(1) பக்கங்களின் எண்ணிக்கை 68

(2) புதுக்கித் திருப்பிய நாள்

(3) ஆதாரங் குறிப்பவர் சிருக்கொப்பம்

தமிழ்நாடு ஆவணக் காப்பகம்.

தமிழ்நாடு அரசு

பொதுப்பணி துறை

அரசாணை எண். மு. கோப்புத் தாள் எண். 3046A W	அச்சகம் பலவகை
நாள் : 30 - 11 - 1893 199 .	

டபடி கையாளவோ கூடாது.

18,006—6-9-90.

செப்பனிடுபவர் பெயர் அ. மாணி
செப்பனிடுவதற்காக எடுத்துக் கொள்ளப்பட்ட நாள் செப்டம்பர் 95
செப்பனிட்டு முடித்த நாள் செப்டம்பர் 95
சரிபார்க்கும் மு. பா. ஊ. கையொப்பம்
ஆராய்ச்சி உதவியாளர் கையொப்பம்

(Through C.A.W, and D.W.)

to

Col: J. Pennycuick R.
Secretary to Gov:
P.W.D.

Sir,

In March last, we the undersigned clerks presented a joint memorial praying that the fixed pay ystem introduced into the ffices of the Chief Engine for Irrigation and the xaminer of P.W. Accounts might be extended to this ffice. Our proposal was ejected on the ground that fficient reason had no een shown for alt e existing arrang ide 1555 C d/6th

We

at the abolition of
rogressive salaries is desir
nd secondly that a smal
crease to our present
muneration would no
be wholly unmerited.

Fortunately we
we spared the necessity of
endeavouring to prove ho
the fixed pay system is
uperior to that of progressiv
laries inasmuch as y
ve already declared your
in favor of the former in
the following terms:—

"I agree with the Examin
that the advantages o
the fixed scale outwei
those of the increment
stem" (*vide* the co
ng sentence of
E.W's note

30464
2

with citing other high auth
rities, who have expressed
similar views. Those authoritie
are:—

(1) The Hon: Sir H. E. Stokes K.C.S.
who said "I agree also
most cordially as to the
substitution of fixed
for incremental salarie
as a principle" and
"Will it be possible to
introduce fixed pay
for the clerical estab-
-lishment of the
Examiner's office only
× × × Are not the
clerks in the whole
Department similarl
graded. × × × why
stop *reform* at th
Examiner's office" that
H.m's remarks
note quoted. no would
(2) The Hon: propriate.

wh these reasons, we
humbly solicit that
(3) may be pleased to take
eps to abolish the incre-
mental system, to fix
r salaries so as to
prove our poor prospects
an

and not zealous work salaries graded with small intervals are a better arrangement" (vide para 3 of G.O. of 23.12.86 No. 1359 Financial G.O. 14 W of 6.1.87)

As regards our statement hat we may not perhaps be considered unworthy of even a small addition to ur present emoluments, we would respectfully point ut that promotions in this ffice are so slow that it ften happens that we have remain on a lower pay
it would be necessary
to flow of promotion
dy - that the P.W.
Your most
ffers to the

P. Vaidyan ical
P. Aravamoorthe
M.A. Jayarama
T. Abdulrazzak
P. Munuswamy
P. Basavalu Naidu
Md. Rahimuddin
M.K. Conroy

---

ne of the p
service such as the posts of Deputy Collector, Tahsildar, Subjudge, Munsif, Inspector and Registrar are open to the clerks of the Departments concerned, the clerks of the P.W.D. can never hope to become Engineers, Supervisors or Overseers unless they go to school again. These disadvantages under which we are placed, would, we fervently hope, move your sympathy so far as to dispose you to consider some indulgence t
not be inapp

For

would

sible, no two men on the
ne rate of pay. In this
nnection we would mention
hat the introduction of
e fixed pay system in
I's and C's offices has
sulted in extra expense
the State as shown below
nd that the pay of the
last clerk in the former
ffice has been fixed at Rs 30.

	Extra expense on account of clerical establishment
I's office ..	Rs 750 per Annum
office ..	" 1896 —do—

We beg to remain
Sir
t + humble servants

raiyar

3046A/32

3046A/31

C. N. Rathnasawmi
H. Arnold
R. Aiyasawmi Aiyar
Thos. W. Boon

30. x. 93.

