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MADRAS RECORD OFFICE

Government of Madras

Public Works

DEPARTMENT

G.O. No.	3138-38	Press
B.P. No.		Mis. —
Dated	21 - 11	C876 — 195 —

Not to be folded or roughly handled

*Proceedings of the Madras Government, Public Works Department,
21st November 1876. No. 3,133.*

No. 412. Read the following letter from Lieutenant-Colonel J. H. M. SILAW-STEWART, R.E., Consulting Engineer for Railways, to Major-General G. W. WALKER, R.E., Secretary to Government, Public Works Department, dated Madras, 6th October 1876, No. 484 :—

I HAVE the honor to lay before Government, for transmission to the Government of

India, two letters* from the Agent of the Madras Railway regarding the establishment of a scale of salaries for the Traffic and Locomotive Departments.

* No. 863, 24th August 1876, with 3 enclosures.
„ 916, 7th September „ with 1 enclosure.

2. With the first of these letters Mr. Elwin forwarded a copy of a memorial addressed to the Directors by the Assistant Traffic Managers in the service of the Company, with a copy of the Traffic Manager's letter which accompanied the memorial, and an extract from the Board's letter replying to it. An extract from the Agent's letter,† with which the memorial was laid before the Board, is also enclosed for the information of Government.

† No. 1,206, 5th May 1876, paragraphs 49 to 55.

3. There are at present eight officers in the Traffic Department of the Madras Railway,—the Traffic Manager, the Deputy Traffic Manager, and six Assistant Traffic Managers. The proposal of the Board, if sanctioned by Government, will add considerably to the present and prospective pay of all these officers, with the exception of the head of the department. A statement which accompanies the second letter from the Agent shows that the aggregate pay drawn now by the seven traffic officers affected by the proposal is £3,450 per annum; and that, if the proposal is sanctioned, this sum would at once be increased to £4,250 per annum. In one respect, as will afterwards be shown, the Board's proposal is vague, and the ultimate effect of it is therefore doubtful; but in any case the above-mentioned increase will before long be considerably augmented.

4. The submission of these papers has been delayed in order that the proposals now brought forward by the Board might be compared with the arrangements in force upon the other Indian Railways. This comparison is shown in an accompanying statement; and, taking all circumstances into consideration, it does not appear that the scheme drawn up by the Board will place their servants in an undue position.

5. In paragraphs 17 and 18 of the Board's letter, the expression "*as opportunities offer*" is used; and it is supposed that the intention is to sanction a fixed number for each grade, and to promote officers from one grade to another as vacancies occur. From the Agent's letter No. 916, it will be seen that a reference has been made to the Directors on this point; but I am strongly of opinion that the scheme, involving as it does considerable increases of salary, present and prospective, should be sanctioned only upon the condition that the number in each grade shall be strictly limited. I would suggest for consideration that, setting aside the Traffic Manager and his Deputy, not more than one-third (excluding fractions) of the total number of officers in the Traffic Department should be eligible for promotion to the highest grade, that of Traffic Sub-Manager; not more than two-thirds to the two grades of Traffic Sub-Manager and Traffic Assistant, taken together; the remainder being in the grade of Traffic Sub-Assistant. Similar rules to be applied to the Locomotive Department.

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6. In the Proceedings of Government, under date the 14th August 1876, No. 2,108, it was recommended for the consideration of the Government of India that a personal allowance of Rupees 50 per mensem should be granted to every Assistant Traffic Manager who should pass an examination in Tamil or Telugu. It will be seen that this condition forms a fundamental condition in the scheme brought forward by the Board; and, if the scheme is approved of, it may, in my opinion, be held to supersede the recommendation above alluded to. It should be distinctly understood that the condition laid down in paragraph 16 of the Board's letter will be rigorously enforced, and that no increase of salary shall be granted, nor shall any officer upon any account be promoted from the lowest grade of Traffic Sub-Assistant, until the prescribed examination, either in Tamil or Telugu, shall have been passed.

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, 24th August 1876, No. 863.

I HAVE the honor to forward herewith, for submission to Government, an extract (paragraphs 14 to 22) from a letter from the Board of Directors, dated London, the 30th of June 1876, No. 579, in which they sanction, subject to the approval of Government, a scale of salaries for the officers in the Traffic and Locomotive Departments of this railway.

2. I enclose also a copy of the letter from the Traffic Manager and of the memorial from the Assistant Traffic Managers referred to by the Board, and I trust that the Government will be pleased to accord their approval of the proposed arrangement.

Extract from a letter from the Secretary, Madras Railway Company, dated London, the 30th June 1876, No. 579.

