Public Works (1897) Department.

G.O., No. 1501 W

DATED 2 June 1897

3/6/97

[Despatch Abstract.]

Local allowance: Pros: Financial Dept recording Revenue Depts Pros: directing the adoption of the method of compensating Officers (both permanent and acting) appointed to exceptionally unhealthy and costly localities by the grants of a —, Comt to Officers of the P.W.D.

260/14

P.W. 23. 1,500—30-11-96.

Fd. 2/6/97

Indexed 3/6

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

GENERAL.
ESTABLISHMENT.

Government {1897} of Madras.

PUBLIC WORKS.

Recd.
Regd. } 1897.
Enclosures
Spare copies

G.O., No. 1501 W., 2nd June 1897.

JUNE.

Local Allowance

Proceedings, Financial Department, recording Revenue Department Proceedings directing the adoption of the method of compensating officers (both permanent and acting) appointed to exceptionally unhealthy and costly localities by the grant of a —, communicated to officers of the Public Works Department.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

READ—the following paper :—

G.O., No. 409, Financial, dated 18th May 1897.

Read—the following G.O., No. 276, Revenue, dated 28th April 1897 :—

Read—again the following G.O., Mis. No. 3488, Revenue, dated 28th August 1896 :—

Read—the following G.O., No. 1227, Judicial, dated 24th July 1896 :—

Read—the following letter from W. O. HORNE, Esq., Acting Agent to the Governor, Vizagapatam District, to the Chief Secretary to Government, dated 20th April 1896, R.C. No. 85 :—

In G.O., No. 1750, dated 17th August 1888, the pay of the head clerk of the Deputy Tahsildar's office, Rayaghada, was raised from Rs. 15 to Rs. 25, but the present incumbent was not given the increase as it is laid down in paragraph 2 of the Government Order that the grant of the higher rate of pay to present incumbents is subject to their having passed the prescribed examinations.

2. Kommajosula Suryanarayana, the present incumbent, who is not a passed candidate, has been head clerk since September 1888 and has discharged his duties satisfactorily. Before coming to this office he held a permanent appointment on Rs. 20 in the Gunupur Amin's office, but he preferred Government service, probably in the expectation that he would get promotion in the usual course notwithstanding he was an unpassed man, as the examination rules have not generally been applied to the Agency tracts. But by the passing of the Government Order above referred to soon after his entertainment, his promotion was barred.

3. As he is reported by two Divisional Officers and all the Deputy Tahsildars since 1888 to be a competent man and has discharged his duties satisfactorily, I recommend that he be allowed to draw the full pay allotted to the post, viz., Rs. 25.

Order—No. 1227, Judicial, dated 24th July 1896.

In G.O., No. 1750, Judicial, dated 17th August 1888, the Government fixed the establishments of the nine Agency Sub-Magistrates in the Vizagapatam district on the marginally-noted scales and ruled that where the pay of an appointment was enhanced in these scales the higher rate of pay should be given to existing incumbents only when they were passed men. In his letter read above, the Agent now recommends that the head clerk of the Rayaghada Deputy Tahsildar's office, an unpassed candidate who held the post when the above orders were received, may be allowed to draw the increased rate of pay sanctioned for the post—Rs. 25—on the ground of his efficiency.

		Rs.
Gunupur and Korapet.	Head clerk	30
	Second clerk	25
	Dufterbund	15
	Sweeper	5
	Total ..	75
Rayaghada, Jeypore, Nowrangapur and Malkangiri.	Head clerk	25
	Second clerk	20
	Dufterbund	12
	Sweeper	5
	Total ..	62
Bissemkatak, Paderu and Pottinghi.	Head clerk	20
	Second clerk	15
	Dufterbund	10
	Sweeper	5
	Total ..	50

2. On reconsideration of the whole subject, His Excellency the Governor in Council is of opinion that the additional allowances to be given to officers posted to stations such as those in the Agencies as compensation for the exceptional unhealthiness of the localities or the costliness of living in them, should take the form of a local allowance rather than an enhancement of substantive pay. The adoption of this course will have the advantage of leaving the pensionary and leave allowances of such officers unaffected.

The Agents to the Governor in Ganjám and Vizagapatam and the Government Agent, Gódávari, will accordingly be requested to submit, through the Accountant-General, proposals, together with the necessary proposition statements, for the revision upon this principle of the Sub-Magistrates' establishments in the Agencies in their respective charges.

(True Extract.)

