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MADRAS RECORD OFFICE

Government of Madras

Public Works DEPARTMENT

G.O. No. 3361-62 Press
B.P. No. Mis. -

Dated 23-11 6875 195 .

Not to be folded or roughly handled

No. 551. Read the following letter from Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, to Major-General G. W. WALKER, R.E., Secretary to Government, Public Works Department, dated Madras, 16th November 1875, No. 626 :—

I HAVE the honor to submit, for the consideration of Government, two letters from the Agent of the South Indian Railway, giving cover to certain correspondence on the subject of the salaries drawn by the Company's Engineering staff. In that correspondence two points are brought forward; first, the establishment of uniform rates of salary among the Assistant Engineers now in the South Indian Railway Company's service, and, second, the proposed increase to the salary of the Chief Engineer.

No. 848, 11th September 1875.
No. 866, 21st " "

2. Upon the Madras Railway, the oldest line in this Presidency, there were formerly three classes of Assistant Engineers at salaries of £150, £650, and £850 per annum, respectively. These salaries were drawn in India at the contract rate of exchange of 1 shilling and 10 pence per rupee. In the year 1868 the Board of Directors sanctioned, with the approval of Government, the division of each class into two grades; the first or upper grade comprising those officers who had served for two years in the class, and whose salaries were to be proportionately increased.

Proceedings of Government, 22nd May 1868, No. 1,622.

3. Upon the Great Southern of India Railway there were also three classes of Engineers, but at salaries of £500, £700, and £900 per annum, respectively, being somewhat more than on the Madras Railway. These salaries were drawn at the contract rate of exchange of 1 shilling and 10 pence per rupee. Upon this line the classes of Engineers were never divided into grades.

4. Upon the Carnatic Railway the number of classes of Engineers was the same as on the other two lines; and the arrangements as to division into grades, and as to salaries, were the same as on the Madras Railway. The contract rate of exchange, however, being 2 shillings, instead of 1 shilling and 10 pence per rupee, the salaries drawn in India were less than on the Madras Railway.

5. The following table shows the salaries, in English and Indian currency, drawn by the Assistant Engineers in the service of the three Companies :—

Class.	Grade.	Madras Railway.		Great Southern of India Railway.		Carnatic Railway.	
		Per annum.	Per mensem.	Per annum.	Per mensem.	Per annum.	Per mensem.
		£	Rs.	£	Rs.	£	Rs.
First	First ...	950	864	...	...	950	792
First	Second ...	850	773	900	818	850	708
Second	First ...	725	659	...	...	725	604
Second	Second ...	650	591	700	636	650	542
Third	First ...	500	455	...	...	500	417
Third	Second ...	450	409	500	455	450	375

6. The Chief Engineer has now pointed out that, since the amalgamation of the Great Southern of India and the Carnatic Railway Companies, difficulties have arisen from the fact that part of the staff receive pay calculated upon a lower scale than the pay drawn by men holding nominally the same posts and performing the same duties; and the Directors propose to remove these difficulties by adopting the salary attached to the upper grade in each class on the Madras Railway, and by paying their Engineering staff in future at the following rates in Indian currency:—

First-class Assistant Engineers, Rupees 864 per mensem.
Second-class ,, ,, ,, 659 ,, ,,
Third-class ,, ,, ,, 454 ,, ,,

7. The anomaly now brought forward ought to be removed; but I cannot recommend the mode in which the Board propose to deal with it. According to their proposal, an officer, on appointment to one of the three classes of Assistant Engineers, would draw the same rate of salary that is drawn on the Madras Railway after two years' service in that class. I am of opinion that it would be well to retain the division of each class into two grades, as in force on the Madras and Carnatic Railways. The arrangement is one which has worked excellently on the Madras Railway for more than seven years. It gives every officer a claim to a slight increase of salary after two years' approved service in each class, and tends to reconcile all to the necessarily slow rate of promotion from the lower class to the higher. If the proposal of the South Indian Board were adopted as it stands, there can be no doubt that it would tend to make the Engineers in the service of the Madras Railway discontented, by placing upon a better footing those in the service of the sister Company.

