Public Works (1898) Department.

G.O., No. 130-312

DATED 18 January 1898.

Despatch Abstract.

Lower Subordinates of the Lighthouse Dept: Formally approving the proposal as regards the grant of a deputation allowance of one fifth Salary to the — [illegible] and requesting that Govt of India be requested to give a General sanction to the grant of the deputation allowance to all lower subordinates who are, or who may be, in future, attached to the division

Lower Subordinates of the Lighthouse Dept; Recommending the grant of a deputation allowance of one fifth Salary to the — with effect from the date on which they first left the divisional headquarters to proceed to the site of the works and desiring that a General sanction may be given to the grant of the allowance to all lower subordinates for duty in the division.

E 18.1.98

Indexed

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 {1898} of Madras.

PUBLIC WORKS.

Recd. } 1898. *Enclosures*

Regd. } *Spare copies*

G.O., No. 130 W., 18th January 1898.

JANUARY.

Upper Subordinates of the Light-house Division

Formally approving the proposal as regards the grant of a deputation allowance of one-fifth salary to the — and directing, with remarks, that the Government of India be requested to give a general sanction to the grant of the deputation allowance to all upper subordinates who are, or who may be in future, attached to the division.

1,000—22-4-97.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

Read—the following paper:—

From F. W. ASHPITEL, Esq., Superintendent of Works, Light-house division, Madras, to the Chief Engineer, Public Works Department, dated 23rd October 1897, No. 691.

A reference to G.O., No. 2156 W., dated 27th July 1896, will show that, when the Light-house division was formed, it was intended that subordinates should draw a deputation or other allowance to compensate them for the out-of-the-way places in which they have to live, for the extra expense they are put to in obtaining supplies, and, in the case of married men, for the cost of maintenance of a double establishment. I would point out that, anywhere else than in India, a much more highly-paid establishment would be employed than that which has been placed under my orders; but I have no hesitation in saying that I am perfectly satisfied with the men who have been given me, provided they are not discontented. It is human nature to be dissatisfied, if you find that, by going out into the jungle to live a life of discomfort, separated from your family and faced with a large increase in household expenditure and cost of living, you draw less pay and allowances that you would in an office in Madras with less responsibility and anxiety than work in the Light-house division entails. In addition to this, the policy of passing large sums of money through the hands of men who are not contented with their lot does not commend itself in any way.

2. I have the honour, therefore, to request that you will be pleased to obtain the sanction of Government either to the grant of an allowance similar to that passed to subordinates and clerks employed on the Periyár project or will give a temporary step of promotion to all subordinates employed in this division.

3. I believe that it is not necessary for me to describe to you a mud swamp at the mouth of the Kistna river, nor to impress on you how undesirable such a spot is as a residence. I also need not detail to you the disadvantages of living at Manapaud and other similar isolated stations.

Order—No. 130 W., dated 18th January 1898.

In his letter, No. 691, dated 23rd October 1897, read above, the Superintendent of Works, Light-house division, recommends that the upper subordinates attached to his division be granted an allowance similar to that passed to subordinates employed on the Periyár project or that they be given a temporary step of promotion. Mr. Ashpitel's original proposal, in his letter of the 3rd June 1896, printed with G.O., No. 2156 W., dated 27th July 1896, was that the subordinates employed on light-house construction should be granted a deputation allowance of one-fifth their pay, and that, in return, each man would have to engage not to take furlough for a ter[m] of years. This proposal was accepted, by implication, in G.O., No. 2156 W., date[d] 27th July 1896; for in paragraph 5 it was stated that "the officers and subordinates selected for this duty will be expected to devote continuous attention to it, and will thus not be liable to transfer, and save sick leave if necessary, will be granted no leave of any kind during the continuance of the work."

2. His Excellency the Governor in Council now formally approves the proposal as regards the grant of a deputation allowance of one-fifth salary to the upper subordinates in question; but as the scheme of light-house construction and improvement has been organized as a regular Public Works division, and it cannot, therefore, be said that the duty is one for the performance of which there is no permanently or temporarily sanctioned appointment, the case does not exactly fall within the provisions of articles 94 to 99, Civil Service Regulations. Conductor C. Smith, Sub-Engineer, 2nd grade, moreover, is in receipt of more than Rs. 250 per mensem, and the grant to him of any extra remuneration must, in any case, be referred to the Government of India. That Government will, therefore, be requested to give a general sanction to the grant of deputation allowance to all upper subordinates who are, or who may be in future, attached to the division.

3. As regards travelling allowance, when upper subordinates of the division fall into the charge of more works than one, they will be exempted from the operation of article 1159, Civil Service Regulations, subject to the condition that they will have fixed head-quarters at which they will not draw travelling allowance at all.

[Here enter No. 131 W., dated 18th January 1898.]

(True Extract.)

(Signed) W. B. DEWINTON,
Ag. Secretary to Government.

To the Superintendent of Works, Light-house division.
" Examiner, Public Works Accounts.

Exd. T. K. Narayana Aiyangar.

1,000—22-1-98.

GENERAL.
ESTABLISHMENT.

Government {1898} of Madras.

PUBLIC WORKS.

Recd. } 1898. *Enclosures*
Regd. } *Spare copies*

Letter, No. 131 W., 18th January 1898.

JANUARY.

Upper Subordinates of the Light-house Division

Recommending the grant of a deputation allowance of one-fifth salary to the — with effect from the date on which they first left the divisional head-quarters to proceed to the site of the works, and desiring that a general sanction may be given to the grant of the allowance to all upper subordinates posted for duty in the division.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

LETTER—from

W. B. DEWINTON, ESQ.,

Acting Secretary to the Government of Madras,

Public Works Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

PUBLIC WORKS DEPARTMENT.

