

31. ~~307~~ (1) Number of pages 10
(2) Date of repair 10/88
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TAMIL NADU ARCHIVES

GOVERNMENT OF TAMIL NADU

J.W.D. DEPARTMENT

G.O. No.	2730 W	Press.
B.P. No.		Mis.
Dated	4. 11.	1884. 198.

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Not to be folded or roughly handled.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

READ—the following paper:—

From the Government of India, Public Works Department (General), dated Simla, 18th October 1884, Circular No. XII, Public Works.

Irregular Dismissal of Public Servants.

Read again—

Public Works Circular, No. 65, dated 29th August 1879.

Resolution—

The Governor-General in Council observes that cases not unfrequently occur in the Public Works Department in which subordinate officers are dismissed on grounds which His Excellency in Council cannot regard as valid. The order of Her Majesty's Government, that every public servant whom it is proposed to dismiss should be furnished with a copy of the charges against him and allowed a reasonable time for submitting his defence, is not invariably observed. Appeals to the Governor-General in Council and to the Secretary of State are frequent, and if this rule is not observed at the time, it eventually falls to the Government of India to require its observance at a period not so appropriate. On this point attention is drawn to Public Works circular, No. 65, dated 29th August 1879.

2. Some cases have lately been brought to the notice of the Governor-General in Council in which subordinate officers have been dismissed on the plea of reduction of establishment, but apparently with view of making room for others who were considered more efficient. In one case the head of an office in which reductions had to be carried out held an examination to determine who should be dismissed, and discharged a number of permanent clerks beyond the scope of the reduction, and afterwards appointed a number of men from outside to bring the office up to sanctioned strength. Such proceedings are quite irregular. They involve hardship, often unmerited, to the men dismissed, who, unless a clear saving can be shown, are not entitled to pension or gratuity, and they may lead to unnecessary charges on the public revenues.

3. It is natural, and even laudable, that an officer should desire his establishment to be as efficient as possible, but at the same time improved efficiency may be too dearly purchased. A high standard of efficiency should not be sought by injustice to individuals, or by disproportionate unproductive expenditure in the shape of pensions or gratuities. On this subject, attention is drawn to section 104 (6) of the Civil Pension Code, 6th edition, and the foot-note appended thereto.

4. These observations are not intended to prevent the dismissal of subordinates who are inefficient, in the sense that frequent specific failures in work have occurred, but to ensure that a man shall not be dismissed simply because he is not so able as his superior officer thinks he ought to be, or, because the latter knows of some one else who would probably do the work better.

5. The subordinates in the Railway Revenue Establishment, whose service is not pensionable, are engaged on the understanding that they hold their appointments at the discretion of the Railway Administration. But Managers of Railways should be informed that this resolution is equally applicable to their subordinates.

Order—

The Governments of Madras, Bombay, Bengal, the North-Western Provinces and Oudh, and the Punjab, in the Public Works Department.
The Chief Commissioners, Central Provinces, British Burma, Assam, and Coorg.
The Resident at Hyderabad.
The Agents to the Governor-General for Central India, Rajputana, and Beluchistan.
The Accountant-General, Public Works Department.
The Inspector-General of Military Works.
The Director-General of Railways.
The Consulting Engineers to the Government of India for Guaranteed Railways.
The Director-General of Telegraphs in India.
The Director-in-Chief, Indo-European Telegraph.
The Director, Persian Telegraph.
The Director, Persian Gulf Telegraph.
The Superintendent of Works, Simla, Imperial Circle.

Ordered that this resolution be communicated to the Local Governments and Administrations and Officers named in the margin for information and guidance.

(By Order.)

(Signed) A. B. SAMPSON,
Under Secy. to the Govt. of India.

ORDER—dated 4th November 1884, No. 2730 W., Public Works.

Communicated to officers of the Public Works Department, for information and guidance, in continuation of the undermentioned orders:—

G.O., No. 36 W., dated 6th January 1883.
" " 3604 W., " 17th December "

(True Extract.)

