

(1) Number of pages 32
 (2) Date of repair _____
 (3) Initials of the Referencer _____

MADRAS RECORD OFFICE.

Government of Madras.

Public Works DEPARTMENT.

G.O. No. <u>72/4782</u>	Press Min.
Dated <u>3-3-1977</u>	

Not to be folded or roughly handled

Read the following papers:—

No. 69. From Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, to the Joint Secretary to Government, Public Works Department, Railway, dated Madras, 3rd February 1877,
No. 84.

ADVERTING to the Proceedings of Government, under date the 14th August 1876, No. 2,108, and the 24th October 1876, No. 2,839, I have the honor to lay before His Grace the Governor in Council two letters* from the Agent of the Madras Railway expressing his views with reference to the period during which the services of an additional Assistant Traffic Manager will be required in order to enable the officers of the department now in the service to pass an examination in a vernacular language, and with reference to the standard which it is proposed to lay down for examination.

2. Upon the first point Mr. Elwin recommends the appointment of an additional Assistant to the Traffic Manager as a permanent measure. Looking to the fact that there are now six Assistants, none of whom has yet qualified in a vernacular language, I recommend that sanction be accorded to the entertainment of an additional Assistant upon a four years' engagement, leaving it to be determined at the end of that period whether the department should be permanently strengthened. With a view to the development of the traffic in ordinary times, I am of opinion that the permanent addition to the staff recommended by the Agent would be judicious; but it may perhaps be well to leave the question open until further experience has been gained.

3. Upon the second point Mr. Elwin proposes that a colloquial knowledge of one of the vernacular languages of this Presidency shall be the standard to entitle the officers of the Traffic Department to rewards; the examinations being conducted as heretofore by the Committee for the Examination of Assistants. Looking to the limited opportunities for study at the disposal of these officers, and to the importance of securing from them even a colloquial acquaintance with the native languages in ordinary use, I am disposed to concur in Mr. Elwin's suggestion; but I beg that it may be distinctly understood that an examination in no language save Tamil or Telugu will be held to qualify an officer for the increase of £50 per annum proposed by the Board of Directors in paragraph 16 of their letter No. 579, of the 30th June 1876.

Vide Proceedings of Government, 21st November 1876, No. 3,138.

4. With reference to paragraphs 3 and 4 of the Agent's letter No. 213, it may be observed that the refusal to comply with the recommendation of the Board for the promotion of certain officers is to be found in the Proceedings of Government under date the 28th March 1876, No. 787, and the 24th August 1876, No. 2,238, also that the modification of the Board's proposal, to which Mr. Elwin alludes as being "to the disadvantage of the men at present in the service," is probably to be found in the papers printed with the Proceedings of Government, No. 3,413, dated the 14th December 1876, in which the Directors gave further explanation of the scheme proposed by them.

*Proceedings of the Madras Government, Public Works Department,
3rd March 1877. No. 732.*

From R. B. ELWIN, Esq., Agent and Manager, Madras Railway Company, to Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, dated Madras, 9th December 1876, No. 1,298.

In acknowledging the receipt of your letter of the 1st ultimo, No. 1,171, which gave cover to copy of Public Works Department letter, No. 2,782, dated the 13th of October, inquiring for what period sanction is requested for the appointment of an additional Assistant Traffic Manager, I have the honor to state that, in my opinion, the services of an additional officer are needed permanently.

* C No. 7,239 A & M, dated 7th December 1876.
2,375

2. I referred this question to the Traffic Manager, and I now have the honor to quote from his reply.*

"The question contained in the letter from the Government of India, embodied in the Order of Government above referred to, can only be answered after it has been determined what period is to be allowed to each of the present incumbents to learn a language, and what is to be the penalty for unsuccessful candidates.

A knowledge of a vernacular language, without a thorough knowledge of railway working, will not help the management, and as the latter can only be acquired after many years of practical working, the Railway Companies in India would, in my opinion, make a very false move if they sacrificed experience to even a colloquial knowledge of a vernacular language."

