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N.S. 13.2.84

No 4455 a/19 to 3 Feby/84

Lodged,
correction having
been made.

D.W.
18.2.84.

Resolution No. 148 *G., dated* 1*st February* 1884.

ERRATA.

Page 1, para. 4, line 5, and page 2, same paragraph, lines 1 and 2, for, "380," read, "381," and for "455" read "456."

In the statement attached to para. 5;

Against Bombay, in columns 2, 4 and 5, for "38," "42," "38," read "39," "43," "39;" and against Total, in the same columns, read "381," "456," and "381."

G Moloallen

Offg. Under Secretary to the Govt. of India.

To The Secretary to the Govt. of Madras
P. W. Department

No. 216, P. W. D. Press—8-2-84—150.

S.W. 1138/84

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

GENERAL.

To

No. 148 G.

Dated February 1, 1884.

Received

R No. 452 W 7 21 2/50

Additional posts in the 4th grade of Executive and 1st grade of Assistant to be at once allowed under the orders for accelerating promotion in the Engineer Establishment.

No. 115, P. W. D. Press—1-2-84—325.

No. 148 G.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

GENERAL.

Fort William, February 1, 1884.

Equalisation of numbers in Executive and Assistant Engineer classes.

Read—

Paras. 5—8 of despatch from the Right Hon'ble the Secretary of State, No. 18 P. W., dated 22nd March 1883.

OBSERVATIONS.—The portion of the Secretary of State's despatch above quoted deals with the question of the re-adjustment of numbers in the present Executive and Assistant grades necessary to produce a more rapid flow of promotion.

2. The measures therein approved by His Lordship allow, first, the equalisation of the present Executive and Assistant classes; and, secondly, call for a re-adjustment of the numbers in the several Executive grades. The first allows of the promotion of a considerable number to the 4th Executive grade; the second would retard promotion to and in the three upper grades, because the proportion allowed in the several grades is less advantageous than the present scale. Again, the process of equalising the two classes is, under the orders received, to be spread over two or three years; that is to say, the promotions to the 4th grade allowable by the increase in the total number of Executives are only to be made by instalments.

3. After giving full consideration to the question in the light of recent investigations which have been made into the present condition of the establishment, and as to the further measures necessary to give a fair rate of promotion in the future, the Government of India has decided, under the sanction that has been accorded, to equalise the numbers of Executive and Assistant Engineers at once by making 75 substantive promotions to the 4th Executive grade, and to make 30 promotions from Assistant Engineer 2nd to 1st grade.

4. While, however, allowing 75 substantive steps, as above stated, to be made at once to the Executive class, it is necessary to explain that it is not intended to allow the system of temporary promotions to the 4th grade to continue on the present system. At present there is a sanctioned scale of 381 ~~380~~ Executive Engineers for the whole of India, and this number is constantly maintained by means of temporary promotions to the 4th grade, which are made in the place of every officer who is absent on furlough or is officiating in a higher class. These promotions are ostensibly made to fill Executive charges; but owing to the sanctioned number of Executive Engineers on many lists being in excess of the Executive charges, the aggregate number of Executives, substantive and temporary, is always considerably in excess of the aggregate number of charges. In fact, these temporary promotions have been allowed in times past as an expedient to compensate for the slowness of substantive promotion; but in any future scheme for ensuring a continued flow of promotion that may be accepted, it is tolerably certain that temporary will find no place as a substitute for substantive promotion. Hence, while

increasing the number of substantive posts on Rs. 550 and over from ~~380~~ 381 to ~~455~~ 456, the Government of India sees no necessity for allowing more temporary and substantive *pro tempore* promotions to the 4th grade than will suffice to maintain the present sanctioned number of Executives on each list. For this number being, as explained, on most lists much in excess, and on no list less, than the number of Executive charges, to allow additional temporary promotions for the purpose of maintaining the increased number of substantive posts would be simply to perpetuate the principle of giving temporary in place of substantive steps.

5. In distributing the 75 substantive posts to the several lists, the object has been, so far as possible, to equalise the actual number of Executives and Assistants on each list. The following statement shows the present sanctioned scale, the additional posts in the 4th grade now sanctioned for each list, the scale for substantive sanction as it will then stand, and the total number of Executives to maintain which, temporary (including substantive *pro tempore*) promotions to the 4th grade alone may be made: this number, it will be observed, corresponds with the sanctioned scale prior to the addition of the new posts:—

	Present sanctioned scale.	Additional substantive posts in Executive Engineer, 4th grade.	Total sanctioned substantive scale.	Scale to maintain which temporary promotions may be made.
Madras	35	7	42	35
Bombay	39 ~~39~~	4	43 ~~42~~	~~38~~ 39
Bengal	44	11	55	44
North-Western Provinces and Oudh	52	10	62	52
Punjab	46	10	56	46
Local Administrations	48	8	56	48
State Railways	88	20	108	88
Military Works	29	5	34	29
Total ...	381 ~~380~~	75	~~455~~ 456	~~380~~ 381

The effect of the promotions allowed on the above basis to the Executive class will be almost wholly to confirm in the 4th grade officers who either are or are liable to be temporary in that grade. The increase in expense will be trifling, if there is any; and so, although the measure goes beyond the letter of the Secretary of State's instructions, which require that the equalisation should be spread over several years, the deviation from the orders is unobjectionable.

6. In making the consequent promotions, however, to the 1st grade of Assistants, which involves an increased expenditure of Rs. 100 per mensem for every individual promoted, it has been necessary to observe the orders, and 30 promotions are allowed as the first instalment.

Madras ...	3	Punjab ...	3
Bombay ...	3	Local Administrations ...	4
Bengal ...	4	Military Works ...	2
N. W. P. and Oudh ...	4	State Railways ...	7

These 30 steps will be distributed as shewn in the margin.

7. The promotions allowed under these orders will take effect from the 1st May 1883.

ORDER.—Ordered, that this Resolution be circulated for information and guidance to the Local Governments and Administrations and Officers noted in the margin, and that it be published in the *Gazette of India*.

The Governments of Madras, Bombay, Bengal, the North-Western Provinces and Oudh, and the Punjab, in the Public Works Department.
The Chief Commissioners of the Central Provinces, British Burma, Assam, and Coorg.
The Resident at Hyderabad.
The Agents to the Governor General for Central India, Rajputana, and Biluchistan.
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, Calcutta, Lahore, and Lucknow.
The Director General of Telegraphs in India.
The Director-in-Chief, Indo-European Telegraph.
The Director, Persian Telegraph.
The Deputy Director, Persian Gulf Telegraph.

G. H. D. WALKER.

Offg. Under Secy. to the Govt. of India.