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

No. 2591 G.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

GENERAL.

RESOLUTION.

Simla, the 6th October, 1888.

Necessity of a strict system of selection for the superior posts of the Public Works Department.

Read again—

Circular letter No. 2048G., dated October 14th, 1887, regarding the prospects of promotion to the superior grades of the Department.

Read—

Replies from the several Local Governments and Administrations to that circular.

OBSERVATIONS.—In the circular letter quoted in the preamble it was shown that, owing to the small number of superior posts in the Department compared with the total strength, only a small proportion of the officers employed could ever hope for promotion to the highest appointments. Consequently, it was pointed out that, to secure the appointment of the best officers to those posts, it is necessary to exercise a strict system of selection as opposed to that of pure seniority, in promoting officers to the higher grades.

2. To attain this end three proposals were put forward in that letter—

First—That separate rosters of men selected or rejected for the Superintending Engineer class should be prepared and maintained by Local Governments and Administrations.

Secondly—That a further selection should be made by the Government of India from those rosters.

Thirdly—That the men so selected should be appointed to the higher posts on the several Provincial and other lists irrespective of the particular list to which they had hitherto belonged.

3. After consideration of the replies received from Local Governments, the Government of India has come to the conclusion that the third proposal cannot practically be carried out as a general rule, and may be abandoned; but this will not prevent such transfers being carried out, as at present, when desirable on special grounds. The other two proposals will be adopted, and in future the principle of selection advocated in the circular will be carried out with the utmost strictness, in regard to promoting officers to the rank of Superintending and Chief Engineer and posts of corresponding rank.

4. It is therefore necessary that all Local Governments and Administrations should be especially careful in maintaining a continuous record of character to enable them to make proper recommendations regarding officers of the rank of 1st grade Executive Engineer and above. A Register will also be maintained of all such recommendations in the office of the Secretary of the Government of India, Public Works Department, and the selections for promotion will be mainly made on the recommendations contained in the register. In order to render this register effective, it is necessary that the recommendations so sent up should be very carefully considered, and be made more full and complete than is the case at present. The assistance of Local Governments and Administrations is particularly invited in order to bring this about, and the following instructions are promulgated with the same object.

RESOLUTION.—On the 1st of January next and every succeeding year, recommendations should be carefully prepared in full, and without reference to any previous reports that may have hitherto been sent up, concerning all Executive Engineers in the first grade, whom the Local Government considers fit for promotion to Superintending Engineer. Each Local Government will also furnish a list, not necessarily containing any remarks, of the men in the first grade of Executive Engineers whom it considers unfit for promotion to the rank of Superintending Engineer.

2. The recommendations regarding the selected men should be made under the following four heads :—

1. Professional
2. Administrative
3. Personal.
4. General.

3. A register of such recommendations should be kept up by the Local Governments as a continuous record of the officers' characters and qualifications, in order to facilitate the preparation of subsequent recommendations.

4. The recommendations sent forward to the Government of India should be recorded on a separate sheet for each man. It is not necessary that these recommendations should be drawn up in any particular form. All that is necessary is that the name and rank of each officer should be stated on the sheet, that the information required in paragraph 2 should be clearly given and that the document should be signed in full by the officer who prepares the recommendation for the acceptance of the Head of the Administration.

5. The Government of India will maintain registers of the recommendations so forwarded, and by their help will prepare a roster of men selected for promotion to Superintending Engineer.

6. Similar recommendations should be furnished of officers who are already Superintending Engineers, in regard to their fitness for promotion to the post of Chief Engineer.

7. No recommendations, unless specially asked for, need be furnished regarding officers who are already substantive Chief Engineers.

8. It is requested that the recommendations sent up under these orders may be submitted to the Head of the Local Government or Administration, and the fact of his concurrence in them invariably recorded. In the case of Superintending and temporary Chief Engineers who are Secretaries to Local Governments or Administrations, the recommendation should be made by the head of the Administration himself in the covering letter.