SIR,

In the papers printed with the Proceedings of this Government, No. 2156 W., dated 27th July 1896 (copy attached), the arrangements proposed for the construction of new light-houses and the improvement of the existing structures in this Presidency were discussed. It was originally proposed that the Executive Engineer in charge of the operations and his subordinates should be attached to the Marine Department, and that the staff should be kept on, as far as possible, continuously, so that the skilled supervision which would thus become available might be moved from one work to another until the completion of the entire scheme. To this end, it was ordered that during the continuance of the work, no leave, save sick leave if necessary, would be granted to the officers and subordinates employed on it. To compensate the upper subordinates for this deprivation of leave, and for having to live at the sites of the works in out-of-the-way places, it was proposed that they should be granted a deputation allowance of one-fifth their salaries, and if their services had been temporarily transferred to the Marine Department, as originally proposed, such allowance would have been admissible under articles 94 and 98, Civil Service Regulations. Since then, however, the scheme has been organized as a regular Public Works division, and the case does not, therefore, exactly fall under article 94, but the conditions under which the staff are expected to work remain the same, viz.: they will remain continuously in the division without any leave, save sick leave; they will live at the sites of the towers, and will be moved from one work to another until the completion of the programme. The Executive Engineer of this division, Mr. F. W. Ashpitel, has been granted the status and local allowance of a Superintendent of Works in accordance with the original intention, and now that estimates for two light-houses (at False Point Divi and Manapaud) have been sanctioned, and work has been commenced, the question of the grant of deputation allowance to the upper subordinates of the division has come up for definite decision. The Superintendent of Works strongly recommends the grant of the allowance, on the ground that it is absolutely necessary for the economical and efficient performance of his special work, that he should have selected an European establishment, who would volunteer for the duty and remain on it contentedly, notwithstanding that it is more irksome than ordinary public works duty; that the men must live on the sites of the works in out-of-the-way places near malarious swamps where all supplies are most difficult to obtain; and that they will

be put to extra expense in maintaining their families elsewhere. It is also pointed out that the upper subordinates at present employed volunteered for the work under the distinct impression that, in return for the restrictions—no leave—and the special nature of the work, they were to receive some increase of pay. His Excellency the Governor in Council admits the force of these arguments and recommends the grant of the allowance with effect from the date on which the upper subordinates first left Madras, the divisional head-quarters, to proceed to the site of the works to which they have been posted.

2. The two upper subordinates immediately concerned are Conductor C. Smith, Sub-Engineer, 2nd grade, and Mr. C. J. W. Plummer, Overseer, 1st grade. The emoluments of the latter, including deputation allowance, would be less than Rs. 250 per mensem, and if the case fell clearly within article 94, Civil Service Regulations, the allowance might be granted by this Government under articles 95 and 98. Conductor Smith, however, draws more than Rs. 250 per mensem, and his case would, in any circumstances, require reference to the Government of India. As the work extends, it is probable that one more Supervisor or Sub-Engineer will be attached to the division, and this Government desires that a general sanction may be given to the grant of the allowance to all upper subordinates posted for duty in the division, the total number being three or four at the most.

3. The clerical and menial establishments of the division are all temporary, and their pay has been fixed with reference to the special nature of the work.

I have the honour to be,
Sir,
Your most obedient servant,

(Signed) W. B. DEWINTON,
Ag. Secretary to Government.

FORT ST. GEORGE,
18th January 1898.

Exd. T. K. Narayana Aiyangar.

Public Works (1897) Department

CURRENT No. 10732

Order

From The Superintendent of Works, Lighthouse Division

No. 691

Dated 23rd October 1897

Received 28-10-97

Enclosures

Spare copies

SUBJECT.

Requesting to obtain the sanction of Government either to the grant of an extra allowance or a temporary step of promotion to all subordinate and Clerks employed in the Light house Division.

BACK PAPERS.

G.O.	No.	Department.	Date.
	133W	P/16-1-97	✓
	4120C	-14-11-96	✓
	3848C	-2-11-96	✓
	2156W	-27-7-96	✓
	245 Marine	-8-4-96	✓
	861W	-22-3-85	✓
	3152-3W	-8-10-88	✓
	2180W	-18-7-88	✓
	2834-5W	-22-10-87	✓

FURTHER PAPERS.

G.O.	No.	Department.	Date.

No. 691 Dated 23rd October 1897.

From

F. W. ASHPITEL, Esq.,

~~Executive Engineer,~~
Superintendent of Works
Light-house Division,

Madras. 18

To

The Chief Engineer,

Public works Department

Sir,

A reference to Government order No 2156W dated 27th July 1897 will show that when the Lighthouse Division was formed it was intended that subordinates should draw a deputation or other allowance to compensate them for the out of the way places in which they have to live, for the extra expense they are put to in obtaining supplies, and, in the case of married men, for the cost of maintenance of a double establishment. I would point out that, anywhere else than in India, a much more highly paid establishment would be employed than that which has been placed under my orders but I have

no

no hesitation in saying that I am perfectly satisfied with the men who have been given me provided they are not discontented. It is human nature to be dissatisfied if you find that, by going out into the jungle to live a life of discomfort, separated from your family and faced with a large increase in household expenditure and cost of living, you draw less pay and allowances that you would in an office in Madras with less responsibility and anxiety than work in the Lighthouse division entails. In addition to this the policy of passing large sums of money through the hands of men who are not contented with their lot does not commend itself in any way.

