(1) பக்கங்களின் எண்ணிக்கை 26

(2) புதுக்கித் திருப்பிய நாள் -6-88

(3) ஆதாரங்குறிப்பவர் சுருக்கொப்பம்

தமிழ்நாடு ஆவணக் காப்பகம்.

தமிழ்நாடு அரசு

பொதுப்பணி துறை

அரசாணை எண். / மு. கோப்புத் தாள் எண். 1258W அச்சகம் / பலவகை

நாள் : 30. 4. 1988 ~~198~~.

மடிக்கவோ கண்டபடி கையாளவோ கூடாது

ஆவண. கா-1—18,006—15-6-87.

1258/1

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

Read—the following papers :—

Office note from the Examiner of Public Works Accounts, to the Secretary to Government, Public Works Department, dated Madras, 20th March 1888, No. 1239.

With reference to the accompanying original correspondence (to be returned)—Letter from the Executive Engineer, Kistna Western Division, No. 2707, dated 2nd February 1888;

Endorsement by the Superintending Engineer, VI Circle, No. 2101 T.J., dated 20th February 1888;

I solicit orders of Government on certain points connected with incremental salaries.

2. Code paragraph 172 (based on orders in the Educational and Public Works Departments) prescribes certain educational tests as the necessary qualifications for appointments (other than of draftsmen) of the monthly value of severally Rs. 15, Rs. 50, and Rs. 80, and (in each case) upwards; and, though the Code says nothing about it and no other authority can be traced, it has always been the practice to disallow, in the case of a non-qualified servant, the *whole amount* of any increment (otherwise fairly earned) which would bring the salary of such servant up to, as the case may be, Rs. 15 (formerly Rs. 20), Rs. 50, or Rs. 80.

3. Under this unwritten law a clerk, third class, second grade (60–4–80), not qualified for an appointment of Rs. 80 and upwards, can earn and receive four increments bringing his salary up to Rs. 76, but can go no further; a clerk, fourth class, first grade (40–2–50), not qualified for Rs. 50 and upwards, can go as far as Rs. 48 only; and so on. That is to say, the actual limits are lower than those apparently contemplated by the Code rules.

4. The first question, therefore, is whether Government desire this practice to be continued. If they do, it should, I think, be codified. If they do not, there seem to be two possible courses, namely—

(*a*) to allow a portion of an increment, in cases in which the full increment is barred by Code paragraph 172, subject to such rule as Government may think fit to make as to the introduction of fractions of a rupee into salaries, or

(*b*) to modify Code paragraph 172 so as to allow servants in grades of which the maxima are respectively Rs. 15, Rs. 50 and Rs. 80, to reach those maxima irrespective of educational qualifications.

The latter course would require the sanction of Government in the Educational Department.

5. The other question is as to the date from which an increment once barred by educational disqualification may be allowed when the disqualification is removed. In your No. 1799 C., dated 27th May 1887, you stated as regards draftsmen, that failure to pass the examination prescribed in Code paragraph 172 (1), though bringing them under stoppages of 10 per cent. of pay, does not bar their increments. If this view is confirmed by Government—and it will, I think, be well to obtain their confirmation—it will apparently follow that, in such cases as are now under consideration, service

during which an increment cannot be drawn is, nevertheless, *service towards increment*; the only question will therefore be, whether, when the servant eventually passes the required examination, the increment is to be allowed from the date of the examination or from the date on which the results are published, or from any other date.

6. Should Government sanction the course indicated in paragraph 3 (*b*) above, the question referred to in paragraph 4 will not arise at all.

7. Should Government sanction either of the alternatives indicated in paragraph 3, there will be some claims for arrears; the claims will be few and trifling, but it would be well that, in that case, Government should state to what extent, if any, arrears may be allowed.

No. 1356 C.

Referred to the Educational Department.

24th March 1888. (Signed) W. L. C. BADDELEY, Captain, R.E.,
Under Secy. to Govt., P.W.D.

Proceedings of the Madras Government in the Educational Department, dated 13th April 1888, No. 198.

