Archives I 10,006—16-8 77.

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(2) Date of repair Dec. 86.
(3) Initials of the Referencer ✓

TAMIL NADU ARCHIVES

OVERNMENT OF TAMIL NADU

P.W.D. DEPARTMENT

G.O. No. 1636 W.
B.P. No.

Press.
Mis.

Dated 12.7.1880 ~~197~~.

to be folded or roughly handled

1636/1

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

12th July 1880, No. 1,636 W.

General.
Establishment.

Read the following papers :—

No. 54. From the Supt. of Works, Buckingham Canal, dated 20th April 1880, No. 243.
No. 54-A. From the Suptg. Engr., Second Circle, dated 20th April 1880, No. 14.
No. 54-B. From ,, ,, First Circle, ,, 15th ,, ,, ,, 135.
No. 54-C. From ,, ,, ,, ,, 14th May ,, ,, 535.
No. 54-D. From ,, ,, Second Circle, ,, 5th ,, ,, ,, 44.
No. 54-E. From ,, ,, Third Circle, ,, 11th ,, ,, ,, 995 A.
No. 54-F. From the Supt. of Works, Presidency, ,, 8th ,, ,, ,, 517.
No. 54-G. From ,, ,, B. Canal, ,, 10th ,, ,, ,, 476.
No. 54-H. From ,, ,, Kistna, dated 11th May 1880, No. 294-K.S.
No. 54-I. From ,, ,, Godávari, ,, 12th ,, ,, ,, X.
No. 54-J. From ,, ,, Kistna, ,, 20th April ,, ,, 162 K.S.

No. 55. ORDER THEREON, 12th July 1880, No. 1,636 W.

THE recent reduction in the numbers of office subordinates employed in the Public Works Department, and the alteration in their classification from a scale of fixed salaries to a graded scale with annual increments of salary, has led to numerous questions regarding the salaries to be drawn by individuals, and it appears desirable that rules should be laid down by which these and similar questions which may arise in future may be decided.

2. The ordinary rule for the transfer of individuals from fixed salaries to a graded scale is that men so transferred shall commence upon the minimum salary of their new grades, but it is not considered that this rule is applicable to the case of a whole body thus transferred, or that its application in the present case would be fair to individuals.

3. The following rules will therefore be followed :—

1st.—A clerk or draughtsman whose salary previous to the recent re-organization was equal to or less than the minimum of his new grade will draw that minimum and be eligible to the first increment from the 1st April 1881, provided he was appointed to his new grade on or before the 1st April 1880.

2nd.—A clerk or draughtsman whose former salary was more than the minimum and not more than the maximum of his new grade may draw the salary to which he would have been entitled had he been appointed to the minimum of that grade on the 1st April immediately succeeding the date of his actual appointment or promotion to his former post, and had received the regular increments from such 1st April, subject to the following provisos—

(*a*), if the amount so arrived at be less than his former salary, he will continue to draw that salary until such time as it is exceeded by the minimum of grade *plus* annual increments calculated as above;

(*b*), if the amount so arrived at be equal to or more than his former salary, he will draw that salary for the current year and be eligible to his first further increment from 1st April 1881;

(*c*), he cannot draw more than the maximum of his new grade.

3rd.—A clerk or draughtsman whose former salary was greater than the maximum of his new grade will draw that maximum *plus* a personal allowance sufficient to make up his salary to that which he formerly drew.

4. This latter rule will apply to peons and lascars the pay of whose posts has been reduced under recent orders; such reduction will not affect men employed previous to 1st April 1880.

5. The above rules will take effect from 1st April 1880; their application to individuals will be settled by the Examiner in communication with Superintending and Executive Engineers, lists being submitted to the former officer showing the salary drawn by each individual previous to 1st April last, the date of his appointment to such salary, his present grade, and the salary and personal allowance (if any) to be drawn by him for the current year. Doubtful cases, if any such occur, should be referred to Government for decision.

6. It should be understood that the annual increments provided by the Code are given for approved service only, and that the authority for deciding upon claims to such increments is the authority by whom the original appointment was made; in the case of men coming under the second of the rules in paragraph 3 of this order, it is open to appointing officers to refuse the grant of future increments raising the salary of any individual beyond that which he drew previous to 1st April.

7. Future appointments will in all cases be made to specified grades, and men so appointed will commence on the minima of their grades and count service for increments (subject to the provisions of the last paragraph) from the 1st of the month following the date of their actual appointment.

(True Extract.)

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

To the Chief Engineer, Public Works Department.
„ Chief Engineer for Irrigation.
„ Examiner of Public Works Accounts.
To Superintending Engineers.
„ Superintendents of Works.
To the Consulting Architect.
„ General Superintendent, Public Works Stores and Workshops.

Exd. W. J. Lewis.
Spare Copies

1636/2

GENERAL.
ESTABLISHMENT.

Govt. of 1880 Madras.
PUBLIC WORKS.

To

The CHIEF ENGINEER, PUBLIC
WORKS DEPARTMENT,
&c., &c., &c.

Dated July, 12th.

Issued

Recd.   Encl.

G. O., 12th July 1880, No. 1,636 W.

JULY.
Nos. 54-55.

Office Subordinates of the Public Works Department.—Rules to be observed in future in deciding questions which may arise from the introduction of the graded scale with annual increments of salary for —.

No. 243

Office of Superintendent of Works,
Buckingham Canal,
~~Camp~~ 20th April 1880.

From
The SUPERINTENDENT of WORKS,
Buckingham Canal,

1630/3

To
The CHIEF ENGINEER,
Public Works Department, Madras.

Enclosure.

				Salary drawn from September 78 to March 1880	Increment recommended from October 1879	Rs
C. Vencatachellum Naidoo	Division Office Clerk	IV	Class 3rd Grade	Rs 25	Rs 2	27
R. Audeseshiah	Sub-Division Clerk	IV	" 3rd "	Rs 25	Rs 2	27
P. Sreenathayalu Naidu	Do	IV	" 3rd "	Rs 20	Rs 2	22
K. Sabapathy Modalier	Do	IV	" 3rd "	Rs 20	Rs 2	22

Sir,

I have the honor to request you will be so good as to sanction the increment of Rs 2 from 1st October 1879 to each of the Clerks noted in the margin who ~~have~~ completed on 30 Sept 1879 ~~more than~~ a year's approved service to entitle them to an annual increment from the date of G.O. No 3674 W of 18 September which graded all the clerks of the Public Works Department.

I have the honor to be,
Sir,
Your most obedient Servant.

C.B.aw

A. Goodwyn Captain R.E.
Superintendent of Works
B. Canal

1636/11

From

The Superintendent of Works,
Buckingham Canal,

P.W.D.
21 APR 80
No. 2642

To

The Chief Engineer,
Public Works Department,
Madras.

Dated 20th April 1880.

No. 243.

Enclosure.

Clerks of the Buckingham Canal Division Office – Requests to sanction the annual increment for the —

Sent Circls 21-5
Cob, 20-5-80

Supg Engrs Office 2nd Circle
Coimbatore 20th April 1880

No 14

1636

From The Superintending Engineer
Second Circle

To The Chief Engineer
Public Works Dept.
Madras.

Sir,

I have the honor to bring to your notice that the 2 Clerks and one Draughtsman of the Superintending Engineer's Office of the late 4th and the present 2nd Circle having rendered good services in their present graded appointments for more than a year and drawn the minimum salaries of their grades for the requisite term of one year, Major Montgomerie approved of their services and allowed the authorized annual increment, in accordance with section 56 Chapter I of the Public Works Code, from 1st February 1880, but the Examiner of P.W. Accounts objects to admit the dues for want of a special order of Government

- ment

Government. The Code rulings on this point do not appear to have been suspended or over-ruled by any subsequent Standing Orders.

2- Major Montgomerie has furnished the Certificate required by the Examiner's Circular No. 3 B of 3rd February 1879, to the effect that the Clerks have earned the increment by good and approved services, and I quite agree with him and request you will be so good as to authorize the Examiner to pass the small sum of Rs 10 as shown below, for I see no reason for deviation from the Code and thereby discouraging the object with which such provision was made in the Code after mature consideration.

P. Arnachellum Moodeliar	Clerk	Rs 4
A. Ponnaranga Moodeliar	do	Rs 2
V. Kristnasawmy Moodr.	Draughtsman	Rs 4
		10

I have the honor to be
Sir,
Your most Obedt Servant

Major R.E.
Supg Engineer 2nd Circle

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3rd F
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P.
A
V.

P.W.D.
22 APR 80

From No. 2602

The Supy. Engineer,
Second Circle

Dated 20th
Recd: } April 1880.

No. 14.

Clerks:-

Requesting to authorise the Examiner Public Works Accounts to pass the annual increment to certain —.