---

may be recommended
It should not be
ipted merely to gi
eight inches

Madras

Examiner, P. W. Accounts,
________ Province.

sible, no two men on the
ne rate of pay. In this
nnection we would mention
at the introduction of
e fixed pay system in
I's and C's offices has
sulted in extra expense
the State as shown below
nd that the pay of the
ast clerk in the former
fice has been fixed at Rs

3046A
32

	Extra expense on account of clerical establishment
I's office ..	Rs 750 per Annum
office ..	" 1896 —do—

We beg to remain
Sir
& humble Servants

Raiyar

No. 65-6 W of 7-1-92
" 883 W " 17-3-92
" 1937-8 W " 5-7-92
" 2162 W " 22-8-92
" 517-8 W " 27-2-93
" 14 W " 6-1-87
" 1555 C " 6-4-93

Application for introduction of the fixed pay system.

3046

Submitted for orders.

R. A.
30 Oct.

E.

For orders if a scale under fixed salary system should be drawn up. The proposal was negatived at the beginning of the year, but as there are some advantages over the incremental system this may be reconsidered.

It should not be adopted merely to give a slight increase [illegible]

Examiner, P. W. Accounts,
Province.

sible no two men on

Madras

W. D. Form No. 113.

3046A / 29

3046A / 29

Part II.

Statement of proposition for

NATURE OF

ORDER SANCTIONING PRESENT ESTABLISHMENT, Govt. of P. W. D., No.	Date.	Office to which the proposition refers.	No.	Designation.	Present scale, Pay, Minimum.	Increment.	Maximum.	Average or fixed.*	Present ~~Total cost.~~ salaries
					Rs.	Rs.	Rs.	Rs.	Rs.
		Public Works Secretariat	1	Chief Assistant	600	-	600	600	600
			1	Second Assistant	300	-	300	300	300
			1	Clerk I Class 3rd grade	200	10	250	237½	250
			1	— Do — Do — Do	200	10	250	237½	210 ~~200~~
			1	Clerk II Class 2nd grade	120	8	160	150	144 ~~[illegible]~~
			1	Clerk II Class 3rd grade	100	4	120	115	112 ~~[illegible]~~
			1	Do — Do — Do	100	4	120	115	100
			1	Clerk III Class 1st grade	80	4	100	95	84
			1	Do — Do — Do	80	4	100	95	84 ~~80~~
			1	Do — Do — Do	80	4	100	95	80
			1	Clerk III Class 2nd grade	60	4	80	75	64 ~~60~~
			1	Do — [illegible] — Do	60	4	80	75	60
			1	Do — [illegible] — 3rd Do	50	2	60	57½	56 ~~54~~
			1	Do — Do — Do	50	2	60	57½	52
			1	Do — Do — Do	50	2	60	57½	52 ~~50~~
			1	Do — Do — Do	50	2	60	57½	50
			1	Clerk IV Class 1st grade	40	2	50	47½	42 ~~40~~
			1	Do — Do — Do	40	2	50	47½	40
			1	Do — Do — Do	40	2	50	47½	40
			1	Clerk IV Class 2nd grade	30	2	40	37½	32 ~~30~~
			1	Do — Do — Do	30	2	40	37½	30
			1	Do — Do — Do	30	2	40	37½	30
				Clerk IV Class 3rd grade	20	2	30	27½	22 ~~20~~
				Do — Do — Do	20	2	30	27½	20
				Do — Do	20	2	30	27½	20
				TOTAL ...	2450	...	2860	2757½	~~2534~~ 2576

* In the case of appointments on progressive pay, the "average" should be

at scale" have been duly verified by me.

Examiner, P. W. Accounts,

Province.

NOTES.

Reference to P. W. D. Code.

Chapter I, para, 30.

1. All proposals for changes in the scales of permanent tablishments must be accompanied by a statement in Part I this form when the changes relate to the engineer or upper bordinate establishments and in other cases by a statement Part II of this form.

2. The column headed "present scale" should invariably ow the existing *sanctioned* scale (not the strength of the estab. hment as it actually stands at the time), and should be erified by the Examiner before the statements are forwarded the sanctioning authority.

P. W. D. Form

PROVINCE.

Part

Tabular Statement to accompa proposals for changes in establishmen

---

P. W. D. Form No. I

PROVINCE.

Part II.

revision of establishment.

3046A / 28

3

3046A / 28

3046A / 28

CHANGES.

Proposed scale.