(2) I have the honor, therefore, to request that you will be pleased to obtain the sanction of Government either to the grant of an allowance similar to that passed

to

+ See appendix T, vol I pro code

to subordinates, + clerks employed on the Periyar Project or will give a temporary step of promotion to all subordinates employed in this division.

(3) I believe that it is not necessary for me to describe to you a mud swamp at the mouth of the Kistna river nor to impress on you how undesirable such a spot is as a residence. I also need not detail to you the disadvantages of living at Manapand and other similar isolated stations.

I have the honor to be,
Sir,
your most obed.t servant,

W. Hackett
Superintendent of works
Light House Div.n

Statement showing the establishment employed in the Lighthouse Division

Office	No	Particulars	Rate of Salary	Amount	Total	
			Rs	Rs	Rs	
	x	Upper Subordinates.				
	1	Sub-Engineer 2nd grade	300	300		In charge of No I Sub-Division
	1	Overseer 1st grade	100	100	400	— Do — No II — do —
		Office Establishment Division office				Note – the office having a clerk on salary can be compared with that of a 3d class Surg – In a 3d class Surg, the head clerk gets Rs 50-60 & the 2d clerk Rs 30-40 – Here the one clerk gets Rs 40, which is the maximum pay of a 2d clerk – In a 3d class Surg, the first draftsman gets Rs 35-50, & a 2d Rs 20-30 – any assistant would be a 2d draftsman on Rs 100, & a 2d draftsman on Rs 20. At present Trainees are paid from Rs 12 to Rs 15.
	1	Clerk	40	40		
	1	Draftsman	100	100		
	1	Do	25	25		
	1	Tracer	15	15	180	
		Petty Establishment Division office				
	3	Peons	9	27		against Rs 7 per mo. each for ordinary divisional office peons.
	2	Do	8	16		— do — 6 — do — do —
	1	Scavenger	1	1	44	
Lighthouse Division		Office Establishment for No I Sub Dv				
	1	Clerk	30	30	30	ordinary sub divisional office clerks get Rs 20-30. Here they receive the maximum pay = 0
		Petty Establishment for No I Sub. Dv				
	1	Peon	8	8	8	against Rs 6 in ordinary sub divisions –
		Office Establishment for No II Sub Dv				
	1	Clerk	30	30	30	
		Petty Establishment for No II Sub Dv				
	1	Peon	8	8	8	
		Grand Total			700	

Draft 8/11/97

F. W. DEPARTMENT.

[43 / 509]

C. No. 10732

HIS EXCELLENCY THE GOVERNOR. ✓
THE HON'BLE SIR HENRY BLISS, K.C.I.E. ✓
THE HON'BLE MR. GROSE, C.I.E.

SUBJECT.

FOR ORDERS.

Hag. B.

Submitted for orders of Government.

In Para 4 of Mr. Ashpitel's letter dated 3rd June 1896, printed at page 30 fp. no: 2156 W of 27th July 1896, it is stated that "The Statements (of Cost of Establishment) have been prepared on the assumption that those who are employed on this duty will receive the pay and allowances which they would have received in the P.W.D., and in addition, a deputation allowance of their pay in accordance with Civil Service Regulations Article 98. In return each man will have to engage not to

take furlough for a term of years"

2. In the G.O. which followed it is evidently intended to accept these proposals, because in Para 4 Mr Ashpitel is promised the position (since granted) of a Superintendent of Works, And in Para 5 it is said that no leave of any kind, save Sick leave if necessary, will be granted to the officers & upper Subordinates Selected for this duty, during its Continuance.

3. Mr. Ashpitel has, as above Stated, received the position of Superintendent of Works & the Clerks, peons &c in the Light House Division are all in receipt of higher pay than usual to Compensate them for local disadvantages. The only men who have received nothing in return for the above restrictions on their leave, & to Compensate them for the additional Expenses to which they are put, are the upper Subordinates attached to the Division.

Does this mean that clerks, peons &c employed in Madras generally get the smallest pay? If so, I cannot see the smallest justification for it—

HS

4. It is quite certain that they volunteered for this Special work under the impression that they would receive Extra Allowances, & it is also certain that these allowances are really necessary to Compensate them for having to live near Malarious Swamps where all Supplies are most difficult to obtain, and to maintain a dual Establishment.

5. The Grant of a deputation allowance of ½ of their pay to all upper Subordinates of the

Light House Division is therefore strongly recommended, to date from their first departure from Madras. It is also recommended that they should be allowed to draw travelling Allowance under Article 1159 of the Civil Service Regulations as amended by S.R. &, for halts of longer duration than 10 days.

11.11.97

W

I think the recommendations made (2) in this paper should be accepted.

A.S.H
13.11.97

(1) I suggest that such cases should be treated on the merits — A man sent to & kept at Talse Point for a month or two of dep= all= to a man at Mangalore perhaps another. But suppose a man employed at Mangalore — why should he get anything special? This an excellent station in every way.

(3) As to T.A., I don't understand how these men can need a third class ticket at all, except to the stations at which posted. What is the object of the proposed concession?

BS
15/11/97

P.W. Department.

Note for the Hon'ble Member.

With reference to the Hon. Member's remarks on this office Note for Orders of the 11th Instant, it is submitted that

(1). Government has made the service special by placing unwonted restrictions on the leave of those employed on it. It is surely impossible that Government should have intended that there was to be no concession in return for this restriction.

(2) Government has virtually promised a deputation allowance in accordance with C.S.R. No. 98 by sanctioning G.O. No. 2156 W of 27th July 1896, vide para 1 of Note of 11th Instant.