Coty 20-5-80 R. 21.5

No. 135.

Superintending Engrs. Office.
Madras, 15 April 1880.

1626/

From,

The Superintending Engineer
1st Circle.

To,

The Chief Engineer D.P.W.
Madras.

Sir,

I have the honor to report that Clerk R. Lingariah of the Bellary Division Office applies for pension, without medical certificate, after 22 2/3 years service, as if thrown out of employ in the reduction of establishment from the 1st March 1880.

2. The Clerk was absent on leave till the 28th March, and was not aware of his reduction of salary from 35 to 25 Rs. from the 1st March, till he came back to Bellary. He also represents that his pay was Rs 40 in the former Raidroog Range, but on the amalgamation of that Range with Bellary, his pay was brought down in 1872 to 35 Rs.. In the present reduction the Clerk's pay was again unavoidably reduced to Rs 25.

P. T. O.

3. If then, Singariah had not been absent in February he would have been discharged and granted his pension without a medical certificate from the 1st March, and as I think some consideration may be given to the fact of an office servant twice suffering loss of salary by departmental reductions: I beg to recommend that Singariah may be considered as discharged from the 29th February, and be granted his pension accordingly.

I have the honor &c.,

Sir,

Your most Obedient Servt.

Alext Prendergast Lieut. Col. R.E.

Superintending Engineer, 1st Circle.

No. 227

R. No. 61 of 80-81

P.W.D.
18APR80
No. 2551

From
The Superintending Engineer
1st Circle

To
The Chief Engineer
P. W. Dept.

No. 135

Dated 15th
Recd. April /80

Clerk Singariah

Recommending that he be allowed to take his pension from 29th February /80 for reasons assigned

---

O.W.

C.

Can this be done

164.

~~R.~~ No. 147 of 20.5.80

TO W.

THE SAVING TO GOVERNMENT BY THE REDUCTION OF R. SINGARIAH'S × SALARY IS ONLY RS. 10 PER MENSEM. IF RETIRED, HIS PENSION WILL BE RS. 11-10-8 PER MENSEM; HENCE THERE WILL BE NO SAVING TO GOVERNMENT. IT MAY CONSEQUENTLY BE CHEAPER TO GRANT A PERSONAL ALLOWANCE THAN A PENSION VIDE C. P. CODE SEC. 59 PARA 8.

20/5 FOR OFFG. C.

19/5
20.5

20/5

× R. Singariah [illegible] has been [illegible] in the statement [illegible]

21/5

[illegible] orders [illegible]

Statement

P.W.D.
16MAY80
No. 3152
7

No. 227

List shewing the members of the Office Establishment whose present pay is less than what they drew previous to the late reduction in the 1st Circle Vide Chief Engrs Mem. No. 1211 of 4th May 1880.

1636/9

	Present			Former			
Name of Individual	Office in which employed	Grade	Salary	Office in which employed	Grade	Salary	
K. Soonderramiah Puntulu Clerk	Supdg Engrs Office 1st Circle	IV Class 1st Grade	45 50	Supdg Engrs Office 1st Circle	Not graded before	70	
C. H. Venkatachellum Pillay Do	Do	Do 2d Do	35 40	Do 2d Do		50	
T. Bramiah Naidoo Do	Do	Do Do	35 40	Do		45	
Mr T. Sydenham Do	Do	Do 3d Do	25 30	Do		35	
Mr M. A. Rozario Draftsman	Do	3d Class	25 30	Do		40	
N. Rungiah Chetty Clerk	Cuddapah Do	III Class 2d Grade	70 80	Do		80	
R. Singarah Do	Do	IV Do 3d Do	25 30	Bellary Do		35	
V. Vadagiry Moor Do	Do	Do	25 30	Kurnool Do		30	
V. S. Gopaul Doss Puntulu Do	Nellore Do	III Class 2d Grade	70 80	Supdg Engrs Office 2d Circle		80	
T. Soobramania Pillay Draftsman	Do	3d Class	25 30	Nellore Do		40	
J. Mannajee Row Clerk	Vizagapatam Do	III Class 2d Grade	70 80	Kurnool Do		80	
V. Vurdarow Naidoo Do	Do	Do 3d Do	55 60	Vizagapatam Do		70	
Andinarayanasawmy Naidoo Do	Do	IV Do 3d Do	25 30	Ganjam		30	These men were thrown out in the reduction and lately reentertained
R. Venkata Row Draftsman	Do	3d Class	25 30	Vizagapatam		40	

Note. The figures in red ink shew the maximum rate of pay that will be drawn for the Clerks in the next bill

Major R.E.
Offg Supdg Engineer 1st Circle

Supdg Engrs Office 1st Circle
Madras 14 May 1880

Mk/

No. 535.

From

The Superintending Engineer
1st Circle

1636/10

To

The Chief Engineer
P. W. Department – Madras.

Dated Madras. The 13th May 1880.

Sir,

With reference to your Circular No. 1271 dated 4th May 1880, I have the honor to submit a List shewing the members of the Office Establishment of this Circle whose pay is less than what they drew previous to the late reductions.

2 —— The pay of the establishment was regulated by Colonel Prendergast according to the "average" given in the scale sanctioned in G. O. No. 3674 W of 18th September 1878; but the Examiner in his Disallowance List remarked that the "maximum pay" provided in the above scale could be allowed in the case of the Clerks &c who were in receipt of higher rate of pay prior to the reductions – "Maximum pay" as shewn in red ink will accordingly be drawn in the next Bill.

I

I have the honor to be
Sir
Your most obedt. Servant
H. [illegible] Major R.E.
Offg: Superintending Engineer
1st Circle

P.W.D.
15 MAY 80
No. 3150

From

The Supdg Engineer
1st Circle.

To

The Chief Engineer
P.W.D.
Madras

Of 14th May 1880.
Recd: 15

No. 535.

List of Office members whose pay is less than what they drew previous to the Reduction in the 1st C.

Forwarding a —

Second Circle D.P.W.

List showing the members of the office establishment of the Department whose present pay is less than what they drew previous to the late reductions.

1636/11

Present					Former				
Name of individual	Office in which employed	Grade Class	Grade Grade	Salary	Office in which employed	Grade Class	Grade Grade	Salary	Remarks
1	2	3		4	5	6		7	8
Mr D. C. Castilino	Clerk Salem Division	III	III	60	Canara Division	III	III	70	
Syed Abdool Razakh	Coimbatore Dn	IV	II	40	Supdg Engrs office 1st Circle	IV	I	50	
S. Somdram Pillai	Clerk West Coast Dn	IV	II	40	Nilgiri Dn	IV	II	50	
Mr A. J. Rozario	Clerk do	IV	III	30	Calicut do	III	III	50	
T. R. Moothavelu Pillai	Sub Dn Clerk West Coast Division	IV	III	30	Nilgiri Dn	IV	III	45	
Mr S. Sequeira	do	IV	III	30	Canara Dn	IV	III	40	
V. Kistnasawmy Mood.	Draftsman Salem Dn	II	-	50	Supdg Engrs office 4th Circle	1st Draftsman		54	Rs 4 first increment claimed from 1st Feby 80 not yet passed.
P. Parthasarathy Naidu	do West Coast Dn	III	-	30	Wynad Dn office	2d	do	50	
G. Thumbooswamy Pillai	do Coimbatore Division	III	-	30	Canara Dn		do	45	
V. Govindaraja Mood.	do Salem Dn	III	-	30	Salem Dn	1st	do	40	
T. Kistnasawmy Chetti	do Chingleput Dn	III	-	30	Chingleput Dn		do	40	
Ethirajulu Naidu	do North Arcot Dn	III	-	30	North Arcot Dn	2d	do	40	
				430				574	

Present					Former				
Name of individual	Office in which employed	Grade			Office in which employed	Grade			Remarks
		Class	Grade	Salary		Class	Grade	Salary	
1	2	3		4	5	6		7	8
3 Messengers	Supdg. Engrs office	-	-	18	Supdg Engrs office	-	-	21	
5 ____ do ____	Dt. offices	-	-	30	Dt. offices	-	-	35	
9 ____ do ____	Sub Dt. offices	-	-	54	Sub Dt. offices	-	-	63	
4 Lascars	Supdg Engrs office	-	-	24	Supdg Engrs office	-	-	28	
15 ____ do ____	Dt. office	-	-	90	Dt. offices	-	-	105	
27 ____ do ____	Sub Dt. offices	-	-	162	Sub Dt. offices	-	-	189	
				378				441	

Supdg Engrs office II Circle }
Coimbatore 5th May /80 }

W R Reid
Major R.E.
Supdg Engineer II Circle

1636/12

Enclo: No: 1

In a letter No: 44
dated 5th May from
Supg Engr 2d. Circle.