8. It is therefore recommended, for the consideration of Government, that the division of the Engineering staff into classes and grades, which obtains on the Madras Railway, should be adopted on the South Indian Railway; and that the Madras Railway rates of salary, in Indian currency, should also be adopted. The accompanying memorandum shows that this measure would entail an increased monthly expenditure of Rupees 753. The salaries to be drawn would be as follow:—

First-class Assistant Engineer—
1st grade (over two years' service in class) Rupees 864 per mensem.
2nd grade (under do. do.) ,, 773 ,, ,,
Second-class Assistant Engineer—
1st grade (over two years' service in class) ,, 659 ,, ,,
2nd grade (under do. do.) ,, 591 ,, ,,
Third-class Assistant Engineer—
1st grade (over two years' service in class) ,, 455 ,, ,,
2nd grade (under do. do.) ,, 409 ,, ,,

9. With regard to the salary of the Chief Engineer, the Directors express a hope that, upon reconsideration, the Government will be pleased to sanction the proposed increase, from £2,000 to £2,400 per annum. My opinion upon this point is already before Government, and I have nothing to add to the remarks contained in my letter of the 8th April 1875, No. 200.

Proceedings of Government, 27th April 1875, No. 1,170.

Proceedings of the Madras Government, Public Works Department, 23rd November 1875.

Memorandum showing present and proposed rates of salary drawn by Assistant Engineers, South Indian Railway.

Names.	Class.	Grade.	Date of appointment to each class.	Period of service in each class up to 31st October 1875.		Present salary in Rupees per mensem.	Proposed salary in Rupees per mensem.	Increase per mensem.
				Y.	M.	rs.	rs.	rs.
Theophilus Nicholls	1st-class.	1st ...	1st April 1873.	2	7	819	864	45
W. H. Spalding ...	Do. ...	1st ...	Do. ,,	2	7	819	864	45
A. D. Fox	Do. ...	1st ...	8th Oct. ,,	2	1	708	864	156
F. F. Smith ...	Do. ...	2nd ...	1st July 1874.	1	4	819	819*	...
Herbert Chapman ...	Do. ...	2nd ...	9th Sept. 1875.	0	1	819	819*	...
Arthur Heaman ...	2nd-class.	1st ...	1st April 1873.	2	7	636	659	23
J. G. Jopp ...	Do. ...	1st ...	Do. ,,	2	7	636	659	23
R. Cunningham ...	Do ...	2nd ...	1st Jan. 1874.	1	10	636	636*	...
F. C. Bidmore ...	3rd-class.	1st ...	15th April 1871.	4	7	416	455	39
W. Partridge ...	Do. ...	1st ...	6th June 1872.	3	5	455	455	...
J. Rice	Do. ...	1st ...	Do. ,,	3	5	455	455	...
J. Dredge	Do. ...	1st ...	13th Jan. 1873.	2	10	455	455	...
C. J. Benstead ...	Do. ...	1st ...	Do. ,,	2	10	455	455	...
C. E. Nicholas ...	Do. ...	1st ...	10th Feb. ,,	2	9	455	455	...
C. Scott	Do. ...	1st ...	21th April ,,	2	6	375	455	80
R. W. Thompson ...	Do. ...	1st ...	May ,,	2	6	375	455	80
J. A. Jones ...	Do. ...	1st ...	22nd ,, ,,	2	5	375	455	80
H. C. Baggallay ...	Do. ...	1st ...	Do. ,,	2	5	375	455	80
G. Anderson ...	Do. ...	2nd ...	17th May 1874.	1	6	455	455*	...
A. Beeston	Do. ...	2nd ...	June ,,	1	5	409	409	...
C. J. Bond ...	Do. ...	2nd ...	18th June ,,	1	4	375	409	34
A. Ellis	Do. ...	2nd ...	11th July ,,	1	4	375	409	34
C. H. Nias ...	Do. ...	2nd ...	1st Aug ,,	1	3	375	409	34
								753

* The salary now drawn, being in excess of that allowed in proposed scale, is entered in this case.

Madras, 10th *November* 1875.

(Signed) J. H. M. SHAW-STEWART, Lieut.-Col., R.E., *Consulting Engineer for Railways.*

From D. LOGAN, Esq., Acting Agent, South Indian Railway, to Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, dated Trichinopoly, 11th September 1875, No. 848.

The salaries of the Assistant Engineers on the late Great Southern of India and Carnatic Railways were, as you are aware, fixed at different rates for the same classes in the respective services; on the amalgamation of the two Companies, it was considered advisable to remove this anomalous state of matters by the adjustment of the salaries, and the subject was submitted for the consideration of the Board of Directors.

2. I have the honor to lay before you an expression of the views of the Directors, together with a report on the subject from their Consulting Engineers in London, and request that you will be good enough to obtain the sanction of Government to the following scale, which is the same as the one in force on the Madras Railway, *viz.*:—

First class Assistant Engineers, Rupees 864 per mensem.
Second class do. ,, 659 do.
Third class do. ,, 454 do.

3. With reference to the salary of the Chief Engineer, I shall be glad to learn that, on a reconsideration of the subject Government, have been good enough to accede to the request of the Directors, that during construction the higher rate of pay be allowed.

