(1) Number of pages 74

(2) Date of repair 3-2-88

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TAMIL NADU ARCHIVES

GOVERNMENT OF TAMIL NADU

P-W. DEPARTMENT

G.O. No. / B.P. No: 14 W	Press. / Mis.
Dated 6-1-1887	~~198~~ .

A.H

Not to be folded or roughly handled

Archives I--10,006 I -80.

14/1

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Buildings and Roads.
Civil Works.

Order—dated 21st February 1884, No. 483 W., Public Works.

In modification of the practice at present followed with regard to the submission of plans and estimates for buildings required by other departments, the Government direct that the following procedure be invariably adopted in future.

2. Plans and estimates for buildings required by the Revenue Department should be submitted by the Executive Engineer to the Superintending Engineer, who, after scrutiny, will forward them to the Collector of the district for approval and countersignature. If the Collector be satisfied as to the suitableness of the proposed accommodation, &c., he will transmit the papers through the Board of Revenue to Government in the Revenue Department, by whom, if approved, they will be transferred to the Public Works Department for disposal, after final scrutiny by the Chief Engineer.

3. In the case of plans and estimates for court-houses, the documents will be forwarded by the Superintending Engineer to the District Judge for transmission, through the High Court, to Government in the Judicial Department, and the same principle will be followed with regard to estimates for Registration, Police, Jail, and other Civil Departments. The Superintending Engineer will forward the documents to the Head of the Department concerned, who will submit them to Government in the Department of the Secretariat from which he receives his orders.

4. The course at present adopted with regard to estimates for Military buildings is laid down in G.O., No. 1381 W., dated 14th June 1880, but here also a modification of practice appears desirable. In future such plans and estimates will be forwarded by Superintending Engineers for approval to the General Officer Commanding the District or Division. The General Officer will transmit the papers to the Quartermaster-General, who,* after obtaining the approval of His Excellency the Commander-in-Chief, will submit them direct to Government in the Military Department. After approval in the Military Department they will be transferred to the Public Works Department for disposal, after final scrutiny by the Chief Engineer.

5. It must be understood that these orders apply only to works which are beyond the power of sanction of local authorities, and are not intended to alter the procedure laid down in G.O., No. 3211 W., dated 6th December 1882, with regard to the submission of Local Fund projects.

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* Note.—In the case of Ordnance, Commissariat or other departmental buildings, the approval of the head of the department should be obtained before the plans and estimates are submitted to His Excellency the Commander-in-Chief.

21st February 1884, No. 483 W., Public Works.

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6. The Secretary, Code Committee, will take the necessary steps for embodying these rules in the Public Works Code, in modification of paragraphs 1168 and 1335.

(True Extract.)

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secretary to Govt., P.W.D.

To Superintending Engineers.
To the Consulting Architect to Government.
" Examiner, Public Works Accounts.
" Public, &c., Departments.
" Revenue Department.
" Military "

Exd. A. Aubert.
Spare Copies

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of (1884) Madras.

PUBLIC WORKS.

Dated February, 21*st*.

Recd. *Encl.*

G.O., 21st Feb. 1884, No. 483 W.

FEBRUARY.

Buildings required by other Departments

Modification of the practice for the submission of plans and estimates for —.

14/3

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Buildings and Roads.
Civil Works.

Read—the following papers :—

From Major J. L. L. MORANT, R.E., Officiating Consulting Architect to the Government of Madras, to the Chief Engineer, Public Works Department, dated Chepâk, 21st November 1883, No. 1070.

In accordance with the instructions contained in G.O., No. 3313 W., dated 15th December 1882, I have the honor to submit a set of plans and estimates for a new ophthalmic hospital to be constructed at Madras.

1 Detail measurements.
1 Specification and abstract estimate.
1 Duplicate abstract.
3 Tracings.

2. These plans have been prepared from sketches and instructions left by Mr. Chisholm when he proceeded on furlough. The delay in completing them has been caused by other more urgent requirements.

3. The total estimate, amounting to Rs. 1,36,910, provides for the following works :—

1. Central block to contain a surgery, operating theatre, ophthalmoscopic room, &c.
2. A block to contain twenty native males on the basement, and eight European males on the upper floor, with a separate room for civil or military superior patients with lavatories and water closets.
3. A similar block for females.
4. Ward to accommodate native military patients.
5. Dispensary, out-patient's consulting and waiting rooms.
6. Kitchen for Europeans and natives.
7. Latrino for native males.
8. Do. do. females.
9. Gatekeeper's lodge.
10. Apothecary's quarters.
11. Hospital assistant's quarters.
12. Out offices for medical subordinates.
13. Compound-wall, raising and levelling ground, &c.
14. Red-hills water-supply.

4. The plans have been signed by the Surgeon-General.

Memorandum from Colonel J. SHAW-STEWART, R.E., Secretary to Government, Public Works Department, to the Surgeon-General with the Government of Madras (with papers in original), dated Madras, 12th December 1883, No. 2479 C.—Through the Public Department.

The Government are of opinion that, with the many pressing calls for public offices elsewhere, they would not be justified in making such a large grant as Rs. 1,36,910 for the construction of a new ophthalmic hospital at Madras, the latrines of which alone are estimated to cost upwards of Rs. 6,000. It is observed that provision is made to accommodate between sixty and seventy in-patients. This appears to be in excess of requirements, inasmuch as most patients come for advice only and carry out the treatment at home, comparatively few cases being retained for treatment in the hospital. It is noticed that the plans have been approved by the Surgeon-General, but, in view of the estimated cost, that officer will now report whether the accommodation provided might not be curtailed.

No. 2475, Public.

Forwarded, with the plans, to the Surgeon-General with the Government of Madras.

(Signed) J. D. REES,
Acting Under Secretary.

18th December 1883.

From W. R. CORNISH, Esq., F.R.C.S., C.I.E., Surgeon-General with the Government of Madras, to the Secretary to Government, Public Works Department, dated Madras, 1st February 1884, No. 52.—Through the Public Department.

I have the honor, with reference to your memorandum, No. 2479 C., of 12th December 1883 (forwarded under endorsement of the Public Department, No. 2475 of the 18th idem), to report that I have been in communication with the Government Architect and Surgeon-Major Drake-Brockman on the subject of reducing the estimates for the proposed ophthalmic hospital.

2. In regard to the objections taken to the extent of accommodation provided in the plans, I have to remark that I do not consider it to be in excess of probable requirements. The Madras Ophthalmic Hospital is the only institution of its kind in the whole presidency, and as facilities of travel increase, it will be more largely resorted to by the inhabitants of the mofussil, especially those who have to undergo operations on the eye. Government are not correctly informed as to the nature of the cases received as in-patients. A great many of the cases are those suffering from loss of sight and for whom operative interference is necessary, and such cases must of necessity be detained in hospital, and kept under constant observation during the period of treatment. About seven hundred operations were performed by Doctor Drake-Brockman in 1883. A case of cataract after operation can rarely be discharged under three weeks or a month, and, as the average weekly operations, of this nature, are from 8 to 10, provision for cataract cases alone will absorb from 30 to 40 beds.

3. It is necessary to make provision for the ophthalmic cases of the native army, this being the only institution in the presidency which deals with such cases. We have, however, for the present to bring down the estimates, omitted the special ward for native military patients.

4. On consultation we have been able to recommend, without any deviation from the general plan of the buildings, the following reductions in the estimates :—

	RS.
Omit all covered passages	17,840
Omit native military ward	3,050
Reducing size of latrines	2,000
Pointing the brickwork with mortar instead of cement	1,450
Omit porch	1,500
Omit dispensary and out-patient's room	9,652
Omit hospital assistant's quarters	2,132
Omit gatekeeper's lodge	972
Lowering kitchen roof	600
Total ...	39,196

5. The cost now being brought within a lakh of rupees (97,714) I trust Government may be able to sanction the building at an early date. My reason for advising a new

building was that Government have for years past been paying very heavily for rented accommodation; that the present buildings are old, and necessitating constant and yearly increasing outlay for repairs, and as these charges have to be paid by Government in addition to rent, it is on the whole cheaper to provide a new building than to maintain the old one on the present terms of rental. A suitable site of Government land has been reserved expressively for this hospital, and I venture to hope that a reconsideration of the question will eventuate in Government sanctioning the plans and estimates and appropriating money for the execution of the work.

No. 285, Public.

Transferred to the Public Works Department.

(By Order.)

(Signed) J. D. REES,
Acting Under Secretary.

12th February 1884.

No. 403 C., Public Works.

Forwarded to the Consulting Architect to Government, who will submit an abstract estimate providing only for what is now considered essential.

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secy. toGovt., P.W.D.

Chepák,
19th February 1884.

From Major J. L. L. MORANT, R.E., Officiating Consulting Architect to the Government of Madras, to the Chief Engineer, Public Works Department, dated Chepák, 22nd February 1884, No. 1578.

With reference to your endorsement, No. 403 C., dated 19th instant, I have the honor to submit the abstract estimate referred to therein.

2. The papers received with the above are herewith returned.

Order—dated 14th March 1884, No. 693 W., Public Works.

