

Nos. 2546-70E.—G.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

ESTABLISHMENT.

General.

Simla, November 14, 1879.

Reduction of the Clerical and Accounts Establishments of the Public Works Department.

Read—

Resolution in the Department of Finance and Commerce, No. 2079, dated 31st July 1879.
Public Works Department Resolution Nos. 1573-93E.—G., dated 2nd September 1879.

RESOLUTION.—The Government of India has had under consideration the large expenditure which is incurred upon the clerical and accounts establishments of the office of the Public Works Department, and of the several Examiners' offices attached to Local Governments and Administrations. The aggregate cost of these establishments is 32 lakhs per annum, and the reduction which will take place in Public Works expenditure in the year 1880-81 clearly necessitates measures for their revision.

2. The office establishments of the Chief, Superintending, and Executive Engineers the Government of India leaves to the Local Governments and Administrations to deal with.

These establishments have increased very largely, and although the Government of India fully recognises that it is not economy to employ the time of the more highly paid professional members of the Department upon its clerical duties, it is of opinion that there is a great deal of work performed which is of questionable utility, and which might be lessened without impairing the efficiency of the offices.

3. The establishments of the Examiners' offices are more directly under the control of the Government of India, and the reductions in them which appear to the Governor General in Council to be required will be carried out under these orders at once.

4. The number of Accountants now employed in an Examiner's office is calculated on the basis of one for every two Executive Divisions, one over for an uneven number of divisions, *plus one*. In future the proportion so employed will be one for three divisions, one over for any fraction, *plus one*. This reduction will necessitate a re-organization of the Examiners' offices, and with a view of obviating any great loss of efficiency which might arise from a sudden reduction of the establishment to the extent proposed, only one-half of the contemplated reductions will be carried out at once, and the remainder of the reduction will be carried out gradually as vacancies may occur hereafter.

5. The one-half of the number of Accountants who will become surplus under this order will be permitted to retire from the service under the terms of the Resolution of the Department of Finance, No. 2079, dated 31st July last; the other half will remain employed in the Examiners' offices as supernumerary until absorbed by ordinary casualties as already explained.

6. The orders regarding the retirement of one-half of the Accountants rendered surplus under this order are arbitrary, and should be at once carried into effect by all Local Governments in the inverse order of the usefulness of the Accountants under their orders, and the Accountant General, Public Works

Department, should carry out the same procedure in respect to the offices of the Military Works Accounts and the Public Works Account offices of local Administrations. The Accountant General should also apply the same principles as far as he may consider feasible to the office of Examiners of Railway Accounts.

7. In directing this reduction, the Government of India has in view the circumstance that the total expenditure of the Public Works Department will be largely reduced in future. Moreover, it is considered that the minute scrutiny which is bestowed upon Divisional Accounts in the Examiner's office may be lessened, and that the arithmetical accuracy of the divisional accounts may be either accepted entirely, or the examination to which they are subjected entrusted to the existing staff of clerks instead of to trained Accountants; but the Examiner's personal inspections of Divisional Offices must be frequent, complete, and searching, and if they are properly undertaken it is considered that they will be of more importance in their results than the clerical scrutiny given to the accounts in their offices.

8. A fundamental point in connection with the reduction of the number of Accountants of the Department is that those who remain in the Department must be thoroughly efficient. With a view to this end, it is now ruled that no Accountant is to be posted permanently to any grade until reported efficient, and any Accountant in any grade of the Department who is reported as inefficient or who does not perform his duties in a satisfactory manner, should be warned that he will not be allowed to remain in the Department unless he is reported as efficient and performs his duties satisfactorily within six months after the date of the first report. The inefficiency of Accountants in each particular case must be established to the satisfaction of the Accountant General, Public Works Department, who is vested with full powers to summarily dispense with the services of Accountants who are not up to the required standard. It is believed that with a thoroughly efficient staff of Accountants no difficulty will be experienced in carrying on the work of the Examiners' offices with the reduced number of Accountants now ordered.

9. It must be distinctly understood that no promotions are to be made in any province in the Accountant establishment, consequent on the reductions now ordered, until it has been ascertained from the Accountant General, Public Works Department, that the vacancies caused by retirement cannot be filled up by transfer from other provinces or branches of the Department.