Extract of a letter from the Managing Director, to the Agent, dated London, 15th August 1875, No. 58.

Salaries of Engineering Staff.

As stated in letter No. 48, 30th July, this question was referred to the Board for report to the Consulting Engineers and myself. In the meanwhile your letter, dated 9th July, was received, intimating that while the Government of India approved their proposal to your salary being raised to £2,500 per annum, they were of opinion that the salary of Mr. Logan, the Chief Engineer, should not be more than £2,000 per annum. In consideration of the right it would be desirable to include in our report (dated 5th August 1875) a reference to the salary of the Chief Engineer, and to express our views that the amount which had been recommended for Mr. Logan (£2,400 per annum) is not more than adequate to his position and the responsibilities of his office.

2. The Board at their last meeting had under consideration the report in question, a copy of which is now forwarded for your information, and entirely approving of the views therein expressed, they authorize you to make application to the Government for the sanction necessary to carry out the recommendation made. With regard to the salary of the Engineer in Chief, the Directors desire me to express a hope that upon this renewed and favourable expression of opinion on their part, that the salary of Mr. Logan should be raised to £2,400 per annum, the Government of India will be pleased on a reconsideration of the matter to give their sanction accordingly. The Directors feel that in Mr. Logan the Company has secured the services of an officer upon whose ability and integrity they can entirely rely, and they are of opinion that the salary proposed is not more than commensurate with his position, length of service, and the heavy responsibility devolving upon him in the carrying out of a work of so extensive a character as those now under construction.

(True Extract.)

(Signed) D. LOGAN,
Acting Agent.

10*th September* 1875.

South Indian Railway Engineer's Office,
5 *Dalhousie Street, Fort St. George, 6th August* 1875.

GENTLEMEN,

WE have given careful consideration to the question of the adjustment of the salaries of the officers connected with the Engineering Department employed upon Construction, which has arisen in consequence of the amalgamation of the Great Southern of India and Carnatic Railway Companies, and we append to this report a nominal list of the present staff, showing the salaries at present paid, and those which we recommend for adoption.

2. With reference to the Chief Engineer we are of opinion that, having regard to Mr. Logan's length of service, to the heavy responsibility which devolves upon him during the carrying out departmentally of such extensive works, and to the considerable rise in prices which has taken place of late years, the salary should be increased during construction to Rupees 2,182 per mensem.

3. We think it will be desirable to retain three classes of Engineers on Construction, and to make the rates of pay uniform in each class.

4. Considering the temporary nature of the appointments as compared with those of the officers on the permanent staff, the late increase in prices, and the expenses to which the Engineers are put both upon joining and when they leave at the expiration of their engagement, we recommend that the scale should be the same as on the Madras Railway, viz.:—

First class	... ...	Rs. 864 per mensem
Second class	...	659 ,,
Third class	... ...	,, 454 ,,

The total increase of pay, viz., Rupees 1,424 per mensem, involved in these recommendations is inconsiderable when compared with the magnitude of the Company's operations, but will, we are convinced tend greatly to encourage a very efficient staff of officers.

We are, &c.,

(Signed) GEORGE B. BRUCE.
(,,) CHARLES DOUGLAS FOX.
(,,) HENRY W. NOTMAN.

(True Copy of a Copy.)

(Signed) D. LOGAN,
Acting Agent.

10*th September* 1875.

South Indian Railway Company.

Engineering Staff List.

Name.	Class.	Grade.	Present Salary in Rupees per mensem.	Proposed Salary in Rupees.	Increase per mensem.
			Rs.	Rs.	Rs.
David Logan	Chief Engineer ...		1,818	2,182	364
Robert White	1st-class ...	...	819	864	45
F. F. Smith	Do. ...	...	819	864	45
Theophilus Nicholls	Do. ...	...	819	864	45
W. H. Spalding	Do. ...	...	819	864	45
Herbert Chapman	Do. ...	2nd Grade ..	708	864	156
A. D. Fox	Do. ...		637	659	22
Arthur Hemans	2nd-class ...	...	637	659	22
J. G. Jopp	Do. ...	...	637	659	22
Robert Cunningham ...	Do. ...	...	637	659	22
Archd. J. Irvine	Do. ...	...	416	454	38
F. O. Bulmore	3rd-class ...	1st Grade ...	454	454	...
George Anderson	Do. ...	...	454	454	...
J. Dredge	Do. ...	...	454	454	...
C. E. Nicholas	Do. ...	...	454	454	...
C. J. Boustead	Do. ...	...	454	454	...
W. Partridge	Do. ...	...	454	454	...
James Rice	Do. ...	2nd Grade ..	375	454	79
Cecil Scott	Do. ...	...	375	454	79
J. A. Jones	Do. ...	...	375	454	79
C. H. Nias	Do. ...	...	375	454	79
C. J. Bond	Do. ...	...	375	454	79
H. C. Baggallay	Do. ...	...	375	454	79
Alwell Ellis	Do. ...	...	375	454	79
R. W. Thompson	Do. ...	...	454	454	...
Mr. Beeston	Do. ...	...			
Total increase per mensem ...	...	...	...	...	1,424

From D. LOGAN, Esq., Acting Agent, South Indian Railway, to Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, dated Trichinopoly, 21st September 1875, No. 866.