(3) The allowance is proposed partly as a reward for this restriction, partly to compensate the men for having to live in very out-of-the-way, expensive, and sometimes unhealthy, localities, and for having to maintain a dual establishment.

(4) For the above reasons a varying deputation allowance would, it is thought, be unfair to the men, and difficult to regulate in practice. Mangalore may be an excellent station when you get there, but it is very far distant from the Head Quarters

The Sec: seems to forget that no officer has a right to leave of any kind & that the grant of leave is entirely a matter for the convenience of Govt. BS

I cannot find that attention was drawn to the point in any of the notes in that G.O. — It certainly should have been if it was intended to adopt Mr. Architect's suggestion
BS

Quite so — This is what I said — Allce should depend on the nature of the place where the man is employed. Just as for a place like Mangalore, he won't have to live in an out of the way, expensive or unhealthy locality & so maintain two establishments. Why should he get extra pay? I can't see BS

Yes 8/11

Then the man'd draw more T.A.
BS

P.E. 12-11-97 R 20-11-97.

Quarters of the Division, Madras, and the men, while there, would almost certainly have to maintain a dual establishment.

What has this to do with it?

Why? Does any other officer stationed at such a place do so? I never heard of such a thing.

WS

2. The concession with regard to travelling allowance is proposed for the same reason that it is given to surveyors and others, to compensate the men for having to live constantly in camp, in tents, and for the expenses attendant thereon. If they have not to move camp during the month a fixed allowance of say half the full amount of travelling allowance for the month might equitably meet the case. The case is considered one to which Art. 1159 of C.S.R. is applicable.

(5)

But why should they do so? I presume the first thing to be done at lighthouse sites which are away from towns will be to run up cheap quarters for the men, as Railway admrs always do. The men won't go for a tamper, have to move camp to all

WS

A.S.H. 14.12.97

3. As regards the extra pay to clerks and peons, it is pointed out that the men are on the temporary establishment, and have been engaged specially for the work. It will be seen from the remarks on the accompanying statement of establishment that with the exception of the senior draftsman and the peons, the remainder only get the maximum pay of the corresponding grades in a 3rd Class Division. The senior draftsman draws Rs. 100 because Mr. Ashpitel asked for a man with special qualifications for his work, and one was not available for less.

I can't see the bearing of this remark

WS

& very good rates they are for ordinary clerks &c

WS

The peons are given extra pay because they are required to travel with the Superintendent of Works and his upper subordinates. It is therefore considered that the rates of pay are all justifiable.

The rules of the C.S.R. cover or can be made to cover the case. I don't see how or why peons attached

& the upper subordinates, should be stationary, will have to travel at all

WS
25/12/97

Ex'd
M

W. 24.12.97

Telegram

Public Works (1897) Department.

CURRENT No. 120824

From The Superintendent Lighthouse Dept.

Order

Lie over.

No.

Dated 6th December 1897

Received 6.12.97

Enclosures

Spare copies

SUBJECT.

Requesting to defer question of deputation allowance to subordinates until his return.

P. W. 29.
1,000—22-1-97.

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

W.Mels
13-12-97

Note for the Chief Engineer P.W.D.

In my letter No. 691 dated 23rd October 1897 I did not give my reasons in detail for asking for allowances for subordinates of this division as I was under the impression that it had already been settled that such allowances were to be given when construction commenced. I think His Excellency, the Governor and Col. Campbell will bear me out that, at the time the lighthouse division was sanctioned, it was decided that the men should receive extra allowances and at that time His Excellency, the Governor was in charge of both the Public Works and Marine Departments.

So far as I know, the question was never directly brought up for discussion. WS

(2) For economy and efficiency it is, in my opinion, absolutely necessary that I should have selected European establishment

establishment who volunteer for the
work and are prepared to put up
with the disadvantages attached to
the service in consideration of increased
allowances. As stated in para 4 of
my letter dated 21st May 1896 printed
with G. O. No. 2156 W. dated 27th
July 1896 "My idea in fact would be
"to move the skilled supervision and
"labour from work to work until the
"whole scheme is completed so that
"experience gained at one would be
"available at the next. The men will
"have, it is true, to live at out of the
"way places, and one difficulty will
"be to keep them on the work which
"must be considered as more irksome
"than ordinary Public works Department
"works. From conversations I have
"had with subordinates on this subject
"I am convinced that it will be necessary
to

"to make it worth their while to stay on
"this duty, ... The upper
"subordinates should, in my opinion,
"be selected Europeans accustomed to large
"building works as I anticipate that as the
"work proceeds it will be possible to reduce
"the cost considerably by improved methods
"if selected Europeans are employed."

(3) It is not necessary to quote further
from this letter the proposals in which were,
I believe, generally accepted, and I was
ordered to submit an estimate of the
probable cost. This I did with my letter
dated 31st June 1896 printed with the G.O.
above quoted and this estimate which
included deputation allowance was finally
accepted with a few modifications enu-
-merated in the order. That the deputation
allowance to subordinates was sanctioned
is apparent from the following extract from
para 4 of the order. — "Mr. Ashpitel will
"..... and will, after the requisite preliminaries
"have been settled, and construction

is

is about to commence, organize a separate
Lighthouse division <u>on the scale proposed</u>
<u>in his letter dated 3rd June 1896.</u>" If para 4
of the order did not sanction the deputation
allowance its wording is very unfortunate
as it has undoubtedly been interpreted to
mean that extra allowances will be given
in every case. I trust that this interpre-
tation will be allowed to stand as otherwise
para 5 of the order becomes a dead letter
and the construction of Lighthouses will
be at the mercy of a constantly changing
set of subordinates whose chief idea will
be to leave the division and who will take
no interest in the work.