Paragraph 14.—Referring to paragraphs 49 to 55 of your No. 1,206, the Traffic Manager's letter of the 4th May 1876, and the memorial of the Assistant Traffic Managers of the 2nd idem, I am instructed to inform you that the Board of Directors agree with you in the opinion that some recognized principle of action in regard to the claims of their officers for promotion is highly necessary; for the Company cannot expect to retain the services of their most valued officers if they are not treated with the same consideration as may be shown to their equals in other branches of employment.

15. After a careful consideration of the subject, in connection with the statements laid before them in the correspondence above referred to, as to the emoluments attached to similar appointments under the Government and other Companies, the Board are prepared to sanction, subject to the approval of Government, the following arrangement of salaries in the Traffic and Locomotive Departments, which they think will be sufficient to meet all the reasonable claims of their officers, the same to take effect from the date of your receiving this communication.

16. In the Traffic Department, the officer should be appointed to the lowest grade of "Traffic Sub-Assistant" on a salary of £450 per annum, with an increase after two years' service, having passed in one Native language to £500, which would be the highest salary in that appointment.

17. After serving three years more the officer should be eligible, as opportunities offer and if recommended, to be appointed a Traffic Assistant, first salary £600 per annum, increased after two years to £700.

18. After four years' service as Traffic Assistant, an officer to be eligible, as opportunities offer and if recommended, to be appointed Traffic Sub-Manager, with a salary of £800, with an increase after two years to £900 per annum.

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19. The Deputy Traffic Manager to have the same, with the addition of £200 per annum, provided he has passed a satisfactory examination in one of the Native languages of the country.

20. The following table shows the different appointments, with the maximum salaries of each appointment:—

		£	After two years. £
Traffic Sub-Assistants ...	...	450	500
Do. Assistants ...	...	600	700
Do. Sub-Managers ...	...	800	900

The Deputy Traffic Manager to have £200 per annum extra.

21. These salaries and benefits it will be observed will still be beneath those which you represent have been sanctioned by the Government of India for the officers of the State Railways, besides being destitute of the provision of retiring pensions, unless this advantage can be secured by means of a Retiring Fund as has been proposed.

22. The same system will be applied in the Locomotive Department, the officer nominated to the lowest appointment of Sub-Assistant receiving £450 to £500, the Assistant £600 to £700, and the Sub-Manager £800 to £900 per annum, with an extra allowance if appointed Deputy, as may be recommended in each particular case.

(True Extract.)

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

From H. E. CHURCH, Esq., Traffic Manager, to R. B. ELWIN, Esq., Agent and Manager of the Madras Railway Company, dated Madras, 4th May 1876, No. C A & M—1,606.

Memorial of the Assistant Traffic Managers.

IN forwarding the accompanying memorial addressed to the Board of Directors by the Assistant Traffic Managers of this department, I would venture to hope that the time has arrived when the question of grading this class of officers will receive the favorable consideration of the Board and your support.

2. I am informed that the salaries sanctioned for officers serving on the State Railways have been fixed as follows:—

Class.	Minimum.	Annual Increment.	Maximum.
	RS.	RS.	RS.
I ...	1,100	100	1,600
II ...	750	50	1,000
III ...	450	40	650
IV ...	250	30	400

And these officers, after a certain term of service, become entitled to a pension.

3. As stated in the 5th paragraph of the memorial, it is perfectly true that the system of working trains on this railway imposes upon all the officers of the Traffic Department a much greater responsibility than officers in a similar position on other railways are called upon to accept, because Station-masters sufficiently reliable for such very responsible duty cannot be obtained at the rates of salary now paid, while the offer of higher rates would enhance the cost of working to a much more appreciable extent than the present system is ever likely to involve without any certainty that the working of trains would be either so efficiently or so safely conducted. The advantage of the present system is that in the hands of the most intelligent members of the staff rests the responsibility of moving trains running in opposite directions on a single line of railway.

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4. I have no hesitation in saying that the best interests of the Company would be served by holding out a prospect of certain advancement after a fixed period of good and faithful service, and I cannot too earnestly recommend the adoption of such a scheme in the case of the Assistant Traffic Managers who, in common with other officers employed on Guaranteed Railways, have no pension to look forward to.

Memorial of the Assistant Traffic Managers, to the Chairman and Directors of the Madras Railway Company.

HUMBLY SHOWETH,—That your Memorialists have been in the service of the Madras Railway Company for periods ranging from eight to four years, and that the salary of each is Rupees 400 per month.

2. That two of their number were engaged in England at £350, and the others at £450, per annum; that it was their impression these sums represented commencing salaries merely, and that, provided their services proved satisfactory to the Company, their emoluments would be increased from time to time.

