22

P.W.D

G.O. No. 2604 W.

dt 13.10.1893

1A

2604

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

READ—the following paper:—

Resolution from the Government of India, Public Works Department (General), dated Simla, the 28th September 1893, No. 2523 G.

[*Reorganization of the Engineer Establishment of the Public Works Department.*]

Read—

Despatch to Secretary of State, No. 65, Public Works, dated 2nd November 1892.
" from " " 31 " " 27th July 1893.
Telegram to " dated 8th September 1893.
" from " " 27th "

Resolution.—With the sanction of the Secretary of State for India, the Governor-General in Council is pleased to promulgate the following rules and orders for regulating the organisation of the grades, the grade pay, and the promotion of Executive and Assistant Engineers of the Public Works Department.

2. In the case of officers entitled to draw the rates of pay of the Imperial service, the present organisation of the grades and the pay are modified as shown below:—

Present organisation and pay.	Monthly pay. Rs.	Organisation and pay as now sanctioned.	Monthly pay. Rs.
Executive Engineer, 1st grade	950	Executive Engineer, 1st grade ...	1,000
" " 2nd "	800	" " 2nd " ...	850
" " 3rd "	700	" " 3rd " ...	700
" " 4th "	600	Assistant Engineer, 1st " ...	550
Assistant Engineer, 1st "	500	" " 2nd " ...	450
" " 2nd " (350 rising to 400 after 3 years)		" " 3rd " ...	350
" " 3rd "	250	Ungraded—old 3rd grade (will eventually disappear	250

Officers in the present 3rd grade of Assistant Engineers will remain so graded, being denominated as "*old 3rd grade*" until they rise, in accordance with the present rules, to the new 3rd grade (old 2nd grade). Apprentice Engineers now in the department, or entering it under the guarantee of 1884,* and not under the Provincial service rules published in Resolution No. 2112 G., dated 19th July 1892, will rise in accordance with present rules to the old 3rd grade of Assistant Engineers, and thence to new 3rd grade (old 2nd grade).

NOTE.—Apprentice Engineers appointed to the Provincial service under the above quoted Resolution will be promoted under the rules of that Resolution to the 3rd Assistant grade of the Provincial establishment, the latter establishment being modified as indicated in paragraph 7 of this Resolution.

* Resolution No. 1443 G., dated 13th December 1884.

3. The increased rates of pay in the 1st and 2nd Executive grades will apply from 16th August 1893 to all members of the establishment in these grades or promoted to them. The reduced rates in the 1st, 2nd and 3rd Assistant grades will apply to officers entitled to draw the Imperial rates of pay only in the case of those who have not entered the colleges for their course of training before the issue of these orders. Others will continue to draw the present rates of Rs. 600, Rs. 500, and Rs. 350 rising to Rs. 400 after three years' approved service if not promoted at the end of three years.

NOTE.—No officer passed over for promotion to the new 2nd grade of Assistant can draw the increment.

4. The following table compares the present and future staff scale of pay under these orders to be drawn by Royal Engineer officers who draw the staff scale of pay. The lower rates in the three Assistant grades will apply only to those who elect for the staff scale after the publication of these orders :—

Staff scale of pay.

PRESENT.			FUTURE.		
Grades.	Staff in addition to Military pay.	Maximum.	Grades.	Staff in addition to Military pay.	Maximum.
	Rs.	Rs.		Rs.	Rs.
Executive Engineer, 1st grade ..	600	1,250	Executive Engineer, 1st grade ..	600	1,250
,, ,, 2nd ,, ..	500	900	,, ,, 2nd ,, ..	500	900
,, ,, 3rd ,, ..	450	800	,, ,, 3rd ,, ..	450	800
,, ,, 4th ,, ..	350	650	Assistant Engineer, 1st ,, ..	300	600
Assistant Engineer, 1st ,, ..	300	550	,, ,, 2nd ,, ..	250	500
,, ,, 2nd after 3 years' approved service ..	250	500	,, ,, 3rd ,, ..	200	450
Assistant Engineer, 2nd for the first 3 years of service	200	400			

5. An officer who is substantively, or substantively for a time, in the present 4th Executive grade, although he may be graded as an Assistant Engineer, 1st grade, under the new organisation, may with the special sanction of the Local Government retain his present denomination, and may continue to draw travelling allowance as an Executive Engineer. Such officers will appear in the classified list as "Executive Engineers, old 4th grade," until promoted to the 3rd grade.

6. Promotions shall be made from grade to grade and class to class under the following rules, subject to the present rules regarding recommendation and selection of the officers most deserving of promotion—

(1) A cadre number shall be laid down from time to time for each list on which promotions are made. The distribution of this number over the six grades shall be apportioned as follows :—

The number in the 1st Executive grade shall not exceed 25 per cent. of the cadre number.

The number in the 1st and 2nd Executive grades together shall not exceed 40 per cent. of the cadre number.

The number in the 1st, 2nd and 3rd Executive grades together shall not exceed 50 per cent. of the cadre number.

The number in the 1st, 2nd and 3rd Executive grades and 1st Assistant Engineer grade shall not exceed 70 per cent. of the cadre number.

The number in the 1st, 2nd and 3rd Executive grades and 1st and 2nd Assistant Engineer grades shall not exceed 85 per cent. of the cadre number.

The balance of the staff shall be either in the Assistant Engineer, 3rd grade, or shall remain nominally in the 3rd Assistant grade of the present organisation, according to the rules to which they are subject (see paragraph 2).