3. Under the circumstances I beg to recommend the appointment of an additional Assistant to the Traffic staff of this Company as a permanent measure.

4. With this addition to the Traffic staff, the leave provided for by the rules will, under ordinary circumstances, be taken as it falls due.

From the same Officer, dated Madras, 1st February 1877, No. 213.

With reference to your letter of the 16th December last, No. 1,358, and to previous correspondence, I have the honor to inform you that I propose that a colloquial knowledge of one of the vernacular languages of this Presidency shall be the standard to entitle the officers of the Traffic Department to rewards. The examinations will, I presume, be conducted as heretofore by the "Committee for the Examination of Assistants."

2. In connection with this subject I think it right to call the attention of the Government to the fact that the officers of the Traffic Department are in a very discontented state at present. Their duties are now heavier and more responsible than they have ever been, and though I have not a word to say against any one of them in regard to the willingness and zeal with which those duties are performed, it is impossible not to feel that they have good ground for complaint in that they are literally wearing themselves out with work without any apparent chance of promotion.

3. Mr. Moss, the Deputy Traffic Manager, and Mr. Darke and Mr. Craik, Assistants, have been specially recommended for promotion, and though the increases proposed were approved by the Board of Directors they have been refused by the Government.

4. A scheme for the grading of the officers of the Traffic Department, which was carefully prepared by the Board in response to a memorial sent to them by the Assistant Traffic Managers, has been before the Government since August last. It has, in the meantime, been modified to the disadvantage of the men at present in the service, and it is still unsanctioned by Government.

5. As the Board and their officers are held responsible for the working of the line, I trust that the Government will not consider it unreasonable in us to expect that the fullest consideration should be given to the proposals which are from time to time submitted for the improvement of the condition of the staff, and that the recommendations which are made with that object should not be invariably refused confirmation.

*Proceedings of the Madras Government, Public Works Department,
3rd March 1877. No. 732.*

6. What I now ask His Grace the Governor in Council to be pleased to do is to sanction my applying* to the Board for an additional Assistant Traffic Manager, and to approve the scheme for the grading of the officers of the Traffic Department in accordance with the scale prepared by the Board and referred to in my letter to you of the 24th of August and the 5th of December last, numbered respectively 863 and 1,273.

NOTE.

THE scheme proposed by the Board for grading the officers in the Traffic Department of the Madras Railway is briefly explained in the accompanying memorandum. It received the approval of the Madras Government in G.O., 21st November 1876, No. 3,138, and the sanction of the Government of India has now been accorded to it.

With regard to the proposed additional Assistant Traffic Manager, the approaching departure to England of Mr. Moss, the Deputy Traffic Manager, has rendered immediate action necessary; and the Agent has accordingly been authorized to apply at once to his Board for an additional man.

MADRAS, (Signed) J. H. M. SHAW-STEWART, Lt.-Col., R.E.,
16th February 1877. Joint Secy. to Govt., Railway Branch.

MEMORANDUM of Board's scheme for grading the officers of the Traffic Department, Madras Railway.

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

The Deputy Traffic Manager to have £200 extra.
The officer appointed to the lowest grade Traffic Sub-Assistant on a salary of £450 per annum will be eligible to an increase after two years' service, having passed in one native language, to £500.

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

After four years' service as Traffic Assistant an officer will 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.

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.

In preparing the proposed new scale of salaries for Assistant Traffic Managers the Board looked forward to the time when the increase in the Company's business might necessitate the maintenance of a larger staff than the present one, and they consider it desirable that a fixed number of each grade should be sanctioned. Of the six Assistant Traffic Managers at present in the service, the Board are of opinion that for the present one should be eligible for promotion to the grade of Sub-Manager, two to that of Traffic Assistant, and the remaining three be styled Traffic Sub-Assistants; promotions from the lower to the higher grade being made as vacancies occur.

Proceedings of the Madras Government, Public Works Department,
3rd March 1877. No. 732.

