

Public Works Department.

No. 888 C dated 8th. May 1885.

MEMORANDUM.

From the Superintendent of Works Tank Maintenance Scheme, No. 857 T. dated 22nd. April 1885.

With his memo: above quoted, the Superintendent of Works Tank Maintenance Scheme submits an application from Abdul Latif Sahib, Supervisor 2nd. grade, begging for promotion to the grade of Sub-Engineer on the temporary establishment.

2. The Chief Engineer desires it to be understood that, as a general rule, the better posts on the temporary subordinate scale will be reserved for temporary subordinates who have deserved promotion. Subordinates on the permanent establishment, whether employed in permanent or temporary divisions, have promotion on the permanent scale to look forward to; and they must not consider themselves entitled to advancement on a list to which they do not belong.

3. The appointment of specially qualified permanent upper subordinates to temporary engineerships is governed by entirely different considerations.

4. The Chief Engineer notes the recommendation on behalf of Abdul Latif Sahib made by his departmental superiors, but regrets that he is unable to give him the promotion applied for.

(By Order)

C. Anwar, Major R. E.

To Dy. Chief Engineer P.W.D.

The Supt. of Works T. M. Scheme.
Suptg. Engineers.
Consgr. Archt. to Govt.
Chief Engineer for Irrigation.

H. Borden

CIRCULAR No. 1802 C.

THE system of submitting promotion recommendation rolls of upper subordinates prior to the half-year ending 30th June 1884 having been found to be in many respects defective, the Chief Engineer in his circular No. 660 C., dated 18th March 1884, ordered the introduction of a modified system, which it was thought would admit of the maintenance in the Central office of a continuous record of the conduct of every subordinate in the department.

2. The object in view has, however, not been attained; for, among other defects, it is found that the names of many subordinates are omitted from both the recommendation and the non-recommendation rolls, and as it is not known whether the omissions are intentional or the result of oversight, great trouble is experienced in compiling the Central office registers for promotion. References from the Central office in doubtful cases have frequently elicited the reply that a subordinate has not been recommended "through accident;" and it is thus plain that deserving men may be superseded through no fault of their own.

3. The subject of promotion by merit is also one of great difficulty, and with the present system, and the vague recommendations often given, it is found impossible to decide correctly the relative merits of several candidates, or, with the best intentions and the greatest care, to prevent injustice being occasionally done.

4. After careful reconsideration of the question, the Chief Engineer directs the adoption of the following system, in supersession of that now in force. From each circle should be submitted a single half-yearly roll, which should contain the name of every upper subordinate in the circle. Opposite the names of those considered unfit for promotion, the words "not recommended" should be entered in the column of remarks. Opposite the names of those whom it is considered should be promoted in the ordinary course, no remark whatever should be entered. Opposite the names of those who, it is considered, deserve special promotion, the words "recommended as per separate report No. —, dated —" should be noted. A copy of such separate report should accompany the roll, and it must give full details. It must be understood that such remarks as "intelligent and hardworking," or "a good subordinate deserves promotion," will be useless in such special report. The particular works in which the subordinate has distinguished himself must be given; it should, if possible, be stated whether he has had good characters from *all* the officers under whom he has served; whether he has ever been reprimanded; whether he has been previously mentioned for any special work; and, finally, it should be stated by the Superintending Engineer whether, in his opinion, the man is without doubt above the average of the subordinates of the same grade who have served under him in the department.

5. In considering the recommendations made by their Executive Engineers, Superintending Engineers should weigh them carefully and give due consideration to the character of every officer, as to whether he be lenient or strict, and whether there are reasons which might tend to prejudice him in favor of, or against, a subordinate. Superintending Engineers must be impressed with the fact that they should recommend for promotion out of turn only exceptionally good men who have done exceptionally good work.

6. The arrangements now ordered will come into force with effect from the half-year ending 31st December 1885. The form of roll will be slightly altered to suit the change of system, and any roll which may be submitted incomplete will at once be returned for completion.

7. The Chief Engineer trusts that Superintending Engineers will give these points their careful attention, and that they will do their utmost to assist him in this difficult matter. It should be remembered that promotions can only be given when steps are available, and that it does not necessarily follow that a subordinate will obtain promotion immediately even if recommended. The object of the Central office is to maintain a continuous record of the career of each subordinate, and to regulate promotion with impartiality and justice.

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Chief Engineer, P.W.D.

9th November 1885.

To Superintending Engineers,
To the Superintending Engineer, Tank Maintenance Scheme, } with copies of revised form of
" Consulting Architect to Government, } recommendation roll.
" Examiner, Public Works Accounts,
" Chief Engineer for Irrigation,

Exd. J. Henricus.
Spare Copies

To,

The Honourable Col. J. A. Hasted R.E.
Chief Engineer & Secretary to Govt.
Madras. P.W. Department.

