(1) பக்கங்களின் எண்ணிக்கை 46
(2) புதுக்கித் திருப்பிய நாள் 20.7.88
(3) ஆதாரங்குறிப்பவர் சுருக்கொப்பம்

தமிழ்நாடு ஆவணக் காப்பகம்.

தமிழ்நாடு அரசு

பொதுப்பணித் துறை

அரசாணை எண்.
மு. கோப்புத் தாள் எண். 1895-W
அச்சகம்
பலவகை

நாள் : 4.8.1884 ~~198~~ .

மடிக்கவோ கண்டபடி கையாளவோ கூடாது

இ.பி.

4TH AUGUST 1884, No. 1895 W., PUBLIC WORKS.

1895 W

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

READ—the following papers :—

From Colonel J. BEATTY, R.E., Superintending Engineer, IV Circle, to the Chief Engineer, Public Works Department, through the Examiner, Public Works Accounts, dated Coimbatore, 23rd June 1884, No. 309 E.W.

I have the honor to report on the matters specially referred to in paragraphs 3, 4 and 5 of G.O., No. 1004 W., of 18th April 1884.

2 Copies of Executive Engineer's letters, Nos. 138 and 56, of 25th October 1882, and 2nd May 1884.
2 Statements.
1 Statement of changes.

2. *Imprests—Paragraph* 3.—The imprests have been reduced within the limit of Rs. 1,000 allowed by the Public Works Code. The Executive Engineer at present makes only a portion of the payments, and as he has much work of designing and estimating to attend to, in addition to considerable amount of correspondence and accounts, as well as inspection of works, it is desirable that, at least as a temporary measure, he should be relieved of payments to work-people as far as practicable.

3. *Stock Accounts—Paragraph* 4.—The amount of stock on 31st March was Rs. 36,329-5-2. But this includes land and kilns at the Lake Brickfield, which it had been supposed would be treated in the accounts under a separate head until the outlay had been charged off to works.

4. The charges for land and kilns up to 31st March had been as follows :—

	RS.	A.	P.
(1) Sheds	8,727	8	7
(2) Brickfield including Trench kiln	7,999	10	0
(3) Materials for a Hoffman's kiln	2,306	1	7
Total ...	19,033	4	2

5. It will therefore be necessary to have the limit of stock temporarily increased to Rs. 37,500, or to obtain sanction for a special allotment for land and kilns, Lake Brickfield, of Rs. 20,000.

6. I may mention that the item of "Stock" includes about eight lakhs of bricks in hand at Wellington Brickfield, which can be at once transferred, at Rs. 12 per thousand, which is about their actual cost, to the Wellington Church or Bakery * as soon as either of those works has been sanctioned, thus reducing the value of stock by Rs. 9,600.

* Revised estimate ready; will be submitted immediately.

7. The materials prepared for the Hoffman's kiln are also being transferred to other works as opportunity offers.

8. And the price of bricks at the Lake Brickfield has been fixed with the view of recouping the original outlay on land and kilns within five years by charges to works.

9. *Division Office Establishment.*—I send herewith copies of letters from the present Executive Engineer and his predecessor, Captain Rawson, R.E., in regard to the best means of improving the efficiency of the office, which really means how to secure and retain the services of thoroughly qualified men.

10. As remarked by the Examiner, the East Indians and natives of whom our office establishments are chiefly composed "dread the climate" and take up employment at Ootacamund most unwillingly; it is therefore necessary to offer sufficient pay as an inducement to competent men to apply for service in the Executive Engineer's office and remain there.

11. Captain Rawson thought the pay should be on the same scale as that given to the Secretariat clerks. Mr. Larminie proposed a system of promotion in the division office, which I think impracticable.

12. I have therefore prepared and herewith submit two statements, one showing the changes that have occurred in the division office since it was constituted in 1882, and the other the rates of pay I consider necessary to ensure efficiency. I may further mention that there is not a man in that office now who would not gladly exchange to the plains if a convenient opportunity offered. There is discontent and there is inefficiency, and, until the Executive Engineer has an establishment of properly qualified men, the state of the office will probably always be more or less unsatisfactory.

2

1895 W

ENCLOSURE.

STATEMENT of Propositions for Revision of Establishment.

