

(1) Number of pages _____

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MADRAS RECORD OFFICE

Government of Madras

Public Works

DEPARTMENT

G.O. No.	551-52	Press
B.P. No.		Mis.
444-446		
Dated	19-2	1873

Not to be folded or roughly handled

*Proceedings of the Madras Government, Public Works Department,
19th February 1873.*

No. 444. Read the following letter from the Consulting Engineer for Railway, to the Secretary to Government, Public Works Department, dated Madras, 20th January 1873:—

REFERRING to my letter dated the 20th December 1872, No. 712, with which were forwarded the establishment lists of the Madras Railway for the half-year ending the 30th June 1873, I have the honour to submit, for the consideration of

Government, two letters* from the Agent of the Madras Railway, in which Mr. Elwin requests that the system

under which establishments are at present sanctioned should be slightly modified.

2. Mr. Elwin points out that the existing system under which the salary of every individual employé of the Company is fixed beforehand for each half-year, has been unanimously condemned by the heads of the various departments. He states that the system has not only caused very great inconvenience, but that it is also calculated to increase expenditure; while it has undoubtedly occasioned great discontent and dissatisfaction among all classes of the Company's servants. Mr. Elwin also expresses his hope "that upon consideration the Government will be convinced that, as a matter of principle, it is not to be expected that heads of departments can be held responsible for the economical and efficient working of their departments, unless they are allowed some financial control over their subordinates."

3. In modification of the existing system, the Agent suggests that, at the half-yearly meetings for the authorization of establishments, the lists to be sanctioned for the ensuing half-year should fix the total amount for each grade, within which amount it should be left to the head of each department to work, his only limit being a maximum rate of pay fixed for each grade. In accordance with this suggestion Mr. Elwin submitted revised lists for the current half-year for the Engineering, the Locomotive, and the Traffic Departments, in which lists the total sums named for each grade correspond with the totals given in the lists which accompanied my previous letter. A maximum rate of pay has also been named for each class of subordinates, and it is requested that these revised lists may be sanctioned in place of those previously submitted. In the case of the departments

Agent and Manager's.
Chief Auditor's.
Chief Accountant's.
Cashier's.
Medical.

marginally noted, it is requested that the total amount applied for in the lists already submitted may be sanctioned as a lump sum; the maximum limit of pay in the case of the Medical Department

being Rupees 150 per mensem, and in the case of the other departments Rupees 200 per mensem.

4. In my letter dated the 25th September 1872,* No. 510, I recommended, in the case of the Traffic Department, that sanction should be accorded "to the gross amount entered in the establishment list without reference to stations or grades, leaving it to the head of the department to work within that limit." This recommendation met with approval, and I have no hesitation in seconding the

* Vide G. O., 22nd November 1872, No. 2,744.

*Proceedings of the Madras Government, Public Works Department,
19th February 1873.*

Agent's proposal that similar latitude should be allowed to other heads of departments. The details of the establishments actually entertained during each half year, and the details of the establishments proposed for the ensuing half-year, would as a matter of course be investigated by the Consulting Engineer at the periodical meetings for the authorization of establishments; but it does not seem to be desirable that free action on the part of heads of departments should be too much restricted. As observed by the Agent, "the past working of the Madras Railway may be fairly pointed to as a proof that the principle of gross sanctions for establishments is best calculated to insure economy;" and, without in any way curtailing the thoroughness of the investigation which the Consulting Engineer is now expected to make at the periodical meetings, I have the honour to recommend that the half-yearly establishment lists shall in future be sanctioned in the shape in which the revised lists for the Engineering, Locomotive, and Traffic Departments are herewith submitted.

From the Agent and Manager of the Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 20th December 1872, No. 942.

With reference to the meeting in my office, at which you were present, on the 17th instant, I have the honour to forward, herewith, for submission to Government, lists of the establishments proposed for the under-mentioned departments of this Railway for the half-year ending the 30th of June 1873, prepared in the forms which are at present prescribed, namely:—

The Agent and Manager's Department.