Thro'

J. W. Martin Esqre
Superintending Engineer
C. Circle.

Respected Sir,

With due respect and humble
submission I most respectfully beg
permission to lay before you these few
lines for your kind consideration
hoping to be excused for the intrusion
and the liberty I have taken in thus
forcing myself to your notice.

That I was one of the two
subordinates who were Specially Selected
to serve in the Tank Maintenance Scheme
when it was first formed, and was
posted to Periyakulam Minor Basin
owing to the services rendered by me
in starting and carrying out the works
(under several difficulties best known

under my own management & have been

to my Superiors) I was recommended
for promotion to a Sub-Engineership
which was kindly noted by you in
your memorandum N^o 888C of 8th May 1885

Subsequently I have continued
to discharge my duties as steadily as
ever and to the best of my abilities, and
have always been assured by my
Superiors, that my claims for promotion
would be brought to the Special notice
of the Superior Authorities as per
conditions laid down in para 4. of
Chief Engineer's Circular N^o 1802C of
9th November 1885.

Under such circumstances
and particularly when the advancement
of my Co-religionists in other depart-
ments of the State is now receiving
Special Consideration by the Govern-
ment, I humbly pray that my
Special claims for promotion will,
as guaranteed by Chief Engineer's
Memo: abovequoted, receive your
favourable consideration

For which act of kindness

I shall ever pray.

I beg to remain
Respectfully Sir

Your most obedient and
humble servant.

Chandulal

Superior N^o 12

Dindigul

21st October 1886

2/1155/86

1/1029/86



Ln-3
A/R. 834 7/86

Y

2/658 mid/86



The Honourable Col: J.C. Hasted R.E.
Chief Engineer & Secretary to Govt.
Madras P.W. Depart^t

Sir

J.W. Martin Esq^r
Superintending Engineer
V Circle.

Respected Sir,

With due deference and respect
I beg most respectfully to bring to your
notice the circumstances of my hard case
and crave your kind consideration of the same.

I have for the last 13 years been
employed in the various districts that
compose the 6th Circle, and until lately
enjoyed the best of health. In 1883
I was posted on duty to the Periyakulam
Minor Basin of the Madurai District
when to my misfortune both myself and
my family contracted the hill fever
which notwithstanding all the
remedial agents tried, has not left us.
Forced by this scourge I was obliged

to send my family to Madras for the best medical aid. They have now been away from me for the last 18 months, and since then I have had the great misfortune to lose one child which I buried in Madras the other day when I went down on 6 days' Casual Leave. - My aged mother is now lying very ill at Madras, and I live in fear, that any hour I may hear of her decease, I am therefore very anxious to be as near her as possible at least to be within call if things come to the worst, and therefore it is Sir, that I pray, you will transfer me to Madras or to any neighbouring Division, where the train would bring me into more near communication with Madras.

I have in my long Service given every Satisfaction to my Superior Officers and I trust therefore, that my good Character and Service, will in your eyes, earn for me, the indulgence I now crave, a few months' stay

in or near the Presidency is all I ask
For which act of kindness I shall be extremely thankful

I beg leave to remain
Respected Sir,

Your most obedient & humble servant

W. H. P.

Sapam P. H. D.

Dudipul

21 October 1886

1155/86

2/1029/86



h:2

P.W. 8549/86

and to request that
you will be graciously
pleased to so address
the Superintending Engr.
as to have them forward
forwarded to the Chief
to the Supr Engr P.W.D. Madras
Engr, with enclosures they are addressed, with
(two) for orders, your strong support &
the Supr, is a recommendation in
good man, & has my behalf for the sanction
always worked very humble prayers.
well, I have known Sugdumai
mini since 79.

Mimmo, You most obedt
22.10.86
Engr
Madras
Sugdumai
P.W.D.

Dindigul 29: October 1886.

No. 346 M.D.

5/11.

From

The Superintending Engineer,

6th Circle.

To

The Chief Engineer

P. W. D.

Sir,

ENCLOSURE 3.

I have the honor to forward
herewith two letters to your
address from Supervisor, Abdul
Latif Sahib, one in connection
with his promotion and the other
regarding his transfer to Masur
or to any neighbouring Division,
which were forwarded to me by
the Executive Engineer, Madras
Division, with his endorsement
No 293 S.O of 22nd Instant; and
to state that I have no objection

to the Supervisor being trans-
ferred provided a Supervisor
can be sent to take his place.

I have the honor to be

Sir

your most obedt servt

L. W. Martin

offg Supr Engineer

Dec. 1155

23-10-86

Encl 2

No 761

Forwarded to the Executive
Engineer Madras Division
for his favorable consideration
and disposal. In consideration
of his hard work, steadiness
and efficiency, no doubt
the supervisor seems to be
deserving of every support
from his superiors for
his advancement.

As regards his application
for a shift: Although it is
really a matter of regret
to place such a good
subordinate, but under
circumstances now brought
to notice, the transfer
has been recommended.