(Signed) W. FRANCIS,
for Chief Secretary.

Order—Mis. No. 3488, Revenue, dated 28th August 1896.

The question whether the principle enunciated in paragraph 2 of the above order may not be adopted generally will be referred to the Board of Revenue for remarks.

(True Extract.)

(Signed) A. T. ARUNDEL,
Secretary to Government.

Read—again the following G.O., Mis. No. 3936, Revenue, dated 2nd October 1896 :—

Read—the following Proceedings of the Board of Revenue (Separate Revenue), Mis. No. 3862, dated 12th September 1896 :—

Read—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 3862, dated 12th September 1896.

With reference to the Government Order read above, the Board is of opinion that a local allowance is a fair way of dealing with the cases of persons posted to a locality where the cost of living is high but not so in the cases of those who have to reside in an *unhealthy* place. In the latter case, the officers run the risk of being compelled to avail themselves of sick leave, possibly for long periods and having to incur heavy expenditure in connection therewith. It must also be remembered that Government incurs much smaller pensionary liabilities in the case of servants resident in unhealthy localities. The chances of a man earning his pension in the only localities for which special allowances are likely to be granted are remote and those of his living any considerable time to enjoy it are still more so. So far as the Acting Commissioner can remember, there is hardly a pensioner alive at present who has earned his pension in the Vizagapatam Agency. The small addition to pensions which result from the extra allowance for any part of the salary may well be allowed as some small set off for the disadvantage.

(True Copy and Extract.)

(Signed) EDMUND MILLETT,
Assistant Secretary.

Order—Mis. No. 3936, Revenue, dated 2nd October 1896.

Recorded pending receipt of replies from other departments of the Board.

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

Read—again the following G.O., Mis. No. 4915, Revenue, dated 2nd December 1896:—

Read—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 5158, dated 16th November 1896:—

Read—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 5158, dated 16th November 1896.

In the paper read above, Government calls for the Board's report on the advisability of adopting generally the principle enunciated in paragraph 2 of G.O., No 1227, Judicial, dated 24th July 1896, viz.: that the additional allowances to be given to officers posted to stations such as those in the Agencies as compensation for the exceptional unhealthiness of the localities or the costliness of living in them should take the form of a local allowance rather than an enhancement of substantive pay.

2. The appended statement shows that the increased emoluments given to officers of the Land Revenue department posted to stations similar to those in the Agencies have taken the shape of a local allowance except in the case of the Deputy Tahsildars of Kodaikánal and Shevaroy Hills. From paragraphs 1 and 2 of Board's Proceedings, No. 1892, dated 24th June 1885, recorded in G.O., No. 871, Revenue, dated 27th July 1885, and from paragraph 1 of G.O., No. 1089, Revenue, dated 23rd December 1893, it will be seen that the plan hitherto followed in such cases has been to fix the pay of the officers at the rates fairly payable on the plains and to grant the additional emoluments in the form of a local allowance, in view of the fact that an enhancement of pay will affect the leave and the pensionary allowances payable by Government. The grant of enhanced pay on account of the unhealthiness of climate or the costliness of living is inconvenient in another way; for when the permanent incumbent is temporarily transferred to another post or goes on leave, the *locum tenens* gets no adequate compensation for serving in an unhealthy or a costly place. The Board is therefore in favour of continuing the system of local allowances which should be so regulated as to compensate the actual incumbent of the office.

3. The Deputy Tahsildars of Kodaikánal and Shevaroy Hills referred to above are paid Rs. 150 each, while the salary of Deputy Tahsildars on the plains is either Rs. 100 or Rs. 120. The pay of the former officer was originally Rs. 120, but it was raised to Rs. 150 in 1891 in consideration of the increased duties and responsibilities consequent on the constitution of the Upper and Lower Palni Hills into a sub-division (*vide* G.O., No. 405, dated 6th May 1891). The pay of the Deputy Tahsildar of Shevaroy Hills was fixed at Rs. 150 so earlier as 1862, not only in view of the unhealthiness of climate and expense of living on the hills, but also in consideration of the fact that an efficient and responsible officer could not be secured for the place on less than the pay of a Tahsildar of the lowest grade (*vide* G.O., No. 1754, dated 19th August 1862). The Board is of opinion that the special salary attached to these two posts should be left unaffected by the adoption of the principle above alluded to.

(True Extract.)

(Signed) R. C. C. CARR,
Acting Secretary.

ENCLOSURE.

