(1)

2601

No 2612

M.
24.10

[illegible]
28/10

16.10.84

G.O. No 3574 W. 1 12.83
B. No 544 W. " 28.2.84

Rec 13/10/84 (3)

File 8584

To be returned

No. 2605 W. 23rd Oct/84

The Certificate of the Collector may be accepted.

C.H.
18.10.84

M.
20.10.84

Ex. W. memoranda 23/10
with 3 enclosures

O.L.S. 63/10

9d 29/10

M.
30/10

18.10.84

61/10

Endorsement No. 544 W.
dated 11th October 1884

—

Forwarded in original with enclosures to the Secretary to Government P.W. Department for favor of early orders with reference to Code para 1165 A.

2. As the charge on account of assessment on lands acquired North of the Harbor is debitable to the Harbor Works, the Superintendent should under ordinary circumstances, grant the required Certificate.

3. As, however, the lands above referred to are not now in the Superintendent's charge - vide G.O. No. 544 W. dated 28th February 1884, Orders are requested whether the Certificate of the Collector can be accepted, regarding the Municipal assessment of the lands in question.

J. C. Cursons

Examiner P.W. Accts
Madras.

Enc. 3
S.P. 11/10

11/10

Kg V.ga
28/10

No. 544 W a/ 28th February/84

Communicated to the Supt Madras Harbour Works for information and guidance

Sd/ J.S.S.

Supt M.H. Works
Ex. P. W. Accts

P. W. D.

Govt. of (1884) Madras.

REVENUE.

Issued

Recd. *Encl.*

G.O., 9th February 1884, No. 200.

No. 544 W d/ 28th Feby/84

FEBRUARY.

Lands

acquired by Government north of the Madras Harbour.—Board of Revenue directed to instruct the Collector to take charge of all —, and to arrange for the punctual collection of the rents due on them.

With order

Collector of Godavari.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Buildings and Roads.
Civil Works.

Read—the following papers :—

From F. N. THOROWGOOD, Esq., M. Inst. C.E., Superintendent, Madras Harbour Works, to the Secretary to Government, Public Works Department, dated Madras, 18th October 1883, No. 31 W.

Before active operations are resumed on these important works, I feel it my duty to place on record some of the difficulties connected with their control and management which it would, in my opinion, be very desirable to remove, and I therefore have the honor to address Government at some length showing, first, the difficulties; and, secondly, what I respectfully would suggest as means towards removing them. I do this, however, on the supposition that the work of restoration will be carried on, if not by the same staff, by a similar one to the present, and not by the *bonâ fide* Public Works Department.

2. As compared with other large works in India carried on by Government funds, the Madras Harbour Works are in a peculiar position. The whole control is practically under the officer who holds the post of Superintendent, who has no immediate superior to appeal to, and neither he nor his staff (with the exception of the Sub-Engineer and the Accountant) belong to the Public Works or any other Government department. Questions of engineering have to be referred to the Engineer-in-Chief in England, without whose approval on any important points the Superintendent is not supposed to act. Questions of account and expenditure have to be referred by the Superintendent direct to the local Government without the intervention of any other officer. It is not necessary for me to touch on the magnitude of the works as a whole, but they rank with the largest marine engineering undertaking ever attempted out of the United Kingdom. But having respect to their magnitude and to the peculiar position (as compared with Executive or Superintending Engineers of the Public Works Department) in which the Superintendent stands as regards the control and management of the works, it is desirable that his personal authority should be very strong, as that is practically the ruling power of the works.

3. The position of the staff and establishment is likewise peculiar. For seven years and-a-half employment upon these large works has been classed as "Temporary" by the Accounts Department, although in the Civil Pension Code the definition of the term "temporary employment" is (page 99) that "the employment shall not last more than one year." It now seems not improbable that the temporary employment may extend over a period of twelve years.

4. It has been ruled that employés coming on to this staff are to pass the Government test examination; and without their having done this, however skilful they may be in any particular line for which the Superintendent selected them, their pay is disallowed. Employés were also ordered to purchase and maintain "Service Registers," such as are used by Government servants. From these facts it was believed by those who originally came on the establishment of these works that although they were not entering upon pensionable Government service, yet that in fact they were

Government servants, and that by keeping up their service registers satisfactorily they would at any rate be able to be transferred from this office to some other under Government.

5. This, however, turned out not to be the case, and although they are bound by the usual restrictions for Government service here as elsewhere, their service registers are but laughed at, and their applications held inadmissible if they seek Government service after having reached the age of 25 years. They are, in fact, not held to be Government servants at all, and but for the fact of their not seeing anything better in prospect, they might be the employés of any private firm or of a contractor.

