

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

4th January 1878, No. 16 W.

General.
Establishment.

Read the following paper :—

No. 28. Resolution of the Government of India, Public Works Department, (Establishment—General,) dated Fort William, 17th December 1877, Circular No. 71, Public Works.

Incidence of the charge for training in India of Natives for the position of Foremen Mechanics.

Read again :—

Public Works Department Resolution Nos. 1,598—1615 E—G of 27th November 1876.

Read also :—

Replies to the above.

RESOLUTION.—The majority of the local authorities consulted on the subject being in favor of the proposal to localize the arrangement for the training of Natives for Foremen Mechanics as suggested in paragraph 4 of Public Works Department Resolution Nos. 1,598—1,615 E—G of 27th November 1876, the Government of India is pleased to decide that this arrangement shall be adopted in future.

It is now left to the Local Governments and Administrations and to Heads of Imperial Branches of the Department, to give effect to the measure to which the Government of India attaches much importance.

ORDER.—Ordered, that a copy of this Resolution be forwarded to the Local Governments, Administrations and Officers noted on the margin, for information and guidance.

The Governments of Madras and Bombay, in the Public Works Department.
The Governments of Bengal, North-western Provinces, and Oudh and Punjab, in the Public Works Department, General and Irrigation Branches.
The Chief Commissioners, Central Provinces, British Burmah, Mysore and Coorg, and Assam.
The Resident, Hyderabad.
The Agents to the Governor-General for Central India and Rajpootana.
The Inspector General of Military Works.
The Directors of State Railways.

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

To the Secretary to the Government of Madras, Public Works Department.

No. 29. ORDER THEREON, 4th January 1878, No. 16 W.

COMMUNICATED to the officers concerned, who will report what steps they have adopted or propose to adopt to give effect to the wish of Government that a proper system of apprenticeship should be maintained at the workshops to give a thorough training in practical work to the boys employed in them.

(True Extract.)

(Signed) E. A. FOORD, Colonel, R.E.,
Secretary to Government, P.W.D.

To the District Engineer, Presidency.
" Superintending Engineer, Kistna.
" " " Godavery.
" Consulting Engineer for Railways.

Exd. A. Raitt.

Spare Copies.

GENERAL
ESTABLISHMENT.

Govt. of 1878: Madras
PUBLIC WORKS.

To

THE DISTRICT ENGINEER,
PRESIDENCY,
&c., &c., &c.

Dated January 4th.

Issued

Recd.

Encl.

G. O., 4th January 1878, No. 16 W.

JANUARY.

Nos. 28-29.

Foremen Mechanics.—Resolution of the Government of India regarding incidence of charge for training in India of Natives for the position of —, communicated to the officers concerned with instructions.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

23rd November 1878, No. 4,464 W.

General.
Establishment.

Read the following papers:—

No. 259. From Major J. O. HASTED, R.E., Superintending Engineer, Kistna District, to the Chief Engineer and Secretary to Government, Public Works Department, dated Masulipatam, 21st January 1878, No. 197.

With reference to G.O., No. 16 W, dated 4th January 1878, I have the honor to report that I have lately taken into the Bezwada Workshop three East Indian lads as apprentices.

2. The apprentices are not bound in any way, but have been selected by me on the understanding that they will serve in the shops for three years. They are all intelligent lads, and have been educated to some extent, and are placed specially under the Superintendent of Workshops, who is a trained mechanic, for instruction. Their pay is 7 Rupees per mensem.

3. I hope to be able to arrange shortly that they shall be instructed daily in writing, arithmetic, and drawing to begin with, but at present I have no one available to instruct them.

No. 259-A. Endorsement of the District Engineer, Presidency, dated 14th February 1878, No. 6,423.

From J. N. GRAINGER, Esq., General Superintendent, Public Works Workshops, to the District Engineer, Presidency, dated Madras, 11th February 1878, No. 3,442.

