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MADRAS RECORD OFFICE

Government of Madras

Public Works

DEPARTMENT

G.O. No.	2377-78	Press
B.P. No.		Mis.
Dated	18-8-1955	

Not to be folded or roughly handled

No. 307. Read the following letter from Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, to Lieutenant-Colonel J. MULLINS, R.E., Officiating Secretary to Government, Public Works Department, dated Madras, 6th August 1875, No. 435 :—

ADVERTING to paragraph 2 of the Order of Government, dated the 10th April 1875, No. 945, I have the honor to lay before Government a letter* from the Agent of the Madras Railway, enclosing the views

* No. 778, dated 22nd July 1875. expressed by his Board with regard to the framing of rules for the grant of gratuities to old and deserving servants of the Company. It will be seen that the Directors do not consider it desirable to establish any general rules upon the subject, but prefer to deal with each case, as it occurs, upon its own merits. They acknowledge that the cases of servants who may become superannuated, or who, without fault of their own, may have lost health by the performance of their duties, may deserve consideration; but they draw a distinction between these cases, and those wherein a man may resign the service at his own option, while fit for further employment elsewhere.

2. I have been in communication upon this subject with the Consulting Engineers in different parts of India, and I learn that no general rules to regulate the grant of gratuities have as yet been established in the case of any Guaranteed Railway Company. Each case, as it occurs, is apparently dealt with upon its merits; the maximum grant being in most cases equivalent to six months' salary. In the Bombay Presidency, the Railway Companies have established a Provident Fund, to which all servants drawing a monthly salary of Rupees 30 and upwards are obliged to subscribe.

3. The Accountant-General, Public Works Department, lately informed the Examiner of Railway Accounts that no orders had been passed by the Government of India regarding the grant of gratuities upon retirement to the employés of Guaranteed Railway Companies, adding that, in his opinion, "no gratuities should be given to any employé, except as a special case and with the previous sanction of the Board of Directors and the Government of India, all such gratuities being a distinct charge upon the revenues of the State."

4. Applications for gratuities on behalf of Railway servants have as yet been of comparatively rare occurrence in this Presidency; but the number of such applications is increasing, and may be expected to increase more rapidly in future. As remarked by the Accountant-General, each grant of a gratuity forms a permanent charge upon the revenues of India, and it is therefore of great importance that the disposal of all applications should be regulated upon fixed principles.

5. It seems very desirable that the Government of India should be moved to lay down some general principles for guidance in this matter. The following points seem especially to demand notice :—

Whether the services of all deserving men who may become worn out in the employment of the Railway Companies should be recognized by the grant of gratuities?

Or whether the grant should be restricted to cases of exceptionally good service only?

What should be the maximum limit of a gratuity, and upon what principles should the amount be fixed in each case?

*Proceedings of the Madras Government, Public Works Department,
18th August 1875.*

From R. B. ELWIN, Esq., Agent and Manager of the Madras Railway Company, to Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, dated Madras, 22nd July 1875, No. 778.

With reference to Order of Government, No. 945, of the 10th April last, I have the honor to enclose a copy of paragraph 17 of the Secretary's letter, No. 553, dated the 18th June 1875, in which the views of the Board are expressed with regard to the framing of rules for the grant of gratuities to old and deserving servants of this Company.

*Extract from a letter from the Secretary, Madras Railway Company, No. 553,
dated London, the 18th June 1875.*

PARAGRAPH 17.—In paragraph 20 of 1,150 you refer to a discussion which took place at a meeting of the Stores Committee held at your office on the 17th March last, upon the subject of the grant of gratuities to old and deserving servants of the Company; and in paragraph 18 of 1,152, you call attention to the Order of Government, No. 945, of the 10th April 1875, in paragraph 2 of which His Excellency the Governor in Council expresses his concurrence in the opinion that general rules should be framed to regulate such grants. Having given the subject their careful consideration, the Board direct me to observe that while acknowledging that the cases of servants who may become superannuated, or who, without any fault of their own, may have lost their health by the performance of their duties, may deserve consideration, they think that a distinction should be drawn between these and those cases wherein an individual may resign the service at his own option being fit for further employment elsewhere, but rather than establish any general rules the Board think that it would be more desirable to decide upon each case as it occurs upon its own merits.