6. With regard to those, and they are only a few, who have come to this office from other and regular Government employ, and who have claimed, or are thinking of claiming, their pensions, owing to the peculiar position of these works, there seems to be great difficulty in deciding their rights and claims. One excellent native surveyor and draftsman applied for his pension in April 1881 (leaving work on account of ill-health), and again in February 1882 he renewed his application, begging that if the amount of his pension could not be settled, he might have a gratuity "on account," as he was in great want. His pension was settled in July 1882, and his hard service on these works *was not counted towards pension*. He had died, however, a few weeks before his case was settled. Another question of pension is that of Mr. J. Hart, Storekeeper, which has lately been decided in a similar manner, *i.e.*, Harbour Works service is not to count as service at all. In 1876 it was not understood that this would be the case, but now it is placed in a perfectly clear light.

7. Now there can be no doubt that in India the fact of being in "Government service" has not only a great hold on the minds of all employés, but it has more than that, insomuch as it gives the superior officer of those employés a greater hold upon them, and moreover it lowers the rates of salaries by holding a certain prize in view in the future. This hold and this prize are both wanting on the Madras Harbour Works, and I very respectfully submit that the state of things that I have shown now to exist is not conducive to keeping an efficient and willing staff in hand for the next four or five years of hard work. It therefore appears most desirable to me (whoever may have charge of the work) that, before active operations are resumed, all subordinate members of the staff should see that they have something to look forward to in the event of good and diligent behaviour, and something to miss in the reverse case. They now see (which I submit was not made known at the commencement of the works in 1875-76) that as they pass the age of 25 years, they become ineligible for Government service; that even supposing they work here under Government rules and draw their pay from Government for 12 years, their service is only counted as "temporary" and not as "service" at all, and they understand that all they have to look forward to is just employment for the duration of the works without prospect of increase of salary. This is a state of affairs of which I shall venture to suggest an amendment (*vide* "A" further on).

8. In 1879 a change was made by order of Government in the establishment of these works, and many men whose salaries had for 3½ years been charged to "Works" "Establishment." Amongst them were some very excellent workers (time-keepers, &c.) who had not passed the requisite Government test examination (referred to in paragraph 4), and who were nevertheless drawing Rs. 20 a-month. This is, strictly speaking, contrary to the rules of the uncovenanted service as notified in the *Fort St. George Gazette* of 26th April 1861, which compels all those who are borne on an "Establishment" to pass the test before they can draw such a salary. The individuals in question were perfectly well instructed in their work, which an outsider would have taken some time to acquire, and no objection was raised at the time of their transfer from "Works" to "Establishment," although, as I have pointed out, they were not after such transfer strictly by the rules entitled to draw the salaries passed to them. On this I have a suggestion to make further on (*vide* "B" hereafter).

G.O., No. 2254 W., dated 3rd September 1879.

9. When work was going on in all its branches at nearly full speed in 1877-78 there were several English Foremen and mechanics serving under the Superintendent

under agreement, and many more of a similar class without an agreement, all of them high-class workmen in their special lines. These men are in the habit of regarding the Superintendent (or Resident Engineer as it would be in England) as their chief superior on the works, and look to him alone for payment of wages punctually when due.

10. This class of men knows nothing of the high authority of the Examiner of Public Works Accounts, and when their salaries are three days overdue and they apply to the Superintendent for payment, it is not always clear to them that they cannot be paid because "the Examiner has not audited the pay sheets," nor does it tend to promote that respect for the Superintendent which the peculiar position of these works calls for. Such a state of things as the above was avoided for some years while the audit of the Examiner followed the payment of wages, but in 1880 it was ordered that the audit should precede payment, and the result has often been three days' delay. It is only on two occasions that any trouble has arisen, and that was of course easily stopped, but I think that the apparent powerlessness of the Superintendent to pay wages that are due without a sufficient reason is not desirable, and this is the third point (*vide* "C" hereafter) on which I shall venture to suggest an amendment.

11. Before, however, recording what I believe would be simple means for removing these obstacles or difficulties now pointed out, I have to ask for sanction to some additions to the staff as it should be when work is resumed.