ORDER SANCTIONING PRESENT ESTABLISHMENT—GOVERNMENT OF MADRAS, PUBLIC WORKS DEPARTMENT.		Office to which the proposition refers.	NATURE OF CHANGE.													PROPOSITIONS.					
			Present Scale.						Proposed Scale.							Permanent.		Temporary.			
					Pay.						Pay.					Increase per Month.	Decrease per Month.	Increase per Month.		Decrease per Month.	
Number.	Date.		Number.	Designation.	Minimum.	Increment.	Maximum.	Average or fixed.	Number.	Designation.	Minimum.	Increment.	Maximum.	Average or fixed.	Amount.	Amount.	Period.	Amount.	Period.	Amount.
					RS.	RS.	RS.	RS.			RS.	RS.	RS.	RS.	RS.					
1416 W.	6th June 1882.	Nilgiri Division Office.	1	Clerk, 3rd Class, 2nd Grade.	60	20	80	70	1	Clerk, 3rd Class, 1st Grade.	80	20	100	90	20					
Do...	Do. ..		1	Do. 4th do. 1st Grade.	40	10	50	45	1	Do. 3rd do. 2nd Grade.	60	20	80	70	25					
Do...	Do. ..		1	Do. 4th do. 2nd Grade.	30	10	40	35	1	Do. 3rd do. 3rd Grade.	50	10	60	55	20					
Do...	Do. ..		1	Do. 4th do. 2nd Grade.	30	10	40	35	1	Do. 4th do. 1st Grade.	40	10	50	45	10					
3429 W.	30th Nov. 1883.		1	Do. 4th do. 2nd Grade.	30	10	40	35	1	Do. 4th do. 1st Grade.	40	10	50	45	10					
1416 W.	6th June 1882.		1	Storekeeper	25	..	25	25	1	Storekeeper	50	..	50	50	25					
Do...	Do. ..		1	Draughtsman, 1st Class.	50	20	70	60	1	Draughtsman	100	20	120	110	50					
Do...	Do. ..		1	Do. 2nd Class.	35	15	50	42½	1	Do.	70	10	80	75	32½					
			8		300	95	395	347½	8	..	490	100	590	540	192½					
										Net increase per month ..	..	..	..	..	192½					
										For one year ..	..	..	..	..	2,310					

COIMBATORE,
23rd June 1884.

(Signed) J. BEATTY, Col., R.E.,
Superintending Engineer, IV Circle.

No. 354 S.E., IV.

Endorsement on the above.

Forwarded to the Chief Engineer, Public Works Department, for disposal.

2. The limit of reserve stock may, I think, be unaltered for the current year. If the Superintending Engineer's proposals for transfer of the bricks, &c., to works are agreed to, and the debit to land and kilns is further reduced by charges on outturn transferred to works during the year, the question of the limit for reserve stock can be considered later on with greater advantage.

3. No remarks have been offered on paragraph 8 of the inspection report.

2nd July 1884.

(Signed) D. C. GORDON,
Examiner P. W. Accounts.

Office Note from the Examiner of Public Works Accounts, dated Madras, 17th July 1884, No. 288.

In continuation of my endorsement, No. 354 S.E. 4th, of 2nd July 1884, on letter No. 309 E.W., dated *23rd June*, from the Superintending Engineer, IV Circle, I have the honor to state that there has been *no* reduction in the imprest with Sub-Conductor Bragg, up to the *30th June* 1884, as according to the cash balance statement for June 1884, received from the Executive Engineer, Nílgiri division, on the 10th instant, the imprest with that subordinate still stands at Rs. 1,500.

ORDER—dated 4th August 1884, No. 1895 W., Public Works.

With his letter above recorded, the Superintending Engineer, IV Circle, reports on the points referred to him in paragraphs 3, 4 and 5, of G.O., No. 1004 W., dated 18th April 1884, relative to the state of the Nílgiri division office.

2. The Superintending Engineer states that imprests in the division have been brought within the limit of Rs. 1,000 allowed by the Public Works Code; but, with advertence to the Examiner's note, dated 17th July 1884, a report should be submitted as to the date from which the imprest with Sub-conductor Bragg was so reduced.

3. The Superintending Engineer's proposals with respect to the transfer of bricks, &c., to works are approved. The limit of reserve stock will for the present remain at Rs. 17,500, as sanctioned in G.O., No. 70 W., dated 10th January 1884. The subject should again be specially reported upon at the end of the current official year, when the question of increasing or reducing that limit will be considered.

4. The Government accept the Superintending Engineer's recommendations on the subject of the rates of pay to be allowed to the Nílgiri division office establishment, and sanction the admission, from the 1st August 1884, of the salaries shown under "proposed scale" in the tabular statement printed with these Proceedings. The proposals involve an increase of Rs. 192-8-0 per mensem, and the Government expect that this material improvement in the status of the office will result in placing the establishment on a thoroughly efficient footing.

5. The Government trust that the matters alluded to in paragraph 8 of the inspection notes printed with Proceedings of Government, No. 1004 W., dated 18th April 1884, have received the Superintending Engineer's attention.

6. The sanction accorded in paragraph 4 of this order has been registered as Provincial No. 34 W. of 1884-85, and classified as Establishment, Permanent.

(True Extract.)

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

To the Superintending Engineer, IV Circle.
" Examiner, Public Works Accounts.
Exd. A. F. Aaron.
Spare Copies

B

1895W

B

GENERAL.
ESTABLISHMENT.