STATEMENT showing the several establishments that are allowed either local allowance or increased rate of pay.

District.	Office.	Ordinary rate of pay.	Special rate of pay.	Local allowance.	Whether on account of unhealthiness of the locality or costliness of living.	Authority.
			RS.	RS.		
Nilgiris ..	Head Assistant Collector's office.	1 Clerk 70		35	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		1 ,, ... 30		15		
		1 ,, ... 20		10		
		2 Peons, each .. 8		8		
		2 ,, ,, .. 7		7		
		1 Masalchi 6		3		
		1 Toti 5		2½		
		9 Total .. 161		80½		
	Deputy Tahsildar, Gudalur.	1 Deputy Tahsildar .. 100		50	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		1 Sheristadar .. 50		25		
		1 Revenue Inspector .. 50		25		
		1 Clerk 30		15		
		1 ,, ... 25		12½		
		1 ,, ... 20		10		
		1 ,, ... 15		7½		
		1 Peon 7		3½		
		3 Peons 18		9		
		1 Masalchi 5		2½		
		12 Total .. 320		160		
Malabar ..	Deputy Collector's office.	1 Clerk 50		25	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		1 ,, ... 30		15		
		2 Clerks 40		20		
		1 Attender 8		4		
		3 Peons 21		10½		
		1 Masalchi 6		3		
		9 Total .. 155		77½		
	Tahsildar, Wynaad.	1 Tahsildar .. 200		50		
		1 Sheristadar .. 60		30		
		2 Clerks 50		25		
		3 ,, ... 60		30		
		3 ,, ... 45		22½		
		1 Shroff 20		10		
		1 Revenue Inspector .. 60		30		
		1 ,, ,, .. 50		25		
		1 ,, ,, .. 40		20		
		21 Peons 126		63		
		1 Duffadar 8		4		
		1 Dufterbund .. 7		3½		
		2 Masalchis .. 10		5		
		39 Total .. 736		318		
	Deputy Tahsildar, Vayitri	1 Deputy Tahsildar .. 100		50		
		1 Sub-Treasurer .. 30		15		
		2 Clerks 40		20		
		1 Shroff 15		7½		
		1 Dufterbund .. 7		3½		
		4 Peons 24		12		
		1 Masalchi 5		2½ (dispensed with).		
		11 Total .. 221		110½		
Coimbatore	Kollegal taluk	Tahsildar 150		50		G.O., No. 1876, dated 12th May 1894.
	Satyamangalam taluk.	2 Revenue Inspectors. 70		20	Unhealthiness of the locality.	G.O., No. 286, dated 10th April 1891.
		1 ,, Inspector.. 40		10		
Madura ..	Kodaikánal Deputy Tahsildar's office.	Deputy Tahsildar .. 120	150	..	On account of increased work in the division.	B.P., No. 118, dated 20th February 1891.
		1 Clerk 20		5	Costliness of living.	G.O., in B.P., No. 289, dated 20th January 1894.
		1 ,, ... 17½		5		
		2 Clerks, each .. 15		10		
		1 Peon 7		2		
		2 Peons, each .. 6		2 each		
		1 Masalchi 5		2		

Statement showing the several establishments that are allowed either local allowance or increased rate of pay—*cont.*

District.	Office.	Ordinary rate of pay.	Special rate of pay.	Local allowance.	Whether on account of unhealthiness of the locality or costliness of living.	Authority.
Salem ..	Shevaroy Hills.	Deputy Tahsildar 100 or 120 Rs.	150	..	The special pay was fixed in consideration of the costliness of living in the hills in view to securing the services of a duly qualified officer.	

Order—Mis. No. 4915, Revenue, dated 2nd December 1896.

Recorded pending receipt of reply from the Board of Revenue (Revenue Settlement).

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

Read—also the following Proceedings of the Board of Revenue (Revenue Settlement, Land Records and Agriculture), Mis. No. 1869, dated 12th March 1897 :—

Read—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 1869, dated 12th March 1897.

With reference to G.O., No. 3488, dated 28th August 1896, the Board in the Settlement Department begs to report that there are a few appointments in the Settlement parties working in Malabar and South Canara, in which the rates of pay have been fixed somewhat higher than the corresponding rates in other parties. Details are given in the appendix.