With reference to your endorsement, No. 5,809, of 17th January 1878, on G.O., dated 4th idem, No. 16 W, I have the honor to state that apprentices are entertained only in the Instrument Department of the Workshops.

2. These apprenticeships were sanctioned in G.O., Nos. 1,189, 2,251, dated 11th May 1863 and 17th July 1866. They attend work with the workmen and receive Rupees 10 per mensem for the first year, working up to Rupees 25 to the fifth year, according to qualification and conduct. After their apprenticeship has expired they are retained in the Instrument Department as workmen. All repairs to instruments are now done by them.

3. The Mathematical Instrument Maker received Rupees 15 per mensem for each of the six apprentices sanctioned in the above Government Orders.

4. In the Mechanical Department no apprentices are entertained, but lads are taken on in the different shops, where they are supposed to serve five years, on similar terms as the Instrument Department Apprentices, before they are considered workmen.

5. Neither apprentices nor boys pass any examination when entertained, but are simply taken on when a vacancy occurs on the recommendation of gentlemen in Madras who give them a letter.

6. With few exceptions they do not prove a success, for lads of their age and inclinations require to be kept under restraint similar to that of the Artificer School in the Gun Carriage Factory. The Workshops, being self-supporting, could not incur the expense of such a school without a fixed budget allotment for that purpose. If this is granted we may commence, say with 20 boys, locating them in part of the late Civil Orphan Asylum building situated about a quarter of a mile from the Workshops, and where there is ample accommodation in the way of sleeping, dining, and school-rooms. The number may be increased by five yearly admittances by examination in reading, writing, and arithmetic. A Sergeant would be required to look after them when not at work; also a Schoolmaster and house servants, so that the cost per boy per mensem, including Superintendent's allowance of Rupees 5 for each boy, would probably be Rupees 30, or Rupees 7,200 per annum for 20 boys.

7. Such a scheme is, I think, too expensive for the results that are likely to be obtained; for at the end of the apprenticeship they may seek other employment than Government service.

8. The above scheme is intended for Eurasians or Europeans domiciled in Madras, who, I believe, are considered natives, but if all classes are to have the benefit of the apprenticeships we must give up the idea of feeding and clothing them.

9. My experience is that the Native is better than the Eurasian for out-door work such as these men would have to do if employed in the districts where, I suppose, it is intended they shall have the standing of an Overseer, and be available for general use. I think, therefore, that the best means for obtaining the best men from these two classes will be to engage them in the Workshops as apprentices at from fifteen to eighteen years of age when they should pass an examination in reading, writing, and arithmetic. That the apprenticeship should be for five years, during which time they should pass three months in each of the shops, viz., blacksmiths' foundry and carpenters' after being two years apprenticed, and that the last six months of their time be spent in the drawing office. During the whole of the five years two half days a week should be set apart for attending school.

10. Their pay to be Rupees 15 per mensem for the first two years, and then increase yearly by Rupees 5 up to Rupees 30 for the fifth year, but no increase of pay to be given until the suitable examination, for each increase, has been passed. Five apprentices may be taken on yearly if Government can guarantee them employment after they have served their time.

11. A budget allotment of two-thirds of their pay should be made by Government, the remaining one-third being paid by the Workshops. By the adoption of the latter scheme a better class can be obtained with less cost to Government.

SUBMITTED to the Chief Engineer, Public Works Department, with reference to G.O., No. 16 W, dated 4th January 1878.

(Signed) ROSS THOMPSON, Major, R.E.,
District Engineer, Presidency.

No. 159-B. From Lieutenant-Colonel J. BEATTY, R.E., Superintending Engineer, Godavari, to the Chief Engineer, Public Works Department, dated Dowlaishvaram, 29th March 1878, No. 4,104.

As directed in G.O., No. 16 W, of 4th January 1878, I have the honor to report on the steps to be adopted for giving effect to the wish of Government for maintaining a proper system of apprenticeship, and giving a thorough training to the boys employed at the Dowlaishvaram Workshops.

