(1) பக்கங்களின் எண்ணிக்கை 54
(2) புதுக்கித் திருப்பிய நாள் 7/88.
(3) ஆதாரங்குறிப்பவர் சுருக்கொப்பம்

தமிழ்நாடு ஆவணக் காப்பகம்.

தமிழ்நாடு அரசு

பொதுப்பணித் துறை

அரசாணை எண். மு. கோப்புத் தாள் எண்.	2829–30 W	அச்சகம் பலவகை

நாள் : 12. 9. 1888 ~~198~~.

மடிக்கவோ கண்டபடி கையாளவோ கூடாது

ஆவண. கா-1—18,006—15-6-87.

அ.செ. வைத்திலிங்கம்.

1/2829-30

12th September 1888, Nos. 2829, 2830 W., Public Works.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

Read—the following paper :—

From G. H. W. WALKER, Esq., Under-Secretary to the Government of India, Public Works Department (General), to the Secretary to the Government of Madras, Public Works Department, dated Simla, 14th August 1888, No. 2078 G.

I am directed to forward an extract from chapter IX, para. 10 of the report by the Public Service Commission, and to invite any remarks that the Government of Madras may desire to make in connection with the opinion therein expressed.

2. The Government of India believes that the system which obtains in Madras of making promotions of Military subordinates to the Warrant rank according to seniority as Sergeants, instead of according to departmental rank, tends to enhance the inequality of pay between Civilian and Military subordinates, just as it creates an inequality between Military subordinates by giving an advantage in pay to men who are departmentally junior; I am therefore directed to ask, with reference to this Government No. 1340 G. of 14th July 1887 and No. 82 G. of 15th January 1885, whether there is any hope of the system now adopted for some years by the Government of India of making such promotions according to departmental standing being adopted in Madras.

Enclosure.

Extract from Report of the Public Service Commission, 1886-87, chapter IX, para. 10.

* * * *

The Commission recommends no change in the present mode of recruitment for the upper subordinate grades, but it calls attention to the complaints made by witnesses in the Madras and Bombay Presidencies respecting the inequality of pay and rank and the unequal chances of promotion which exist in the case of Military men and Civilians, respectively, who enter the upper subordinate service with similar technical qualifications. It desires to express its opinion that, *primâ facie*, these complaints appear to deserve consideration.

* * * *

Order—dated 12th September 1888, No. 2829 W., Public Works.

Ordered that the Government of India be addressed.

(Here enter No. 2830 W., dated 12th September 1888.)

(True Extract.)

(Signed) J. O. HASTED, Colonel, R.E.,
Secretary to Govt., P.W.D.

Letter—to the Secretary to the Government of India, Public Works Department, dated Ootacamund, 12th September 1888, No. 2830 W.

I am directed to acknowledge the receipt of your letter No. 2078 G., dated 14th August 1888, forwarding an extract from chapter IX, para. 10 of the report by the Public Service Commission, calling attention to the inequality of pay and rank, and the unequal chances of promotion, which exist in the case of Military men and Civilians, respectively, who enter the upper subordinate service with similar technical qualifications.

2. In your para. 2 it is remarked that the system which obtains in Madras of making promotions of Military subordinates to the Warrant rank according to seniority as Sergeants, instead of according to departmental rank, tends to enhance the inequality of pay between Civilians and Military subordinates, just as it creates an inequality between Military subordinates by giving an advantage in pay to men who are departmentally junior. You therefore inquire whether there is any hope of the system now adopted for some years by the Government of India of making such promotions according to departmental standing being adopted in Madras.