„ Chief Engineer's do.
„ Locomotive Superintendent's do.
„ Traffic Manager's do.
„ Chief Auditor's do.
„ Chief Accountant's do.
„ General Storekeeper's do.
„ Cashier's do.
„ Consulting Physician's do.

2. In forwarding these lists to the Government, I request that you will be so good as to represent the strong opinions which were unanimously expressed by the heads of departments present at the meeting on the 17th instant, in regard to the system of sanctioning establishments which has recently been introduced in place of that which was previously in force in respect to the Madras Railway, of sanctioning lump sums for establishments with a maximum rate of pay, leaving to the head of each department the responsibility of fixing the pay of individuals, and the power of promotion within sanctioned limits.

3. Of course some departments are more seriously inconvenienced by the present system than others, and those specially affected are the Locomotive and Traffic Departments, the subordinates of which are constantly and of necessity being moved from place to place. In all departments, however, the greatest inconvenience is experienced, and in addition to this inconvenience I have no hesitation in saying that the present system is calculated to increase expenditure, while it has undoubtedly occasioned great discontent and dissatisfaction among all classes of the Company's servants.

4. From what you heard at the meeting on Tuesday last, and the instances that were then adduced, I believe you will be able to support me in what I have stated above; but, irrespective of the question of practical results, I think that upon consideration the Government will be convinced that, as a matter of principle, it is not to be expected that heads of departments can be held responsible for the economical and efficient working of their departments, unless they are allowed some financial control over their subordinates.

*Proceedings of the Madras Government, Public Works Department,
19th February 1873.*

5. In case the Government should be pleased to alter the present system as I trust they will and as arranged at the meeting on Tuesday, I forward, in addition to the lists mentioned above,

*The list for the Locomotive Department will follow—
Vide Mr. Wright's letter No. 635 of 18th Dec. 1872,
copy enclosed.

separate lists for the Chief Engineer's, the Locomotive Superintendent's* and the Traffic Departments, showing the lump sums proposed

for sanction with the maximum rate of pay recommended for each class of subordinates. In the Agent and Manager's, the Chief Auditor's, the Chief Accountant's and the Cashier's Departments, the maximum rate of pay proposed for subordinates is Rupees 200 per mensem, and in the Consulting Physician's Department the maximum of an Apothecary's pay is proposed to be fixed at Rupees 150 per mensem.

6. I propose to entirely re-arrange the staff in the Stores Department upon the arrival of Mr. Allon from England.

From W. B. WRIGHT, Esq., Locomotive Superintendent, to the Agent and Manager of the Madras Railway Company, dated Perambore Works, 18th December 1872, No. 635.

With reference to the conversation which passed at the Committee yesterday, on the subject of the establishment list of this department submitted for the half-year ending 30th June 1873, I beg to state that, so far as my office staff is concerned, it would be advantageous were sanction granted for the expenditure of the gross amount entered in the list, without restriction as to individual salaries or grades of salaries.

2. A comparison of the salary lists of this department during the past few years will, I think, prove the advantage of the system I advocate. So far back as 1865 the number of clerks sanctioned by Government for my department was 103 (vide sanction dated 12th December 1835), the expenditure being fixed at Rupees 3,140. On the 15th September 1868, I proposed an alteration of the system, asking for a revised sanction reducing the above-sanctioned amount to Rupees 2,650, and recommending that the number and salaries of clerks should not be fixed, but that permission might be granted to deal with this sum in detail as might be considered desirable.

3. Upon receiving your assent to my suggestion, it was acted upon, and by a re-adjustment of salaries from time to time it has been found unnecessary to apply for any additional grant, the expenditure having always been kept within the prescribed limits, notwithstanding a considerable increase of work, the number of miles open for traffic having risen from 645 to 832, and the engine miles run from 1,630,677 to 2,295,469.

Engineering Establishment.

	RS.	A.	P.	Maximum pay, RS.
Inspectors	4,490	0	0	190
Chief Engineer's Office	2,372	8	0	200
Deputy Chief Engineer's Office	91	0	0	75
Divisional Establishments	1,085	0	0	50
Neilgerry Branch do.	286	0	0	80
Madras Central Station do.	75	0	0	50
Cheyair Bridge do.	236	0	0	80
Telegraph Department do.	1,317	0	0	130
Huggry Bridge do.	151	0	0	80
Total...	10,103	8	0	

(Signed) B. ANDERSON,
Chief Engineer.