As regards the question referred to in paragraphs 2 to 4 of the Examiner's letter, the only restriction laid down by the examination rules is that, to qualify for certain rates of pay, such as Rs. 80 and 50, an officer shall have passed certain tests. The Government are not prepared to modify these rules in the manner suggested in clause (*b*) of paragraph 4 of the Examiner's letter, and the amount of increment short of Rs. 80 or Rs. 50, as the case may be, that can be passed, is a matter for the consideration of the department concerned.

2. As regards the matter referred to in paragraph 5 of the Examiner's letter, the Government consider that when an officer who has been debarred from drawing an increment by not having passed the required tests, succeeds in passing, the increment, if otherwise due, should be granted from the date of the examination.

(True Extract.)

(Signed) W. L. C. BADDELEY, Captain, R.E.,
Under Secy. to Govt., P.W.D.,
for Chief Secretary.

Order—dated 30th April 1888, No. 1258 W., Public Works.

Communicated to officers of the Public Works Department for information and guidance.

2. The existing practice, described in paragraph 3 of the Examiner's office note, will be continued and codified. An increment will thus be wholly disallowed if, when added to salary, the amount exceeds the sum which a man is qualified to draw under the examination rules.

(True Extract.)

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

To Superintending Engineers.
To the Consulting Architect to Government.
" Examiner, Public Works Accounts, with two enclosures.

Exd. L. Passaigne.
Spare Copies

1258/2

GENERAL.
ESTABLISHMENT.

Govt. of (1888) Madras.

PUBLIC WORKS.

Dated April, 30th.

Recd. *Encl.*

G.O., 30th Apr. 1888, No. 1258 W.

APRIL.

Incremental Salaries

Orders on correspondence relative to certain points connected with —.

1888.

P. W. DEPARTMENT.

Current No. 2748 1258/3

From Examiner P. W. Accts.

Enclos.—2

No. 1239
Dated 20th } March 1888.
Received 21st }

SUBJECT.

Regarding the sanction of increment to clerks who have not passed certain examination as prescribed in the P. W. Code.

DISPOSAL.

No. 1356 C Dated 24 March 188

Referred to the Educational Department

(Sd) W. L. C.B

Despd 24/3 (Sd) H. R. M. D.W.

To The Educational Dept.

Sd 5/4

No. 1799 C d/ 27-5-87

188

P. W. DEPARTMENT.

Current No. 3888

O.N.

1258/4

From

The Examiner
P. W. Accts

ENCLOS.—

No. 133
Dated 20th May 1887
Received

SUBJECT.

Enquiring whether it is the intention of Govt that draftsmen who do not pass the Examination in the prescribed chapters of the P.W. Code should in addition to being subjected to a deduction of 10 p.c. of their pay, be deprived of the annual increments of their grades for approved service, as is the case with Accountants who do not pass their Exns.

DISPOSAL.

No. Dated

No. 1799 C d/ 27th May 1887
To.
C

[illegible]

No. 1258/5

Government of Madras

PUBLIC WORKS DEPARTMENT,
Chepâk, 188

OFFICE NOTE.

From
W.

To
C.

Your 133 dated 20th May 18

I do not think the cases of Accountants and drafts:men are exactly on all four

A man may be a good draftsm although he has not passe the Examination in Chapters vii and viii of the Code, whereas the knowledge requisite for passing the Accountants examination is equally necessary for the due performance of an Accountant's du

2. I think it is quite sufficient to deprive a draftsman

Govt is [illegible]t the drafts men shall not lose their increments becau they have not passed the Code Examination

(Sd) J. O. H.

W

(Sd) W. L. C. B
23-5-87

25/5/87

27/5

draftsman of 10 per cent of
his pay without stopping
his increments. After
passing his Code examinat
a draftsman is more usefu
and it is to encourage him to
pass it that the deduction
is made. I think however
that a draftsman can render
approved service without
passing the Examination.

DW

D.W.

This long explanation to
C is not necessary -
Simply tell C that the
intention of Govt is that
the draftsmen should
not lose their increments -
because they have not
passed the examn. in the
[illegible]

110

GOVT. OF MADRAS. } 1888. { P.W. DEPT.

EXAMINER, P. W. ACCOUNTS.