NOTE.—The old 3rd grade of Assistant Engineer will disappear as soon as all present incumbents and the apprentices under the guarantee of 1884 have been promoted to the new 3rd grade of Assistant Engineers.

(2) The scale, framed as above, shall be the limiting scale within and up to which promotions can be made, provided that the officers selected for permanent promotion fulfil the conditions of the following time rule :—

	Rs.	
Officers shall be eligible for promotion to Assistant Engineer, 2nd grade	450	On completing three years' service from date of entering the new 3rd grade (old 2nd grade) of Assistant Engineer.
Officers shall be eligible for promotion to Assistant Engineer, 1st grade	550	On completing 3½ years in the 2nd grade, or 6½ from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 3rd grade	700	On completing 4½ years in the 1st grade, or 11 years from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 2nd grade	850	On completing 3½ years in the 3rd grade of Executive Engineer, or 14½ years from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 1st grade	1,000	On completing 4½ years in the 2nd grade of Executive Engineer, or 19 years from date of entering the 3rd grade of Assistant Engineer.

NOTE.—In the case of officers who entered the Department above the rank of Assistant Engineer, 2nd grade (old organisation), an equitable allowance shall be made, if necessary, in estimating their title to promotion under this rule, which will ordinarily be the time period in each grade according to the above standard.

(3) If, however, an officer eligible for promotion under the time rule is not promoted for any reason, such as not being recommended or being otherwise superseded, for each officer so passed over another officer may be promoted within the measure of the limiting scale of clause (1).

The result of this rule will be that the actual scale will be the same as if all the officers eligible were promoted, so far as the limiting scale permits.

Under this rule any officer not qualified by length of service may be promoted in place of an officer who is eligible by the time rule, but not equally eligible with the former under the rule of selection.

(4) Officers on deputation for periods exceeding six months, provided they are absentees as defined in Articles 110 and 111, Civil Service Regulations, shall not be counted against the scale, but may be promoted, if recommended and considered deserving under the rules, *pari passu* with their contemporaries (juniors) on the Government list. Officers promoted sub. *pro tem.* to the Superintending Engineer class, or other corresponding posts in the place of officers who are similarly on deputation, shall be dealt with in the same way, and permanent promotions made in their places, if the scale and time rule admit. Such officers on return to Government service, or on reverting from the Superintending Engineer class, shall be absorbed in the grades to which they belong on the occurrence of the first vacancy.

(5) Excesses over and above the limiting scale of clause (1), which may be found to exist in certain of the lower grades, above the 3rd Assistant Engineer grade, after carrying out promotions in accordance with the above rules, shall be absorbed by refraining from promoting officers until the excesses disappear. Excesses in the 3rd Assistant grade caused by the promotion or appointment of officers to that grade under the ordinary rules are permissible. Such officers, as well as the ungraded officers below the 3rd grade, who are in excess of the total cadre, if any, will be considered as supernumeraries.

7. Officers of the Provincial establishment appointed under the rules contained in Resolution No. 2112 G., dated 19th July 1892, will be graded with the officers of the Imperial establishment in accordance with clause VI, paragraph 1, of that Resolution; and will be promoted, subject to the present rules regarding recommendation and selection, side by side with the officers of the Imperial establishment, in accordance with the scale and time rule laid down in clauses (1) and (2), paragraph 6, of this Resolution. They will draw the rates of pay laid down in clause II of the Resolution of 19th July 1892 quoted above. The arrangement of the grades will, however, be modified in accordance with the terms of this Resolution, and will stand as follows :—

	PAY.
	RS.
Executive Engineer, 1st grade	
" " 2nd "	650
" " 3rd "	550
Assistant Engineer, 1st "	475
" " 2nd "	400
" " 3rd "	350
	250

8. Temporary promotions on account of officers absent on furlough, or temporarily promoted to the Superintending Engineer class for officers so absent, will be made, in accordance with present rules, from the Assistant Engineer, 1st grade, to the Executive Engineer, 3rd grade. The time limit in clause (2) of paragraph 6 will not apply to such promotions.

9. The following are the cadre numbers and limiting scale for each list calculated in accordance with clause (1) of paragraph 6 :—

	Cadre No.	Limiting Scale.					
		Executive Engineers.			Assistant Engineers.		
		1st	2nd	3rd	1st	2nd	3rd
Madras ..	72	18	11	7	14	11	11
Bombay ..	78	19	12	8	16	11	12
Bengal ..	56	14	8	6	11	9	8
North-Western Provinces and Oudh ..	85 *	21	13	9	17	13	13
Punjab ..	112 †	28	17	11	22	17	17
Local Administrations ..	130	32	20	13	26	19	20
Railways ..	196	49	29	20	39	30	29

* 37 for Buildings and Roads Branch and 49 for Irrigation Branch .. } This distribution may, however, be modified by the Local Government.

† 44 " " " " 68 " " ..

It should be carefully borne in mind that promotions cannot be made up to the full limit of this scale unless the officers are either eligible for the promotion under the time rule (clause (2) of paragraph 6), or are promoted in place of other officers eligible under the time rule, but of inferior merit (clause (3) of the same paragraph).