IN compliance with the request contained in your letter No. 632, of the 18th instant, I have the honor to forward herewith copy of the Chief Engineer's report, No. 8,242, dated 19th June 1875.

From D. LOGAN, Esq., Chief Engineer, to W. S. BETTS, Esq., Agent, South Indian Railway, dated Trichinopoly, 19th June 1875, No. 8,242.

SINCE the amalgamation of the Great Southern of India and Carnatic Railway Companies in July last, the members of the Assistant Engineer's staff of the amalgamated South Indian Railway Company have been paid on different systems and rates. The system and rates obtaining on the Great Southern of India Railway differed from those on the Carnatic Railway; nothing has yet been done to establish uniformity in this matter, and the anomaly is presented of one part of the Engineer staff that lately belonging to the Carnatic Railway being paid smaller salaries than are received class for class and duty for duty by men lately on the Great Southern of India Railway staff.

2. I do not think that this is a satisfactory state for the Engineer Department to remain in, and I venture to propose that one uniform system of classes, grades, and rates of pay be established, and that that shall be the one now in force on the Madras Railway. The following comparative statement shows the classes, grades, and rates of salary in force on the Railways in the Madras Presidency:—

Class.	Grade.	Madras Railway.		South Indian Railway.			
				Great Southern of India.		Carnatic.	
		At 1s. 10d. per Rupee.		At 1s. 10d. per Rupee.		At 2s. per Rupee.	
		£	Rs.	£	Rs.	£	Rs.
First	First ...	950	864	900	819	950	792
Do.	Second ...	850	773	...	...	850	708
Second	First ...	725	659	700	637	725	604
Do.	Second ...	650	591	...	...	650	541
Third	First ...	500	454	500	454	500	416
Do.	Second ...	450	409	...	...	450	375
Fourth	...	351	318	...	...	...	...

3. From this it will be seen that the Madras Railway and the late Carnatic Railway Company's classes and grades are the same as far as they go, *viz.*, three classes of Engineers, first, second, and third, with two grades, first and second, in each class. The annual rate of salary in pounds sterling for each grade and class is also the same, but the Madras Railway men receive their pay in India at the rate of 1*s.* 10*d.* per Rupee, whereas the Carnatic men are paid at the rate of 2*s.* in the Rupee or 8½ per cent. less.

4. On the Great Southern of India Railway there were but three classes, first, second and third, with payment at the rate of 1*s.* 10*d.* per Rupee as on the Madras Railway. The third-class pay, £500 per annum, is the same as the first grade third-class of the Madras Railway, the second-class is £700 against £650 and £725, and first-class £900 against £850 and £950 of the same *classes* on the Madras Line.

5. The work on the South Indian Railway is not less responsible than that on the Madras Railway, and I suggest, for the consideration of the Directors, whether it is not expedient to place their Engineers on an equal footing with others in the same Presidency.

The cost of living has in many ways increased in India; many of the Engineers can only hope for employment in the service for a few years at most, because as the work of construction draws to a close the strength of the establishment has to be reduced.

6. On first coming to India a good deal of money has to be laid out by Engineers, first, in out-fit at home and then in purchasing horses, furniture, and other necessaries of life on landing. During a man's service there are contingencies such as sickness, the loss and replacing of horses

Proceedings of the Madras Government, Public Works Department,
23rd November 1875.

and the like to be met; and if an Engineer has to return to Europe at the end of his agreement he has to pay his own passage home.

7. If the service were a permanent one with a pension to be earned, the terms might be open to discussion, but looking at the peculiar circumstances of a Railway Company's Engineer in this country, I do not think that the scale of pay for which I now ask sanction can be considered at all too high; and I feel convinced that the members of the staff will be grateful to the Directors and the Government for a concession which will not add much to the outlay of a great Company, but which will add materially to individual prosperity and contentment.

Nos. 552 & 553. ORDER THEREON, 23rd November 1875, No. 3,361.

RAILWAY, No. 62.