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

To the Chief Engineer for Irrigation.
" Consulting Engineer for Railways.
" Engineers-in-Chief, State Railways.
To Superintending Engineers.
To the Consulting Architect to Government.
" Superintendent, Madras Harbour Works.
" Superintendent of Works, Tank Maintenance Scheme.
" Examiner, Public Works Accounts.
" Examiner, Railway Accounts.

Exd. E. Fernandez
Spare Copies

2730

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GENERAL.
ESTABLISHMENT.

Govt. of (1884) Madras.
PUBLIC WORKS.

Dated November, 4th.

Recd.

Encl.

G.O., 4th Nov. 1884, No. 2730 W.

NOVEMBER.

Dismissal of Public Servants

Circular from the Government of India,
communicating resolution on the subject of
irregular —, communicated to officers of
the Public Works Department.

[For Heads of Departments only.]

Circular No. XII Public Works.
GOVERNMENT OF INDIA.
PUBLIC WORKS DEPARTMENT.
GENERAL.

Simla, October 18, 1884.

Irregular dismissal of public servants.

Read again—

Public Works Circular No. 65, dated 29th August 1879.

RESOLUTION.—The Governor General in Council observes that cases not unfrequently occur in the Public Works Department in which subordinate officers are dismissed on grounds which His Excellency in Council cannot regard as valid. The order of Her Majesty's Government that every public servant whom it is proposed to dismiss should be furnished with a copy of the charges against him and allowed a reasonable time for submitting his defence, is not invariably observed. Appeals to the Governor General in Council and to the Secretary of State are frequent, and if this rule is not observed at the time, it eventually falls to the Government of India to require its observance at a period not so appropriate. On this point attention is drawn to Public Works Circular No. 65, dated 29th August 1879.

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5. The subordinates in the Railway Revenue Establishment whose service is not pensionable, are engaged on the understanding that they hold their

appointments at the discretion of the Railway Administration. But Managers of Railways should be informed that this Resolution is equally applicable to their subordinates.

The Governments of Madras, Bombay, Bengal, the North-Western Provinces and Oudh, and the Punjab, in the Public Works Department.
The Chief Commissioners, Central Provinces, British Burma, Assam, and Coorg.
The Resident at Hyderabad.
The Agents to the Governor General for Central India, Rajputana, and Beluchistan.
The Accountant General, Public Works Department.
The Inspector General of Military Works.
The Director General of Railways.
The Consulting Engineers to the Government of India for Guaranteed Railways.
The Director General of Telegraphs in India.
The Director-in-Chief, Indo-European Telegraph.
The Director, Persian Telegraph.
The Director, Persian Gulf Telegraph.
The Superintendent of Works, Simla Imperial Circle.

ORDER.—Ordered, that this Resolution be communicated to the Local Governments and Administrations and Officers named in the margin for information and guidance.

By order,

W. S. Sampson

Under Secretary to the Govt. of India.

To The Secretary to the Govt. of Madras
Public Works Department

1-1-83 no 26 W

17-12-83 no 3604 W

3-10-79 no 2499 W

GOVERNMENT OF INDIA.
PUBLIC WORKS DEPARTMENT.
GENERAL.

2730

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To

Circular No. XII Public Works.
Dated Simla, October 18, 1884.
Received

Irregular dismissal of public servants.

G. C. B. Press, Simla.—No. 205 P. W. D.—23-10-84—1,025.

for the order

Genl
Estab

No: 2730/P-4 Nov 1884

Communicated to
officers of the Public
Works Department for
information and guidance
in continuation of the
undermentioned order:—

G.O. S.W. of 6 Jan. 1883.
3604 W. of 17 Decr. 1883.

2.11.84

3.11.84

3.11

C. E. for S.
C. E. for Rys.
Es. in Chief State Rys.
Supty. Engrs.
C. E. to S. A.
Supty. in P. Works
Supty. of Wks. S. W.
En. S. W.
En. Ry. Accts

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Gobt. of (1884) Madras.

PUBLIC WORKS.

(5)

Dated

Recd.

Encl

G.O. No. 1884, No. 2730

Sir,

Disruption of
Public Service

in the part of
the Public Service
in the part of
the Public Service
in the part of
the Public Service

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