The above cadre numbers and scale shall take effect from the 16th August 1893, and shall regulate the promotion on each list up to the end of 1894, provided that, should the strength of any list be reduced within t[he] period by transfers and retirements to such an extent that the difference betwe[en] its actual strength and the cadre number equals or exceeds 10 per cent. of the latter, then the cadre number and corresponding scale shall be reconsidered with reference to the existing strength. At the end of 1894 all the cadre numbers will be subject to reconsideration.

10. Under the orders of Her Majesty's Secretary of State for India, the rules for the organisation of the Engineer establishment now promulgated are to be subject to revision at the end of seven years.

11. The condition in the rule of the Public Works Code, volume I, chapter 1, paragraph 11, according to which the increments of Rs. 50 each at the end of four and eight years' service respectively in the Executive Engineer, 1st grade, can be claimed on account of satisfactory service only if the officer consents to forego all

ms to promotion to the Superintending Engineer class, is hereby abrogated. In ıre, subject to the present condition of approved service, the increments may be ıted to any officer in the Executive Engineer, 1st grade, on completion of the ıcribed periods of service in that grade. Any officer who has completed eight rs' continuous and efficient service in the 1st grade may be granted the two ements of Rs. 50 each from the 16th August last, in addition to the pay of the grade now sanctioned, if he has not already drawn the first increment; and the nd increment, if he has already drawn the first, notwithstanding that he has not pleted the period of four years from the date on which he began to draw the first ement.

In future no officer holding the position of Superintendent of Works shall y any local allowance as such, which will have the effect of raising his salary ve that of a Superintending Engineer, 3rd class.

12. The rules of the Public Works Department Code which now regulate notion, after passing a qualifying examination, to the 4th grade of the Executive ineer class and to the 1st and 2nd grades of the Assistant Engineer class shall be read as applying to promotion to the corresponding grades under the new nisation, namely, to the 1st, 2nd and 3rd grades respectively of the Assistant ineer class.

13. In promulgating these rules, the Governor-General in Council desires to call ial attention to the previous orders directing that weight shall be given to merit er than to mere seniority in selecting officers for promotion in the several grades.

Governments of Madras and Bombay, Public Works Department, General Railway Branches.
Governments of Bengal, the North-Western Provinces and Oudh, and the njab.
hief Commissioners of the Central Provinces, Burma, Assam and Coorg.
esident at Hyderabad.
gents to the Governor-General for Rajputana, Central India and Baluchistan.
ccountant-General, Public Works Department.
Director-General of Railways.
Consulting Engineers to the Government of India for Railways, Calcutta, ıtral Division, Lucknow and Assam.

Order.—Ordered that the above resolution be circulated to the Local Governments and Administrations and officers noted on the margin for information and guidance, and that it be published in part 1 of the *Gazette of India*.

(Signed) F. L. O'CALLAGHAN,
Secretary to the Govt. of India.

ıe Secretary to Government, Public Works Department.

ER—dated 13th October 1893, No. 2604 W., Public Works.

Communicated to officers of the Public Works Department.

2. A revised scale of establishment drawn up in accordance with the present rs will be published in the *Fort St. George Gazette* in due course.

(True Extract.)

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

Superintending Engineers.
the Consulting Architect to Government.
he Superintendent of Works, Periyár Project.
the Chief Engineer for Irrigation.
the Consulting Engineer for Railways.
the Examiner, Public Works Accounts.
the Examiner, Railway Accounts.
the Financial Department.

C. M. Brisson.
e Copies

GENERAL.
ESTABLISHMENT.

Govt. of {1893} Madras.

PUBLIC WORKS.

Dated October, 13th.

Encl.

G.O., 13th Oct. 1893, No. 2604 W.

OCTOBER.

Engineer Establishment of the Public Works Department

Resolution of the Government of India relative to the reorganisation of the —, communicated to officers of the department with an intimation that a revised scale of establishment drawn up in accordance therewith will be published in the *Fort St. George Gazette*.

7A

Fin 4/10
2604/4

No. 2523 G.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

GENERAL.

RESOLUTION.

eorganisation of the Engineer Establishment of the Public Works Department.

Simla, the 28th September 1893.

ead—

Despatch to Secretary of State, No. 65 P. W., dated 2nd November 1892.
Despatch from Secretary of State, No. 31 P. W., dated 27th July 1893.
Telegram to Secretary of State, dated 8th September 1893.
Telegram from Secretary of State, dated 27th September 1893.

RESOLUTION.—With the sanction of the Secretary of State for India, the overnor General in Council is pleased to promulgate the following rules and orders r regulating the organisation of the grades, the grade pay, and the promotion of xecutive and Assistant Engineers of the Public Works Department.

2. In the case of officers entitled to draw the rates of pay of the Imperial ervice, the present organisation of the grades and the pay are modified as shown elow :—

Present organisation and pay.	Monthly pay. Rs.	Organisation and pay as now sanctioned.	Monthly pay. Rs.
xecutive Engineer, 1st grade ...	... 950	Executive Engineer, 1st grade	... 1,000
,, ,, 2nd ,, ...	... 800	,, ,, 2nd ,, ...	... 850
,, ,, 3rd ,, ...	... 700	,, ,, 3rd ,, ...	... 700
,, ,, 4th ,, ...	... 600	Assistant Engineer, 1st ,, ...	... 550
ssistant Engineer, 1st ,, ...	... 500	,, ,, 2nd ,, ...	... 450
,, ,, 2nd ,,	350 rising to 400 after 3 years	,, ,, 3rd ,, ...	... 350
,, ,, 3rd ,, ...	... 250	Ungraded—old 3rd grade (will eventually disappear)	... 250

Officers in the present 3rd grade of Assistant Engineers will remain so graded, being denominated as "*old 3rd grade*" until they rise, in accordance with the present rules, to the new 3rd grade (old 2nd grade). Apprentice Engineers now in the Department, or entering it under the guarantee of 1884,* and not under the Provincial Service rules published in Resolution No. 2112 G., dated 19th July 1892, will rise in accordance with present rules to the old 3rd grade of Assistant Engineers, and thence to new 3rd grade (old 2nd grade).