12. The members of the store and accounts departments have now at last succeeded in keeping up all the various forms required by the Examiner of Public Works Accounts, and, I trust, with fair satisfaction to that officer. But the amount of repetition and copying into different forms the same items is very great, and, in my own opinion, vexatious without being of much use. It is necessary to take stock of tools and plant every six months (to my mind a superfluous labor which an annual return should satisfy here as in England), and this involves writing out two copies of a list showing every single article of plant on the works and quarries. Indeed, of most "returns" of any sort duplicate copies have to be prepared, one being for the Examiner of Accounts. The amount of actual physical writing that has to be done in order, to keep all these many forms up to date, is immense. At present the staff can just manage to do it without letting work get into arrears, but when the receipt and issues of stores and tools is more than quadrupled, and when there are constant arrivals of all manner of articles from England requiring immediate attention on being landed, it will be perfectly impossible to prevent the copying work from getting into arrears. On this account I shall ask for two additional writers, one for copying work relating to receipt and issue of stores, and one for similar work in connection with the accountant. Their salaries and positions will be mentioned in another place.

13. Again, since the partial destruction of these piers in November 1881, an entirely new element has arisen which is at present giving a great deal of very unsatisfactory trouble. I refer to the acquisition of land to the north of the harbour. There are now upwards of one thousand different items of property handed over to the Superintendent of the Harbour Works by the Collector, and on all of these the Superintendent has to do his best to collect the rents. The tenants refuse to pay, and on being pressed leave their huts and go elsewhere. I have brought legal pressure to bear on one of the better class of tenants, but at present he has been indifferent to that. To collect these rents and to keep a proper list of them for submission to the Examiner is really a very considerable work, and one that requires many miles of travelling for those engaged in the collection. At present it is being done by Mr. Beardmore, with one clerk, assisted by a conicopillay and two or three of survey-boat lascars. This, however, could not be arranged if we were at work again, and I shall therefore ask sanction for a special staff of one clerk, one conicopillay and three peons for this work. It will be well to note that the Collector was awarded two extra clerks at Rs. 20 a-month simply for office work in connection with these transactions. On this subject, however, which is very pressing, I have asked for special orders to suit present urgent circumstances.

G.Os., Nos. 2618 W. and 1009 W., dated 9th Oct. 1882 and 2nd April 1883, respectively.

14. Before entering on the subject of my proposals for the future of the staff there is one more point that I wish to call attention, and that is the subject of "travelling allowances." I believe it was quite clearly understood by the Superintendent and Assistant Superintendent of these works in 1875 that no allowances would be granted for ordinary travelling to and from their work, nor for any reasonable amount of travelling about the work itself. At the same time it was not then foreseen that so much travelling would have to be undergone, as is now the case with the inspection of sea encroachments and property endangered thereby. It is impossible to pass over the fact that hardly any choice of places of residence is left to an Englishman in Madras. The district of Ráyapuram, in which the Harbour Works office is situated, contains many houses, but they are always occupied by those whose duty lies entirely on the spot, as for instance, missionaries, officers of the regiment stationed near, and medical officers of the district. Mr. Beardmore for convenience lived at Ráyapuram formerly, but the encroachment of the sea has done away with the house he occupied, and three similar houses are threatened. I submit, then, that it is of necessity that a residence be chosen between $3\frac{1}{2}$ to 5 miles from the Harbour Works office. In full work two visits a day are generally needed, and always so when a survey is being made. In addition to this, the property to the north has to be carefully and persistently inspected for a distance of 3 miles beyond the Harbour office. It thus becomes an easy and common matter to travel 20 miles a day in an ordinary day's work, exclusive of the regular work of inspecting the yards and breakwaters. There is no manner of doubt that this necessitates the keeping of more horses than would be necessary for simply inspecting the Harbour Works and attending to office duty. By the wording of the travelling allowance bills it is perfectly clear that any great amount of travelling from one's "ordinary residence" on service entitles any one in Government employ to some allowance, presumably to compensate for the extra conveyance necessary. In visiting the land to the north of the Harbour (a distance of 8 miles from my residence) I have often sent in to the Examiner an inspection report of these journeys and received a travelling allowance for the day. However, since the passing of G.O., No. 417 W., dated 8th February 1883, I am uncertain whether mileage is to be counted from "one's ordinary residence," as written in the Public Works forms, or from the office, as named in the Government Order. The order at present is a special one for Mr. Beardmore, but probably should apply also to the Superintendent, in which case it will be possible for the Superintendent having arrived at the Harbour Works office to travel $4\frac{1}{2}$ miles up to the coast and $4\frac{1}{2}$ miles back for any number of times, and yet such journeys are to be treated as in the ordinary day's work, in addition to a certain drive of 9 or 10 miles to the office and back. It is hardly necessary to say that these inspections of the coast north and south of the actual site of the works tell rather hardly upon horse and carriage accommodation, and it appears very desirable to know for certain, before work is resumed with full energy, whether any travelling allowance may be claimed from the officer's "ordinary residence," as given in the Public Works forms, or whether the G.O., No. 417 W., dated 8th February 1883, which was passed in Mr. Beardmore's case, is to apply to the present Superintendent, or to any future Superintendent and Assistant Superintendent. The matter is not very important, but it would be better to have it made quite clear.