P.W.D.
7 MAY 80
No. [illegible]

List showing the members of the office establishment of the Department whose present pay is less than what they drew previous to the late reductions.

Superintending Engineer's Office 2nd Circle
Coimbatore 5th May 1880.

No. 44

From
The Superintending Engineer
2nd Circle.

1636/13

To
The Chief Engineer
P. W. Department.
Madras.

Sir

Enclo: 1
1 List.

As called for in your circular No. 1271 dated 4th May 1880. I have the honor to submit the list shewing the members of the Office establishment of the Department whose present pay is less than what they drew previous to the late reductions. Should Government be pleased to grant them personal allowance (it has always been done in previous reductions) so that they should not draw less pay than before, the cost to Government in this Circle would be Rupees 144, a month, and this of course as vacancies occur would decrease month by month; I would urge that this should be done.

2. I have added to the statement the amount of the reduction of pay that the messengers and Lascars have undergone under the reorganization, it amounts to Rs 163, it is the result of reducing their pay from Rupees 7 to Rupees 6. I do not know on what grounds this has been done, but I do not

Consider

consider Rupees 6 sufficient pay for a good respectable messenger or lascar and I earnestly request that at any rate, the pay of those attached to Superintending and Executive Engineers be raised to the former rate allowed namely Rs 7/-

I have the honor to be
Sir
Your Most Obedient Servant

Major R.E.
Superintending Engineer 3rd Circle

P.W.D.
7 MAY 80
~~From~~ No. 2967

The Supg Engineer
2d Circle.

Dated 5th
Recd: } May: 1880.

No. 44

Enclo: 1

Office Establishment

Submits the list showing the members of the — whose present pay is less than what they drew previous to late reductions.

Statement shewing the members of the Office Establishment whose present pay is less than what they drew previous to the late reductions.

Present				Former			
Name of Individual	Office in which employed	Grade	Salary	Office in which employed	Grade	Salary	Remarks
John Pillay	Negapatam Division Office	Draftsman 3rd Class	30	Salem Dn Office	Draftsman 1st Class	40	
Ramanatha Row	Extra Officer's Office Negapatam Division	Clerk	15	Negapatam Division	Sub Division Clerk	25	196/5
Rudrasamy Naidu	Tanjore Dn Office	Draftsman 3rd Class	30	Tanjore Dn Office	Draftsman	40	
Sama Row	Do	Extra Officer's Clerk	15	Negapatam Dn Office	Clerk 4th Class 3rd Grade	19 8 ..	
Ramanjulu Iya	Do	Do	15	Tanjore Dn	Sub Dn Clerk	25	
V. Narayanasamy Pillay	Trichinopoly Division	Do	15	Supg Engrs Office 5 Circle	Clerk	19 8 ..	
Gopalasamy Naidu	Do	Do	15	Madura Dn	Clerk 4th Class 3rd Grade	20	
Kistna Row	Tinnevelly Dn Office	Draftsman 3rd Class	30	Do	Draftsman	40	
N. Letchmana Row	Tinnevelly Dn	Extra Officer's Clerk	15	Do	Clerk 4th Class 3rd Grade	25	

Supg Engrs Office 3rd Circle
Trichinopoly 6 May 1880

J. W. Rundall
Supg Engineer
3rd Circle.

Statement show
the members of
Office Establis
whose present p
is less than wh
they drew prev
the late reduc

No. 262 T.J.

Supg. Engineer's Office 3rd Circle
Trichinopoly 6th May 1880

Deptl. G.O. 1659/16

From

Establishment

J. W. Rundall Esquire
Ag. Superintending Engineer 3rd Circle

To

Colonel R. A. Sankey C.B. R.E.
Chief Engineer Public Works Depart.

Sir,

Enclos. 1.

I have the honor as directed in your Memo No. 1271 of the 4th Instant, to forward herewith a statement showing the names of those members of the Office Establishment hitherto drawing more pay, than is attached to the posts, with which under recent arrangements they have been provided. The information as regards the South Arcot Division is not in my Office, it will be forwarded in a day or two.

2. I trust the Government may be pleased to allow these men, to draw the pay they have hitherto drawn. Many of them are men of several years standing, and all of them have been specially selected during the recent reductions as efficient men.

3. In this connection, I would also beg to bring to your notice, the case of the extra

hand allowed in my own Office, in the list of Establishment forwarded with my No. 2579/T.J of the 12 February /80. I explained in para 16 of this letter, that including this man the total cost of the Office was Rs. 7½ less than the sanctioned Scale. The man referred to Subbarao, has been Record Keeper for years, is a particularly useful hand; and as the sanctioned Scale is admittedly weak, I trust this man's retention may be permitted and the Examiner authorized to pass his Salary.

4. I trust also that Government will be pleased to authorize the continuance to all Lascars of the pay hitherto drawn by them Viz Rs. 7. It is very hard on men who have been drawing this pay for some years, to be cut now, and I trust orders may be passed to allow these men to retain their former Salaries.

5. I cannot help thinking that Rs. 6, is too small pay, to induce respectable men of the class hitherto employed as Lascars to come to us.

6. The pay of the P.W. Officer's Lascar has been Rs. 7, for many years past, and now when prices have generally risen, the pay of these four men has been reduced.

165/12

I have the honor to be
Sir,
Your most Obed. Servant

J. W. Rundall

Ag. Superintending Engineer
3rd Circle

Establishment

P.W.D.
8 MAY 80
No. 2083

From.

The Supg Engineer
3rd Circle

To.

The Chief Engr
P. W. D.

No. 262 T.J.

Dated 6th May 80.

E-1

Office Establishment

Forwards a statement showing the names of those members of the — hitherto drawing more pay than they drew previous to the late reduction and requests orders to allow them to draw their former pay.

Complied

1626/18

South Arcot Division

Statement showing the Members of the Office Establishment whose present pay is less than what they drew previous to the late reductions.

Present				Former			
Name of Individual	Office in which employed	Grade	Salary	Office in which employed	Grade	Salary	Remarks.
H. Streenivasa Row	South Arcot Division Office	Draftsman 3rd Class	30	Tindivanam Do. Office	Draftsman	40	

Trichinopoly
11th May 1880

J. W. Rundall
Ag Supg Engineer
3rd Circle

No. 99 S.A

Supg Engrs Office 3rd Circle
Trichinopoly 11th May 1880

Recd: 12th
19

From,
J. W. Rundall Esquire
Ag Supg Engineer 3rd Circle

Establishment

To,
Colonel R. H. Sankey C.B. R.E.
Chief Engineer P.W.D.
Madras

Enclos: one.

Sir,

With reference to the concluding portion of para 1 of my letter No. 262 T. J. of the 6th Instant, I have the honor to forward herewith a Statement showing the names of those members of the office Establishment in the South Arcot Division hitherto drawing more pay than is attached to the posts with which, under recent arrangement, they have been provided.

2. I may mention here that the names of messengers and lascars whose former Salaries have been affected by the late reductions have not been included in the State-

ments forwarded. I request therefore that Government will be pleased to authorize the continuance of the pay hitherto drawn by these men, as requested in para 4 of my letter above referred to.

I have the honor to be
Sir
Your Most Obdt. Servt.

J. W. Rundall
Ag Supg Engineer
3d Circle

Establishment

P.W.D.
13MAY80
No. 3105

From
The Supg Engineer
3d Circle

To
The Chief Engineer
P. W. D.
Madras

No. 99 S.A.
Dated 11th May 1880
Recd.

Enclo 1 -

Members of the Office Establishment -

Forwards a Statement showing —— whose present pay is less than what they drew previous to the late reduction.

Compile
B.P.
13/5

Statement showing the Members of the Office Establishment of the Department whose present pay is less than what they drew previous to the late reductions. Vide Chief Engineer's Circular No. 1271 d/. 4th May 1880.

1636/81

Name of Individual.	Present. Office in which employed.	Grade.	Salary	Former. Office in which employed.	Grade.	Salary	Remarks.
Mr. V. A. Thomas.	Presidency Division.	Clerk, III Class 2d. Grade.	80.	Late Supd. Engineer's Office, 3d. Circle.	Clerk, II Class. 3d. Grade.	100.	This Clerk was graded to II Class, 3d. Grade in the Supd. Engr's Office, late 3d. Circle from 18th Novr. 1878, and loses by reduction to the present Grade Rs 40, the maximum pay of the previous Grade being Rs 120.
A. Varadaraju Modr.	——Do.——	Clerk, IV Class 1st. Grade.	50.	Chingleput Division.	Clerk, III Class, 2d. Grade.	60.	This Clerk was graded to III Class, 2d. Grade in the Supd. Engr's Office late 3d. Circle from 10th Decr. 1878, and loses by reduction to the present Grade Rs 30, the maximum pay of the previous Grade being Rs 80.
S. Ramanjulu Rajoo	——Do.——	Draftsman 3d. Class.	30.	Presidency Division.	Draftsman 2d. Class.	40.	
Mr. H. Coghlan.	Bangalore Sub Division	Draftsman 2d. Class.	40.	Late Bangalore Division.	Draftsman 2d. Class.	50.	These two Draftsmen formerly belonged to the permanent Establishment.
P. Sobroya Modr.	——Do.——	do. 3d. Class.	30.	——Do.——	——Do.——	40.	