MADRAS,
18th December 1872.

(..) R. B. ELWIN,
Agent and Manager.

Proceedings of the Madras Government, Public Works Department,
19th February 1873.

MADRAS RAILWAY.

Abstract of Establishment for the Traffic Department for the half-year ending June 1873.

Class.	HALF-YEAR ENDING 31ST DECEMBER 1872.			HALF-YEAR ENDING 30TH JUNE 1873.			Maximum pay for each Class.
	Sanctioned.	Actuals.		Amount.			
	RS. A. P.	RS. A. P.		RS. A. P.		RS.	
Traffic Manager ...	1,468 10 2	1,468 10 2		1,468 10 2			
Deputy do. ...	650 14 6	650 14 6		650 14 6			
Assistant do. ...	2,094 8 8	2,459 12 8		2,613 10 1			
Traffic Manager's Office	2,347 14 0	2,195 12 11		2,347 14 0		150	
Assistant do. ...	307 0 0	292 0 0		307 0 0		65	
Relieving Staff ...	994 0 0	626 1 3		994 0 0		60	
Guards ...	5,005 0 0	4,634 15 7		6,280 0 0		100	
Police ...	1,597 0 0	1,223 4 9		1,597 0 0		300	
Telegraph Signallers ...	2,566 8 0	2,307 3 7		2,886 8 0		100	
Station Masters ...	6,875 0 0	5,090 1 7		7,195 0 0		250	
Clerks (Booking goods, etc.) ...	4,267 0 0	4,155 4 7		4,567 0 0		65	
Head Porters ...	1,125 0 0	1,026 1 0		1,205 0 0		75	
Porters ...	3,233 8 0	3,126 3 4		3,401 8 0		10	
Pointsmen ...	2,045 0 0	1,936 7 10		2,135 0 0		11	
Peons ...	1,068 8 0	972 0 3		1,068 8 0		9	
Gatemen ...	908 10 0	942 13 7		993 8 0		8	
Waiting Room Attendants ...	63 8 0	63 8 0		95 8 0		10	
Guards' Cooks ...	70 8 0	73 8 0		75 0 0		8	
Tarpaulin Repairers ...	591 8 0	460 10 0		591 8 0		80 to 12	
Carriage Cleaners ...	267 0 0	278 2 4		315 0 0		8	
Scavengers ...	329 0 0	314 6 2		365 0 0		7	
Contingencies ...	116 0 0	98 8 0		116 0 0			
Conservancy ...	375 8 6	368 5 5		375 8 6			
Allowance for Rent ...	1,141 14 3	1,099 13 6		1,141 14 3			
Total...	39,509 0 1	35,864 9 0		42,786 7 6			

(Signed) H. E. CHURCH.
Traffic Manager.

(") R. B. ELWIN,
Agent and Manager.

MADRAS,
18th December 1872.

From the Agent and Manager of the Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 16th January 1873, No. 40.

ADVERTING to the marginal note opposite paragraph 5 of my letter No. 942 of the 20th ultimo, I have now the honour to forward the additional list showing the establishment proposed for the Locomotive Department during the half-year ending the 30th of June 1873.

2. This list was only received from the Locomotive Superintendent this morning.

Proceedings of the Madras Government, Public Works Department,
19th February 1873.

LOCOMOTIVE DEPARTMENT.
Proposed Establishment for the half-year ending 30th June 1873.