NOTE.—Apprentice Engineers appointed to the Provincial service under the above quoted Resolution will be promoted under the rules of that Resolution to the 3rd Assistant grade of the Provincial establishment, the latter establishment being modified as indicated in paragraph 7 of this Resolution.

* Resolution No. 1443 G., dated 13th December 1884.

2232 W 8
12.8.92

3. The increased rates of pay in the 1st and 2nd Executive grades will apply ~~at once~~ from 16th August 1895. to all members of the establishment in these grades or promoted to them. The reduced rates in the 1st, 2nd, and 3rd Assistant grades will apply to officers entitled to draw the Imperial rates of pay only in the case of those who have not entered the Colleges for their course of training before the issue of these orders. Others will continue to draw the present rates of Rs. 600, Rs. 500, and Rs. 350 rising to Rs 400 after three years' approved service if not promoted at the end of three years.

NOTE.—No officer passed over for promotion to the new 2nd grade of Assistant can draw the increment.

4. The following table compares the present and future staff scale of pay under these orders to be drawn by Royal Engineer officers who draw the staff scale of pay. The lower rates in the three Assistant grades will apply only to those who elect for the staff scale after the publication of these orders.

Staff scale of pay.

PRESENT.			FUTURE.		
Grades.	Staff in addition to Military pay.	Maximum.	Grades.	Staff in addition to Military pay.	Maximum.
	Rs.	Rs.		Rs.	Rs.
Executive Engineer, 1st grade	600	1,250	Executive Engineer, 1st grade	600	1,250
" " 2nd "	500	900	" " 2nd "	500	900
" " 3rd "	450	800	" " 3rd "	450	800
" " 4th "	350	650	Assistant Engineer, 1st "	300	600
Assistant Engineer 1st "	300	550	" " 2nd "	250	500
" " 2nd after 3 years' approved service.	250	500	" " 3rd "	200	450
" " 2nd for the first three years of service.	200	450			

5. An officer who is substantively, or substantively for a time, in the present 4th Executive grade, although he may be graded as an Assistant Engineer, 1st grade, under the new orgahisation, may with the special sanction of the Local Government retain his present denomination, and may continue to draw travelling allowance as an Executive Engineer. Such officers will appear in the classified list as "Executive Engineers, old 4th grade," until promoted to the 3rd grade.

6. Promotions shall be made from grade to grade and class to class under the following rules, subject to the present rules regarding recommendation and selection of the officers most deserving of promotion—

(1) A cadre number shall be laid down from time to time for each list on which promotions are made. The distribution of this number over the six grades shall be apportioned as follows :—

The number in the 1st Executive grade shall not exceed 25 per cent. of the cadre number.

The number in the 1st and 2nd Executive grades together shall not exceed 40 per cent. of the cadre number.

The number in the 1st, 2nd, and 3rd Executive grades together shall not exceed 50 per cent. of the cadre number.

GA
2604/5

The number in the 1st, 2nd, and 3rd Executive grades and 1st Assistant Engineer grade shall not exceed 70 per cent. of the cadre number.

The number in the 1st, 2nd, and 3rd Executive grades and 1st and 2nd Assistant Engineer grades shall not exceed 85 per cent. of the cadre number.

The balance of the staff shall be either in the Assistant Engineer, 3rd grade, or shall remain nominally in the 3rd Assistant grade of the present organisation, according to the rules to which they are subject (see paragraph 2).

NOTE.—The old 3rd grade of Assistant Engineer will disappear as soon as all present incumbents and the apprentices under the guarantee of 1884 have been promoted to the new 3rd grade of Assistant Engineers.

(2) The scale, framed as above, shall be the limiting scale within and up to which promotions can be made, provided that the officers selected for permanent promotion fulfil the conditions of the following time rule :—

	Rs.	
Officers shall be eligible for promotion to Assistant Engineer, 2nd grade ...	450	On completing three years' service from date of entering the new 3rd grade (old 2nd grade) of Assistant Engineer.
Officers shall be eligible for promotion to Assistant Engineer, 1st grade ...	550	On completing 3½ years in the 2nd grade, or 6½ from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 3rd grade ...	700	On completing 4½ years in the 1st grade, or 11 years from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 2nd grade ...	850	On completing 3½ years in the 3rd grade of Executive Engineer, or 14½ years from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 1st grade ...	1,000	On completing 4½ years in the 2nd grade of Executive Engineer, or 19 years from date of entering the 3rd grade of Assistant Engineer.

NOTE.—In the case of officers who entered the Department above the rank of Assistant Engineer, 2nd grade (old organisation), an equitable allowance shall be made, if necessary, in estimating their title to promotion under this rule, which will ordinarily be the time period in each grade according to the above standard.