3. That the views entertained by your memorialists were shown to be correct when recently applications for increase of salary were submitted and favorably entertained, not only by the Traffic Manager and the Agent and Manager, but by the Board of Directors.

4. That the refusal of the Government of India to ratify the sanction of the Board that two of your memorialists should receive an increase of salary at the rate of £100 per annum to take effect after the expiry of four years' service, has proved deeply disappointing, and your memorialists being anxious that their position with regard to salary should be reconsidered desire to submit with other reasons for their request, a comparison of their condition with that of officers holding similar appointments on the other principal Guaranteed Railways in India, so that should it appear that their services are inadequately remunerated the Board may take such steps as they think best for the purpose of securing to them increasing rates of salary.

5. That the salaries of Assistant Traffic Managers, of whom there are five, in the employ of the Great Indian Peninsula Railway Company, range from Rupees 650 to Rupees 1,000, and of those on the East Indian Railway from Rupees 800 to Rupees 1,100 per month. The duties expected of these officers are not of such an unintermittent and arduous nature as those required of your memorialists who, owing to the manner of working this railway, must of necessity be constantly in attendance not only upon week days but upon Sundays, and both by day and by night. This is due to the fact that in addition to the usual office and out-door duties, the active and constant control of trains is in the hands of your memorialists instead of being, as upon the railways mentioned which are worked upon the line clear system, in those of the Telegraph Signallers and Station-masters.

6. That the cost per mile of traffic management upon this railway has decreased during the last few years, and this is attributable to there being fewer Assistants and a greater mileage than formerly; consequently the divisions have been larger and the duties more onerous. Besides, the salaries paid to your memorialists are less than those paid to the Assistants in former days, when expenses of every kind were less and the value of silver much greater than now.

7. That with the view of obtaining the best possible service, it has been found expedient to adopt a system of classifying the Subordinate Traffic Staff, and under this system each servant knows what he has to look forward to during his service, which may cover a lifetime. A similar system has not hitherto been proposed in connection with the services of Assistant Traffic Managers, because, as your memorialists believe, none of those previously employed remained long enough in the service to warrant its being applied for, but it is earnestly hoped that the time has now come when the Board may be prepared to entertain the application hereby made, that some such system of grading as that in operation in the Engineering Department of this railway may be made applicable to your memorialists and their expectations be thereby defined.

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8. That the action of the Government of India in refusing to sanction the increments of salary recently granted by the Board was most probably due to the absence of provision in the Budget for the additional expenditure, and your memorialists would respectfully urge that were a system of classifying made applicable to them the same cause for refusal would not exist, because the Government knowing their liability to provide for higher salaries at fixed periods would be able to forecast their expenditure and make provision accordingly.

9. That the Government of India have not the same means of judging the value of the services rendered by Assistant Traffic Managers as the Board who receive the reports and recommendations of the chief officers in India, and it is thought that were a scheme, such as is suggested, matured and sanctioned by the Directors of the Company, the Government would not offer objections to the gradual enhancement of salaries assured thereby.

10. That opportunities for advancement to higher offices in the Traffic Department occur so rarely that all your memorialists cannot look forward to promotion in that way even during a lengthened period of service, and they entertain the hope that the Board will be pleased to consider the reasons herein set forth, and grant the increments of salary sought for in such a way and after such periods of service as may seem most desirable in the interests of the Company and of the service, and your memorialists will ever pray, &c. &c.

(Signed) C. HILL.
(") G. R. BYRON.
(") A. W. DARKE.
(") T. BAILEY.
(") J. CRAIK.

From R. B. ELWIN, Esq., Agent and Manager of the Madras Railway Company, to Major C. J. SMITH, R.E., Officiating Consulting Engineer for Railways, dated Madras, 7th September 1876, No. 916.

I HAVE the honor to enclose you the comparative statement asked for in your letter of the 31st ultimo, No. 925.

2. With reference to the 2nd paragraph of your letter, I beg to inform you that I will ask the Board what was intended to be conveyed by the words "as opportunities offer," but I beg that in the meantime the proposal may be submitted to the Government.

MADRAS RAILWAY.

Comparative Statement asked for in the Consulting Engineer's letter No. 925, 31st August 1876.