Designation.	ESTABLISHMENT FOR HALF-YEAR ENDING 31ST DECEMBER 1872.		PROPOSED FOR HALF-YEAR ENDING 30TH JUNE 1873.		DIFFERENCE BETWEEN COLUMNS 2 AND 4.		MAXIMUM RATE OF SALARY.	Remarks.
	Sanctioned for half-year.	Actuals during the month of November 1872.	Amount.	Amount.	Increase.	Decrease.		
	RS. A. P.	RS. A. P.	RS. A. P.	RS. A. P.	RS.	RS.		
Locomotive and Carriage Superintendent ...	9,818 3 0	1,636 5 10		9,818 3 0				
Fixed Allowance ...	630 0 0	105 0 0		630 0 0				
1st Assistant Locomotive and Carriage Superintendent ...	4,090 14 6			4,090 14 6				
2nd do. ...	2,454 8 6			2,454 8 6				
Accountant ...	2,400 0 0			2,400 0 0				
Fixed Allowance ...	180 0 0			180 0 0				
Office Establishment ...	15,660 0 0			15,660 0 0				
Duffadars, Moolchees, and Peons.	1,266 0 0			1,266 0 0				
Foremen ...	24,000 0 0			25,200 0 0				
Engine Drivers ...	11,781 13 6			11,781 13 6				
Erectors and Fitters ...	5,956 5 0			5,956 5 0				
Boiler Smith ...	1,418 3 0			1,418 3 0				
Black Smith ...				1,140 0 0				
Saw Setter ...	1,418 3 0			1,418 3 0				
Carriage Examiners ...	1,950 0 0			1,950 0 0				
	83,024 2 6	11,756 2 10		85,364 2 6	2,340			
Unfixed allowances, inclusive of rent and overtime allowances.		1,904 0 7		10,764 12 0				
		13,660 3 5		96,128 14 6				

In Europe on sick leave.

* A skilled artisan well acquainted with all the recent improvements in rolling stock and its manufacture and up-keep is much wanted, as we have only one European (the Foreman) in charge of this branch of the establishment, and more supervision is necessary than any one man can bestow.
† A skilled artisan well acquainted with all the recent improvements in the manipulation of iron is much wanted; we have only one European Smith (the Foreman) and the charge of the Wheel Tyre, Spring and Smith Shop, and also File Cutters and Temperers Shop is too heavy for any one man.

(Signed) W. B. WRIGHT,
Locomotive Superintendent.

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

15th January 1873.

*Proceedings of the Madras Government, Public Works Department,
19th February 1873.*

No. 445. ORDER THEREON, 19th February 1873, No. 551.

RAILWAY, No. 61.

ORDERED that these papers be
forwarded for the consideration of the
Government of India.

(Here enter No. 552, dated 19th February 1873.)

(True Extract.)

Colonel, R.E.,

Secretary to Government.

To the Consulting Engineer for Railways.

PUBLIC WORKS DEPARTMENT,
FORT ST. GEORGE, 19th February 1873.

No. 446.

No. 552.

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

PUBLIC WORKS DEPARTMENT.

RAILWAY, No. 62.

SIR,—I am directed to forward the
accompanying papers in which sanction
is requested to a modification of the
present system of authorizations of estab-

lishments on the Railways of this Presidency, and as the proposed changes are
calculated to induce greater efficiency in the several departments, while the
scrutiny exercised by the Consulting Engineer will be as effective as heretofore,
I am to recommend them for the favourable consideration of the Government of
India. Lists in the proposed form for the Engineering, Locomotive, and Traffic
Departments are herewith submitted in supersession of those which accompanied
my letter No. 325, dated 31st January 1873.

I have the honour to be,

Sir,

Your most obedient servant,

Colonel, R.E.,

Secretary to Government.

Exd. E. C. Shunker.

Railway Department.

CONSULTING ENGINEER'S OFFICE,

No.

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,

Referring to my letter
dated the 20th December 1872, N.
712, with which were forwarded
the establishment lists of the
Madras Railway for the half-year
ending the 30th June 1873, I have
the honour to submit, for the con-
sideration of Government, two
letters from the Agent of the Ma-
dras Railway, in which W. Elwin
requests that the system under
which

N^o 742 - 20th December 1872 - with enclosures
N^o 110 - 16th January 1873 - with enclosures.

which establishments are at present sanctioned should be slightly modified.