Govt. of {1884} Madras.

PUBLIC WORKS.

Dated August, 4th.

Recd. *Encl.*

G O., 4th Aug. 1884, No. 1895 W.

AUGUST.

Office Establishment, Nilgiri Division

Sanctioning, with remarks, increased rates fopay to the — from the 1st August 1884.

4

To W.

1895 W

Office Establishment, Nilgiri Division.

S.E. IV. submits proposals in view to secure efficiency in the office staff of the Nilgiri Division. S.E.'s attention was specially called to this matter in para 5 of G.O. No 1004 W, of 18th April, 84.

The proposals now made involve an increase of Rs. 192½ per mensem. They seem to me by no means unreasonable, with the exception perhaps of the recommendation regarding the Draftsmen.

The average pay of the first Draftsman is to be raised from Rs. 60 to Rs 110 — that of the second from Rs. 42½ to Rs. 75. The increase here is altogether disproportionate to that given to the other employés (the storekeeper excepted, whom I look upon as a special case).

I am therefore inclined to suggest that it will be sufficient to raise the Draftsmen's pay to Rs 90 + 60 (average) instead of 110 + 75.

The double pay proposed for Storekeeper (Rs 25 raised to Rs 50) is not in my mind too much, as the duties of the post at Ooty must be peculiar & arduous.

S.a.W. in his memo accompanying this shows that the salaries now proposed for the Divn office will be higher than the salaries of men in the Nilgiri Collector's office, and from that it might be inferred that the proposals are somewhat extravagant. To arrive at that conclusion however,

20 W

VI establishment on the

the-it would be necessary to ascertain clearly whether the Collector's clerks are themselves perfectly satisfied and efficient, and whether they have not wider prospects than the clerks of the P.W. office.

I myself would hardly allow this comparison to weigh; and as regards what I have said above as to the perhaps excessive increase recommended for the draftsmen, it must be remembered that the S.E. has had ample experience of the circumstances of the Hills to enable him to give the best opinion.

CY.

D.W. 9.7.84

On the subject of increased pay to the Nilgiri Division Office estt., I would accept the recommendations ~~as~~ made by the S.E. He is in the best position to judge in the matter, & the Examiner evidently does not consider the proposals extravagant. The point to be aimed at is to secure efficiency.

Please draft G.O. accordingly for circulation, — dealing also with the other points wh. require notice.

17-7-84

S.a.W.

Draft necessary orders.

CY.
17.7.84

Resubmitted WG 25/7/84
B. 12-7-84 R. 15-7-84

5

5619

1895 W

To DW

The S.E. IV Circle reports on the several points referred to him in G.O. No 1004 W d/8.4.84, passing orders on the Exr's notes of inspection of the Nilgiri Division Office.

The principal question requiring consideration is the Supdg Engr's proposal to grant higher rates of pay to the members of the office establishment, in view to placing the office on an efficient footing.

On this subject the Exr wrote in his remarks on the inspection notes—

"The office is certainly not
"in good order, but the
"remedy lies apparently
"with Govt. It is notorious
"~~that the~~ cost of an establish-
"ment of an office in the plains
"is no guide for that of an
"establishment on the hills;

Now—

Resubmitted DG. 25-7-84 R. 4-8-84
B. 12-7-84 R. 15-7-84

"numerically taken, what will
" do for the plains should do
" for the hills, but in pay there
" should be no attempt at
" uniformity - The surrounding
" & attendant circumstances
" are so different, that it
" is to the interest of Govt to
" give higher pay rather than
" have discontent & consequent
" changes of the staff of clerks
" & office hands generally"

These considerations were not lost sight of when the Nilgiri division was reconstituted in 1882, for in para 8 of G.O. No 1417 W of 6.6.82, special rates of pay were allowed for the clerks of the new division - at present the Office is composed of 10 hands costing (mean pay) Rs 364½ per mensem, as against ordinary

1st Class division - 9 hands = Rs 298,
2d Class division - 8 hands = " 253,
3d Class division - 8 hands = 220½.

The Supdg Engr now proposes to raise the pay

6

1895 W

of the hands to a mean total of Rs 557, increasing the mean cost of the Office by Rs 192½ per mensem or Rs 2310 per annum.

A tabular statement is attached, comparing the proposed cost of the Nilgiri Divn Office with that of the Presidency, Godavari East, Kistna East, & ordinary 1st, 2d & 3d Class division offices.

The Presy. divn has 17 hands, costing Rs 535½, Godavari East, 12 hands costing Rs 403 & Kistna East 11 hands costing Rs 348 - These three divisions have special establishments. The 10 hands in the Nilgiri office are to cost Rs 557, or more than the 17 hands in the Presy Office.

