

(1) Number of pages _____

(2) Date of repair _____

(3) Initials of the Referencer _____

MADRAS RECORD OFFICE

Government of Madras

Public works DEPARTMENT

G.O. No.	2654	Press
B.P. No.		Mis.
516-514		
Dated	30-10-	1951873

Not to be folded or roughly handled

No. 516. Read the following letter from Lieutenant-Colonel J. H. M. SHAW-
STEWART, R.E., Consulting Engineer for Railways, to Colonel G. W.
WALKER, R.E., Secretary to Government, Public Works Department,
dated Madras, 23rd September 1873, No. 510:—

I HAVE the honour to submit, for the information of Government, copy of a
list of questions as to "rules for overtime and allowances applicable to European
Drivers, Firemen, and Guards," which were forwarded to me by the Secretary to
the Government of India, Public Works Department, and the answers sent thereto,
obtained from the Agents of the Madras and the Great Southern of India
Railways.

2. I beg to be favoured with fifteen printed copies of the Proceedings of
Government thereon.

Questions.	Answers.	Answers.
	Locomotive Department.	Locomotive Department.
	1. Eight.	1. For Europeans and East Indians 9 hours, for natives 9½ in the workshops. Engine-men must be 10 hours with their engines before reckoning overtime.
1. What number of hours constitutes a day's work?	2. This depends upon the number of days in the month and is calculated at 1, or 1½ of a month's pay.	2. One twenty-sixth of his month's pay.
2. What constitutes a day's pay for a servant engaged on monthly wages?	3. Native Cleaners are paid overtime for the actual number of hours worked in excess of the ordinary time, 7 hours of such overtime being equivalent to one day's pay.	3. Overtime for native labour is paid as under:— Sunday wages for 9½ hours one and a half day's; other overtime same as for Europeans. No overtime granted for a less period than two hours except on Sundays.
3. What are the rules regarding overtime for European Guards and Native Cleaners if they are different from the rules regarding European Engine-men?	4. No.	4. One and a half day's pay is given for Sunday labour of the same number of hours as week days and <i>pro rata</i> .
4. Is work performed on Sunday paid for at enhanced rates? If so, how?	5. As a rule one shed day per week is allowed, but if drivers are booked out all the week, what remuneration is paid instead?	5. Shed days are regulated purely by the requirements of the stock, working on bad
5. How many shed days are allowed, and if not given, what remuneration is paid instead?	6. For each day.	6. See attached rules. At the end of each month a return, certified by Foremen, is sent in of the overtime for each man during the month, day by day, specifying nature of work, date, length of time worked, and allowance made.
6. When overtime has been worked, how are fractions of hours calculated, whether for each day or on the total of the month?	7. Specially.	7. An engine-man must be 10 hours with his engine, after that overtime is granted him no matter from what cause save in the case of a break down or accident caused by his carelessness or fault, when no allowance is made.
7. When an engine is timed to run a short distance to a station, where it may remain in a shed for several hours after which time it will run another short distance, how is this detention in shed reckoned?	8. No, excepting in very special cases.	8. See query No. 7.
8. Is overtime given in case of accidents not due to the engine-man's own fault, or for unpunctuality due to the Locomotive Department, unpunctuality due to the Traffic Department?	9. Monthly.	9. Monthly, see query No. 6.
9. How is overtime generally made up; daily, weekly, or monthly?	10. Ten days as a general rule, but on one portion of the line, where the mileage is very long, this rule is occasionally exceeded.	10. No maximum overtime is paid for the duty he does, much or little.
10. What is the maximum amount of overtime allowed during one month?		

GREAT SOUTHERN OF INDIA RAILWAY.

Traffic Department.

employed draw no overtime or other allowances beyond a fixed monthly

instead?

pay is allowed in lieu of a shed day, and they have to wash out and attend to their engines in their own time.

6. When overtime has been worked, how are fractions of hours calculated, whether for each day or on the total of the month?

7. When an engine is timed to run a short distance to a station, where it may remain in a shed for several hours after which time it will run another short distance, how is this detention in shed reckoned? For overtime? For night or day allowance, or specially?

8. Is overtime given in case of accidents not due to the engine-man's own fault, or for unpunctuality due to the Locomotive Department, unpunctuality due to the Traffic Department?

9. How is overtime generally made up; daily, weekly, or monthly?

10. What is the maximum amount of overtime allowed during one month?

6. Answered by No. 3.

7.

8.

9. Made up monthly.

10. No maximum has ever been fixed, the necessity for extra duty occurring so seldom.

water as we do. Our engines run about 180 miles for a day's work, and then require washing out. No allowance of any kind is made to the men in lieu of a shed day.

6. See attached rules. At the end of each month a return, certified by Foremen, is sent in of the overtime for each man during the month, day by day, specifying nature of work, date, length of time worked, and allowance made.