Names.	Appointment.	Date of entering Service.	Service to 31st August 1876.	Present Salary.	Salary under new scale, if Examination in Vernacular passed, and if recommended.	
					Per-annum.	£
L. S. Moss ...	Deputy Traffic Manager ...	28th Nov. 1868.	Y. M. D. 7 9 4	750	£	900
Christopher Hill ...	Assistant do. ...	12th Dec. "	7 8 20	450		700
G. R. Byron ...	Do. do. ...	26th June 1869.	7 2 6	450		700
A. W. Darke ...	Do. do. ...	11th April 1872.	4 4 21	450		500
T. Bailey ...	Do. do. ...	18th Nov. "	3 9 14	450		500
J. Craik ...	Do. do. ...	2nd Jan. 1873.	3 7 30	450		500
J. Butcher ...	Do. do. ...	27th July 1876.	0 1 5	450		450
E. C. Phipps ...	Assistant Locomotive Superintendent ...	7th Jan. 1871.	5 7 25	600		600

MADRAS,
7th September 1876.

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

*Proceedings of the Madras Government, Public Works Department,
21st November 1876. No. 3,133.*

Extract from a letter from the Agent and Manager of the Madras Railway Company, to the Board of Directors, dated 5th May 1876, No. 1,200.

49. Letter No. C $\frac{A \& M}{1,606}$ of the 4th instant, with which he forwarded me a memorial addressed to the Board of Directors by the Assistant Traffic Managers, and asked that the question of grading the street be referred to the Board of Directors.

question of grading the officers of his department might receive the favorable consideration of the Directors.

50. I forward herewith the memorial and a copy of Mr. Church's letter, which I request you will be so good as to lay before the Directors at an early opportunity.

51. I have no actual ground for saying so; but I think there can be no doubt but that the feeling among the Assistant Traffic Managers which has prompted the memorial, has been occasioned by the refusal of the Government of India to sanction increases to the salaries of Messrs. Darke and Craik, after those increases had been authorized by the Directors.

52. It will be observed from the 22nd paragraph of my last general letter that the promotion of two Engineers from one grade to another was approved by the Government of India, while a few days afterwards (*vide* paragraph 32 of the same letter) sanction was refused to the increases proposed for Messrs. Darke and Craik, which were stated in the application as not from one grade to another but from "£450 to £550 per annum."

53. It is of course impossible to say upon what principle applications of this nature are considered by the Government of India; but from our experience it is apparently much easier to obtain sanction to the promotion of an officer when it is stated to be from a lower to a higher grade than when expressed as being from a lower to a higher rate of salary. If there is anything in this, it is of course a very hard matter for those officers of the Company who are not graded, and I shall be very glad if in connection with the memorial now forwarded, the Directors can see their way to sanction a scale of classes which might include all the officers of the Company.

54. Referring to paragraph 2f of your No. 500, I do not imagine that the Directors will be disposed to sanction a scale such as it is stated is in operation with regard to the State Railways in India, and under which apparently an officer is entitled to promotion year by year simply by length of service. I hope, however, that they will agree with me in thinking that a scale to include all officers and to be acted upon as is at present the case in the Engineering Department of this railway, would be productive of much good.

55. Whether this suggestion is acted upon or not, I hope that the Board will not fail to take some action with regard to Messrs. Darke and Craik whose cases, in my opinion, are deserving of much sympathy, and are also calculated to have the worst effect upon their fellow officers.

(True Extract.)

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

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21st November 1876. No. 3,138.*

[illegible]

The present scale of salary is Rupees 650 per mensem, each increasing to Rupees 700, 750, and 800 a-month for an average weekly gross receipt for the half-year of £8, 12, and 16.

Personal allowance Rupees 50. Fixed salaries.

Fixed salaries,

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The salaries fixed are according to the period of service.
Two years after an officer being appointed as Traffic Sub-Assistant, having passed in one vernacular language, he will be allowed to draw the highest salary in that class of appointment.
Three years after his appointment in the above, the officer would become eligible, as opportunity offers and if recommended, to draw the lowest salary of the Class Traffic Assistant, and two years after of the highest salary.
Four years after the latter appointment, the officer would become eligible, as opportunity offers and if recommended, to draw the lowest salary of the Class Traffic Sub-Manager, and two years after to the highest salary.
The Deputy Traffic Manager to draw £200 more than the salary of the Class Traffic Sub-Manager.

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

Some of these Assistant Traffic Managers on their first engagement in the service of the Company drew at the rate of £350 per annum; the others at £450.

"	"	to " II	50
"	"	to " III	40
"	"	to " IV	16
"	"	to Inspectors	10

*Proceedings of the Madras Government, Public Works Department,
21st November 1876. No. 3,138.*

No. 413. ORDER THEREON, 21st November 1876, No. 3,138.

RAILWAY, No. 55.

ORDERED to be forwarded for the favorable consideration of the Government of India.

(Here enter No. 3,139, dated 21st November 1876.)

(True Extract.)

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

Wm. Long Jr. Esq.

