(1) பக்கங்களின் எண்ணிக்கை 68
(2) புதுக்கித் திருப்பிய நாள் 9/88
(3) ஆதாரங்குறிப்பவர் சுருக்கொப்பம் 28/9/88

தமிழ்நாடு ஆவணக் காப்பகம்.

தமிழ்நாடு அரசு

P.W துறை

அரசாணை எண்.
மு. கோப்புத் தாள் எண். 2699W அச்சகம்
பலவகை

நாள் : 3 . 11 . 1884 ~~198~~.

டிக்கவோ கண்டபடி கையாளவோ கூடாது

வண. கா-1—13,008—15-6-87.

2699

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.

Establishment.

READ—the following letter from Colonel J. BEATTY, R.E., Superintending Engineer, IV Circle, to the Chief Engineer, Public Works department, dated Coimbatore, 9th October 1884, No. 463 E.W. :—

At the particular request of Major A. C. Smith, R.E., the new Executive Engineer at Ootacamund, I have deferred making appointments with a view to strengthening the office establishment of Nílgiri division, according to the scale sanctioned in G.O., No. 1895 W., of 4th August 1884, until you should have had an opportunity of considering what can be urged in regard to the particular views of Mr. Larminie and Major Smith.

1 Letter No. 373, dated 29th October 1883.
1 " " 154, " 2nd July 1884.
1 " " 166, " 11th " "
1 " " 263, " 27th August "
1 " " 319, " 24th September "
2 Statements.

2. Major Smith concurs with Mr. Larminie, his predecessor, in recommending a "local allowance" in preference to what they call a "fixed increase of pay."

3. Mr. Larminie's views are given at paragraph 6 of his letter, No. 166, of 11th July 1884, which was not sent to you with my letter, No. 309 E.W., of 23rd June 1884, because my reply to G.O., No. 1004 W., of 18th April 1884, had been greatly delayed, and after reminders I thought it advisable to make my own proposals without reference to anything the Executive Engineer had to urge.

4. I have also to point out that the proposal of *a local or special allowance* had been declared INADMISSIBLE in paragraph 2 of G.O., No. 656 W., of 11th March 1881, and paragraph 9 of G.O., No. 1416 W., of 6th June 1882. Major Smith considers that the inadmissibility has been removed by the fact that the clerks serving in the army headquarter offices now draw such allowances.

5. Major Smith and Mr. Larminie write of a "permanent increase" to men doing duty on the hills, but that is not my view of what Government has sanctioned. I propose to act under the authority given in G.O., No. 2206 W., of 28th August 1882, which states that "there is no objection to a clerk being transferred to the Nílgiri division in a higher grade, provided the scale fixed in the Government Order" (of 4th August 1884) "be not exceeded." And Lieutenant-Colonel Mead had proposed in his letter, printed with that Government Order, that a clerk ordered to Ootacamund in a higher grade should, on his returning to the plains, revert to his former grade. This proposal was not objected to, and I propose that, if a clerk gets one or two steps of promotion by going to the hills, he should revert a similar number of steps when he returns to the plains.

6. I have invited volunteers from all the offices in the circle, and propose giving the promotion, as far as practicable, according to seniority. I think it desirable that the men appointed to the Nílgiris should go there willingly, and that they should be the most experienced men of those who volunteer. They will also understand that the increase of pay will only be permanent so long as they continue to serve at Ootacamund.

7. Major Smith also proposes that the concession of a local allowance or increased pay should be extended to sub-divisional clerks and to messengers and peons or lascars. The claims of these men were not brought forward by Mr. Larminie and his predecessors in the proposals previously made, which was the cause of the omission of

any proposal for giving them an increased pay. There is no doubt that the sub-divisional clerks are the men on whose efficiency much of the correctness and punctuality of submission of the accounts depends, and the class of men now obtainable as peons or lascars and messengers in the Nílgiri division is very inferior. They are about as stupid and ignorant a lot as I have met with anywhere. A trifling increase, both in regard to the sub-divisional clerks and also to the messengers, is therefore very desirable.

8. I send herewith as an appendix to this letter a statement of what I would recommend in regard to the sub-divisional and detached offices. The proposals now made would involve an additional sanction of Rs. 37 monthly, or Rs. 444 per annum, over the scale sanctioned.*

---

* In G O., No. 1895 W., of 4th August 1884.

Order—dated 3rd November 1884, No. 2699 W., Public Works.

The Government do not consider it desirable to grant a local allowance to the members of the Nílgiri division office establishment, and resolve to uphold the order respecting increased rates of pay issued with Proceedings, No. 1895 W., dated 4th August 1884.

2. The Superintending Engineer's recommendation that similar increases be granted to the sub-divisional establishments is sanctioned. The permanent office and petty establishments of the division will stand as follows:—

	Rs.
Divisional Office.	
1 Clerk, III Class, I Grade ...	80—100
1 „ III „ II „ ...	60— 80
1 „ III „ III „ ...	50— 60
2 „ IV „ I „ each ...	40— 50
1 Draftsman ...	100—120
1 „ ...	70— 80
1 Storekeeper ...	50
1 Messenger ...	9
1 „ ...	8
3 Lascars each ...	8
Two Sub-divisional Offices.	
2 Clerks, IV Class, II Grade, each ...	30—40
2 Messengers, each ...	9
6 Lascars, each ...	8
One Detached Office.	
1 Clerk, IV Class, III Grade ...	20—30
1 Lascar ...	8
Overseer's Office.	
1 Clerk, IV Class, III Grade...	20—30
1 Lascar ...	8

3. This sanction has been registered as Provincial No. 59 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. C. Howarth.

