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TAMIL NADU ARCHIVES

GOVERNMENT OF TAMIL NADU

P.W.D.

DEPARTMENT

G.O. No.	<i>3165-W</i>	Press.
B.P. No.		Mis.
Dated	<i>6.8.1878</i>	<i>197</i>

Not to be folded or roughly handled

Archives I—10,006—19-4-79.

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GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

6th August 1878, No. 3,165 W.

General.
Establishment

Read the following paper :—

No. 91. From F. N. THOROWGOOD, Esq., Superintendent of the Madras Harbour Works, to the Secretary to Government, Public Works Department, dated Madras, 27th July 1878, No. 21 W.

I HAVE the honor to place before you, for the favorable consideration of His Grace the Governor in Council, certain alterations which I think it desirable to make in the pay of some members of the staff of these works.

2. The alterations are partly under the head of "Establishment" and partly under the head of "Works." The saving on the estimate of "Establishment" (*vide* G.O., No. 2,610, dated 10th September 1875) will amount to Rupees 68 per month, and I think that the salaries paid will be more in proportion to the work and responsibility than the former amounts were.

3. Under the head "Works" there will also be a saving on what was paid at the commencement of the work for the two posts I propose dealing with, viz., that of Foreman Diver and Foreman Engineer.

4. As, therefore, the ultimate result of my proposed alterations is to spend less per month, I trust that they will meet with Government sanction. The details are as follow :—

I. *Charged to "Works."*—Mr. W. Allen, Foreman Diver, came out under an agreement with the Secretary of State for India to serve for five years at Rupees 220 per month with free quarters. He has now served nearly half that time with credit. He has charge of all the diving work and has taught most of the other divers how to work as well as working at diving himself. This is precisely what he should do. When not diving he frequently superintends the setting of the concrete blocks during the absence of the Head Foreman at some other part of the work. It frequently happens during very good weather, when the other divers work much overtime, that men who are under Mr. W. Allen make as much pay as he does, although he is in charge as Foreman for as long as the men are at work. This causes dissatisfaction and also tends to upset proper discipline. I would remark that in the list of wages proposed in the Superintendent's letter, on which G.O., No. 2,610, of September 10th 1875, was passed the sum of Rupees 300 is mentioned as the monthly pay of the

Foreman Diver, but Mr. Parkes secured Mr. Allen's services for Rupees 220. I believe that if I might raise the Foreman's pay to Rupees 280 for the rest of his service I could get more work done by the diving men, and it is for this increase of Rupees 60 per month that I now ask sanction. I have consulted Mr. Parkes upon the matter, and he says that he did not consider that Rupees 220 should necessarily be an unalterable rate of pay.

II. As this change in the pay of one Foreman becomes an increase in the cost of that portion of supervision chargeable to "Works," it is right that I should be ready to make a reduction under the same head.

This I propose to do in the post of Foreman Engineer held formerly by the late John Chicken. His pay was Rupees 340 per month by agreement with the Secretary of State. I propose to alter the pay of this post to Rupees 290 as a commencement with power to raise it to Rupees 280 or possibly to Rupees 300 at the last. This will on the average more than compensate for the increase to the pay of the Foreman Diver.

III. *Charged to "Establishment."*—The alterations I propose in the salaries of the employees on the fixed "Establishment" will be best explained by the enclosed list, but I will state my reasons for the changes.

Mr. E. DeCaster, the Managing Clerk, has practically charge of all the office business, and does most of the letter copying also. My work almost always detains him long beyond the regular office hours, and I think that this should not be passed over when occurring so often. After two years' experience of the whole staff in the office I can come to no other conclusion than that Rupees 60 is too small a salary for the Head Clerk who really has more actual work to do than many getting much higher pay.

IV. At the same time I ask that a little margin may be sanctioned for an increase of pay when deserved to the Assistant Superintendent's Clerk and the Native Surveyor, both of whom are frequently called upon to work beyond regular hours with no remuneration. I can speak very highly in favor of the Native Surveyor, who has worked very hard, indeed, to the injury of his health. These three alterations represent an increased cost over estimate of Rupees 65.

V. In the Store Establishment I propose alterations which reduce the actual expenditure to Rupees 133 per month less than the estimated expenditure; at the same time I should have power to increase the pay of the Head Storekeeper (Mr. J. Hart, sent from the office of the Examiner, Public Works Accounts) to Rs. 200 per month.

5. The total result of all these alterations is to make the expenditure less, and I believe at the same time it will be to make the staff more efficient and to give more encouragement.

Statement showing the proposed changes in the Office and Store Establishments of the Madras Harbour Works to accompany letter, No. 21 W, of 27th July 1878.