1258/6

Madras, 20 March 1888

OFFICE NOTE No. 1239

Encls. 2

To

W.

With reference to the accompanying original correspondence (to be returned)

Letter from the Executive Engineer Kistna Western Division No. 2707 dated 2nd. February 1888.
Endorsement by the Supg. Engineer 6th. Circle No. 2101 T.J. dated 20th. February 1888.

KEEP-WITH Genl. No.

dated 188 .

I solicit orders of Government on certain points connected with incremental salaries.

2. Code para 172 (based on orders in the Educational and P.W. Departments) prescribes certain educational tests as the necessary qualifications for appointments (other than of draftsmen) of the monthly value of severally Rs. 15, Rs. 50, and Rs. 80, and (in each case) upwards; and, though the Code says nothing about it and no other authority can be traced, it has always been the practice to disallow in the

cases of a non-qualified servant, the whole amount of any increment (otherwise fairly earned) which would bring the salary of such servants up to, as the case may be, Rs. 15 (formerly Rs. 20), Rs. 50, or Rs. 80.

p. 3 Under this unwritten law a clerk 3rd. Class 2nd. Grade (60-4-80) not qualified for an appointment of Rs. 80 and upwards, can earn and receive four increments bringing his salary up to Rs. 76, but can go no further; a clerk 4th. Class 1st. Grade (40-2-50) not qualified for Rs. 50 and upwards, can go as far as Rs. 48 only; and so on. That is to say the actual limits are lower than those apparently contemplated by the Code rules.

3. 4 The first question therefore is whether Government desire this practice to be continued. If they do, it should I think be codified. If they do not, there seem to be two possible courses, namely

(a) to allow a portion of an increment, in cases in which the full increment is barred by Code para 172, subject to such rule as Government may think fit to make as to the introduction of fractions of a rupee into salaries, or

2

(b) to modify Code para 172 so as to allow servants in grades of which the maxima are respective Rs. 15, Rs. 50 and Rs. 80, to reach tho maxima irrespective of educational qualifications.

12538/7

The latter course would require th sanction of Government in the Educational Department.

4. 5 The other question is as to the date from which an increment once barred by educational disqualification may be allowed when the disqualification is removed. I your No. 1799 C. dated 27th. May 1887 you stated as regards draftsmen, tha failure to pass the examination prescribed in Code para 172(1), though bringing them under stoppage of 10 per cent of pay, does not bar their increments. If this view is confirmed by Government — and it will I think be well to obtain thei confirmation, it will apparently follow that, in such cases as are no under consideration, service during which an increment cannot be drawn is, nevertheless, service towards increment, the only question will therefore be, whether, when the servan eventually passes the required examination, the increment is to be allowed from the date of the examination or from the date on which the

results are published, or from any other date.

5. Should Government sanction the course indicated in para 3(b) above, the question referred to in para 4 will not arise at all.

6. Should Government sanction either of the alternatives indicated in para 3, there will be some claims for arrears; the claims will be few and trifling, but it would be well that, in that case, Government should state to what extent if any arrears may be allowed.

C.

19/3

20/3

Recd 28/3 /88

O.W.C. No ~~2728~~ 3802/88

P. W. Dept.
To be returned with reply

CURRENT NO. 218

3/10 E.2

No. 1356C d/24th March 1888

Referred to the Educational Department.

W M Baddeley
Captain RE
Under Secy to Govt P.W.D.

---

[25]

Educational Department.

1258/8

PROCEEDINGS OF THE MADRAS GOVERNMENT.

Read the following ~~paper~~

Endorsement of the Public Works Dept. No. 1356C dated 24th March 1888.

Order dated 13th April 1888 No. 198.

As regards the question referred to in paras 2 & 4 of the Examiner's letter, the only restriction laid down by the Examination Rules is that, to qualify for certain rates of pay, such as Rs 80 & 50, an officer shall have passed certain tests. The Govt. are not prepared to modify these rules in the manner suggested in clause (b) of para 4 of the Examiner's letter and the amount of increment short of Rs 80 or Rs 50 as the case may be, that can be passed is a matter for the consideration of the Department concerned.

