may distinguish himself, or on the other hand, from ill-health or otherwise, an officer may fail to have earned a recommendation for promotion; but either way, it cannot be anticipated with any certainty, whether funds will be required or not, and the Agent to obviate difficulties enters the money in his Budget.

5. The salaries shown by the Agent to have been increased in the year 1871, are those of one of the Assistants to the Traffic Manager from £350 to £450 per annum, according to the sanction

given in G.O. No. 1051 of the 16th
May 1871, upon a special appli-
cation;

and of the Locomotive Accountant
from Rupees 300 to Rupees 350.

This increase was recommended
at the Stores Committee meeting
on the 10th July and approved by
the Government in G.O. No. 1983
of the 28th July 1871.

A clerk in the Agents'
Department has received 10 Rupees
additional salary, and another
in the Chief Auditor's Department,
Rupees 5. There have been
two new appointments; viz: a second
Assistant to the Locomotive

* G.O. No. 63
dated 10th Jan 71

* G.O. No. 2924
dated 18th Nov 71

Superintendent, and a travelling
Auditor, and additional staff
was necessarily entertained on the
further opening of the North
West Line.

The medical staff was
also re-arranged within the
sanction noted in G.O. No. 1115
of the 20th April 1871.

On the explanations
now afforded, I trust that the
limitation of salaries imposed in
para: 4 Clause I of letter from the
Government of India, No. 122, G.O.,
will be removed; and with regard
to Clause II, I would hope that
confidence may still be felt

[illegible]

No. 191

MADRAS RAILWAY.

37

AGENT AND MANAGER'S OFFICE

Madras, 26th March 1892

From

Robert B. Clinch Esq
Agent and Manager. M. R. Co.

78

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

SIR,

I have the honour to acknowledge the receipt of your letter of the 25th instant and with reference thereto to request that my application for authority to ask my Board to send out an additional Assistant Traffic Manager on a salary of £450 per annum may be forwarded to the Government of India, in order that the matter may be disposed of as soon as possible.

possible.
2. The reasons for offering the enhanced salary have already been recognised by the Government of Madras as regards two Assistant Traffic Managers, and I need therefore say nothing more on the subject. I must however again point out that the consequences of working the Railway without a sufficient number of Traffic Officers may be very serious, and I trust that you will not fail to see and point out

39.
to the Government the responsibility
which will be incurred if any further
delay takes place in this matter.

I have the honor to be
Sir
Your most obedient servant

W. H. W. W.
Agent & Manager.

70 16

No 156

Submitted to Government
with reference to G.O. No 804
dated 21st March 1872.

It is in my opinion a
very serious matter, that the
strength of the Traffic Depart-
ment should be so much reduced,
as it is now; but the present
application is not of particu-
lar importance, inasmuch
as the Agent had the authority
of the Government on the 18th
December last; to write
home to the Board of
Directors

22163

W 1589/72

From
The Agent and Manager.

To
The Consulting Engineer

for Railways.

Date 26th March 1872
No. 191
Recd 27th

Requests that applications
for authority to ask the
Government to send out an
additional Assistant
Traffic Manager in a salary
of Rs 450 per annum &
any be forwarded to
the Government of India
for disposal.

1899

Handwritten notes in Urdu script, likely bleed-through from the reverse side of the page. The text is illegible due to the quality of the scan and the cursive nature of the handwriting.

See: 1. V
 21: 961-962-12 if this
Regulating
 sanction for authority
 to apply to the board
 of directors for an
 additional director
 manager and
 salary of Rs 4000/-
 per annum

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P. H. Dept.
 No 969.
 Proceedings of the Madras Government
 Under date the 12th April 1872
 Read the following
 From the Cons Insp for Railways / N. B. No 136 of 17th March 1872
 Item — do — do — do / do " 156 of 27th — do — "

Ordered that these
papers together with the
undermentioned Proce-
dings be forwarded for
the consideration of the
Government of India.