Office of Supt. of Works, Presy.
Chepauk, 8th May 1880.

E.d.C.
8.

To The Chief Engineer P.W.

Major R.E.
Superintendent of Works
Presy.

Stat

they dre

Name of

Mr. V. A

A. Varad

S. Ka

Mr. H.

P. Soob

Office of

Chepauk

P.W.D.
10 MAY 80
No. 3018

From,

The Supdt of Works
Presidency.

No. 517

Dated 8th } May 1880.
Recd

Statement showing members of the Office Establishment of the Department present pay is less than they drew previous to the late reductions.

Statement showing the members of the Office Establishment of Buckingham Canal whose present pay is less than what they drew previous to the late reduction.

1636/22

	Present			Former		
1	2	3	4	5	6	7
Name of Individual	Office in which Employed	Grade	Salary	Office in which Employed	Grade	Salary
Imam Sahib	Buckingham Canal	Lascars	6	Buckingham Canal	Lascars	7
Ramasawmy			6			7
Karpanna			6			7
Sandiappen			6			7
Gulam Alli Beg			6			7
Rungadoo			6			7
Pulliah			6			7
Khader Khan			6			7
Varadappah			6	Nellore Division Office		7
Shaik Buran			6			7

Office of Superintendent of Works
Buckingham Canal
5 May 1880

A. Jewdry. Captain R.E.
Superintendent of Works B. Canal

No. 446

Office of Superintendent of Works,
Buckingham Canal,
~~Camp~~ Chepauk 5 May 1880.

1636/23

From
The SUPERINTENDENT of WORKS,
Buckingham Canal,

To
The CHIEF ENGINEER,
Public Works Department, Madras.

Sir,

In reference to your No. 1271 dated 4 Instant, I have the honor to submit a statement shewing the members of the Office establishment of the Buckingham canal whose present pay is less than what they drew previous to the late reductions.

Enclosure. 1.

I have the honor &c,
Sir,
Your most obedient Servant

A. Awdry
Captain R.E.
Superintendent of Works
B. Canal

1636/24

From
The Superintendent of Works,
P.W.D. Buckingham Canal,
7 MAY 80
To
No. [illegible]
The Chief Engineer,
Public Works Department,
Madras.

Dated 5th May 1880.

No. 446.

Enclosure. 1.

Establishment of Buckingham Canal — Submits a statement shewing the members of the —

1626/95

Statement shewing the number of the Office Establishment of Buckingham Canal whose salary is less than what they drew previous to the reduction.

Name of Individual	Present: Office in which Employed	Present: Grade	Present: Salary	Former: Office in which employed	Former: Grade	Former: Salary
1	2	3	4	5	6	7.
M. Lutchmana Pillay	Buckingham Canal	Draughtsman 3rd Class	30	Buckingham Canal	Draughtsman 2nd Class	40.

Office of Superintendent of Works
Buckingham Canal
Palar River 10th May 1880

A. Awdry Captain R.E
Superintendent of Works
Buckingham Canal

P.W.D.
14 MAY 80
No 3126

Supplemental statement shewing the number of Office Establishment in the Buckingham Canal whose Salary is less than what they drew previous to the reduction-

---

Office of Superintendent of Works
No 476. Buckingham Canal
Camp Palar River 10th May 1880-

163/96

From,

The Superintendent of Works
Buckingham Canal.

To,

The Chief Engineer
Public Works Department

Sir,

Enclosure. 1. In continuation of my No. 446 of the 5th Instant I have the honor to submit a Supplemental statement shewing the members of the Office Establishment of the Buckingham Canal Division whose present pay is less than what they drew prior to the late reduction.

2. I did not include the Draughtsman's name in the former list because I did not Knew that he might not receive

receive his original pay until the Examiner disallowed his full salary of Rupees 40 drawn for April last, in doing this the Examiner quotes your letter No. 600 dated 24th February 1880 to his address but I specially pointed out in making the nominations to the two Draughtsmen's (1st and 3rd) posts that I retained two 2nd Class men instead as they were of exact equal service and already employed in the Office and their pay was not when taken together more than that authorized for one first and one third Class Draughtsmen.

I have the honor to be
Sir
Your most Obedient Servant
Captain R.E.
Superintendent of Works.
Buckingham Canal.

Vet
H6

From,
The Superintendent of Works
Buckingham Canal

P.W.D.
14MY80
No. 3128

To,
The Chief Engineer
P.W. Department
Madras.

Dated 10th May 1880
Despd 13th — do —
No. 476
Enclosure. 1.

Supplemental statement of Office Establishment drawing less salary than that prior to the reduction
Submits a —

Compile 14/5

List showing the members of the Office Establishment whose present pay is less than what they drew previous to the late reduction.

1638/78

Present				Former		
1	2	3	4	5	6	7
Name of Individual	Office in which employed	Grade	Salary	Office in which employed	Grade	Salary
Mr J. Wakefield Hd Clerk	Supdt of Works Kistna	3 Class 2d grade	80	Supdg Engrs Office 1st Circle	equal to Supervisor 1st grade	200
A Janakiramiah Hd Clerk	Eastern Division Kistna	— Do —	80	Eastern Dn Kistna	equal to Overseer 1st grade	100
C. Venkamah Draftsman	— Do —	2 Class	25	Supdg Engrs Office 1st Circle	-	30

Superintendent of works
Kistna

Compd

No. 294 K.S. Superintendent of Works Office
Kistna Camp. Nursapur.
11th May 1880.
Desp 13th

From
The Superintendent of Works
Kistna

To
The Chief Engineer
Public Works Department

Encd. 1
List.

Sir,

With reference to your Circular No. 1271, of the 4th Instant, I have the honor to forward herewith a List of the members of Office Establishment whose present pay is less than what they drew previous to the late reduction.

I have the honor to be
Sir,
Your most obedt. Servt.

Superintendent of Works Kistna

Comp. Rd.

List shewing the members of the Office Establishment whose pay is less than what they drew previous to the late reductions in the Godavari district.

Present				Former		
1	2	3	4	5	6	7
Name of Individual	Office in which employed	Grade	Salary	Office in which employed	Grade	Salary
		Nil				

Supdt. of Works. Office Godavari
Camp Narsapur
12th May 1880

Superintendent of Works
Godavari

NO. K.

Establishment.

FROM,

THE ~~OFFG.~~ SUPERINTENDENT of Works ~~ENGINEER~~

GODAVARI DISTRICT.

1626/31

TO,

THE CHIEF ENGINEER

PUBLIC WORKS DEPARTMENT

MADRAS.

Enclo.
1
Nil Statement

CAMP ~~DOWLAISHWERAM,~~ Narsapur, 12th May 1880

SIR,

Referring to your Memo No. 1271 of the 4th May 1880, I have the honor to inform you that in this District there are no members of the Office Establishment of the Department whose present pay is less than what they drew previous to the late reductions. A nil statement is herewith forwarded.

I have the honor to be,

Sir,

Your Most obedient Servant

Supdt of Works Godavari.

No 162 K.S.

Superintendent of Works Office Kistna
Dowlaishwaram 20th April 1880
Desp 21st Do

1628

From

The Superintendent of Works
Kistna

To

The Chief Engineer
Public Works Department
Madras.

Enclo: 6
1 Letter from Mr Wakefield to the Supt of Works Kistna of 20th Apl/80.
1 G.O. (Pension Dept) No 1277 d/ 12 Mar/80
1 G.O. No 2222 d/13th August/74.
1 G.O. No 2289 d/ 9th Sept/74.
1 G.O. No 64 d/9 Jany/73.
1 Service Register

Sir,

With reference to your Memo No 1094 dated 13 Instant, I have the honor to request your consideration of the enclosed letter to me from Mr Wakefield and I trust that in consideration of his length of Service* he will be allowed, if he retires now, the "half pension" to which he would have been entitled in less than 2 years, or at all events a "proportionate pension" of 28/60, of average emoluments in the same way as Special Concessions have been granted to Officers who have had to retire under the recent re-organization.

*26 years and 9 months of which 23 years - 15 days qualifying service above the age of 22.