The estimate, reduced to Rs. 97,663, for constructing a new ophthalmic hospital at Madras, is sanctioned, for execution when funds are available.

2. This sanction has been registered as Provincial No. 236 W. of 1883-84, and classified as Civil Buildings, Original Works.

(True Extract.)

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the Consulting Architect to Government, with plans and abstract estimate.
" Examiner, Public Works Accounts, with duplicate abstract estimate.
" Public Department.

Exd. A. Aubert.
Spare Copies

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of (1884) Madras.

PUBLIC WORKS.

Dated March, 14th.

Recd.

G.O., 14th March 1884, No. 693 W.

MARCH.

Ophthalmic Hospital, Madras

Estimate, amounting to Rs 97,663, for constructing a new —, sanctioned.

16th June 1885, No. 1402 W., Public Works.

14/5

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Buildings and Roads.
Civil Works.

Read—the following papers :—

Office note from R. F. CHISHOLM, Esq., Consulting Architect to Government, dated Chepâk 23rd May 1885, No. 264.

In cutting down the estimate for the new ophthalmic hospital, the porch was cut out of the plan and no alteration made in the verandah openings beyond the porch. The elevation of the lower part of the central block will therefore present a particularly odd appearance. If the porch is ever built (and I presume it is the intention to build it ultimately), would it not be better to build it at once? It will only add about Rs. 500 to the estimate of Rs. 97,663.

Office note from the Consulting Architect to Government, dated 2nd June 1885, No. 303.

Order—dated 16th June 1885, No. 1402 W., Public Works.

Sanction is accorded to the construction of a porch for the new ophthalmic hospital at Madras at a cost not exceeding Rs. 500. The total estimate for the hospital will now stand at Rs. 98,163.

2. This sanction has been registered as Provincial No. 63 W. of 1885-86, and classified as Civil Buildings, Original Works.

(True Extract.)

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the Consulting Architect to Government, with plan,
„ Examiner, Public Works Accounts.
„ Public Department.

Exd. E. Fernandes.
Spare Copies

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of (1885) Madras.

PUBLIC WORKS.

Dated June, 16th.

Read. *Encl.*

G.O., 16th June 1885, No. 1402 W

JUNE.

New Ophthalmic Hospital, Madras

Construction of a porch for the —, at a cost not exceeding Rs. 500, sanctioned.

14/6

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

Read—the following papers:—

G.O., dated 16th September 1884, No. 2204, Financial.

G.O., dated 26th November 1884, Mis. No. 5257, Revenue.

Read—the following Proceedings of the Board of Revenue, dated 17th November 1884, Mis. No. 10766, on letter from the Collector of Madras, dated 6th November 1884, No. 2280:—

With reference to the Proceedings of the Board of Revenue, dated 23rd October 1884, Mis. No. 10039, I have the honor to report that, so far as this department is concerned, there is no objection to the utilisation of the Pudupet plain for the erection of the proposed police lines.

Resolution—

Submitted to Government.

2. The Board concur with the Collector that there is no objection to the proposed erection of the police lines on the Pudupet plain.

Order—dated 26th November 1884, Mis. No. 5257, Revenue.

Communicated to the Judicial department.

(True Extract.)

(Signed) H. E. STOKES,
Secretary to Government.

To the Judicial department.

No. 221.

MEMORANDUM.

The Commander-in-Chief observes that the Pudupet plain was originally required for military purposes, and it would therefore seem to be at the disposal of the military authorities.

2. His Excellency does not approve of police lines being built upon it, and if appropriated for any purpose, His Excellency thinks it should be used for Commissariat cattle and mule lines. The enclosures of your No. 289 of 17th instant are returned.

(By Order.)

(Signed) R. C. STEWART, Bridr.-Genl.
Quartermaster-General.

To the Secretary to Government, Military department.

No. 424.

Transferred, and the previous paper returned, to the Judicial department.

(Signed) A. KENNEY-HERBERT, Lt.-Col.,
Offg. Secy. to Govt., Mily. Dept.
26th January 1885.

From Lieutenant-Colonel T. K. GUTHRIE, Commissioner of Police, Madras, to the Chief Secretary to Government (through the Inspector-General of Police), dated Madras, 19th February 1885, No. 12.

Adverting to G.O., 16th September 1884, No. 2204, Financial, and to paragraph 11 of the Acting Inspector-General's letter therein recorded, I have the honor to solicit instructions regarding the intentions of Government in the matter of setting apart a portion of the Pudupet plain for the housing of the Reserve Division City Police.

2. I beg also to represent in connection with this subject that the plain is the only open space conveniently situated for drilling the police, and I would respectfully urge the need for retaining a sufficient portion of it as a police drill ground.

3. That part immediately to the south of the new Ophthalmic hospital is well adapted for the purpose, and if Government approve my proposals, the ground required could be measured and marked off. The lines I would throw well back on the ground immediately adjoining the village.

E. No. 936.

Forwarded to the Chief Secretary to Government.

(Signed) W. H. COX, Lieut.-Col.,
Asst. Inspector-General of Police,
for *Inspector-General of Police.*
20th February 1885.

ORDER—dated 27th August 1885, No. 2258, Judicial.

It is observed that the Pudupet plain was acquired in the year 1854 as a site for a Central Railway Station, or for the erection of a Penitentiary. Neither proposal was carried into effect, and in 1867 it was proposed to set aside the land as a site for regimental lines and parade ground, but this suggestion also was not carried out, and the meidán remains under the control of the Revenue department. From time to time it has been used by the military authorities for purposes of drill and parade, but no formal transfer of the land to the Military department has taken place. In 1884 a part of the meidán was appropriated to the new Ophthalmic hospital and to the Commissariat mule lines. A proposal was made by the Acting Inspector-General of Police in his letter, dated 1st February 1884, No. 514, recorded in G.O., 16th September 1884, No. 2204, Financial, read above, that a part of the land should be utilized for the construction of the lines required for the Reserve Police in Madras. The objection raised by the Military department to this use of the land in question appears to have been based on a misapprehension, and His Excellency in Council resolves that the propriety of the use of a part of the meidán for the police lines shall be further investigated. For this purpose a committee, constituted of the officers noted in the margin will be requested to inspect the land, and report fully on the question of its utilization in the manner suggested. The Government is inclined to approve of the proposals of the Commissioner of Police contained in his letter, dated 19th February 1885, to locate the lines on that portion of the meidán which immediately adjoins the Pudupet village, thus leaving a portion of the land for purposes of drill and parade. The question should be carefully considered by the committee from the sanitary point of view.

1. J. H. Garstin, Esq., C.S.
2. Sanitary Commissioner.
3. President of the Municipality.
4. Commissioner of Police, Madras Town.
5. The Commissary-General.
6. Government Architect.

14/7

(True Extract.)

E. F. WEBSTER,
Chief Secretary.

To the Revenue department.
" Military "
" Public Works department.
" Inspector-General of Police.
" J. H. Garstin, Esq., C.S.I.
" Sanitary Commissioner for Madras.
" President, Madras Municipality.
" Commissioner of Police, Madras.
" Commissary-General.
" Government Architect.

Exd. T. O'Connor.

No. 2204 Wy. 19th Sept. 1885

Recorded.

Pk / JSS

W

Govt. of (1885) Madras.

JUDICIAL.

Issued

Recd. Encl.

G.O., 27th August 1885, No. 2253.

No. 2204 Wy. 19th Sept. 1885

AUGUST.

S.E. II Circle

Pudupet Meidan.

Appointing a committee to consider and report on the proposal to utilize a portion of the — for housing the Reserve Police of the city.

19th October 1885, No. 2435 W., Public Works.

14/8

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Buildings and Roads.
Civil Works.

Read—the following papers :—

From M. C. FURNELL, Esq., M.D., F.R.C.S., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Coonoor, 16th September 1885, No. O-431.

I have the honor to submit, for the sanction of Government, two estimates for fittings and blinds, &c., required for the new Ophthalmic Hospital in course of erection.

	RS.
Estimate for punkahs, shelves, &c.	1,640
Do. for blinds	575

E. No. 1675, Public.

Approved and transferred to the Public Works Department.

(By Order.)

Ootacamund,
23rd September 1885.

(Signed) J. D. REES,
Under Secretary.

From R. F. CHISHOLM, Esq., Consulting Architect to Government, to the Chief Engineer, Public Works Department, dated Chepâk, 28th September 1885, No. 965.

I have the honor to return the papers forwarded to me with your memorandum No. 654 E. The items of punkahs and shelves should have been included in the estimate (*vide* Code, chapter VIII, paragraph 1156), but it must be remembered that it is almost impossible to obtain from an officer who is to occupy a new building a list of his requirements until he can actually see the building and think out the internal arrangements. In the present case neither the officer who countersigned the plans nor the departments who passed the estimates noticed the omission.

Order—dated 19th October 1885, No. 2435 W., Public Works.

The estimate, amounting to Rs. 1,640, for fixtures required for the new Ophthalmic Hospital at Madras, is sanctioned as supplemental to the estimate of Rs. 98,163 sanctioned in G.O., No. 1402 W., dated 16th June 1885.

