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86 (2) Date of repair

(3) Initials of the Referencer

TAMIL NADU ARCHIVES

GOVERNMENT OF TAMIL NADU

JWD. DEPARTMENT

G.O. No.
B.P. No.

1291

Press.
Mis.

Dated

23. 5. 1884 197

Not to be folded or roughly handled

18 ✓
Beey

No 4577

GOVT.
OF MADRAS.

1884.

P. W.
DEPT.

SECRETARY.

Chepauk,

10th March

1884.

OFFICE NOTE.

To

No Copy
C

E M
129/10/5

It is laid down in
para 109 of the P.W. Code
that all Soldier Students
who pass successfully out
of the Civil Engineering College
will be attached to the P.W.
Department as Apprentice
Overseers 1st grade. This is not
in accordance with the
views of Government as
expressed in the following Nos.

No 2862. W. & P. No 16 Nov 81

136

Appointments to the
Department must be
limited to vacancies,
existing or prospective.
Please submit a draft
Standing Order modifying
the Code accordingly.

Under para 113, passed
apprentices are to be ap-
-pointed permanently to
the Department with the
rank and pay of Overseers
of the 1st grade, should
they pass their year of
probation in a satisfactory
manner. Under this
arrangement, all 2nd &

grade Overseers, of whatever
length of service, are super-
-seded year by year. This is
a grievance which should
it is thought be remedied.
It has occurred to me
that the difficulty would
be overcome if, instead of
being appointed direct to
the 1st grade, Soldier Students
were, after going through the
apprentice course, brought
in at the bottom of the 3rd grade,
and thereafter promoted in
their turn - a personal al-
-lowance equivalent to the
difference between the pay

12/ JLS

No 569 D ay 22-3-82
 " 457 D ay 10-3-82
 G.P. 1361 W ay 9-5-83
 G.P. 3976 W ay 30-3-83
 " A 580 W ay 22-2-83
 " B 521 W ay aa
 " 521
 " A 108 W ay 11-1-83
 " B 3055 W ay 18-11-82
 " 3008 W ay 14-11-82
 " 2722 W ay 18-10-82
 " 2184 W ay 24-8-82
 " 2183 W ay aa
 " 1512 W ay 16-6-82
 " 1336 W ay 29-5-82
 " 673 W ay 16-3-82
 " 2862 W ay 16-11-81
 " 2733 W ay 4-11-81
 " 2703 W ay 2-11-81
 " B 17 W ay 6-10-80

2. The existing strength of
overseers compared with sanctioned
scale is as follows:-

Scale. Existing strength.	
1st. Grade	28
2nd. Grade	28
3rd. Grade	36

72 97
Dec

6
3/12

No. 732 ⁷
GOVT. } 1884. { P. W.
OF MADRAS. } DEPT.

SECRETARY.

Chepauk, 16th April 1884.

129/4 OFFICE NOTE. R. M. 24.
17. 4. 84

To

C.

pp5-bante

Your office note No. 19
dated 8th April 1884.

What do you
say to the following solu-
tion of this difficulty?

Our present sanctioned
scale of overseers is:—
1st Grade — 28.
2^d — " — 28
3^d — " — 36.

Now supposing there to be
10 casualties annually and
no Military Students to be
admitted into 1st grade direct,
the 2nd grade overseers would
all be promoted to 1st in 3
years, and the 3^d grade to
2nd grade in about 4 years.
The vacancies must vary.

the above are sufficiently correct for our calculations.

What we have then to arrive at is, admitting 5 Military Students annually to 1st grade, to establish the grades in a proportion which will insure the 2nd and 3rd grades being promoted in above periods. This will be attained by.

57 — 1st grade.
15 — 2nd grade.
20 — 3rd grade.

and we can reach and finally remain at this proportion in the manner I have already indicated.

Thus if we absorb our 5 Military men this year and increase our 1st grades by a corresponding number, we will have.