To meet the Examiner's argument that the cost of an estabt. in the plains is no guide for that of an estabt. on the hills, the proposed rates of pay to be given to the hands in

18.

the Nilgiri Divn. Office are compared below with the salaries drawn by clerks in the Nilgiri Collector's office - the latter have been taken from the official Rev: Estabt. list _ (menial estabt. omitted)

Nilgiri Divn. Office		Nilgiri Collector's office	
Head clerk	Rs 80 - 100	Head Clerk	Rs 80
2d clerk	" 60 - 80	2d Clerk	" 50
3d clerk	" 50 - 60	Asst. Collr's clerk	" 50
4th & 5th clerks	" 40 - 50	Head accountant	" 80
Storekeeper	" 50	2nd accountant	50
1st draftsman	" 100 - 120.	Treasurer	70
2d "	" 70 - 80.		

A statement submitted by the Supdg. Engr. shows that frequent changes have taken place in the office, since it was formed in August 1882. Of the men now in the office, only 3 have been in ~~[illegible]~~ it since its formation, i.e. the head & second clerks & a draftsman, & the two former are said to have repeatedly petitioned for transfer. Some improvement in the Estabt.

of pay now allowed appears therefore to be called for, but the question to be considered is whether the proposed rates are not somewhat extravagant.

If the question of office estabt. be decided, ~~the~~ other points in the S.E.'s letter can be disposed of.

C.
8/7/84

1895 W

1895 W

List showing the Members of the Office Establishment Nilgiri Division and their Salaries Called for in the Supg Engineer's No. 6 7/5 W.D of 13th October 1882.

Names	Description of Appointment and Class and Grade.	Pay for a 3rd Class Division	Pay sanctd. for the Nilgiri Divn. as per G.O No. 2206 W of 28th Augt. 1882.	Pay drawn in the late West Coast Division	Pay drawn at present	Difference	Pay admissible according to G.O. No. 1760 of 30th June 1874	Pay proposed by Executive Engineer *	Remarks.
P. Vencatarayalu Iyer	Accountant 5th Grade	"	–	75	75	"	95	130	* The rates of pay recommended by the Executive Engineer are those that are drawn by the Secretariat Clerks:- viz:- Special Ootacamund allowance Rs 40 + House Rent Rs 15 + ordinary pay
Mr A. J. Rozario	Clerk 3rd Class 2nd Grade	50 to 60	60 to 80	60	60	"	80	115	
J. K. Northosvelu Pillay	" 4th Class 1st Grade	30 to 40	40 to 50	45	45	"	60	95	Has been employed on the Nilgiris since 1877 on a salary of Rs 45 per mensem. His claims for promotion were admitted to be very strong by the late Supg Engr. who promised that they would be favorably considered on the occurrence of an opportunity. Vide his Nos. 814/WC & 476/WC of 12th Decr/81 and 21st July 1882. respectively.
V. Dorasami Pillay	" Do 2nd Grade	20 to 30	30 to 40	20	30	10	50	85.	Transferred from the Coimbatore Division.
S. A. Munniappa Mudr	– Do – Do –	20 to 30	30 to 40	20	30	10	50	85.	Actually drew Rs 15 pending the disposal of the application of Mr. J. D'Sylva for pension.
V. Kistnasami Mudr	1st Class Draftsman	35 to 50	50 to 70	54	54	"	70	105.	
P. Parthasarathy Naidu	2nd Class Do –	20 to 30	35 to 50	50	50	"	50	105	Has been drawing Rs 50 since 1879.
P. Koteswara Naidu	Storekeeper.	15	25	20	25	5	35	80	Transferred from the Coimbatore Division.

Ootacamund
25th October 1882

(True copy)

Signed C. Rawson Capt. R.E.
Executive Engineer

J. Beatty Col. R.E.
Superintending Engineer 4th Circle
23rd June 1884

ENCLOSURE
20 KIN
EXAMINED P. W. ACCOUNTS

Py 425 / 58/9

Statement shewing the Changes that have occurred in the Nilgiri Division Office from its formation i.e. from 1st August 1882.

1895W

No	Name	Date of arrival	Date of relief	Remarks.
	Accountant.			
1	Vencataroyalu Iyer, Acctt: 5 grade	1st August /82.	14th Septr /83	
2.	T. S. Soondram Pillay — Do —	7th Augt /82	11th October /83	
3.	Mr W. J. Jackson — Do 4 grade	3rd Octr /83	19th Novr /83	
4.	Mr J. T. Maddox — Do 2 - Do	19th Novr /83.		
	Clerks.			
1	Mr A. J. Rozario Head Clerk	1st Augt /82		Mr Rozario has repeatedly petitioned to be moved to the plains.
2	T. R. Muthoovaloo Pillay 2 - Do -	Do.		Do Do.
3.	A. Dorasawmy Pillay 3 — Do. —	Do. —	30th Octr /83	Deserted.
	V. Ganabaranam Pillay — Do —	30th Octr /83		Appointed by Dn Officer to take Dorasawmy's place.
4	S. Muniappa Modr	4 — Do — 1st Augt /82	13th Feb: /83	Transferred on recommendation of Dn Officer