No.	Designation.	Pay. Mini-mum.	Incre-ment.	Maxi-mum.	Aver-age or fixed.*	Total cost.	PROPOSITION. Permanent. Increase per month. Amount.	Permanent. Decrease per month. Amount.	~~Temporary.~~ Permanent. Increase per month. Pay ~~Period.~~	Increase per month. Amount.	Decrease per month. Period.	Decrease per month. Amount.	REMARKS.
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Mon.	Rs.	Mon.	Rs.	
1	Chief Assistant				600				600			600	
1	Second Assistant				300				300			300	
1	Clerk				250		12½		250	12½		250	To draw Rs 10 pa [illegible]
1	Do				230 ×			7½	~~200~~ 225	200		37½	
1	Do				160		10		160	160			+ To be reduced to Rs 200 when the present incumbent is promoted.
1	Do				120		5		130	125			
1	Do				100			15	110	110		5	
1	Do				95				100	150			
1	Do				90			5	90	90		5	
1	Do				85			10	85			10	
1	Do				80		5		80	5			
1	Do				75				75				
1	Do				7		12½		70	12½			
1	Do				65		7½		65	7½			
1	Do				60		2½		60	2½			
1	Do				55			2½	55			2½	
1	Do				50		2½		50	2½			
1	Do				45			2½	45	45		4½	
1	Do				40			7½	40			7½	
1	Do				40		2½		40	2½			
1	Do				35			2½	35				
1	Do				35			2½	35				
1	Do				30		2½		30				
1	Do				25			2½					
1	Do				20								
	TOTAL	...	...	...	... 2755								

* calculated according to the rules in the Pay and Acting allowance code. Net

Dated the

18

No. 1555 C [illegible]

G.O. No. 517 W d/ 27-2-93

114 W d/ 6-1-87

65/56 W d/ 7-1-92

3046A

3046A

To

The Honorable Colonel J. Pennycuick, R.E.,

Secretary to Government,

Public Works Dept.

Sir,

With reference to the proposed reorganization of the office establishment, I beg respectfully to submit that the reduction of the pay of my appointment to a fixed one of Rs 210 will inflict an unmerited hardship on me, and to request that you will be pleased to reconsider your decision and allow me to at least draw the ave

pay of my appointment.

It is stated that I shall h

ground for complaint becau

(1) when I joined from

at I was only in rece

Rs 96, and

(2) that sho

in a year or tw

Rs 250.

As regards

that my permanent appointment in the
f Secretariat was Rs 96, but a reference
my service register will show that for
ns I drew salaries of Rs 140 and ×180 per
sem, and that not long before my
nsfer to the P.W.D. I was appointed
porarily Head Clerk of the Chief Secre=
riat, superseding several senior clerks,
d was allowed by an order passed in
e Fincl. Dept. to draw an acting allow=
ce of 20 p.c., not on the minimum,
t on the maximum of the Head
k's pay of Rs 250. Further the Chief
ary was recently willing to take
temporarily, on higher pay pre=
n that drawn by me
hen informed that
d for a temporary
rew his offer.
post in the
Rs 96 (I was

× temporaril

maximum of the grade, when I left) wa
due solely to the excessive block i
promotion in that office. It was with
the object of remedying this state of
affairs in some measure that the
incremental system was not long
ago introduced in that office at
an increased cost.

Adverting to the second state=
=ment, I submit that there is no
certainty of Mr. D. Parsons' retiring in
a year or two. He is in vigorous health,
and whatever may be his prese
intention there seems no reas
he should not change it
=main in office for ano
It will, I submit, b
=ship for me to re
period on a
as when I wa

erk of this office I had reasonable
round for expecting that I would re=
eive a yearly increment and rise to
. 250 in five years.

Under these circumstances I beg
at you will kindly consider my
equest favourably, and grant me
e average pay of my appointment,
hich will be some compensation for
he loss of the higher salary to
hich I have been looking forward.

I am, Sir,
Your most obedient servant,

R. W. Lons.
Head Clerk, P. W. Secretariat

Submitted for
favourable considerat
R. S.
13 Nov

D. W.

Please see the scale drawn up by me on the 16th March. I have again looked through it, and find I cannot improve upon it. In framing the new scale it has been assumed that the total "average", which works out to Rs 2757½ is not to be exceeded. The total of the new scale comes to Rs 2755 or practically the same amount, and there is an interval ~~rising~~ by of Rs 5 up to the Rs 100 post, when it expands. There are two posts on Rs 35 & two on Rs 40, but I do not see how this can be avoided, if a reasonable interval is to be maintained between the lower steps. The new scale possesses the further advantage that no clerk is an immediate loser, while most benefit slightly. Home matter lately.

R. S.
3 Nov

rk of this office I had re
round for expecting that I
eive a yearly increment a
, 250 in five years.

Under these circums
tat you will kindly cons
equest favourably, and g
e average pay of my app
hich will be some compe
the loss of the higher s
hich I have been look

I am,
Your most obed

R.W. Gou
Head Clerk, P.W

W. 30468

The Scale that I would propose is shown in red on the statement prepared by Mr. Parsons in March last — It shows a net saving of Rs 4½, but Mr. Lyons (Clerk 1st Class 3rd Grade) would have to draw a personal allowance of Rs 10 —

The appointment on Rs 250 should I think be held by the Head Clerk,

rk of this office I h d re
round for expecting that I
eive a yearly increment a
, 250 in five years.