7. An engine-man must be 10 hours with his engine, after that overtime is granted him no matter from what cause save in the case of a break down or accident caused by his carelessness or fault, when no allowance is made.

8. See query No. 7.

9. Monthly, see query No. 6.

10. No maximum overtime is paid for the duty he does, much or little.

There are no European Guards in this Company's service, and those Guards now salary. No limit has been fixed for the number of hours which constitutes a day's work.

Rules for Overtime and Allowances applicable to European Drivers, Guards, and Firemen—(Continued.)

Proceedings of the Madras Government, Public Works Department,
30th October 1873.

Questions.		Answers.	
		MADRAS RAILWAY.	GREAT SOUTHERN OF INDIA RAILWAY.
		Locomotive Department.	Locomotive Department.
11. What is the general rule as to the number of days' work required during a month before overtime can be reckoned?		11. Overtime is reckoned on each day as made, and is counted as overtime whether a full month has been worked or not.	11. Fifteen days.
12. How are absentees punished?		12. Fined, suspended, or dismissed, according to the nature of the offence.	12. Forfeiture of pay for the time absent unless by permit.
13. What pay do sick men receive? Is any distinction made between sickness arising from unavoidable causes, and sickness from a man's own fault?		13. Men who are paid daily wages and who make overtime are, in some special cases, allowed half pay, when sick, for the number of days absent; the overtime made in the month being deducted from such sick pay. Servants on a monthly salary and who are not paid for overtime are as a rule allowed full pay. No pay at all is allowed in either case if the sickness has arisen from a man's own fault.	13. If sickness contracted on duty full pay for one month and half pay for another month. If Medical Department report sickness caused by indiscretion half pay only for one month, or no pay at all, according to circumstances.
14. When servants are absent from head-quarters of their engine at night what is the night and day allowance for Drivers, Firemen, Guards?		14. No allowance beyond their ordinary time.	14. See No. 12 in overtime rules. "Batta will be granted to drivers, firemen, and fitters when away from their stations more than one day and less than three days. Nobatta will be allowed beyond three days away from the station."

employed draw no overtime or other allowances beyond a fixed monthly

Proceedings of the Madras Government, Public Works Department,
30th October 1873.

There are no European guards in this Company's service, and those Guards now salary. No limit has been fixed for the number of hours which constitutes a day's work.

15. What allowance is made for travelling on transfer from one changing station to another?	15. Batta, in accordance with the rule fixed by Government.	51. No special allowance. Guards are allowed a free passage for themselves and family, and receive pay while travelling.	than three days. Nobatta will be allowed beyond three days away from the station."
16. At what rate is rent deducted?	16. The rent is assessed according to the accommodation provided.	16. At 10 per cent. of pay unless the rent of the house happens to be fixed at a lower figure.	15. No allowance. Pass only to destination.
17. What are the rules regarding gratuities on reduced consumption of coal or oil?	17. No gratuities are given.	17.	16. On salaries up to Rs. 150 per mensem a fixed rental for each bungalow of Rs. 15 per mensem, on salaries above Rs. 150 per mensem 10 per cent. for rent. When 10 per cent. exceeds $7\frac{1}{2}$ per cent. of the cost of bungalow then $7\frac{1}{2}$ per cent. of salary is levied.
18. Are enginemmen allowed privilege leave or furlough of any kind?	18. Privilege leave, with or without pay, according to circumstances is granted on application being made, if recommended by the Foreman.	18. Guards are allowed one month's sick, or privilege leave in the year on full pay.	17. No gratuity. Men are paid to work their engines economically. I fix a maximum and minimum of coal and oil for each class of engine. When the work is performed within these limits it is considered satisfactory. If it is exceeded without good cause the driver is removed or degraded.
19. Is overtime allowed to Foremen of running sheds or shops, Superintendents, Inspectors or others in charge of workmen, but not performing mechanical labour?	19. No.	19.	18. Within a limit that does not interfere with the efficiency of the department men are allowed one month's leave in 12 months.

Rules for Overtime and Allowances applicable to European Drivers, Guards, and Firemen. (Concluded.)

Questions.	Answers.	
	MADRAS RAILWAY.	GREAT SOUTHERN OF INDIA RAILWAY.
20. Is there any rule for the grant of bonuses to the above? In cases of ordinary accidents to which lines are liable, or occasional pressure of traffic, or other similar circumstances, is extra remuneration given?	Locomotive Department. 20. No.	Locomotive Department. 20. No.
	21. Batta in accordance with the scale fixed by Government.	21. Batta for the day.
	22. Batta in accordance with the scale fixed by Government.	22. Batta while travelling each day.
	23. No rules are in force.	23. No rules. Overtime according to duty performed.
21. What allowances are made to Foremen travelling beyond their divisions during the day?	Traffic Department. 20. Batta is allowed if guards are kept away from their homes longer than usual in consequence of an accident.	Traffic Department. There are no European Guards in this Company's service, and those Guards now employed draw no overtime or other allowances beyond a fixed monthly salary. No limit has been fixed for the number of hours which constitutes a day's work.
22. What is granted when they are absent on duty from headquarters at night?		
23. What are the rules regarding the payment for, and provision of food for gangs of men or parties of engine-men if called away from headquarters on an emergency, such as an accident?		