ENCLOSURE
354[illegible]
25 JUN 84
EXAMINER, P.W. ACCOUNTS

	T. K. Ragavendra Row	4th Clerk	13th Feb/83		Appointed by Dr Office
	Draftsmen				
1	V. Kristnasawmy Moor	Head Draftsman	1st Augt/82	1st May/83	Promoted.
	Sivaramiah	Head Do	1st May/83		Is a 2nd Class Draughtsman Appointed because no 1st Class Draftsman could be had.
2.	Parthasarathy Naidoo	2 Do	1st Augt/82		Still at Ooty
	Store Keepers.				
1	O. Atchuthan Nair	Storekeeper	1st Augt/82	28th Septr/82	Promoted from Rs 25 to 30 at Coimbatore.
2	P. Koteeswara Naidoo	Do	28 Septr/82	6th Decr/82	Transferred to be Clerk in Coimbatore Dn
3.	Gopalsawmy Naidoo	Do	6th Decr/82	21st May/83	Resigned.
4	V. Ganabaranam Pillay	Do	17th May/83	4th Decr/83	Promoted from Storekeeper to Clerk in the Dn
5.	Mr. R. S. Hereford	Do	4th Decr/83		

AP 23rd June/84.

L. V. Beatty Col R.E.
Supg. Engr, 4th circle

---

10 Madras. D. P. W.

No. 138.

Exe. Engr's Office Nilgiri Dn
Ootacamund 25 October 188

From.

1895

The Executive Engineer
Nilgiri Division.

To

1895

The Superintending Engineer
4th Circle,

Sir,

With reference to your No. $\frac{675}{N.J.}$ of 13th October 1882, I have the honor to submit the statement of Clerks &c. in this Office from which it will be seen that with the exception of 3 men, the others draw the same pay that they had been in receipt of in the late West Coast Division and even the increase that the 3 men got by coming up to Ootacamund is less than what they would be entitled to under G.O. No. 1760 of 30th June 1874.

I have &c.
(Signed) C. Rawson Capt. R.E.
Executive Engineer

True copy.

(True copy)

C. Beatty Colonel R.E.
Superintending Engineer 4th Circle

ENCLOSURE 354 25 JUN EXAMINER, P.W. ACCTS

AP

11

No 56. Executive Engineer's Office
Ootacamund 2nd May 1884.

1895

From
The Executive Engineer
Nilgiri Division.

To
The Superintending Engineer
4th Circle

Sir,

With reference to the reconstitution of Calicut as a separate Division and the probable transfer of Mr. Rozario the present Head Clerk to that Division I have the honor to submit for your consideration the advisability of treating the Division exceptionally in the matter of promotions in the Clerical Establishment with a view to the vacancies, occurring being filled by the men in the Division to the exclusion of outsiders, without prejudice to their promotion when opportunity offers in any other Division of the Circle.

2. As you are aware, the circum-
-stances

Circumstances of this Division are exceptional, and those who are sent here especially natives from the plains require more than ordinary inducements to outweigh the disadvantages of Climate and the Special expenses attendant on living at a Hill station, to render them willing and Efficient in the discharge of their duties. Everyone of them considers it a hardship that he should be required to work on the Hills and to mitigate this hardship, I think some such scheme as above indicated should be introduced.

3. To give practical Effect to my views in the matter, I would recommend that in the probable Contingency of Mr Razonio being posted to Calicut the following arrangements be made to fill the vacancy-

(1) Mootoovelu Pillay 2d Clerk (40 to 50) be promoted to Head Clerk (60 to 80 grade)

(2). Ragavendra Row 3d Clerk (30 to 40) to 2d Clerk (40 to 50).

(3). Soobramania Pillai Sub Divl. Writer (20 to 30) to (30 to 40) vice Ragavendra Row

4.

(4) Shanmugam Pillay Overseer's Writer doing duty in Divisional Office (15 to 20) to (20 to 30) vice Soobramania Pillay.

(5). Velayutham at present a Volunteer in Sub Divisional Office and one who is acclimatized to the Hills to be Overseer's Writer. vice Shanmugam Pillay. 1895

As (4) and (5) are unpassed candidates their promotion and entertainment will require the special sanction of Government, and I shall feel obliged that considering the peculiar circumstances of the Division, the former be allowed to draw the increase on condition of his passing the required Test within the next twelve months and the latter to be entertained on the same condition. To illustrate the difficulty of obtaining qualified or even raw men to fill vacancies on the Hills I would refer to the Adjutant Generals' Office, where there are at present three vacancies remaining unfilled for want of Applicants.

4.