3. In reply, I am directed to state that the question as to the system under which promotion is made from Sergeant to Sub-Conductor appears to this Government to have no bearing on the complaints made by witnesses before the Public Service Commission relative to inequality of pay and rank and the unequal chances of promotion which exist in the case of Military men and Civilians who enter the upper subordinate grades. This Government believe that the complaints in question referred to the system under which passed Military students of the Engineering College who satisfactorily undergo a year's apprenticeship are brought on the permanent upper subordinate establishment as Overseers, 1st grade, thus superseding year by year all 2nd and 3rd grade Overseers of whatever length of service. That this grievance is a substantial one has long been acknowledged by this Government; and so far back as May 1884, after much correspondence and consideration, they sanctioned an arrangement by which the proportionate scale of 1st-grade Overseers is increased annually by the number of Military men brought on the establishment, the number in the 3rd grade being correspondingly reduced. By this plan, the flow of promotion to Overseer, 1st grade, is not interrupted, but only partial relief is afforded to the men in the lower grades, inasmuch as their prospects of rising to the grade of Supervisor are still retarded by the direct appointment of Military men as 1st-grade Overseers.

4. To afford more complete relief to subordinates of the lower grades, it was proposed to the Government of India, in this office letter No. 222 W., dated 26th January 1886, that Military students, like Civilians, should, for purposes of promotion, be brought on the establishment as 3rd-grade Oveeseers, the staff pay of Rs. 85 per mensem being the same for Military men in all three grades. Thus without interfering with the rate of pay now allowed to Military men on first appointment, it was proposed to give Military and Civil subordinates equal chances of reaching the grade of Supervisor according to merit.

5. This proposal was negatived by the Government of India (*vide* your letter No. 405 G., dated 9th March 1886) on the ground that it was desirable to maintain uniformity in establishment matters; but it was pointed out that as no limit was laid down for the number of Overseers in each grade, and as promotions from the grades of Overseer need not be made by seniority, it seemed possible to overcome the difficulty without changing the existing rule. It did not seem possible, however, without giving rise to further discontent, to keep back the promotion of deserving 1st-grade Military Overseers, in favor of Civil subordinates of longer service, but of lower grades. The only further measures of relief to Civil subordinates which suggested themselves to this Government were to place all the Military men on a separate list for departmental promotion, or to abolish altogether the 2nd and 3rd grades of Overseer, bringing Military and Civil candidates alike on the permanent establishment as 1st-grade Overseers. The first measure did not appear practicable on account of the small number of Military men, and the further complications which would be caused by inequalities of promotion on two lists, the men included in which would be employed interchangeably on the same duties. The second measure would be a needlessly expensive one, for no difficulty is experienced in obtaining candidates to join the department on a salary commencing at Rs. 60 per mensem. It appears to this Government, therefore, that nothing further can be done by them at present to remedy the grievance of subordinates of the lower grades, but it will be seen at the same time that this Government have not been unmindful of the matter. If the formation of a separate Military Works Branch in this Presidency were sanctioned, it would no doubt be possible to place all Military subordinates on a distinct roster for promotion.

2/2829-30

6. With regard to the entirely distinct question of the promotion of Military men from Sergeant to Sub-Conductor, I am directed to say that after very full and careful consideration of your letter No. 1340 G., dated 14th July 1887, it was decided to make no change in the Madras system. That system was not quite accurately described in para. 5 of your letter above quoted, where it was stated that in Madras "promotion to the Warrant grade by Military seniority alone is maintained." It will be seen from paras. 711 and 712 of the Madras Public Works Code that selection for promotion from Sergeant to Sub-Conductor is made according to merit, and that recommendations for promotion from Sergeant to Sub-Conductor are not to be based on professional efficiency alone, which is separately rewarded by departmental promotion, but on general respectability of conduct, irrespective of educational or other cognate qualifications. The Madras system is thus essentially one of selection, and, when a vacancy occurs in the rank of Sub-Conductor, it is open to the Government to select a man from the whole body of Sergeants to fill it. The senior Sergeant is not necessarily selected, but, *cæteris paribus*, the step is given to the senior man. It appears to this Government quite right that promotions in Military rank should depend on military considerations, leaving professional merit to be separately rewarded by departmental promotion. Moreover, under the present system of recruitment, Military men will rarely be appointed to the department except through the Engineering College, from which as a rule they pass out as Privates or Corporals. Their promotion to Sergeant on the unattached list is made after one year's effective service in the department, with a good character, and thus in the case of nearly the whole of the lower half of the Sergeants now in the department, their departmental standing and date of promotion to Sergeant follow in regular sequence. If promotion to Sergeant be delayed on account of bad conduct, promotion to Sub-Conductor will be correspondingly delayed, and this seems only right. The direct appointment to the department of men of long military service is very rare, the appointments of Captain Jackson and Lieutenant Falvey, quoted in para. 4 of your letter of the 14th July 1887, having been made on quite exceptional grounds.