No. 70. ORDER THEREON, 3rd March 1877, No. 731.

RAILWAY, Nos. 7 & 8.

THESE papers will be submitted for
the favorable consideration of the
Government of India with reference

to their letter No. 2,782 R, dated 13th October 1876.

2. His Grace the Governor in Council approves of the entertainment of an
Assistant Traffic Manager on four years' engagement. The scheme for grading the
officers of the Traffic and Locomotive Departments has already received the sanction
of the Government of India.

(True Extract.)

(Signed) J. H. M. SHAW-STEWART, Lieut.-Colonel, R.E.,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

No. 71. DOCKET No. 732, dated 3rd March 1877.

COPY of the above forwarded to the Government of India for favorable con-
sideration.

(True Extract.)

Lieut.-Colonel, R.E.,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

P. W. DEPARTMENT.

READ the following:—

Letter from the Consulting Engineer for
Railways No. 84 d/ 3rd Feby 1877.

FOR ORDERS.

24/200
ML

Under Secy. Lt. Col. R.E.
Secy. to Govt. P.W.D.

*The scheme of grading
stake pointed out to Govt.
I do not follow it in the
papers and I am not
the Govt. I am not
not put up.*

*condemned by the Govt. of India
and the Govt. of India?*
1/2

*I would approve the scheme
if the manager. I am not
the manager. I am not
a colloquial knowledge of the
scheme. I am not
smalling the scheme. I am not
smalling the scheme. I am not*

FOR ORDERS.

1199

RAILWAY DEPARTMENT.

CONSULTING ENGINEER'S OFFICE,

Madras, 3rd February 1877.

No. 84

From

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

Consulting Engineer for Railways,

To

Lieut Colonel John Mullins R.E.

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

Secretary to Government,

Public Works Department,

Fort Saint George.

Sir,

Referring to the Proceedings
of Government under date the
14th August 1876, No 2108, and the
24th October 1876 No 2839, I have
the honour to lay before His Grace
the Governor in Council two letters
from the Agent of the Madras
Railway expressing his views with
reference to the period during
which the services of an additional
Assistant

No 1298

9 Decr 76

No 213

1 Feb 77

Recd 23-77

Recd 27-2-77

Act 7-2-77

Assistant Traffic Managers will be required, in order to enable the officers of the Department now in the service to pass an examination in a vernacular language; and with reference to the standard which it is proposed to lay down for examination.

2. Upon the first point, Mr. Blunt recommends the appointment of an additional Assistant to the Traffic Manager as a permanent measure. Looking to the fact that there are now six assistants, none of whom has yet qualified in a vernacular language, I recommend that

that sanction be accorded to the entertainment of an additional assistant upon a four years' engagement, leaving it to be determined at the end of that period whether the department should be permanently strengthened. With a view to the development of the traffic in ordinary times, I am of opinion that the permanent addition to the staff recommended by the Agent would be judicious, but it may perhaps well be left the question open until further experience has been gained.

3. Upon the second point, Mr.

Mr. Rhin proposes that a colloquial knowledge of one of the vernacular languages of this Presidency shall be the standard to entitle the Officers of the Traffic Department to rewards; - the examinations being conducted as heretofore by the Committee for the examination of assistants. Looking to the limited opportunities for study at the disposal of these Officers, and to the importance of securing from them even a colloquial acquaintance with the native languages in ordinary use, I am disposed to concur in Mr. Rhin's suggestion:

but

3
but I beg that it may be distinctly understood that an examination in no language, save Tamil or Telugu, will be held to qualify an Officer for the increase of £50 per annum proposed by the Board

File Proceedings of Directors in paragraph 16 of their
of Govt.
21 Nov 76 letter No 579 of the 30th June 1876.
No 3138

4. With reference to paragraphs 3 and 4 of the Agents' letter No 213, it may be observed that the refusal to comply with the recommendation of the Board for the promotion of certain Officers is to be found in the Proceedings of Government under date the 28th March 1876