4. In conclusion I would add that the men recommended for promotion are doing their best to give satisfaction, taking into consideration the disadvantages they labor under and although they have not all yet perhaps quite succeeded in doing so, there is reason to believe that with some further inducement in the shape of promotion offered to them, they will eventually learn to take more interest in their work and do it with more care, intelligence and willingness. There is no guarantee that men sent from the plains will necessarily be more useful than the present men are, and these men have the advantage of being acclimatized to the Hills and have already had some training in the specialities of the work of this Divisional Office.

I have &c. &c.
Sd/ H. Larminie
Executive Engr.

True copy
E. V. Beatty Col. R.E.
Superintending Engineer 4th Circle

ENCLOSURE 35 25 JUN EXAMINER, P.W. ACCOUNTS

Statement comparing the present and proposed office establishment of the Nilgiri division with those of other divisions

Presidency division	Godavari East	Kistna East	Each first class division	Each second class division	Each third class division	Nilgiri Division Present scale.	Nilgiri Division Proposed scale
1 Clerk III class 2d grade Rs 70	1 Clerk III class 2d grade R 70	1 class III class 2d grade Rs 70	1 clerk III class 2d R 70	1 class III class 2d grade Rs 70	1 class III class 3d gr. Rs 55	1 Clerk III class 2d gr. Rs 70	1 Clerk III 1st grade Rs 90
1 — IV — 1st grade 45	2 — IV — 1 — 90	1 — IV. 1st — 45	1 IV — 1st — 45	1 IV. 2d — 35	1 IV 2d — 35	1 IV class 1st — 45	1 — IV — 2d — 70
2 — IV — 2 — 70	1 — IV 2d — 35	1 IV 2d — 35	1 IV 2d — 35	2 IV — 3d — 50	2 IV — 3d — 50	3 IV 2d — 105	1 III — 3d — 55
3 . IV — 3d — 75	3 — IV — 3d — 75	3 IV — 3d — 75	2 IV — 3d — 50	1 Draftsman 1st 60	1 Draftsman 2d — 42½	1 Storekeeper 25	2 — IV 1st 90
2 V — 1° — 35	1 Cashier — 35	1 Cashier — 25	1 Draftsman 1st — 60	1 — " — 3d 25	1 — 3d — 25	1 Draftsman 1st — 60	1 Storekeeper — 50
1 Cashier — 70	1 draftsman 1st 60	1 Draftsman 1st 60	1 — " — 3d — 25	1 Messenger 7	1 Messenger 7	1 — " — 2d — 42½	1 Draftsman 110
1 Draftsman 1st class 60	1 — " — 3d 25	1 — " — 3d — 25	1 Messenger 7	1 — " — 6.	1 — " — 6	1 Messenger 9	1 — do — 75
1 — " — 2d — 42½	1 Messenger 7	1 Messenger 7	1 — " — 6			1 — " — 8	1 Messenger 9
3 — " — 3d — 75	1 — " — 6	1 — " — 6.					1 — do — 8
1 Messenger — 7							
1 — do — 6							
17 — Rs 555½	12 — Rs 403	11 — Rs 348	9 — Rs 298	8 — Rs 253	8 — Rs 220½	10 — Rs 364½	10 — Rs 557

12

Increase per mensem — 192½
12
Increase per annum — 2310

1895

13.12.7.84

Here the following papers:-

№ 309 / 2 W. 14 Supg Engineer's Office 4th Circle
Coimbatore, 23d June 1884.

1895 W

From.

The Superintending Engineer
II Circle

To.

The Chief Engineer
P. W. Department

Through the Examiner P. W. Accounts.

Sir,

Enclosures 5.
2 copies of Ex: Engineer's letters Nos: 138 and 56 of 25th Octr: /82 and 2d May /84.
2 statements
1 statement of changes.

I have the honor to report on the matters specially referred to in paras 3, 4 and 5 of G. O. No. 1004 W of 18th April 1884.

2. Imprests Para 3. The imprests have been reduced within the limit of Rs 1000 allowed by the P. W. Code. The Executive Engineer at present makes only a portion of the payments, and as he has much work of designing and estimating to attend to, in addition to considerable amount of correspondence and accounts, as well as inspection of works, it is desirable that, at least as a temporary measure he should be relieved of payments to work people as far as practicable

10

practicable.

3.- Stock accounts, para 4. The amount of Stock on 31st March was Rupees 36,329-5-2. But this includes Land and Kilns at the Lake Brickfield, which it had been supposed would be treated in the accounts under a separate head until the outlay had been charged off to works.

