CPr 109

Govt. of {1895} Madras.
PUBLIC WORKS.

5-6-17

G.O. 12/1 1895. No. 66 W

Draughtsmen

[illegible] Educational dept., [illegible] certain additions [illegible] Public service [illegible] the appointment [illegible] of — [illegible] [illegible] : to offices [illegible] W. D.

220/14

possessing [illegible]

those possessing [illegible]

On proof of [illegible]

Engineer, Third Grade Dra[illegible]

[G/53]
500—16-8-94.

Educational Department.

CHIEF SECRETARIAT, MADRAS.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

READ the following paper:—

Memorandum from the Public Works Department dated 30th November 1894, No. 38370.

Order, dated 22nd December 1894, No. 986.

In order to regulate the appointment and promotion of Draughtsmen in the Public Works Department, the following additions will be made to Schedule B. to the Public Service Notification:—

In Schedule B, under the head "Public Works Department" the following remarks will be inserted below the words "Candidates × × × purpose" in the third column against the item "Draughtsmen", viz,—

"The first appointment of Draughtsmen will, as a rule, depend upon the class of certificate which they possess; in other words, men possessing First class certificates should be appointed to the First Grade, those possessing Second class certificates to the Second Grade and those possessing Third class certificates to the Third Grade.

On proof of merit to the satisfaction of the Chief Engineer, Third Grade Draughtsmen possessing Third class

class certificates may be promoted to the Second Grade and Second Grade men possessing third or second class certificates to the First Grade, provided that it is understood that no person can claim to be promoted to a higher Grade than that corresponding to the class of certificate which he possesses."

(True Extract)

A Sutherworth
for Ag. Chief Secretary.

To

The Public Works Department

Recd: 10.1.95

Proceedings, dated 22nd December 1894.
No. 986.

Subject.

Making certain addition to the Public Service Notification with a view to regulate the appointment and promotion of Draughtsmen in the Public Works Department

To,

The Public Works Department
" Director of Public Instruction
" Commissioner for Gov^t. Examinations

Rly

12TH JANUARY 1895, No. 66 W., PUBLIC WORKS.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General,
Establishment.

READ—the following papers:—

G.O., dated 5th October 1894, No. 753, Educational.

Read—memorandum from the Public Works Department, dated 28th August 1894, No. 2777 C., transferring the following letter from Chief Engineer for Irrigation, dated 8th August 1894, No. 42 E.W.:—

Lt Col Dick
Bowlkum

With reference to G.O., No. 1684 W., dated 6th July 1894, I have the honour to point out that the recent so-called privileges conferred upon draughtsmen are in reality a further bar to their promotion to the higher grades in the department, while no increase of pay has been given to induce a better class of men to enter the college.

2. Until the issue of G.O., No. 3221 W., dated 12th December 1893, an efficient 3rd-class draughtsman could be exempted from passing the examination for a higher class and could be appointed to any post in the department, but now, unless he presents himself at the college and passes examinations qualifying him for the higher grades, this is impossible.

3. The subjects in which draughtsmen are examined at the college are various and a knowledge of some of them is not necessary for the efficient discharge of their duties in the department. A draughtsman in the Public Works Department has plenty of work to occupy him and to study subjects, a knowledge of which is ordinarily not required and in which he can obtain no instruction, renders his prospects of bettering himself by re-appearing for examination very remote.

4. I would further point out that in no other class at the college is the college certificate held to indicate a man's capabilities through life. An upper subordinate may obtain an overseer's or higher certificate, but because he only possesses an overseer's certificate his employment in the department is not limited to that grade.

The same is the case with surveyors whose pay in the department depends solely on merits and not on a college certificate which is no guide to a man's usefulness in the field.

5. I would therefore suggest that draughtsmen may be placed on the same footing as other men passing out of the college and that their college certificates be only regarded as an indication of the standard of their knowledge when they pass out of the college, the future promotion of individuals being dependent on their work in the department. If this is done, the difficulty in filling appointments in the Tank Restoration Scheme and other branches of the department will disappear. This difficulty is very real as the college appears to be unable to educate students in the draftsmen class up to the standard laid down for first-class draughtsmen and turns out only a very limited number of 2nd-class men.