2. A higher scale of pay was allowed to classifiers in the Malabar party, chiefly because the cost of living and travelling was reported to be higher in Malabar than elsewhere on the plains (*vide* paragraph 8 of Mr. Castlestuart Stuart's letter, dated 3rd August 1889, disposed of in G.O., No. 756, Revenue, dated 5th September 1889). For the same reason, the minimum rate of pay in the establishment of clerks under the Special Settlement-officer and of his supervisor was fixed at Rs. 15 instead of Rs. 14 and Rs. 12 prevailing in other parties (*vide* paragraph 5 of Board's Proceedings, No. 6619, dated 21st November 1893, disposed of in G.O., No. 4658, dated 12th December 1893, and paragraph 5 of Mr. Moberley's letter of 22nd January 1893, disposed of in G.O., No. 927, dated 6th March 1893), and the pay of the peons in this and in the South Canara party was fixed at Rs. 7 instead of Rs 6. It may here be noted, however, that on recommendation made by the Special Settlement-officer the pay of the last two clerks in the Supervisor's office, Malabar party, has recently been reduced to Rs. 14, to allow of unpassed men being employed (*vide* G.O., No. 22, Financial, dated 6th January 1897).

3. The total additional pay granted in the cases referred to above amounts to Rs. 121 per mensem. so that the effect of replacing it by local allowances will be a saving eventually of about Rs. 60 in pension when the present incumbents retire. The Board, however, observes that these higher rates of pay will be continued only so long as the parties work in the two districts, which will be only for a few years more. The Board, therefore, while agreeing in the soundness of the general principle of substituting local allowances for increased pay in cases of the kind, considers that it is

unnecessary and undesirable to apply the principle at present to the appointment referred to in those Proceedings.

(True Extract.)

(Signed) R. V. SRINIVASIAR,
Secretary.

APPENDIX.

Items.	Ordinary Party.	Party No. VI, Malabar.	Party No. II, South Canara.
Office Establishment.	Rs.	Rs.	Rs.
Clerks	3 or 2 on 15 2 on 14	5 on 15	..
Supervisor's Establishment			
Clerks	1 ,, 15 1 ,, 12	2 ,, 14	..
	2 ,, 40	1 ,, 60	..
		1 ,, 45	..
	2 ,, 30	1 ,, 40	..
		1 ,, 35	..
Classifiers	15 ,, 24	6 ,, 30	..
	15 ,, 20	6 ,, 25	..
	..	12 ,, 2	..
	..	6 ,, 15	..
Servants.			
Peons	36 on 6	42 on 7	36 on 7

Order—No. 276, Revenue, dated 28th April 1897.

Miscellaneous.

After a careful consideration of the papers read above, His Excellency the Governor in Council has arrived at the conclusion that the grant of a local allowance is the proper mode of compensating officers (both permanent and acting) appointed to exceptionally unhealthy or costly localities and accordingly resolves to direct that this method be adopted universally in future.

2. The Government sees no reason why any exception should be made in the case of the Deputy Tahsildars of Kodaikánal and Shevaroy Hills. The pay of these appointments will accordingly be fixed at Rs. 120 with a local allowance of Rs. 30 in each case, with effect from the 1st May 1897. The necessary proposition statement should be submitted to Government.

3. No change need be made in the case of the clerks and classifiers at present entertained on the Settlement party in Malabar, nor in the case of the peons of the parties in Malabar and South Canara. In the case of future incumbents, however, the extra pay should be granted in the shape of a local allowance.

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

Order—No. 409, Financial, dated 18th May 1897.

Recorded.

(True Extract.)

(Signed) A. R. KNAPP,
for Chief Secretary.

8 No. 1501 W., 2ND JUNE 1897.

ORDER—No. 1501 W., dated 2nd June 1897.

Communicated to officers of the Public Works Department.

(True Extract.)

Under Secretary to Government.

To the Chief Engineer for Irrigation.
,, the Consulting Engineer for Railways.
,, Superintending Engineers.
,, the Superintending Engineer on Special Duty.
,, the Consulting Architect to Government.
,, the Executive Engineer, Lighthouse Division.
,, the Examiner, Public Works Accounts.

Exd. T. K. Narayana Aiyangar.

Public Works (1897) Department.

CURRENT No. 5132

Telephoned for G.O. (Rev) 15.5.07 No. 276 of 28-4-97 26/5/97

6 P
with lo/at

From The Financial Dept

Order A No: 1501 W d/2.6.97

Communicated to officers of the P. W. Dept

No. 409

Dated 18 5 97

Received 25.5.97

Registered —"—

Enclosures 1

Spare copies

31/5/97

SUBJECT.