Present

129 1/2 9

Present Scale.	1st grade.	2nd grade.	3rd grade.
	28	28	36
1884 - 85	33	28	310
1885 - 86	38	28	26
1886 - 87	43	28	21
1887 - 88	48	24	20
1888 - 89	53	19	24
1889 - 90	57	15	20

In 1889 there will be an excess of \$0900 in cost over that of our present subordinate establishment. This is not too much to pay for relieving some 60 civilian subordinates from what must be admitted to be a real injustice.

This will not result in eventually bringing all overseers to the 1st grade. The permanent scale will be 57-15-20 and to fill the 10 annual vacancies, 5 Military Students will be brought in to the 1st grade and 5 civilians to the 3rd grade.

The latter will be able to reach the 1st grade in 7 years which I take to be

a reasonable average
period.

I shall be glad of
your early opinion on above,
as the question is one which
calls for an early settlement.

An effect the proposal
will of course have will be
to slacken the flow of
promotion from Officer
1st grade to Superior class.
That, however, will tell
mainly against the Military
subordinates, who perhaps
hitherto have had too
much in their favour.

Cy.

Sy W.

4023172876-10-80
2713W 2-11-81
2733W 4-11-81
2862W 16-11-81
673W 16-3-82
1336W 29-5-82
1512W 16-6-82
2183W 24-8-82
2184W 18-10-82
2712W 14-11-82
3008W 11-1-83
40305W 11-1-83
571W 22-2-83
572W 22-2-83
580W 22-2-83
976W 30-3-83
1361W 9-5-83
1157W 10-3-84
569W 22-3-84
732W 16-4-84

KEEP WITH

Genl. No.

dated

18

Circ 7/5 Retd 13/5.

P.L.S. 89/4. Recd 13/5.

Resubmitted to 5-5-84

21/1/84

[Exr. Wks. Form No. 111.]

GOVT.
OF MADRAS.

1884.

{ P. W.
DEPT.

EXAMINER, P. W. ACCOUNTS.

Madras,

April - 18th 1884.

OFFICE NOTE No. 39

To

To Dy. W.

Your proposal will I think
answer so far as it goes. As I
understand it, your assumption is
that 5 Military Students are
absorbed annually in the 1st. grade,
and that there are 10 casualties
in that grade annually.

2. The progress of promotion
according to the varied scale
you propose will be as follows:-

The 28 present (83-84 scale)
2nd. Grade men will be all
1st. Grade in the 86-87
scale.

The 36 present (83-84 scale)
3rd. Grade men will be all
2nd. Grade in the 87-88
scale and all 1st. Grade
in the 91-92 scale.

The new 3rd. Grade men appointed
in 84-85 scale would be
2nd. Grades in 88-89 scale
and 1st. Grade in 91-92
scale.

3. The pencil alterations I
have made in your scale result from
your promoting 10 instead of 8
(balance of the 28) on the 86-87

scale.

12

4. I think it possible however to forecast a scale based on probabilities, or rather on possibilities, as to casualties, for according as the vacancies are in one or another grade your scale must vary for each year according to circumstances. Supposing the casualties to be 5 in each of the two higher grades, according to your plan, 5 Military would be taken on, and 5 2nd. Grades promoted to 1st. Grade, the scale being 33: then 10 3rd. Grades would be promoted to 2nd. Grade, and the scale would be 38: 5 new men would be put in as 3rd. Grade and the scale would be 31.

5. I expect you will be obliged to reconsider the scale from year to year.

DCZ

C.

18/4

D.W. 13

129/14
23.5.84

I am prepared to recommend adoption of your scheme. I understand that C admits it to be within the competence of this Govt. to alter the number of the three grades of Officers, so long as the sanctioned total is not exceeded.

On this understanding, please put the proposal into the necessary shape for submission to Govt., explaining the reasons which have led up to it.

129/14

24-4-84

To W

Submitted.

C.S.

5-5-84

129/14

24-4-84

To Mr. 14 - Ans 335
 MS. 335
 Promotion of 2nd and 3rd
 grade officers. — 12/8

On this subject please read my
 office note of 17th to C, and his
 reply thereto. (14-7-12 ante)
 The corrections alluded to in his
 3, are not necessary in my opinion
 at any rate they have no bearing on
 the principle I propose to establish
 which is simply to increase annually
 the proportionate scale of 1st grade
 officers by the number of military
 students brought in, and thus avoid
 blocking the promotion of deserving
 2nd + 3rd grade officers.