Spare Copies

2699

GENERAL.
ESTABLISHMENT.

Govt. of {1884} Madras.

PUBLIC WORKS.

Dated November, 3rd.

Recd. *Encl.*

G.O., 3rd Nov. 1884, No. 2699 W.

NOVEMBER.

Nilgiri Divisional and Subdivisional Office Establishments

Revised scale of —, sanctioned.

1/409 N.I

Comparative Statement of Public Works Establishment Existing & proposed.

Nilgiri Division.

2699

Present.

No.	Description	Each class or grade	Monthly cost.	Annual cost	Total.
	Divisional Office.				
1	Clerk, 3rd class, 2nd grade	70	70	840	
1	Do, 4" " 1st "	45	45	540	
3	Do 4" " 2nd "	35	105	1260	
1	Draftsman 1st Class.	60	60	720	
1	Do 2nd "	42½	42½	510	
1	Messenger	9	9	108	
1	Do	8	8	96	
	Two Sub Divl. Offices.				
2	Clerks, 4th class. 3rd grade	25	50	600	
2	Messengers	8	16	192	
	~~Total.~~		~~405½~~	~~4866~~	~~4866~~
	one Detached office				
1	Clerk V Class 1st grade	17½	17½	210	
1	Clerk V Class 1st grade overseer's office	17½	17½	210	

Total. — 440½ – 5286, 5286.

Proposed.

No.	Description	Each class or grade	Monthly cost	Annual cost	Total	Difference. Increase	Decrease
1	Clerk, 3d class, 2d grade	70	70	840		"	"
2	Do, 4" " 1st "	45	90	1080		540	"
2	Do, 4" " 2d "	35	70	840		"	420
1	Draftsman 1st class.	100	100	1200		480	"
1	Do 2d Do	42½	42½	510		"	"
1	Messenger	9	9	108		"	"
1	Do	8	8	96		"	"
	Two Sub Divl. Offices						
2	Clerks 4th class 3d grade.	25	50	600		"	"
2	Messengers.	8	16	192		"	"
			~~455½~~	~~5,466~~	~~5,466~~	~~1020~~	~~420~~
	one Detached office						
1	Clerk V Class 1st grade	17½	17½	210			
1	overseer's office do V Class 1st grade	17½	17½	210.			
	Total —		490½	5886.	5886	1020.	420.

8/7/84

Ex: Engineer
Nilgiri Dn.

3/ 409NI

Statement showing the Scale of Office Establishments sanctioned for the Simla Imperial Circle.

Superintendent of works.		Fixed pay	Total	1st Division		Fixed pay	Total	2nd Division.		Fixed pay	Total
1 Head Clerk.		170	170	1 Head clerk.		110	110	1 Head Clerk.		100	100
1 Clerk.		70	70	1 Second Clerk.		90	90	1 Second Clerk.		70	70
1 Clerk.		60	60	1 Third Clerk.		70	70	1 Third Clerk.		50	50
4 Do.		50 Each.	200	1 Fourth do.		70	70	1 Hd. Draftsman		120	120
1 Draftsman		150	150	1 Surveyor Draftsman		125	125	1 Draftsman		60	60
2 Do.	Each.	100	200					1 Cashier		40	40
3 Do.	"	70	210	1 Draftsman		70	70	5 Peons.	Each	7	35
1 Duftry.	.	12	12	1 Cashier		60	60				
1 Jamadar	.	8	8	4 Peons	Each	7	28				
1 Peon		7	7	1 Chowkidar.		7	7				
2 Peons.	.	6	12								

Comparison between cost of Establishments and outlay on works and Repairs during 1883-84.

Total cost of Establishment for 1883-84 (including Engineering Establishment) -

Superintendent of works.	36,580
1st Division	56,718
2nd do.	42,102
	135,400

Outlay on works and repairs during 1883-84.

Works.	721,749	
Repairs.	36188	757,937

N.B. The proportion of clerikal Establishment above to the works can be obtained by a simple Arithmatical calculation.

(True copy)

Simla
25th June 1884

(Sd.) R. G. Macdonald.
Examiner of accounts
Military works.

IX

[illegible] 8-7-84

Exe: Engineer
Dalhousie Dn.

2/ 409 N.I

Statement Shewing the changes in the Office Establishment of the Nilgiri Division Since the formation of the Same in August 1882.