Exd. E. C. Shunker.
Spare Copies

6
PUBLIC WORKS DEPARTMENT,
FORT ST. GEORGE, 21st November 1876.

No. 414.

No. 3,139.

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. 56.

SIR,—I am directed to forward, for the sanction of the Government of India, a proposed scale of salaries to be adopted in the

Traffic and Locomotive Departments of the Madras Railway.

2. I am to say that the proposals seem to His Excellency in Council to be reasonable, provided that the limitation of the numbers in each grade of the department and the language qualification are strictly enforced.

I have the honor to be,

Sir,

Your most obedient servant,

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

Exd. E. C. Shunker
Spare Copies

8

Letter from the Consulting Engineer for
Railways. No 484 dated 6th Oct 76.

FOR ORDERS.

Thank the proposed
to be a reasonable price for the
the number of each
grade being limited
2 the bridge grade
shutty up to 12
then paper 12
behold for the
the number of each

MM

B. C.

No. 863.

9
L.P.
MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE,

Madras, 24th August, 1876.

From

R. B. Clavin Esq
Agent and Manager of the M. R. Co.

To

Mr. J. H. Stewart, R.E.
Consulting Engineer for Railways.

SIR,

I have the honour to forward herewith for submission to Government, an extract (paragraphs 14 to 22) from a letter from the Board of Directors dated London the 30th of June 1876, at 579, in which they sanction, subject to the approval of Government, a scale of salaries for the Officers in the Traffic and Locomotive Departments of this Railway.

2 I enclose also a copy of the letter from the Traffic Manager and of the Memorial from the Assistant Traffic Managers, referred to by the Board, and I trust that the Government will be pleased to accord their approval of the proposed arrangement.

I have the honour to be,
Sir,
Your most obedient servant.

R. B. Clavin

P.W.D.

7 OCT 76

7208

MADRAS RAILWAY.

From

The Agent and Manager.

The Consulting Engineer.

for Railways.

Dated 24 August 1876

Recd. 26 Aug

Civil No. 863.

Respecting approval of Mr. K. S. S. S. of Salween District by the Board, in the Officers in the Traffic & other Departments.

10 am 1876

Madras Railway
Traffic Manager's Office
4 May 1876
10

The Agent and Manager.
Royapuram
Dear Sir

Memorial of the Assistant Traffic Managers

In forwarding the accompanying Memorial, addressed to the Board of Directors by the Assistant Traffic Managers of this Department, I would venture to hope that the time has arrived when the question of grading this class of officers will receive the favourable consideration of the Board and your support.

I am informed that the salaries sanctioned for officers serving on the State Railways have been fixed as follows:

Class	Minimum	Annual Increment	Maximum
I	1100	100	1600
II	750	50	1000
III	450	40	650
IV	250	30	400

and these officers after a certain term of service become entitled to a Pension.

As stated in the 5th paragraph of the Memorial, it is perfectly true that the system of Working trains on this Railway imposes upon all the officers of the Traffic Department a much greater responsibility than officers in a similar position on other Railways are called upon to accept, because Station Masters,

sufficiently reliable for such very responsible duty, cannot be obtained at the Rates of salary now paid, while the offer of higher rates would enhance the cost of Working to a much more appreciable extent than the present system is ever likely to involve without any certainty that the working of Trains would be either so efficiently or so safely conducted. The advantage of the present system is that in the hands of the most intelligent Members of the Staff rests the responsibility of moving Trains running in opposite directions on a single Line of Railway.

I have no hesitation in saying that the best interests of the Company would be served by holding out a prospect of certain advancement after a fixed period of good and faithful Service and I cannot too earnestly recommend the adoption of such a scheme in the case of the Assistant Traffic Managers who, in common with other Officers employed on guaranteed Railways, have no pension to look forward to.

Yours faithfully
(signed) H. J. Church.
Traffic Manager.

(True copy)

A. J. White
Agent & Manager

The Memorial of the Assistant Traffic Manager's to the Chairman & Directors of the Madras Railway Company humbly sheweth.

1 That your memorialists have been in the service of the Madras Railway Company for periods ranging from eight (8) to four (11) years and that the salary of each is Rs. 409 per month.

2 That two of their number were engaged in England at £350 and the others at £450 per annum; that it was their impression these sums represented commencing salaries merely and that provided their services proved satisfactory to the Company, their emoluments would be increased from time to time.

3 That the views entertained by your memorialists were shewn to be correct when recently applications for increase of salary were submitted and favourably entertained not only by the Traffic Manager and the Agent and Managers but by the Board of Directors.