10. It is not to be overlooked that the object of the Government of India Resolution in the Department of Finance, No. 2079 of the 31st July 1879, under the provisions of which certain Accountants will now be allowed to retire on favorable terms, is to relieve the Government from the expense attendant on an establishment in excess of the requirements of the Public Works Department, with the reduced outlay now contemplated, and that no Accountant should be allowed to retire whom it is necessary to replace or for whom employment can be found elsewhere. With a view of preventing any loss to Government on this account, the Examiners or Deputy Examiners in independent charge of the accounts of the several provinces and Administrations should at once prepare lists of the Accountants under their orders in the inverse order of their usefulness, or the desirability of retaining them in the service on account of their age, or any other cause. They should also prepare a statement showing the number of Accountants allowed for their offices under the reduced scale now sanctioned, the number of Accountants that should be at once retired, and the number that are to be reduced hereafter as casualties occur. In preparing these lists men who have applied to retire should, *ceteris paribus*, be given precedence; but it is absolutely necessary that advantage should be taken of the present opportunity to dispense with the services of all Accountants that for any reason it is not desirable to retain in the service. Copies of all these lists should be sent to the Accountant General, Public Works Department.

11. The Governments of Madras, Bombay, Bengal, North-Western Provinces and Oudh, and the Punjab will at once take the measures authorised by this Resolution to reduce their establishments, and the Accountant General, Public Works Department, will take the necessary action with regard to the other establishments concerned on receipt of the lists now ordered.

The Governments of Madras, Bombay and Bengal, in the Public Works Department, General, Irrigation and Railway Branches.
The Government of the North-Western Provinces and Oudh, in the Public Works Department, Buildings and Roads and Irrigation Branches.
The Government of the Punjab, in the Public Works Department, General and Irrigation Branches.
The Chief Commissioners, Central Provinces, British Burma, and Assam.
The Resident at Hyderabad.
The Agents to the Governor General for Central India and Rajputana.
The Accountant General, Public Works Department.
The Inspector General of Military Works.
The Director General of Railways.
The Consulting Engineers to the Government of India for Guaranteed Railways, Calcutta, Lahore and Lucknow.

ORDER.—Ordered, that this Resolution be circulated as noted in the margin.

M. L. Sampson

No. 2547 E. G.

23

The Secretary to the Govt of Madras

P. W. Department Irrigation Branch

GOVERNMENT OF INDIA.
PUBLIC WORKS DEPARTMENT.
ESTABLISHMENT.
General.

To

Nos. 2546-70.

Dated, SIMLA, November 14, 1879.

Received

Miss 3061 W1 December 1879

Reduction of the Clerical and Accounts Establishments of the Public Works Department.

Govt. C. B. Press Simla, —No. 505, P. W. D.—18-11-79—278.

Nos. 2546-70E.—G.
GOVERNMENT OF INDIA.
PUBLIC WORKS DEPARTMENT.
ESTABLISHMENT.
General.

Simla, November 14, 1879.

Reduction of the Clerical and Accounts Establishments of the Public Works Department.

Read—

Resolution in the Department of Finance and Commerce, No. 2079, dated 31st July 1879.
Public Works Department Resolution Nos. 1573-93E.—G., dated 2nd September 1879.

RESOLUTION.—The Government of India has had under consideration the large expenditure which is incurred upon the clerical and accounts establishments of the office of the Public Works Department, and of the several Examiners' offices attached to Local Governments and Administrations. The aggregate cost of these establishments is 32 lakhs per annum, and the reduction which will take place in Public Works expenditure in the year 1880-81 clearly necessitates measures for their revision.

2. The office establishments of the Chief, Superintending, and Executive Engineers the Government of India leaves to the Local Governments and Administrations to deal with.

These establishments have increased very largely, and although the Government of India fully recognises that it is not economy to employ the time of the more highly paid professional members of the Department upon its clerical duties, it is of opinion that there is a great deal of work performed which is of questionable utility, and which might be lessened without impairing the efficiency of the offices.

3. The establishments of the Examiners' offices are more directly under the control of the Government of India, and the reductions in them which appear to the Governor General in Council to be required will be carried out under these orders at once.

4. The number of Accountants now employed in an Examiner's office is calculated on the basis of one for every two Executive Divisions, one over for an uneven number of divisions, *plus* one. In future the proportion so employed will be one for three divisions, one over for any fraction, *plus* one. This reduction will necessitate a re-organization of the Examiners' offices, and with a view of obviating any great loss of efficiency which might arise from a sudden reduction of the establishment to the extent proposed, only one-half of the contemplated reductions will be carried out at once, and the remainder of the reduction will be carried out gradually as vacancies may occur hereafter.

5. The one-half of the number of Accountants who will become surplus under this order will be permitted to retire from the service under the terms of the Resolution of the Department of Finance, No. 2079, dated 31st July last; the other half will remain employed in the Examiners' offices as supernumerary until absorbed by ordinary casualties as already explained.