(3) If, however, an officer eligible for promotion under the time rule is not promoted for any reason, such as not being recommended or being otherwise superseded, for each officer so passed over another officer may be promoted within the measure of the limiting scale of clause (1).

The result of this rule will be that the actual scale will be the same as if all the officers eligible were promoted, so far as the limiting scale permits.

Under this rule any officer not qualified by length of service may be promoted in place of an officer who is eligible by the time rule, but not equally eligible with the former under the rule of selection.

(4) Officers on deputation for periods exceeding six months, provided they are absentees as defined in Articles 110 and 111, Civil Service Regulations, shall not be counted against the scale, but may be promoted, if recommended and considered deserving under the rules, *pari passu* with their cotemporaries (juniors) on the Government list. Officers promoted sub. *pro tem.* to the Superin-

tending Engineer class, or other corresponding posts in the place of officers who are similarly on deputation, shall be dealt with in the same way, and permanent promotions made in their places, if the scale and time rule admit. Such officers on return to Government service, or on reverting from the Superintending Engineer class, shall be absorbed in the grades to which they belong on the occurrence of the first vacancy.

(5) Excesses over and above the limiting scale of clause (1), which may be found to exist in certain of the lower grades, above the 3rd Assistant Engineer grade, after carrying out promotions in accordance with the above rules, shall be absorbed by refraining from promoting officers until the excesses disappear. Excesses in the 3rd Assistant grade caused by the promotion or appointment of officers to that grade under the ordinary rules are permissible. Such officers, as well as the ungraded officers below the 3rd grade, who are in excess of the total cadre, if any, will be considered as supernumeraries.

7. Officers of the Provincial establishment appointed under the rules contained in Resolution No. 2112 G., dated 19th July 1892, will be graded with the officers of the Imperial establishment in accordance with clause VI, paragraph 1, of that Resolution; and will be promoted, subject to the present rules regarding recommendation and selection, side by side with the officers of the Imperial establishment, in accordance with the scale and time rule laid down in clauses (1) and (2), paragraph 6, of this Resolution. They will draw the rates of pay laid down in clause II of the Resolution of 19th July 1892 quoted above. The arrangement of the grades will, however, be modified in accordance with the terms of this Resolution, and will stand as follows :—

	Pay. Rs.
Executive Engineer, 1st grade	
" " 2nd "	650
" " 3rd "	550
Assistant Engineer, 1st "	475
" " 2nd "	350
" " 3rd "	250

8. Temporary promotions on account of officers absent on furlough, or temporarily promoted to the Superintending Engineer class for officers so absent, will be made, in accordance with present rules, from the Assistant Engineer, 1st grade, to the Executive Engineer, 3rd grade. The time limit in clause (2) of paragraph 6 will not apply to such promotions.

9. The following are the cadre numbers and limiting scale for each list calculated in accordance with clause (1) of paragraph 6 :—

	Cadre No.	LIMITING SCALE.					
		Executive Engineers.			Assistant Engineers.		
		1st.	2nd.	3rd.	1st.	2nd.	3rd.
Madras	72	18	11	7	14	11	11
Bombay	78	19	12	8	16	11	12
Bengal	56	14	8	6	11	9	8
North-Western Provinces and Oudh ...	86*	21	13	9	17	13	13
Punjab	112†	28	17	11	22	17	17
Local Administrations	130	32	20	13	26	19	20
Railways	196	49	29	20	39	30	29

*37 for Building and Roads Branch ... } This distribution may, however, be modified by the Local Government.
144 " " " " 68 " " ... }

It should be carefully borne in mind that promotions cannot be made up to the full limit of this scale, unless the officers are either eligible for the promotion under the time rule (clause (2) of paragraph 6), or are promoted in place of other officers eligible under the time rule, but of inferior merit (clause (3) of the same paragraph).

The above cadre numbers and scale shall take effect from the 16th August 1893, and shall regulate the promotion on each list up to the end of 1894; provided that, should the strength of any list be reduced within that period by transfers and retirements to such an extent that the difference between its actual strength and the cadre number equals or exceeds 10 per cent. of the latter, then the cadre number and corresponding scale shall be reconsidered with reference to the existing strength. At the end of 1894 all the cadre numbers will be subject to reconsideration.

10. Under the orders of Her Majesty's Secretary of State for India, the rules for the organisation of the Engineer establishment now promulgated are to be subject to revision at the end of seven years.

11. The condition in the rule of the Public Works Code, Vol. I, Chapter 1, paragraph 11, according to which the increments of Rs. 50 each at the end of four and eight years' service respectively in the Executive Engineer, 1st grade, can be claimed on account of satisfactory service only if the officer consents to forego all claims to promotion to the Superintending Engineer class, is hereby abrogated. In future, subject to the present condition of approved service, the increments may be granted to any officer in the Executive Engineer, 1st grade, on completion of the prescribed periods of service in that grade. Any officer who has completed eight years' continuous and efficient service in the 1st grade may be granted the two increments of Rs. 50 each from the 16th August last, in addition to the pay of the 1st grade now sanctioned, if he has not already drawn the first increment; and the second increment, if he has already drawn the first, notwithstanding that he has not completed the period of four years from the date on which he began to draw the first increment.

In future no officer holding the position of Superintendent of Works shall draw any local allowance as such, which will have the effect of raising his salary above that of a Superintending Engineer, 3rd class.