2. Should neither of these privilege-

be allowed, the misfortune to Mr Wakefield will be very great for not only would he have to fall to $\frac{2}{5}$ of his present pay but his pension when he had served long enough to retire voluntarily would have to be Calculated on the lesser rate of pay and would be very much smaller than he has for many years been justified in Calculating on.

3. I enclose Mr Wakefield's Service Register for your inspection in dealing with this Case, which appears to me to deserve special Consideration.

I have the honor to be
Sir
Your most obedt Servt
C. J. Ewald
Superintendent of Works
Kistna

Compd. MC

1636/33

Memo No 1094 d/ 13 April /80
— 882 17.3.80

From
The Superintendent of Works
Kistna

P.W.D.
26 APR 80
No. 2743

To
The Chief Engineer
P.W.D.

Dated 20th } April /80
Despd 21st }

No. 162 K.S.

[illegible]

Wakefield J. Mr.
Head Clerk of Supdt. of Works Office Kistna.

Requests reconsideration of the Claims of — for personal allowance or the granting of a proportionate pension for the services rendered by him.

Recd 21.5.80. Retd 28.5.80
Ret. 19-5-80 [illegible]
Cir 24.4.80 - Retd 1-5-80
Coty 27-4-80 [illegible]

No. 1636. W.

P. W. D.

Pro: of the Madras Govt.

Under date the 12 July 80

Read the following:-

From the Supdt. of Works Buckingham Canal	(H.C. No. 243 d/ 20th April /80.)
" Supt. Engr. 2nd Circle	(" " 14 d/ 20th — ")
" Do 1st Do	(" " 135 " 15 — ")
" Do " Do	(" " 535 " 14th May)
" Do 2nd Do	(" " 44 " 5th — ")
" Do 3rd Do	(" " 995a " 11th — ")
Supdt. of Works Presidency	(" " 517 " 8th — ")
Do Do B. Canal	(" " 476 " 10th — ")
Do Do Kistna	(" " 294 K.S. " 11 — ")
Do Do Godavari	(" " X " 12 — ")
Do Do Kistna	(" " 162 K.S. " 20th April)

The recent reduction in the numbers of office subordinates employed in the Public Works

Departt

Department and the alteration in their classification from a scale of fixed salaries to a graded scale with annual increments of salary has led to numerous questions regarding the salaries to be drawn by individuals, and it appears desirable that rules should be laid down by which these and similar questions which may arise in future may be decided.

2. The ordinary rule for the transfer of individuals from fixed salaries to a graded scale is that men so transferred shall commence upon the minimum salary of their new grades, but it is not considered that this rule is applicable to the case of a whole body thus transferred nor that its application in the present case would be fair to individuals.

3. The following rules will therefore be followed.

1st. A clerk or draftsman whose salary previous to the recent reorganization was equal to or less than the minimum of his new grade will draw that minimum, and be eligible to the first increment from the 1st April 1881 provided he was appointed to his new grade on or before the 1st April 1880.

Which figures are to stand - 1881 - or 1880 - ?

1880 18?

? 1880

2nd A clerk or draftsman whose former salary was more than the minimum and not more than the maximum of his new grade may draw the salary to which he would have been entitled had he been appointed to the minimum of that grade on the 1st April immediately succeeding the date of his actual appointment or promotion to his former post, and had received the regular increments from such 1st April subject to the following provisos.

(a)

(a). if the amount so arrived at be less than his former salary he will continue to draw that salary until such time as it is exceeded by the minimum of grade plus annual increments calculated as above.

(b) if the amount so arrived at be equal to or more than his former salary, he will draw that salary for the current year and be eligible to his first further increment from 1st April 1881.

(c)

(c) he cannot draw more than the maximum of his new grade.

3rd A clerk or draftsman whose former salary was greater than the maximum of his new grade will draw that maximum *plus* a personal allowance sufficient to make up his salary to that which he formerly drew.

4. This latter rule will apply to peons and lascars the pay of whose posts has been reduced under recent orders; such reduction will not affect ~~[illegible]~~ men employed previous

to

to 1st April 1880.

5. The above rules will take effect from 1st April 1880; their application to individuals will be settled by the Examiner in communication with Superintending and Executive Engineers, lists being submitted to the former officer showing the salary drawn by each individual previous to 1st April last, the date of his appointment to such salary, his present grade, and the salary and personal allowance (if any) to be drawn by

him

him for the current year. Doubtful cases, if any such occur, should be referred to Government for decision.

6. It should be understood that the annual increments provided by the Code are given for approved service only, and that the authority for deciding upon claims to such increments is the authority by whom the original appointment was made; in the case of men coming under the second of the rules in paragraph 3 of this

order

order it is open to appointing Officers to refuse the grant of future increments raising the salary of any individual beyond that which he drew previous to 1st April.

7. Future appointments will in all cases be made to specified grades, and men so appointed will commence on the minima of their grades and count service for increments (subject to the provisions

of

of the last paragraph from the 1st of the month following the date of their actual appointment.

S 27

Obj 30 Apl. / 2.7.80.
P.W. Cir 5.7.80 Rtd 9.7.80 –

PUBLIC WORKS DEPARTMENT.

1636/39

FOR ORDERS.

Seen

2. The enclosed draft refers to the mode of calculating the salaries of clerks under the new scale, concerning which many questions have been received.

3. The case has been complicated by the fact that a considerable reduction in the

numbers of clerks has coincided in point of time with the alteration in the principle of payment from fixed salaries to a graded scale with annual increments; the draft has been drawn up in communication with the Examiner and is believed to provide fairly for all cases.

4. The principle of granting personal allowances to men whose former salaries exceeded the maxima of their new grades has already been accepted by the Honorable Member, but the issue of the order directing its adoption has been delayed with a view to its incorporation in the general order now proposed for approval.

Major R.E.
for Secy: to Government
P.W.D.

5th July /80

FOR ORDERS.

1636/W

Print ? / G

Dated 24-7-80

6/1

Circ 5.7.80 Ptd 9.7.80 -
only ~~2 of 80~~ 39 Phil. Ap 6 K 12.7

For orders

1626/W

Letter from S. of W. Kistna
No 162 K.S. of 20 April

The case [illegible] up is undoubtedly a hard one but any deviation from the existing rules would particularly at the present time establish a very inconvenient precedent.

It has for some time been in contemplation to give technical assistants or Managers of a Higher Class to Supdg Engineers and should on further enquiry Mr Wakefield's qualifications appear to entitle him to a post of this kind when created I shall of course do what I can for him, though

I think the usual course in all cases of reorganisn affecting pay of existing incumbents is to give the individuals a personal allowance equivalent to the loss till it is made good to them. I think this is only equitable & should be maintained. L.K. 1/5

Recr 21.5.80 K 12.7
Circ 29.4.80 - Ptd 1.5.80
27.4.80 Rd 28/5

in the present State of the question no guarantee to this effect could be given

I append a draft order for the H. E.'s approval

RHE

29/4/80

Here enter 5 of W's letter do.

The Government regret that they are unable to sanction a deviation from the ordinary rules in this case

RHE

29/4/80

GOVT. OF MADRAS. } 1880. { P. W. DEPT.

1636/82 SECRETARY.

Chepauk, 19 May 1880.

OFFICE NOTE.

To

Sr.

Personal allowances to Clerks.

Your note of 1st May

Herewith a statement showing all members of office establishments whose present pay is less than that of their former appointments.

2. The statement as made out shows a present aggregate of Rs 2146 against a former aggregate of Rs 2974, being a difference

l Rs 428; but certain rrections are necessary.

In the first Circle the average pay of the various grades has been taken as the "present pay", but as the maximum pay can be drawn when not greater than the former pay, the latter and not the average should be taken as the "present pay".

This increases the present total by Rs 85.

Again in some cases lascars and messengers have been included, which was not intended; the omission of these men would reduce the present total by Rs 246, and the former total by Rs 520.

5. The Superintendent of Works Presidency, has also included two temporary draftsmen, drawing an aggregate present pay of Rs 70 against a former pay of Rs 90. These should be omitted altogether, as the men in question have been discharged from the permanent establishment.

6. The net result is as shown in the enclosed abstract, an aggregate present pay of Rs 1815 against a former pay

of Rs 2364, being a difference of Rs 549.

7. I think however that it is probable that the Honorable Member only means to grant personal allowances to men in the position of the former Head Clerks of the Supdg Engineers' offices, and not to ordinary clerks.

8. Should this be the case the only men to whom personal allowances need be granted are Mr Wakefield, who will receive Rs 120, and Mr Gray, Store Keeper of the P.W. Stores, who will receive Rs 40.

165/114

9. On receipt of instructions on this point the necessary orders will be drafted.

D

Dy: S.