His Excellency the Governor in Council concurs in the desirability of establishing uniformity in the grades and rates of salary of the Engineering staff on the South Indian Railway, but cannot acquiesce in the method of reform approved by the Board. As pointed out by the Consulting Engineer, the effect of the proposals brought forward would be to place the Engineers of the South Indian Railway on a better footing than those of the other Railway Company of this Presidency. His Excellency in Council is not disposed to recommend an arrangement of this kind for the sanction of the Government of India, but has no objection to propose the assimilation of the rules of the South Indian Railway to those in force on the Madras Railway, and will submit the correspondence to the Government of India with this view. The Government see no reason to modify the views already expressed in regard to the salary of the Chief Engineer.

(Here enter No. 3,362, dated 23rd November 1875.)

(True Extract.)

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

To the Consulting Engineer for Railways.

Fxd. S. T. Austin.

Spare Copies

PUBLIC WORKS DEPARTMENT,
FORT ST. GEORGE, 23*rd November* 1875.

No. 554.

No. 3,362.

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. 63.

SIR,—I am directed to forward, for the consideration of the Government of India, the accompanying correspondence on the subject of uniformity in the grades and rates of salary of the Engineering staff on the South Indian Railway. The Proceedings of Government thereon will place the Right Honorable the Governor-General in Council in possession of the views of His Excellency the Governor in Council on the proposals which have been brought forward.

I have the honor to be,
Sir,
Your most obedient servant,

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

Exd. S. T. Austin.

Spare Copies

Govt. of India. Min. of Pub. Works.

PUBLIC WORKS.

NOVEMBER.

No. 554

Forwarding for consideration correspondence on the subject of uniformity in the grades and rates of salary of the Engineering staff on the South Indian Railways.

No 2242

South Indian Railway
Chief Engineer's Office
Trichinopoly 17th June 1878

To

William L. Bell Esquire

My dear Sir

Since the amalgamation of the Great Southern of India and Carnatic Railway Companies in July last, the members of their Joint Engineering Staff of the amalgamated South Indian Railway Company have been placed on different systems and rates. The system and rates obtaining on the Great Southern of India Railway differed from those on the Carnatic Railway; nothing has yet been done to establish uniformity in this matter, and the annual increment of pay to each of the Engineers Staff - that had lately belonging to the Carnatic Railway - being paid monthly salaries when are received class for class, and daily pay duly by men lately on the Great Southern of India Railway Staff.

I do not think that this is a satisfactory state for the Engineers Department to remain in, and I venture to propose that one system of classes, grades and rates of pay be established, and that that shall be the one now in force on the Madras Railway. The following comparative statement shows the classes, grades and rates of salary in force on the Railways in the Madras Presidency:-

Class	Grade	Madras Ry.		South Indian Railway			
				Old Old. of Co		Parcalee	
		5/8 per cent		5/8 per cent		4/8 per cent	
		Rs	Rx	Rs	Rx	Rs	Rx
1st class	1st	950	800	900	819	950	792
do	2nd	850	992	—	—	850	908
Second do	1st	925	659	900	609	925	604
do	2nd	650	591	—	—	650	541
Third do	1st	500	454	500	454	500	416
do	2nd	450	409	—	—	450	375
Fourth do		361	318	—	—	—	—

Persons this 6th will be seen that the Madras Railway and the Old Parcalee Railway Companies Classes and grades are the same as they go, namely, 3 Classes of Engineers, 1st, 2nd and 3rd, with 2 grades 1st and 2nd in each Class. The annual rate of salary in pounds Sterling for each grade and class is also the same, but the Madras Railway never receive their pay in India at the rate of 1/10 per rupee, whereas the Parcalee ones are paid at the rate of 2/ in the rupee or 8% per cent less.

On the Great Southern of India Railway there were but 1st Class, First, Second and Third, with payment at the rate of 3/10 per rupee as on the Madras Railway. The 3rd Class pay, £500 per annum, is the same as the first grade 3rd Class of the Madras Railway, the 2nd Class is £900 rising £ 600 and £ 650, and 1st Class £900 rising £ 800 and £ 850 of the same Class on the Madras Line.

The work on the South Indian Railway

is not less responsible than the Master Pilots, and suggest for the consideration of the Directors whether it is not expedient to place these Engineers on an equal footing with others in the same Residency.

The cost of living has in many instances increased in India, many of the Engineers also pay for employment in the service for a few years only, because on the work of construction drawn to a close the strength of the establishment has to be reduced.

Dry dock enquiry to India a good deal of money has to be laid out by Engineers, first in ship-fit at home and then in purchasing, carts, implements and other necessaries of life on landing. During a man's service there are contingencies such as sickness, the loss and replacing of horses and the like to be met; and Engineers have to retire to Europe at the end of a certain number of years.