7. It will be seen from the above that any change of system as regards promotion of Military subordinates to Warrant rank is not considered desirable, and that unless the proposal made by this Government to bring Military students from the College on the establishment as 3rd-grade Overseers with staff pay is acceded to, the complaints made before the Public Service Commission relative to the prospects of promotion of lower grade Civil subordinates cannot, in the opinion of this Government, be met.

(Signed) J. O. HASTED, Colonel, R.E.,
Secretary to Govt., P.W.D.

Exd. L. Passaigne
Spare Copies

GENERAL.
ESTABLISHMENT.

Govt. of 1888 Madras.

PUBLIC WORKS.

Dated September, 12th.

Recd. *Encl.*

G.O., 12th Sept. 1888, Nos. 2829, 2830 W.

SEPTEMBER.

Establishment

Affording explanation in regard to the system of appointments and promotions of Military men in the upper subordinate service and stating that the complaints as to the supersession of Civilians cannot at present be remedied.

8451 / 4/2829-30

2829-30

s a member of the
Service Comm. 1886-87
ver that the complaint

3/2829-30

Papers relating
to supersession
of 2 & 3 grade
civil ~~[illegible]~~ overseers
by military upper
subordinates

C No 8451

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their career if they are
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110

2078 G.

OF INDIA
DEPARTMENT
RAL.

SECRETARY TO GOVERNMENT, P.W. DEPARTMENT, MADRAS 23 AUG. 88

to the Government
Public Works Depart

Simla, the 16th August 1888

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GENERAL.
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PUBLIC WORKS.

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present be remedied.

8451 / 2829-30

2829-304

W.

As a member of the Public Service Commn. 1886-87 I know that the complaint made by the witnesses, referred to in the accompg. papers, was the supersession of 2nd & 3rd grade Civil overseers by Military Subordinates, and that this complaint is in no way connected with the promotion of the Sergeants in the Dept. to the Overseer grades.

If the Dept. is still to obtain the services of Military men, who are likely to make good Sub Engineers, it is of no use to make them enter the Dept. as 3rd grade overseers & gradually rise; they must supersede the greater number of the overseers, at some time in their career if they are to become Sub Engineers while they are physically fit for active work.

11

2078 G.

OF INDIA

DEPARTMENT

RAL.

SECRETARY TO GOVERNMENT
24 AUG 88
P.W. DEPARTMENT, MADRAS

to the Government

Public Works Depart.

Simla, the 13 14th August 1888

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C/2829-30 Clo 86/57

No.

The file connected with this paper, ... laying down [illegible] [illegible], [illegible] a copy of accounts which may [illegible] quarters [illegible] in [illegible] of [illegible] this PG

Memorandum [illegible]

[illegible] [illegible] proposed [illegible]

Clo / 12/9/88

1 P

2078 G.

OF INDIA

DEPARTMENT

RAL.

SECRETARY TO GOVERNMENT
2 AUG. 88
P.W. DEPARTMENT, MADRAS

to the Government

Public Works Department

Simla, the ~~11~~ 15th August 1888

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G.O. 671 6/2829-30

The replies to
No. 1902 C. &
21.5.86 are now
complete and
are herewith
submitted for
orders.

F.B.
2.8.86.

52-R|C-919

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...o. 2078 G.

...NT OF INDIA

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SECRETARY TO GOVERNMENT
2 AUG. 88
P.W. DEPARTMENT, MADRAS

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16
Simla, the 11th August 1888.