4. The charges for Land and Kilns up to 31st March had been as follow:—

(1). Sheds	Rupees. 8727-8-7.
(2) Brickfield including Trench Kiln	" 7999-10-"
(3) Materials for a Hoffman's Kiln	" 2306-1-7.
Total Rupees.	19,033-4-2

5. It will therefore be necessary to have the limit of Stock temporarily increased to Rs 37,500 or to obtain sanction for a special allotment for Land and Kilns, Lake Brickfield, of Rupees 20,000

6. I may mention that the item of "Stock" includes about eight lakhs of bricks in hand at Wellington Brickfield, which can be at once transferred

at

at Rs 12 per thousand, which is about at their actual cost, to the Wellington Church or Bakery× as soon as either of those works has been sanctioned: thus reducing the value of Stock by Rs 9,600. 1895W

× Revised estimate ready; will be submitted immediately

7. The materials prepared for the Hoffman's Kiln are also being transferred to other works as opportunity offers.

8. And the price of bricks at the Lake Brickfield has been fixed with the view of recouping the original outlay on Land and Kilns within five years by charges to works.

9. Division Office Establishment. I send herewith copies of letters from the present Executive Engineer and his predecessor Captain Rawson R.E. in regard to the best means of improving the efficiency of the Office, which really means how to secure and retain the services of thoroughly qualified men.

10. As remarked by the Examiner the East Indians and Natives of whom our Office establishments are chiefly composed "dread the climate" and take up employ-

-ment

employment at Ootacamund most unwillingly; it is therefore necessary to offer sufficient pay as an inducement to competent men to apply for service in the Executive Engineer's Office and remain there.

11. Captain Rawson thought the pay should be on the same scale as that given to the Secretariat Clerks. Mr Larminie proposed a system of promotion in the Division Office which I think impracticable.

12. I have therefore prepared and herewith submit two statements, one showing the changes that have occurred in the Division Office since it was constituted in 1882, and the other the rates of pay I consider necessary to ensure efficiency. I may further mention that there is not a man in that Office now who would not gladly exchange to the plains if a convenient opportunity offered. There is discontent and there is inefficiency, and until

until the Executive Engineer has an Establishment of properly qualified men the state of the Office will probably always be more or less unsatisfactory.

1895W

I have the honor to be
Sir
Your most obed^t Servant.
Beatty. Col. R.E.
Superintending Engineer 4th Circle

1895W

EXAMINER of P. W. ACCOUNTS.
No. 254 [illegible]
25 JUN 1884
ENCLOSURES

From

The Supg: Engineer,
Fourth circle.

[illegible]

Dated 23rd }
Despd: 24th } June 1884.

No. 309/3W.
Encs: 5.

Nilgiri Division office:–

Reporting upon the various matters brought to notice by the Asstt: Examiner on his inspection of the ——; and proposing an increased scale of Establishment to the ——

18

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Statement of propositions for revision of Establishment

Order sanctioning present Establishment Government of Madras P.W. Dept.		Office to which the proposition refers	Nature of Change												Proposition						Remarks by Local Government.
			Present scale						Proposed scale						Permanent		Temporary				
					Pay						Pay				Increase per month	Decrease per month	Increase per month		Decrease per month		
No.	Date		No.	Designation	Minimum	Increment	Maximum	Average or Fixed	No.	Designation	Minimum	Increment	Maximum	Average or Fixed	Amount	Amount	Period	Amount	Period	Amount	
1416/W	6th June/82	Nilgiri Division Office.	1	Clerk 3rd Class 2nd Gr.	60	20	80	70	1	Clerk 3rd Class 1st Grade	80	20	10	90	20						
do.			1	Do. 4th do. 1st Grade	40	10	50	45	1	do. 3rd do. 2nd do.	60	20	81	70	25						
do.			1	Do. 4th do. 2nd do.	30	10	40	35	1	do. 3rd do. 3rd do.	50	10	60	55	20						
do.			1	Do. 4 do. 2nd do.	30	10	40	35	1	do. 4th do. 1st Do.	40	10	50	45	10						
3420/W	30th Novr./83		1	Do. 4 do. 2nd do.	30	10	40	35	1	do. 4th do. 1st Do.	40	10	50	45	10						
1416/W	6th June/82		1	Storekeeper	25	"	25	25	1	Storekeeper	50	"	5.	50	25						
Do.			1	Draughtsman 1st Class 3	50	20	70	60	1	Draughtsman	100	20	12.	110	50						
Do.			1	Do. 2nd Class	35	15	50	42½	1	do.	70	10	8.	75	32½						
			8		300	95	395	347½	8		490	100	50	540	192½						
										Net increase per month –					192½						
										For one year					2310						

Supg. Engineer's Office
4th Circle
Coimbatore, 23rd June 1884

AP

J. Beatty - Colonel R.E.
Superintending Engineer 4th Circle

N4

ENCLOSURE
354 S.H.
25 JUN 84
EXAMINER P.W. ACCOUNTS

Py 24/5319

Q.C. No 1617 W. 6-6-82
" " 2206 W 28-8-82
" " 1657 W 9-6-83
B. Nos $\frac{2398}{2399}$ W 27-8-83
Q.C No 2666 W 22-9-83
" " 3063 W 30-10-83
" " 3176 W 10-11-83
" " 70 W. 10-1-84
" " 213 W 28-1-84
Q.C No 1004 W 18-4-84 Orig!