2. The estimate, amounting to Rs. 575, for blinds should be carried out by the departmental officer occupying the building (*vide* paragraph 1158 of the Public Works Code).

3. This sanction has been registered as Provincial No. 150 W. of 1885-86, and classified as Civil Buildings, Original Works.

(True Extract.)

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the Consulting Architect to Government, with three enclosures.
" Examiner, Public Works Accounts, with copy of the abstract estimate of Rs. 1,640.
" Public Department.

Exd. J. Henricus.

Spare Copies

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of (1885) Madras.

PUBLIC WORKS.

Dated October, 19th.

Recd. *Encl.*

G.O., 19th Oct. 1885, No. 2435 W.

OCTOBER.

New Ophthalmic Hospital at Madras

Estimate for fixtures for —, sanctioned

14/9

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Buildings and Roads.
Civil Works.

Read—the following papers:—

From M. C. FURNELL, Esq., M.D., F.R.C.S., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Coonoor, 24th August 1885, No. O-355.

I have the honor to forward herewith a letter from the Superintendent, Eye Infirmary, touching the want of a suitable place for the out-patients of the new Eye Infirmary.

2. In the original plans an out-patients' room was provided, but as Government did not feel inclined to sanction so large a sum as Rs. 1,36,910 for the entire building and recommended some reduction, the out-patients' room, with other portions of the original plan, was eliminated (*vide* G.O., 14th March 1884, No. 693 W.)

3. It is difficult to see how, during monsoon weather or even in ordinary sunshiny weather, the out-patients' work of the hospital can be carried on without some suitable place to shelter the out-patients. And the out-patients' department is certainly one of the most important portions of the work of the hospital.

4. I have therefore the honor to forward the Superintendent's letter for the favorable consideration of Government, hoping they may now be able to grant the amount, viz., Rs. 9,652, formerly allotted for an out-patients' room.

No. 1550.

Transferred to the Public Works Department.

(By Order.)

Ootacamund,
2nd September 1885.

(Signed) M. HAMMICK,
Acting Under Secretary.

G.O., dated 7th October 1885, Mis. No. 2378, Public.

From M. C. FURNELL, Esq., M.D., F.R.C.S., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated 26th September 1885, No. O-474.

With reference to the memorandum from Public Works Department, embodied in G.O., No. 2156, dated 15th September 1885, I have the honor to observe from the records of this office it would appear that the original plan for a new Ophthalmic hospital was estimated to cost Rs. 1,36,910. The Government were unable to sanction this large expenditure, and called on the Surgeon-General to report whether the accommodation provided might not be curtailed.

2. Surgeon-General Cornish, in communication with the Superintendent, Eye Infirmary, accordingly reported that as the estimates for the present have to be

brought down to obtain sanction, the following reductions and omissions, amounting to about Rs. 40,000, might be made, viz. :—

	RS.
1. Omit all covered passages	17,840
2. Omit native military ward	3,050
3. Reduce size of latrines	2,000
4. Point brickwork with mortar instead of cement	1,450
5. Omit porch	1,500
6. Omit dispensary and out-patients' room	9,652
7. Omit hospital assistant's quarters	2,133
8. Omit gatekeeper's lodge	972
9. Lower kitchen roof	600
Total ...	39,199

3. With the exception of 3, 4, and 9, the other reductions were concurred in, not because they are not necessary, but because at that time the Government could not afford the means, and which could be added to as funds became available. No hospital would be complete without such necessary works as those held in abeyance, but as the hospital is nearing completion, it becomes the duty of departmental officers to see what is absolutely wanting to bring the institution into operation when declared open to the public; and the first and most pressing necessity is the want of a dispensary and out-patients' room—unless it is intended to restrict the new hospital to in-patients, which I have no reason to think is the intention of Government.

4. There is not the same urgent necessity immediately to undertake the other suspended items. Military patients may be treated in the general wards; no harm is done by deferring the porch; the hospital assistant may live beyond the premises; and the gatekeeper do without a lodge. They would be defects, but defects which could be remedied at convenience. It is different, however, with regard to the dispensary and out-patients' room. These will be wanted on the first day of opening the hospital for business, and I solicit sanction for their completion as soon as Government may find itself in a position to allot funds for that purpose.

Order—dated 7th October 1885, Mis. No. 2378, Public.

Communicated to the Public Works Department.

2. The Government concur in the remarks made by the Surgeon-General as to the necessity for the erection of the dispensary and out-patients' room, and will be glad if funds can be made available for this purpose at an early date.

(True Extract.)

(Signed) J. D. REES,
Under Secretary.

ORDER—dated 6th November 1885, No. 2639 W., Public Works.

The Consulting Architect to Government will submit a supplemental estimate for adding a dispensary and out-patients' room to the new Ophthalmic hospital at Madras.

2. The Government in the Public Works Department regret that the Medical authorities should have recommended, before the commencement of the hospital, the omission of a room which is now described to be the first and most pressing necessity of the institution.

(True Extract.)

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the Consulting Architect to Government.
" Public Department.

Exd. J. Henricus.
Spare Copies

14/10

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of (1885) Madras.

PUBLIC WORKS.

Dated November, 6th.

Recd. *Encl.*

G.O., 6th Nov. 1885, No. 2639 W.

NOVEMBER.

New Ophthalmic Hospital at Madras

The Consulting Architect 'to submit' a supplemental estimate for adding a dispensary and out-patients' room to the —.

18th December 1885, No. 3051, W., Public Works.

14/11

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Buildings and Roads.
Civil Works.

Read—the following letter from M. C. FURNELL, Esq., M.D., F.R.C.S., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Fort St. George, 3rd December 1885, No. 370 ;—

With reference to G.O., No. 2378, of 7th October last, Public (Public Works Department No. 2639, 6th November 1885), I have the honor to submit, for the favorable consideration of Government, the accompanying letter * from the Government Architect, enclosing plans and estimate † for adding a dispensary and out-patients' room to the new Ophthalmic Hospital.

* No. 1247 of 26th November 1885.
† For Rs. 5151.

No. 2126, Public.

Endorsement on the above.

Approved and transferred to the Public Works Department for disposal.

(By Order.)

Fort St. George,
12th December 1885.

(Signed) J. D. REES,
Under Secretary.

Order—dated 18th December 1885, No. 3051 W., Public Works,

The supplemental estimate, amounting to Rs. 5,161, for constructing a dispensary and out-patients' room to the new Ophthalmic Hospital at Madras is sanctioned for immediate execution, and the amount is allotted from the Provincial Reserve with Government.

2. The total estimate for the hospital will now stand at Rs. 1,04,954.

3. This sanction has been registered as Provincial No. 189 W. of 1885-86 and classified as Civil Buildings, Original Works.

(True Extract.)

(Signed) J. SHAW-STEWART, Colonel, R.E.,
Secretary to Govt., P.W.D.

To the Consulting Architect to Government, with four enclosures.
" Examiner, Public Works Accounts, with duplicate abstract estimate.
" Public Department.

Exd. J. W. Fischer.
Spare Copies

BUILDINGS AND ROADS.
CIVIL WORKS.

Govt. of (1885) Madras

PUBLIC WORKS.

Dated December, 18*th*.

Recd.

G.O., 18th Dec. 1885, No. 3051 W.

DECEMBER.

Ophthalmic Hospital at Madras

Estimate for a dispensary and out-patients' room to the —, sanctioned.

29TH SEPTEMBER 1885, No. 1109, REVENUE.

14/2

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—the following letter from the President and Members of the Pudupet Maidán Committee, to the Chief Secretary to Government, dated Madras, 11th September 1885:—

We have the honor to report that, in accordance with the instructions contained in G.O., No. 2258, of August 27, 1885, Judicial Department, we met this morning for the purpose of investigating the propriety of using a part of the Pudupet Maidán for the erection of Police Lines.

2. After inspection of the locality we are unanimously of opinion that that portion of the Maidán which is situated to the east and rear of the new Eye Infirmary enclosure* could be put to no better use than being enclosed and built upon, and that it is therefore well adapted for a site for the Reserve Police Lines which the Commissioner of Police is anxious to erect on it. Its present condition is dirty and untidy and from a sanitary point of view cannot fail to be improved by being occupied by a well laid out series of Police Lines.

3. We found that the western limit of the area occupied by the Government mule sheds is demarcated by a newly planted Korakapillai (*Inga dulcis*) hedge, running nearly north and south from the road on the river bank to the southern boundary wall of the Eye Infirmary enclosure,† and we are of opinion that in the interests of the public generally and more particularly of the Police Force which will occupy the proposed new lines, the whole of the remainder of the Maidán bounded by the above-mentioned hedge and wall should be reserved by Government and not be permitted to be built over, but remain available as heretofore as an occasional camping ground for detachments of troops passing through Madras and as a parade ground for the mounted Infantry and the Police.