Under these circums
tat you will kindly cons
equest favourably, and g
e average pay of my app
hich will be some compe
the loss of the higher s
hich I have been look

I am,
Your most obed

R. W. Gon
Head Clerk, P. W

---

and there should be, I consider, a marked differen between his pay an that of the other clerks —

This arrangemen will somewhat prejudice Mr Sya prospects, as he will be unable to draw more than Rs 210 per mensem (200 + 10 per allowance) but, considering that when he came to from the Chief Secretariat on the 31st August 189 he was only in receipt of a salary of Rs 96 — and that — should Mr D. Parsons retire in a year or two — he will at once jump to Rs 250 I don't think he will have any just ground for complaint —

It will be noticed that this proposed scale will at once augment considerably the salary of several individuals — I see no objection to this — Messrs

erk of this office I had re
round for expecting that I
eive a yearly increment a
, 250 in five years.

Under these circums
hat you will kindly cons
equest favourably, and g
he average pay of my app
hich will be some compe
the loss of the higher s
hich I have been look

I am,
Your most obed

R.W. Lyo
Head Clerk, P.W.

---

to another alternative — viz to accept Mr Parson's statement and reduce his proposed appointment of Rs 230 to Rs 200 until 1st vacancy and then rearrange the scale — I see [illegible] no good in thus delaying — Mr Lyons will not I think suffer within long run, this scale I propose should I think be brought into force at once.

OMS
7.11.03

3046A / 23

I do not think Mr Lyons has much to complain of — As I pointed out the proposed new scale may be of much benefit to Mr Lyons, and to give him the financial mean of his appointment as at present remunerated — viz R237/8 would be to largely increase his salary —

Perhaps [illegible]

[illegible] mea
Rs 2

[illegible] the remark that the appointment is to be reduced to Rs 200 when the present holder of it is promoted.

This should hold good for temporary promotions also.

OMS
13.11.93

I don't think Mr. D. has much to complain of, but am willing to adopt this suggestion

---

Through Major O.V. Boddy R.E.
Under Secy. to Govt. P.W.D.

3046A/21

To

The Honorable Colonel J. Pennycuick R.E.

3046A/21

Secretary to Government P.W.D.

Honored Sir,

In connection with the reorganisation scheme superseding the progressive salary system which is about to be submitted to His Excellency, my poor circumstances of which you are aware, compel me to submit this humble appeal for your sympathetic and generous consideration.

Should my apprehension
I have been put down for th
in the revised scale be we
=ed, I cannot find wo
would adequately expre
=ing disappointm
the calamity
for no fault

I am

rk of the

d in a few months, I may
reasonably hope for the first incre=
ment of ₨4 or ₨ 84 in all.

The revised scale however,
will doom me to that place without
a ray of hope to cheer me. Even
assuming that within a few years,
promoted, it cannot be said
I would be in a better position
for then I would get only ₨90, and
this is only the mean of my present
grade.

A generous consideration of
these circumstances will, I earnestly
pray, move you so far at least as to
give me the mean of my present
(₨90)
le, if not the financial value
is ₨ 95.

this connection, I beg to
t, some of the clerks have
s to get much more
m of their present
that in the
y not be the
ourn for

---

my fate.

With much respect
I beg to remain,
Honored Sir,
Your most obedient & humble
Servant
Mahomed Abdul Aziz
Clerk. P.W. Secretariat

15/11/93

3046A
20

3046A
20

3046A/19

W.

I do not recommend that this proposed scale be any further altered.

There must be an alteration of cale some men hose prospects in the ear future will not be so good as they expected –

Abdul Aziz, with at one draws Rs 5 more than he is at present – He has therefore no claim to a further increase

OHW
15·4·83

C.aw

May I very respectfully beg of you to support this my humble appeal and kindly have my status improved.

You are perfectly aware of my present miserable circumstances, & I therefore beg to submit that any improvement upon my present condition would be ~~as~~ a godsend to me.

Md. Abdul Aziz
16/11/93

DW

Submitted
Rur
15/11/93

RS
Show me his bill again
OWS 15.11.93

DW
x accompanying memorial herewith
[illegible] which [illegible] this [illegible]

I suppose he is [illegible]
as bill in [illegible]
with [illegible]

I cannot make any further recommendation in favour of Abdul Aziz. He has attained his present position and pay by regular promotion as vacancies occurred. I consider ~~x~~ that his services are well remunerated by a salary of Rs 85.

OWS
17.11.93.

Caw

my present cond

would be ~~a~~ a

to me.