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7/2871 (30)

G.O. No 1902 C dated 21st May 1888 was ~~from~~ circulated to E.I. & all S.E.'s for expression of their opinion & suggestions as to the best way of removing the difficulty complained of in the matter of appointment of military subordinates and the following replies have been received.

E.I. remarks that no information has been given as to the method adopted in the Depts under the G. of India although the G. of I. would not accede to the proposal of the Sub. on the ground that it was desirable to maintain uniformity in Establishment matters.

E.I. is of opinion that if two lists are to be maintained as in Bombay the only remedy is to give promotion to the higher grades in proportion to the number that the military Overseers & Sub. bear to the other Overseers of the same grade. But he is doubtful whether the objection raised to the Bombay practice are well founded.

1P

No. 2078 G.

MENT OF INDIA
RKS DEPARTMENT
ENERAL.

SECRETARY TO GOVERNMENT
23 AUG. 88
P.W. DEPARTMENT, MADRAS

ry to the Government
Public Works Depart

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Simla, the 14th August 1888

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submits the opinions of all the … in his Circle but is of opinion himself that the present arrangement is most unfair and suggests the following 4 suggestions

(1) Fix year by year the number of Upper Subordinates required for the Military works of the Dept & appoint only so many Military Students as may be required to keep up the number, in fact form a separate Subordinate Military branch in which the lowest grade would be 1st grade Overseer and in which promotion would go quite apart from the general P.W.D.

(2). Appoint the Military men & pay them and let them rise in exactly the same ways as the Civilian

(3). Altogether cease appointing Military Subordinates

(4) Appoint Military Subordinates to the lowest grade of Overseer and let them rise just like Civilians but give them such special Military allowances as may be considered necessary

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No. 2078 G.

NMENT OF INDIA.
ORKS DEPARTMENT
GENERAL.

SECRETARY TO GOVERNMENT
23 AUG. 88
P.W. DEPARTMENT, MADRAS

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, Public Works Depart

Simla, the 14th August 1888

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S E II states that both he himself and the majority of the Dist. Officers in his Circle are of opinion that the system pursued in Bombay is the best possible

S E III is in favour of the Bombay system

S E IV considers that the Bombay system is the best & that the ~~[illegible]~~ difficulty arising from ~~and~~ indiscriminate posting of native & European ~~subordinates~~ to Divisions & Sub Divisions could be easily surmounted.

The S E also refers to G.O. 1308 W of 8th instant & states that when the questions therein referred to have been settled the present difficulties might be removed by Military Students entering the third grade list at a higher rate of pay than that given to natives

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No. 2078 G.

NMENT OF INDIA

ORKS DEPARTMENT

GENERAL.

SECRETARY TO GOVERNMENT
23 AUG. 88
P.W. DEPARTMENT, MADRAS

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, Public Works Depart

Simla, the 14th August 1888
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S.E. V is in favour of the Bombay system of promotion the total number of Europeans & natives being regulated by the number of each class considered desirable in each division with a small percentage added for contingencies.

S.E. VI suggests that the best remedy will be for S.E.s & E.E.s when recommending Overseers for promotion to deal with the dates of their first appointment to the Dept & not with reference to their appointment to particular grade. & thinks that the date of first appointment should always figure prominently in the recommendation.

The S.E. considers that the remedy for the evil complained of is almost entirely in the hands of the Chief Engineer.

The S.E. then makes certain suggestions as to the printing of the names of Military Subordinates in the Graduated list in their proper places in ordinary type.

He also suggests that the names in the Classified lists

CJS
2.8.86

No. 2078 G.

NMENT OF INDIA.
ORKS DEPARTMENT
GENERAL.

SECRETARY TO GOVERNMENT
2 AUG. 88
P.W. DEPARTMENT, MADRAS

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, Public Works Depart

Simla, the 14th August 1888

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The S E does not consider that the Military subordinates really get ~~much~~ undue promotion & consider them the back bone of the Dept & that they should always hold a large proportion of the higher posts.

The S E concludes by saying that it would be most undesirable in his opinion to introduce anything like the Bombay system.