No

RAILWAY DEPARTMENT.

for unsuccessful candidates. (C)

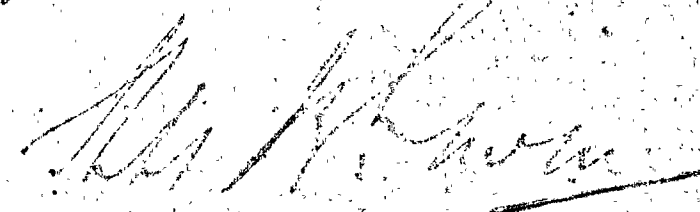
A knowledge of a Vernacular language, without a thorough knowledge of Railway working, will not help the management, and as the latter can only be acquired after many years of practical working, the Railway Companies in India would, in my opinion, make a very false move if they sacrificed experience to even a collateral knowledge of Vernacular languages.

Under the circumstances I beg to recommend the appointment of an additional Assistant to the Traffic Staff of this Company, as a permanent measure.

With this addition to the Traffic Staff, the leave provided for by the rules, will under ordinary circumstances be taken as it falls due.

I have the honour to be,
Sir,

Your most obedient servant



Deputy Manager.

6FEB77

No. 1100

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE

Madras, 1st February 1877.

From

R. B. Cline Esq.

Agent and Manager. *M. R. C.*

 T

Stob Alexander Street, E.C.

Consulting Engineer for Railways.

SIR,

With reference to your letter of the 16th December last a.k. 1900 and to previous correspondence, I have the honour to inform you that I propose that a colloquial knowledge of one of the Vernacular languages of this Presidency shall be the standard to entitle the officers of the Traffic Department to rewards. The examinations will I presume be conducted as heretofore by the "Committee for the examination of assistants".

2. In connection with this subject I think it right to call the attention of the Government to the fact that the Officers of the Traffic Department are in a very discontented state at present. Their duties are now heavier and more responsible than they have

Exhibit No. 1358 of 16-12-78

stating in reply to
Bros: says my
that an additional
cost. I suppose
is however much
= given.

Dated 9th Dec 1876
 Recd. 11 Dec

Oct. 1298.

To

From

MADRAS RAILWAY.

The Agent and Manager.

The Consulting Engineers

For Railways.

P. 3^e men 1/3 L.B.L. 1/9

ever been, and though I have not a word to say against any one of them in regard to the willingness and zeal with which their duties are performed, it is impossible not to feel that they have good ground for complaint in that they are literally wearing themselves out with work without any apparent chance of promotion.

3. ^{all} Mr. Cross the Deputy Traffic Manager, and Mr. Barber and Mr. Crick assistants, have been specially recommended for promotion, and though their names were proposed were approved by the Board of Directors they have been refused by the Government.

4. A scheme for the grading of the Officers of the Traffic Department which was carefully prepared by the Board in response to a memorial sent to them by the assistant Traffic Managers, has been before the Government since August last. It has in the meantime been modified to the disadvantage of the men at present in the service and it is still unactioned by Government.

5. As the Board and their officers were held responsible for the working of the line I trust that the

Garrick & Co. were refused by the Board of Directors. The scheme was not approved by the Government. The scheme was not approved by the Government. The scheme was not approved by the Government.

Government will not consider it unreasonable in us to expect that the fullest consideration should be given to the proposals which are from time to time submitted for the improvement of the condition of the staff, and that the recommendations which are made with that object should not be invariably refused confirmation.

b. What I now ask His Grace the Governor in Council to be pleased to do is to sanction my applying to the Board for an additional Assistant Traffic Manager, and to approve the scheme for the grading of the officers of the Traffic Department in accordance with the scale prepared by the Board and referred to in my letters to you of the 24th of August and the 5th of December last, numbered respectively 863 and 1273.

I have the honour to be,
Sir,
Your most obedient servant,
W. H. Miller
Agent & Manager.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways.

Date

187

Recd.

No.