2699

No.	Name	Rank	Pay	Period of Service in the Division	Remarks.
	Accountants				
1.	T. S. Soondrum Pillay	Accountant V Grade	70	0—1—15	Transferred to the Examiner's Office
2.	P. Vencatarayaloo Aiyar	do 4th Grade	100	1—0—13	do do do
3.	Mr. W. J. Jackson	do	100	0—1—28	do do do
	Office Establishment Clerks				
4.	P. V. Shangaren	Clerk V Class 1st grade	15	did not join	Services dispensed with for absence without leave.
5.	Moorthy Ramakao	do	16	0—3—0	Resigned
6.	S. A. Muniappa Moodaliar	Clerk IV Class 2d grade	30	0—6—11	Transferred to North Arcot Division
7.	A. Dorasami Pillay	do	32	1—2—0	Left the Station without leave and died at Tanjore
8.	S. Ramachendra Rao	Clerk IV Class 3d grade	20	1—0—27	Resigned
9.	S. Vasudeva Rao	do	20	0—2—9	do
10.	A. Palnikumara Pillay	do	20	0—6—0	Transferred to the Consulting Architect's Office
11	Gopal Rao	do	20	0—0—1	Resigned on the very day of his arrival
	Draftsmen				
12.	V. Krishnasamy Moodaliar	2nd Draftsman	58	1—0—18	Transferred to Circle Office
	Messengers				
13.	K. Choyee	Messenger	9	0—1—9	Resigned
14	Vencatasami	do	9	0—11—12	Died
15	Moideen Sahib	do	8	0—8—11	do
16	Muda Moygah	do	8	0—8—8	Left on leave but did not rejoin—Services dispensed with
	Petty Establishment				
17.	A. Atchutha Nair	Storekeeper	30	0—1—20	Transferred to Coimbatore Division
18.	P. Kotiswara Naidoo	do	25	0—2—8	Left on leave without pay and got an appointment in the Coimbatore division
19.	V. Gopalasami Naidoo	do	25	0—5—15	Resigned
20	Abdullah	Lascar	8	0—10—2	do
21	Lachumiah	do	8	0—5—27	do
22	A. Choyee	do	7	0—1—9	do
23	Chinnasamy	do	8	1—0—8	do
24	Yellappah	do	8	1—1—4	do
25	Keloo	do	7	0—1—9	do
26	Chicca Narasa	do	8	0—3—5	do
27	Nanjah	do	8	0—5—8	do
28	Marrian	do	8	0—3—0	do
29	Muthusami	do	8	1—2—0	Services dispensed with
30	Batchamean	do	8	1—2—18	do
31	Iyasami	do	8	1—2—29	do as he went away without leave
	Temporary Establishment				
32.	R. V. Narayana Iyer	Temporary Draftsman	80	0—1—29	Resigned

8.7.85

Executive Engineer
Nilgiri Division

No. 463
G.W.

Supg. Engineer's Office IV Circle
Coimbatore, 9th October 1884

From

The Superintending Engineer
IV Circle

2699

To

The Chief Engineer
P. W. Department

Sir,

Enclosures. 7
1. Letter No. 373 of 29th Octr./83.
1 Do. No. 154 of 2nd July/84
1 Do. No. 166 of 11th July/84
1 Do. No. 263 of 27th Augt./84
1 Do. No. 319 of 24th Septr./84
2 Statements.

At the particular request of Major A. C. Smith R.E., the new Executive Engineer at Ootacamund I have deferred making appointments with a view to strengthening the Office Establishment of Nilgiri Division, according to the scale sanctioned in G. O. No. 1895 W. of 4th August 1884 until you should have had an opportunity of considering what can be urged in regard to the particular views of Mr. Larminie and Major Smith.

2. Major Smith concurs with Mr. Larminie his predecessor in recommending a "local allowance" in preference to what they call a "fixed increase of pay".

3. Mr Larminie's views are given at para 6 of his letter No 166 of 11th July 1884 which was not sent to you with my letter No 309 E.W. of 23rd June 1884 because my reply to G.O. No 1004 W. of 18th April 1884, had been greatly delayed, and after reminders I thought it advisable to make my own proposals without reference to anything the Executive Engineer had to urge.

4. I have also to point out that the proposal of a local or special allowance had been declared inadmissible in para 2 of G.O. No 656 W. of 11th March 1881; and para 9 of G.O. No 1416 W. of 6th June 1882. Major Smith considers that the inadmissibility has been removed by the fact that the Clerks serving in the Army Head Quarter Offices now draw such allowances.

5. Major Smith & Mr Larminie write of a "permanent increase" to men doing duty on the hills, but that is not my view of what Government has sanctioned. I propose to act under the authority given in G.O. No 2206 W of 28th August 1882, which states that "There is no objection to a clerk being transferred to the Nilgiri Division in a higher grade, provided the scale fixed in the Government Order" (of 4th August 1884) "be not exceeded." And Lieut. Col: Mead had proposed in his letter printed with that G.O. that a Clerk ordered to Ootacamund in a higher grade should on his returning to the plains revert to his former grade. This proposal was not objected to and I propose that, if a clerk gets one or two steps of promotion by going to the hills, he should revert a similar number of steps when he returns to the plains.

6. I have invited volunteers from all the Offices in the Circle and propose giving the promotions as far as practicable according to seniority. I think it desirable that the men appointed to the Nilgiris ~~or~~ should go there willingly and that they should be the most experienced men of those who volunteer. They will also understand that the increase of pay will "only" be permanent so long as they continue to

serve at Ootacamund.

7. Major Smith also proposes that the Concession of a local allowance or increased pay should be extended to Subdivisional Clerks, and to Messengers and peons or lascars. The claims of these men were not brought forward by Mr. Carminie and his predecessors in the proposals previously made, which was the Cause of the omission of any proposal for giving them an increased pay. There is no doubt that the Subdivisional Clerks are the men on whose efficiency much of the Correctness and punctuality of Submission of the accounts depends; and the class of men now obtainable as peons or lascars and Messengers in the Nilgiri Division is very inferior. They are about as stupid and ignorant a lot as I have met with any where. A trifling increase both in regard to the Subdivisional Clerks and also to the peons or lascars and Messengers is therefore very desirable.

8.

8. I send herewith as an appendix to this letter a statement of what I would recommend in regard to the Subdivisional and Detached offices. The proposals now made would involve an additional sanction of Rs. 37. monthly or Rs. 444. per annum - over the Scale sanctioned.×

× In G.O. No. 1895 W of 4th August 1874.

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

J. Beatty - Colonel R.E.
Superintending Engineer IV circle.

7A.