2H.

Abstract

Name of Officer	Present	Former	Difference per month	Remarks
Supg Engineer 1st Circle	640	725	85	
Do 2d Circle	430	574	144	
Do 3d Circle	210	295	85	
Supdt of Works. Buckingham Canal	30	40	10	
Do Presidency	160	200	40	
Do Kistna	185	330	145	
Genl Supdt P. W. Stores	160	200	40	
Total	1,815	2,364	549	

Statement shewing the members of the Office Establishment, of S. Es. and Supdts. of Works, whose present pay is less than what they drew previous to the late reductions.

	Present			Former			Remarks
Name of Individual	Office in which employed	Grade	Salary	Office in which employed	Grade	Salary	
				Second Circle			
Mr. S. C. Castilins —	Clerk - Salem Dn.	III C. – 3rd Gr.	60	Canara Divn.	III – 3rd Gr.	70	
Syed Abdool Razaak —	" Coimbatore	IV – 2nd "	40	S. E. Office, 4' Circle	IV – 1 "	50	
S. Soondram Pillai —	" West Coast	IV – 2nd "	40	Nilgiri Dn.	IV – 2nd "	50	
Mr. A. J. Rozario —	" — do —	IV – 3rd "	30	Calicut Dn.	III – 3rd "	50	
T. R. Moothuvelu Pillai —	Sub Dn. Clerk (W. C. Divn.)	IV – 3rd "	30	Nilgiri Dn.	IV – 3rd "	45	
Mr. S. Sequira	— do —	IV – 3rd "	30	Canara "	IV – 3rd "	40	
V. Kistnasawmy Mudlr.	Draftsman Salem Divn.	II Class	50	S. E. office 4' Circle	I Ct. Draftsman	54	~~No.~~ Rs. 4 first increment claimed from 1 Nov. 80, not yet passed.
P. Parthasarathy Naidu	— do — West Coast Dn.	III Class	30	Wynaad Dn. Office	II " — do —	50	
G. Thumbusawmy Pillai	— do — Coimbatore Dn.	III –	30	Canara Dn.	II " — do —	45	
V. Govindaraja Mudlr.	— do — Salem Divn.	III "	30	Salem "	I " — do —	40	
S. Kistnasawmy Chetty	— do — Chingleput Dn.	III "	30	Chingleput Dn.	I — do —	40	
Ethirajulu Naidu —	— do — North Arcot	III "	30	North Arcot Divn.	II — do —	40	
			430			574	
3 Messengers —	Supg. Engrs. Office	–	18	S. E. Office	—	21	
5 — do —	Divl. Offices	–	30	Divl. Offices	—	35	
9 — do —	Sub Divl. Offices	–	54	Sub Divl. Offices	—	63	
4 Lascars	S. E. Office	–	24	S. E. Office	—	28	
15 — do —	Divl. Offices	–	90	Divl. Offices	—	105	
27 — do —	Sub Divl. Offices	–	162	Sub Divl. Offices	—	189	
			378			441	
Total, 2nd Circle —			808			1015	

P.T.O.

Third Circle

John Pillai	Negapatam Dion. Office	Draftsman 3rd Class	30	Salem Dion. Office	Draftsman 1st Class	40
Ramanatha Row	Extra Officer's Office, Negapatam Dion.	Clerk	15	Negapatam Dion.	Sub Dion clerk	25
Rudrasawmy Naidu	Tanjore Dn Office	Draftsman 3rd Class	30	Tanjore Dion. Office	Draftsman	40
Sama Row	Do	Extra Officer's clerk	15	Negapatam Dn. Office	Clerk 4th C. 3rd grade	17½
W. Sheenevasa Row	S. Arcot Dn. Office	Draftsman 3rd Class	30	Tindivanam Dn. Office	Draftsman	40
Ramanjulu Iyah	Tanjore Dn. Office	Extra ~~Dn~~ Officer's Clerk	15	Tanjore Dn.	Sub Dn. Clerk	25
V. Narayanasawmy Pillai	Trichy. Dion.	Do	15	S. E. Office 5th Circle	Clerk	19½
Gopalasamy Naidu	Do	Do	15	Madura Dn.	Clerk 4th Class 3rd grade	20
Kistna Row	Tinnevelly Dn. Office	Draftsman 3rd Class	30	Do	Draftsman	40
M. Latchmana Row	Do	Extra Officer's Clerk	15	Do	Clerk 4th Class 3rd grade	25
		Total	210		Total	195

16 36 / H 7

Supdt of Works, Buckingham Canal

M. Latchmana Pillai	Buckingham Canal Office	Draftsman 3rd Class	30	Buckingham Canal Office	Draftsman 1st Class	40
Imam Sahib		Lascars	6		Lascars	7
Ramasawmy			6			7
Karpanna			6			7
Sandiappen			6			7
Gulam Alli Beg			6			7
Rungadoo			6			7
Palliah			6			7
Khader Khan			6			7
Varadappah			6	Nellore Dn. Office		7
Shaik Buran			6			7
		Total	90		Total	110

1626

Supt. of Works, Residency

Mr. V. A. Thomas	Resy. Divn.	Clerk, 3rd class, 2nd grade	80	Late S. E. office, 3rd Circle	Clerk, II class, 3rd grade	100	This clerk was graded to II class, 3rd grade in the late S. E. Office, 3rd Circle from 1st Nov. '78, & loses by reduction to the present grade Rs. 40, the maximum pay of the previous grade being Rs. 120.
A. Vardaraja Mudlr.	Do	Clerk, IV Cl. 1st grade	50	Chingleput Dn.	Clerk, III Cl. 2nd grade	60	This clerk was graded to 3rd Class, 2nd grade in S. E. Office, late 3rd Circle from 10th Dec. '78, and loses by reduction to the present grade Rs. 30, the maximum pay of the previous grade being Rs. 80.
S. Ramanjulu Rajoo	Do	Draftsman, 3rd class	30	Residency Divn.	Draftsman 2nd class	40	

Temporary Establishment.

Mr. H. Coghlan	Bangalore Sub Divn.	Draftsman 2nd class	40	Late Bangalore Divn.	Draftsman, 2nd class	50	These two Draftsmen formerly belonged to the permanent establishment
P. Subbraya Mudlr.	Do	Do 3rd class	30	Do	Do	40	
			230			290	

Supt. of Works, Godavari

Nil

P. T. O.

P.W. Store Establishment

1 Gomastah ———	Store-keeper P.W. Stores.	160 P.W. Stores —	200
1 Duffadar	P.W. Stores	8 — do —	9
		Total 168	Total 209

Compiled by [illegible] Mr. Arnold

17-5-80

87/20 No. 244 R. No. 87 of 20.80

GOVT. OF MADRAS. } 187 | 1626/50 { P. W. DEPT.

SECRETARY.

Fort St. George, 22nd April 1880.

OFFICE NOTE.

To C

For opinion—

That the clerks in question as well as others should receive the regular increments is clear enough, but it is not so clear, looking to the complete re-arrangement of office establishments that has lately taken place, from what date they should

In the case of [illegible]

OF 187

6.19/6.80.

commence—

In many cases clerks have been appointed to posts in the new establishment on salaries (being those previously drawn by them) between the minimum and maximum of their new scales— In such cases how should their increments be regulated?

To
Dep. W

L
DW

No. 745

In such cases no increment shd be given till in ordinary course the clerk would have reached the limit of his present pay if appointed on the minimum salary of his grade & reed. the increments thereof. For the principle see Lett A G Cir 6-8/79. Dm 1st

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GOVT. OF MADRAS. } 188 (626/51 { P. W. DEPT.

SECRETARY.

Chepauk, 20th May 1880.

OFFICE NOTE.

To W.

Increment of pay of Clerks and Drafts-men—

It seems desirable that a general ruling should be given upon this subject, so as to avoid the necessity of separate orders upon numerous references—

The case is unfortunately complicated by the numerous alterations and changes of position that have lately taken place—

In the case of [illegible]

Sent back. 15.6.80.

[illegible]

were serving in their present grades or in higher ones, previous to the 1st April 1879, I would suggest that date as the date from which service for increment should be taken to commence. The date is suggested as being the commencement of the 1st official year subsequent to the issue of G.O. No 367 & H. of 18th September 1878.

~~Pers~~ For men appointed under the present arrangements to grades higher than those which they held on the 1st April 1880 (of whom there are very few if any) the latter date would of course be that from which service for increment should be held to commence, and for men subsequently appointed, either the date of appointment, or the 1st of April next following.

There are however a large number of men now serving who previous to the 1st April last were drawing salaries between the maxima and minima of their present grades, and these men continue to draw their former salaries, being somewhat above the minima of their new grades.