My suggestion of 10 annual cadets
 in 1st grade & of 5 military students
 admitted annually was simply as an
 illustration of the procedure to be
 followed. The scale (or rather proportion)
 for the total is not to vary) must necessarily
 vary year by year, with the cadets
 and admissions found advisable, but
 the aim each year would be to
 minimise the injustice which the
 2nd + 3rd grade men must suffer
 under the existing system.

Let us now consider what should
 be done this year.

In 1883 6 military men were
 brought in, of whom 2 have since
 been remanded, leaving 4 (Theodore
 Donahue, Rude, Turner) who have
 been absorbed. Now, if these 4 military
 men had not been appointed, 4 2nd
 grade officers of very long standing

12/8

0

The Department could have
 4 3rd grade Messrs
 long standing would have
 their places. In some hands
 thus inflicted on 8 (probably)
 all subordinates.

I now propose that the proportion
 of 1st grades be fixed at 32 from
 July 1883 + that the 4 best 2nd
 Messrs be promoted with effect
 from that month.

The 4 best 3rd grades to go up at
 the same time.

We have at present on our Roll
 only 2 military apprentices (Coydon
 + Alford). They will in ordinary
 course come on to the permanent
 establishment in July next. Immediately
 they are absorbed into 1st grade, the
 proportion of that grade should be
 fixed at 32 + 2. The injustice
 which bringing them in would otherwise
 cause will then be avoided.

This, I hope, explains the procedure
 I propose for adoption. Under the
 present system the 2nd + 3rd grade
 Messrs have been unfairly treated,
 the injustice ought to be rectified as
 far as possible.

Ed

21-4-94

This will not result in eventually
 bringing all Messrs to the 1st grade.
 The permanent scale will be 57-15-20
 to fill the 10 annual vacancies 5 half
 Messrs will be brought in to the 1st grade
 + civilians to the 3rd grade.
 The latter will be able to reach the
 1st grade in 7 years which I take to
 be a reasonable average period.

I shall be glad of your early
 opinion on above, as the question is
 one which calls for an early settlement.

Ed

29/4

11-4-94

Can effect the proposed rule of course
 have wise to slacken the flow
 of promotion from Messrs 1st grade to
 Superior class. That, however, will
 tell mainly against the military
 subordinates, who perhaps without cause
 look too much in their favour.

Doyle

[Office copy of
 page 7-10 ante]

No. 732 Dapp. T.O. 1884
To E Your. O. N. No. 19 of 18th April 1884

What do you say to the
following solution of this difficulty?
Our present sanctioned scale of
Officers is —

1st grade — 28
2nd — 18
3rd — 36

Now supposing them to be 10 smaller
annually + no military students to
be admitted into 1st grade direct
the 2nd grade Officers would all be
promoted to 1st in 3 years, and the
3rd grade to 2nd grade in about 4 years.
The vacancies must vary, as the above
are sufficiently correct from calculations.

What we have then to arrive at is,
admitting 5 military students annually
to 1st grade, to establish the grades in
a proportion which will ensure the 2nd
+ 3rd grades being promoted in above
periods. This will be attained by

57 82 — 1st grade
15 — 2nd —
30 75 — 3rd —

and we can reach + finally remain
at this proportion in the manner I
have already indicated.

Thus, if we absorb our 5 military
men this year + increase our 1st grade
by a corresponding number, we will have

Present scale — 1st grade — 2nd grade — 3rd grade

	28	18	36
1884-85	33	28	31
1885-86	38	28	26
1886-87	43	28	21
1887-88	48	24	20
1888-89	53	19	20
1889-90	58	15	20

In 1889 there will be an excess of Rs 900
in cost over that of our present subordinate
establishment. — This is not too much
to pay for securing some 60 civilian
subordinates from what must be admitted
to be a real injustice.