4. The Sanitary Commissioner being detained by his public duties on the Nilgiris was unable to attend our meeting.

We have the honor to be,
Sir,
Your most obedient servants,

(Signed) J. H. GARSTIN.
(„) B. H. W. MAGRATH, Colonel,
Commissary General.
(„) G. T. MACKENZIE.
(„) R. P. CHISHOLM.
(„) T. K. GUTHRIE.

R. No. 1685.

Transferred to the Revenue Department for disposal.

OOTACAMUND,
24*th September* 1885.

(Signed) W. WILSON,
for Chief Secretary.

---

* And tinted orange in the accompanying plan.

† And tinted green on the plan.

Order—dated 29th September 1885, No. 1109, Revenue.

Miscellaneous.

The recommendations of the Committee are approved. The portion of the plain required for Police lines will be placed at the disposal of the Commissioner for that purpose, the unoccupied remainder of the plain being strictly reserved for public purposes.

(True Extract.)

(Signed) W. WILSON,
Ag. Secretary to Government.

To the President and Members of the Pudupet Maidán Committee.
,, the Judicial Department.
,, the Military Department.
,, the Board of Revenue.

Exd. W. H. French.

70 Copies.

Govt. of [1885] Madras.

REVENUE.

Issued

Recd. Encl.

G.O., 29th September 1885, No. 1109.

SEPTEMBER.

Pudupet Maidan.

The portion of — required for Police lines, ordered to be placed at the disposal of the Commissioner and the remainder thereof reserved for public purposes.

PWD

No. 1147 Cap 20th March 86

Memo. 14/14

Endt.
From the Financial Dept No 132 d/ 11.3.86.

Forwarded to the Consg. Architect for check, & for opinion whether the proposed works should be sanctioned as supplemental to the estimate for the new Ophthalmic Hospital.

18/3/86

19.3.86

To the C.A. to Govt with the papers in orig.

[illegible] 20/3

Ch

G.O. 3051 W a/18-12-85
" 2639 W a/16-11-85
" 2435 W a/19-10-85
" 1402 W a/16-6-85
" 693 W a/14-3-85

No. 1147 C a/10-3-86

M/1013

22/3

P. W. D.

Consulting Architect's Office,
Chepauk, Madras,
3rd April 1886.

No. 19

14/15

From

The Consulting Architect
to the Government of Madras,

To

The Chief Engineer
Public Works Department

Enclosure.
1 Tracing
Estimate

Sir,

I have the honor to return the Estimate received with Memo: No 1147 C. dated the 20th March 1886, which has been checked and found to be correct.

2. The space was left, as an approach to the land belonging to Government, on the East side of the Ophthalmic Hospital. This land has now been placed at the disposal of the Commissioner of Police for the erection of Police lines. Vide G. O. dated 29th September 1885 No 1109. Revenue Department.

3 As the Ophthalmic Hospital, does not in any way benifit by the vacant land on the north side, I, do not think that it should bear the cost of improving it. I beg to suggest that it might be made over to the Commissioner of Police or sold.

4.

A plan shewing the land referred to is herewith submitted

I have the honor to be
Sir
Your Most Obedient Servant.
J H Stephens
Temy. Asst. Engineer.
for Consulting Architect
to Government.

N° 1458 d/ 10-4-86

Copy forwarded to the Financial Dept, with remark that the obligation of conserving the piece of land in question apparently rests with the Police Department.

2 The suggestion to make over the ground to the Commissioner of Police appears good.

3. Endorsement No 132 dated 11th March 1886 with enclosures herewith returned.

7/4/86

7·4·86

Desptd 10/4/86

To The Finl Dept with 3 enclosures

Public Works Department.

3 APR

From

THE CONSULTING ARCHITECT

TO THE GOVERNMENT OF MADRAS,

To

The Chief Engineer
Public Works
Department

N° 1458 d/ 10-4-86

No. 19

Dated 3rd April 1886

Received

1147c d/ 20-3-86
3051w d/ 18-12-85
2639w d/ 6-11-85
2435w d/ 19-10-85
2204w d/ 19-9-85
1402w d/ 16-6-85
693w d/ 14-3-84

No. of Enclosures.

Two

Subject.

Concerning open land on the North side of the new Ophthalmic Hospital

With Minutes

5298

To W 14/17

It would apparently be advisable to omit para 2 of the draft order on this paper. It is possible that the share of cost of the street to fall on the Ophthalmic hospital may have to be debited to the estimate for the building.

The work apparently will be carried out by the municipality —

The officers concerned will settle the cost between themselves.

13·7·86

REVENUE DE

14

REVENUE DEPARTMENT.

14/18

PROCEEDINGS OF THE MADRAS GOVERNMENT.

Read again the following G.O. Revenue Department, No. 2701 dated 7th May /86, on Endorsement of the Financial Dept dated 1st idem, No. 243 transferring for the issue of necessary orders, Proceedings of the Public Works Department, d/ 10th April /86, No 1468 C,+ regarding the open land on the north side of the new Ophthalmic Hospital:—

+ on C.E.'s No. 19, d 3/4/86.

Referred to the Collector of Madras for early report, through the Board of Revenue, after consultation with the Commissioner of Police.

Read also the following Proceedings of the Board of Revenue, d/ 4th June /86, No. 4132 Rev, on letter from the Collector of Madras, dated 21st May 1886, No 1648:—

In reply to the Government Endorsement No. 2701, dated the 7th instant, the enclosures to which are herewith returned, I have the honour to submit copy of ~~the~~ letter received from the Commissioner of Police on the subject and to state that I agree with him in thinking that the land in question should not be sold but converted into a public street, the cost being distributed among the three departments concerned in the manner suggested by him.

Enclosure

Letter from the Commissioner of Police, Madras, to the Collector of Madras dated 16th May 1886, No. 311.

I have the honour to return the papers received with your No. 729/13.5.86, relative to the strip of land along the northern boundary wall of the new Ophthalmic Hospital.

2. It is scarcely correct to argue that the Hospital derives no benefit from this land, for the question is what steps should be taken to prevent harm resulting to the occupants of the Hospital and other residents in the immediate vicinity owing to the insanitary condition of the land, a condition which results partly from the stagnation of the drainage and rain water owing to the low level and partly from an improper use of the convenient shelter of such an unfrequented place.

3. The interest of the Police in this land is more remote than that of others, whose residence is contiguous to it. No doubt it would form a convenient but not indispensable approach to the new Police Lines to be built on the plot of land immediately behind the Hos-

pital. But there are two ordinary and sufficient approaches to this land already, one on the north by Sabrooga Mudaly street and thence direct to Harris Road and to the mounted Police stables, and the other to the south leading directly on to the drill grounds. These two would be sufficient for our purposes, although as I have remarked, a third mode of access from Marshall's Road would be an additional convenience.

4. Then the interests immediately concerned with this piece of land are the householders bordering the north side of it and the Ophthalmic Hospital bordering the south, both properties running the full length of the land in question; it is only after passing this land that the Police lines are reached and this mode of approach is not essential for police purposes.

5. There can be no doubt that public interests would be best served by converting this passage into a public street. Most certainly it should not be sold, as that would probably result in its occupation by squatters or miserable hovels.

6. Perhaps the most equitable decision would be that the cost of converting the passage

into a public street should be borne by the Departments concerned, viz.; the Municipality, the Consulting Architect or Medical Department to whichever the Hospital appertains, and the Police, although, as I have shown, the interest of the Police in the matter is slight.

Resolution

Submitted to Government with reference to the Endorsement quoted by the Collector.

2. The Board concur in the opinion of the Commissioner of Police.

Order thereon, 24th June 1886, No. 1736

Communicated to the Financial, Judicial and Public Works Departments.

2. Government in this Department concur with the Commissioner of Police and the Board of Revenue.

(True Extract)

Ag Secretary to Govt.

P.W. No. 1817 W. dated 15th July 1886.

Communicated to the Consg. Architect with reference to his letter No. 19 dated 3rd April 1886.

G.O. No 1145 C 10.4.86
" 1147 C 20.3.86
Revenue Pub. 1109 24.9.85
P.W.G.O. 3057 W. 18.12.85
" " 2639 W. 6.11.85
" " 2435 W. 19.10.85
G.O. No 2204 W. 9.9.85
G.O. 1402 W. 9.9.85
" 693 W. 16.6.85

To the Finl. Dept
" Judl. do
" P.W. do
" Mr J. Reid

F. Office 17.7.86

13-7-86

8/7/86

CONFIDENTIAL

14

~~PUBLIC WORKS SECRETARIAT,~~

RAILWAY ~~BRANCH~~ 2 Depts.

OFFICE NOTE.

Station Madras date Nov 3 1886.

From E R.

To W.

The Finance Committee suggest a discontinuance of progressive salaries on the ground of economy to State and advantage to the staff.

I can offer no opinion on the former of these grounds; as regards the latter I cannot believe that the employés would prefer the system proposed by the Commission.

As regards administrative efficiency I personally prefer a progressive salary, if the increments only be granted deserving men. the system places in the hands of the Head of an office a very useful means of rewarding deserving men and punishing the undeserving;

The system is peculiarly well suited to my office where men whenever possible are kept at the same duties throughout their service and where promotion is otherwise impracticable –

C S Smith Col RE

3 Nov. 86

14/21

Pro Cns 8557

Recd 3.11.86

[illegible]

14/22

N.B.—In any future communication on this subject, the number and date of this letter should be quoted.