19

Pr 6 D.W.Chs 5619

Endorsement No. 354 S.E. IV
dated 2d July 1884 1895

(1) Forwarded to the Chief Engineer P. W. Department for disposal.

2. The limit of Reserve Stock may, I think, be unaltered for the current year. If the Superintending Engineer's proposals for transfer of the bricks &c. to Works are agreed to, and the debit to land and kilns is further reduced by charges on outturn transferred to Works during the year, the question of the limit for Reserve Stock can be considered taken on with greater advantage.

2. No remarks have been offered on para 8 of the Inspection Report.

(1)

D. C. Coraony

Examiner P.W. Acc
Madras

a.a.a.
2/7.

Bd 4/7/84

E.P.
3/7

Encs: 6.

No. 1895 W of 6th August/84

15

O.L.S. 133/7 Cir 28/7

Resubmitted W.C. 25-7-84 R. 4-8-84
B. 12-7-84 R. 18-7-84

2P

1/7

KEEP WITH Genl. No.

dated 18 .

O.L.S. 133/7 Cir 28/7

O. 28-7-84 R. 4-8-84

1/6

W. Cls 5000
1895

[Exr. Wks. Form No. 111.]

(8)

GOVT. OF MADRAS. 1884. P. W. DEPT.

EXAMINER, P. W. ACCOUNTS.

Madras, 17th July 1884.
Recd 18

OFFICE NOTE No. 288.

To Engr

W.

In continuation of my endorsement No. 354 S. E. 4th. of of 2nd. July 1884 on letter No. 302/E. W. dated 23rd. June from the Supg. Engineer 4th. Circle, I have the honor to state that there has been no reduction in the Imprest with Sub Conductor Bragg up to the 30th. June 1884, as according to the Cash Balance Statement for June 1884 received from the Executive Engineer Nilgiri Division on the 10th. Instant the Imprest with that Subordinate still stands at Rs. 1, 500.

DC

C.

Ch 5619 Sent to
W 12/7/84.

No. 1895 W d/4th August 1884

17/7

17/7

21

Genl
Estabt

PUBLIC WORKS DEPARTMENT.

1895 W

No. 1895 W

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the 4th August/84

READ the following

From the Supg: Engr. IV Circle H. E. No. 309/E.W. d/23d June 1883.
Endorsement thereon by the Examiner P. W. Accounts " No. 354 S.E. IV d/2d July/84.
Office note from the Examiner P. W. Accounts " No. 288 dated 17th July/84.

With his letter above recorded, the Superintending Engineer IV Circle reports on the points referred to him in paras 3, 4, and 5, of G. O. No. 1004 W dated 18th April 1884, relative to the state of the Nilgiri Division office.

2/1

2. The Superintending Engineer states that impracti

imprests in the division have been brought within the limit of Rs 1000 allowed by the P. W. Code; but, with advertence to the Examiner's note ~~No. 2 8~~ dated 17th July 1884, a report should be submitted as to the date from which the imprest with Sub Conductor Bragg was so reduced.

3. The Superintending Engineer's proposals with respect to the transfer of bricks, &c., to works are approved. The limit of reserve stock will for the present remain at Rs 17,500, as sanctioned in G. O. No. 70 W dated 10th January 1884. The subject should again be specially reported upon at the end of the current

22

p 9

1895 W

current official year, when the question of increasing or reducing that limit will be considered.

4. The Government accept the Superintending Engineer's recommendations on the subject of the rates of pay to be allowed to the Nilgiri division office establishment, and sanction the admission, from the 1st August 1884, of the salaries shown under "proposed scale" in the tabular statement printed with these Proceedings. The proposals involve an increase of Rs 192-8-0 per mensem; and the

27 Government ~~hope~~ expect that this

this material improvement in the status of the office will result in placing the establishment on a thoroughly efficient footing;

5. The Government trust that the matters alluded to in para 8 of the inspection notes printed with Proceedings of Government No. 1004 W dated 18th April 1884, have received the Superintending Engineer's attention.

(8)

2.8.84

28.7.84

24.7.84

6. The Sanction accorded in para 2 of this order has been registered as Provl. No. 34 W ~~1884-85~~, & classified as Estabs, Permanent.

16/8/84

To the Supg: Engr. IV Circle

" Examr. P.W. Accounts

7. C
G. 2430 W 2.10.82.
2562 W 18.10.82

Cir 28/7

5619
6006

Govt. of (1884) Madras.

PUBLIC WORKS.

Dated 11/8/84

Recd. Encl.

G.O., 4 August 1884, No. 1895.

Office Establt,
Nilgiri Division

Sanctioning,
with remarks,
increased rates
of pay to the —
from the 1st August
1884

50/3

50/8

Cir 2817