E. W. No 732 Dapp. T.O.

P. W. DEPARTMENT.

Read the following:—

129/10

Memorial from V. Seshramaniya Sastru, Overseer, 3rd
grade, North Arcot Division, dated 27th January 1884.

Endorsement thereon by the Supg. Engr. IV Circle No. 84 E.W.
dated 12th February 1884.

FOR ORDERS.

Under para 113 of the

I think it is most
desirable that some
arrangement should
be made to obviate the
hardship caused to
deserving subordinates
of the 2nd + 3rd grade by
their promotion being
blocked in the manner
indicated but I don't
quite understand
what will be the financial
effect of that proposal.
Will not adding four
to the 1st grade and reducing
the 3rd grade by the same
number cost more
money and have
be paid without reference

P.W. Code, which is based
on a corresponding para in
the Govt. of India Code,
passed Military Students
of the Civil Engineering
College, who have satisfac-
torily undergone their one
year of apprenticeship, are
brought on the permanent
Upper Subordinate Estab-
lishment of the P.W. D.
in the first grade of overseers.

FOR ORDERS.

Under this arrangement, all second and third grade overseers, of whatever length of service, are superseded year by year. If the Upper Subordinate Establishment were at its normal strength, the number of casualties would probably admit of the promotion of a certain proportion of second & third grade overseers, notwithstanding the direct appointment annually to the first grade, of passed Military Students, as guaranteed in rule 8, appendix D, of the Code. At present however the establishment is in excess of scale; and as the period within which the Supernumeraries

to India to alter the strength of grades and (if my suggestion is correct) incur additional expenditure on establishments? *H.S.*
11/5 *Kindly note below*

The Examiner, who has been consulted, considers that the Local Government have power to alter the grades, provided the total number of overseers is not exceeded.

The present cost of the establishment is Rs 720 per mensem. The proposals now made will involve an annual increase somewhat as follows.

In 1883-84	Rs 7360
1884-85	7440
1885-86	7600
1886-87	7760
1887-88	7880
1888-89	7980
1889-90	8060

see over *W*
13-5-84

Very good - I quite approve the scheme if there is no doubt on the point raised by me *H.S.*
18/5

^{129/11}
Supernumeraries can be absorbed, will be prolonged by the annual appointment of Soldier Apprentices, all hope of promotion for second and third grade overseers is effectually cut off. The hardship thus inflicted is prominently brought to notice in the accompanying memorial from V. Sooramanian Sastri, Overseer 3rd grade, and it is thought that some remedy should be applied.

After much consideration of this difficult question, and full discussion with the Examiner P.W. Accounts, it would appear that the best way of affording

affording the desired relief,
and regulating the flow of
promotion, would be to

increase annually the pro-
portionate scale of first grade
overseers by the number of
Military Students brought
on to the establishment;
i.e. whenever a number of
passed Military apprentices
are brought on the permanent
strength of the department
as Overseers first grade, the
scale of that grade should
be at once increased by an
equivalent number, and
the third grade reduced
to a corresponding extent.

The present sanctioned
Scale of Overseers is as
follows:—

1 st grade	— 28
2 nd grade	— 28
3 rd grade	— 36
<u>Total</u>	<u>92</u>

1291/812

Para 37 of the P. W. Code,
however, does not fix any
scale for this class, and it
is clearly within the power
of the Local Government
to alter the numbers of the
three grades in any manner
considered desirable, so
long as the sanctioned total
is not exceeded.

In the year 1883, six
Military men were brought
on as Overseers first grade,
two of whom have since
been remanded to Military
duty, leaving four still
on the list. If these four
men had not been
appointed,

appointed, four second grade overseers of long standing in the department would have been promoted to first grade; and four third grade men, also of long standing, would have been promoted to second grade. A grave hardship was thus inflicted on eight (probably) old and deserving Subordinates.