9. Recommendations regarding Consulting Engineers for Railways should be prepared in the office of the Secretary to the Government of India, Public Works Department, for entry in the register after approval by Government.

10. It will be the special duty of the Director General of Railways and of the Inspector General of Irrigation to bring to the notice of the Government of India any special information, as to the character of officers, which they may obtain on their inspection tours, and with the consent of Government to have such report entered in the register.

Does not apply to Madras - vide letter from India No. 3124 dt 25 6-12-88, flagged 'W'

ORDER.—Ordered, that the above be forwarded to all Local Governments, Administrations and officers noted in the margin, for information and guidance.

The Governments of Madras, Bombay, Bengal, the North-Western Provinces and Oudh, and the Punjab.
The Chief Commissioners of the Central Provinces, Burma, Assam, and Coorg.
The Resident at Hyderabad.
The Agents to the Governor General for Rajputana, Central India, and Baluchistan.
The Director General of Railways.

Ordered also, that copy be forwarded to the Consulting Engineers to the Government of India for Railways, Calcutta, Central Division and Lucknow, with request that the attention of Agents of Railway Companies under whom Government Officers are employed may be drawn to the orders.

G. H. Walker

Under Secretary.

Document accompanying.
Nil.

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

with 6 S.C. Yours letter dt

Govt. C. Press, Simla.—No. 944 P. W. D.—10-10-88—450.

P.W.D.

For orders

Resolution of the Govt of India No. 2591 G dt October 6, 1888.

It is difficult to understand what is meant. The letter 2048 G of 14 Oct 87 which made the three proposals was only addressed to the Govts of Bengal, the N.W.P. & the Punjab & the local admins. Incidentally it was stated that the Govts of Madras & Bombay wd be invited, in the interests of the members of their estabts, to join the proposed confederation of both lists, and a copy of the letter was sent us with a request that our views might be communicated. The estabts of the Govts & admins addressed are all in one list which is directly regulated by the Govt of India. It is well known & was clearly admitted that this was not the case with us.

Substantially, we replied - to the first proposal that we had always regulated seniority promotion by selection & already possessed the information w.h. India wished to secure; to the second & third proposals that we could not accept the invitation to join the confederation of lists or transfer it to the Govt of India the selection of

× Kept by Govt of India.

men to superintend our circles from a general list including all officers the majority of whom we have known of Madras languages, manners & customs or systems of irrigation. We did not however go into the question at length as the Govt of India had recently invited us to join & declined or implied that we should do as we pleased.

Now this post has always been lost sight

Three proposals were put forward. The Govt of India after consideration of the replies received from local Governments, consider the third cannot be carried out, but in the Resolution, para 4, they practically say that this third proposal is to be carried out as they state that the selections for promotion will be mainly made on the recommendations in the register×, that is, I suppose that the Govt of India are going to make the promotions to Supdg Engineers and Chief Engineers themselves.

Against

Against this I consider the Govt of Madras should protest with vigour. They have always selected their Chief Engineers and Supdg Engineers and exercised a strict system of selection, and not gone by pure seniority in making promotions to those grades, and there is no reason why the present system being the best for many reasons should not continue.

Besides the arguments that have been given in letter to the Government, to me the following great objection to the Govt of India making these appointments exists.

The total number of Executive Engineers 1st grade in the dept. in India is now — ~~127~~ 126
the number of Supdg Engineers 58
" " " Chief Engineers ... 22

of — I hope inadvertently — & the present Secy while admitting that the third proposal is impracticable & that new from Northern or western India can hardly even be sent to Madras, seems to imply by comml the orders to this for P.W.D. Bombay for information & guidance that the selection of our own Officers is to be taken out of our hands. There is however no express intimation that so great a change, or as strong a step towards centralisation has been deliberately resolved on & I can hardly believe that it has been.

× Exl. Engrs 1st grade.