L.O. No 2838 28th November/71.
" " 208 " 28th Feb'y. /72.
" " 804. 21st March /72.

E. Regt dated 12th Apr.

The Secy. to the
Govt. of India.

Sir

I am directed to
acknowledge the receipt

of your letter No. 122 E. B.
dated 9th February 1872
communicating the obser-
vations of the Govt. of
India on what appeared
to be a great and general
increase in the salaries
attached to the various
offices of the Madras and
Great Southern of India
Railways as exhibited
in the schedules which
accompanied the Railway
Budget estimate of the
Madras Presidency
for the year 1872/73, and,
in reply, I am to forward,
with the correspondence
bearing on the subject,
a statement which the
Agent of the Madras Railway
has submitted showing

45
the increases of salary
actually drawn by offi-
cers and servants of that
company since the 1st of
January 1871.

2. It will be observed
that, while the estab-
lishments attached to the
Chief Accountant, Cashier,
General Storekeeper
and Locomotive Superin-
tendent have been
reduced in cost, the only
increases which have
been granted in addi-
tion to the staff neces-
sarily entertained
consequent on the ex-
tension of the line
are the following.

1 Assistant Traffic Manager from £ 350 to £ 450 per annum
 1 Locomotive Accountant .. Rs 300 to 350 per mensem
 1 Clerk Agents' Department increase of 10 ————— "
 1 — do — Audit ————— " ————— 5 ————— "
 4 Apothecaries and 1 Dow (Medical Dept) 41 ————— "
 5 Station Masters and 10 Clerks Traffic ————— (Station Staff) 265 ————— "

3. Increases of £ 150 to the salary of the Assistant Locomotive Superintendent and £ 100 to that of two Assistant Traffic Managers who appointed in England to fill existing vacancies — have been also approved by Govt., and application has been made by the Agent for an enhanced rate of pay for his Assistant and for the Company's Consulting Physician. The papers in connection with the latter

G.O. No. 2838 of 8th Decr/11.
 " " 2081-28 Feb'y/12.
 " " 123 " 11th March/12.

Extract of Board's letter recorded with G.O. No. 208 dated 28th Feb'y/12.

4720
 latter officer's case were laid before the Govt. of India with my despatch No. 610 dated 6th March/12, and in regard to the first named gentleman I am to invite attention to the papers marginally noted which will be found among those now transmitted. Looking to the opinion entertained by the Agent of Mr. Mellis' qualifications and to the favorable recognition of his services by the Directors I am to recommend his case for the special consideration of the Govt. of India, and to suggest that in the event of the increase of

of £125 sanctioned by the Board being authorized it should be considered as personal and not as appertaining to the appointment.

4. It is explained that the figures entered in the Budget estimate of Establishments which have apparently misled the Govt of India were merely intended to show every increase of salary for which a necessity might arise during the year, but for the disbursement of which the previous sanction of Government would be in each case obtained.

5. With these explanations the Govt of India will, it is hoped, see that economy is not lost sight of in the regulation of establishments on the Madras Railway, and remove the restriction, imposed in Clause I of para 4 of the letter under acknowledgment, in regard to the limitation of salaries.

Recd 15/1/72 with
a copy each of G.O. nos 2838
of 1871 + 804 of 1872 then the
208 of 4/2/72 + with 20
copy of G.O. 961 of 1872

J. J.
March 25th 1872

Op^s 1412 & 1589
Govt. of 1872 Madras.
PUBLIC WORKS.

To The ^{Commissioning} Eng^r
for Railways,
and
To Secretary to the
Gov^t of India

Dated

Recd.

Encl.

4 ✓

G. O. 12th April No 961-962

No. 182 @ 184 & 185

Re-establishments. Papering orders
Correspondence, submitted
to the ^{Commissioning} Eng^r for Rys.
relative to the Re-establish.
ments ^{connected with} the Madras &
G. S. & Rys.

Forward, with ob-
servations, Correspondence
relative to the Establish-
ments connected with the
Madras & G. S. & Rys.