The Supt Tank Maintenance Branch cannot suggest any remedy except that already proposed by the Madras Govt & which the Govt of India refused to accede to. He does not approve of two lists being formed.

The Consulting Architect gives no opinion of his own in the matter but forwards a Memo from Capt Temple in charge of Bangalore Sub-Division to which the C.A. has nothing to add.

2. 8. 88

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No. 2078 G.

NMENT OF INDIA.
ORKS DEPARTMENT
GENERAL.

SECRETARY TO GOVERNMENT
21 AUG. 88
P.W. DEPARTMENT, MADRAS

ary to the Government
, Public Works Depart

Simla, the ~~14~~ 16 August 1888

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All communications should be addressed to the Secretary.

No. 2078 G.

GOVERNMENT OF INDIA

PUBLIC WORKS DEPARTMENT

GENERAL.

SECRETARY TO GOVERNMENT
24 AUG. 88
P.W. DEPARTMENT, MADRAS.

To

The Secretary to the Government
of Madras, Public Works Depart

Simla, the 16 11th August 1888

Sir,

I am directed to forward an extract from Chapter IX paragraph 10 of the Report by the Public Service Commission, and to invite any remarks that the Government of Madras may desire to make in connection with the opinion there in expressed.

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2 The Government of India believe that the system which obtains in Madras of making promotions of Military subordinates to the Warrant rank according to seniority, as Sergeants instead of according to departmental rank, tends to enhance the inequality of pay between Civilian and Military subordinates just as it creates an inequality between Military subordinates by giving an advantage in pay to men who are departmentally junior; I am therefore directed to ask with reference to this Government Nos. 1340 G. of 14th July 1887, and 82 G of 15th January 1885, whether there

is

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2829-30 2P

is any hope of the system now adopted for some years by the Government of India of making such promotions according to departmental standing being adopted in Madras.

I have the honour to be,
Sir,
Your most obedt. Servant

G H Walker

Under Secy: to the Govt. of India.
H.S.P.

Document accompanying
Extract referred to.

P.W.C. No 5451 C

~~[illegible] 23-5-86~~

~~Pr 1902 C 21-5-86~~

Pr 2457 Pr 30-9-86
2392 Pr 24-3-88
2391 Pr — " —
3130 Pr 16-12-81
2743 Pr 15-10-87
2397 C 19-7-87
1082 Pr 14-4-87
2149 Pr 12-5-87
2498 C 26-7-87
1038 Pr 14-4-87
2423 Pr 1-9-87
3072 C 13-9-87
1782 C 21-1-86 orig.
785 Pr 22-2-86
221-222 Pr 26-1-8
1304 Pr 23-5-84
1291 Pr 23-5-84
3346 Pr 6-12-87
573-4 Pr 25-2-87
214 Pr – 26-1-87
2054-5 Pr 1-12-85
596 Pr 17-2-85
169 Pr 26-1-85
43 Pr – 7-1-85
3116/3117 Pr 19-12-82 orig.
2601/2602 Pr 23-10-84
1172 Pr 9-5-82
364/365 Pr 10-2-81 orig.
1114 Pr 16-5-80 orig.

R/ 27-8-88

Pd 11/8
Recorded to O.B. 5-9-88

14/2829-30 [illegible]

3 Sp

Extract from Report of the Public Service Commission, 1886-87, Chapter IX, paragraph 10.

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The Commission recommends no change in the present mode of recruitment for the Upper Subordinate Grades, but it calls attention to the complaints made by witnesses in the Madras and Bombay Presidencies respecting the inequality of pay and rank and the unequal chances of promotion which exist in the case of military men and civilians respectively who enter the Upper Subordinate Service with similar technical qualifications. It desires to express its opinion that primâ facie

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these complaints appear to deserve consideration

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15/2829-30

Out of 9 Officers consulted 6 are in favor of the Bombay system. On looking over the classified List of the Bombay establishment it would not appear as if two separate lists for promotion were kept, but it seems that Military Subordinates with very few exceptions are employed on Military works. This would not I think be possible in Madras as the Military subordinates are in excess of the number required for Military Works: to meet this difficulty the suggestion of S.E. I. might be adopted which is that only sufficient Military men required for Military works should be appointed and that they should be kept on a distinct list from Civil men.