(4) No doubt it will be said that para 5
can be enforced by Government order but
no Government order can affect a medical
certificate and it is an old saying that
you may take a horse to water but you
cannot make him drink. I look forward
with anything but satisfaction to the
prospect of my division being made the
penal settlement of the Department
especially when all the work is being
done departmentally and everything depends
on the zeal of those in charge. Any one
who has had to deal with Thomas Atkins
must know that you can lead him any
where but he won't be driven and if he
has a grievance he knows how to spend
time grumbling. If Mr. Smith had any
idea that his deputation allowance would
not be given I do not think he would have
stood in the Sun day after day at Adeipliam
until he had managed to reduce cost
of transhipment from the Canal to the
river from Rs. 3-12-0 to Rs. 1-14-0* per punt
load. He also would not have been so keen

6

This is for the C.E. who will post the men
HS

I don't know Mr. Smith, but apparently Mr. Ashpitel has not a high opinion of him - I trust he is a better man than Mr. A. paints him
HS

He is a most hard working conscientious man
W Bell 16.12.97

* At first transhipment of materials was done by departmental labour under a maistry but Mr. Smith was dissatisfied with the cost and we now save the maistry's pay and get the work done at Rs. 1-14-0 per punt load.

to accompany punts from the river to the Lighthouse site so as to make sure that he would not lose a high ⊗ tide. Mr. Smith's care and zeal in these two instances alone have saved Government, several times over, the deputation and other allowances and I can bring forward other instances if desired. These instances are only brought forward to indicate the way in which a keen subordinate may serve Government and I ask any one who has had to deal with departmental works whether a man who is nursing a grievance and considers that he is being unfairly treated is likely to be as zealous as Mr Smith has been and whether it is worthwhile to save a few rupees on deputation and travelling allowances and to risk a sum which may, if zeal is absent, amount to a lakh of rupees.

I also would put forward the personal question whether it is right that my reputation should be placed at the mercy of subordinates for the sake of a sum which amounts to less than ½ per cent on the total probable expenditure.

(5) It may be said that this is fuss about a very small matter but this argument cuts both ways and this small matter is of great moment to subordinates; (more than can be measured in rupees), and is of the greatest importance to the efficient carrying out of the work. I will give an instance :- Sergt: Price was very keen to come to this division and has seen me several

---

⊗ At first the arrangement was that the punts should be unloaded at the point and the materials conveyed by hand carts to the work spot distant 3/4 mile. Mr Smith took charge of the punts himself and whether high tide was at noon or midnight took them round. We now find that we can just get round by sea and creek when there is a 5'-2" tide at Cocanada and by the excellent discipline he has engreed we are making a very considerable saving and getting double work out of the punts.

several times on the subject; but a rumour has gone forth that men are to get no extra allowances to compensate for the extra responsibility and expense and the jeers of his friends at the Ordnance club have quite put him off. Without the allowances he no longer wishes to come.

6

(6) So far I have only dealt with the deputation allowance. I also advocate the grant of travelling allowance to each subordinate without reference to the length of halt and I advocate this also on the score of efficiency and economy. Each subordinate will have several works in hand and must maintain his camp throughout the year; he has to pay his servant extra; everything costs him more; a married man has to keep up an establishment elsewhere; and though not liable to transfer from the division he is absolutely certain to be transferred every few months as work proceeds. Having works in several places and being obliged to maintain camp equipment, it is conceivable that he will move camp in order to satisfy the conditions of the Code without reference to the demands of the work in order to recoup himself for the expense he has been put to. This being so I am likely to get much better work done if the supervision is not to be at the mercy of the Code and halts of more than 10 days are permitted. I would suggest that I may safely be allowed to determine whether subordinates are abusing this privilege as I am responsible for the work and am not likely to be too lenient. I do not anticipate that this concession will be very largely made use of as every man has several works to look after and must travel. Mr Smith, for instance, will have next year works at False Point Divi, a depôt for materials at Adepolum, brickfields 8 miles from False Point Divi, a tower near Masulipatam, and the collection of materials at Sacramento

These cannot yet be sanctioned, I think

BS

including

including brick manufacture.

Mr Plummer will have works at Manapaad and Mullum, a depôt at Tuticorin, and quarries which will need inspection.

Sanctioned yet, I think WS

The subordinate on the West Coast will have works at Kandapaur, Malpey, Hungerkotta, Kaph Rock & Mungalore.

None of these are yet sanctioned, I believe, & any one would be employed, I dont know WS

It will be very inconvenient if, in order to satisfy the Code, 3 days absence from a work is necessary after 10 days halt when (say) a foundation is going in and close supervision is important.