12. The rules of the Public Works Department Code which now regulate promotion, after passing a qualifying examination, to the 4th grade of the Executive Engineer class and to the 1st and 2nd grades of the Assistant Engineer class shall now be read as applying to promotion to the corresponding grades under the new organisation, namely, to the 1st, 2nd, and 3rd grades respectively of the Assistant Engineer class.

13. In promulgating these rules, the Governor General in Council desires to call special attention to the previous orders directing that weight shall be given to merit rather than to mere seniority in selecting officers for promotion in the several grades.

ORDER.—Ordered, that the above Resolution be circulated to the Local Governments and Administrations and officers noted on the margin for information and guidance, and that it be published in Part I of the *Gazette of India*.

The Governments of Madras and Bombay, Public Works Department, General and Railway Branches.
The Governments of 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 Accountant General, Public Works Department.
The Director General of Railways.
The Consulting Engineers to the Government of India for Railways, Calcutta, Central Division, Lucknow, and Assam.

H. McCulloch
Secretary to the Government of India.

G. C. Press, Simla.—No. 913 P. W. D.—30-9-93—1,683.

To The Joint Secy. to the Govt of Madras
P.W. Department, Railway Branch.

11A
260/6

CURRENT No. 8435

Rep. Sig. 50

13A
2604
7

No. 2523 G.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

GENERAL.

RESOLUTION.

Reorganisation of the Engineer Establishment of the Public Works Department.

Simla, the 28th September 1893.

Read—

Despatch to Secretary of State, No. 65 P. W., dated 2nd November 1892.
Despatch from Secretary of State, No. 31 P. W., dated 27th July 1893.
Telegram to Secretary of State, dated 8th September 1893.
Telegram from Secretary of State, dated 27th September 1893.

RESOLUTION.—With the sanction of the Secretary of State for India, the Governor General in Council is pleased to promulgate the following rules and orders for regulating the organisation of the grades, the grade pay, and the promotion of Executive and Assistant Engineers of the Public Works Department.

2. In the case of officers entitled to draw the rates of pay of the Imperial Service, the present organisation of the grades and the pay are modified as shown below:—

Present organisation and pay.		Organisation and pay as now sanctioned.	
	Monthly pay. Rs.		Monthly pay. Rs.
Executive Engineer, 1st grade ...	... 950	Executive Engineer, 1st grade	... 1,000
„ „ 2nd „ ...	... 800	„ „ 2nd „ ...	... 850
„ „ 3rd „ ...	... 700	„ „ 3rd „ ...	... 700
„ „ 4th „ ...	... 600	Assistant Engineer, 1st „ ...	... 550
Assistant Engineer, 1st „ ...	... 500	„ „ 2nd „ ...	... 450
„ „ 2nd „	350 rising to 400 after 3 years	„ „ 3rd „ ...	... 350
„ „ 3rd „ ...	... 250	Ungraded—old 3rd grade (will eventually disappear)	... 250

Officers in the present 3rd grade of Assistant Engineers will remain so graded, being denominated as "*old 3rd grade*" until they rise, in accordance with the present rules, to the new 3rd grade (old 2nd grade). Apprentice Engineers now in the Department, or entering it under the guarantee of 1884,* and not under the Provincial Service rules published in Resolution No. 2112 G., dated 19th July 1892, will rise in accordance with present rules to the old 3rd grade of Assistant Engineers, and thence to new 3rd grade (old 2nd grade).

NOTE.—Apprentice Engineers appointed to the Provincial service under the above quoted Resolution will be promoted under the rules of that Resolution to the 3rd Assistant grade of the Provincial establishment, the latter establishment being modified as indicated in paragraph 7 of this Resolution.

* Resolution No. 1443 G., dated 13th December 1884.

3. The increased rates of pay in the 1st and 2nd Executive grades will apply ~~at once~~ to all members of the establishment in these grades or promoted to them. The reduced rates in the 1st, 2nd, and 3rd Assistant grades will apply to officers entitled to draw the Imperial rates of pay only in the case of those who have not entered the Colleges for their course of training before the issue of these orders. Others will continue to draw the present rates of Rs. 600, Rs. 500, and Rs. 350 rising to Rs 400 after three years' approved service if not promoted at the end of three years.

NOTE.—No officer passed over for promotion to the new 2nd grade of Assistant can draw the increment.

4. The following table compares the present and future staff scale of pay under these orders to be drawn by Royal Engineer officers who draw the staff scale of pay. The lower rates in the three Assistant grades will apply only to those who elect for the staff scale after the publication of these orders.

Staff scale of pay.

PRESENT.			FUTURE.		
Grades.	Staff in addition to Military pay.	Maximum.	Grades.	Staff in addition to Military pay.	Maximum.
	Rs.	Rs.		Rs.	Rs.
Executive Engineer, 1st grade	600	1,250	Executive Engineer, 1st grade	600	1,250
" " 2nd "	500	900	" " 2nd "	500	900
" " 3rd "	450	800	" " 3rd "	450	800
" " 4th "	350	650	Assistant Engineer, 1st "	300	600
Assistant Engineer 1st "	300	550	" " 2nd "	250	500
" " 2nd after 3 years' approved service.	250	500	" " 3rd "	200	450
" " 2nd for the first three years of service.	200	450			

5. An officer who is substantively, or substantively for a time, in the present 4th Executive grade, although he may be graded as an Assistant Engineer, 1st grade, under the new organisation, may with the special sanction of the Local Government retain his present denomination, and may continue to draw travelling allowance as an Executive Engineer. Such officers will appear in the classified list as "Executive Engineers, old 4th grade," until promoted to the 3rd grade.