2. Mr. Elwin points out that the existing system, under which the salary of every individual employe of the Company is fixed beforehand for each half-year, has been unanimously condemned by the heads of the various departments. He states that the system has not only caused very great inconvenience, but that it is also calculated to increase expenditure; while it has undoubtedly occasioned great discontent and dissatisfaction among all classes of the Company's servants. Mr. Elwin

also

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also expresses his hope that upon consideration the Government will be convinced that as a matter of principle it is not to be expected that heads of departments can be held responsible for the economical and efficient working of their departments unless they are allowed some financial control over their subordinates.

3. In modification of the existing system the Agent suggests that, at the half-yearly meetings for the authorisation of establishments, the lists to be sanctioned for the ensuing half-year should fix the total amount for each grade, within which

amount

amount it should be left to the head of each department to work, his only limit being a maximum rate of pay fixed for each grade. In accordance with this suggestion Mr. Edwin submitted revised lists for the current half-year for the Engineering, the Locomotive, and the Traffic departments, in which lists the total sums named for each grade correspond with the totals given in the lists which accompanied my previous letter. A maximum rate of pay has also been named for each class of subordinates: and it is requested that these revised lists may be sanctioned

in

* Agent and Managers.

Chief Auditors.

Chief Accountants.

Cashiers.

Medical.

* Vide G. O.
22nd Nov^r 1872.
No 2744.

1315
in place of those previously submitted. In the case of the departments marginally* noted, it is requested that the total amount applied for in the lists already submitted may be sanctioned as a lump sum; the maximum limit of pay in the case of the Medical department being Rs 150 per mensem, and in the case of the other departments Rs 200 per mensem.

4. In my letter dated the 25th September 1872, N^o 510, I recommended, in the case of the Traffic department, that sanction should be accorded to the gross amount entered

in

in the establishment list, without
reference to stations or grades,
leaving it to the head of the
department to work within that
limit. This recommendation
met with approval and I have no
hesitation in seconding the Agent's
proposal that similar latitude
should be allowed to other heads
of departments. The details of the
establishments actually entertained
during each half-year, and the
details of the establishments pro-
posed for the ensuing half-year,
would as a matter of course be
investigated by the Consulting En-
gineer at the periodical meetings
for the authorisation of establishments;

but

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but it does not seem to be desirable
that free action on the part of heads
of departments should be too much
restricted. As observed by the
Agent, the fact working of the
Madras Railway may be fairly
pointed to as a proof that the
principle of gross sanctions for
establishments is best calculated
to insure economy; and, without
in any way curtailing the thoroughness
of the investigation which the Con-
sulting Engineer is now expected
to make at the periodical meetings,
I have the honour to recommend
that the half-yearly establishment
lists shall in future be sanctioned
in the shape in which the
revised lists for the Engineering,

Locomotive

Locomotive, and Traffic depart-
-ments are herewith submitted.

I have the honour to be
Sir

Your most obedient servant.

Wm. Stewart D. C. Esq.,

Cons. Engineer for Railways.

Maadras
20 January
1873

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2022 November 12 1873
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RAILWAY DEPARTMENT.

S. M. D. Esq. 1873. Report
from 1871 to 1873. 1873 98

The Consulting Engineer

for Railways.

To

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

Dated 20th January 1873.
Recd. 27th 1873.

1873.

No.

1873. 7 Aug 73.

acknowledging the

receipt of the

statement of the

the Local Engineering

and Traffic depart-

ment for the current year.

Yours truly, W. S. D.

13 1873 Proposed Establishment for the Half year ending 30th June 1873. Locomotive Department.