Mr Ashpitel is of means that when the works are sanctd, a subordinate will have to go to the places given WBeach 15.12.97

(7) I believe that it has been argued that the deputation allowance should vary at different stations. This is practically what was provided for in the original proposals which accompanied my letter dated 3d June 1896 printed with G.O.s. 2156 w. dated 27th July 1897. The proposal was a deputation of 1/5th pay and I asked for one sub Engineer, Mr Smith, and for Messrs Price and Plummer. Mr Smith will be employed on the East Coast at Pulicat Point Divi, Sacramenti and Santipilli all of which are important works at isolated places and his allowance would be 1/5th of a sub Engineer's pay or say Rs 60/- per mensem. Sergt Price would be employed on the West Coast and he would build Kaph Rock, Sacrifice Rock and Tangacherri towers and receive 1/5th of a Supervisors pay or say Rs 30/- per mensem. and Mr Plummer employed in the Eastern Jungle South of Madras would receive 1/5th of an overseer's pay or say Rs 20/- These sums may increase slightly as the men receive promotion but the increase will be small. The men and allowances are therefore already proposed to be distributed according to the importance of their charges though I must point out that Mr Plummer's remuneration is singularly

Not in the least. The depn allce was to go with the men, not with the places WS

Vs. Mr Ashpitel's calculation is not the same as that proposed by the Hon. Member WBeach 15.12.97

This is another shifting of ground - Absolutely different reasons for depn allce on previous occasion WS

Vs. I dont support this view of the matter WBeach 15.12.97

singularly small considering the responsibility.

(8) I would remind you that great stress is being laid on the necessity of carrying out works without exceeding estimates and that all my work will be departmental and the great bulk at places where the rates are very difficult to fix as no work has been done up to date. If the subordinates are treated fairly or, what is more to the point, consider that they are being treated fairly the work will be good and econo-mically carried out; if these conditions are absent I have atleast endeavoured to shew the possible result. If I am to carry out works with subordinates who are fre-quently changed and who are discontinued, ended under conditions which no contractor would entertain for a minute, I request that this note may be placed on record in your office. You may think that I have written too strongly on this subject but I know the feeling among subordinates

(9) My reasons for asking for these allowances are threefo.-

(1) For the efficiency of the work.

(2) Because extra allowances were promised or understood to be promised in G.O. No. 2156 W. dated 27. July 1896 and any change will be regarded by the men as an absolute break of faith and affect the efficiency of the work.

(3) Because the men will be constantly transferred from place to place and must maintain their families elsewhere.

(4) Because they are to have no leave except on medical certificate

(5) Because without extra allowances the penal division will be regarded as a ~~penal~~ settlement and, owing to the ease with which men can obtain medical certificates, I shall have a constant change of subordinates and the experience gained on one work will not be available at the next.

Why?

Because

(6) Because the works are important and are being carried out departmentally with low paid establishment and it is not advisable to entrust large depart-mental works to discontented sub-ordinates.

(7) Because the sum at stake is very small compared with the probable expenditure, being less than 1/2 per cent.

(10) I regret that I do not understand your allusion to extra pay to clerks as I have in the whole division only two clerks, one in the division office on Rs 40/. and the other in No. 2 Sub division on Rs 30/. Mr. Smith is managing without a clerk and as a matter of fact without a mistry as caste men will not stay at False Point Divi. He has a gumastah on Rs 15/. and a blacksmith on Rs 10/.

Agumastah is a vernacular clerk
HS

and is penning his sub division with this establishment at present. He has, I believe, no peon and cannot get one to stay though he offers extra pay out of his own pocket. Mr. Plummer has a clerk on Rs 30/. ~~and~~ ~~has~~ ~~appointed~~ ~~to~~ ~~the~~ ~~clerk~~ ~~pro~~ ~~tem~~ ~~and~~ ~~he~~ ~~is~~ ~~a~~ ~~native~~ ~~of~~ but he has not yet gone on the work as he has had no experience in an office and has to be taught every thing. Whether he will stay has yet to be proved. Mr. Plummer has at present a peon but only keeps him by giving him extra pay out of his own pocket. I am also in consultant trouble with my peons as they say, and I believe rightly, that travelling is very expensive. I also give peons extra pay out of my own pocket.

The Code provides for this - v. art 1168 (c) C.S.R.
HS

Madras
13-12-97.

Worksopital
Superintendent of Works
Lighthouse Div.

Note for the Hon'ble Sir Henry Bliss, K.C.I.E

As I have been unable apparently to convince the Hon. Member of the necessity for granting the upper subordinates of the Light-House Division a deputation allowance, I have asked Mr. Ashpitel to write a note on the subject as being more conversant than I am with all the details of work in his Division, and I beg the favour of its perusal.

2. I, of course, know that no Govt. servant has a <u>right</u> to leave, but I cannot believe that Government made the restriction in this particular case without intending to give a <u>quid pro quo</u>.

I agree
A.SH

H. Bliss
13.12.97

W.

There are two questions involved, that of depn. allce. & that of T.A.

As to the former, it is at least unfortunate that, as I have said, the matter was not distinctly noted for adm. At least I cannot find that it was. If it had been, I should have pointed out that the proper way to deal with cases of the kind is by promotion if good work is done. So I still think. However, as the C.E. & Mr. Ashpitel make so strong a point of it, let the matter go to H.E. & let him decide.

[As to the T.A., I did not before understand that a subordinate was to be in charge of more than one work at a time. For the meaning, I do not see how any of them can be, for the number of works sanctioned & in progress is too small. I exclude of course the brick fields eight miles distant mentioned by Mr. A. They are not separate works. When, however, a subordinate is in charge of more works than one, I will not object to the 10 days' rule being waived, subject to the condition that the men must have fixed head quarters at which they will not draw t.a. at all.]

See also remarks in the margin of Mr. A's note.

[initials]
14/12/97

Public Works DEPARTMENT.

[43 / 609]

C. No. 10732.

HIS EXCELLENCY THE GOVERNOR.
THE HON'BLE SIR HENRY BLISS, K.C.I.E.
THE HON'BLE MR. GROSE, C.I.E.

SUBJECT.

Grant of extra allowance to the upper subordinates of the Light House Divn.

FOR ORDERS.