15. I will now state what I would suggest as remedies for the difficulties mentioned in paragraphs 1 to 12, taking up first the subject "A," paragraph 6.

16. In order that the staff may have something to encourage them to do their best, I propose that an increased rate of pay shall be sanctioned for all appointments over Rs. 18 per mensem, and in the list which accompanies this letter will be found the limit of salary for which I ask sanction. It must be clearly understood that although I apply now for sanction to the highest limit, it does not follow that the limit will ever be reached, and there must be no increase of salary made by larger sums than Rs. 10 at a time, and that three months is to be the very shortest interval between the increments. I ask further that the Superintendent shall have power to make increases of salary up to Rs. 30 on his own responsibility. I must in connection with this request refer to G.O., No. 2016 W., of 31st July 1879, in which the then

Harbour Committee (which I think does not now exist) are empowered to sanction salaries to Rs. 60 per mensem, and the Superintendent himself to make appointments up to Rs. 20. I now ask that the limit may be extended from Rs. 20 to Rs. 30.

17. The effect of obtaining present sanction for prospective increases of salary to those indicated on the list herewith will be to show all the staff that there is some prize to be gained by diligence, some reward to be missed by neglect. It will also serve the purpose for which G.O., No. 2016 W., of 31st July 1879, was passed, namely, to save frequent reference to Government. I should remark that every increase of salary should be formally reported to Government, although it be within the limits of the sanction now asked for.

18. In the list now submitted there are three persons of whom I must speak separately. First, the Honorary Assistant Engineer (formerly Sub-Engineer) Mr. Bhemaya Saenna (No. 1 on list) He proposes shortly to take his pension and retire, and in that case I shall ask for a Sub-Engineer to take his place on a much smaller salary. Mr. Bhemaya Saenna, having come from Kurrachee Harbour Works, has been of the greatest service here, but his services and his salary were special (see G.O., No. 2642, dated 13th September 1875).

19. The second case is that of Mr. Gunther (No. 9 on list), who was appointed by me, with Government sanction, in place of Mr. John Chicken. Mr. Chicken came out on agreement with the Secretary of State in 1876 to serve five years, with free passage out and home. He died in 1878, and Mr. Gunther took his place, under no agreement, in December of that year. The pay of the post in 1876 was Rs. 320 a-month, with Rs. 20 a-month for house-rent, and I propose that Mr. Gunther, who has worked admirably for five years, be paid Rs. 350 a-month, as already suggested by Mr. Beardmore (see G.O., No. 2301 W., of 7th September 1882).

20. The third case is that of Mr. E. deCastre, already referred to in G.O., No. 470 W., of 21st February 1882. I now place the final limit of salary for this post at a higher figure than in February 1882, in order that there may be always a better prospect in advance. I may note that, compared with managing clerks in Government offices, the pay of this post is very small indeed, while the work is fully as hard; indeed, I am not sure that the weekly despatch of letters, plans and reports to London does not make the work more troublesome than in many other offices, as this is an extra piece of work which, owing to the Chief Engineer being in England, cannot be avoided.

21. I believe if sanction is awarded to the schedule herewith submitted, a fresh stimulus will be given to the staff, and there will be something to look forward to as the work progresses. The actual charge to Government for salaries will be less * than when work was going briskly on in 1880, owing to the decrease in the salary of the Sub-Engineer and the abolition of the posts of Inspector of Quarries, two Commanders of steamers, and English Foreman Carpenter.

	Rs.
* Saving by Sub-Engineer	150
Superintendent, Quarries	250
Two Commanders of steamers ...	500
Foreman Carpenter	250
Saving ...	1,150

22. I next come to item "B," paragraph 8. This refers to the Government test examination. I submit that, as practically this office does not reckon as a Government office, the test examination is unnecessary, and of no use; for, since it has been ordered that time-keepers be put on the establishment who were experts at their work and had passed no examination, it becomes inconsistent to insist on others, whom the Superintendent may select for special ability, being made to pass that which perfectly efficient employés have by a lucky accident avoided.