(True Extract.)

R. B. ELWIN,
Agent and Manager.

No. 308.

ORDER THEREON, 18th August 1875, No. 2,377.

RAILWAY, No. 36.

ORDERED that the Government of India be addressed on this subject.

(Here enter No. 2,378, dated 18th August 1875.)

(True Extract.)

Major-General, R.E.,
Secretary to Government.

To the Consulting Engineer for Railways.

Exd. E. C. Shunker.

Spare Copies

PUBLIC WORKS DEPARTMENT,
OOTACAMUND, 18th August 1875.

No. 309.

No. 2,378.

FROM

MAJOR-GENERAL G. W. WALKER, R.E.,
*Secretary to the Government of Madras,
Public Works Department,*

TO

THE SECRETARY TO THE GOVERNMENT OF INDIA,
Public Works Department.

RAILWAY, No. 37.

SIR,—It will be seen from paragraph 2 of the accompanying Proceedings, No. 945, dated 10th April 1875, that the Government approved of general rules being framed for the regulation of gratuities to retired servants of Railway Companies, but the Board of Directors of the Madras Railway to whom the question was referred are opposed to this course, and consider that each case should be considered on its own merits.

2. The Governor in Council is, however, of opinion that some general principles should be laid down to govern future cases, which, now that the Guaranteed Railways of this Presidency have been in operation for a lengthened period, may be expected to be of more frequent occurrence than hitherto. I am therefore to remit the question for the orders of the Government of India. The Consulting Engineer for Railways, in paragraph 5 of his letter herewith transmitted, indicates some of the points which may well receive notice in the consideration of this subject.

I have the honor to be,

Sir,

Your most obedient servant,

Major-General, R.E.,
Secretary to Government.

Exd. E. C. Shunker.

Spare Copies

No. 77⁸

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE.

Madras, 22nd July, 1875.

From

Robert S. Elvin Esqr
Agent and Manager. M. R. Company

To

Lieut Colonel J. H. M. Shaw Stewart R.E.
Consulting Engineer for Railways.

SIR,

4) A

With reference to Order of Government
No 945 of the 10th April last, I have the
honour to enclose a copy of paragraph 17
of the Secretary's letter No 553 dated
the 18th June 1875, in which the views of
the Board are expressed with regard to
the framing of Rules for the grant of
gratuities to old and deserving servants
of this company.

I have the honour to be,
Sir

Your most obedient servant.

Robert S. Elvin

Agent and Manager

YAWHIAH SARCAR
 10777 AND 10778 OFFICE

10777

Received
 23 July 1875
 No. 1178
 Regarding the grant
 of gratuities to old
 and deserving servants

Ms 120/75
 2/75
 18-18-1875
 13-18-1875

The Consulting Engineer
 for Railways

The Agent and Manager

MADRAS RAILWAY.

57T
 Extract from a letter from the Secretary, Madras
 Railway Company, No 553 dated London the 18th June 1875

Grant of gratuities to old servants. Para 17. In para 20 of 1150 you refer to a discussion which took place at a meeting of the Stores Committee held at your Office on the 17 March last upon the subject of the grant of gratuities to old and deserving servants of the Company, and in para 18 of 1152 you call attention to the Order of Government No 945 of the 10 April 1875, in para 2 of which His Excellency the Governor in Council expresses his concurrence in the opinion that general rules should be framed to regulate such grants. Having given the subject their careful consideration the Board direct me to observe that while acknowledging that the cases of servants who may become superannuated, or who, without any fault of their own, may have lost their health by the performance of their duties, may deserve consideration, they think that a distinction should be drawn between these, and those cases wherein an individual may resign the service at his own option, being fit for further employment elsewhere, but rather than establish any general rules, the Board think that it would be more desirable to decide upon each case as it occurs, upon its own merits.

1 True Extract
 W. J. Carter
 Agent and Manager

Wm?

consider it desirable to establish any general rules upon the subject, but prefer to deal with each case, as it occurs, upon its own merits. They acknowledge that the cases of servants who may become superannuated, or who, without fault of their own, may have lost health by the performance of their duties, may deserve consideration; but they draw a distinction between these cases, and those wherein a man may resign the service at his own option, while fit for further employment elsewhere.