2699

8

G.O. No. 656 W. 11-3-81
" " 1416 W. 6. 6. 82
" " 2206 W. 28. 8. 82
" " 1004 W. 18. 4. 84
" " 1895 W. 4. 8. 84

From

The Supg. Engineer
Fourth Circle.

3 Former correspondence
submitted in a
separate Cover.

Dated 9th
Despd 10th } Octr. 1884.

No. 463
G.W.

Encl: 7

Establishment of the
Nilgiri Division office

Proposing in
regard to the particular
views of Mr. Lammie
and Major Smith, a
further alteration in
the scale of salary for
the —.

O L S 71/10
Co. 20.10.84

No. 166

Executive Engineer's Office
Nilgiri Division
Ootacamund. 11th July 1884.

2699.

From

The Executive Engineer,
Nilgiri Division.

To

The Superintending Engineer,
4th Circle.

Sir,

Enclosures
1. Statement of Proposed Scale of Office Establisht.
2. Statement of changes in the Office Estt.
3. Statement of Office Estt. at Simla

With reference to para 3 of your endorsement on G.O. No. 1004 W. dated 18th April '84, I have the honor to offer the following remarks in respect of a more liberal treatment of the members of the Divisional office in point of Salaries with a view to Securing the Services of qualified men and of minimizing the chances of discontent and consequent changes in the office Staff.

2. It would be well in this connection to take a retrospect of the Division since its formation, and to briefly Summarise the changes that have taken place in its personnel since then, with a view of illustrating that its surrounding and attendant circumstances require that it should be

9

treated exceptionally in the matter of pay. The accompanying statement shews that in all, the number of changes has been thirty two, and that they may be classified as follows:—

Three among the Accountants
Eleven do. Clerks and Draftsmen
Three do Store-Keepers

and the rest among the messengers and lascars. The changes are, except in one or two instances, due to the distaste natives from the plains have for residing in a hill climate, and certainly not the least, the difficulty of obtaining house accommodation, as well as the dearness generally of the cost of living.

3. The following are the opinions recorded by my predecessors in respect of the necessity of treating more liberally than ordinarily, Hill Establishments in general, and those serving in the Public Works Department in particular:—

In recommending certain increases to his office Establishment, Major Morant, R.E., then District Engineer of the Nilgiris, in his letter printed with G.O. No. 1760, dated 30th June 1874, urges the following arguments in support of a memorial submitted

submitted to him.

"(1) That the influx of visitors and the advent of
" Government to Ootacamund considerably raises the
" prices of almost every thing.
" (2) That the members of the Government offices
" receive additions to their pay and allowances would
" seem to shew that the fact of this place being much
" more expensive than the Districts in the plains is an
" admitted one, and nothing further seems required on
" this head.
" (3) That from certain facts that have lately come to
" my knowledge, I feel sure that most of the members
" of my office Establishment, find it extremely
" difficult, if not indeed impossible, to live on
" their pay". He goes on to say "I need hardly add that
" pinching salaries have a tendency to produce desires
" for illicit gain which can only be reduced to a
" minimum by increased vigilance on the part of
" Controlling officers. It is doubtful economy to
" under pay subordinates who are connected with
" a Spending Department."

In para 9 of his letter printed with G.O. No. 1416 W, dated 6th June '82, Major Mead, then Superintending

Engineer of the Circle, refers to the necessity of Special allowances to clerks serving on the Nilgiris in the following terms:-

"I have to point out the absolute necessity "for allowing some hill allowances to the clerks "employed at Ootacamund and would urge that "they should be allowed the privilege given "to Government clerks in para 664 of the Code; "unless this is done, it will be impossible to obtain "the services of good men at Ootacamund where "the cost of living is great."

4. I need hardly say that I fully endorse the opinions of my predecessors, and would urge the following additional reasons for recommending the grant of Special allowances to clerks in the Divisional office.

(1) Experience has shewn that although as stated in para 5 of G.O. No. 1004 W. dated 18th April '84, Special rates of pay have been allowed to clerks in this office, those rates have not proved sufficiently attractive to retain the services of good and qualified men, and that therefore something further and additional is required to compass

the

the object in view.

(2) That additional work has been entailed on the office by the transfer in this Division from the Civil Agency to that of the P. W Department of works of petty construction and repairs as per G.O. No. 2834 W dated 27th October 1882, and that the Government in para 7 of the G.O. quoted promised to consider the question of an increase to the Staff, which consideration may be well taken into account in the present connection. There is also the permanent transfer of Army Head Quarters, to the Hills, which must necessarily tend to increase the work and responsibilities of the office, not to refer to the stay of the Government itself, for the greater portion of the year, and the additional work, which is thus thrown on it in consequence.

(3) That the work of the Divisional office has considerably increased since the Special rates of pay referred to above were fixed, as will be seen from the statistics recorded below.

	82-83	83-84
Letters &c received in Divisional office	2522	4473
Do. Despatched from it	1941	3104
Expenditure on Works & Repairs	248372	378609

The work will be further increased by the transfer of the main road from Mettapollium to Goodalur vide G.O. No. $\frac{1203W}{A}$ dated 12th May 1884. In addition to all this remains the circumstance that the bulk of the outlay in this Division is incurred by Departmental Agency, which together with the numerous Stock transactions tend to make its accounts and clerical work particularly heavy.

(4) The circumstance that clerks in adjacent offices draw increased allowances cannot but have a discouraging effect on those who do not, and thus tend to prevent the latter taking that interest in their work which they would otherwise do, and and what is still worse, make them positively dissatisfied, and so seek every opportunity of going where they are likely to be better off in this respect.