23. Moreover, bearing in mind that practically the staff on the "Establishment" of these works is in no one feature more in actual Government service than are the men employed on the works, it is most inconsistent that the Superintendent has power (as it is absolutely essential he should have) to appoint locomotive engine-drivers and

skilled divers whose pay, with overtime, often amounts to Rs. 180 a-month, and yet he is debarred from appointing a clerk in his office on a salary of Rs. 20 a-month, because the clerk has not passed an examination which qualifies him for service on which he is not about to enter, namely, recognized Government service. On these grounds I ask that the test examination may be abolished.

24. The third point ("C," paragraph 9) is simply asking that the salary bills may be audited after payment, provided always that there is no deviation from the bill as passed for the previous month. This custom was in force for several years and was only changed in 1880. Punctual payment of wages is one of the grand secrets of managing men, and although doubtless the Examiner's office do their best to audit accounts rapidly, it frequently happens that wages are not paid till three days after they are due. This, as I have said before, does not tend to increase the respect for the Superintendent of the Works.

25. The points that I place before Government for consideration are these :—

1*st.*—A scale of salaries as per schedule.
2*nd.*—Abolition of test examination on first appointment.
3*rd.*—Sanction for a special staff for looking after the property to the north.
4*th.*—Audit of accounts to follow payment, except in cases of deviation from previous month's salary bill.
5*th.*—Distinct ruling as to travelling allowances.

26. I ask for these advantages solely with a view to their helping greatly in the management of these works if they are resumed. It is of the utmost importance that some better prospect be in sight for the next period of hard and active work, for there is no doubt that gradually a feeling of disappointment has crept over those who were placed on the "Establishment," as they have discovered that, in spite of having to provide themselves with "Service Books," in spite of having to pass a test examination, and notwithstanding that they were previously employed on pensionable service, their time in this office has reckoned as nothing, *not even as service under Government*, when applying for another post, and they have been worse off than if they had been free from any rules and borne on the charges of the "Works" under the same Superintendent.

27. It is unnecessary for me to add that my proposals are based entirely on the supposition that work will be recommenced, and they are not supposed to have effect until such is the case.

Office note from the Examiner of Public Works Accounts, dated Madras, 2nd November 1883, No. 806.

Your office note, No. 2440 D., dated 22nd October 1883.

I submit the following remarks on the representations of the Superintendent, Madras Harbour Works.

Paragraph 3.—Civil Pension Code, Section 59, is, I take it, the temporary service to which the Harbour Works establishments belong, all except the Accountant and Sub-Engineer. The reference to "page 99" is of course inapplicable in this instance. In referring to the Government of India the question whether the leave rules were applicable to the Harbour Works establishment specially brought out or engaged only for these works, Government of India decided (their No. 91 E.M. and C., dated 1st March 1879) that Section 136, Rule 2, of the Civil Leave Code, was applicable. With this must be read Section 126, Rule 7. So that there is, I think, little doubt that the temporary employment is that referred to in Section 59, Civil Pension Code.

Paragraph 5.—See paragraph 4 of G.O., No. 1829 W., dated 2nd August 1880, and paragraph 2 of G.O., No. 2166 W., of 15th September 1880.

Paragraph 6.—The orders of Government in the Pension Department, Nos. 610 and 701, dated 11th July 1880 and 7th August 1883, respectively, give particulars regarding these cases, and G.O., No. 1829 W., above quoted, gives further particulars regarding Mr. Hart. The matter is now, I think, clear as to claims likely to come up.

Paragragh 7.—See paragraph 4 of G.O., No. 1829 W., above quoted.

Paragraphs 9 and 10.—"Punctual payment of wages is one of the grand secrets of managing men," see paragraph 24. I think I may say that, as a rule, no salary bill from the Superintendent has been more than two *working* days in my office. But even if it had been, and it were usual for it to be three or even four days, punctuality could still be observed by considering the 4th or any subsequent date as "pay day." So long as the men are "punctually" paid, it can make but little difference to them whether "pay day" be the 1st or the 7th. The Harbour Works staff is in the same position in this respect as every Public Works office at headquarters whose pay bill must be audited before salaries are paid.

Paragraph 12.—I have already informed the Superintendent that, in my opinion, he should not require more establishment for his stores work than he had when works were previously in full progress. I do not consider the work in the Harbour office so heavy as that in some of our northern divisions.

Paragraph 13.—This has already and lately been dealt with by Government.