2. At present the Native and East Indian lads who come to these Workshops have little or no education, and do not receive such a training as would fit them for employment as Foremen Mechanics.

3. The young natives are perfectly ignorant even of reading and writing their own language when they enter the shops, and receive no education while there. They usually commence as bellows boys, and according as they show an inclination for some particular kind of work they are employed as carpenters, vicemen, smiths, or moulders. In course of time, according to the ability each man shows in his work, his pay is raised. Good carpenters can earn 13 Rupees a month, and first class smiths 20 Rupees. But the shops cannot afford to offer inducements to these men to enter into an engagement to serve for a term of years and go through a training in the different kinds of work, nor can they afford to maintain a school for the boys and give them some education.

4. There are generally four or five East Indian boys in the shops, who enter about thirteen or fourteen years of age, are allowed 5 Rupees a month from the shops at starting, and have their pay raised according to the value of their work up to 20 or 25 Rupees. Present inducements are insufficient to attract any but the very poorest East Indians with little or no education.

5. To improve the system and attract a better class of men Government aid is needed. It is proposed that the shops should always have under training ten East Indian and ten Native Apprentices, that these apprentices should be induced by the offer of extra pay to sign written agreements to serve in the shops for a period of five years, and that they should have two or three hours of schooling daily, to teach them to speak and write English and give them some knowledge of arithmetic.

6. The grant required from Government to carry out the new system of apprenticing is as follows:—

	RS.
Extra pay to ten native boys, at 5 Rupees per mensem	600
Do. to ten East Indians, at 10 Rupees	1,200
One East Indian Schoolmaster, at 60 Rupees per mensem	720
	2,520
Books and writing materials	280
Total annual grant	2,800

7. The East Indian apprentices should be allowed free quarters, and be under the constant supervision of the Deputy Superintendent of the Workshops; consequently some extra expense for buildings for their accommodation would be needed on starting the system.

No. 159-C. Read again G.O., No. 351 R, dated 13th April 1878.

No. 160. ORDER THEREON, 23rd November 1878, No. 4,464 W.

THE proposals for carrying into effect the wishes of the Government of India with regard to the training of native apprentices in the Workshops of this Presidency, which have been made in the foregoing letters, are in the opinion of the Government too costly, and any possible return for the expenditure too uncertain, to allow of their being adopted at present. His Grace the Governor in Council conceives that the native artisan caste system may with advantage be taken as the basis of an apprentice system.

2. Experience in England and on the continent has shown that a term of five years is not too long for apprentices, if it be desired that they shall have such a thorough training as will make them really good mechanics; and His Grace in Council considers that for native boys, who most probably begin to assist their parents, as bellows boys or in other ways when about ten years old, the age of twelve is the most suitable at which they can be apprenticed.

3. Those lads who are taken on should be able to pass a simple qualifying examination in reading, writing, and summing in their own vernacular; the last in English figures. During their apprenticeship of five years they should be passed regularly through the machine, handicraft, smiths', braziers, and carpentry shops, according to the class of work carried on, and the peculiar bent of the individual. They should be paid the rates payable to boys of similar age, and encouraged by annual or half-yearly increments according to the proficiency displayed by them.

4. At the expiration of the full term of training a small premium will be paid to such of the apprentices as shall be certified on trial by the Superintendent of the Workshops to be properly skilled, and for each apprentice a sum of Rupees 75 will be paid to the foreman or person in charge of each mechanical department of the shops when the apprentice leaves the department or shop being certified by the Superintendent to have been thoroughly taught and be skilled in the particular branch.