6. A further change which would improve the prospects of draughtsmen would be to keep a gradation list in circle offices and make Superintending Engineers responsible for appointments and promotions. At present appointments and promotions of draughtsmen are made by Executive Engineers and therefore deserving men are often debarred from promotion.

Order—dated 5th October 1894, No. 753, Educational.

The Government desires to be favored with the opinion of the Chief Engineer on the questions raised in the correspondence read above. The Government will have no objection to the following arrangements if they meet with the Chief Engineer's approval, viz.:—

(1) that the *first* appointment of draughtsmen shall depend upon the class of certificate which they possess; in other words, that men possessing first-class certificates shall be appointed to the first grade, those possessing second class certificates to the second grade and those possessing third-class certificates to the third grade;

(2) that on proof of merit, third-grade draughtsmen may be promoted to the second grade and second-grade men to the first grade, provided that it is understood that no person can *claim* to be promoted to a grade higher than that corresponding to the class of draughtsman's certificate which he possesses.

These arrangements will allow for the regular promotion of deserving men holding low class certificates, while giving to the holders of high class certificates that *initial* advantage which is necessary to stimulate men to study at the college for superior certificates.

2. The Government is not certain whether Lieut.-Colonel Drake-Brockman is further desirous of throwing open the Conservancy department to men holding third-class certificates. If he does, the Government is not prepared to grant the concession sought. At present all appointments in the conservancy establishment are open to unpassed men who hold first or second class draughtsman's or surveyor's certificates, and if this privilege were extended to men holding third-class certificates, much of the stimulus to study for superior certificates would be withdrawn. If a man holding a third-class certificate is desirous of promotion in the conservancy establishment, he must either matriculate or obtain one of the "modified" second-class certificates which will in future be granted at the College of Engineering.

(True Extract.)

(Signed) J. F. PRICE,
Chief Secretary.

Note by the Chief Engineer, Public Works Department.

It appears to have been overlooked in the Educational Department that the establishment of each Public Works office includes a fixed staff of draughtsmen of the different classes, *e.g.*, each Superintending Engineer's office includes one special class draughtsman, one first class and one second class, each Executive Engineer's office one first class and one third.

2. Proposal (2) is a highly desirable one, but if it were adopted, in the great majority of cases, on a vacancy occurring in one of the higher posts, the officer concerned would prefer to promote an experienced man from one of the lower posts, so that a new comer must, as he usually does in all organised services, enter at the bottom of the list.

3. Unless then the Government is prepared to face the extra cost of having occasionally to fill third-class posts by men holding first or second class certificates, proposal (1) would be practically a dead letter.

4. If this extra cost can be faced, I entirely approve of the proposals and would add to proposal (1) the words "and shall receive the pay of their grades without reference to the scale of establishment of the office to which they are posted."

5. I would modify proposal (2) by making third-grade draughtsmen eligible for promotion to the first grade as well as the second; I see no occasion for limiting a man's chances of promotion to a single rise. I would also modify this proposal by substituting "with the approval of the Chief Engineer" for "on proof of merit." It would then run—

(2) that, with the approval of the Chief Engineer, third-grade draughtsmen may be promoted to the second or first grade and second-grade draughtsman to the first grade, provided that it is understood that no person can *claim* to be promoted to a grade higher than that corresponding to the class of draughtsman's certificate which he possesses.

6. This will add slightly to the present cost of establishment, but the increase will not be large and will be very gradual, as, for sometime to come at all events, the supply of first and second grade men will not be sufficient to fill any large proportion of the vacancies in the lower posts.

7. It is certain that no improvement in the class of draughtsmen obtainable can be expected without some increase of cost, the reason for the difficulty in obtaining men who have obtained certificates in the higher classes being simply that the prospects are not sufficient to induce men capable of obtaining those certificates to study for them.

8. Whatever tests and conditions are imposed with regard to first entry to the service, I am entirely in accord with Colonel Drake-Brockman as to the impolicy of allowing the nature of his college certificate to affect his subsequent promotion; paragraph 4 of his letter is in my opinion unanswerable. Educational tests may be very excellent as regards first appointment, but they are entirely out of place as regards subsequent promotion, especially in posts where technical knowledge and experience are of far more value than the power of passing examinations.