2. I have been in communication upon this subject with the Consulting Engineers in different parts of India, and I learn that no general rules to regulate the

2
11
the grant of gratuities have as yet been established in the case of any Guaranteed Railway Company. Each case, as it occurs, is apparently dealt with upon its merits; the maximum grant being in most cases equivalent to six months' salary. In the Bombay Presidency, the Railway Companies have established a Provident Fund, to which all servants drawing a monthly salary of Rs 30 and upwards are obliged to subscribe.

3. The Accountant General, Public Works Department, lately informed the Examiner of Railway Accounts that no orders had been passed by the Government of India regarding the grant of gratuities upon retirement to the employees of Guaranteed Railway Companies,

adding

adding that, in his opinion, "no gratuities should be given to any employe, except as a special case and with the previous sanction of the Board of Directors and the Government of India, all such gratuities being a distinct charge upon the revenues of the State".

11. Applications for gratuities on behalf of Railway servants have as yet been of comparatively rare occurrence in this Presidency; but the number of such applications is increasing, and may be expected to increase more rapidly in future. As remarked by the Accountant General, each grant of a gratuity forms a permanent charge upon the revenues of India, and it is therefore of great importance that the disposal of all applications should be regulated upon

131
upon fixed principles.

5 It seems very desirable that the Government of India should be moved to lay down some general principles for guidance in this matter. The following points seem especially to demand notice:—

Whether the services of all deserving men who may become worn-out in the employment of the Railway Companies should be recognised by the grant of gratuities?

Or whether the grant should be restricted to cases of exceptionally good service only?

What should be the maximum limit of a gratuity. And

Public Works Dept.
157

No. 2377

Proceedings of the Madras Govt.

Order dated 18 August 1875

Read the following.

From

The Consulting Engineer
for Railways.

N.D. No. 435 d/6th Augt/75.

Ordered that the Govt.
of India be addressed
on this subject.

To The Con. Engineer
1150 for Railways -
order - 3-9-75

N.D. No. 2378 d/ Augt/75.

To No. 2378
The Secy to the
Govt. of India

Sir

It will be seen from
para 2 of the accompanying
Proceedings

4010-246/154 190-191.
- 31 May 75 - 573. 514
12 Jan 75. 190-191.

RAILWAY DEPARTMENT.

O. W. 1875 Sept.
No. 5120

From
The Consulting Engineer,
for Railways,

To
The Secretary to Government,
P. W. Department,
Fort Saint George.
Dated 6th August 1875.
Recd. 7th August 1875.

C. 2.1
No. 435

And upon what principles
should the amount be fixed
in each case?

I have the honour to be, Sir,
Your most Obedt Servant,

Wm. Thomas St. Coll. R. E.

Comm. Eng. for Railways

Respecting when
the system of
on the Rly is
of gratuity to the
servants

No. 2377. 18-8-75

18-8-75
18-8-75

Proceedings No 945 dated
10th April 1875, that the
Government approved of
general rules being framed
for the regulation of grat-
uities to retired servants
of Railway Companies,
but the Board of Directors
of the Madras Railway
to whom the question was
referred, are opposed to
this course, and consider
that each case should
be considered on its own
merits.

The Governor in Coun-
cil is however of opinion
that some general prin-
ciples should be laid
down to govern future
cases, which, now that
the guaranteed Railways
of

of this Presidency have
been in operation for a
lengthened period, may
be expected to be of more
frequent occurrence
than hitherto. I am there-
fore to remit the question
for the orders of the Govt.
of India. The Consulting
Engineer for Railways
in para 5 of his letter
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subject.

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No. 284 - 3-9-75

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In
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5120
Govt. of 1875 Madras.
PUBLIC WORKS.

1. *Inspection of
in the
Sub. of India*

Dated

Issued

Recd.

Encl.

G. O. 18 Aug 1875, No. 2377
2378

Nos. 307 - 308

309

*Issuing of general orders for
the grant of gratuities to re-
tired servants of the Company.*

*Passing Orders on letters from
the Comdg. for Mys. enclosing
the views expressed by the Bd
of Directors of the Madras City
with regard to the —*

No 307-309