5. These payments should be the only expense to Government, as the lads will earn their own pay.

6. The number of boys to be taken on annually may be at present fixed at four at the Presidency Workshops and two at Dowlashvaram and Bezwada, respectively; they should be Tamil or Telugu lads, and generally the sons of the workmen. The Government direct that immediate effect be given to these orders, which need not interfere with any existing arrangement at the Workshops for training East Indian or Native boys, provided that no additional expense is involved. The Superintendents must see that the tests are real, and such as will indicate accuracy and correctness of eye and touch, cleverness in manipulation of tools, and, in the case of carpentry, in mode of construction; and in both carpentry, mechanical and smiths' work, it is most necessary that some moving parts should always be formed, the ease of movement indicating, as a general rule, the goodness of the work.

7. Ordered that a copy of these Proceedings be forwarded to the Government of India for information with reference to their resolution on the subject.

(True Extract.)

(Signed) E. A. FOORD, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the Superintending Engineers, First and Third Circles.
,, Educational Department.
,, Examiner of Public Works Accounts.

Exd. C. Howarth.

Spare Copies

GENERAL.
ESTABLISHMENT.

Gobt. of (1878) Madras.

PUBLIC WORKS.

To

THE SUPERINTENDING ENGINEERS,
FIRST AND THIRD CIRCLES,
&c., &c., &c.

Dated November 23rd.

Issued

Recd.

Encl.

G. O., 23rd November 1878, No. 4,464 W.

NOVEMBER.

Nos. 259-260.

Training of Native Apprentices for Fore-
men Mechanics.

24TH NOVEMBER 1882, No. 3104 W., PUBLIC WORKS.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

No. 145.

READ—the following papers :—

From Lieutenant W. L. C. BADDELEY, R.E., General Superintendent, Public Works Workshops, to the Chief Engineer, Public Works Department, dated Madras, 2nd October 1882, No. 1637 W.

I have the honor to report that owing to the falling off of work, consequent upon the late orders restricting the operations of the workshop, I am unable to find employment for the native apprentices.

The following is a list of the boys, with the necessary particulars about them :—

Names.	Age.	Trade Learning.	Service.		Salary.	Remarks.	
			ys.	ms.			
<i>Carpenter Shop.</i>							
Jegganathen ...	18	Carpentry ...	3	6	As. 6 per day.	Entertained as carpenter boy on 24th September 1878 and as ap- prentice on 1st June 1882.	
Nagaruthnam ...	17	Do. ...	3	6	Do.		
Lutchumanan ...	16	Do. ...	3	6	Do.		
Soobarayen ...	18	Do. ...	0	4	As. 5 per day.		
<i>Foundry.</i>							
C. Lazar ...	17	Moulding ...	2	6	Do.		
Coopoosawmy ...	18	Do. ...	1	3	Do.		
Davarajoo ...	16	Do. ...	1	3	As. 4 per day.		
Rajoo ...	16	Do. ...	1	3	Do.		
<i>Filer Shop.</i>							
Ramanjooloo...	15	Filing and Fitting.	1	6	Do.		
Varatharajooloo	16	Do. ...	1	6	Do.		
Comarasawmy	16	Do. ...	1	6	Do.		
Kistnasawmy...	15	Do. ...	1	6	Do.		

The demand for moulders and filers being very limited it is not likely that any of these boys, except the carpenters, will be able to work at their trade after they have left the workshop.

Under these circumstances I beg to inquire whether the apprentices are to be dismissed, and, if so, I would beg to recommend that a small gratuity be allowed to each boy, viz., one month's pay for each year of service.

No. 145-A.

From Lieutenant W. L. C. BADDELEY, R.E., General Superintendent, Public Works Workshops, to the Chief Engineer, Public Works Department, dated Madras, 17th November 1882, No. 1988 W.

With reference to your memorandum No. 876 E., of 10th October 1882, I have the honor to report that the Madras Railway can find employment for all the native apprentices.

2. I do not think it will be advisable to retain any of the boys in this workshop, as when it has been reduced to a repair establishment they will have no opportunity of perfecting themselves in their trades.

3. On receipt of orders, I will send the apprentices to the Locomotive Superintendent, Madras Railway Company.

No. 146.

ORDER—dated 24th November 1882, No. 3104 W., Public Works.