According pros of the Rev Dept directing the adoption in future of the method of compensating officers appointed to unhealthy or costly localities by the grant of a local allowance.

Ch. E. for I ✓ D 14/6/97
C. E. for Rys ✓
Supdg Engrs ✓
S. E. on Spl duty
C. A. to Govt ✓
E. E. Lt H. Dn ✓
Exr P.W.A ✓

O.L.S. 159. 12/6

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

Slavery in Rev-Bd 163-L-R.

not Reedy. 5-6-97 76.

8-6-97

Government {1897} of Madras.

REVENUE.

Recd. } 1897. *Enclosures*

Regd. *Spare copies*

G.O., No. 276, 28th April 1897.

APRIL.

Local Allowance.

Directing the adoption in future of the method of compensating officers appointed to unhealthy or costly localities by the grant of a — and the submission of the necessary proposition statement fixing the pay of the Deputy Tahsildars of Kodaikánal and Shevaroys at Rs. 120 with a local allowance of Rs. 30 and stating that no change need be made in the case of certain establishments at present employed in Malabar and South Canara in the Settlement Department.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

Read—again the following G.O., Mis. No. 3488, Revenue, dated 28th August 1896:—

Read—also the following G.O., No. 1227, Judicial, dated 24th July 1896:—

Read—the following letter from W. O. HORNE, Esq., Acting Agent to the Governor, Vizagapatam District, to the Chief Secretary to Government, dated 20th April 1896, R.C. No. 85:—

In G.O., No. 1750, dated 17th August 1888, the pay of the head clerk of the Deputy Tahsildar's office, Rayaghada, was raised from Rs. 15 to Rs. 25, but the present incumbent was not given the increase as it is laid down in paragraph 2 of the Government Order that the grant of the higher rate of pay to present incumbents is subject to their having passed the prescribed examinations.

2. Kommajosula Suryanarayana, the present incumbent, who is not a passed candidate, has been head clerk since September 1888 and has discharged his duties satisfactorily. Before coming to this office he held a permanent appointment on Rs. 20 in the Gunupur Amin's office, but he preferred Government service probably in the expectation that he would get promotion in the usual course notwithstanding he was an unpassed man, as the examination rules have not generally been applied to the Agency tracts. But by the passing of the Government Order above referred to soon after his entertainment, his promotion was barred.

3. As he is reported by two Divisional Officers and all the Deputy Tahsildars since 1888 to be a competent man and has discharged his duties satisfactorily, I recommend that he be allowed to draw the full pay allotted to the post, viz., Rs. 25.

Order—No. 1227, Judicial, dated 24th July 1896.

In G.O., No. 1750, Judicial, dated 17th August 1888, the Government fixed the establishments of the nine Agency Sub-Magistrates in the Vizagapatam district on the marginally-noted scales and rules that where the pay of an appointment was enhanced in these scales the higher rate of pay should be given to existing incumbents only when they were passed men. In his letter read above, the Agent now recommends that the head clerk of the Rayaghada Deputy Tahsildar's office, an unpassed candidate who held the post when the above orders were received, may be allowed to draw the increased rate of pay sanctioned for the post—Rs. 25— on the ground of his efficiency.

		Rs.
Gunupur and Korapet.	Head clerk	30
	Second clerk	25
	Dufterband	15
	Sweeper	5
	Total	75
Rayaghada, Jeypore, Nowrangapur and Malkangiri.	Head clerk	25
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	Total	62
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	Second clerk	15
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2. On reconsideration of the whole subject, His Excellency the Governor in Council is of opinion that the additional allowances to be given to officers posted to

stations such as those in the Agencies as compensation for the exceptional unhealthiness of the localities or the costliness of living in them, should take the form of a local allowance rather than an enhancement of substantive pay. The adoption of this course will have the advantage of leaving the pensionary and leave allowances of such officers unaffected.

The Agents to the Governor in Ganjám and Vizagapatam and the Government Agent, Gódávari, will accordingly be requested to submit, through the Accountant-General, proposals, together with the necessary proposition statements, for the revision upon this principle of the Sub-Magistrates' establishments in the Agencies in their respective charges.

(True Extract.)

(Signed) W. FRANCIS,
for *Chief Secretary*.

To the Agent to the Governor, Vizagapatam.
" Agent to the Governor, Ganjám.
" Government Agent, Gódávari.
" Revenue Department, with copy of Honourable Member's notes.
" Financial Department.
" Accountant-General.