6. Promotions shall be made from grade to grade and class to class under the following rules, subject to the present rules regarding recommendation and selection of the officers most deserving of promotion—

(1) A cadre number shall be laid down from time to time for each list on which promotions are made. The distribution of this number over the six grades shall be apportioned as follows :—

The number in the 1st Executive grade shall not exceed 25 per cent. of the cadre number.

The number in the 1st and 2nd Executive grades together shall not exceed 40 per cent. of the cadre number.

The number in the 1st, 2nd, and 3rd Executive grades together shall not exceed 50 per cent. of the cadre number.

The number in the 1st, 2nd, and 3rd Executive grades and 1st Assistant Engineer grade shall not exceed 70 per cent. of the cadre number.

The number in the 1st, 2nd, and 3rd Executive grades and 1st and 2nd Assistant Engineer grades shall not exceed 85 per cent. of the cadre number.

The balance of the staff shall be either in the Assistant Engineer, 3rd grade, or shall remain nominally in the 3rd Assistant grade of the present organisation, according to the rules to which they are subject (see paragraph 2).

NOTE.—The old 3rd grade of Assistant Engineer will disappear as soon as all present incumbents and the apprentices under the guarantee of 1884 have been promoted to the new 3rd grade of Assistant Engineers.

(2) The scale, framed as above, shall be the limiting scale within and up to which promotions can be made, provided that the officers selected for permanent promotion fulfil the conditions of the following time rule :—

	Rs.	
Officers shall be eligible for promotion to Assistant Engineer, 2nd grade ...	450	On completing three years' service from date of entering the new 3rd grade (old 2nd grade) of Assistant Engineer.
Officers shall be eligible for promotion to Assistant Engineer, 1st grade ...	550	On completing 3½ years in the 2nd grade, or 6½ from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 3rd grade ...	700	On completing 4½ years in the 1st grade, or 11 years from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 2nd grade ...	850	On completing 3½ years in the 3rd grade of Executive Engineer, or 14½ years from date of entering the 3rd grade of Assistant Engineer.
Officers shall be eligible for promotion to Executive Engineer, 1st grade ...	1,000	On completing 4½ years in the 2nd grade of Executive Engineer, or 19 years from date of entering the 3rd grade of Assistant Engineer.

NOTE.—In the case of officers who entered the Department above the rank of Assistant Engineer, 2nd grade (old organisation), an equitable allowance shall be made, if necessary, in estimating their title to promotion under this rule, which will ordinarily be the time period in each grade according to the above standard.

(3) If, however, an officer eligible for promotion under the time rule is not promoted for any reason, such as not being recommended or being otherwise superseded, for each officer so passed over another officer may be promoted within the measure of the limiting scale of clause (1).

The result of this rule will be that the actual scale will be the same as if all the officers eligible were promoted, so far as the limiting scale permits.

Under this rule any officer not qualified by length of service may be promoted in place of an officer who is eligible by the time rule, but not equally eligible with the former under the rule of selection.

(4) Officers on deputation for periods exceeding six months, provided they are absentees as defined in Articles 110 and 111, Civil Service Regulations, shall not be counted against the scale, but may be promoted, if recommended and considered deserving under the rules, *pari passu* with their cotemporaries (juniors) on the Government list. Officers promoted sub. *pro tem.* to the Superin-

tending Engineer class, or other corresponding posts in the place of officers who are similarly on deputation, shall be dealt with in the same way, and permanent promotions made in their places, if the scale and time rule admit. Such officers on return to Government service, or on reverting from the Superintending Engineer class, shall be absorbed in the grades to which they belong on the occurrence of the first vacancy.

(5) Excesses over and above the limiting scale of clause (1), which may be found to exist in certain of the lower grades, above the 3rd Assistant Engineer grade, after carrying out promotions in accordance with the above rules, shall be absorbed by refraining from promoting officers until the excesses disappear. Excesses in the 3rd Assistant grade caused by the promotion or appointment of officers to that grade under the ordinary rules are permissible. Such officers, as well as the ungraded officers below the 3rd grade, who are in excess of the total cadre, if any, will be considered as supernumeraries.

7. Officers of the Provincial establishment appointed under the rules contained in Resolution No. 2112 G., dated 19th July 1892, will be graded with the officers of the Imperial establishment in accordance with clause VI, paragraph 1, of that Resolution; and will be promoted, subject to the present rules regarding recommendation and selection, side by side with the officers of the Imperial establishment, in accordance with the scale and time rule laid down in clauses (1) and (2), paragraph 6, of this Resolution. They will draw the rates of pay laid down in clause II of the Resolution of 19th July 1892 quoted above. The arrangement of the grades will, however, be modified in accordance with the terms of this Resolution, and will stand as follows :—

	Pay. Rs.
Executive Engineer, 1st grade	650
" " 2nd "	550
" " 3rd "	475
Assistant Engineer, 1st "	400
" " 2nd "	350
" " 3rd "	250

8. Temporary promotions on account of officers absent on furlough, or temporarily promoted to the Superintending Engineer class for officers so absent, will be made, in accordance with present rules, from the Assistant Engineer, 1st grade, to the Executive Engineer, 3rd grade. The time limit in clause (2) of paragraph 6 will not apply to such promotions.