1. With regard to the Deputation Allce, I think that, as the work is of a special nature, more or less, - it may be granted.

2. As to the Travelling Allce, it may be granted on the conditions provided in Sir H. Bliss's Note of 14.12.97. When I wrote my Note of 13.11.97, I contemplated the grant of travelling allce solely in respect of actual travelling. I never dreamt of a permanent, continuous allce, irrespective of the fact whether travelling was actually done or not.

17.12.97

Resubmitted for His Excellency's orders with reference to His Excellency's remarks on this office Note of 11-11-97, and the Honourable Member's remarks on the above and on the subsequent notes of 24-11-97 and 13-12-97.

2. The question of the grant of deputation allowance to the upper subordinates of the Light House Division is left for His Excellency's decision.

3. With regard to the question of travelling allowance the Hon. Member says that he will not object to the 10 days rule being waived when a -- subordinate is in charge of more -- works than one, subject to the condition that the man must have fixed head quarters at which he will not draw travelling allowance at all. But these conditions will entirely --- defeat the object with which I proposed the grant of travelling allowance

allowance beyond the 10 days limit. This object is that given in C.S.R. Article 1159(b), i.e. to recoup the men for the extra expense they are put to by their halts, although no camp equipage may have been maintained. The men will generally have to live in very out-of-the-way swampy places, far away from [redacted] -- villages and supplies, and the expenses they are put to are certain to be greater than they would be -- under normal conditions. The deputation allowance is intended to compensate them for restrictions on leave, separation from their families, and living in unhealthy places; the travelling allowance is intended to compensate them for the increased cost of living in places far removed from markets. There are only two works sanctioned at present, viz, the Light Houses at Point Divi and Manapad, so that the Hon. Member's conditions do not at present exist. I submit, however, that it is just and reasonable to recoup the men for the extra cost of living; C.S.R. 1159 -- empowers Local Governments to grant either the full daily allowance in such cases, irrespective of the length of halts, or such reduced daily allowance in amount or duration as they may deem proper. I submit that half the usual daily allowance for the -- whole month would be a suitable -- allowance in the present case.

W. 15-12-52

Public Works (1897) Department.

CURRENT No. 12529

From The Superintendent
Lighthouses
Madras

Order

No. 798

Dated 15th Decr 1897

Received

Registered 17.12.97

Enclosures one

Spare copies

SUBJECT.

Forwarding an approximate programme for Lighthouse works during the next three years.

H.E. 15-12-97.

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

Approximate Forecast of Lighthouse Expenditure

Subject to modification after X mas.

Year	Name of work	Approximate Estimate including Establ	Sub Dn.	Remarks.
1898-	Kundapur Hungerkolla (Barkur) Mulpy Mulki (Kaph rock) Mangalore.	Rs 1.15 lakhs	No. 3 Sub Dn.	
1898-9	Manapand Muttum Seven Pagodas.	Rs .59 lakhs	No. 2 Sub Dn.	
1898-9	False Point Divi Masulipatam Sacrumento	Rs 0.96 lakhs	No. 1. Sub Dn.	
1899-0	Tangacherri Cochin Sacrifice rock	Rs 0.97 lakhs	No. 3 S. Dn.	
1899-0	Seven Pagodas Pulicat Armogham.	Rs 0.95 lakhs	No. 2 S. Dn.	
1899-0	Sacramento Vakalapudi Santipilli	Rs 1.18 lakhs	No. 1. S. Dn.	
1900-1	Sacrifice rock Cannanore Telicherri Calicut.	Rs 1.11 lakhs	No. 3 S. Dn.	
	Carried over.	Rs 6.91 lakhs		

year	Name of work	Approximate estimate including establishment.	Sub Div.n.	Remarks.
	Brought forward.	R^s 6.90 lakhs		
1900-1	Santipilli Kalingapatam Bimlipatam Vizagapatam Gopalpore.	Rs 1.12 lakhs	No 1. S. Div.n	
1900-1	Tuticorin Pamban Negapatam Cuddalore.	Rs 0.27 lakhs	No 2. S. Div.n	
	Total	R^s 8.30		
	Add expenditure 1897-8.	0.50		
	Total Rs.	8.80 lakhs		

The figures include establishment charges on works.
but not on apparatus.

F W Ashpitel
13/12/97

Superintendent of works
Light House Div.n.

P.W.D.
12529/97

No. 798 Dated 15th December 1897.

From

F. W. ASHPITEL, Esq.,

~~Executive Engineer,~~
Superintendent of Works
Light-House Division,
Madras.

To

The Chief Engineer,
Public Works Department.

Sir,

As personally requested I have the honor to forward herewith an approximate programme for Lighthouse works during the next three years. The programme is liable to alteration as the Honble Sir H. W. Bliss has not yet given me final instructions regarding the preparation of the financial statement. This and a revised programme will be submitted after the X mas holidays.

I have the honor to be
Sir,
Your most obed.t Servant

F W Ashpitel
Superintendent of Works
Light House Division

C.

Cw 12522

SAW

Does this paper L.O. entitle apprentices holidays?

I am sure, however it is a question connected with Port Pirie -

Cw
18/12/97

SAW

The Statement has been drawn up under Mr's verbal orders - I do not know the circumstances. It had therefore, better go to W at once -

R.S
18. Dec 97

W

Submitted.

Cw
18.12.97

[4 / 800 - 14-10-97.]

P. W. DEPARTMENT.

A / A2

Papers to be read in proceedings :—

Again G.O., dated 189 , No.

Again G.O., dated 189 , No.