In these cases C. consider that no increment should

be given "till in ordinary
course the clerk would
have reached the limit
of his present pay if
appointed on the minimum
salary of his present grade"
but this opinion may be
read in two ways.

It may be taken to mean
1st If appointed on such
minimum on the 1st April last,
being the date on which
all men now in the service
were practically appointed to
their present grades,
or 2nd If appointed on
such minimum on the
date on which he was
actually appointed to his
present pay –

If the first meaning is the

servic[illegible] increment should

are intended to be
conveyed, ~~the~~ scheme
proposed would I think
be unfair –

Take as an instance
a man appointed as
a writer on a salary of
Rs 70 per month, on
the 1st April 1875, and
now transferred as a
Clerk III Class 2 grade –

He has been 5 years in
his present grade, and at
the normal rate of increment
if originally appointed
on the minimum pay, would
draw Rs 60 + 5×4 or Rs 80,
the maximum pay of his
grade; but according
to the opinion expressed
by C (on the supposition

each [illegible] of approved [illegible] now under discussion) he would draw no more than Rs 70 for another three years.

The A. G.'s Circular quoted by C evidently refers to new appointments, and not to the case of men brought on to the graded scale from an ungraded one.

The second way of interpreting the opinion seems the fairest, and I would suggest the following.

" A man who previous to the 1st April 1880 was drawing a salary ~~between~~ greater than the minimum of his former present grade will draw the same salary as he would receive had he been appointed to the minimum ~~III~~ of his present grade on the 1st April subsequent to his appointment to his late salary, and received the regular increments from that date, provided that he shall not draw less than his late salary, unless ~~even then~~ the latter be greater than the maximum of his new grade, in which case he will draw that maximum.—

Examples

A was previous to 1st April drawing Rs 90; he is now appointed to a grade of III Class 2 grade — the maximum of this grade being Rs 80,* he will draw that amount—

---

* The difference between Rs 90 and Rs 80 may be drawn as a personal allowance; this question has been referred for orders—

B was appointed a Clerk on Rs 70 in October 1873, & is now appointed to III Class 2 scale

Minimum pay of scale -- 60
6 increments April 1875
to April 1880 - - - 24
84

B. can draw Rs 80, the maximum of his scale —

C is in a similar position but his appointment on Rs 70 dates from October 1876;
Minimum pay of scale -- 60
3 Increments April 77-80 -- 12
72

C can draw Rs 72

D is in a similar position but his appointment on Rs 70 dates from October 1878
Minimum pay of scale --- 60
One increment - - - - 4
64

which being less than his present pay, he can draw

service for [illegible]ement should

the latter, but can receive no increment till April 1882, from which date he can draw Rs 72 —

If these principles be approved, I will draft an order embodying them —

20.5

31.5.80

Recd. 1869a/24.5.80

1626/5

C

If you have nothing ~~to~~ urge against ~~this~~ view of the Dr. W (I can see no objection to it myself) I will circulate for Govt. approval

~~Atte~~

22/5/80

W

[illegible]/5

(sitting)

0/5

O. 31-5-80.

revise

Each [illegible] of approved [illegible]

31-5-80.

service for increment [illegible]

Pr

No. 256 OSG 27.5.80

Your O N of 22/5/80 (6)

In the Reorganization recently introduced the grades & Classes of Clerks are the same as those previously existing -

The scale of Office Establishment with progressive pay was first introduced it is believed in Sept/78 upon which date all pay was fixed for each appointment -

Under para 6-6 Chap I. New Madras Code which deals with this question it would appear that in the Reorganization 9/78 all men on fixed pay appointed to Classes & grades carrying progressive pay shd have been appointed on the minimum pay of their new appointment & from the date of appointment they shd have drawn the increment of their class & grade for each year of approved service

3.31-5.80

The same principle appears to me to apply to new appointments in the reorganization of /80 -

In regard to men who previously held appointments on progressive pay & who in the reorganization of /80 continue to hold such appointments in the same classes & grades it appears only just that they shd. count their previous service & continue to receive their increments until they reach the maximum of their class & grade. Such men appointed to higher classes or grades shd. commence on the minimum pay of their class & grade & count service for increment from date of appointment thereto. These remarks take it for granted that the clerks have been qualified under existing local rules ~~for~~ so as to be eligible for the indulgence -

These remarks will I trust show that there appears to be no necessity for fresh orders as the Colonial ruling above quoted meets the case.

Dr. W's proposals would I think only complicate the question -

One point only requires to be more distinctly ~~[illegible]~~ understood namely that the authority which appoints is the one to sanction the increments -

Dec

2/5

Dr. W

The view as above explained by the C[illegible] entirely [illegible] to be strictly in accordance with the Code rules; but I do not see sufficiently whether in specific cases it would prove to bear hardly.

Probably the best way of dealing with the case will be to accept this as the guiding ruling, treating as exceptional any case of peculiar hardship and obtaining a specific order on it.

28/5/80

W.

The difficulty, which C has overlooked, lies in the fact that the grading ordered by the reorganisation of October /78 was never really carried out, the officers being for the most part

* I see now that even this was only very partially done - D 1.6

brought to the new scale * as regards cost only and not as regards numbers, the result of which was that the vast majority of the clerks were never graded at all, but simply continued to draw their former salaries.

In the last reorganisation we have avoided this by bringing the establishments to the sanctioned scale as regards both numbers and cost, and discharging the superfluous hands instead of keeping them on "until absorbed" as was done in 1878.

We may therefore for practical purposes ignore

16/9

C. 31-5-80

the 1/78 proceedings altogether, and consider the progressive scale as having been introduced from the beginning of the year-

It appears to me that a man's service for increment ought to commence from the date of his appointment, and not from the date of the introduction of the progressive scale; surely it is unfair that a man who has been drawing a fixed salary, say Rs 70, for ten years, ~~and~~ should be in no better position as regards his advance towards the maximum of his new grade than one who was appointed to the same salary the day before yesterday-

The Code can hardly be held to decide the question, as it assumes a graded establishment to be already in working order, and the occasional transfer to it of individuals from a non-graded establishment, but does not deal with the existing case of the transfer of an entire establishment from a scale of fixed salaries to a graded scale-

The principle of commencing service for increments from the 1st April each year is based upon obvious motives of practical convenience, and the general rules proposed by me are simple and easily ~~intelligible~~ intelligible, and would certainly ~~be~~ cause less complication than the course proposed by C.-

That some distinct general ruling is required is clear from the applications for orders which are being received, and I confess that I do not see my way to embodying C.'s views in an intelligible draft.-

It will probably be desirable to combine the orders upon this matter with those on the subject of personal allowances to clerks, the papers regarding which have just come to hand, and I will therefore detain the orders regarding the latter till I receive your instructions on the question now under consideration -

1636/61

D
31.5

C

Have you anything to note on the above which you think should be considered in deciding the case? 1/6/80 H

Dir

No 44 O.I. 14/6/80

Dr. W. states that the reorganization of '78 was never really carried out. This is in direct opposition to what I understood to be the case & it appears strange that a reorganization ordered by Govt. shd. not have been carried out. However, supposing the case to be so, it would materially alter the case & there may really be a difficulty which I do not see. Perhaps the best plan would be for Dr. W to draft the G.O. he wishes to be issued so that we may see exactly what he wishes. & it may be more easy then to judge whether they can be carried out consistently with existing rules.

Dir
12/6

Dr. W.
Please draft the proposed order as suggested by the C
15/6/80

W.

Herewith the draft G.O. — 1628/62

When I said that the reorganization of 1878 was never really carried out, I alluded only to the office establishments, and the last part of para 28 of the order directing this reorganization sufficiently explains why it was not. The order in question is put up for your perusal.

You will see that as regards future appointments I propose to count service for incre=

ments from the 1st of the month following date of appointment, and not from the 1st of April as suggested in my note of 31st May - The saving of trouble by the latter course would not be great, and it would occasionally press hard on individuals -

I have combined with this, the order regarding personal allowances, in accordance with the Hon. Mr Huddleston's ruling -

Note No. 58 C.T. d/ 24.6.80

18.6

C

You had better see this draft before circulation It seems to me correct Please return soon

21/6/80

Office Note No. 61 C.T. d/24th June/80

To W.

1636/43

Paras 1 and 2 of the proposed G. O. appear unobjectionable, but as regards para 3, it is thought that the following addition should be made at end of rule 1st,

"Provided he was appointed
"to his new grade on or
"before 1st April 1880."