9. The following are the cadre numbers and limiting scale for each list calculated in accordance with clause (1) of paragraph 6 :—

	Cadre No.	LIMITING SCALE.					
		Executive Engineers.			Assistant Engineers.		
		1st.	2nd.	3rd.	1st.	2nd.	3rd.
Madras	72	18	11	7	14	11	11
Bombay	78	19	12	8	16	11	12
Bengal	56	14	8	6	11	9	8
North-Western Provinces and Oudh	80*	21	13	9	17	13	13
Punjab	112†	28	17	11	22	17	17
Local Administrations	130	32	20	13	26	19	20
Railways	196	49	29	20	39	30	29

*37 for Building and Roads Branch and 43 for Irrigation Branch ... } This distribution may, however, be modified by the Local Government.
†44 " " " " 68 " " ... }

It should be carefully borne in mind that promotions cannot be made up to the full limit of this scale, unless the officers are either eligible for the promotion under the time rule (clause (2) of paragraph 6), or are promoted in place of other officers eligible under the time rule, but of inferior merit (clause (3) of the same paragraph).

The above cadre numbers and scale shall take effect from the 16th August 1893, and shall regulate the promotion on each list up to the end of 1894; provided that, should the strength of any list be reduced within that period by transfers and retirements to such an extent that the difference between its actual strength and the cadre number equals or exceeds 10 per cent. of the latter, then the cadre number and corresponding scale shall be reconsidered with reference to the existing strength. At the end of 1894 all the cadre numbers will be subject to reconsideration.

10. Under the orders of Her Majesty's Secretary of State for India, the rules for the organisation of the Engineer establishment now promulgated are to be subject to revision at the end of seven years.

11. The condition in the rule of the Public Works Code, Vol. I, Chapter 1, paragraph 11, according to which the increments of Rs. 50 each at the end of four and eight years' service respectively in the Executive Engineer, 1st grade, can be claimed on account of satisfactory service only if the officer consents to forego all claims to promotion to the Superintending Engineer class, is hereby abrogated. In future, subject to the present condition of approved service, the increments may be granted to any officer in the Executive Engineer, 1st grade, on completion of the prescribed periods of service in that grade. Any officer who has completed eight years' continuous and efficient service in the 1st grade may be granted the two increments of Rs. 50 each from the 16th August last, in addition to the pay of the 1st grade now sanctioned, if he has not already drawn the first increment; and the second increment, if he has already drawn the first, notwithstanding that he has not completed the period of four years from the date on which he began to draw the first increment.

In future no officer holding the position of Superintendent of Works shall draw any local allowance as such, which will have the effect of raising his salary above that of a Superintending Engineer, 3rd class.

12. The rules of the Public Works Department Code which now regulate promotion, after passing a qualifying examination, to the 4th grade of the Executive Engineer class and to the 1st and 2nd grades of the Assistant Engineer class shall now be read as applying to promotion to the corresponding grades under the new organisation, namely, to the 1st, 2nd, and 3rd grades respectively of the Assistant Engineer class.

13. In promulgating these rules, the Governor General in Council desires to call special attention to the previous orders directing that weight shall be given to merit rather than to mere seniority in selecting officers for promotion in the several grades.

ORDER.—Ordered, that the above Resolution be circulated to the Local Governments and Administrations and officers noted on the margin for information and guidance, and that it be published in Part I of the *Gazette of India*.

The Governments of Madras and Bombay, Public Works Department, General and Railway Branches.
The Governments of 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 Accountant General, Public Works Department.
The Director General of Railways.
The Consulting Engineers to the Government of India for Railways, Calcutta, Central Division, Lucknow, and Assam.

H. Hollingsham

Secretary to the Government of India.

G. C. Press, Simla.—No. 973 P. W. D.—30-9-93.—1,693.

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

P. W. CURRENT No.

Reorganisation of
Chelsea Select
Vestry.

Regd: 5.10.93

Recd 5/10

No. 2232 Wa/12-8-92
74 W 4/ 9-6-85

Ans 6/10

Government of Madras.

1893

P. W. DEPARTMENT.

CURRENT No. 8435

From

The Govt of India

ENCLOS.

No. 2523 G

Dated 28. Sept 93.

Received 5 October 93

Dept d. 5.10.93

SUBJECT.

Resolution of the Government of India regarding the re-organisation of the Engineer Establishment of the P. W. Department.

DISPOSAL.

No. 2604 dated 13 October 1893.

Communicated to officers of the P.W. Dept:

2. Approved scale of Establishment drawn up in accordance with the present orders will be published in the Fort St. George Gazette in due course.

Note:

The scale will be drawn up in consultation with the Examiner and submitted to Govt before publication.

Supdg. Engrs
C. E. Govt.
Supt. of Works. Projts
C.E. for Irrign
Cudpy. Engr for Rly
Ex. P.W. Accts
Exr Rly. Accts.
Fin. & dept.

19—1,000—23-3-93.

C No. 8435

10-2-11

23-4-12

27-5-40 III ✓

Govt. of {1893} Madras.

PUBLIC WORKS.

Dated

Recd. Encl.

P.C. No. G.O. 13 Oct 1893 No. 2604

Engineer Establishment of the P. W. D

Resolution of the Govt of India relative to the reorganisation of the — cadre. to officers of the dept with an intimation that a revised scale of Establt drawn up in accordance therewith will be published in the P. W. S. Gazette

5/11/10-