Current No. 10732 of 1897, dated 23.10.97, from the Supt of Works Lgt. House Div.

" " " 189 , " , "

" " " 189 , " , "

Sp 130 W 18-1-98

ORDER.

In his letter No 691 dated 23 Oct 1897, read above, the Supt. of Works Light House division recommends that the other subordinates attached to his division be granted an allowance similar to that passed to subordinates employed on the Port Pirie Breakwater, or that they be given a temporary step of promotion - the architect's original proposal, in his letter of the 3 June 1896, printed with G.O. No 2156 W dated 27 July 1896, was that the subordinates employed on lighthouse construction should be granted a deputation allowance of one-fifth their pay, and

A.94
8.1.98

E

H.E. 8/1.

that in return, each man would have to engage not to take furlough for a term of years. This proposal was accepted, by implication, in Govt. No. 2156 W of 27 July 1896, for in para 5 it was stated that "the officers and subordinates selected for this duty will be expected to devote continuous attention to it, and will thus not be liable to transfer; and save sick leave, if necessary, will be granted no leave of any kind during the continuance of the work".

2. No. the Govt in Council now formally approve the proposal as regards the grant of a deputation allowance of one-fifth salary to the upper subordinates in question, but as the scheme of lighthouse construction and improvement has been organised as a regular Public Works division, and it cannot therefore be said that the duty is one for the performance of which there is no permanently or temporarily sanctioned appointment, the case does not exactly fall within the provision of Article 94 to 99 C.S. Regs. Conductor C. Smith, Sub. Engr. 2nd Grade, moreover, is in receipt of more than Rs 250 per mensem, and the grant to him of any extra remuneration must in any case be referred to the Govt. of India. That Govt. will therefore be requested to give a general sanction to the grant of deputation allowance to all upper subordinates who are, or who may be in future be, attached to the division.

3. As regards travelling allowance, when upper subordinates of the

division fall into the class of more workers than one, they will be exempted from the operation of article 1159 C.S. Regns, subject to the condition that they will have fixed hours & quarters at which they will not draw travelling allowance at all.

No: En 131. W. 5718-1-98

To the Secy: to the G.P.O.

Sir,

In the papers printed with the Proc. of this Govt. No 2156 W dated 27 July 1896, (Copy attached) the arrangements proposed for the construction of new lighthouses and the improvement of the existing structures in this Province, were discussed. It was originally proposed that the Ex. Engr. in charge of the operations and

To the Supt of Works Lahore Cir
Copy down
8/11/98

A.S.H 8.1.98

17/11

his subordinates should be attached to the marine Dept, and that the staff should be kept on as far as possible, continuously, so that the skilled supervision which would thus become available, might be moved from one work to another until the completion of the entire scheme. Lastly it was ordered that during the continuance of the work, no leave, except sick leave if necessary, would be granted to the officers and subordinates employed on it. To compensate the upper subordinates for this deprivation of leave, and for having to live at the sites of the works in out of the way places, it was proposed that they should be granted a deputation allowance of one-fifth of their salaries, and if their salaries had been

57

temporarily transferred to the marine Dept, as originally proposed, such allowance would have been admissible under Articles 94 & 95 C.S. Regs. Since then, however, the Scheme has been organised as a regular P.W. division, and the Case does not therefore exactly fall under Article 94, but the condition under which the staff are employed remain the same, & would remain the same, viz: they will remain continuously in the division without any leave save sick leave, they will live at the site of the Towers, and will be moved from one work to another until the completion of the programme. The Ex. Engr. of this division, the P.W. Architect, has been granted the status

and local allowance of a Supt. of Works in accordance with the original intention, and now an estimate for two light-houses (at False Point Divi and Masulipat) have been sanctioned, and work has been commenced.

The question of the grant of deputation allowance to the upper subordinates of the division has come up for definite decision. The Supt. of Works should be granted the grant of the allowance on the ground that it is absolutely necessary, for the economical and efficient performance of his special work, that he should have selected an European artisan, who would volunteer for the duty and remain on it contentedly, not

withstanding that it is
more irksome than
ordinary Public Works
duty; and the men
must live on the site
of the works in out of
the way places. near
malarious swamps where
all supplies are most
difficult to obtain, and
that they will be put
to extra expense in
maintaining their families
elsewhere. A.S. the
forces in Connie admit
the force of this argument
and recommend the grant
of the allowance with
effect from the date
on which the upper
subordinates first left
madras. the divisional
head quarters, to head
to the site of the works
to which they have been
posted.

2. the two upper subordinates immediately

It is also pointed out that the upper subordinates at present employed volunteered for the work under the distinct impression that, in view to the restrictions no leave, & the special nature of the work they were to receive some increase of pay.

Concerned are Conductor C. Smith, Sub-Asst 2nd grade and Mr C.J.W. Plummer overseer 1st grade. the enclosure of the latter, including deputation allowance would be less than Rs 250 per mensem, and if the case fell clearly within Art. 94 C.S. Regns the allowance might be granted by the Govt under articles 95 & 98. Conductor Smith however draws more than Rs 250 per mensem, and his case would, in any circumstances, require reference to the Govt of India - the work tending to expand, it is probable that one more supervisor or sub-engineer will be attached to the division, and the Govt deems that a general sanction may be given to the

to all upper subordinate
posted for duty in
the division, the total
number being three or
four at the most.

3. The clerical and
minor establishments of
the division are all
temporary, and their
hire has been fixed with
reference to broadcast
The usual
work

[illegible]

[illegible]
W.O. 1.5.15

Cy

W copy dated 19/11/18
RC 27/11/18