9. With regard to paragraph 2 of the Government Order, I may say that I have grave doubts as to the wisdom of limiting the privilege of promotion on the conservancy establishment to men possessing first-class certificates, but as the whole question of the organisation of this establishment is now under consideration, it is not necessary to discuss it at present.

(Signed) J. PENNYCUICK, Colonel, R.E.,
15th October 1894. Chief Engineer, P.W.D.

No. 3168 C.

Transferred to the Educational Department.

(Signed) J. PENNYCUICK, Colonel, R.E.,
18th October 1894. Secretary to Govt., P.W.D.

G.O., dated 22nd November 1894, No. 887, Educational.

Read—endorsement of the Public Works Department, dated 18th October 1894, No. 3168 C.

Order—dated 22nd November 1894, No. 887, Educational.

There is no objection in the Educational Department to the proposal that the promotion of draughtsmen to grades superior to the classes of certificates which they hold should be subject in every case to the Chief Engineer's approval, but the Government considers it important to retain the words "on proof of merit" appearing in rule (2) in paragraph 1 of G.O., dated 5th October 1894, No. 753, Educational. The wording, as revised, would thus run "on proof of merit to the satisfaction of the Chief Engineer."

2. As regards the same rule, it is observed that the Chief Engineer has misapprehended the intention of Government in one particular. A man possessing a third-class certificate becomes, on promotion to the second grade, a second-grade man and as such would be eligible on proof of merit for promotion to the first grade.

3. The objection raised by Colonel Pennycuick to rule (1) in paragraph 1 of G.O., dated 5th October 1894, No. 753, Educational, is a weighty one, but he seems to assume that meritorious men possessing inferior certificates will generally be available to fill vacancies occurring in the first and second grades and that consequently men possessing higher certificates will have to enter in the lower grades. But this, it seems to Government, is not likely to be the case if the restriction of promotion to men of proved worth is strictly enforced.

The remedy proposed by the Chief Engineer is a matter for consideration in the Public Works Department. If men possessing first and second class certificates are allowed specially favorable rates of pay when they are employed in grades inferior to the certificates which they hold, the enforcement of the first rule in question will be a matter of little moment.

If, however, pay remains attached to grades instead of being regulated with reference to the class of certificate held by the employé, it is essential that a better position at the start or more rapid promotion should be secured for men possessing superior certificates. For the purpose of securing this object and of avoiding the difficulty brought to notice by the Chief Engineer, it appears advisable to relax the first of the rules proposed in the Government Order under reply by substituting the words "shall, as a rule, depend," for the words "shall depend" which appear therein.

4. From paragraph 9 of Colonel Pennycuick's letter it would appear that he has overlooked the fact that the privilege of promotion in the conservancy establishment has recently been extended to men possessing second-class certificates.

5. If the Chief Engineer sees no objection to the proposals contained in paragraphs 1 and 3 of this order, steps will be taken to amend the Public Service Notification.

(True Extract.)

(Signed) J. F. PRICE,
Chief Secretary.

Note by the Chief Engineer, Public Works Department.

The undersigned sees no objection to the proposals in paragraphs 1 and 3 of the Government Order above quoted.

(Signed) J. PENNYCUICK, Colonel, R.E.,
Chief Engineer, P.W.D.

Memo. No. 3837 C.

Transferred to the Educational Department.

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

30th November 1894.

G.O., dated 22nd December 1894, No. 986, Educational.

Read—memorandum from the Public Works Department, dated 30th November 1894, No. 3837 C.

Order—dated 22nd December 1894, No. 986, Educational.

In order to regulate the appointment and promotion of draughtsmen in the Public Works Department, the following additions will be made to schedule B to the Public Service Notification:—

In schedule B under the head "Public Works Department," the following remarks will be inserted below the words "candidates . . . purpose" in the third column against the item "Draughtsmen," viz.:—

"The first appointment of draughtsmen will, as a rule, depend upon the class of certificate which they possess; in other words, men possessing first-class certificates should be appointed to the first grade, those possessing second-class certificates to the second grade, and those possessing third-class certificates to the third grade.