The objection to this is that soldier subordinates are most useful on other works and it would be a great pity if their services were lost.

If the Bombay system were introduced & two separate lists kept I am inclined to think discontent would be caused -

if promotion in one list were more rapid than in the other that this discontent would arise seem~~s~~ to be proved by the complaints of warrant officers about the chances of their promotion compared with those under other Governments.

If a Military Overseer of 12 years standing had to work in the same station with a native or civil Supervisor of IO years service I am certain there would be discontent.

Altogether I agree with the opinion of S.E. VI that it would be most undesirable to introduce anything like the Bombay system, at any rate, unless a separate Military Department is formed.

E.I. suggests that promotion to the higher grades should be given in proportion to the numbers that Military Overseers Ist grade bear to the other Overseers of the same grade.

It does not seem clear that this would be any improvement on the present state of affairs for as regards promotion Military Subordinates are not more favored than Civil ones, & it is probable that in some years more than the proportion of civil men are promoted.

S.E.VI proposes to give promotion by length of service and I believe this would be a good arrangement. I would make all permanent promotion according to length of service (from grade of overseer 3rd) except in cases of men "not recommended" and as a reward for merit I would give sub pro tem & temporary steps to men specially recommended. Thus all permanent promotions would go by seniority while temporary promotions would go by merit I think this would tend to relieve some of the discontent.

It would of course not do to alter the relative position of men at present. I only see two possible ways of preventing the hardship complained of regarding Military Subordinates one is:-

The introduction of the Bombay system which I do not think would succeed

The other is:-

Military subordinates joining as 3rd grade overseers & drawing personal allowance & to this the Govt of India object.

Under these circumstances I think matters should be left as they stand, only promotions being regulated as I have suggested.

4/8/86

(7)

Note by Dir

O.K. 17/8

17/2829 30

To W/

To deal with this file it seems necessary to call for the original papers connected with No 1902 C of 21.5.86, & the notes attached thereto.

9.8.86

Papers called for
9.8.86

[illegible] orders with reference to original papers attached to No 1902 C of 21.5.86

It does not seem practicable to adopt the [illegible] system [illegible]

2889 W

General
Estabt.

PUBLIC WORKS DEPARTMENT.

OF THE MADRAS GOVERNMENT.

UNDER date the 12th September 1885

READ the following

No 2078 G dated 14th August 1885

Ordered that the Government of India be addressed

No 1880 W dated 12th September

To

The Secy to the Govt of India
P.W. Department.

Sir

I am directed to acknowledge the receipt of your letter No 2078 G dated 14th August 1885, forwarding an extract from Chapter IX para 10 of the Report by the Public Service Commission, calling

Military subordinates joining as 3rd grade overseers & drawing personal allowance & to this the Govt of India object.

Under these circumstances I think matters should be left as they stand, only promotions being regulated as I have suggested.

4/8/86

A.P. 1718.
O. 4. 8. [illegible] 10-8-8[illegible]

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establishment in this Presy [illegible] apparently nothing more can be done for the present. Please see letter from S. E. VI in the file.

16.8.86

The matter must stand over until the question of establishing a Military Works Branch has been decided

16.8.86

Mr Lancaster, 28/2829-30

A copy of letter No 2830 W is herewith sent for signature of W and issue to Govt of India P.W.D.

Please inform date of despatch so that spare copies may be sent to India

M.
24/9/88

[illegible] for signature 26.IX.88

AC

Letter to India P.W.D. No 2830 W signed and despatched this day

26.IX.88

2829 W

General
Estabt.

PUBLIC WORKS DEPARTMENT.

F THE MADRAS GOVERNMENT.

UNDER date the 12th September 1888

READ the following

P.E. no 2078 G dated 14th August 1888

Ordered that the Government of India be addressed

P.E. no 2830 W dated 12th September

To

The Secy to the Govt of India
P.W. Department.