Paragraph 14.—This matter has been twice decided by Government in respect to Mr. Beardmore during his tenure of the office of Officiating Superintendent, and orders passed of course apply equally to the substantive Superintendent. Analogous cases in regard to Mr. Jopp, Colonel Burton, Lieutenant Hamilton, and officers at Sangam have been referred to Government and decided unfavorably for the present argument. However see Civil Travelling Allowance Code, Section 27, and Section 3 (*a*) ; also Civil Leave Code, Section 157, Rules 6 and 7.

Paragraph 16.—The estimate for the works used to include a provision of 7 per cent. for establishment, without details; against this provision this Government were able to delegate to the Superintendent or to the Committee power to sanction establishment, appointments on salary higher than Rs. 250 of course excepted. As to increases, the spirit of the rules in Public Works Code, paragraphs 452 and 533, might be applied. A maximum salary being fixed, the Superintendent can give as much less (see paragraph 52 of Code) as he pleases, the rate of increment and its period being decided according to the first above-quoted paragraphs.

Paragraph 19.—On the precedent of the increase granted to Mr. Underdown, the sanction of the Secretary of State will be necessary.

Paragraph 22.—It rests with Government to grant the exemption asked for, either for good and all, or for the period during which the persons concerned may be employed in the Harbour Works establishment.

2. A statement in prescribed form is submitted for information.

Order—dated 14th December 1883, No. 3574 W., Public Works.

In view of active operations being resumed on the Madras Harbour Works, the Superintendent, in his letter above recorded, brings to notice some of the difficulties connected with their control and management, and proposes certain remedial measures, which may be summarised as follows :—

I. A modification of the scale of salaries now drawn by the subordinate staff.
II. Exemption from the Uncovenanted Civil Service Examination rules of men on the staff classed under clerical establishment.
III. Sanction to a special staff for looking after the property acquired by Government to the north of the Harbour.

IV. Audit to follow payment of salary bills, except in cases of deviation from previous month's salary bill.

V. A distinct ruling to be given as to travelling allowances, *i.e.*, whether in the case of the Superintendent, distance travelled is to be reckoned from his residence or office.

2. Under No. I, the Superintendent proposes a prospective increase to the salaries of nearly all the members of the subordinate staff, with the exception of the Sub-Engineer, the pay of which appointment he proposes, on the retirement of the present incumbent, to fix at Rs. 250 per mensem instead of Rs. 400. The net result of the Superintendent's proposals under this head amounts, as shown in the statement submitted by the Examiner, Public Works Accounts, to a possible maximum increase of Rs. 328 per mensem, or Rs. 3,936 per annum.

A modification of the scale of salaries now drawn by the subordinate staff.

3. The Government admit that there are good grounds for the Superintendent's proposals for augmenting the pay of his staff, but they see no reason why the salaries and increments of the clerical establishment should not be regulated by the rules laid down in paragraphs 452, 521, 522, and 533 of the Public Works Code. Sanction is accorded, therefore, to the scale of establishment in the statement appended to this order, but it must be understood that no increased pay can be drawn until sanction has been received to commence the work of reconstruction.

4. The proposed increase to the salary of Mr. Gunther, Foreman Engineer, will be submitted for the sanction of the Secretary of State.

5. The two additional clerks applied for by the Superintendent, for store and account work, have not been included in the scale now sanctioned. Before deciding whether the increase is absolutely necessary, the Government desire that the Superintendent will, with reference to the remarks on the subject by the Examiner, Public Works Accounts, place himself in communication with that officer, and see whether means cannot be devised to simplify and lighten the work referred to. A further report on this subject may be submitted by the Superintendent hereafter.

6. The second of the Superintendent's proposals, dealt with in paragraphs 8, 22, and 23 of his letter, will be remitted for favorable consideration in the Educational Department. The Government in the Public Works Department consider that there is reason in Mr. Thorowgood's arguments in favor of exempting his clerical establishment from the examination rules.

Exemption from the Uncovenanted Civil Service Examination rules of men on the staff classed under clerical establishment.

7. With reference to the third proposal, the Superintendent is requested to report whether there is any reason why the charge of the property acquired by Government to the north of the Harbour should not be handed over to the Revenue authorities. When active operations are resumed, the energies of the whole of the Harbour staff should be devoted to their legitimate and heavy work, and it seems no part of the duty of such staff to be concerned in the charge of land and the collection of rents. The protective works on the foreshore will of course remain in the hands of the Superintendent. On receipt of Mr. Thorowgood's views on this question (which should be submitted in a separate letter), the matter will be further considered in communication, if necessary, with the Revenue Department.