"On proof of merit to the satisfaction of the Chief Engineer, third-grade draughtsmen possessing third-class certificates may be promoted to the second-grade and second-grade men possessing third or second class certificates to the first grade, provided that it is understood that no person can *claim* to be promoted to a higher grade than that corresponding to the class of certificate which he possesses."

(True Extract.)

(Signed) E. GIBSON,
Ag. Chief Secretary.

Order—dated 12th January 1895, No. 66 W., Public Works.

Communicated to officers of the Public Works Department.

(True Extract.)

Colonel RE

~~Under~~ Secy. to Govt., P.W.D.

To the Chief Engineer for Irrigation.
" the Consulting Engineer for Railways.
" Superintending Engineers.
" the Consulting Architect to Government.
" the Superintendent of Works, Periyár Project.
" the Examiner, Public Works Accounts.

Exd. C. A. Munisawmy.

Spare Copies

GENERAL.
ESTABLISHMENT.

Govt. of {1895} Madras.

PUBLIC WORKS.

Dated January, 12th.

Read. *Encl.*

G.O., 12th Jan. 1895, No. 66 W.

JANUARY.

Draughtsmen

Proceedings, Educational Department, making certain additions to the Public Service Notification to regulate the appointment and promotion of —, communicated to officers of the Public Works Department.

No 66 W. dt 12 January 1895. Genl Estabt

PUBLIC WORKS DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

READ the following

Proceedings Educational dept. (H.E. No. 753 dt/5.10.'94)
Memo: to the —do— (" " 3168C dt/18.10.'94)
Proceedings in the —do— (" " 887 dt/22.10.'94)
Memo: to the —do— (" " 3837C dt/30.11.'94)
Proceedings in the —do— (" " 986 dt/22.11.'94)

Communicated to officers of the P.W. Dept.

DESPATCHED
24 JAN. 95

C. Engr Irrign
Commr Mys for Ors.
Supdg Engineer
Consg Architect to Govt
Supdt of Govt Farms, Periyar Project
Ex P. W. Accts

(40—1,000—26-11-94.)

12-6-94 No 1465 W
30-11-94 No 3883 C
18-10-94 No 3168 C
28-8-94 No 2777 C
23-8-94 No 8490

[G. 53]
2,500—14-8-94.

Educational Department.

Read the following letter from the Chief Secretariat Madras, dated 5 Oct 1894, No 7853, 20

CHIEF SECRETARIAT MADRAS.

1 Paper

PROCEEDINGS OF THE MADRAS GOVERNMENT.

READ the following ~~paper~~ :—

Read— Memorandum from the Public Works Department dt 28th August 1894, No: 2777 C transferring the following letter from Chief Engineer for Irrigation dt 8th August 1894, No: 42[illegible]-S:—

With reference to G.O No: 1684 W dated 6th July 1894, I have the honor to point out that the recent so called privileges conferred upon draftsmen are in reality a further bar to their promotion to the higher grades in the department while no increase of pay has been given to induce a better class of men to enter the College.

2. Until the issue of G.O No: 3221-W dated 12th December 1893 an efficient 3d class draftsman could be exempted from passing the examination for a higher class and could be appointed to any post in the department but now, unless he presents himself at the College and passes examinations qualifying him for the higher grades, this is impossible.

3. The subjects in which draftsmen are examined at the College are ~~various~~ and a knowledge of some of them is not necessary for the efficient discharge of their duties in the department. A draftsman in the Public

Works Department has plenty of work to occupy him and to study subjects, a knowledge of which is ordinarily not required and in which he can obtain no instruction renders his prospects of bettering himself by reappearing for examination very remote.

4. I would further point out that in no other class at the College is the College certificate held to indicate a man's capabilities through life. An Upper Subordinate may obtain an overseer's or higher certificate but because he only possesses an overseer's certificate his employment in the department is not limited to that grade.

The same is the case with Surveyors whose pay in the department depends solely on merits and not on a College certificate which is no guide to a man's usefulness in the field.