No. 124 W

From

The EXAMINER,
PUBLIC WORKS ACCOUNTS,
Madras.

W
6/11/86

To

The Secretary to Government,
Public Works Department.

Madras, 6 November 1886.

Sir,

With reference to G.O. No. 3824 C. dated 1st November 1886, I have the honor to submit the following remarks:-

2. Under the present system of annual increments, a man reaches the maximum in his sixth year of service, and receives the same amount in the six years that he would have received had he drawn continuously the mean pay, but if not then promoted he loses the difference between the mean and the maximum for so long as he continues in the lower grade. If in his seventh year he can ensure promotion to a higher appointment, he benefits immediately by the higher pay, but again after six years would lose by the difference between mean and maximum. He would lose also in the rate of pension which results from the loss in pay.

3. If there are fair prospects, not theoretically but practically, ~~but practically~~, of promotion, there could not be any objection so far as actual or prospective holders of appointments are concerned, but the employer would not have the same hold over the employed that he now has. At present

ahead of the mean

the latter's work is necessarily reported on annually for five years before increments are granted, but if his pay were fixed, the review of his work would be in most, if not all, cases, omitted, and his merits and demerits would not be brought to light periodically, his merits would not have timely reward but his demerits would probably be punished by a fine perhaps hastily inflicted and of an amount large or small depending on the temperament of the employer.

4. I would not think that in practice fixed salaries would be as acceptable as the progressive salaries at present looked forward to, and I venture to say that no man would decline to exchange from the former to the latter in the same class of appointment, though I can understand that a man would be willing to take a superior appointment carrying less pay but better prospects and and status.

5. A reference to the Classified List for June 1886 will show that many of my Accountants 4th. and 5th. Grades have been more than six years in their grade. Their chances of promotion are certainly not "fair", and they are better off with the maximum pay of their grades than they would be if the mean had been the fixed pay. Of course to prospective holders it cannot matter what change is made in the pay or conditions of analogous appointments, but there will not be the same inducement to diligence to secure timely increases of pay for periodically approved service.

I have the honor to be,
Sir,
Your Most Obedient Servant

Examiner P. W. Accounts.

P.W.C. No. 8679

From,

The Examiner P. W. Accounts,

Madras.

To,

The Secretary to Government

P. W. Department.

No. 124 W

Dated 6 November 1886.

Recd. 8.11.86

Progressive salaries.
Furnishing report on the subject of the------

Compile
[illegible]
8/11/86. W

2857W/86

14/24

W's Endorsement No 3824 C. dated 1st November 1886 circulated to the members of the Office who will say which of the following scales they would elect.

4 November 1886

D.W.H.

M.E.I.

The present graded scale	A fixed pay, the same being the mean of the present graded scale	A scale of pay carrying with it two increments, one every four years.
[illegible]	—	B. Ramachendra Row
S. Anderson	—	—
M. Abdulla		
[illegible]		
[illegible]		
N. Saravana [illegible] Pillay		
[illegible] Row Pillay		
S. Raghavacharia		
T. [illegible] Pillay		
K. Duraiswami Aiyengar		
[illegible]		
J. Ellis		
C. V. [illegible]		
T. Visvanathan		
[illegible] Pillay		
[illegible] Naidoo		
D. W. Hawkins		
Md. Abdur Razack.		

at once of the mean

If the L.O.E. cares to know what the wishes of the members of the office are in respect to the proposals of the Finance Committee I will circulate this note to them

L.O.W.H.
4.11.86

Yes: as above
HB
4.11.86

Circulated accordingly
LWH
To. L.O.E.S

14/5

The Committee are wrong both in their facts and inferences; it is not the case in this department that "the increments are diverted &c . . . appointment" (para 4) nor is there any "complicity" in the matter (para 5) –

The idea that the alteration would be welcomed by the men there also is negatived by the enclosed statement –

It is in fact obviously impossible to reconcile a saving of total expenditure with an absence of injury to individuals, except by a reduction of numbers which is not contemplated –

13.11

co
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cum
note

Lon
4.11.86

W.

Circula
Conf
To. L

E. I. Form No. 24-F.

GOVT. OF MADRAS } 14/26 1886. } P. W. DEPT

CHIEF ENGINEER FOR IRRIGATION.

Madras, 13 Nov 1886.

Office Note. No 295

Circulation Register.

To	From	Despatch Date.	Receipt Date.
W.	E.I.	15/11	

Keep-with.

No. dated 188

The undersigned does not agree
to the proposals of the Finance
Committee – promotion from
Class to class is among the
Clerks of the P.W.D. is very slow
and there are few present in
cumbents of progressive scale
who would not be losers
by the introduction of the mea
proposed by the Finance
Committee – the acceptance
at once of the mean of

salary of the post would result in most cases in the incumbents of these posts never attaining the maximum pay of their post to which they can at present rise by increments given after approved service, but which under the new system they would attain only on promotion to the next grade or class, a contingency which is in most cases very remote.

The statements made in para 4 of the letter of the Secretary of the Finance Committee ~~is incorrect~~ do not ~~as far as it~~ apply to the offices of the P.W.D. – as the increments there given are based on the consideration that ~~an officer's service by~~ the clerk receiving such increment has gained by experience & is more useful than when he first joined his appointment.

As far as the question relates to present incumbents the undersigned would deprecate any change, but he considers that a scale of fixed salaries worked out on the lines laid down by the Committee would for many reasons be preferable to the present progressive scale.

8.11.86

M.

I agree with the above except as regards the last para – I do not think that under any circumstance a scale of fixed salaries as proposed by the Finance Committee would be preferable to the present scale.

Cw 8377.

$\frac{14}{27}$

Note.

In Pros. of 21.10.86, No 1086. the Civil Dept refer for consideration a proposal by the Finance Committee to abolish the system of progressive salaries.

In the P.W. Dept, the incremental scale is applicable to

Clerks
Accountants
Sub overseers
Draftsmen

The salaries rise from the minimum to the maximum by five annual increments, & under Code para 533 the increments are given for approved service only.

The scales for Clerks & draftsmen are local ones, but those for Accountants & lower subordinates have been fixed by the Govt of India, & the two latter cannot therefore be modified or abolished, except under India's orders.

The great advantage of the progressive system, in fact the only advantage so far as I can see, is that it enables heads of offices to have a hold on their subordinates — a security for their good conduct; for a man who does not give satisfaction is liable to have his increments suspended. But if the incremental system did not exist, men who do not give satisfaction would be equally liable to have their ~~[illegible]~~ promotion suspended

of Experience & to [illegible]

14/28

The Madras scale for Clerks is so badly arranged that ~~tho~~ in every case, the minimum of pay of each grade is the same as the maximum of the grade immediately below. Every man therefore who is drawing the maximum of his grade receives no immediate increase of pay on promotion to the next higher grade, nor does he derive any pecuniary advantage by acting in the next higher grade in room of an absentee. This has always been felt to be a hardship, & during 1885-86, attempts were made to draw up a revised scale not possessing this defect. It was found however that no scale could be devised which did not injure the prospects of the Clerks on the one hand, or involve extra expenditure to the State on the other – The matter was therefore dropped.

The scale for accountants is a better arranged one inasmuch as provides for increase of pay on promotion in all cases.

On the whole, the arguments appear to be in favor of abolishing the progressive system. If however, a verdict be given in favour of the Finance Committee's proposal, it would

be well to add a proviso that all those who are drawing pay in excess of the mean of their grades shall not be disturbed –

The question for consideration now is, shall the Genl Dept Pros. be referred to Administrative Officers of the Dept for opinion, or can a reply be drafted at once, giving the Chief Engr's opinion –

In any case it would be well to have the opinions of S, R, & C – Reference to Supdg Engrs will probably involve a delay of two or three months.

29.10.86

C/

Note. 14/30

The Chief Engineer for Irrigation, the Consulting Engineer for Railways and the Examiner P.W.A. have been consulted on this subject and all agree in deprecating any departure from the rules now in force. The objections to the Committee's suggestion are (1) that the system of progressive salaries from the head of the office the means of rewarding deserving men & punishing the undeserving and it is stated that the Committee are wrong in their description of the operation of the rules (paragraphs of the Secy letter) and in their assertion of the extreme complexity of the rules (Para 5) (2) that the men concerned are generally against any change in the rules and (3) that any scheme of total substitution must mean injury to individuals.

I have seen the undersigned Engineers, and I also deprecate any change other than such natural alterations of the rules ~~[illegible]~~ are objectionable, and from

the feeling of insecurity which
is prejudicial to Govt. service

Transferred to the F. D. with reference
to order in that Dept. No. 1083
dated 21st Octr 186

Seen
17/10/186

[illegible]
18/11/8

To,
The Financial Deptt
with notes by [illegible]

14/31

No 3824 Cal 1-11-86

GOVERNMENT OF MADRAS.

FINANCIAL DEPARTMENT.