5 It may be here remarked that the cost of Establishment in this Division, including proportionate cost of Direction (Superintending Engineer and his office Establishment) in 83-84 was Rs 41858, which is 11·05 per cent on the total outlay on works and repairs, viz Rs 378609, whereas the average cost of the Corresponding Establishment including

proportionate

proportionate cost of Direction (Superintendent of Works) in one of the Simla Divisions, was Rs 67700 or 17·8 per cent on the total outlay on works and repairs, viz. Rs 378968. The latter percentage is 6·75 per cent more than the former, although the outlay in the Simla Division was but a trifle more than that incurred in this Division in 83-84. Further, taking the cost of the + two office Establishments alone and comparing each with the outlay on works in this and the Simla Division respectively, it will be seen that in this Division the percentage is 1·73 per cent, while in the Simla Division it is 3·48 per cent or 1·75 per cent more.

× Nilgiri Division

Cost of office Establishment 83-84	4481
add proportion for Direction	2080
Total	6561

Simla Division

average Cost of office Establishment	6630
add Share of Cost for Superintendent of Works	6594
	13224

2699

6. I would therefore recommend an allowance of 50 per cent per mensem on fixed Salaries to all members of my office Establishment including clerks, Store-Keepers and Draftsmen, and 25 per cent to messengers and lascars. This + addition would still keep the cost of Establishment considerably below what it is at Simla, and would assimilate it to the rate at which allowances for travelling on the Hills, are calculated. I recommend Extra allowances rather than fixed increases, as I consider that the former are likely to have a better moral Effect. Men doing duty on the Hills must be

+ Cost of Nilgiri Division Office

83-84	4481
addition of 50 per cent	2240
add proportionate cost of S.E.s office	2080
	8801

12

made to feel that they are getting some thing extra while here, which addition to their income they will lose, in the event of their transfer to the plains. At present there is no rule in the P. W. D. Code under which the pay of the next higher grade is admissible to clerks when doing duty at Ootacamund, and unless this case be guaranteed, the anomaly may + again occur of a clerk being sent here from the plains on the same pay, and thus without any additional remuneration to meet the extra cost of living on the Hills. For these reasons, I consider extra allowances better than permanent increases to the salaries of present incumbents.

+ Mr Rozario the Head Clerk was transferred here in August 82 from Calicut on the same pay that he drew there.

7. I would further repeat the recommendations made in my letter No. 373 of 29th October '83 that a salary of Rs 40 to 50 should be given to the clerk entrusted with the duty of preparing the work abstracts on which the general accuracy of the Divisional accounts so much depends, and provision has accordingly been made in the proposed scale for two clerks IV class 1st Grade, the number in the next lower grade being reduced by one - also to para 5 of my letter No. 154 dated 2nd July 1884 in regard to the appointment of a really first class Draftsman for this Division, for whom I have provided a salary of Rs 100.

8. In conclusion, I beg to append a scale of office Establishment present and proposed for the sanction of Government. I also submit for information copy of the scale of office Establishments for the Simla Division.

2649

I have the honor to be
Sir
Your most obedient Servant

Executive Engineer
Nilgiri Division

11/7/84

13

2699

14

409 N.I.

~~From~~

The Executive Engineer
Nilgiri Division

Enc: 3/463/84
S.E. IV

No. 166

dated 11. 7. 84

Received

Enclosures. 3

Ref No. 273/N.I. of 10 June 84

Recommends 50 per cent as allowances on salary for clerks, Draftsmen and Storekeepers and 25 per cent for Messengers and Lascars, under circumstances mentioned.

No. 373 Executive Engineer's Office
Ootacamund 29. Octr 1883.

2699

From,
The Executive Engineer
Nilgiri Division

To,
The Superintending Engineer
IV. Circle

Sir,

In reply to your letter No. 201C/N.D. dated 23d October 1883 I have the honor to annex for your information the present distribution of the Dn Office Staff.

The Head clerk is in charge of correspondence and cash Book.

The Second clerk keeps Registers of Receipts and Issues of letters, is in charge of Records, and despatch papers.

15

The Third clerk is detailed as assistant to the accountant

The fourth clerk is doing copyists' work.

The store-keeper is in charge of Stores and Tools and Plant. All the hands are thus fully employed and in addition, the Store Keeper, as far as his other duties will allow, gives general assistance but as a counterbalance to this the 3d clerk is a sickly man & should be replaced by a more capable hand.

One of the most difficult items of the office work has still to be accounted for - The preparation of Work Abstracts - this duty was assigned,× by the late Head Accountant Vencatarayalu, to a hand, not really belonging to the office, as Overseer's clerks on Rs 15 he is probably as well up to work, as could be expected for so low a salary, but he is not fit for

so

× Prior to the examination of the office by the Examiner in Febry 1883 W. Abstracts were prepared by the Subordinate.

2699

so important a task as the preparation of Work Abstracts, on which the general accuracy of the Divisional accounts so much depends, he (this clerk) may besides be shortly required for work under the Wynaad Subordinate.

So far the efficient and punctual preparation of the Work Abstracts an experienced clerk on a salary of Rs 40 to 50 would be required.

It has not yet been found possible to draw up the revised form of work voucher for Govt. House Revised Estimate, this with its 37 Sub heads each split up into numerous other sub heads will be a heavy task and the proper distribution by the various sub heads of work in progress for sometime past and the addl. work to be shortly commenced will

15A

them

throw a good deal of addl work on the Office

Enc: 1/463/86
S.E. IV

I consequently hope you will obtain sanction to the employment of the extra clerk.