Sir

I am directed to acknowledge the receipt of your letter no 2078 G dated 14th August 1888, forwarding an extract from Chapter IX para 10 of the Report by the Public Service Commission, Calling

Military subordinates
joining as 3rd grade overseer
& drawing personal allowance
& to this the Govt of India
object.

Under these circumstances
I think matters should be
left as they stand, only promotions being regulated as I
have suggested.

4/8/86

Appl. 17/8.
6.4.8.86 R 10.8.86

18/2829-30 No. 2829 W

Estabt.

PUBLIC WORKS DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the 12th September 1885

READ the following

From the Govt. of India P.W. No 2078 G dated 14th August 1885

Ordered that the Government of India be addressed

P.W. No 1830 W dated 12th September

To

The Secy to the Govt of India
P.W. Department.

Sir

I am directed to acknowledge the receipt of your letter No 2078 G dated 14th August 1885, forwarding an extract from Chapter IX para 10 of the Report by the Public Service Commission,

Calling

calling attention to the inequality of pay and rank, and the unequal chances of promotion, which exist in the case of Military men and Civilians respectively who enter the Upper Subordinate service with similar technical qualifications

2. In your para 2, it is remarked that the system which obtains in Madras of making promotions of Military Subordinates to the Warrant rank according to seniority as Sergeants, instead of according to departmental rank, tends to enhance the inequality of pay between Civilians and Military Subordinates, just as it creates an inequality between Military Subordinates by giving an advantage in pay to men who are departmentally junior. You therefore inquire whether there is any hope of the system now adopted for some years by the Government of India of making such promotions according to departmental standing, being adopted in Madras.

3. In reply, I am directed to state that the question as to the system under which promotion is made from Sergeant to Sub Conductor appears to this Government to have no bearing on the complaints made by witnesses before the Public Service Com-

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Commission relating to inequality of pay and rank and the unequal chances of promotion which exist in the case of Military men and Civilians who enter the upper subordinate grades. This Government believe that the complaints in question referred to the system under which passed Military students of the Engineering College who satisfactorily undergo a year's apprenticeship, are brought on the permanent upper subordinate establishment as overseers first grade, thus superseding year by year all second and third grade overseers of whatever length of service. That this grievance is a substantial one has long been acknowledged by this Government; and so far back as May 1884, after much correspondence and consideration, they sanctioned an arrangement by which the proportionate scale of first grade overseers is increased annually by the number of Military men brought on the establishment, the number in the third grade being correspondingly reduced. By this plan, the flow of promotion to overseer first grade is not interrupted, but only partial relief is afforded to the men in the lower grades, inasmuch as their prospects of rising to the grade of super-

supervisors are still recruited by the direct appointment of Military men as first grade overseers.

4. To afford more complete relief to subordinates of the lower grades, it was proposed to the Government of India, in this Office letter No 2224 dated 26th January 1886, that Military students, like Civilians, should for purposes of promotion, be brought on the establishment as third grade overseers, the staff pay of Rs 55 per mensem being the same for Military men in all three grades. Thus without interfering with the rate of pay now allowed to Military men on first appointment,

appointment, it was proposed to give Military and Civil Subordinates equal chances of reaching the grade of supervisor according to merit.

5. This proposal was negatived by the Government of India, vide your letter No 405G dated 9th March 1886, on the ground that it was desirable to maintain uniformity in establishment matters; but it was pointed out that as no limit was laid down for the number of overseers in each grade, and as promotions from the grades of overseer need not be made by seniority, it seemed possible to overcome the difficulty without changing the existing rule. It did not