5. I would therefore suggest that draftsmen may be placed on the same footing as other men passing out of the college and that their college certificates be only regarded as an indication of the standard of their knowledge when they pass out of the college the future promotion of individuals being dependent on their work in the department. If this is done the difficulty in filling appointments in the Tank Restoration Scheme and other branches of the department will disappear. This difficulty is very real as the College appears to be unable to indicate (? educate) students in the draftsmen class up to the standard laid down for first class draftsmen and turns out only a very limited number of 2nd class men.

6.

2 Pass

6. A further change which would improve the prospects of draftsmen would be to keep a gradation list in Circle offices and make Superintending Engineers responsible for appointments and promotions. At present appointments and promotions of draftsmen are made by Executive Engineers and therefore deserving men are often debarred from promotion.

Order dy 5th October 1894, No: 753.

The Government desires to be favored with the opinion of the Chief Engineer on the questions raised in the correspondence read above. The Government will have no objection to the following arrangements, if they meet with the Chief Engineer's approval, viz:—

(1) that the first appointment of draftsmen shall depend upon the class of certificate which they possess; in other words, that men possessing First Class certificates shall be appointed to the First Grade, those possessing Second Class certificates to the Second Grade and those possessing Third Class Certificates to the Third Grade;

(2) that on proof of merit, Third Grade Draughtsmen may be promoted to the Second Grade and Second Grade men to the First Grade, provided that it is understood that no person can claim to be promoted to a grade higher than that corresponding to the class of Draughtsman's certificate which he possesses.

These

These arrangements will allow for the regular promotion of deserving men holding low class certificates, while giving to the holders of high class certificates that initial advantage which is necessary to stimulate men to study at the College for superior certificates.

2. The Government is not certain whether Lt-Col. Drake-Brockman is further desirous of throwing open the Conservancy Department to men holding Third class certificates. If he does, the Government is not prepared to grant the concession sought. At present all appointments in the Conservancy Establishment are open to unpassed men who hold First or Second Class Draughtsmen's or Surveyor's Certificates and if this privilge were extended to men holding Third Class Certificates, much of the stimulus to study for superior certificates would be withdrawn. If a man holding a Third Class Certificate is desirous of promotion in the Conservancy Establishment, he must either Matriculate or obtain one of the 'Modified' Second class certificates which will in future be granted at the College of Engineering.

(True Extract)

Under Secretary P.W.D.
for Chief Secretary

To The Public Works Department

3

[G. 16]

No. 7713

Govt. of { 18 } Madras.

To

The Public Works Department

Recd: 12-10-94

Proceedings, dated 5 October 1894
No. 753.

Subject.

Referring to the Chief Engr. for opinion certain questions regarding the appointment and promotion of men holding different classes of draughtsmens certificates and stating that Govt. is not prepared to throw open the Conservancy Department to men holding only third class certificate

Ref. 2777 Cal/ 28-8-94
2601 Cal/ 2-8-94
1468 W dy/ 13-6-94
1684 W dy 6-7-94
3221 W dy/ 12-12-93

No 3168 C & 18.10.94

7713

Low

Sir or dear Sir.

Proposal (1) in the Educational Dept. order would apparently still further complicate matters.

The Educational Dept. seems to overlook the fact that each P. W. office has a fixed scale of establt. When each S. E.'s office is allowed one draftsman Special class, one first class & one 2nd class, & nearly all Ex. Engrs. offices are allowed one first class & one 3rd class - when the 2nd class draftsmen's place in a Supdg Engrs

office becomes vacant,
a number of men with
first class certificates
now come forward
as candidates for
the post in the hope
of eventually rising
to the first & second
class posts. Under
the S.D. dept: how-
ever however
the S.S. will have
to reject the first
class candidate,
& look for a man
with only a second
class certificate.

The same thing
may happen with
regard to the 3rd
class post in the
Engineers office.
The E.E. cannot
be bound down
to employ
a man with a
3rd class certificate

[G. 16] JUR No. 7713

for nothing more than the sanctioned pay of a post can be given by any Officer without coming up to Court for an increase of Establishment.