4 That the refusal of the Government of India to ratify the sanction of the Board that two of your memorialists should receive

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an increase of salary at the rate of £100 per annum to take effect after the expiry of four (4) years service, has proved deeply disappointing, and your memorialists being anxious that their position with regard to salary should be reconsidered, desire to submit with other reasons for their request, a comparison of their condition with that of officers holding similar appointments on the other principal guaranteed Railways in India, so that should it appear that their services are inadequately remunerated the Board may take such steps as they think best for the purpose of securing to them increasing rates of salary.

5 That the salaries of Assistant Traffic Managers, of whom there are five, in the employ of the G. I. P. Railway Company range from Rs. 650 to Rs. 1,000 and of those on the E. I. Railway, from Rs. 800 to Rs. 1,100 per month. The duties expected of these officers are not of such an unintermittent and arduous nature as those required of your memorialists, who, owing to the manner of working this Railway, must of necessity be constantly in attendance not only upon week days but upon Sundays, and both by day and by night. This is due to the fact that in addition to the usual office and out-door duties, the active

active

active and constant control of trains is in the hands of your memorialists instead of being, as upon the Railways mentioned, which are worked upon the line clear system, in those of the Telegraph Signallers and Station Masters.

6 That the cost per mile of traffic management upon this Railway has decreased during the last few years, and this is attributable to there being fewer Assistants and a greater mileage than formerly, consequently, the divisions have been larger and the duties more onerous. Besides, the salaries paid to your memorialists are less than those paid to the Assistants in former days when expenses of every kind were less and the value of silver much greater than now.

7 That with the view of obtaining the best possible service it has been found expedient to adopt a system of classifying the subordinate Traffic Staff, and under this system each servant knows what he has to look forward to during his service, which may cover a life time. A similar system has not hitherto been proposed in connection with the services of Assistant Traffic Managers, because, as your memorialists believe, none of those previously employed remained

14
remained long enough in the service to warrant its being applied for, but it is earnestly hoped that the time has now come when the Board may be prepared to entertain the application, hereby made, that some such system of grading as that in operation in the Engineering Department of this Railway may be made applicable to your memorialists and their expectations be thereby defined.

8 That the action of the Government of India in refusing to sanction the increments of salary recently granted by the Board was most probably due to the absence of provision in the Budget for the additional expenditure, and your memorialists would respectfully urge that were a system of classifying made applicable to them the same cause for refusal would not exist, because the Government knowing their liability to provide for higher salaries at fixed periods would be able to forecast their expenditure and make provision accordingly.

9 That the Government of India have not the same means of judging the value of the services rendered by Assistant Traffic Managers as the Board who receive the reports and recommendations of the Chief Officers in India, and it is thought that were a scheme, such as is suggested, matured

15
matured and sanctioned by the Directors of the Company the Government would not offer objections to the gradual enhancement of salaries assured thereby.

That opportunities for advancement to higher offices in the Traffic Department occur so rarely that all your memorialists cannot look forward to promotion in that way even during a lengthened period of service, and they entertain the hope that the Board will be pleased to consider the reasons herein set forth, and grant the increments of salary sought for in such a way, and after such periods of service as may seem most desirable in the interests of the Company, and of the service, and your memorialists will ever pray. &c. &c.

Edw. C. Hill
G. R. Byron
A. W. Parke
J. Bailey
J. Craik

Madras
2^d May 1876.

1 True copy
W. H. Brown
Agent and Manager

P.W.D.
7 OCT 76
N.R. 7203
H

No. 916.

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE.

Madras, 7 September 1876.

From

Robert B. Elwin Esq.
Agent and Manager. of the M.R.

To

Major C. J. Smith, R.E.
Offg. Consulting Engineer for Railways.

Sir,

I have the honour to enclose you the Comparative Statement asked for in your letter of the 31st Ultimo N^o 925.

With reference to the second paragraph of your letter I beg to inform you that I will ask the Board what was intended to be conveyed by the words "an opportunity offer," but I beg that in the meantime the proposal may be submitted to the Government.

I have the honour to be,
Sir

Your most obedient servant

R. B. Elwin
Agent and Manager

Madras Railway.

Comparative Statement asked for in the Consulting Engineer's letter N^o 925, 31st August 1876

Names.	Appointment.	Date of entering service.	Service to 31 st August 1876.	Present Salary.	Salary under new scale if examination in Vernacular papers and if recommended.
			Y. M. D.	Per annum	
L. J. Moops	Deputy Traffic Manager	28 th Nov 1868.	7. 9. 4	£ 750	£ 900
Christ. Hill	Asstt. do	12 th Dec 1868	7. 8. 20	450	700
G. R. Byron	do	26 th June 1869	7. 2. 6	450	700
A. W. Barker	do	11 th April 1872	4. 4. 21	450	500
J. Railey	do	18 th Nov 1872	3. 9. 14	450	500
J. Craik	do	2 nd Jan 1873	3. 7. 30	450	500
J. Butcher	do	27 th July 1876	0. 1. 5	450	450
E. C. Phipps	Asstt. Locomotive Superintendent	7 th Jan 1871	5. 7. 25	5,450 600	4,250 600

Agent and Manager's Office
Royapuram Sermisus
Madras, 7th September 1876.