Read—the following papers :—

From D. DUNCAN, Esq., M.A., D.Sc., Acting Director of Public Instruction, Madras, to the Chief Secretary to Government, dated Madras, 5th November 1886; No. 7489.

With reference to endorsement, No. 1811 C., dated 28th October 1886, calling for early remarks on a letter from the Secretary to the Finance Committee on the subject of progressive salaries, I have the honor to inform you that the system of progressive salaries is very largely followed in this department from the lowest to the highest grades, and seems to have been deliberately adopted in the case of non-graded officers mainly with a view to encourage them to greater zeal in the performance of their duties. The system prevails also in the graded section of the department, in which, starting with Rs. 500, an officer may rise to Rs. 1,500 by annual increments of Rs. 50, subject to his obtaining promotion from the fourth to the third, and so on, to the first class. The salary of the Director also rises by five annual increments of Rs. 50.

2. There cannot be the least doubt that the system of progressive salaries leads to complications in the working, more especially in arranging acting appointments.

3. If, as is stated in paragraph 4, the original intention of progressive salaries was to remunerate an officer at a higher rate when his services have become more valuable from experience, there can be little doubt that this intention has been frequently departed from. But from what I have said in paragraph 1, it would appear that this, though not overlooked (see paragraph 7 of Mr. Grigg's letter recorded in G.O., dated 21st December 1885, No. 814, Educational), was not the main consideration. To hold out encouragement to young men to join the lower ranks of a somewhat unpopular service, and to continue to work in it, appears to have been the main consideration at the time when progressive salaries were first largely introduced in the lower ranks of the Educational department (see Colonel Macdonald's letter recorded in G.O., dated 18th May 1880, No. 169). In this department, periodical increment certificates to masters and clerks are not countersigned by the Director as a matter of course. If an officer's work has not been satisfactory, the increment is withheld for a shorter or longer time according to circumstances.

4. I think it is probable that the Finance Committee are correct in conjecturing that a fixed salary at the mean would be preferred by many officers, especially in the lower ranks, to a progressive salary. But there are many aspects in which the question would have to be viewed before a decided opinion could be formed as to the effect of the proposal on the financial prospects of an officer. One of these aspects is the pension, which might be seriously affected for the worse if the Finance Committee's suggestion were adopted. Officers frequently draw the maximum salary of a class for several years before they get promotion, and in such cases the progressive salary is more favorable to the officers than a salary fixed at the mean would be. Again, when an officer has reached the highest class in his department and the maximum salary of that class, he may continue to draw this maximum pay for many years before retiring from the service. The present senior officer in the graded list of this department would have been a considerable loser if he had drawn the mean of the first class, namely,

Rs. 1,375, for 6½ years, instead of the salary he has actually drawn since he was promoted to the first class, namely, for three years less than the mean, for two years more than the mean, and for 1½ years the maximum, namely, Rs. 1,500. For every year that he continues in the service, he will draw Rs. 1,500 more than he would have done had the salary of a first-class graded officer been fixed at the mean.

5. If fixed salaries were to take the place of progressive salaries, it would be desirable to multiply the number of classes or grades of salary, so as to give that incentive to work well which the system of periodical increments was intended to provide.

6. I think that, on the whole, salaries fixed at the mean would be more economical to the State than progressive salaries, but not so favorable to the officers of the department. If Government approve of the suggestion of the Committee, I do not think it would be difficult to introduce it into the lower ranks of this department.

From G. HAMNETT, Esq., Inspector-General of Registration, Madras, to the Chief Secretary to Government, dated Madras, 5th November 1886, G. No. 3500.

With reference to the letter from the Secretary, Finance Committee, recorded in the Proceedings of the Government, Financial Department, No. 1086, dated the 21st October 1886, communicated to me with Judicial G.O., Mis. No. 2976, dated the 3rd November, received this day, I have the honor to state that it will be seen from the papers * marginally noted that I had long ago condemned the system of progressive salaries, and obtained the sanction of the Government to the abolition of the system and to the fixing of the salaries of my office establishment at rates deemed sufficiently remunerative for the work to be done.

* Letter to the Government, No. 362, dated 24th June 1881.
G.O., Judicial, No. 1271, dated 29th June 1881.
Letter to the Government, No. 435, dated 28th July 1881.
G.O., Judicial, No. 1599, dated 10th August 1881.

2. There is no advantage whatever in the system of raising salaries by periodical increments. The payment of fixed salaries proportionate to the work done is undoubtedly the best, the Government reserving to themselves the right to grant such special allowances as they may deem proper to officers who have rendered special and approved service, and whose services they may desire to retain in any special appointments.

3. The graded system on which the staff of registrars and sub-registrars was constituted in this Presidency in 1882 works very well. All that is needed is to increase the numbers in the higher grades to ensure quicker promotion to men in the lower grades. Financial difficulties, however, have prevented this being done, and promotion has been somewhat slow. The salaries of clerks are fixed at "different rates" as contemplated in the concluding clause of paragraph 6 of the letter from the Secretary to the Finance Committee.

G.O., dated 10th November 1886, Mis. No. 1504 L.F., Financial.

ABSTRACT.—Recording G.O., 21st October 1886, No. 1086, with the remark that the system of progressive salaries is not in force in the department.

From the Revd. S. MORLEY, Bishop's Chaplain, to the Chief Secretary to Government, dated Madras, 12th November 1886, No. 540.

With reference to G.O., 21st October 1886, No. 1086, Financial, with endorsement, No. 1846 C., of 5th November, I have the honor, by desire of the Right Reverend the Bishop, to state that he understands the inquiry to have no reference to cases like

those of the Chaplains whose salaries receive an increment only once in the course of their service; and that there are no other persons in connexion with the Ecclesiastical Department who are entitled to any increments.

From G. BIDIE, Esq., M.B., C.I.E., Surgeon-General with the Government of Madras, to the Chief Secretary to Government, dated Fort St, George, 16th November 1886, No. 362.

With reference to G.O., No. 1086, dated the 21st October last, I have the honor to submit the following observations to the Right Honorable the Governor in Council.

2. The remarks of the Finance Committee apply only to a small section of this office establishment, known as the Account Branch, on progressive rates of pay and recently transferred from the establishment of the Examiner of Medical Accounts. The other sections of this office are constituted on fixed, and not on progressive, salaries.

The Account Branch consists of three clerks on the following scale of pay :—

No. 1	on Rs.	30,	rising to	Rs.	50.
„ 2	„	20	„	„	40.
„ 3	„	20	„	„	40.

4. The salaries attained by these clerks in virtue of their position on the establishment of the Medical Examiner at the time of transfer to progressive pay list, as well as by the subsequent increments which they have earned, are given below :—

No. 1,	Rs. 34	(maximum obtainable	four	years hence).	
„ 2	„ 32	(„	two	„	).
„ 3	„ 30	(„	three	„	).

5. The maximum salaries fixed for these clerks will be attainable by No. 2 in two years hence, by No. 3 in three years, and by No. 1 in four years; and as all three are comparatively young men, they have the prospect of a long service on the maximum rates of pay, as well as the ordinary prospects of promotion by vacancy

6. If, however, the progressive rates of pay are superseded by salaries fixed at the mean amount, the change will injuriously affect them, and inflict on them an annual loss to the extent indicated below from the time they would otherwise be able to claim their maximum rates of pay :—

	Maximum pay.	Mean pay.	Monthly loss.	Annual loss.
	RS.	RS.	RS.	RS.
No. 1	50	40	10	120
„ 2	40	30	10	120
„ 3	40	30	10	120

As a set-off against this loss, No. 1 will derive a present temporary advantage of Rs. 6 per mensem, by drawing Rs. 40 instead of Rs. 34. Nos. 2 and 3 will not derive even a temporary advantage for their permanent prospective loss.

7. But it is observed that in paragraph 9 of their letter, the Committee do not aim at any "immediate reduction in the scale of existing salaries, though it seems to them likely that in future revisions of establishment, it will be economical to proceed on the basis of fixed, rather than of progressive, salaries."

8. If the rights of present incumbents are protected, I do not see any objections to progressive salaries being remodelled to future entrants on the basis of fixed salaries as in all other departments of the public service.

From C. J. McNALLY, Esq., M.D., Chemical Examiner, to the Chief Secretary to Government, dated Madras, 17th November 1886, No. 840.

With reference to G.O., Public Department, dated 6th November 1886, Mis. No. 2333, I have the honor to enclose a list of employés in this department on progressive salaries.

2. The Assistant Chemical Examiner is not included, because paragraph 6 of the Finance Committee's letter disposes of his case.

3. The appointments of First Assistant and Fourth Assistant are at present temporary, but sanction is about to be applied for to place them on a permanent footing, andit may be stated here that in these appointments there is no definite prospect of promotion.

Enclosure.

List of employés in the Chemical Examiner's department on progressive salary.