Order—Mis. No. 3488, Revenue, dated 28th August 1896.

The question whether the principle enunciated in paragraph 2 of the above order may not be adopted generally will be referred to the Board of Revenue for remarks.

(True Extract.)

(Signed) A. T. ARUNDEL,
Secretary to Government.

To the Board of Revenue (Land Revenue).
" " " (Revenue Settlement, Land Records and Agriculture).
" " " (Separate Revenue).

Read—again the following G.O., Mis. No. 3936, Revenue, dated 2nd October 1896:—

Read—the following Proceedings of the Board of Revenue (Separate Revenue), Mis. No. 3862, dated 12th September 1896:—

Read—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 3862, dated 12th September 1896.

With reference to the Government Order read above, the Board is of opinion that a local allowance is a fair way of dealing with the cases of persons posted to a locality where the cost of living is high but not so in the cases of those who have to reside in an *unhealthy* place. In the latter case, the officers run the risk of being compelled to avail themselves of sick leave, possibly for long periods and having to incur heavy expenditure in connection therewith. It must also be remembered that Government incurs much smaller pensionary liabilities in the case of servants resident in unhealthy localities. The chances of a man earning his pension in the only localities for which special allowances are likely to be granted are remote and those of his living any considerable time to enjoy it are still more so. So far as the Acting Commissioner can remember there is hardly a pensioner alive at present who has earned his pension in the Vizagapatam Agency. The small addition to pensions which result from the extra allowance for any part of the salary may well be allowed as some small set off for the disadvantage.

(True Copy and Extract.)

(Signed) EDMUND MILLETT,
Assistant Secretary.

To the Secretary to Government, Revenue Department.

Order—Mis. No. 3936, Revenue, dated 2nd October 1896.

Recorded pending receipt of replies from other departments of the Board.

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

Read—again the following G.O., Mis. No. 4915, Revenue, dated 2nd December 1896 :—

Read—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 5158, dated 16th November 1896 :—

Read—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 5158, dated 16th November 1896.

In the paper read above, Government calls for the Board's report on the advisability of adopting generally the principle enunciated in paragraph 2 of G.O., No. 1227, Judicial, dated 24th July 1896 (viz.), that the additional allowances to be given to officers posted to stations such as those in the agencies as compensation for the exceptional unhealthiness of the localities or the costliness of living in them should take the form of a local allowance rather than an enhancement of substantive pay.

2. The appended statement shows that the increased emoluments given to officers of the Land Revenue department posted to stations similar to those in the agencies have taken the shape of a local allowance except in the case of the Deputy Tahsildars of Kodaikánal and Shevaroy Hills. From paragraphs 1 and 2 of Board's Proceedings, No. 1892, dated 24th June 1885, recorded in G.O., No. 871, Revenue, dated 27th July 1885, and from paragraph 1 of G.O., No. 1089, Revenue, dated 23rd December 1893, it will be seen that the plan hitherto followed in such cases has been to fix the pay of the officers at the rates fairly payable on the plains and to grant the additional emoluments in the form of a local allowance, in view of the fact that an enhancement of pay will affect the leave and the pensionary allowances payable by Government. The grant of enhanced pay on account of the unhealthiness of climate or the costliness of living is inconvenient in another way; for when the permanent incumbent is temporarily transferred to another post or goes on leave, the *locum tenens* gets no adequate compensation for serving in an unhealthy or a costly place. The Board is therefore in favour of continuing the system of local allowances which should be so regulated as to compensate the actual incumbent of the office.

3. The Deputy Tahsildars of Kodaikánal and Shevaroy Hills referred to above are paid Rs. 150 each, while the salary of Deputy Tahsildars on the plains is either Rs. 100 or Rs. 120. The pay of the former officer was originally Rs. 120, but it was raised to Rs. 150 in 1891 in consideration of the increased duties and responsibilities consequent on the constitution of the Upper and Lower Palni Hills into a sub-division (*vide* G.O., No. 405, dated 6th May 1891). The pay of the Deputy Tahsildar of Shevaroy Hills was fixed at Rs. 150 so earlier as 1862 not only in view of the unhealthiness of climate and expense of living on the hills, but also in consideration of the fact that an efficient and responsible officer could not be secured for the place on less than the pay of a Tahsildar of the lowest grade (*vide* G.O., No. 1754, dated 19th August 1862). The Board is of opinion that the special salary attached to these two posts should be left unaffected by the adoption of the principle above alluded to.