Designation	Establishment for half year ending 31 st December 1872		Proposed for half year ending 30 th June 1873	Difference between columns 3 and 4		Maximum rate of salary	Remarks
	Sanctioned for half year	Actuals during the half year		5			
				Increase	Decrease		
	2	3	4			6	
	Amount	Amount	Amount				
Locomotive and Carriage Superintendent	9818 3 "	10365 10 "	9818 3 "				In Europe on Sick leave.
Fixed Allowances	630 " "	105 " "	630 " "				
1 st Assistant Loco and Carriage Superintendent	4090 14 6	- - -	4090 14 6				
2 nd do	2154 8 6	409 1 5	2154 8 6				
Accountant	2400 " "	350 " "	2400 " "			200 " "	
Office Establishment	180 " "	30 " "	180 " "			10 " "	
Duffadars, Mrochys, and Peons	15660 " "	2275 " "	15660 " "			350 " "	* A skilled Artisan, well acquainted with all the recent improvements in Rolling Stock and its manufacture and upkeep, is much wanted, as we have only one European (the Foreman) in charge of this branch of the Establishment, and more supervision is necessary than any one man can bestow.
Foremen	1266 " "	195 " "	1266 " "	* 1200 " "			
Engine Drivers	24000 " "	3275 " "	25200 " "				
Greasers and Tilters	11481 13 6	1963 10 3	11481 13 6				
Boiler Smith	5956 5 "	992 11 6	5956 5 "				* A skilled Artisan, well acquainted with all the recent improvements in the manipulation of Iron is much wanted; we have only one European Smith (the Foreman) and the charge of the wheel, spring and Smith shop, and also the File Cutters and Turners shop is too heavy for any one man.
Black Smith	1418 3 "	- - -	1418 3 "	* 1140 " "			
Saw Letter	- - -	- - -	1140 " "			100 " "	
Carriage Examiners	1418 3 "	236 5 10	1418 3 "				
Unfixed Allowances, including of rent and other minor Allowances	1950 " "	285 " "	1950 " "	2340 " "			
	83024 2 6	11456 2 10	85364 2 6				
		1904 " "	10764 12 "				
		13660 3 5	96128 14 6				

W. M. Melfis

Locomotive Superintendent

Jan. 15th 1873

1871

W. Melfis

for the Genl & Manager

W. N. Melfis
for the Genl & Manager
15th 4/1873

h₂h: 537 2/19 7/13

P. M. 398/73.

h₂h: 537 2/19 7/13
P. M. 398/73.

Madras Railway

Abstract of Statement for the Traffic Department for the Half year ending June 1873.

Class	Half year ending 31 December 1872		Half year ending 30 June 1873		Maximum Pay for each Pay for class
	Debit	Credit	Debit	Credit	
Traffic Manager	1468 10 2	1468 10 2	1468 10 2		
Deputy do	650 14 6	650 14 6	650 14 6		
Assistant do	2094 8 8	2459 12 8	2613 10 1		
Traffic Manager's Office	2347 14	2195 12 11	2347 14		150
Assistant do	307	292	307		65
Relieving Staff	994	626 1 3	994		60
Quarts	5005	4634 15 7	6280		100
Office	1597	1223 4 9	1597		300
Telegraph & Signalmen	2566 8	2307 3 7	2886 8		100
Station Master	6875	5090 1 7	7195		250
Links (Working Force per)	4267	4655 4 7	4507		65
Head Office	1125	1026 1	1205		75
Porten	3233 8	3126 3 4	3407 8		10
Portenmen	2045	1936 7 10	2135		11
Porten	1068 8	972	1068 8		9
Waiting Room Attendants	908 10	942 13 7	993 8		8
Grants for	63 8	63 8	95 8		10
Sanitary Repairs	70 8	73 8	75		8
Carriage Cleaners	591 8	460 10	591 8		80 to 12
Carriage	267	278 2 4	315		8
Carriage	329	314 6 2	365		7
Portenmen	116	98 8	116		
Portenmen	375 8 6	368 5 5	375 8 6		
Allowances for Rent	1141 14 3	1099 13 6	1141 14 3		
Total Debit	39509	35864 9	42786 7 6		

Traffic Manager's Office
Madras 18th December 1872

[Signature]
Traffic Manager

[Signature]
Traffic Manager

No. 942.

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE.

Madras, 20th December 1872.

From

R. B. Edwin Esq.,

Agent and Manager of the M.R.R.

To

Lieut Col J. H. Shaw Stewart, R.E.

Consulting Engineer for Railways.

SIR,

With reference to the meeting in my office, at which you were present, on the 17th instant I have the honour to forward herewith for submission to Government Lists of the Establishments proposed for the undermentioned Departments of this Railway for the half year ending the 30th of June 1873, prepared in the forms which are at present prescribed, namely.