Of these expenses most of them must be met with pension to be earned, there being no provision for retirement of any kind. Looking at the fact that Engineers in this country, do not get their share of pay for which I can find no satisfactory explanation, and that the strength of the Staff will be gradually to the Directors and Government for a concession which will not add much to the outlay of a grant Engineer and which will additionally be indemnified

proceeds

Please pacify and Console them.

Yours faithfully
Signed Lawrence Dayton
Dep. Engineer

(True Copy)

Dennis Boyle
Acting Signal
23/9/75

1877. 736/75.

GB 28 Mar 1877
to 23 Nov 77

No. 516 — South Indian

GREAT SOUTHERN OF INDIA RAILWAY.

AGENTS OFFICE,

Nedungadoly
NEGAPATAM, 21 September 1875

From

Acting
THE AGENT,
South Indian
Great Southern of India Railway,

To

The Consulting Engineer for Railways.
Madras.

SIR,

In compliance with the request contained in your letter No 682 of the 18th Inst. I have the honour to forward herewith copy of the Chief Engineer's report No 8242 dated 19th June 1875.

I have the honour to be,
Sir,
Your Most Obedt Servt

Acting Agent.

Scotch Indian Railway Company

Engineering Staff Roll

Names	Class	Grade	Amount of Salary per Annum	Proposed salary per Diem	Remarks for Remuneration
Jas. D. Logan	Chief	Engineer	1818	£182	3611
Robert White	1st Class		819	861	45
J. M. Smith	do		817	861	45
Josephus Nicholls	do		819	861	45
J. M. Spalding	do		819	861	45
Robert Chapman	do		819	861	45
J. D. Rose	do	2nd	Grade	708	861	156
Arthur Newman	2nd Class		609	657	22
C. Joseph	do		681	659	22
Robt. Cunningham	do		609	659	22
Robt. F. Jones	do		681	659	22
J. O. Patmore	3d Class	1st	grade	1116	1161	38
Hugh Anderson	do		1161	1161	"
J. Dredge	do		1161	1161	"
J. D. Nicholls	do		1161	1161	"
J. J. Rowland	do		1161	1161	"
Wm Partridge	do		1161	1161	"
James Rice	do		1161	1161	"
Jacob Scott	do	2nd	grade	975	1161	38
J. R. Jones	do		975	1161	38
P. N. Price	do		975	1161	38
J. W. Rowe	do		975	1161	38
N. C. Baggallay	do		975	1161	38
Lewis Ellis	do		975	1161	38
Wm. H. Thompson	do		975	1161	38
Jas Dredge	do		1161	1161	
			Total Increase for Remuneration		£ 1122

South Indian Railway
Engineer's Office
5 Delahay St. Westminster
6th August 1875

Gentlemen,

We have given careful consideration to the question of the adjustment of the salaries of the Officers connected with the Engineering Department engaged upon construction which has arisen in consequence of the Amalgamation of the Great Southern of India and Carnatic Railways Companies and we append to this Report a nominal list of the present staff showing the salaries at present paid, and those which we recommend for adoption.

With reference to the Chief Engineer we are of opinion that, having regard to the responsibility which devolves upon him during the carrying out departmentally of such extensive works and to the considerable rise in prices which has taken place of late years, the salary should be increased during construction to (Rs 2182 per mensem.

We think it will be desirable to retain 3 classes of Engineers on construction, and to make the rates of pay uniform in each class.

Considering the temporary nature of the appointments as compared with those of the Officers on the Permanent staff the late increase in present and the expenses to which the Engineers are put both upon joining and when they leave at the expiration of their engagement we recommend that the scale should be the same as on the Madras Railway viz

1st class	Rs 864	per Mensem
2nd "	" 659	"
3rd "	" 454	"

The total increase of pay viz. £1420 pa Museum. involved in these recommendations is inconsiderable when compared with the magnitude of the Company's operations. But still, we are convinced tend greatly to encourage a very efficient staff of Officers.

We are Gent.men,
Your very humble Servts
(signed) George B. Bruce
Charles Douglas Hutt
Henry K. Notman

True (copy or a copy)
Willm Mc Coshe
Actg Secy
10/9/75.

Mc 1363/75

Cyd 23 November 75
and 63 of 587

South Indian Railway. Extract of a letter from the Managing Director to the Agent, dated London 10 August 1875 - No 50.

Salaries of Engineering Staff.