I do not think that the change suggested by the Dy Examiner regarding the present unsatisfactory mode of managing the correspondence would afford any relief of consequence, and the change would not be desirable on other grounds.

Dy Exr
8578/84

I have &c
(Sgd) J. C. Larminie
Exr Engineer

(True copy)

A. Smith Major R.E.
Exr Engr

No 213 Executive Engineer's Office
Ootacamund 27th Augt 1884

2699

From,

The Executive Engineer
Nilgiri Division

To,

The Superintending Engr
IV Circle.

Sir,

Enclosure
1 Comparative Statement

With reference to para 3 of your No 400/A.S. dated 18th instant, communicating G.O. No 1895 W dated 4th Idem, in which the Government sanction increased rates of pay to the Office establishment of this Division, I have the honor to observe that in submitting the recommendations made in paras 9 to 12 of your letter printed with the G.O. in question, it does not appear that you were in receipt of my predecessor's letter No 116 of 11th July 1884 in

16

which certain proposals were made for placing the Divisional Office on a more efficient footing.

2. I have the honor, therefore, to request a reconsideration of the matter in the light of the views expressed by Mr Larminie, and would add that I fully concur in these views. To my way of thinking, a Hill allowance (50 per cent as already recommended) drawn independently of the grade to which a clerk belongs, will conduce better to secure willing and efficient men, than fixed increases to the pay of appointments. To repeat what has already been urged in favour of a Local allowance, instead of permanent increase, men doing duty on the hills must be made to feel that they
are

are getting something extra while here, which addition to their income they will lose, in the event of their transfer to the plains. At present there is no rule in the P.W. Code under which the pay of the next higher grade is admissible to clerks when doing duty at Ootacamund, and unless this can be guaranteed the anomaly may again occur of a clerk+ being sent up here from the plains on the same pay, and thus without any additional remuneration to meet the extra cost of living on the Hills, which the grant of the Local allowance, recommended, will entirely obviate.

+ Mr Rozario the H.C. clerk was transferred here in Aug/82 from Calicut on the same pay that he drew while there.

3. I notice further that the scale as now sanctioned by Government makes no provision for increases (1) to

Sub Divisional clerks, who form practically an integral part of the Divisional office, and on whom the preparation of a very important portion of the initial accounts, Vizt, the ten day reports, devolves. To the delay in the submission of these documents much of the backward state of the Divisional accounts is attributable. It is absolutely necessary therefore that these men should receive some encouragement, as well as the messengers and lascars.

4. I beg therefore to re-submit for consideration the scale forwarded by my predecessor with his letter No. 166 of 11th July 1884, Herewith and in doing so, to recommend 40 instead of 50 per cent

cent per mensem on fixed pay to all members of my office establishment, including my clerks, storekeepers and draftsmen, and 20 per cent for messengers and lascars.

With reference to paras 7 & 8 of my predecessor's letter already quoted, I have made provision for two clerks 4th class 1st grade, the number in the next lower grade being reduced by one. I have also made provision for a first class draftsman average Rs. 70 –, which together with the 40 per cent addition will be sufficient for securing the services of a really efficient man. The total increase recommended per mensem including the 40 and 20 per cent additions is Rs. 225 –, or Rs: 32-8-0 more than that (Rs: 192-8-0) sanctioned in para 4 of the G. O. under

×

Total increase sanctioned per annum as per G. O. No. 1895 d/ 4/8/84 - 2310

Total as per proposals now submitted —— 2700

Net increase 390

18

under review. Against this should be set off, the increases, say Rs: 34× –o, to Sub Dl. Clerks, messengers and Lascars omitted from the scale sanctioned by Government, which more than covers the increase as proposed by me.

× Two sub Dl. clerks at Rs: 10 each - 20 –
Two overseers clerks Rs: 5 each - 10
Peons and messengers} — 4
34.

5. In conclusion, and with reference to para 3 of your No. 400/N.I. dated 18 August 1884, I have the honor to state that arrangements will be made by promotions in the office for suitably filling up the vacancys that will be caused by the transfer of Mr. Rozario to the Calicut Division, — the last place being given to a passed candidate who is now a volunteer in the Sub Dl.

A.C.

Divisional Office - 2699.

I have the honor to be,
Sir,
Your Most Obt Servant
(Sd) A. C. Smith Major R.E.
Executive Engineer.

(True Copy)

L. Beatty. Colonel R.E.
Superintending Engineer, 4th Circle.

Register No 575 Md
28-8-84

From
The Executive Engineer
Nilgiri Division

Enc: 4/463/84
5 V IV

No 263
D/ 27th August 1884
Received

Enclosure 1

Office Establishment of the Nilgiri Division. Recommends 40 per Cent on Salary to be given as special allowance to——

No. 154

Executive Engineer's Office
Nilgiri Division
Ootacamund. 2nd July 1884

From
The Executive Engineer,
Nilgiri Division

2699

To
The Superintending Engineer,
4th Circle

Sir,

In continuation of previous correspondence on the subject, I have the honor to report the following changes in the Division during the month of June:- Pulni Koomara Pillai, Subdivisional writer, will be relieved of his duties on the 30th Instant to take up his appointment in the Consulting architects office, as reported in my letter, No. 113, dated 13th June 84. Pulni Koomara Pillai leaves the division on account of the climate being insuited to his health and circumstances. One Narasinga Row, a passed candidate but quite new to office work, will be appointed in his vacancy, but for the present, Shunmogum Pillai from the Divisional office will be sent to relieve Pulni Koomara Pillai and Narasinga Row retained in the Divisional office until he becomes acquainted with office work.