The Government approve of the transfer to the Railway Workshops of the apprentices under instruction at the Presidency Public Works Workshops.

2. The General Superintendent will arrange the transfer in communication with the Railway authorities.

(True Extract.)

(Signed) R. H. SANKEY, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the General Superintendent, Public Works Workshops.

„ Examiner, Public Works Accounts.

„ Consulting Engineer for Railways.

Exd. S. T. Austin.

Spare Copies

GENERAL.
ESTABLISHMENT.

Govt. of (1882) Madras.
PUBLIC WORKS

Dated November, 24th.

Recd.

Encl.

G.O., 24th Nov. 1882, No. 3104 W.

NOVEMBER.

Nos. 145-146.

Public Works Workshops'
Apprentices.

The transfer of the — to the Railway
Workshops, approved.

5326 of 87
543.

Madras Railway.
Locomotive Superintendent's Office,
Perambur Works, 4th October 1884.

The Agent and Manager.

My dear Sir,

With reference to the enclosed original papers (which kindly return when done with) these lads are now getting far more pay than their service with the company would entitle them to under the rules fixing the wages of apprentices employed in this Department.

Their length of service with this company and with the Department Public Works respectively is given below and also the pay that our rules allow them to draw, and I presume that it was not contemplated that any departure from our usual practice should be made in their cases.

The lads applied to me for increases a few weeks ago and I told them then that they were receiving all that their service entitled them to. The application to the Superintendent Department Public Works Workshops has been made without leave from or reference to me in any way.

James

Names	actual present pay per day.			D.P. II Service.		M. R. C. Ret. Works Service.		Total.		Pay to which entitled if Mahraraj Service only is counted.			Pay to which entitled if total Service is counted.		
	Rs.	as	P.	Years	Months	Years	Months	Years	Months	Rs.	as	P.	Rs.	as	P.
812- Jaganathan	.	6	.	3	6	1	10	5	4	.	2	.	.	6	.
813- Nagarathanam	.	6	.	3	6	1	10	5	4	.	2	.	.	6	.
815- Soobroyen	.	5	.	.	4	1	10	2	2	.	2	.	.	3	.

Yours vca
 Lt Col H. E. Phipps.
 Acting Loco: Superintendent.

True Copy
 Arthur M. Saunders.
 Agent & Manager.

(No. 1.)

No. 693.

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE,

Madras, 9th October 1884.

From

Arthur W. Saunders Esq.

Agent and Manager. M. R. Co.

To

Lt Colonel C. J. Smith, R.E.

Consulting Engineer for Railways.

SIR,

I have the honour to state, with reference to Government Order No. 3104, W dated the 24th of November 1882, certain Carpenter apprentices from the Public Works Department were, for the convenience of Government, transferred to the Railway Workshops at Perambur. The Company agreed to remunerate these apprentices at the rate they were then earning.

Three of them however, namely, Jayanathan, Nagarathnam and Subroyan, drawing respectively six annas, six annas, and five annas per day, have applied to the Locomotive Superintendent for an increase of pay, and Mr Phipps, as you will see, by a copy of his letter which I enclose, did not feel inclined to sanction

*p5326 - 4th
October 1884.

this. The boys then addressed the Superintendent of Public Works Department Workshop, and Captain Raddeley, states in reply to the Locomotive Superintendent that if the apprentices had remained in the Public Workshops they would have been entitled to a small increase, provided their conduct and advancement had been satisfactory.

Mr Phipps deprecates paying these apprentices from Railway funds a higher wage than they would obtain supposing they were wholly in the Company's employ, and I shall be glad to know from you what course Government would wish taken in the matter. It is an act of fairness to the boys, an increase would appear allowable; as an act of justice to the Company I think that such a change should be not accepted at our cost.

I have the honour to be,
Sir,

Your most Obedient Servt.

Arthur M Saunders.

Agent & Manager.