Superintendent's Office.	Rank.	Present Rate of Pay per Month.	Rate sanctioned in Original Estimate.	Proposed Limit of Pay.	Excess over Original Estimate.	Saving on Original Estimate.	Remarks.
Mr. E. DeCaster	Manager	Rs. 60	Rs. 30	Rs. 60	Rs. 30	Rs. 30	
Mr. E. DeVaz	Clerk to Assistant Superintendent.	30	30	35	5	5	
Head Surveyor		40	40	60	20	20	
							The amount of saving on the works is very great, and the Superintendent is at present so that a slight increase in Rupees 60 would be given in satisfaction.

Statement showing the proposed changes in the Office and Store Establishments of the Madras Harbour Works to accompany letter, No. 21 W, of 27th July 1878—continued.

Storekeeper's Office.	Rank.	Present Pay.	Total Amount sanctioned for Store Establishment.	Proposed Limit.	Total proposed to be expended.	Saving on Estimate.	Remarks.
Mr. James Hart	Storekeeper	Rs. 175	Rs. 377	Rs. 200	Rs. 214	Rs. 163	There are at present some writers in the Store Department whose pay is charged to the "Works." It is proposed to do away with one of these.
Assistant Storekeeper		..	..	80	..	..	
Boys		..	..	14	..	..	
	Total Saving	..	..	214	..	163	

Saving in Store Department	Rs. 163
Excess in Superintendent's Establishment	65
Total monthly saving on "Establishment" as estimated originally	68

MADRAS,
27th July 1878.

(Signed) F. N. THOROWGOOD,
Superintendent, Madras Harbour Works.

No. 25.

ORDER THEREON, 6th August 1878, No. 3,165 W.

The Government sanction the several proposals, the effect of which is shown in the letter and in the tabular statement which accompanies it.

(True Extract.)

(Signed) E. A. FOORD, Colonel, R.E.,
Secretary to Govt., P.W.D.

(True Copy.)

Major, R.E.,
Under Secy. to Govt., P.W.D.

To the Superintendent, Madras Harbour Works.
" Examiner of Public Works Accounts.

Exd. C. Howarth.
Sprate Copies



THE NATIONAL ARCHIVES COLLEGE PARK, MARYLAND

THE NATIONAL ARCHIVES

COLLEGE PARK, MARYLAND

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most of the work for the two posts & for
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 GENERAL
 ESTABLISHMENT
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 PUBLIC WORKS

THE HONORABLE THE SECRETARY OF THE
 PUBLIC WORKS DEPARTMENT
 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

AUGUST.
 Nos. 94-95.

Madras Harbour Works - Sanctions the
 several proposals submitted by the Super-
 intendent for increasing the pay of the
 first and second classmen of the water
 establishment.

Statement showing the proposed changes in the Office & Store Establishment of the Madras Harbour Works.

Superintendent's Office	Rank	Present rate of Pay per month	Rate sanctioned in original Estimate	Proposed Limit Pay	Present rate of Pay per month	Rate sanctioned in original Estimate	Proposed Limit Pay
Mr. E. de Caeste	Manager	60	50	50	50	50	50
Mr. E. de Vaz	Clerk to Asst. Superintendent	30	30	35	35	35	35
Head Surveyor		40	40	50	50	50	50
Total Excess							5 65

Storekeeper's Office	Rank	Present Pay	Rate sanctioned in original Estimate	Proposed Limit	Present Pay	Rate sanctioned in original Estimate	Proposed Limit
Mr. James Hart	Storekeeper	175	175	200	200	200	200
Assistant Storekeeper				30	30	30	30
Peons				14	14	14	14
Total Saving							2 14

Saving in Store Department 132
 Excess in Superintendent's Office 65
 Total monthly saving on Establishment 5 65
 as estimated originally

Madras
 27th July 1878

ment of the work for the two ports it proposes
 dealing with, namely, that of Terminal Diver
 and

Establishment

No. 2114.

From

THE SUPERINTENDENT,
MADRAS HARBOUR WORKS.

To

Colonel G. A. Bird, R. G.
Secretary to Government,
Public Works Department.

Port of Madras, 29th July 1871.

SIR,

I have the honor to place before you for the favourable consideration of His Grace the Governor in Council, certain alterations which I think it desirable to make in the pay of some members of the Staff of these works.

2. The alterations are partly under the head of "Establishment" and partly under the head of "Works." The saving on the estimate of "Establishment" (vide G. O. No. 2610, dated 10th September 1870) will amount to Rs. 1000 per month, and I think that the salaries paid will be more in proportion to the work and responsibility than the former amounts were.

3. Under the head "Works" there will also be a saving on what was paid at the commencement of the work for the two posts I propose dealing with, namely, that of Foreman Liver and

diver and certain members of the establishment.

and Foreman Engineer.