Appointment.	Minimum pay.	Maximum pay.	Increments, of what amount and arrangement.	Present salary of incumbent.	Mean salary.	Wish of incumbent to continue as at present or to draw fixed mean salary.
	RS. A. P.	RS. A. P.		RS. A. P.	RS. A. P.	
First Assistant	60 0 0	90 0 0	By annual increments of 6 rupees.	60 0 0	75 0 0	To draw fixed mean salary.
Fourth Assistant ..	30 0 0	45 0 0	By annual increments of 3 rupees.	30 0 0	37 8 0	Do. do.
Laboratory attendant ..	15 0 0	20 0 0	Maximum pay after five years' service.	15 0 0	17 8 0	To continue under present arrangements.
Lascar	8 0 0	10 0 0	Maximum pay after five years' service.	8 0 0	9 0 0	Do. do.

From the Officiating Sanitary Commissioner for Madras, dated Madras, 18th November 1886, No. 1569.

Abstract.—States that there are no appointments in his office carrying with them progressive salaries, and concurs with the views of the Finance Committee on the subject.

No. 4071-C.

NOTE.

The Chief Engineer for Irrigation, the Consulting Engineer for Railways, and the Examiner, Public Works Accounts, have been consulted on this subject, and all agree in deprecating any departure from the rules now in force. The objections to the Committee's suggestion are—

(1) that the system of progressive salaries gives the head of the office the means of rewarding deserving men and punishing the undeserving, and it is stated that the Committee are wrong in their description of the operation of the rules (paragraph 4 of the Secretary's note) and in their assertion of the extreme complexity of the rules (paragraph 5);

(2) that the men concerned are generally against any change in the rules; and

(3) that any saving of total expenditure must mean injury to individuals.

2. In these views the undersigned concurs, and would also deprecate any change on the ground that continual alterations of the rules are objectionable, and give rise to a feeling of insecurity which is prejudicial to Government service.

Madras, (Signed) J. O. HASTED, Colonel, R.E.,
18th November 1886. *Chief Engineer, P.W.D.*

No. 4072-C.

Transferred to the Financial Department, with reference to order in that department, No. 1086, dated 21st October 1886.

Madras, (Signed) J. O. HASTED, Colonel, R.E.,
18th November 1886. *Secretary to Govt., P.W.D.*

From Colonel T. K. GUTHRIE, Inspector-General of Police, to the Chief Secretary to Government, dated Madras, 23rd November 1886, No. 5931.

Adverting to order in Judicial Department, dated 3rd November, on G.O., dated 21st October 1886, No. 1086, Financial, I have the honor to remark, for the information of Government, that my views are in accord with the Finance Committee as to graded pay, instead of pay progressing by increments, for officers of police.

2. This view, however, is not in harmony with G.O., No. 2092, dated 9th August 1886, Judicial Department (regarding the appointment of an extra Assistant Superintendent of Police for the Nilgiris), but Colonel Cloeté, who was then Inspector-General, although like myself in favor of fixed pay and grading (*vide* his letter to Government, No. 4894, dated 20th August 1885, on same subject as above), did not press his views upon Government, because he was of opinion he would get the extra officer sooner by accepting the progressive pay principle.

3. I beg to point out to Government that in the case of the police, owing to slowness of promotion, the plan of progressive pay is likely to be more costly to the State than fixed pay, and in this connection I would again ask Government for a reconsideration of the subject of grading Assistant Superintendents of Police.

From H. R. GRIMES, Esq., Inspector-General of Jails, to the Chief Secretary to Government, dated Madras, 29th November 1886, No. 347.

In reply to G.O., dated 21st October 1886, No. 1086, Financial, I have the honor to state that in regard to the progressive salaries of officers in this department, I am of opinion that the present system is, on the whole, the best, — with, however, the following alteration.

2. When a Superintendent of a second-class central jail, whose salary rises from Rs. 450 to Rs. 600, has been drawing the maximum for a year or upwards, he should, on promotion to a first-class central jail, the pay of which is Rs. 600, rising to Rs. 850, be permitted to draw the first increment of the higher appointment from the date of promotion without requiring him to work for a year on the minimum salary, as is now the case.

From H. T. ROSS, Esq., Registrar of the High Court of Judicature at Madras, to the Chief Secretary to Government, dated 7th December 1886, No. 3252.

In reply to G.O., of 3rd November 1886, No. 2976 (Judicial), I am directed to state that the Honorable the Judges are disposed generally to agree with the proposals of the Finance Committee regarding the abolition of the system of salaries rising by periodical increments.

2. They are of opinion that the system can be beneficial only in the case of officers possessed of a special and peculiar knowledge of the work of the appointments which they happen to hold, and whom it may be desirable to retain in such appointments without stopping their promotion.

3. The only posts in the Judicial Department which may occasionally comply with these conditions are those of Nazir, Record-keeper, Interpreter and Sheristadar.

4. At the same time, I am to observe that the progressive system does not obtain in the Judicial Department in this Presidency; and even in the case of the appointments above mentioned, the Honorable the Judges are not desirous of seeing it introduced.

5. All the superior ministerial officers of the Judicial Department have the chance of promotion to the superior grades, and instances are not uncommon of head clerks and sheristadars acting as district munsifs, and, *cæteris paribus*, there appears no reason why their claims to those appointments should be considered less than that of vakils, pleaders, &c. There is, therefore, in the opinion of the High Court, no necessity for progressive salaries in those appointments. The office of record-keeper also, which used formerly in some instances to be held by old servants who had abandoned hope of further promotion, is now more generally entusted to younger men who have fair hopes of rising, so that even in that appointment the system is unnecessary.

6. Finally, the reasons advanced by the Finance Committee for the abolition of the system appear to the Honorable the Judges to be sound; and they agree also in the suggestion to give more substantial increments at longer periods if the system is retained.

G.O., dated 13th December 1886, No. 7751, Military.

Read—the following papers:—

G.O., dated 21st October 1886, No. 1086, Financial.

From the Controller of Military Accounts, to the Secretary to Government, Military Department, dated Fort St. George, 1st December 1886, B.

With advertence to Proceedings of Government, Financial Department, No. 1086, dated 21st October 1886, referred to me for remarks under your docket, No. 6720, dated 27th October 1886, I have the honor to state that the proposal of the Finance Committee to substitute scales of suitably-graded, fixed salaries for continually incrementing ones will, if adopted, result prospectively in a saving to the State both in salaries and pensions. I however do not think that fixed salaries at the mean amount would be as acceptable to the employés (many of whom have already reached or have exceeded the mean of their grades) as the progressive salaries at present looked forward to.

Proceedings of Government, No. 2028, dated 19th June 1873.
Proceedings of Government, No. 1586, dated 20th May 1874.

2. The system of progressive salaries was introduced into the offices of the Military Account Department in 1874, and, so far as my experience goes, has worked satisfactorily. The annual increase of salary being contingent upon the satisfactory discharge of the duties entrusted to each person eligible by service for the increase is an incentive to diligent and careful work. I doubt, therefore, whether the abolition of the present system would be in the interests of discipline, inasmuch as a clerk who had at once obtained the maximum of his grade would feel more secure than one who knew that each increment depended upon a sustained effort to improve.

Order—dated 13th December 1886, No. 7751, Military.

The reply of the Controller of Military Accounts communicated to the Financial Department, with the expression of the concurrence of Government, in the Military Department, in the view therein contained.

(True Extract.)

(Signed) A. KENNEY-HERBERT, Lt.-Col.,
Secretary to Govt., Mily. Dept.

To the Financial Department.

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From H. F. CLOGSTOUN, Esq., Accountant-General, to the Chief Secretary to Government, dated Fort St. George, 16th December 1886, No. 3549.

With reference to Proceedings of Government, in the Financial Department, No. 1086, dated the 21st October 1886, communicating to me for remarks a letter from the Secretary, Finance Committee, suggesting the discontinuance, save in exceptional cases, of the system of progressive salaries, I have the honor to offer the following remarks.

2. I agree with the Committee in considering that in establishments where the number of appointments affords fair chances of promotion, it would be acceptable to the employés and not disadvantageous to Government to substitute scales of suitably-graded, fixed salaries for continually-incrementing ones, and also that the extreme complexity of the rules which regulate these salaries cause no small amount of administrative trouble. I am therefore quite in favor of the abolition of the system, save in the exceptional cases referred to by the Committee in paragraph 6 of their letter, and of the substitution in its stead of suitably-graded, fixed salaries.

3. I agree with the Committee also in considering that, in cases where a system of progressive salaries is maintained, it would be advisable to give substantial increments after a long period, in preference to giving continual small increments each year.

4. Assuming that the system of fixed salaries is accepted as being preferable to that of progressive salaries, the question arises as to the value to be placed on a progressive salary in converting it into a fixed salary. The Committee have no doubt that a progressive salary costs to Government a good deal more than the theoretical mean between the minimum and the maximum, but they consider it probable that it is not as valuable either to actual or to prospective holders, or as much appreciated by them, as a fixed salary at the mean amount would be.

5. The value of a progressive salary in any appointment depends upon the length of time the appointment is held, and the average value of progressive appointments generally in an office or department can only be gauged by a calculation of the salaries drawn for a series of years or months in such office or department. The annexed statement, which shows the actual salaries drawn by the Superintendents and clerks in this office on progressive salaries on the 1st of April of the current and each of the past nine years, shows that in this office the actual salaries drawn are, on the whole, in excess of those that would have been drawn had the system of fixed salaries been in force.