All Yours Truly

Subd'n Officer
21-10-86

From Gt No 102
21-10-86

The Supervisor P. H. D.

Madras

To The Executive Eng^r
Madras Division

The Subd'n Office

Madras

Date 21-10-86
Depd 3 Oct 86

No 2

Sir

I beg to forward
herewith 2 applications
one for my promotion
& the other for my transfer
and

From

The Superintending Engineer,

6th Circle.

To

The Chief Engineer
P. W. D.

No. 346 M. D.

Dated 29. } October 1886.
Received 29. }

Enclosure. Three.

No. 3904 C of 6-11-86

Abdul Latif Sahib;
Superior: —Forwards 2 applica-
tions from — for promo-
tion & transfer:

46

Note.

Abdul Latif Sahib entered the Department in July 1873 and was promoted to the Supervisor 2^d grade in July 1883.

Since 1884 Abdul Latif has been four times recommended for promotion and three of these were "special recommendations".

Unfortunately for Abdul Latif he is in a grade where there are a number of good men senior to him.

The promotion of Mr. Jousseau serving in the same grade is the only one which Abdul Latif Sahib could in any way take exception to.

Mr. Jousseau was only twice recommended for promotion and the Superintending Engineer evidently meant that he was to be superseded by Abdul Latif Sahib when the latter was "specially recommended".

recommended." Mr. Fonseca,
however, has 11 years more
service and was promoted
according to seniority.

The transfer applied for
by Abdul Latif Sahib
might be granted him
by transferring temporary
Overseer Karasimha
chari from the Presidency
Division to the VI Circle
and by asking the Subg.
Engineer VI Circle to spare
a Supervisor from the
Tanjore or Nagapattinam
Division to relieve Abdul
Latif Sahib in Madurai.

The opinion of
the S.E. on the above
arrangements, should
be obtained.
Wm



No 3904 C of 6-11-86

Memo.

With reference to his letter
no 346 ind. dated 24 October
1886, The Superintending

Engineer VI Circle is requested
to inform Supervisor Abdul
Latif Sahib that his claims
were duly considered by the
Chief Engineer when pro-
motions were made.

2. With respect to the trans-
fer applied for, the Supg.
Engineer is requested to re-
port whether, if an Overseer
be posted to the VI Circle, ar-
rangements can be made to
relieve Abdul Latif by the
transfer to the Madurai
Division of a Supervisor
from Tanjore or Nagapa-
ttinam.

To

The Supg. Engr
VI Circle.
Dated 6-11-86

Sd/-
5/11/86

Cu

No 1802C of 9th Novr 1885.
- 888C - 8 May 1885.

No 3904C of 6-11-86

M
6.11

24
19/11
S. S. S.



Sup^{ty} Engineer's Office & Co.
Camp. Upper Amunt. 16th Novr 1886

No. 1220.T.J

17/11

From.

The Sup^{ty} Engineer
6th Circle

To,

The Chief Engineer
F. R. D.

Sir,

With reference to your
No 3904.C dated 6th Instant, I have
the honor to state that the sanctioned
strength of Upper Subordinates for the
Argapattam Division is only eight, seven
in the permanent Establishment and
one for the Vadarivem Canal; but at
present there are ~~nine~~ men in that Division.
I propose, therefore, that Superintendent
Sundra Sastri lately transferred from
the

Lower Coleroon Project Division being
an extra hand may be transferred
to Madura Division in place of
Supervisor Abdul Latif Saib. If
you approve of this arrangement
an overseer need not be sent to
Madura in case Supervisor Abdul
Latif Saib is transferred.

I have the honor to be,

Res

Your most obed^t serv^t

J. W. Martine
Supt^t of works in charge
of VI Circle

P.W.D. No 9037 ✓

From

The Sup^t Engineer
6th Circle

To

The Chief Engineer
P.W.D.

No 1220. 17.

Dated 16th
of 17th
Recd 19 } November /86.



Proposes that Temporary
Supervisor S. Sundra
Dasthy from Negapatam
District may be transferred
to the Madras District in
place of Supervisor
Abdul Latif Sahib

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10

No 3086 W

PUBLIC WORKS DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

Under date the 20th Nov /86

Read the following

From the Sup^t Engr. VI Circle A.C. No. 1220 A.S. of 17. 11. 86.

The following transfer
is ordered:-

S. Sundara Sastri,
Temporary Supervisor,
from the Negapatam to
the Madras Division
to join at the public
expense.

This order is unnecessary - the
transfer being within the circle.
no transfer should be made
J. H.

Recd
19. 11. 86

J. H.
19/11/86.

Decd
20/11

S. E. VI Circle
Gammie P.W.D.

3904 c. 6. 11. 06.
1002 c. 9. 11. 05
888 c. 8. 5. 05

J

1

W

W
20.11

No 3086 a/20th 11/11

Ja
23/11. inc
3/12

2W
11