W. M. Swan
Agent and Manager.

P. W. J.
700176
7203

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated 13th Sept 1876

Recd.

No. 916

Transmitting a Comparative Statement of the Officers who come under the new scale of salaries sanctioned by the Board

Extract from a letter from the Agent
and Manager of the Madras Rail-
way Company to the Board of Di-
rectors dated 5th May 1876 N. 1206.

x x x

49. Letter N. C. ^{147m} 1206 of
the 5th instant with which he
forwarded me a Memorial
addressed to the Board of
Directors by the Assistant
Traffic Managers, and asked
that the question of granting
the Officers of his Depart-
ment might receive the
favourable consideration of
the Directors.

50. I forward herewith
the Memorial and a copy
of

P.W.D.
700176
N. 7208

of Mr. Church's letter, which I request you will be so good as to lay before the Directors at an early opportunity.

51.

I have no actual ground for saying so but I think there can be no doubt but that the feeling among the Assistant Traffic Managers which has prompted the Memorial, has been occasioned by the refusal of the Government of India to sanction increases to the salaries of Messrs. Darke and Craik after those increases had been authorized by the Directors.

52.

It will be observed from the 22nd paragraph of my last general letter that the promotion of two Engineers from one grade to another was approved

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approved by the Government of India, while a few days afterwards (vide paragraph 32 of the same letter) sanction was refused to the increased proposed for Messrs. Darke and Craik which were stated in the application as not from one grade to another but from "£450 to £550 per annum".

53.

It is of course impossible to say upon what principle applications of this nature are considered by the Government of India, but from our experience it is apparently much easier to obtain sanction to the promotion of an officer when it is stated to be from a lower to a higher grade

than

than when expressed as being
from a lower to a higher rate
of salary. If there is any-
thing in this it is of course
a very hard matter for those
officers of the Company who
are not graded, and I shall
be very glad if in connection
with the Memorial now for-
warded, the Directors can see
their way to sanction a scale
of classes which might include
all the officers of the Com-
pany.

54. Referring to para-
graph 24 of your No. 500
I do not imagine that the
Directors will be disposed
to sanction a scale such

as it is stated is in opera-
tion with regard to the
State Railways in India
and under which apparently
an officer is entitled to
promotion year by year
simply by length of service.
I hope however that they
will agree with me in
thinking that a scale to
include all officers and to
be acted upon as is at
present the case in the
Engineering Department of
this Railway, would be
productive of much good.

55. Whether this
suggestion

suggestion is acted upon or
not, I hope that the
Board will not fail to
take some action with
regards to Messrs. Burke
and Craik whose cases
in my opinion are deserving
of much sympathy and
are also calculated to have
the worst effect upon their
fellow officers.

True Extract

W. M. M. M.
Lieut. Col. R. E.

Cons. Engineer for Railways.

RAILWAY DEPARTMENT.

CONSULTING ENGINEER'S OFFICE,

Madras, 6 October 1876.

No. 484

From

LIEUT.-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,
Fort Saint George.

SIR,

I have the honour
to lay before Government for
transmission to the Govern-
ment of India two letters
from the Agent of the
Madras Railway regarding
the establishment of a scale
of salaries for the Traffic
and Locomotive Departments.

With the first of
these letters Mr. Elwin for-
warded

x No. 863-24th August 1876 with 3 enclosures
— 916 — 7th September — with 1 —

-warded a copy of a Me-
-morial addressed to the
Directors by the Assistant
Traffic Managers in the
service of the Company,
with a copy of the Traffic
Manager's letter which ac-
-companies the Memorial,
and an extract from the
Board's letter replying to it.
An extract from the Agents
letter, with which the Memo-
-rial was laid before the
Board, is also enclosed for
the information of Govern-
-ment.

3. There are at present
eight Officers in the Traffic
Department

Department of the Madras
Railway - the Traffic Ma-
-nager, - the Deputy Traffic
Manager, - and six As-
-sistant Traffic Managers. The
proposal of the Board, if
sanctioned by Government, will
add considerably to the
present and prospective pay
of all these Officers, with
the exception of the Head
of the Department. A state-
-ment which accompanies the
second letter from the Agent
shows that the aggregate pay
drawn now by the seven
Traffic Officers affected by
the proposal is £3,450 per
annum;

* N^o 1206-5th
May 1896.
paragraphs
49 to 55.

annum; and that, if the proposal is sanctioned, this sum would at once be increased to £4,250 per annum. In one respect, as will afterwards be shown, the Board's proposal is vague, and the ultimate effect of it is therefore doubtful; but in any case the above mentioned increase will before long be considerably augmented.