Office of Cong. Engineer for Railway,
 Cotacamund 15th October 1882.

Office Note.

From the statement submitted by Mr Phipps Scatter that he considers that the boys "service", so far as it entitles them to pay, should date from their joining the Railway shops, and that they should be graded accordingly.

This I think would be unfair to the boys - their service in the Government shops presumably made them worth more than lads only entering the

10/10/82
 8874/84

From
 MADRAS RAILWAY.

The Agent and Manager.

The Consulting Engineer

for Railways.

Dated
 9th October 1882

No. 693

To
 E.R.

I do not think the boys can expect more than the 12 months pay then

W. & Co. Secy.

Cyprus India Co.

Attention for

an increase of

their pay

Railway shops for the first
time.

I think they should be
graded according to combined
Railway and Public Works
Service and be paid on the
Railway scale, their present
rates of pay being maintained
until the latter gives them
an increase.

Orlando S. Smith
Lieut Col. R. E.

Consulting Engineer for Railways

To

W.

1307
1/3220
22-10-84

S. W. Department
Pottaramund, Oct 16. 1884
No 777 E.

Referred to the General
Superintendent P. W. Workshops
who will be requested
to report the exact nature
of the agreement under
which the apprentices
in question would be
"entitled to a small
"increase, provided their
"conduct and advance-
"ment had been satis-
"factory."

15.10.84
Mansurunt
Col RR
Seyto Gvt P.W.

The Genl Superintendent
P. W. Workshops thro' the

PRESIDENCY PUBLIC WORKS WORKSHOPS,
Madras, 20th Oct 1884.

No. 931 W.

From

THE GENERAL SUPERINTENDENT,

PUBLIC WORKS WORKSHOPS,

To

THE Superintending Engineer
R. Leirde.
Madras.

SIR,

Enclosures.

With reference to your No. 3628 of the
18th October/84, I have the honor to return the
papers received, and to report that the Apprentices,
were entertained without any agreement but
in accordance with the instructions laid
down in G.O. No. 4464 of 23rd November 1878
all Native Apprentices were considered entitled
to small increments of pay, provided their
conduct and progress was satisfactory;
In my letter No. 1037 of 2nd October 1882 which
was printed with G.O. No. 3104 of 24th Nov 1882,
the necessary particulars are given about
the boys in question.

I have the honor to be
Sir,

Your most obedt Servt

W. C. Baddley, Captain R.E.

Genl Supt, P. W. Workshops

Presidency P. W.

Enclosures 3.

From

THE GENERAL SUPERIN.

P. W. WORKSHOPS,

Madras,

To

THE

Superintendent & Circle
Madras

No. 931 R

Dated

20th

Despd.

21st

October 1884

Recd.

ENCLOSURES.

3. / File

Subject.

Reports that the 3
native Apprentices lately trans-
ferred by S.O. to the Brambun
Workshop in R Co were entertain-
ed in the P.W. Workshop without any
agreement but in accordance
with S.O. quotes within

l. 6 ho 16 W. 27. 1-78.
" " 146 W. 23. 11. 78.
" " 310 W. 24. 11. 82.

PUBLIC WORKS DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the

READ the following

From

The Consulting Engineer
for Rys.

(Memo of 15th October 84)

" The Superintendent & Circle (No. 2841 of 23rd Oct 84)

The Government
accept the opinion
expressed by the
Consulting Engineer
for Railways, that
the apprentices trans-
ferred from the
P. W. Workshops to the
Madras Railway
Workshops should
be graded according

to combined Public
Works and Railway
Service, and he paid
on the Railway scale,
their present rates of
pay being maintained
until the Railway
rates give them an
increase.

2 The Consulting
Engineer will request
the Agent and Manager
to adopt the arrange-
ment, should he
see no objection,
thereto.

To Railway Branch, for
favour of initials.

CU.

3.11.84

CU.

3.11.84

CU.

Chas Ryp. ✓
Geo. V. C. ✓
6/4