(True Extract.)

(Signed) R. C. C. CARR,
Acting Secretary.

To the Secretary to Government, Revenue Department,
with a copy of the statement.

Enclosure.

Statement showing the several establishments that are allowed either local allowance or increased rate of pay.

District.	Office.	Ordinary rate of pay.	Special rate of pay.	Local allowance.	Whether on account of unhealthiness of the locality or costliness of living.	Authority.
		Rs.		Rs.		
Nilgiris ..	Head Assistant Collector's office.	1 Clerk 70		35	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		1 ,, ... 30		15		
		1 ,, ... 20		10		
		2 Peons, each 8		8		
		2 ,, ,, ... 7		7		
		1 Masalchi 6		3		
		1 Toti 5		2½		
		9 Total .. 161		80½		
Nilgiris—*cont.*	Deputy Tahsildar, Gudalur.	1 Deputy Tahsildar .. 100		50	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		1 Sheristadar 50		25		
		1 Revenue Inspector .. 50		25		
		1 Clerk 30		15		
		1 ,, ... 25		12½		
		1 ,, ... 20		10		
		1 ,, ... 15		7½		
		1 Peon 7		3½		
		3 Peons 18		9		
		1 Masalchi 5		2½		
		12 Total .. 320		160		
Malabar ..	Deputy Collector's office.	1 Clerk 50		25	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		1 ,, ... 30		15		
		2 Clerks 40		20		
		1 Attender 8		4		
		3 Peons 21		10½		
		1 Masalchi 6		3		
		9 Total .. 155		77½		
	Tahsildar, Wynaad.	1 Tahsildar 200		50		
		1 Sheristadar 60		30		
		2 Clerks 50		25		
		3 ,, ... 60		30		
		3 ,, ... 45		22½		
		1 Shroff 20		10		
		1 Revenue Inspector .. 60		30		
		1 ,, ,, .. 50		25		
		1 ,, ,, .. 40		20		
		21 Peons 126		63		
		1 Duffadar 8		4		
		1 Dufterbund 7		3½		
		2 Masalchis 10		5		
		39 Total .. 736		318		
	Deputy Tahsildar, Vayitri	1 Deputy Tahsildar .. 100		50		
		1 Sub-Treasurer .. 30		15		
		2 Clerks 40		20		
		1 Shroff 15		7½		
		1 Dufterbund .. 7		3½		
		4 Peons 24		12		
		1 Masalchi 5		2½ (dispensed with).		
		11 Total .. 221		110½		
Coimbatore	Kollegal taluk	Tahsildar 150		50		G.O., No. 1876, dated 12th May 1894.
	Satyamangalam taluk.	2 Revenue Inspectors .. 70		20	Unhealthiness of the locality.	G.O., No. 286, dated 10th April 1891.
		1 ,, Inspector .. 40		10		
Madura ..	Kodaikánal Deputy Tahsildar's office.	Deputy Tahsildar .. 120	150	..	On account of increased work in the division.	B.P., No. 118, dated 20th February 1891.
		1 Clerk 20		5		
		1 ,, ... 17½		5		
		2 Clerks, each 15		10	Costliness of living.	G.O., in B.P., No. 289, dated 20th January 1894.
		1 Peon 7		2		
		2 Peons, each 6		2 each		
		1 Masalchi 5		2		

Statement showing the several establishments that are allowed either local allowance or increased rate of pay—*cont.*

District.	Office.	Ordinary rate of pay.	Special rate of pay.	Local allowance.	Whether on account of unhealthiness of the locality or costliness of living.	Authority.
Salem ..	Shevaroy Hills..	Deputy Tahsildar 100 or 120 Rs.	150	..	The special pay was fixed in consideration of the costliness of living in the hills in view to securing the services of a duly qualified officer.	

Order—Mis. No. 4915, Revenue, dated 2nd December 1896.

Recorded pending receipt of reply from the Board of Revenue (Revenue Settlement).

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

Read—the following Proceedings of the Board of Revenue (Revenue Settlement, Land Records and Agriculture) Mis. No. 1869, dated 12th March 1897:—

Raed—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 1869, dated 12th March 1897.

With reference to G.O., No. 3488, dated 28th August 1896, the Board in the Settlement Department begs to report that there are a few appointments in the Settlement parties working in Malabar and South Canara, in which the rates of pay have been fixed somewhat higher than the corresponding rates in other parties. Details are given in the appendix.