It is now proposed that the proportion of 1st grade overseers be fixed at 32, with effect from July 1883; and that the four best second grade overseers be promoted to 1st grade, with effect from that date. The four best third grade men will then go up to second grade at the same time, their places remaining

remaining unfilled. The scale will then be:-

1 st grade	—	32
2 nd grade	—	28
3 rd grade	—	32
Total		<u>92</u>

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13

There are at present only two Military apprentices undergoing practical training, and these men will in the ordinary course come on to the permanent establishment in July 1884. Immediately they are absorbed into the first grade, the proportion of that grade ^{will} ~~would~~, under the present proposals, be raised to $32 + 2 = 34$, and the number of the third grade ~~would~~ be reduced to 30. The injustice

injustice which their
appointment would other-
wise inflict ^{will} ~~would~~ thus
be avoided.

1881
It will be seen
that, under these proposals,
the numbers of the three
grades will necessarily
vary year by year; but
the aim ^{will} ~~would~~ be ^{attained} ~~to~~
minimise the hardship
which the second and
third grade men must
suffer under the existing
system.

The sanction of Govt.
is solicited to the adoption
of this scheme

7-5-84
Wm. M. M. M.
Col. R. E.
Chief Engr & Secy to Govt. P. M.

En
Ct.
5-5-84

1291
14

1257
41

Mr Hon H.S. Sullivan

For orders
Please draft order accordingly
W.
17-5-84

145. 37/4 Cio 7/5 Ret 6/3/5
Recd 13/5
C. 6-5-84

From order



No. 12912

1291W

Genl
Estab

Public Works Department

Proceedings of the Madras Government

Under date the 23rd May 1884

1291/15

Under para 113 of the
P.W. Code, passed military
students of the Civil Engineering
College who have satisfactorily
undergone one year's apprenticeship
are brought on the
permanent Upper Subordinate
Establishment of the P.W. Dept
in the first grade of Overseers.
^{By}
~~Under~~ this arrangement, all
second and third grade Overseers
of whatever length of service,
are superseded year by year.
If the Upper Subordinate
Establishment were at it

normal strength, the number
of casualties would probably
admit of the promotion of a
certain proportion of second and
third grade Overseers, notwith-
standing the direct appointment
annually, to the first grade,
of passed military students.
At present, however, the estab-
lishment is in excess of scale,
and as the period within which
the supernumeraries can be
absorbed will be prolonged
by the annual appointment
of soldier apprentices, the
promotion of second and
third grade Overseers is
most injuriously retarded.

After careful consideration
of this question, and
discussion with the Full
Examiner

1291
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P.W. Accounts, it would appear
that the best way of affording
relief, and regulating the
flow of promotion, would be
to increase annually the
proportionate scale of first
grade Overseers by the number
of military students brought on
to the establishment, i.e. whenever
a number of passed military
apprentices are brought on
the permanent strength of the
department as Overseers first
grade, the scale of that
grade should be at once
increased by an equivalent
number, and the third grade
reduced to a corresponding
extent.

The present sanctioned
scale of Overseers is as

follows:—

1st grade 28

2^d — " — 28

3^d — " — 36

Total 92

129/1
81/1

In the year 1883, six military men were brought on as Overseers first grade, two of whom have since been remanded to military duty, leaving four still on the list.

The proportion of first grade Overseers will accordingly now be fixed at 32, with effect from July 1883; and four promotions from the second and third grades will be made from that date.

The scale will then

be:—

be:—

1st grade 32.

2^d — " — 28.

3^d — " — 32

129/1
81/1
Total 92

There are at present only two military apprentices under-going practical training, and these men will, in the ordinary course, come on to the permanent establishment in July 1884. Immediately they are absorbed into the first grade, the proportion of that grade will be raised to $32 + 2 = 34$, and the number of the third grade reduced to 30.

Under ^{the} arrangements now sanctioned, the numbers of the three grades will nee

every year by year; but a
reasonable flow of promotion
to Overseers of the lower grades
will be secured.

III
20 5-54

1/25/81

WRS m

Σ
M. 1/25

Aspty Engineers ✓
Consy Architect to Govt ✓
Genl Suptt S.W. Workshops ✓
Chief Insp for Spruce ✓
Examiner M. M. ✓
Educational Dept.

24/15/81

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81

G.O., 23 May 1884, No. 129/77