Military Works	9	10
Railways —	34	33
Bengal —	14	13
N.W.P. & Oudh —	16	
Punjab —	16	
Minor Local Admns	14	15 — 103
Bombay —	13	12 — 23
Madras —	11	24 — 127 — 126

Supdg Engrs:

India —	39	
Bombay —	4	
Madras —	6	
~~Railways~~ Irrigation Revenue —	9	58

Chief Engrs:

India —	18	
Bombay —	2	
Madras —	2	22.

} vide page 3 of enclosure 4
} P.W. letter No 2045 C of 14-10-87

× 15 including the Director General of Railways.

The invitation was given in the interests of our officers & we declined it both in their interests & on other grounds the nature of which we briefly intimated. ~~If the alternative~~ Unless the difference between Madras & Bombay on the one hand & the minor Govts & admns on the other had been lost sight of common courtesy would have required some reference to it & some reason for including us in the same treatment. I would ask whether it is the intention of India to deprive us of the power we have had so long enjoyed of selecting our own officers & if so that we may be informed why this strong measure has been adopted as we have by no means stated all the reasons against it, but only very briefly the reasons why we declined the invitation. ~~I suppose~~ ~~PWD~~ 23 Oct

If however it is considered that India has clearly resolved on a change I would submit to address the Secy of State that the Govt of India, finding a step difficult

I don't think the orders are intended to apply to Madras & Bombay, and I would call attention to the reasons stated by the Hon Mr Hutchins that this is so, & the answer in the negative is too strong.

I do not
23 Oct

I submit that it is impracticable for the Govt of India from reports from × 14 local Governments and Administrations to undertake to select men for Supdg Engineers and Chief Engineers with any good result, the number of men to select from is too great for any one man (say the Secy to the Govt of India) to have any personal knowledge of any but a few of the men, and to attempt to do this from Reports would end in confusion and failure.

It would be far better I consider to continue the present system, but of course if the Govt of India have not confidence in the Madras Government the reports called for can be sent in in order that they may see selection and seniority

is the practice of the Madras
Govt in making the highest appointments.

Of course the Madras Govt
will ask for the services of
senior officers should they have
no one in their list fit for
any senior appointment.

This has been done.

22/10/88

Secy to Govt Sanitary

No 3445 W

PUBLIC WORKS DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

UNDER date the 30th Octr 1888

READ the following

From the Government of India H.E. No 2591 G dated October 6, 1888.

Ordered that the Govt of
India be addressed.

(H.E. No 3446 W dated 30th Octr 1888)

To,

The Secretary to the
Government of India.
P.W.D.

Sir, I am directed to acknowledge
the receipt of the Resolution
of the Government of India No
2591 G dated 6th October 1888,
on the subject of the necessity
of a strict system of selection
for the superior posts of the
P.W. Department, and to inquire
whether it is intended that
the orders should apply to the

Madras Government, and that
~~Presidency, and that~~
~~Government, and to~~
~~point to that in this case~~
~~the effect would be to deprived~~
this Government, of the power
~~should be deprived~~
which they have so long
enjoyed of selecting their own
officers for promotion.

In the absence of any
express intimation that so
~~a~~ great a change ~~in the direction~~
~~as imputed~~
~~a step towards~~ centralisation
has been deliberately resolved
on, H.E. the Governor in Council
cannot but assume that the
communication of the order to
the Madras Government for
"information and guidance"
was ~~due~~ inadvertently.
Should this assumption,
however, be ill founded,
I am to request that the
reasons ~~which have influenced~~
for
~~the Government of India~~
to contemplate
depriving the Madras Govt
of its long established power ~~& privileges~~

may be stated, in order
that H.E. the Governor in
Council may be afforded an
opportunity of entering more
fully than ~~he has been~~
was thought
invited to join with the proposed
confederation of states
~~has~~ measures when he was simply
into the ~~consideration~~
objections
which he is prepared to
submit against the measure.

Mercn
25.10.80

WMR
26/10/80

D
30/10

L.S.