2. My present object in reporting these changes is to bring to notice that such changes which seem inevitable in this Division, cannot but tend to impair the efficiency of the divisional office, and to seriously interfere with the management of its work generally and its accounts work in particular.

3. A separate report on the subject of G.O. No. 1004 W. dated 18th April '84 and Superintending Engineer's letter, No. 273 N.I, dated 10th June '84, will shortly be submitted on obtaining data which have been applied for to the Examiner of accounts, Military Works Branch, Simla, regarding the rates of pay prevailing in the Hill Stations in the North. It seems better to wait and submit a comprehensive and satisfactory scale once for all, than to hurry on one that may subsequently turn out to be unsatisfactory.

4. I observe from your letter No. 186/S.L dated 9th June 84 that this Division is threatened

with

with another change in the proposed transfer of Vyasa Row to the new Calicut Division and that the transfer of assistant draftsman Parthasaidy Naidoo seems within the realms of possibility vide your No. 55 N.I dated 5th February '84.

5. Attention is also invited to the long felt want of a really 1st Class Draftsman for the Division. Such a man cannot be procured for the sanctioned scale of pay× Rs 80.

6. A temporary man for a rate of pay of even Rs× 100 cannot be had and unless some inducement× be offered no really good man will come forward.

× The Head Draftsman of the 2nd Simla Division draws Rs 120 per month.

Perpetual calls are being received for the urgent submission of plans and estimates. Questions that in other Divisions would be allowed to take their turn are here urgent; and a man of unusual quickness, more than skill as a Draftsman, is required. At present the Head Draftsman is employed on the Oty water supply scheme, which, of several urgent calls, I take to be most urgent, and as such, that it should have precedence over other Estimates. There is always ample work for the 2nd Draftsman in ordinary current duties.

I have the honor to be
Sir
Your most obedient Servant

Executive Engineer
Nilgiri Division

~~From~~

The Executive Engineer

392 Nilgiri Division

P.W.D.
FOURTH CIRCLE

Enc: 2/463/84
S. 24th

No. 154

Dated 2-7-84

Received

Enclosures 0

certain changes in the division

— reports — with some

observations.

No. 317. Executive Engineer's Office
Ootacamund 24th Septr./84

2699

From,

The Executive Engineer
Nilgiri Division

To,

The Superintending Engr.
IV. Circle

Sir,

With reference to your docket No. 314C ~~494 S.E.4~~; dated 11th September 1884, I have the honor to enclose a comparative Statement showing:-

(1) rates of pay prior to 4th August 1884 being the date of the G.O. sanctioning revised rates of pay.

(2) Rates of pay sanctioned in G.O. No. 1895 W, dated 4th August 1884.

(3) Rates proposed by this office.

23

2. From the above it

will be seen that the rates proposed by me involve an increase of Rupees 23 over those sanctioned in G. O. No. 1895 W of 4th August 1884, but this increase is more apparent than real, as the scale sanctioned in the orders in question makes no provision for increases to Sub Divisional* Writers, which if taken into account, will bring the proposed rates within the total increase already sanctioned. This was explained in my letter No. 263, dated 27th August 1884.

* Two Sub Dl. clerks at Rs 10 each. 20 -
Two Overseer's clerks Rs: 5 each. 10 -
Peons and messengers } . 4 -
34 -

3. With reference to para 9 of G. O. No. 1416 W of 6th June 1882 which declares special allowances inadmissible, I would explain that such allowances are now drawn by the Clerks serving in the Army Head Quarter Offices, so that the said inadmissibility no longer exists.

4. For the arguments urged in favour of my proposals, I would invite attention to the letters* marginally quoted, which contain very fully my views on the subject.

× No. 154 of 2/7/84.
" 373 of 29/10/83.
" 166 of 11/7/84.

2699

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

A Smith Major R.E.
Executive Engineer

24

A.S.

~~From~~ 2699W.

The Executive Engineer
Nilgiri Division

Tr Sm/
EC 5/10

P.W. ENGINEER'S OFFICE
576 N.I.
6 SEP 84
P.W.D.
FOURTH CIRCLE

Enc: 5763/84
C.E. IV

No 319
Dated 24.9.84
Received
Enclosure 1

Office Establishment — Submits a comparative statement showing rates of pay prior to 4th August last, revised rates of pay recently sanctioned and rates of pay proposed by this Office to members of the —

8578
2699

To D.W.

At the request of the Ex. Engr. Nilgiris, the S.E. IV circle re-submits the question as regards the grant of increased emoluments to the members of the Nilgiri division office establt., in view to placing the office on an efficient footing.

In G.O. No 1895W of 4.8.84, an increased scale of pay was granted to the members of the office establt.; but the present Ex. Engr. Major H.C. Smith, agreeing with his predecessor Mr. Lammie, would prefer to give the

25

20.10.84 CR 27.10.84

recommendation

men a local allowance while serving on the Nilgiris, rather than fixed increases of pay.

Col. Beatty however would apparently adhere to what has already been sanctioned, & only goes beyond the former proposals so far as to recommend the grant of increased pay to Sub divisional Clerks & messengers, who were previously overlooked.