Rule 2nd appears inadmissible, inasmuch as the effect of it will be that mostly all the clerks and draftsmen will, on being brought on to the new scale, at once draw the maximum of their new appointments and this I think cannot be allowed* without the special sanction of the Govt. of India.- If these proposed rules are to stand with some modifications, I would suggest an additional proviso to rule 2nd. to be inserted between provisos (a) and (b), viz:

"If the amount so
"arrived at be more
"than his former
"salary, he will
"continue to draw his
"former Salary and
"receive his next
"increment one year
"after date of nomina-
"tion to new appointment."

Para 4. It will be almost impracticable for our office to exercise any proper check on the pay of peons and lascars.- The higher, i.e. the former rate of pay may always be drawn for all the peons of a Division, and it will not be possible for our office to know whether the rate thus drawn is right or wrong, as no names of menial servants are required to be given in Salary Bills.

Para 5.- The examples referred to hardly appear necessary.- If the additional proviso to rule 2nd. suggested above, is agreed to, the rules it is thought will be sufficiently clear and will not need any illustrative examples.-

Para 6. Last clause appears inadmissible with reference to remarks made above about Rule 2.

Para 7. Necessary and in accordance with existing rules.—

DM
24/6

C.
24/6

GCD
24/6

W.F.
24/6

D. W 16/6

I will discuss this with you on my arrival in Madras

Some of the additions noted by Major Lewis are clearly necessary but I am not sure as to whether his objection to para 2 is well founded

I understand him to say that it will not answer to allow clerks simply because they have been appointed for some years to step into the maximum salary although their pay at the moment is much lower than that I do not think that you mean them to jump in this way to

prom[illegible] scale of pa

advantages they have no claim to — they would in fact gain very considerably if given lower salaries than they have been in receipt of merely from the circumstance of coming on probationary pay, consequently if we arrange that they shall commence at as much as the pay they are now in receipt of they can have no reasonable cause of complaint

27/6/80

JW on arrival

W

1626/66

I am willing to accept the proposed additions to rules 1 and 2 para 3, but the wording of the latter is a little awkward, and I would specify the date of 1st April 1881 instead of "one year from date of nomination", the clause would then run thus

"If the amount so arrived at be more than his former salary he will draw that salary for the current year, and receive his first further increment from the 1st April 1881" —

With regard to Co's remarks in para 4, Mr Huddleston

fr a scale of fixed

been already decided
peons
that clerks and [illegible]
are to draw their former
pay; the clerk must
be kept to S. E. and
E. E.'s if C. cannot exercise
it. The sum at issue is
not large, and the in=
convenience, such as it is, of
the C.'s office not being
able to check the numbers,
must be faced. I confess
for my own part I should
like to see the old rates
reverted to. Rs 7 is not
too much for respectable
men of the lower class.

I agree that the examples
in para 5 are unnecessary
and may be omitted.
The last clause of Rule
6 may also, as suggested

by C.; not that it
is "inadmissible" but
"unnecessary". 1626/67

If you consider that
the question may now
be taken as settled so
far as the Secretariat is
concerned, I will have
the order rewritten and
sent up to the H. M.
for approval.

D
29.9

Agreed — It is
hardly necessary now
to raise the debatable
question of giving Rs 7
to lascars tho' it may
possibly be taken
up later on.
The examples might
be omitted

30/6/80

a scale of fixed

Public Works Deptt

Proceedings of the Madras Government. 16/68

Read the following papers

From the Supdt of Works Buckingham Canal. N. E. No. 243. 20th April/80
Supg: Engr Second Circle — " — " 14 – 20th — " —
Do. Do First — Do — " — " 135 – 15 — " —
Do. Do — " — Do — " — " 535 – 14th May — "
Do. Do Second – Do — " — " 44 – [illegible] " —
Do Do Third — Do " " 995 – 11 — " —
Supdt of Works Presidency — " — " 517 — 8 — " —
" Do B. Canal — " — " 476 – 10 — " —
" — Do " Kistnah — " — " 294 K.S – 11 — " —
" — Do — Godavari — " — " x — 12 — " —
" — Do. of Kistna — " — " 162. K.S – 20 April

The recent re:duction in the num:bers of Office Sub:ordinates employed in the Public Works Deptt and the alteration in their classification from a scale of fixed salaries to a graded scale with annual increments of salary has led to numerous questions regarding the salaries to be drawn by individuals, and it appears desirable that rules should be laid down by which these and similar questions which may arise in future may be decided

2 The ordinary rule for the transfer of individuals from fixed salaries to a graded scale is that men so transferred shall commence upon the minimum salary of their new grades, but

it is not considered that this rule is applicable to the case of a whole body thus transferred nor that its application in the present case would be fair to individuals -

3 The following rules will therefore be followed.

1st. A Clerk or draftsman whose salary previous to the recent reorganization was equal to or less than the minimum of his new grade will draw that minimum, and be eligible to the first increment from the 1st April 1881 provided he was appointed to his new grade on or before the 1st April 1881 -

2nd. A Clerk or draftsman whose former salary was more than the minimum and not more than the maximum of his new grade may draw that salary to which he would have been entitled had he been appointed to the minimum of that grade on the 1st April immediately succeeding the date of his actual appointment or promotion to his former post, and had received the regular increments from such 1st April - subject to the following provisos -

(a) - if the amount so arrived at be less than his former salary he will continue to draw that salary until such time as it is exceeded by the minimum of grade plus annual increments calculated as above -

(b) If the amount so arrived at be greater or more than his former salary, he will draw that salary for the current year and be eligible to his first ~~[illegible]~~ further increment from 1st April 1881 —

(c) he cannot draw more than the maximum of his new grade) -

3rd A Clerk or drafts=man whose ~~per~~ former salary was greater than the maximum of his new grade) will draw that maximum plus a personal allowance sufficient to make up his salary to that which he formerly drew —

4 This latter rules will apply to Peons and lascars the pay of whose posts has been reduced under recent orders; such reduction will not affect present men employed previous to 1st April 1880 -

5 The above rules will take effect from 1st April 1880; ~~the examples attached~~

~~attached to this order~~,
~~will explain their working~~
~~in any particular case~~,
~~and~~ their application
to individuals will be
settled by the Examiner
in communication with
Superintending and
Executive Engineers, lists
being submitted to the
former Officer show-
ing the salary drawn
by each individual
previous to 1st April last,
the date of his appoint-
ment to such salary,
his present grade, and
the salary and personal
allowances (if any) to
be drawn by him for
the

the current year.

626

Doubtful cases, if
such occur,
any ~~by~~ should be referred
to Government for de-
cision.

6 It should be un-
derstood that the an-
nual increments pro-
vided by the Code
are given for approved
service only, and that
the authority for de-
ciding upon claims
to such increments is
the authority by whom
the original appoint-
ment was made; ~~in~~
~~the case of men~~
~~coming under the~~
~~second of the rules~~

ptd

~~[illegible]~~

~~in para 3 of this order~~ it is open to appointing Officers to refuse the grant of future increments raising the salary of any individual beyond that which he drew previous to 1st April.

Stet

7 Future appointments will in all cases be made to specified grades, and men so appointed will commence on the minima of their grades and count service for increments (subject to the provisions of the last paragraph) from the 1st of the ~~month~~ 16/9 following the date of their actual appointment.

19.6

21/6/80

Examples

Examples.

1636/23

A Clerk drawing Rs. 70 per month previous to the 1st April 1880.

1st If appointed to the III Class 1st grade or any higher grade; will draw the minimum of each grade, and be eligible to the first increment from 1st April 1881

2nd If appointed to the III Class 2nd grade.

(a). If appointed to his former post (on Rs. 70) later than 1st

1st April 1877 will draw
Rs. 70 -

(b). If appointed to
his former post before
1st April 1876 may
draw (with the approval
of the appointing Officer)
Rs. 80 -

If appointed between
the above dates, Rs. 72
or Rs. 76 as the
case may be -

3rd If appointed to
the III Class 3rd grade
or any lower grade;
will draw the maximum of such grade
as "salary" and the
difference between this
maximum

maximum and Rs. 70, as (personal
allowance) -

Print as corrected

8

Cir. 21.6.80

P.W. Dept a

167/25

Office Note by the Under Secy to Govt., P.W. Dept, dated 19th May 1880.

For orders

Circulated with reference to the Hon'ble Member's remarks of the 1st May.

Rich. H. Sankey Col. R.E.
Secy to Govt. P.W.D.

21st May 1880

I think the usual rule sh'd be applied to all alike excluding Head Clerks.

26/5

The H.M. decided in Council that Lascars were to be included — but not the two tindals & Draughtsmen

28/5/80

23/10/06

Govt. of [1880] Madras.
PUBLIC WORKS.

147

To

Dated

Issued

Recd. Encl.

G.O., 12th July 1880, No. 163

No.

Office subordinates of the Public Works Dep

Rules to be obser in future in deciding questions which may aris from the introduction of th grade of scale with an-nual increments of sal for —

160/20