Md. Abdu

DW

Submitted

Rwz
15/11/93

RS

Shew me

list again

I suppose he is right

as to his plans

with

3046A/16

I don't see what

3046A/17

Other

Let me see

the list again

showing names

in one list those

separately

DW

Submitted

RS 27 Nov

HM

Cair

30468/16

really don't see what either of the men have to complain of.

Abdul Aziz will draw 85 at once instead of 84 and will probably reach Rs 100 quite as soon as he would have done under the old scale.

Much the same reasoning applies to Bowen.

I have already consented to allowing the latter to have 45, and it is very liberal, but don't see that any more is wanted.

I cannot see that Abdul Aziz is any worse off than he was before (it is a [illegible]

The, meagre sort of
argument to comfort
that others have
benefited —

D. 28.11

Name	Class and grade	Salary of grade	Da	ment	Remarks
			2o Govern Servi	20 resent Grade	
Mr R. Parsons	Chief assistant	Rs 600	19-4-	- 1- 76 - 12- 77 10-1-81	
.. C. S. Simpson	Second — do —	300	23-1-	1-4-84	1-4-89
.. D. Parsons	Clerk ic — 3d gr	200 — 250	6-5-62	1-9-92	
.. R. W. Lyons	— do — do —	200 — 250	11-1-79	1-11-91	
.. M. A. Jayaram Mudaly	— iic — 2d gr	120 — 160	16-1-83	1-11-91	
.. D. Aravamuthu Naidu	— do — 3d gr	100 — 120	1-5-65	24-2-93	
.. D. H. Lincoln	— do — do —	100 — 120	8-6-79	1-11-91	
.. A. R. James	— iiic — 1st gr	80 — 100	6-10-83	9-5-92	
.. Abdul Razack	— do — do —	80 — 100	15-6-68	24-2-93	
.. Mohamed Abdul Aziz	— do — do —	80 — 100	3-3-81	24-2-93	20 act vice Mr D Parsons on [illegible] leave
.. Ghulam Khader	— do — 2d gr	60 — 80	16-3-83	20-3-93	
.. P. Vaidyanatha Aiyar B.A.	— do — do —	60 — 80	14-12-83	18-4-89	Do act as clerk iiic 2d gr. vice Mr [illegible]
.. P. Thumbusawmi Pillai	— do — 3d gr	50 — 60	1-12-83	9-5-92	
.. Syed Raza Husain Kirmani	— do — do —	50 — 60	10-4-77	24-2-93	
.. R. Audi Casavulu Naidu	— do — do —	50 — 60	22-11-81	20-3-93	
.. Mohamed Rahimuddien	— do — do —	50 — 60	20-3-84	4-1-93	do — clerk iiic 2d gr — do
.. A. M. Conroy	— ivc — 1st gr	40 — 50	6-5-89	24-2-93	
.. Harris Arnold	— do — do —	40 — 50	16-8-86	20-3-93	
.. T. W. Boon	— do — do —	40 — 50	17-1-90	4-1-93	do — clerk ivc 1st gr — do
.. T. Sadasiwam Pillai	— do — 2d gr	30 — 40	26-6-91	24-2-93	
.. C. N. Rathnaswami Aiyar	— do — do —	30 — 40	29-9-87	20-3-93	
.. C. V. Gangadharan B.A.	— do — do —	30 — 40	2-4-92	4-1-93	do — clerk ivc 2d gr
.. M. Krishnamachari	— do — 3d gr	20 — 30	21-5-92	20-3-93	
.. R. Aiyaswami Aiyar B.A.	— do — do —	20 — 30	7-10-91	5. 93	Seconded – on duty at Pennar Sub [illegible]
.. K. Subramania Aiyar	— do — do	20 — 30	13-7-	Nov. 93	
Mr Hamid ud din Saib	— do — do —	20 — 30	16 No	-91	
.. H. de Monte	Supt Tech. Section	200 — 250	29	88	
.. C. Manickam Mudaly	Spl Draftsman	80 — 100	1		
.. J. W. Jackson	Hd Draftsman	150			
.. V. Varadaraju Mudaly	2d — do —	100			
.. T. Thagaraju	3d — do —	5			
.. M. Cothundapany Mudaly	4th — do —				

R.H.H.

Madras, 24th Nov: 9

3046A
13

To

The Hon'ble Colonel J. Pennycuick R.E.
Secretary to Govt: P. W. Dept.

Thro'

Major O. V. Boddy R.E.
Under Secty: to Govt. P. W. Dept:

Thro'

R. Parsons Esqre
Chief Assistant, P. W. Secretariat.

Sir,

With the kind permission of the Under Secretary I beg very respectfully to address you on the subject of fixe salaries proposed for the Office and which has now been submitted to you for final approval. I very much regret troubling you as I beg believe the subject has already been put before you in connection with the head clerk's appeal but I was unable to represent matters to you earlier.