Prior to the issue of the G.O. of 4 Augt. last, the total ~~net~~ monthly cost of the office & petty establt. was Rs 533½. The increases sanctioned in the G.O. ~~[illegible]~~ involved an additional charge of Rs 192½ per mensem. Col. Beatty's proposal

to extend the increase of pay to Sub divisional office establts, involves an ~~addition~~ additional extra charge of Rs 37 per mensem, or a total extra charge of Rs 229½ per mensem.

Major Smith would adhere to the rates of pay existing previous to the order of 4.8.84, & allow all clerks a local allowance of 10 percent on salaries & lascars & messengers 20 per cent. The result of this proposal would be a net increase of Rs 225½ per mensem, so that there is very little difference in the cost of the two proposals.

Major Smith considers that the men should be made to feel that they are drawing something extra for working on the Hills, which addition to their incomes they would lose on transfer to the plains.

To the same end, Col. Beatty proposes to transfer men from the plains to higher grades on the Hills, on the understanding that on retransfer to the plains they will revert to their former grades.

Orders are now required as to which of the proposals shall finally be sanctioned. There is no doubt that, generally, men drawing local allowances are more content in expensive localities ~~but~~ than those drawing fixed pay, although total emoluments may be the same in both

2699

cases. A fixed rate of pay after a very short time, comes to be looked upon as a matter of right, - it is soon lived up to, & extra expenses are put down to the dearness of the locality. A local allowance however is nearly always looked upon as something wherewith to meet extra expenses - or something, if at all possible, to be saved, & efforts are made to keep expenses as much as possible down to pay proper.

Under Section 40 (c), of the Pay & Ay. Allces Code, the Local Govt apparently have power to sanction a local allowance, provided total emoluments do not exceed Rs 250 per mensem.

18/10/94 Ch

2699 W

To W.

Office Establishment, Nilgiri Division.

2669

When an increase of pay was granted to the members of the Office Estabt, Nilgiris, in G.O. No. 1895 W. of 4.8.84. the claims of the Sub-divisional clerks & of the messengers were overlooked, and it is now rightly proposed to rectify this omission.

Further, it is now urged by Major Smith that a "local allowance" for the Ooty clerks will be better than the quasi permanent increase of pay sanctd. On this point please read what S.G.W. says in accompanying note.

The S.E. does not support the "local allowance" proposal, but apparently has no strong views one way or the other.

I do not think myself the question is of much importance. The members of the Office Estabmts being properly remunerated in view of all the circumstances of the locality in which they work, it seems to me immaterial whether we call what they get extra either by one name or another. They have been granted what has been considered proper to ensure willing & efficient work, and it but remains for the Ex: Engineer & the Accountant to insist on their rendering the same.

C.S.

20-10-84

J.G.

Ndw accordingly

CJ
26.10

To D.W.

The orders already issued should be upheld, — but I have no objection to similar increases being given, as proposed, to the sub-divisional offices. R-

23.10.84

C.A.W.

Please note your opinion on this matter. It is entirely one of Office establishments.

2699

W.S.

22-10-84

To W/

It seems only fair that the Subdivisional Clerks and messengers at Ootacamund should receive increase of pay corresponding with the increases granted to the other office establishments. I am not in favor of the "local allowance" - I think it would form a bad precedent. None of the other permanent Civil Establishments get such allowances, and were they sanctioned in the P.W. Dept., the Government would be embarrassed with appeals from all other Depts which would be certain to flow in. I had this in view when drafting para 9 of G.O. 1416 W dd 6th June /82, and I

29

a 20-10-84, Oct 27, 10 84

commendation th

think the original
notes on that order will
show that the Members
of Govt. were opposed to
any such inconvenient
precedent being established

A.S.
22-10-84

A/

General
Establishment

PUBLIC WORKS DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the

READ the following

2699

From
The Supdg. Engineer
IV Circle
} (H.E. No: 463 Svd dated 9th Octr 1884)

Circulate without
Encls.

The Government do not consider it desirable to grant a local allowance to the members of the Nilgir division office establishment, and resolve to uphold the orders respecting increased rates of pay issued with Proceedings No: 189 dated 4th August 188

30

2. The Supdg. Engr. recommendation th

Similar increases be granted to the Sub divisional Establishments is sanctioned - The permanent Office and petty Establishments of the division will stand as follows:-

Divisional Office

	Rs
1 Clerk III Class I grade	80 - 100
1 — Do. III — " — II — "	60 - 80
1 — Do — III — " III — "	50 - 60
2 — Do — IV — " — I — " each	40 - 50
1 Draftsman	100 - 120
1 — Do	70 - 80
1 Storekeeper	50
1 Messenger	9
1 — Do	8
3 Lascars each	8

Two

Two Subdivisional Offices

2699.

2. Clerks IV Class II grade each	30-40
2. Messengers each	9
6 Lascars each	8

One detatched Office

1 Clerk IV Class III grade	20-30
1 Lascar	8

Overseers Office

1 Clerk IV Class III grade	20-30
1 Lascar	8

CS
30-10-84

1-11-84

3. This sanction has been registered as Provl. No 59W of 1884-85. & classified as Establt. & Permanent.

D 1/11

To the S.E. IV Circle
Ex. Mr accountant

2699

?

32

16/4/67

05781

Govt. of (1884) Madras.

PUBLIC WORKS.

Dated [illegible] 5/11/84

Recd. Encl.

G.O., 3rd Nov 1884, No. 769 [illegible]

[illegible] Divisions &
[illegible] Offices
Establishments
Revised Scale of
Furniture

60
3

16.12.35

Jd S.27
[illegible] 4/11 4/11