2. As regards the matter referred to in para 5 of the Examiner's letter, the Govt. consider that when an officer who has been debarred from drawing an increment by not having passed the required tests

succeeds in passing, the increment, if otherwise due, should be granted from the date of the examination.

(True Extract)

W C Baddeley

Under Secretary to Govt.
for Chief Secretary D.P.W.

To

The Public Works Deptt.,
with the enclosure returned.

2/x 1.D

1258/9

No. 1356 C d/ 24-3-88
" 1799 C d/ 27-5-87

[6] P.W.C. No 3682

Govt. of 188 } Madras.

To

The Public Works Depts

R 19-6-88

Proceedings, dated 13 April 188 8.
No. 198

Subject.

Passing orders regarding the annual increment to K. Cundasawmy Head Clerk Negapatam Circle

Ord 105/IV
[illegible] 24/4
[illegible] 25/4. R. 20-6-88

I.W.

Increments are granted as follows –

to Clerks
Accountants
Draughtsmen
Sub Overseers.
Asstt. Engrs. 2d. grade
Asstt. Engineers 1st grade
* Executive Engrs. 1st " —
Sub Engineers 1st " —

A.S.
25-10-88

* if promotion to S.E. is given up.

To The Hon. W. Hutchins
with reference to remark on original draft.

J.H.
25/4/88.

I think the system a vicious one for all ordinary clerks & only appropriate for posts in wh. it is desirable to keep a man in place wh. it is not desirable or not possible to give him further promotion. For all ordy. posts a set of grades of diff. pay is the best thing. However of course I do not propose to make a change of [illegible]

PUBLIC WORKS DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the 1258/11.

READ the following

From the Exr P.W. accts. No 1239 of 20. 3. 88
Pros. Educational Depr - 198 of 13. 4. 88

I do not approve of para 2. The practice described in the Examr's. para 3 (numbered 2) seems correct & shd be maintained & codified.

As to para 2 of the Educatl. Dept's Endorsement it conflicts with PW Code § 172, II (b) & (d) wh. say that the qualification is a certificate of having passed. A man is not eligible till he obtains a certificate. However we may perhaps regard the certte as relating back to the Examn & need not question the ruling tho' it appears wrong.

PPH
25 Apr

Are increments universal in the PWD? They are a vicious system.

Communicated to officers of the P.W. Dept for information and guidance.

2. The amount of final increment to be allowed to a Govt servant in a grade the maximum salary of which he is not qualified to draw under the examination rules, will be such as to raise his pay to one rupee short of

[illegible] 105/IV
[illegible] 24/4 [illegible] 25/4 [illegible]

of the maximum. Such increments may now be passed with retrospective effect, to those eligible thereto.

3. The substance of these orders will be embodied in the P.W. Code.

21.4.88

23/4/88

Ch. E. [illegible]
Consg. Engr. [illegible]
Supdg. Engrs
C.A. to Govt.
Exr. P.W. accts with [illegible]
Exr. Ry. accts.

A 30/4/88

No. 1258 W

PUBLIC WORKS DEPARTMENT.

1258/12 543

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the 30th April 1888

READ the following

From the Examiner P.W. Accts. (P.E. No. 1239 d/ March 20. 1888)
Proceedings, Educational dept. (" " 198 d/ April 13. ")

Communicated to officers of the P.W. Dept. for informat

and guidance.

2. The existing practice, described in para 3 of the Examiner's office note, will be continued and codified. An increment will thus be wholly disallowed if, when added to salary, the amount exceeds the sum which a man is qualified to draw under the examinat

rules.

Revised draft

Jdu
25/4/88

11/75

29/75

Despd
8/5/88

Ch. E. for Irrn
Supdg Engineer
C. A. to Govt
Ex. P.W. Accts with 2 Enclos

Recd 2/5/88
S.D.

R. S.

[illegible] 10/5
[illegible] 25/6
[illegible] 27/6

258/13

Govt. of 1888 Madras.

PUBLIC WORKS.

Dated

Recd. Encl.

G.O. 30th Apl 1888 No. 1258 W.

Incremental salaries

≡

Orders on correspondence relative to certain points connected with ——.

808 2/5

2/5