Sanction to a special staff for looking after the property acquired by Government to the north of the Harbour.

8. With regard to the fourth point, the rule in paragraph 498 of the Public Works Code will be relaxed, as a special case, in favor of the Harbour Works staff, but salaries will be disbursed strictly under the conditions prescribed in paragraph 499.

Audit to follow payment of salary bills except in cases of deviation from previous month's salary bill.

9. On the fifth point, the Government have already given a decision in their Order, No. 417 W., dated 8th February 1883, paragraph 2 of which is of course applicable to the permanent Superintendent. The Government regret that it is not possible to meet Mr. Thorowgood's views on the subject.

A distinct ruling to be given as to travelling allowances, *i.e.*, whether in the case of the Superintendent distance travelled is to be reckoned from his residence or his office.

(True Extract.)

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the Superintendent, Madras Harbour Works.
" Examiner, Public Works Accounts.
" Educational Department.
" Revenue do.

Exd. A. F. Goodall.
Spare Copies

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of {1883} Madras.

PUBLIC WORKS.

Dated December, 14th.

Recd. *Encl.*

G.O., 14th Dec. 1883, No. 3574 W.

DECEMBER.

Madras Harbour Works

Passing orders on letter from the Superintendent proposing certain changes in the establishment, &c., of the — on the commencement of its reconstruction.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—again Proceedings of the Madras Government, dated 14th December 1883, No. 3574 W., Public Works, communicated to the Board of Revenue by Revenue G.O., dated 11th January 1884, Mis. No. 109 :—

ABSTRACT.—Passing orders on letter from the Superintendent proposing certain changes in the establishment, &c., of the Madras Harbour Works on the commencement of its reconstruction.

READ—the following letter from F. N. THOROWGOOD, Esq., M. INST. C.E., Superintendent, Madras Harbour Works, to the Secretary to Government, Public Works Department, dated Madras, 8th January 1884, No. 38 W. :—

In acknowledging the receipt of G.O., No. 3574 W. of 14th December 1883, I have the honor to ask that I may be permitted very respectfully to express my thanks for the very encouraging way in which my proposals and requests have been received by Government. I am confident that the results following the order when in operation will be most satisfactory.

2. In reply to paragraph 7 of the order, I have the honor to remark that I know no reason why the collection of rents from the properties to the north should not be handed over to the Revenue Department, and there is no arrangement which I should hail with greater satisfaction than transferring charge of the lands and houses to that department.

3. I believe it is customary in the Public Works Department for the Engineering staff attached to any works to collect rents of buildings on such works. But I am perfectly certain that no such undertaking as this one under discussion was ever foreseen when that custom was sanctioned.

4. The acquisition of property is now almost completed, only some trifling items remaining to be handed over and some disputed rights of ownership to be settled.

5. My own views are exactly expressed in the words of the paragraph of the order above referred to, namely, that "the energies of the whole of the Harbour staff should be devoted to their legitimate and heavy work," when operations are resumed. Moreover, I feel inclined to believe that the officers of the Revenue Department will prove more successful in collecting rents than my staff has hitherto been. In fact many of the tenants (of whom there are upwards of 1,000) do not think of paying rent without legal proceedings being taken, and the collection is always in arrear in spite of all our efforts. The Revenue Department probably have men at their command who are thoroughly accustomed to such work, and who are possibly armed with an authority such as my people have not.

6. It is perhaps hardly necessary to point out that, as the cost of the property in question was borne by the Harbour Works Funds, the rents collected by the Revenue Department (after deducting expenses) should go to the credit of the Harbour Works as at present.

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of {1883} Madras.

PUBLIC WORKS.

Dated December, 14th.

Recd. *Encl.*

G.O., 14th Dec. 1883, No. 3574 W.

DECEMBER.

Madras Harbour Works

Passing orders on letter from the Superintendent proposing certain changes in the establishment, &c., of the — on the commencement of its reconstruction.

No. 544 W a/ 28th February/84

Communicated to the Supt Madras Harbour Works for information and guidance

Sd/ J.S.S.

Supt M.H.Works
Ex. P. W. Accts

P.W.D.

Govt. of {1884} Madras.

REVENUE.

Issued

Recd. *Encl.*

G.O., 9th February 1884, No. 200.

No. 544 W d/ 28th Feby/84

FEBRUARY.

Lands

acquired by Government north of the Madras Harbour.—Board of Revenue directed to instruct the Collector to take charge of all —, and to arrange for the punctual collection of the rents due on them.

With order

2 b 28/10

No. 28 C.