From a glance at the proposition statement it will be observed that every member of the office with the exception of myself benefits by the change; my salary having been fixed at Rs 40, the minimum of my grade, which I am now drawing. This I beg to submit is exceedingly hard on me. It will also be seen from the statement attached to this appeal that there are some members of the office who have been put down to draw salaries above the maximum limit of their grades, and though I must confess [illegible] those are very fortunate [illegible] I be

leave to request that I too, like them, may share in the benefit of getting something extra to my salary by being given the mean value (Rs 45) of my present grade. There is not the least doubt that when the new scale was drawn up the effect of it on myself alone was lost sight of, but it is not too late now as I feel convinced that where there is a grievance you will certainly redress it.

By April next I shall have earned an increment bringing up my pay to Rs 42, and I beg to submit that when the Under Secretary noted on my first appeal he was not aware of this fact as otherwise he would certainly have given me also the benefit of a

S[illegible]

small increase.

As the prayer in the petition presented by the Office for the introduction of the fixed scheme was that all of us may enjoy a small immediate increase to our salaries, I earnestly beg you will be pleased to consider my unfortunate case, for which act of kindness I shall be ever grateful.

I beg to remain
Sir,
your most obedient servant

Thos. H. Boon

small increase.

P. W. D. Form,
No. M 184.

Name	Present grade.	Pay actually drawn at present.	Proposed scale	Increase on present pay
Mr. D. Parsons.	200 - 10 - 250.	250.	250.	-
" Lyons.	200 - 10 - 250.	210.	225.	15.
" Jeyaram Mudilyar	120 - 8 - 160.	144	160.	16
" Ammunthu Naidu	100 - 4 - 120.	112.	130.	18.
" Sriralu	100 - 4 - 120.	100	110.	10.
" James.	80 - 4 - 100	88.	100.	12.
Md. Razuck Sait	80 - 4 - 100.	84.	90.	6.
" Abdul Aziz "	80 - 4 - 100.	80.	85.	5.
" Ghulam Khadir "	60 - 4 - 80.	64.	80.	16.
" Vaithynada Iyer	60 - 4 - 80.	60.	75.	15.
" Thumbusamy Pillai	50 - 2 - 60.	58.	70.	12.
" Kuramani Sait	50 - 2 - 60.	54.	65.	11.
" Caseemulu Naidu	50 - 2 - 60	52	60.	8.
Md. Rahamuddin Sait	50 - 2 - 60.	50.	55.	5.
Mr. Conroy	40 - 2 - 50.	42.	50.	8.
" Arnold	40 - 2 - 50.	40.	45.	5.
" Boon	40 - 2 - 50.	40.	40. 45.	nil.
" Sadasiva Pillay	30 - 2 - 40.	32.	40.	8.
" Ruthnasami Iyer BA	30 - 2 - 40.	30.	35.	5.
" Gangadaram Iyer BA	30 - 2 - 40.	30.	35.	5.
Krishnamachari	20 - 2 - 30.	22.	30.	8.
Ayyasami Iyer BA	20 - 2 - 30.	20.	25.	5.
Md. Hamididden Sait	20 - 2 - 30. s.p.t.	20 s.p.t.	20. s.p.t.	s.p.t.

30468/21

30468/26

Examiner of P. W Accounts, Madras.

small income.

Div

Thro' Cant
304A/28

I beg to submit the following for your favorable consideration. According to the old scale I am now drawing Rs 40 as the minimum pay of the grade 40-2-50. The scale now under revision will it is hoped fetch me a few more rupees as it has proved to be the case of many others. I have to state that in the revised scale if my pay be fixed at any-thing less than Rs 45 it would be a real grievance to me while others

---

P. W. D. Form,
No. M 184.

* The words in brackets should be scored out when there are no exceptions to be noted.

small increase.

others are rejoici
at their promot
To explain ma
better, if the ol
Scale existed I
would be sur
of reading Rs
50 i.e. the ma
of the grade now
but the proposed
scale it seems
uncertain when
would reach th
pay, promotion
being entirely
dependent on
occurrence of
vacancies.
Under these cir-
-cumstances I be
that you will be so g
as to see that I
not put to any
loss of pay in
moving the scal

His

3046A/28

So long as Mr. Kom— or any other member of the Office Estab— suffers no diminution of salary by the introduction of the fixed scale of salary, no cause of complaint arises.

15.11.83

Keep with the file [illegible]

---

* The words in brackets should be scored out when there are no exceptions to be noted.

small increase.

C.A.W.

3046A
27

In submitting this appeal I beg you will be so good as to give it your kind support

J.B.
24-11-93.

D.W.

Submitted.