4. The submission of these papers has been delayed in order that the proposals now brought forward

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forwarded by the Board might be compared with the arrangements in force upon the other Indian Railways. This comparison is shown in an accompanying statement; and, taking all circumstances into consideration, it does not appear that the scheme drawn up by the Board will place their servants in an undue position.

5. In paragraphs 17 and 18 of the Board's letter, the expression "as opportunities offer" is used; and it is supposed that the

the intention is to sanction
a fixed number for each
grade, and to promote officers
from one grade to another as
vacancies occur. From
the Agents' letter No. 916,
it will be seen that a
reference has been made
to the Directors on this
point; but I am strongly
of opinion that the scheme,
involving as it does con-
siderable increases of salary,
present and prospective, should
be sanctioned only
upon the condition that
the number in each grade
shall

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shall be strictly limited.
I would suggest for con-
sideration that, setting
aside the Traffic Manager
and his Deputy, not more
than one-third (excluding
fractions) of the total num-
ber of officers in the Traffic
Department should be eligible
for promotion to the highest
grade, that of Traffic Sub-
Manager; not more than two-
thirds to the two grades of
Traffic Sub-manager and
Traffic Assistant, taken
together; the remainder being
in the grade of Traffic Sub-
Assistant. Similar rules to
be

be applied to the Locomotive Department.

16. In the Proceedings of Government under date the 14th August 1896 No. 2108, it was recommended for the consideration of the Government of India that a personal allowance of Rs. 50 per mensem should be granted to every Assistant Traffic Manager who should pass an examination in Tamil or Telugoo. It will be seen that this condition forms a fundamental condition in the scheme brought forward by the Board; and, if the scheme

is approved of, it may in my opinion be held to supersede the recommendation above alluded to. It should be distinctly understood that the condition laid down in paragraph 16 of the Board's letter will be rigorously enforced, and that no increase of salary shall be granted; nor shall any Officer upon any account be promoted from the lowest grade of Traffic Sub Assistant, until the prescribed examination either in Tamil or Telugoo shall have been passed.

P.W.D.
7 OCT 76
No. 7203

I have the honour to be
Sir
Your most obedient servant
Munthiwalla Bhatta Esq.,
Consulting Engineer for Railways.

- 202-3-74 No 876.
- 15-3-75 - 715
- 22-4-75 - 1140 & 1141
- 25-6-75 - 1775
- 18-9-75 - 2683 & 2684
- 5-2-76 - 622 & 823.
- 28-3-76 - 787
- 30-3-76 - 807 & 808.
- 3-6-76 - 1387
- 7-6-76 - 1411
- 14-8-76 - 2408.
- 14-8-76 - 2228

Returned from Secy Cir 14-11-76.
Dec 2 to Dec 9-10-76.
Received 14-11-76.
The Secy to Govt.
P. W. Department,
Fort Saint George

Dated 6 October 1876
Received
No. 1184
The Consulting Engineer
for Railways,
Railway Department

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No 3138

Public Works Department.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the 21 Nov 76
Read the following:-

From
The Consulting Engineer
for Railways } (M No 484 d 16 Oct 1876)

Ordered to be forwarded
for the favorable consideration
of the Government of
India.
To Mr Secy for R.R.
Resp - 5-12-76

(M No 3139 d 21 Nov 76)
No 3139
The Secretary to the
Government of India
P.W.D. / Railways

Li.
I am directed to
forward for the sanction
of the Government of India

a proposed scale of
salaries to be adopted
in the Traffic and Loco-
motive Departments of
the Madras Railway.

2. I am to say that
the proposals seem to
His Excellency in Council
to be reasonable, provided
that the limitation of
the numbers in each
grade of the Department,
and the language quali-
fication, are strictly
enforced.

Sept- 5- 12- 70

MM

N^o 412/14

21/10/70

7203



Code of 1876 Madras.
PUBLIC WORKS.

To the Commr of Engg for M^{ys}

22/11/22

Dated

Issued

Local

Dist.

G. O. 21th Dec 1876, No. 38

Nov. 4/2/14

In regard to the
a proposal to
and has been
the Traffic and
this department
Madras Railway

The Madras Railway
the Traffic and
the advantages of
the Madras Railway
and that the
proposed for the
the Govt of India