6. The orders regarding the retirement of one-half of the Accountants rendered surplus under this order are arbitrary, and should be at once carried into effect by all Local Governments in the inverse order of the usefulness of the Accountants under their orders, and the Accountant General, Public Works

Department, should carry out the same procedure in respect to the offices of the Military Works Accounts and the Public Works Account offices of local Administrations. The Accountant General should also apply the same principles as far as he may consider feasible to the office of Examiners of Railway Accounts.

7. In directing this reduction, the Government of India has in view the circumstance that the total expenditure of the Public Works Department will be largely reduced in future. Moreover, it is considered that the minute scrutiny which is bestowed upon Divisional Accounts in the Examiner's office may be lessened, and that the arithmetical accuracy of the divisional accounts may be either accepted entirely, or the examination to which they are subjected entrusted to the existing staff of clerks instead of to trained Accountants; but the Examiner's personal inspections of Divisional Offices must be frequent, complete, and searching, and if they are properly undertaken it is considered that they will be of more importance in their results than the clerical scrutiny given to the accounts in their offices.

8. A fundamental point in connection with the reduction of the number of Accountants of the Department is that those who remain in the Department must be thoroughly efficient. With a view to this end, it is now ruled that no Accountant is to be posted permanently to any grade until reported efficient, and any Accountant in any grade of the Department who is reported as inefficient or who does not perform his duties in a satisfactory manner, should be warned that he will not be allowed to remain in the Department unless he is reported as efficient and performs his duties satisfactorily within six months after the date of the first report. The inefficiency of Accountants in each particular case must be established to the satisfaction of the Accountant General, Public Works Department, who is vested with full powers to summarily dispense with the services of Accountants who are not up to the required standard. It is believed that with a thoroughly efficient staff of Accountants no difficulty will be experienced in carrying on the work of the Examiners' offices with the reduced number of Accountants now ordered.

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The Government of the Punjab, in the Public Works Department, General and Irrigation Branches.
The Chief Commissioners, Central Provinces, British Burma, and Assam.
The Resident at Hyderabad.
The Agents to the Governor General for Central India and Rajputana.
The Accountant General, Public Works Department.
The Inspector General of Military Works.
The Director General of Railways.
The Consulting Engineers to the Government of India for Guaranteed Railways, Calcutta, Lahore and Lucknow.

ORDEE.—Ordered, that this Resolution be circulated as noted in the margin.

W. Sampson

Under-Secy. to the Govt. of India.

No 2548 Eq.

26

*The Secy to the Govt of Madras
P. W. Department Railway Branch*

26 NOV 79
GOVERNMENT OF INDIA.
PUBLIC WORKS DEPARTMENT.
ESTABLISHMENT.
General.

To

Nos. 2546-70.

Dated, SIMLA, November 14, 1879.

Received

Reduction of the Clerical and Accounts Establishments of the Public Works Department.

Govt. C. B. Press Simla.—No. 505, P. W. D.—18-11-79—278.

36 NOV 79
Nos. 2546-70E.—G.
GOVERNMENT OF INDIA.
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The Resident at Hyderabad.
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The Accountant General, Public Works Department.
The Inspector General of Military Works.
The Director General of Railways.
The Consulting Engineers to the Government of India for Guaranteed Railways, Calcutta, Lahore and Lucknow.

ORDER.—Ordered, that this Resolution be circulated as noted in the margin.

M. S. S. S.
Under-Secy. to the Govt. of India.

No. 2546 E.G.

23

The Secretary to the Govt of Madras
P. W. Department

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9- 2366W hms

26479
GOVERNMENT OF INDIA.
PUBLIC WORKS DEPARTMENT.
ESTABLISHMENT.
General.

To

Mis No 3061 1/2 of 1-12-79

Nos. 2546-70.
Dated, SIMLA, November 14, 1879.
Received

Reduction of the Clerical and Accounts Estab-
lishments of the Public Works Department.

Govt. C. B. Press Simla.—No. 605, P. W. D.—18-11-79—278.

No 3061 W

P. W. Department.

PROCEEDINGS of the MADRAS GOVERNMENT.

Under date the 14 December 1879

Read the following

From the Govt of India (H.E. No. 2546-70 9/14 Nov/79)

Communicated
to the Examiners, Public
Works Accounts, the
Chief Engineer, Mr. Dept.,
the Chief Eng. for Irrigation
and the ^{Chief Eng. for} ~~Chief Engineer~~ for
Railways. In such observations
as they may wish to
offer

W.P.
28/11/79

Ch Engr Mr. D.
Ch Engr for I.S.
Ch Engr for Rgs
for Mr a
Eng - P.W. Dept

Dec 10
1-12-79

3-3-88 ✓

14-8-91

PW-2

Miss Robinson 31 December 179

20-21

1 copy to L. H. 5. - 15-12-79