In drawing up a scale for approval, I studiously kept out of view the effect on individuals, so as to produce the best possible scale for the office generally. I was thus not aware that Mr. Boon got no increase. It will be observed, however, that there are two appointments on Rs 40, the senior of which will be Mr. Boon's, while there is only one on Rs 45. If, therefore, it be desired to accede to Mr. Boon's request & give him an increase, it can be done without impairing the symmetry of the scale, by allowing 2 appointments on Rs 45 instead of 2 on Rs 40.

* The words in brackets should be scored out when there are no exceptions to be noted.

Small increase.

D.W.

3046/A W

Revised scale of Clerical Establishment.

3046A 6

–

The date from which the sanction shall have effect is left blank in the draft order. The petition from the Clerks on which the order is based is dated 30th October, and the sanction might, therefore, have effect from the 1st November – i.e. the increased rates of pay would be drawn on the 1st December.

C.S.
30th Nov.

As the matter is nearly over, I think that the new Rules should come into force from tomorrow the 1st December

30/11/93

* The words in brackets should be scored out when there are no exceptions to be noted.

Small increase

NOTES.

REFERENCE TO MADRAS P. W. D. CODE,
EDITION OF 1886.

PARAS. 25 & 26.

1. The column headed "present scale" should invariably show the *sanctioned scale for the time being* and not the strength of the actual (whether above or below sanctioned) establishment as it happens to stand at the time. The "present scale" should be verified by the examiner before the proposal is submitted to government for sanction (paras. 25 and 26).

2. In the column "average or fixed pay," financial value, not mean value, should be given.

3. The financial value should in the case of progressive appointments be calculated as follows:—

(1) If the period of rise from minimum to maximum is 5 years, the average will be the minimum *plus* two-thirds, or if the appointment is a ministerial one, *plus* three-fourths, of the difference between the minimum and maximum (C. S. R., Art. 164).

(2) If the period of growth exceeds five years (as in the case of accountants) the $\frac{3}{4}$th fraction should be decreased by $\frac{1}{60}$th of the difference for every year by which the period exceeds five; the fraction for periods in excess of five years will therefore be as follows:—

6 years $= \frac{3}{4} - \frac{1}{60} = \frac{44}{60}$
7 years $= \frac{3}{4} - \frac{2}{60} = \frac{43}{60}$
8 years $= \frac{3}{4} - \frac{3}{60} = \frac{42}{60}$

and so on; so that when the period of growth is 20 years the financial value will be the exact mean.

P. W. D. FORM,
No. M 184.

PUBLIC WORKS DEPARTMENT, MADRAS.

Tabular Statement showing the proposed Changes in the Establishment of the P. W. Department, Madras Presidency.

The entries within under the head, "Present scale" have been checked and found correct [subject to exceptions noted below *].

Examiner of P. W Accounts, Madras.

---

* The words in brackets should be scored out when there are no exceptions to be noted.

Appendix to E.O. W dated 30 November 1893

Statement of Proposal for revision of Establishment to accompany Letter No. ______, dated ______ 189 .

Order sanctioning present establishment: No.	Date	Office to which the proposition relates	Nature of change — Present Scale: No.	Designation	Pay: Minimum	Increment	Maximum	Average or fixed	Proposed Scale: No.	Designation	Pay: Minimum	Increment	Maximum	Average or fixed	Proposal — Permanent: Increase per month: Amount	Decrease per month: Amount	Temporary — Increase per month: Period	Amount	Decrease per month: Period	Amount	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
					Rs.	Rs.	Rs.	Rs.			Rs.	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.		Rs.	
1437	31 May 1859	Public [illegible] Assistant	1	Chief Assistant	-	-	-	600	1	Chief Assistant	-	-	-	600							30464A/50
			1	Second Assistant	-	-	-	300	1	Second Assistant	-	-	-	300							
			1	Clerk I class 3rd grade	200	10	250	237½	1	Clerk	-	-	-	250	12½						x To be reduced to Rs 200 when the present incumbent is promoted
			1	Do Do Do	200	10	250	237½	1	Do	-	-	-	x 225		12½					
			1	Clerk II class 2nd grade	120	8	160	150	1	Do	-	-	-	160	10						
			1	Clerk II class 3rd grade	100	4	120	115	1	Do	-	-	-	130	15						
			1	Do Do Do	100	4	120	115	1	Do	-	-	-	110		5					
			1	Clerk III class 1st grade	80	4	100	95	1	Do	-	-	-	100	5						Note: The increases and decreases are calculated with reference to the average pay of the appointment in each case. As a matter of fact no clerk will under the new scale draw less than the amount of his present income.
			1	Do Do Do	80	4	100	95	1	Do	-	-	-	90		5					
			1	Do Do Do	80	4	100	95	1	Do	-	-	-	85		10					
			1	Clerk III class 2nd grade	60	4	80	75	1	Do	-	-	-	80	5						
			1	Do Do Do	60	4	80	75	1	Do	-	-	-	75							
			1	Clerk III class 3rd grade	50	2	60	57½	1	Do	-	-	-	70	12½						
			1	Do Do Do	50	2	60	57½	1	Do	-	-	-	65	7½						
			1	Do Do Do	50	2	60	57½	1	Do	-	-	-	60	2½						
			1	Do Do Do	50	2	60	57½	1	Do	-	-	-	55		2½					
			1	Clerk IV class 1st grade	40	2	50	47½	1	Do	-	-	-	50	2½						
			1	Do Do Do	40	2	50	47½	1	Do	-	-	-	45		2½					
			1	Do Do Do	40	2	50	47½	1	Do	-	-	-	45		2½					
			1	Clerk IV class 2nd grade	30	2	40	37½	1	Do	-	-	-	40	2½						
			1	Do Do Do	30	2	40	37½	1	Do	-	-	-	35		2½					
			1	Do Do Do	30	2	40	37½	1	Do	-	-	-	35		2½					
			1	Clerk IV class 3rd grade	20	2	30	27½	1	Do	-	-	-	30	2½						
			1	Do Do Do	20	2	30	27½	1	Do	-	-	-	25		2½					
			1	Do Do Do	20	2	30	27½	1	Do	-	-	-	20		7½					
				Total	-	-	-	2757½	23		-	-	-	2780 ~~2770~~	77½	55 ~~60~~					
										Net increase per mensem					22½ ~~17½~~						