not seem possible however, without giving rise to further discontent, to keep back the promotion of deserving first grade Military Overseers, in favor of Civil subordinates of longer service but of lower grade. he only further measures f relief to Civil subordinates which suggested themselves to this Government were to place all the Military men on a separate list for departmental promotion, r to abolish altogether the second and third grades of overseer, bringing Military and Civil candidates alike on the permanent establishment as first grade overseers. The first measure did not appear practicable on account of the small number of Military men, and the further complications which would be caused by inequalities of promotion on two lists, the men included on which would be employed interchangeably on the same duties — The second measure would be a needlessly expensive one, for no difficulty is experienced in obtaining candidates to join the department on a ~~commencing~~ commencing salary of Rs 60 per mensem. It appears to this Government, therefore, that nothing further can be done by them at present to remedy the grievance of subordinates of the lower grades, but it will be be seen at the same time that this Government has not been unmindful of the matter. If the formation of a separate Military Works branch in this Presidency ~~be eventually~~ were sanctioned, it ~~will~~ would no doubt be possible to place all Military subordinates on a distinct roster for promotion.

6. With regard to the entirely distinct question of the promotion of Military men from Sergeant to Sub Conductor, I am directed to say that after very full and careful consideration of your letter No 1340 G dated 14th July 1887, it was decided to make no change in the Madras system.

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While recently a Sergeant was passed over for promotion to Sub Condr.

That system was not quite accurately described in para 5 of your letter above quoted, where it was stated that in Madras "promotion to the Warrant grade by Military seniority alone is maintained" It will be seen from paras 711 and 712 of the Madras O.W. Code that selection for promotion from Sergeant to Sub Conductor is made according to merit, and that recommendations for promotion from Sergeant to Sub Conductor are not to be based on professional efficiency alone, which is separately rewarded by departmental promotion, but on general respectability of conduct irres-

irrespective of educational or other cognate qualifications the Madras system is thus essentially one of selection, and when a vacancy occurs in the rank of Sub Conductor it is open to the Government to select a man from the whole body of sergeants to fill it. The senior sergeant is not necessarily selected, but *caeteris paribus* the step, is given to the senior man. It appears to this Government quite right that promotions in military rank should depend on military considerations, leaving professional merit, to be separately rewarded by departmental promotions. Moreover under the present system

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+ all [illegible]

system of recruitment, Military men will rarely be appointed to the department except through the Engineering College, from which as a rule they pass out ~~in~~ as ~~ranks corresponding to~~ Privates or Corporals their promotion to Sergeant on the unattached list is made after one year's effective service in the department, with a good character, and thus in the case of nearly the whole of the lower half of the Sergeants now in the department, their departmental standing and date of promotion to Sergeant follow in regular sequence. If promotion to Sergeant be delayed on account f bad conduct, promotion o Sub Conductor will be orrespondingly delayed, nd this seems only right. The direct appointment to the department of men of long military service s very rare, the appointments of Captain Jackson nd Lieutenant Falvey, quoted in para 4 of your of the 14 July 1887, letter, having been made on quite exceptional grounds.

~~7. It will thus be seen that there is very little occasion for any change of system in this Presidency, and it is hoped that it has been clearly demonstrated that any change in the system of promotion of Military subordinates to warrant rank will~~

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~~will not meet the complaints made before the Public Service Commission relative to the prospects of promotion of lower grade Civil subordinates~~

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7. It will be seen from the above that any change of system as regards promotion of Mily Subordinates to Warrant Rank is not considered desirable, and that unless the proposal made by the Govt. of placing Mily Students from the College on the Establishment as 3rd Grade Overseers with staff pay is acceded to, the complaints made before the Public Service Commission relating to the prospects of promotion of lower grade Civil Subordinates, cannot, in the opinion of this Govt., be met.

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Govt. of 1888 India.

PUBLIC WORKS.

Immediate

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Prog.

Nos.   Nos.

G.O. 12 Sep 1888. No. 2829
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Establishment

Orders on letter from the Secy. India forwarding extract from report of the Public Service Commission & calling attention to the inequality of pay & rank & the unequal chances of promotion which exist in the case of Mily Eng men & civilians of the Upper Subordinate Service.

Affording explanation in regard to the system of appointments & promotions of Mily Eng men in the Upper Subordinate Service & stating that the complaints as to the supersession of civilians cannot at present be remedied.

13/9

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