As stated in Letter No 48, 30th July, this question was referred by the Board for report to the Consulting Engineers and myself. In the meantime while your letter dated 5th July was received intimating that while the Government of India accorded their sanction to your salary being raised to £2500 per annum, they "are of opinion that the salary of "Mr Logan the Chief Engineer should not be "more than £2000 per annum." On consideration we thought it would be desirable to include in our Report (dated 6th August 1875) a reference to the salary of the Chief Engineer, and to express our views that the amount which had been recommended for Mr Logan (£2400 per annum) is not more than adequate to his position and the responsibilities of his Office.

The Board at their last Meeting had under consideration the Report in question (of which a copy is now forwarded for your information) and entirely acquiescing in the views therein expressed, they authorise you to make application to the Government for the sanction necessary to carry out the recommendation made. With regard to the salary of the Engineer in Chief, the Directors desire me to express a hope that upon this renewed and unanimous expression of opinion on their part that the salary of Mr Logan should be raised to £2400 per annum, the Government of India will be pleased on

a reconsideration of the matter to give them satisfaction accordingly. The Directors feel that in ~~M~~ Segard the Company have secured the services of an Officer upon whose ability and integrity they can entirely rely and they are of opinion that the salary proposed is not more than commensurate with his merits, length of service, and the heavy responsibility devolving upon him in the carrying out of works of so extensive a character as those now under construction.

(True Extract)

Alleed Roffe
Acting Agent
10/9/75

WR 2363/75

GO 23 Nov 1875
vide 18 Dec 857

South Indian
No. 848 GREAT SOUTHERN OF INDIA RAILWAY.

AGENT'S OFFICE,
Trichinopoly
~~NEGAPATAM~~, 11 September 1875.

From

Acting
THE AGENT, South Indian
~~Great Southern of India~~ Railway,

To

The Consulting Engineer for Railways
Madras

SIR,

The salaries of the Assistant Engineers on the late G. S. I and Carnatic Railways were as you are aware fixed at different rates for the same Classes in the respective services - on the Amalgamation of the two Companies it was considered advisable to remove this anomalous state of matters by the adjustment of the salaries and the subject was submitted for the consideration of the Board of Directors.

I have the honour to lay before you an expression of the views of the Directors together with a report on the subject from their Consulting Engineers in London and request that you will be good enough to obtain the sanction of Government to the following scale which is the same as the one in force on the Madras Railway viz:

1st Class Assistant Engineers Rs 864 per Mensem
2nd do do 659 do
3rd do do 454 do

With reference to the salary of the Chief

Engineer I shall be glad to learn that on a reconsideration of the subject Government have been good enough to accede to the request of the Directors that during Construction the higher rate of pay be allowed.

I have the honour to be,
Sir
Your Most Obedt Servt

Alan Logan
Acting Agent

No.

GREAT SOUTHERN OF INDIA RAILWAY,

AGENT'S OFFICE,

NEGAPATAM, 18

From

THE AGENT,

Great Southern of India Railway,

To

SIR,

RAILWAY DEPARTMENT

CONSULTING ENGINEER'S OFFICE.

Madras 16th November 1875.

No. 626

From

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

Consulting Engineer for Railways,

To

MAJOR-GENERAL C. W. WALKER, R.E.,

Secretary to Government,

Public Works Department,

Fort Saint George.

SIR,

I have the honour to submit for the consideration of Government two letters from the Agent of the South Indian Railway, giving over a certain correspondence on the subject of the salaries drawn by the Company's Engineering staff. On that correspondence two points are brought forward; first, the establishment

No. 848 11 Septr 75

No. 864 21 Septr 75

establishment of uniform rates of salary among the Assistant Engineers now in the South Indian Railway Company's service; and, record, the proposed increase to the salary of the Chief Engineer.

2. Upon the Madras Railway, the oldest line in this Presidency, there were formerly three classes of Assistant Engineers, at salaries of £450, £600, and £850 per annum, respectively. These salaries were drawn in India at the Contract rate of exchange of one shilling and ten pence per rupee. In the year 1868 the Board

Pro. of Govt 22nd May: 68 No 1022

Board of Directors sanctioned, with the approval of Government, the division of each class into two grades, the first or upper grade comprising those officers who had served for two years in the class, and whose salaries were to be proportionately increased.

3. Upon the Great Southern of India Railway there were also three classes of Engineers, but at salaries of £500, £700, and £900 per annum, respectively; being somewhat more than on the Madras Railway. These salaries were drawn at the Contract rate of exchange

exchange of one shilling and ten pence per rupee. Upon this line of the classes of Engineers were never divided into grades.

4. Upon the Carnatic Railway the number of classes of Engineers was the same as in the other two lines; and the arrangements as to division into grades, and as to salaries, were the same as on the Madras Railway. The Contract rate of exchange, however, being two shillings, instead of one shilling and ten pence per rupee, the salaries drawn in India were less than on the Madras Railway.