The difficulty might be met by entering in the budget only the number of Sergeants allowed for each Office, without specifying classes, & by giving candidates initial pay according to the certificate held by them. In this case the average pay of the three classes would have to be entered in the budget against each appointment, & the budget would thus be far from accurate, but

[G. 16]

No. 7713

irrespective of this point, if we have no fixed scale of progression for each office, & it will be difficult to arrange for promotions as contemplated by proposal (2) in the Secretariat Dept. order. Office may be given the power to promote men from 3rd class to 2nd & from 2nd to 1st class irrespective of any fixed scale, but this would make promotion very unequal in different parts of the Presidency.

The simplest plan would apparently be to accept the proposal

[G. 15] No. 7713

3

in June 5- of G.I.'s letter
No 42 S.W. of 9th August
1924.

Ch

12.10-Ch

[G. 15] [illegible] No. 7713

P. W. D.

No 3168 C. of 18th October 1894.

Proceedings of Government, Educational Dept: No 753 of 5th October 94

Note by the Chief Engineer P. W. D. of 15th October 1894 ——

It appears to have been overlooked in the Educational Department that the establishment of each Public Works office includes a fixed staff of draftsmen of the different classes - e.g. each Superintending Engineer's office includes one special class draftsman, one first class and one second class, each Executive Engineer's office one first class and one third.

2. Proposal (a) is a highly desirable one, but if it were adopted, in the great majority of cases, on a vacancy occurring in one of the higher posts, the office

concerned would prefer to promote an experienced man from one of the lower posts, so that a new comer must, as he usually does in all organised services, enter at the bottom of the list.

3. Unless then the Government is prepared to face the extra cost of having occasionally to fill third class posts by men holding first or second class certificates, proposal (1) would be practically a dead letter.

4. If this extra cost can be faced I cordially entirely approve of the proposals and would add to proposal (1) the words "and shall receive the pay of their grades without reference to the scale of Establishment of the office to which they are posted."

5. I would modify proposal (2) by making third grade draftsmen eligible for promotion to the first grade as well as the second. I see no occasion for limiting a man's chances of promotion to a single rise. I would also modify this proposal by substituting "with the approval of the Chief Engineer" for "on proof of merit." It would then run

(2) That with the approval of the Chief Engineer third grade draftsmen may be promoted to the second or first grade, and second grade draftsman to the first grade, provided that it is understood that no person can claim to be promoted to a grade higher than that corresponding to the class of draftsman

Certificate which he possesses.

6. This will add slightly to the present cost of Establishment, but the increase will not be large and will be very gradual as for some time to come at all events the supply of first and second grade men will not be sufficient to fill any large proportion of the vacancies in the lower posts.

7. It is certain that no improvement in the class of draftsmen obtainable can be expected without some increase of cost, the reason for the difficulty in obtaining men who have obtained certificates in the higher classes being simply that the prospects are not sufficient to induce men capable of obtaining those certificates to study for them.

8. Whatever tests and conditions are imposed with regard to first entry to the service I am entirely in accord with Col. Drake Brockman as to the impolicy of allowing the nature of his College Certificate to affect his subsequent promotion; para 4 of his letter is in my opinion unanswerable. Educational tests may be very excellent as regards first appointment but they are quite out of place as regards subsequent promotion especially in posts where technical knowledge and experience are of far more value than the power of passing examinations.

9. With regard to para 2

of the S.O. I may say that I have grave doubts as to the wisdom of limiting the privilege of promotion on the Conservancy Establishment to men possessing first class Certificates, but as the whole question of the Organisation of this Establishment is now under consideration it is not necessary to discuss it at present

No 3168 C of 18th October 1894

L. Ev.

6/12

Transferred to the Educational Dept.

L. W.

19/10

DESPATCHED
19 OCT. 94

To The Educational Dept.

2/10

[G. 53]
2,500—9-11-94.

Educational Department.

Read the following ~~paper~~ :—

Endorsement of the Public Works Department dated 18th October 1894 No. 3168 C.

Order dated 22nd November 1894 No. 887.