The Agent & Manager's - Department
The Chief Engineer's — Do —
The Locomotive Superintendents — Do —
The Traffic Manager's — Do —
The Chief Auditor's — Do —
The Chief Accountants — Do —
The General Storekeeper's — Do —
The Cashiers — — — Do —
The Consulting Physician's — Do —

In forwarding these lists to the Government I request that you will

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be so good as to represent the strong opinions which were unanimously expressed by the Heads of Departments present at the meeting on the 17th instant in regard to the system of sanctioning Establishments which has recently been introduced in place of that which was previously in force in respect to the Madras Railway, of sanctioning lump sums for Establishments with a maximum rate of pay; leaving to the Head of each Department the responsibility of fixing the pay of individuals and the power of promotion within sanctioned limits.

3. Of Course some Departments are more seriously inconvenienced by the present system than others, and those specially affected are the Locomotive and Traffic Departments, the Subordinate of which are constantly and of necessity being moved from place to place. In all Departments however the greatest inconvenience is experienced, and in addition to this inconvenience I have no hesitation in saying that the present system is calculated to increase expenditure while it has undoubtedly occasioned great discontent and dissatisfaction among all classes of the Company's servants.

4. From what you heard at the meeting on Tuesday last, and the

25/13

instances that were then adduced I believe you will be able to support me in what I have stated above, but irrespective of the question of practical results, I think that upon consideration the Government will be convinced that as a matter of principle it is not to be expected that Heads of Departments can be held responsible for the economical and efficient working of their Departments unless they are allowed some financial Control over their subordinates.

5. In case the Government should be pleased to alter the present system as I trust they will and as arranged at the meeting on Tuesday I forward in addition to the lists mentioned above, separate lists for the Chief Engineer's, the Locomotive Superintendent's and the Traffic Departments, shewing the lump sums proposed for sanction with the maximum rate of pay recommended for each class of subordinates. In the Agent and Manager's, the Chief Auditor's, the Chief Accountants and the Cashiers Departments, the maximum rate of pay proposed for subordinates is Rs 200 per mensem, and in the Consulting Physician's Department the maximum of an apothecary's pay is proposed to be fixed at Rs 150 per mensem.

*The list for the Locomotive Department will follow - vide Mr. Wright's letter No 635 18 Decr/72 Copy enclosed

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated

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Recd.

No.

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer
for Railways.

Printed

187

at

No.

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated 20 } Dec 1872
Recd. 20 }

No. 942

Forwarding Establish-
ment bills proposed
for the various
Departments for the
half year ending 30
June 1873-

P.W. 398/73-

Pls No 551 of 19 July/73

No 551 of 19 July/73
Proceedings of the Madras Port
Read the following
From The Consulting Engineer
for Railways

To The C. E. for Rys.
Dec 24/2/73

ML

Ordered that the
papers be forwarded for
the consideration of the
Govt of India.
H.L. No. 551
The Secy. to the
Govt of India
Sir I am directed to
forward the accompanying
papers in which sanction
is requested to a new
system of authorization
of establishments on
the Railways of the
Presidency

Precedence. And as the
proposed changes are
calculated to induce
greater efficiency in the
several Departments while
the scrutiny exercised
by the Consulting Engineer
will be as effective as
heretofore, I am to re-
commend them for the
favorable consideration
of the Govt of India.

Lists in the proposed
form for the Engineering,
Locomotive and Traffic
Departments are here-
with submitted. in
disposition of those which
accompanied my letter

No 325 dated 31st Dec 1873
under the signature of
C. Brown
Resd 26/2/74
Comd of 1873
copying 1873

C. Brown
Resd 26/2/74
Comd of 1873

Presidency. Santhoome
proposed changes.

No 398

Govt. of 1873 Madras.

PUBLIC WORKS.

To The Honble the Commr. for
Railways

& The Secretary to the
Govt. of India.

Date:

Recd.

Encl. 6

G. O. 19th Feb. No 552552

No 11457 446.

Establishments. Papering

in on letter from the
Supt. forwarding re-
vised list of Establish-
ments for the ^{Engineering} Locomotive
& Traffic Dept. of
Madras Railway
for the current half