GREAT SOUTHERN OF INDIA RAILWAY.

LOCOMOTIVE AND CARRIAGE SUPERINTENDENT'S DEPARTMENT.

Overtime Rule - Drivers and Firemen.

- The day's work for the above will constitute 10 hours on the engine.
- No overtime will be passed within working hours.
- Detention beyond working hours by accidents or break down will not entitle men to overtime unless extra mileage is performed.
- Overtime will be granted as under—

Sunday wages for 10 hours	...	...	...	...	1½ days.
Washing out engines on Sundays...	...	...	...	...	½ "
Do. do. on week days (beyond 10 hours)	...	...	...	...	½ "
Overtime for day work on week days, 2 hours	...	...	...	...	½ "
Do. for night work on do. 1½ "	...	...	...	...	½ "
Do. for day work on Sundays, 1½ "	...	...	...	...	½ "
Do. for night work on do. 1 "	...	...	...	...	½ "
Night work on week days for 10 hours	...	...	...	...	1½ "
Do. on Sundays for 8 "	...	...	...	...	1½ "
- Firemen in charge of engines and trains will be allowed half a day, or "driving allowance."

European and East Indian Workmen.

- The day's work will be 9 hours.
- Overtime will be given as under—

Sunday wages for 9 hours...	...	...	...	...	1½ days.
Overtime for day work on week days, 2 hours	...	...	...	...	½ "
Do. for night work on do. 1½ "	...	...	...	...	½ "
Do. for day work on Sundays, 1½ "	...	...	...	...	½ "
Do. for night work on do. 1 "	...	...	...	...	½ "
Night work on week days for 9 "	...	...	...	...	1½ "
Do. on Sundays for 8 "	...	...	...	...	1½ "

Native Workmen and others.

- The day's work will be 9½ hours.
- Overtime will be given as under—

Sunday wages for 9½ hours	...	...	...	...	1½ days.
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 Other overtime same as for Europeans.
- No overtime will be granted for a less period than 2 hours except on Sundays.
- Apprentices will not be entitled to any overtime.
- Batta will be granted to Drivers, Firemen, and Fitters when away from their stations more than one day and less than three days. No batta will be allowed beyond three days away from the station.
- The dates and hours when have worked must be distinctly entered in overtime sheets.
- Foremen signing overtime sheets will be held responsible for correct entries according to these rules.

LOCOMOTIVE AND CARRIAGE
SUPERINTENDENT'S OFFICE, NEGAPATAM

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

Proceedings of the Madras Government, Public Works Department,
30th October 1873.

No. 517.

ORDER THEREON, 30th October 1873, No. 2,657.

RAILWAY, No. 75.

ORDERED to be recorded.

(True Extract.)

Colonel, R.E.,
Secretary to Government.

To the Consulting Engineer for Railways, with 15 spare copies.

Exd. S. T. Austin.
Spare Copy

Railway Department.

CONSULTING ENGINEER'S OFFICE.

From

LIEUT.-COLONEL J. H. M. SHAW STEWART, R.E.,

Consulting Engineer for Railways,

To

COLONEL G. W. WALKER, R.E.,

Secretary to Government,

Public Works Department,

Fort Saint George.

SIR,

I have the honour to
submit, for the information of
Government, copy of a list of questions
as to "Rules for overtime and allow-
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the agents of the Madras and the
Great Southern of India Railways.

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P. M. 1873 *Report*

RAILWAY DEPARTMENT.

1873.

From

Ct No 5248.

The Consulting Engineer

for Railways,

To

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

Dated *20* *Sept* 1873.

Recd. *22* *Sept* 1873.

Encl. 2. No. *570*

Subcommittee of the

of the 9th of the 1873

and answers as to

Notes for Committee, 1873

of the 1873 to 1873

Series 8-

with 1873

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1873

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C/p. 5248
Govt. of 1873 Madras.
PUBLIC WORKS.

The Consulting Eng^s
for Railways

Recd
Good.

Encl. 2

G. O. 30th Oct 1873. No 2657

Nos. 5161677

Excessive Allowances.

Letter from the Eng^s:
Eng^s submitting papers
regarding allowances
of European Drivers,
&c, recorded.