There is no objection in the Educational Department to the proposal that the promotion of draughtsmen to grades superior to the classes of certificates which they hold should be subject in every case to the Chief Engineer's approval, but the Government considers it important to retain the words "on proof of merit" appearing in rule (2) in paras 1 of G.O. dated 5th October 1894 No. 753 Educational. The wording, as revised, would thus run "on proof of merit to the satisfaction of the Chief Engineer"

No 3168 C
12/10/94

2. As regards the same rules, it is observed that the Chief Engineer has misapprehended the intention of Government in one particular. A man possessing a third class certificate becomes, on promotion to the second grade, a second grade man and as such, would be

be eligible on proof of merit for promotion to the first grade.

3. The objection raised by Col Pennycuick to rule (1) in paragraph 1 of G.O. dated 8th October 1894. No. 753, Educational, is as weighty one, that he seems to assume that meritorious men possessing inferior certificates will generally be available to fill vacancies occurring in the First and Second Grades and that, consequently, men possessing higher certificates will have to enter in the Lower grades. But this, it seems to Government, is not likely to be the case if the restriction of promotion to men of proved worth is strictly enforced.

R-3168
16/10/94

The remedy proposed by the Chief Engineer is a matter for consideration in the Public Works Department. If men possessing first and second class certificates are allowed specially favorable rates of pay when they are employed in grades inferior to the certificates which they hold, the enforcement of the first rule in question will be a matter of little moment.

If, however, pay remains attached to grades, instead of being regulated with reference to the class of certificate held by the employe, it is essential that a better position at the start or more rapid promotion should be secured for men possessing superior certificates.

For the purpose of securing this object and of avoiding the difficulty brought to notice by the Chief Engineer, it appears advisable to relax the first of the rules proposed in the G.O. under reply by substituting the words "shall, as a rule, depend" for the words "shall depend" which appear therein.

4. From paragraph 9 of Col. Pennycuick's letter it would appear that he has overlooked the fact that the privilege of promotion in the Conservancy establishment has recently been extended to men possessing Second Class certificates.

5. If the Chief Engineer sees no objection to the proposals contained in paragraphs 1 and 3 of this order, steps will be taken to amend the Public Service Notification.

(True Extract)

A. Sutherland M.
Under Secretary
for Chief Secretary.

To
The Public Works Department.

ely

[G. 15] No. 9055

Govt. of {18} Madras.

To

The Public Works Department

Recd: 27.11.94

Proceedings, dated 22d November 1894
No. 887

Subject.

Enquiring of the Chief Engineer whether he sees any objection to certain proposals regarding the appointment and promotion of men holding different classes of draughtsman certificates.

No 3706 C dy/ 21-11-94
3168 C dy/ 18-10-94
2777 C dy/ 28-8-94
847 D dy/ 23-8-94
2601 C dy/ 2-8-94
1468 W dy/ 13-6-94
1684 W dy/ 6-7-94
3134 C dy/ 15-10-94

9055

No. 3837 C 30/4/94

WW

I enclose whether the Educational Dept may be informed that the proposals are accepted.

There is still one point which appears to require consideration. If draughtsmen are allowed to draw pay on first appt according to the class of their certificates, regardless of the class of the post in the office to which they may be appointed, such men would probably have to be absorbed on the occurrence of higher vacancies in the office. Thus would come a block in the promotion of men with lower class certificates who have proved by merit their claim to advancement.

It may be observed however that from 1887, only

seven men passed out
of the College with first
class certificates.

Cr
25/11/94

E.D. can be informed
that I have no
objection to the
proposal in para
1 of E.D.'s
letter
=
I don't think the
objection raised by
T.A.N. will often
occur; we are not
bound to pursue the
matter even in
ordinary Stores

Cr

No 38837 Cd/30 November P. W.D.
1894

Memo.

10 Pars

Proceedings dated 22nd Nov. 1894. No 887 Edn.

Note by the Chief
Engr. P.W.Dept.

The undersigned
has no objection to
the proposals in para
1 & 3 of the E.D. above
quoted.

Cr
Engr.
10½

Transferred to
the Educational Dept

Cr
29/11

DESPATCHED
1 DEC. 94

Clerk
29/11/94

To the Educational Dept.

DESPATCHED
1 DEC. 94

Cr

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1874

3/12