2. A higher scale of pay was allowed to classifiers in the Malabar party, chiefly because the cost of living and travelling was reported to be higher in Malabar than elsewhere on the plains (*vide* paragaph 8 of Mr. Castlestuart Stuart's letter, dated 3rd August 1889, disposed of in G.O., No. 756, Revenue, dated 5th September 1889). For the same reason, the minimum rate of pay in the establishment of clerks under the Special Settlement-officer and of his supervisor was fixed at Rs. 15 instead of Rs. 14 and Rs. 12 prevailing in other parties (*vide* paragraph 5 of Board's Proceedings, No. 6619, dated 21st November 1893, disposed of in G.O., No. 4658, dated 12th December 1893, and paragraph 5 of Mr. Moberley's letter of 22nd January 1893, disposed of in G.O., No. 927, dated 6th March 1893), and the pay of the peons in this and in the South Canara party was fixed at Rs. 7 instead of Rs. 6. It may here be noted, however, that on recommendation made by the Special Settlement-officer the pay of the last two clerks in the Supervisor's office, Malabar party, has recently been reduced to Rs. 14, to allow of unpassed men being employed—*vide* G.O., No. 22, Financial, dated 6th January 1897.

3. The total additional pay granted in the cases referred to above amounts to Rs. 121 per mensem, so that the effect of replacing it by local allowances will be a saving eventually of about Rs. 60 in pension when the present incumbents retire. The Board, however, observes that these higher rates of pay will be continued only so long as the parties work in the two districts, which will be only for a few years more. The Board, therefore, while agreeing in the soundness of the general principle of substituting local allowances for increased pay in cases of the kind, considers that it is

unnecessary and undesirable to apply the principle at present to the appointment referred to in those Proceedings.

(True Extract.)

(Signed) R. V. SRINIVASIAR,
Secretary.

To the Secretary to Government, Revenue Department, with appendix.

APPENDIX.

Items.	Ordinary Party.	Party No. VI, Malabar.	Party No. II, South Canara.
Office Establishment.	Rs.	Rs.	Rs.
Clerks	3 or 2 on 15 2 on 14	5 on 15	..
Supervisor's Establishment.			
Clerks	1 „ 15 1 „ 12	2 „ 14	..
Classifiers	2 „ 40	1 „ 60 1 „ 45	.. ..
	2 „ 30	1 „ 40 1 „ 35	.. ..
	15 „ 24	6 „ 30	..
	15 „ 20	6 „ 25	..
	..	12 „ 20	..
	..	6 „ 15	..
Servants.			
Peons	36 „ 6	42 „ 7	36 on 7

Order—No. 276, Revenue, dated 28th April 1897.

Miscellaneous.

After a careful consideration of the papers read above, His Excellency the Governor in Council has arrived at the conclusion that the grant of a local allowance is the proper mode of compensating officers (both permanent and acting) appointed to exceptionally unhealthy or costly localities and accordingly resolves to direct that this method be adopted universally in future.

2. The Government sees no reason why any exception should be made in the case of the Deputy Tahsildars of Kodaikánal and Shevaroy Hills. The pay of these appointments will accordingly be fixed at Rs. 120 with a local allowance of Rs. 30 in each case with effect from the 1st May 1897. The necessary proposition statement should be submitted to Government.

3. No change need be made in the case of the clerks and classifiers at present entertained on the Settlement Party in Malabar, nor in the case of the peons of the parties in Malabar and South Canara. In the case of future incumbents, however, the extra pay should be granted in the shape of a local allowance.

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

To the Board of Revenue (Land Revenue).
„ the „ (Revenue Settlement Land Records and Agriculture).
„ the „ (Separate Revenue).
„ the Financial Department.
„ the Accountant-General.

Exd. Shaik Karim.

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590—6-3-96.

CHIEF SECRETARIAT. MADRAS.

5P

FINANCIAL DEPARTMENT.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

Read the following paper :—

*Copy attached Proceedings of the Revenues Department, No. 276, dated 28th April 1897.

ORDER, No. 409, dated 18th May 1897.

Recorded.

(True Extract.)

for Chief Secretary.

To the ~~Accountant General,~~
"Public Works Department.

20-5-97.

[F. 10]

Govt. of {189 } Madras.

FINANCIAL.

To

THE ACCOUNTANT-GENERAL.

Dated
Recd.
Encl

G.O., R. No. , 189 .

SUBJECT.

Recording proceedings of the _____ Department regarding _____