Referred to the Revenue Department.

10th January 1884. (Signed) C. BOWEN, Major, R.E.,
Under-Secy. to Govt., P.W.D.

To the Revenue Department.

ORDER—dated 9th February 1884, No. 200, Revenue.

Land Revenue, No. 30.

The Board of Revenue will instruct the Collector of Madras to take charge of all lands acquired by Government north of the Harbour, and to arrange for the punctual collection of the rent due thereon. A statement of outstanding arrears should be obtained from the Superintendent of Harbour Works, and immediate steps taken for their realisation. The rents, &c., collected should be credited to the Harbour Works under instructions which will be issued by the Accountant-General.

(True Extract.)

(Signed) H. E. STOKES,
Secretary to Government.

To the Board of Revenue.
" Public Works Department.
" Accountant-General.

Exd. J. Henricus.

70 Copies.

P. Wd.

Govt. of {1884} Madras.

REVENUE.

No 544 W of 28th February/84

Communicated to the Supt Madras Harbour works for information and guidance

SD/ J.S.

Issued

Recd. *Encl.*

G.O., 9th February 1884, No. 200.

No 544 Wd/28th Feby/84

FEBRUARY.

Lands

acquired by Government north of the Madras Harbour.—Board of Revenue directed to instruct the Collector to take charge of all —, and to arrange for the punctual collection of the rents due on them.

Supt H. H. Works
Ex. L. W. accts

With order

MADRAS HARBOUR WORKS.

Subordinate Staff.

—	Present Scale.	Scale as now sanctioned. Grade.	Minimum.	Increment.	Maximum.	Mean Pay.	Remarks.
	Rs.		Rs.	Rs.	Rs.	Rs. A. P.	
1. Sub-Engineer	* 400	....	..	..	..	*250 0 0	
Sub-Engineer's Establishment.							
2. First Clerk and Timekeeper	40	4th Class, 1st Grade.	40	2	50	45 0 0	
3. Second Clerk	25	4th do. 2nd do.	30	2	40	35 0 0	
4. Stone Quarry Clerk ..	18	4th do. 3rd do.	20	2	30	25 0 0	
5. Draftsman	20	3rd do.	20	2	30	25 0 0	
6 & 7. Two peons ..	14	....	..	..	..	14 0 0	No grading.
Special Establishment.							
8. Head Foreman of Works.	440	....	..	..	..	440 0 0	No grading.
9. Foreman Engineer ..	300	....	..	..	..	350 0 0	Secretary of State's sanction to be applied for.
10. Do. Diver ..	300	....	..	..	..	350 0 0	Sanctioned by Secretary of State.
Superintendent's Establishment.							
11. Managing Clerk ..	80	2nd Class, 3rd Grade.	100	4	120	110 0 0	
12. First Clerk	35	4th do. 1st do.	40	2	50	45 0 0	
13. Second do.	30	4th do. 2nd do.	30	2	40	35 0 0	
14. Third do.	25	4th do. 2nd do.	30	2	40	35 0 0	
15. Draftsman	45	1st do.	50	4	70	60 0 0	
16. Second Draftsman ..	25	2nd do.	35	3	50	42 8 0	
17, 18 & 19. Three peons ..	21	....	..	..	..	21 0 0	No grading.
Assistant Superintendent's Establishment.							
20. Clerk	35	4th Class, 1st Grade.	40	2	50	45 0 0	
21. Surveyor	50	As Draftsman, 1st Class.	50	4	70	60 0 0	
22. Draftsman	20	3rd Class ..	20	2	30	25 0 0	
23, 24 & 25. Three peons ..	21	....	..	..	..	21 0 0	No grading.
Accounts Establishment.							
26. Accountant	..	According to rank ..	..	..	..	..	
27. Cashier	40	4th Class, 1st Grade.	40	2	50	45 0 0	
28. Clerk	25	4th do. 2nd do.	30	2	40	35 0 0	
Store Department.							
29. Chief Storekeeper ..	220	....	..	..	..	220 0 0	No grading.
30. Assistant do. ..	30	4th Class, 2nd Grade	30	2	40	35 0 0	
31. Godownkeeper ..	25	4th do. 3rd do.	20	2	30	25 0 0	
32 & 33. Two lascars ..	14	....	..	..	..	14 0 0	
	2,298		..	..	..	2,407 8 0	
						2,298 0 0	
Increase per mensem ..	..		..	..	..	109 8 0	
Increase per annum ..	..		..	..	..	1,314 0 0	

* Exclusive of Presidency house-rent and allowance.