6. The average salary of each person in each class of Superintendents and clerks in the office is shown below compared with a fixed salary calculated at the mean between the maximum and minimum of the progressive salary:—

Class.		Number of clerks in the class.	Average salary drawn by each.	Salary under the fixed salary system.
			RS.	RS.
Superintendents	I	1	454	430
	II	2	370	340
	III	3	245	240
	IV	3	182	172½
Clerks ..	I	9	131	132½
	II	18	105	102½
	III	21	74	72½
	IV	50	44	48

The differences in the rates for clerks are not very material, and in the case of revisions of establishments, there need, I think, be no hesitation in accepting the mean between the maximum and the minimum as being equivalent in value to the progressive salary.

7. As far as the grade of clerks is concerned, I am also of opinion that the incremental system might be abolished at once, even in the case of men now in the service, provision being made for the grant of personal allowances to all those in any

given class who are now drawing amounts in excess of the mean pay of the class, those in the class drawing salaries below the mean having their salaries made up to the mean as the personal allowances to officers in the class cease to be drawn.

8. As regards Superintendents, I am inclined to think that, in the first two grades, at any rate, a salary increasing every four years, as described in paragraph 6 of the Finance Committee's letter under reply, would be preferable to a fixed salary.

Enclosure.

Statement showing the cost of the establishment of the Accountant-General on different dates compared with its mean cost.

Appointments.	Arithmetical mean value.	Actual cost on										Average actual cost of each class.	Mean value of each appointment.	Average actual cost of each appointment.
		1st April 1877.	1st April 1878.	1st April 1879.	1st April 1880.	1st April 1881.	1st April 1882.	1st April 1883.	1st April 1884.	1st April 1885.	1st April 1886.			
Superintendents.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.
One on 400 to 460 ..	430	460	460	460	460	460	460	460	460	460	400	454	430	454
Two on 300 to 380 ..	680	760	760	760	760	760	732	748	760	712	648	740	340	370
Three on 200 to 280.	720	780	800	740	756	712	664	712	760	712	700	734	240	245
Three on 150 to 195.	517½	551	565	539	540	504	522	540	558	576	558	545	172½	182
Clerks.														
Nine on 120 to 145.	1,192½	1,232½	1,132½	1,157½	1,155	1,145	1,170	1,200	1,220	1,205	1,205	1,182	132½	131
Eighteen on 90 to 115	1,845	1,942½	1,952½	1,862½	1,810	1,810	1,870	1,910	1,910	1,905	1,905	1,888	102½	105
Twenty-one on 60 to 85	1,522½	1,605	1,592½	1,557½	1,455	1,445	1,530	1,559	1,583	1,590	1,588	1,551	72½	74
One on 40 to 55 ..	47½	47½	47½	40	40	43	46	49	40	43	46	44	47½	44
Fifty on 30 to 50 ..	2,000	2,260	2,238	2,221	2,024	2,029	2,137	2,194	2,235	2,259	2,276	2,187	40	44
Total cost of Superintendents.	2,347½	2,551	2,585	2,499	2,516	2,436	2,378	2,460	2,538	2,460	2,306	2,473	1,182½	1,251
Total cost of clerks ..	6,607½	7,087½	6,963	6,838½	6,484	6,472	6,753	6,912	6,988	7,002	7,019	6,852	395	398
Total graded appointments ..	8,955	9,638½	9,548	9,337½	9,000	8,908	9,131	9,372	9,526	9,462	9,325	9,325	1,577½	1,649

G.O., dated 14th December 1886, No. 1091, Revenue.

Read—the following papers :—

G.O., dated 21st October 1886, No. 1086, Financial.

Letter from the Superintendent, Madras Survey, dated 7th November 1886, No. 215-G.

Abstract.—Stating that the practice of grant of progressive salaries does not obtain in the Survey Department.

Letter from the Director of Revenue Settlement and Agriculture, dated 13th November 1886, No. 2080.

I have the honor, in reply to Mis. G.O., No. 6604, dated 2nd current, to inform you that the only officer in this department who will be affected by the Finance Committee's proposals is the Assistant Director of Agriculture, whose salary rises from Rs. 750 to Rs. 1,000 by annual increments of Rs. 50: *vide* G.O., No. 3742, dated 24th June 1886.

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2. Mr. Benson, to whom the Government Order under reply was referred for remarks, states that any reduction in the maximum salary will greatly lessen the value of the appointment, and that the principle of giving substantial increments after longer periods than one year's service is a sound one. In this view I quite agree.

Proceedings of the Board of Revenue, dated 25th November 1886, No. 2562.

Read—the following G.O., dated 2nd November 1886, Mis. No. 6604, Revenue :—

Abstract.—Referring to the Board of Revenue and certain other officers, for remarks, letter from the Secretary to the Finance Committee on the subject of progressive salaries.

Resolution—dated 25th November 1886, No. 2562.

The Board approve generally of the proposals of the Finance Committee, and consider that fixed salaries at the mean amount would be as acceptable as the present progressive salaries. The incremental system should, in the opinion of the Board, be only used in cases where it is desirable to retain a special officer in the interests of the State, and in such cases the plan suggested by the Committee in paragraph 6 of their letter commends itself to the Board.

3. The alteration in the rules should, the Board think, only be applied prospectively, and care taken that the changes should not injuriously affect present incumbents.

(A true Copy and Extract.)

(Signed) M. HAMMICK,
Acting Secretary.

To the Secretary to Government, Revenue Department.

Government concur in the views expressed by the Board of Revenue.

2. The officer who holds the combined office of Director of Cinchona Plantations and Government Botanist, the Superintendent of the Government Central Museum, and the Assistant Director of Agriculture, as also some of the employés on the establishments of the first-named two officers, have progressive salaries; but all these officers apparently come within the category of those for whom the Finance Committee consider increment pay suitable. These, therefore, should, in the opinion of Government, in the Revenue Department, be excepted from the general rule of substituting fixed salaries for those rising by periodical increments.

3. The suggestion that increments, where allowed, should be given at longer intervals at increased rates, is acquiesced in by the Assistant Director of Agriculture —one of the officers concerned—and the Acting Director, Mr. Whiteside, agrees. Government see no objection to the adoption of the suggestion in the case of this officer. As regards the two others named in paragraph 2 *supra*, to whom progressive salaries are assigned, they are allowed *annual* increments under arrangements only recently sanctioned by the Secretary of State, and Government do not consider it desirable to make any change as regards these officers or the employés on their establishments.

(True Extract.)

(Signed) J. F. PRICE,
Ag. Secretary to Government.

To the Financial Department.

Order—dated 23rd December 1886, No. 1359, Financial.

The foregoing papers contain remarks by officers consulted with reference to the letter from the Finance Committee, 9th October 1886, No. 14, on the subject of progressive salaries.

2. The Accountant-General fully shows that the system of increments is more expensive than one of fixed pay. The Government concur generally in the Committee's views, and fully accept the principles laid down in paragraph 6 of their letter as to the cases in which alone the increment system should be applied, and the opinion that, when applied, it would be better to have larger increments accruing at longer intervals than are now generally adopted.

3. The benefit claimed by the Chief Engineer for this progressive system, viz., that it gives the head of an office a means of rewarding deserving, and punishing undeserving, men, can only be secured if the concession of the increment when earned by length of service is not allowed to become a matter of course. The Government fear that this is far from the case at present, and the tendency of the progressive system is, they believe, to encourage dull respectability of performance and not zealous work. Salaries graded with small intervals are a better arrangement.

4. The abolition of progressive salaries would, no doubt, have a very prejudicial effect on pensionary prospects, as pointed out by the Director of Public Instruction. This point does not seem to have been sufficiently considered by the Committee. The best remedy is, in the opinion of Government, an increase in the number of grades, where graded salaries already exist in combination with progressive pay.

5. The Government consider that if the progressive system is abolished, the interests of present incumbents should be carefully provided for by personal allowances.

(True Extract.)

Ag. Chief Secretary.

To the Departments of the Secretariat.
,, Honorable the Judges of the High Court, with C.L.
,, Board of Revenue.
,, Right Reverend the Bishop.
,, Director of Public Instruction.
,, Inspector-General of Police.
,, ,, of Jails.
,, ,, of Registration.
,, Surgeon-General with the Government of Madras.
,, Sanitary Commissioner for Madras.
,, Accountant-General.
,, Chemical Examiner.

Exd. A. Raitt.

3712 C 18.11.86
3824 C 1.11.86.

Recorded in Continuation of No: 3824 C. dated 1st Novr 7-11-86 1886.

4.1.57

Govt. of {1886} Madras.

FINANCIAL.

Issued

Encl.

Recd.

G.O., 23rd December 1886, No. 1359.

DECEMBER.

Finance Committee—Progressive Salaries.

Reviewing opinions recorded by certain heads of departments on the subject of —.

Ch. Engr for Irrign
Consy Engr for Rys.
Exec. P.W. Accts.