ACC 377
1190
2

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated 1st July 1877
Recd. 2. M.

No. 213

Whereas that a
Collegiate knowledge
of one of the vernacular
languages shall be
the standard to enable
the officers of the
Railway to be useful
in assisting the
Government in
the collection of
revenue &c.

P. J. French / 77 J. B. L. 69

Memorandum of
Board's scheme for grading the
officers of the Traffic Department
Madras Railway.

Traffic Sub Assistants £450 - ^{After two years.} £500
do Assistants 600 - 700
do Sub-manager 800 - 900

The Deputy Traffic Manager to have
£200 extra.

The Officer appointed
to the lowest grade Traffic Sub.
- assistant on a salary of £450 per
annum will be eligible to advance
after two years service having
passed in one native language
to £500.

After serving three
years more the officer will be
eligible

eligible as opportunities offer
and if recommended to the
appointment of Traffic Assistant
first salary £600 per annum
increased after two years to £700.

After four years
service as Traffic Assistant an
officer will 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.

The Deputy Traffic
Manager to have the same with
the addition of £200 per annum
provided he has passed a satisfac-
tory examination in one of the
native languages of the country.

Sw

12
In preparing the
proposed new scale of salaries for
Assistant Traffic Managers the
Board worked forward to the time
when the increase in the Company's
business might necessitate the
maintenance of a larger staff than
the present one and they consider
it desirable that a fixed number
of each grade should be sanctioned.
Of the six Assistant Traffic
Managers at present in the service
the Board are of opinion that for
the present one should be eligible
for promotion to the grade of Sub-
Manager, two to that of Traffic
Assistant, and the remaining
three be styled Traffic Sub-Assist-
ants; promotions from the lower
to

to the higher grade being made
as vacancies occur.

Note.

The scheme proposed
by the Board for grading the
officers in the Traffic Department
of the Madras Railway is briefly
explained in the accompanying
Memorandum.

It received the approval
of the Madras Government in
G. O. 21st November 1876, No. 3138,
and the sanction of the Govern-
ment of India has now been
accorded to it.

With regard to the
proposed additional Assistant
Traffic Manager, the approaching
departure to England of Mr. Moss,
the

the Deputy Traffic Manager,
has rendered immediate action
necessary; and the Agent has
accordingly been authorized to
apply at once to his Board for
an additional man.

M. S. S. S. S.

Madras,
16th February '77

St. Col. K. E.

Joint Secy: to Govt.
Railway Branch

No 731

Public Works Department.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

Under date the 3rd March 1877

Read the following:—

From

The Commr: Engineer
for Railways

(M. S. No. 81, d. 13th Feb. 1877)

These papers will
be submitted for the
favourable consideration
of the Government of
India with reference to
their letter No. 2782 B
of 19th October 1876.

With regard to the Govern-
ment in Council
approval of the Inter-
Department of an Assist-
ant Traffic Manager
on four years engagement.
The scheme for grading
the Offices of the Traffic

and locomotive
Departments has
already received the
sanction of the Govern-
ment of India.

(H.O. No. 732 of 13th March 77)

Copy of the above
forwarded to the
Govt. of India for
favourable con-
sideration.

Impd 22. 3. 77

C.E. for Rg

1192

 GOVT. OF 1877 Madras.
 PUBLIC WORKS.

To *the Comd'g Genl*

Dated

Issued

Recd.

Encl.

G. O. *3rd March* 1877, No. 7319732

Nos. *69-70*

71

But in file

*I am sending for favorable
 consideration, papers submitted
 by the Consulting Engineer
 relating to the establishment
 of an additional Assistant
 Traffic Manager on four
 years engagement, and the
 scheme for grading the office
 of the Traffic & Locomotive
 Dept of the Madras Railway.*

*Madras Railway The
 establishment of an additional
 Assistant Traffic
 Manager on four years
 engagement for the —
 approved, and the papers
 referred to be submitted for
 the favorable consideration
 of the Govt of India.*