0015
15.11.93

30464A/51

Statement of Proposal for revision of Establishment to accompany Letter No. ______, dated ______ 189 .

Order sanctioning present establishment		Office to which the proposition relates.	Present Scale						Nature of Change						Proposal						Remarks.
					Pay				Proposed Scale						Permanent		Temporary				
No.	Date.		No.	Designation.	Minimum.	Increment.	Maximum.	Average or fixed.	No.	Designation.	Minimum.	Increment.	Maximum.	Average or fixed.	Increase per month Amount	Decrease per month Amount	Increase per month Period.	Increase per month Amount.	Decrease per month Period.	Decrease per month Amount.	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
					Rs.	Rs.	Rs.	Rs.			Rs.	Rs.	Rs.	Rs.	Rs.	Rs.		Rs.		Rs.	

Station, ______

Dated ______ 189

Signature and rank of Head of Office.

3046A
3

P. W. Department.

Read the following :—

Petition from clerks of the P.W. Secretariat dated 30th October 1898.

FOR ORDERS.

The above petition from the clerks of the P.W. Secretariat fully states the grounds on which it seems desirable that the system of progressive salaries now in force should be superseded by the fixed pay system. The accompanying statement has accordingly been drawn up to give effect to the change.

ersonally, I am strongly
in favour of the fixed
ay system. The principle
which was accepted
rnment in 1886 —

Approved
W
29 Nov.

The total cost of the new scale works out to Rs 2780 or only Rs 22½ in excess of the average cost of the present scale, but this excess is only temporary, when the incumbent of the appointment on Rs 225 is promoted it is intended to reduce the pay of the post to Rs 200. The final net result of the proposals will therefore be a saving of Rs 2½, or practically the same as the existing scale.

In the new scale, provision is made for an even flow of promotion, 5 Rupee intervals being allowed between the appointments below Rs 100. When this limit is reached, the steps are necessarily greater. Care has also been taken that no clerk shall be an

FOR ORDERS.

immediate loser. Most benefit slightly, and some rather largely.

30468/2

The revised scale is recommended for sanction.

20.11

27.11

X
from 13

No. 3096/A W dy 3-11-93

PUBLIC WORKS DEPARTM

PROCEEDINGS OF THE MADRAS GOVERNMENT.

3046A/34

READ the following

Petition from clerks of the P.W. Sect. d/30th October 1893

His Excellency the Governor-in-Council resolves to sanction, with effect from ~~the~~ 1st December 1893 the revised scale of the clerical establishment as shown in the Appendix to these Proceedings.

2. The revised scale provides for the change from the progressive system of salaries to the fixed scale system and results in an

immediate increase of Rs $22\frac{1}{2}$ per mensem, but this increase will eventually be converted into a saving of Rs $2\frac{1}{2}$, when the new post of Rs 225 is vacated by the present incumbent. It will thereupon be reduced to Rs 200 per mensem

No. $\frac{3046}{A}$ Wdy 30 11

OWB 30.11.13

S 30.11

INDEXED

5/12

B/CR

To The Commissioner

J.C. 5.11

Despd 4/12