The

5. The following table shows the salaries, in English and Indian Currency, drawn by the Assistant Engineers in the service of the three Companies:-

Class	Grade	Madras Railway		Great Southern of India Railway		Carnatic Railways	
		£ per annum	Rs. per mensem	£ per annum	Rs. per mensem	£ per annum	Rs. per mensem
First	First	950	864	—	—	950	792
"	Second	850	773	900	818	850	708
Second	First	725	659	—	—	725	604
"	Second	650	591	700	636	650	542
Third	First	500	455	—	—	500	417
"	Second	450	409	500	455	450	375

6. The Chief Engineer has now pointed out that, since the

consolidation

amalgamation of the Great Southern
of India and the Carnatic Rail-
ways Companies, difficulties have
arisen from the fact that part of
the staff receive pay calculated —
upon a lower scale than the pay
drawn by men holding nominally
the same posts and performing the
same duties; and the Directors
propose to remove these difficulties
by adopting the salary attached
to the upper grade in each class
on the Madras Railway, and by
grafting their Engineering staff
in future at the following rates
in Indian Currency: —

Chief

First Class Assistant Engineers Rs 864 per mensem

Second " " " Rs 659 " "

Third " " " Rs 454 " "

I. The anomaly now brought forward ought to be removed, but I cannot recommend the mode in which the Board proposes to deal with it. According to their proposal, an officer, on appointment to one of the three classes of Assistant Engineers, would draw the same rate of salary that is drawn on the Madras Railway after two years service in that class. I am of opinion that it would be well to retain the division of each

class

class into two grades, as in force on the Madras and Carnatic Railways. The arrangement is one which has worked excellently on the Madras Railway for more than seven years. It gives every officer a claim to a slight increase of salary after two years' approved service in each class, and tends to reconcile all to the necessarily slow rate of promotion from the lower class to the higher. If the proposal of the South Indian Board were adopted as it stands, there can be no doubt that it would tend to make the Engineers in the service of the Madras Railway discontented, by placing them in a better footing than the service of the Public Company.

5. It is therefore recommended for the consideration of Government, that the Division of the Engineering staff into classes and grades, which obtains on the Madras Railway, should be adopted on the South Indian Railway; and that the Madras Railway rates of salary, in Indian Currency, should also be adopted. The accompanying memorandum shows that this measure would entail an increased monthly expenditure of £753. The balances to

be drawn annual be as follow:-

First class Assistant Engineer

1st grade/ over two years' service in class £284 per annum

2nd grade/ under ——— do ——— / " 293 — " — "

Second class Assistant Engineer

1st grade/ over two years' service in class / " 259 — " —

2nd grade/ under ——— do ——— / " 231 — " —

Third class Assistant Engineer

1st grade/ over two years' service in class / " 455 — " —

2nd grade/ under ——— do ——— / " 409 — " —

9 With regard to the salary of the Chief Engineer, the Director expresses a hope that, upon reconsideration, the Government will be pleased to sanction the proposed increase, from £2000 to £2400 per

annum. Any opinion upon this point is already before Government, and I have nothing to add to the remarks contained in my letter of

Confd.
2 April 95
No 1170

the 8th April 1895, No 20-0.

I have the honour to be
Sir
Your most obedt Servant.
Lieutenant Colonel
Com: Engineer for
Railways

No. 3361

Public Works Department.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the 23rd June 1875.

Read the following :—

From the Consulting Engineer for Railways, No. 626 of 16th June 1875.

Submitting for the sanction of Government the proposed pay and grades of Assistant Engineers in the Department of Public Works, and the proposed pay and grades of Executive Engineers in the Department of Public Works, and

the effect of the pro-
posals brought for-
ward and to
place the Engineers
of the South Indian
Railway and better
fa[illegible]ding them those
of the other Railway
Company of this
Presidency. With Re-
ference in Annual
to your dispatch to
be assumed an arrange-
ment of this kind from
the Guarantee of the
Government of India,
but have not specified
to your precise the Revis-
ion of the rates
of the South Indian
Railway

Railway to the pro-
posal on the Madura
Railway, and with Sub-
mit the accompanying
to the Government of
India with this view.
By the Government to
be meant to signify the
views already expressed
in regard to the Salary
of the Chief Engineer.

Letter No 3362 dated 23rd Nov 75
No 3362
from
the Secretary to the
Government of India
Public Works Dept.

Sir,
I am directed to
forward for the
consideration

Consulting Engineer
for Railways 21

Copy of Letter from
Secretary of State
for Public Works

Cost of Studies
Energy Plugs for
Mr. Hall

Cir 20-11-75