1) As therefore the ultimate result of a very proposed attention is to spend less per month, I trust that they will meet with Government sanction. The details are as follows.

I. Charged to Work.

Mr. W. Allen, Foreman Diver, came out under an Agreement with the Secretary of State for India to serve for 6 years at Rs 300 per month with free quarters. He has now served nearly half that time with credit. He has charge of all the diving work and has taught most of the other divers how to work as well as working at diving himself. This is precisely what he should do. When not diving he frequently superintends the setting of the concrete blocks during the absence of the Head Foreman at some other part of the work. It frequently happens during very good weather when the other divers work much over time that men who are under Mr. W. Allen make as much pay as he does, although he is in charge as foreman for as long as the

the men are at work. This causes dissatisfaction and also tends to upset proper discipline. I would remark that in the list of wages proposed in the Superintendent's letter on which G.O. No 2180 of September 10th 1895 was passed, the sum of Rs 300 is mentioned as the monthly pay of the Foreman Diver but Mr. Parkes secured Mr. Allen's services for Rs 220. I believe that if I might raise the Foreman's pay to Rs 250 for the rest of his service I could get more work done by the diving men, and it is for this increase of Rs 60 per month that I now ask sanction. I have consulted Mr. Parkes upon the matter and he says that he did not consider that Rs 220 should necessarily be an unalterable rate of pay.

II. As this change in the pay of one foreman becomes an increase in the cost of that portion of supervision chargeable to Works, it is right that I should be ready to make a reduction under the same head.

This I propose to do in the form of

Foreman

Foreman Engineer held formerly by the late
John Libbick. His pay was Rs 240 per
month by Agreement with the Secretary of
State. I propose to alter the pay of this post
to Rs 200 as a commencement with power to
raise it to Rs 280 or possibly to Rs 300 at
the last. This will on the average more
than compensate for the increase to the
pay of the Foreman Painter.

Charged to "Establishment."

The alterations I propose in the salaries
of the employees on the fixed Establishment
will be best explained by the enclosed list,
but I will state my reasons for the changes.

Mr E. DeCaster, the Managing Clerk, has
practically, charge of all the office business
and does most of the letter copying also.
My work almost always detains him long
beyond the regular Office hours and I
think that this should not be passed over
when occurring so often. After two years
experience of the whole staff in the office,
I can come to no other conclusion than
that

37/10
that Mr DeCaster is entitled to salary for the Head
Clerk and really that more actual work to do
than many other employees, much higher pay.

At the same time I ask that a little
more may be sanctioned for an increase of
pay than is now given to the Assistant Superin-
tendent of the Native Surveyor,
all of whom are frequently called upon to
visit distant regions of the country with no remun-
eration. I can speak very highly in favour
of the Native Surveyor who has worked very
hard indeed in the inquiry of his health.
The alterations represent an increased
cost of Rs 1000 per annum.

In the same Establishment I propose
alterations which reduce the actual expenditure
to Rs 1000 or more than the estimated
expenditure at the same time. I should have
power to increase the pay of the Head
Bookkeeper (a Mr J. Hart sent from the Office
of the Revenue) who works Accounts to
Rs 200 per annum.

The total result of all these alterations
is to make the expenditure less, and I believe
at

at the same time it will be to make the staff
more efficient and to give more encouragement.

I have the honor to be,

Sr

Your most Obedient Servant

A. W. H. H. H. H. H.

Superintendent

Madras Harbour Works

No 3150 W 36 Aug 78
 The Government Secretary
 the several proposals,
 the effect of which
 is shown in the
 ledger and in the
 tabular statement
 which accompanies
 the same for the

letter
 No 3150
 207 1/2

Establishment
 From
 The Superintendent
 Madras Harbour Works

No 21 W
 Dated 27th July 1878

The Hon. Secy to Govt
 the proposals for the
 Madras Harbour

No of Enclosures 1

No 2150 W 36 Sept 78
 No 2150 W 36 Sept 78
 No 2150 W 36 Sept 78
 No 2150 W 36 Sept 78

Capt. M. A. Baker
 Esq. P. H. C. S.

Recd. 17 2 78
 Recd. 2 8 78
 Recd. 29 7 78

Establishment

Recommends the Government
 Director & certain members of the
 Office Establishment for increased
 pay and showing reduction in
 the expenditure

With order

Co. 84425



GOVERNMENT
PUBLIC WORKS

The Superintendent
Madras Harbour
16/11/13

6 Aug 1914

Madras Harbour Board
I enclose the Serial
Proposal submitted by the
Capt for increasing the
pay of the Divers and certain
members of the Office
Subordinate

Signature