Public Works (1898) Department.

G.O., No. 1864 W

DATED 25 July '98

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2617/98

[Despatch Abstract.]

Recruitment of the Subordinate Grades of the Accounts Branch: Observing that Examiner has ignored the orders of Govt in regard to the ______, ordering that the next six vacancies should be reserved for the six accounts clerks of the circles and indicating the method of recruitment thereafter, the age limit of 25 years being raised to 30 [illegible]. Case of accountants [illegible].

2/10/15

Indexed 25/

[P. W. 26. / 1,000—12-2-98.]

BACK PAPERS.

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GENERAL.
ESTABLISHMENT.

Government {1898} of Madras.

PUBLIC WORKS.

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

G.O., No. 1864 W., 25th July 1898.

JULY.

Recruitment of the Subordinate grades of the Accounts Branch

Observing that the Examiner has ignored the orders of Government in regard to the —, ordering that the next six vacancies should be reserved for the six accounts clerks of the circles and indicating the method of recruitment thereafter, the age limit of 25 years being raised to 30.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

Read—the following papers :—

From the Superintending Engineer, II Circle,	dated	24th Mar.	1897, No.	835 N.L.
Office note from the Examiner, P.W. Accts.,	„	12th May	„ „	187 A.
From the Superintending Engineer, I Circle,	„	23rd July	„ „	335 G.L.
„ „ „ II „	„	30th July	„ „	270 G.C.
„ „ „ IV „	„	25th Aug.	„ „	460 W.
„ „ „ V „	„	18th Sept.	„ „	376 W.
„ „ „ VI „	„	19th Nov.	„ „	2065 T.C.
Office-note from the Examiner, P.W. Accts.,	„	24th Jan.	„ „	108 A/E.
„ „ „ „ „	„	18th May	„ „	615 A/E.

Order—No. 1864 W., dated 25th July 1898.

M. Venkatasubbiah, clerk, Nellore division, appealed to Government in March 1897 complaining that the claims of accounts clerks of long service in the mofussil for appointments in the accounts establishment had been passed over in favour of men of short service in the Examiner's office at Madras, and that he had not, therefore, been able to secure an appointment as accounts clerk, and requesting that the 25 years' age limit for the appointment of accounts clerks fixed in G.O., No. 555 W., dated 13th February 1896, might be relaxed in his case, as he had passed the entrance test for the subordinate accounts branch long before the issue of that Government Order.

2. The Superintending Engineer, II Circle, in forwarding the above memorial suggested that full inquiry be made in regard to the effect given to the orders of the Government of India in respect to the recruitment of the subordinate grade of the accounts branch conveyed in G.O., No. 1802 W., dated 10th July 1893. Superintending Engineers of all circles, except the III for which no accounts clerk had then been sanctioned, were accordingly called upon to give their opinion as to how the system introduced by the Government of India had worked.

3. The Superintending Engineers consulted are unanimously of opinion that the system adopted is a good one, provided only the rules on the subject are adhered to. The Examiner of Public Works Accounts, however, considers the system to be a failure and recommends its abolition. His Excellency the Governor in Council is not prepared to accept the opinion of the Examiner inasmuch as a fair trial has not been given to the system, and directs that it be continued.

4. It is observed that the Examiner has practically ignored the orders of Government in regard to the recruitment of the accounts branch, and that out of nine new appointments made, he has given only one to an accounts clerk in the mofussil. He has also failed to arrange for the interchange of accounts clerks between his and divisional offices as contemplated in clause IV of the resolution of the Government of India, printed with G.O., No. 1802 W., dated 10th July 1893.

5. One appointment on Rs. 40 to 50 has been ordered to be reserved for accounts clerks in each of the six circles (*vide* G.Os., Nos. 1802 W., dated 10th July 1893, and 3485 W., dated 14th December 1897), and it is observed from the statement furnished by the Examiner with his office-note, No. 615 A./E., dated 18th May 1898, that there are five accounts clerks in the mofussil excluding the III Circle for which no accounts clerk has yet been entertained. Allowing one for this circle, six accounts clerks have to be provided with accountantships as vacancies occur. The next six vacancies in the accounts establishment should accordingly be reserved exclusively for these six men who, if well reported on by the Superintending Engineers concerned, should be appointed without reference to their age, in the order of seniority, unless one or more of them are stated to be specially qualified.

6. The Examiner considers that there is no likelihood of more than one vacancy occurring in the accounts establishment during the current and each of the two succeeding years, but the average number of vacancies per annum based on the actuals of the past five years being four, this number may probably be counted on under ordinary circumstances. When the six accounts clerks referred to in the preceding paragraph have been provided for, one appointment of accountant should be made from the Examiner's office and three from circles, should there be four vacancies in a year. If the vacancies are less than four, the circles should suffer, one man being always appointed from the Examiner's office. In case there are more than four vacancies in a year, the first appointment in excess should go to the Examiner's office and the remainder to circles.

7. The number of appointments to be reserved for accounts clerks in the Examiner's office will be fixed at two, bringing the total number of accounts clerks for the whole Presidency to eight. When proposals for the new appointment of accountants are submitted for the approval of Government, they should be accompanied by a list of accounts clerks available.

8. The age limit of 25 fixed in G.O., No. 555 W., dated 13th February 1896, will be raised to 30 in the case of accounts clerks to be appointed hereafter.

(True Extract.)

(Signed) W. B. deWINTON,
Secretary to Government.

To Superintending Engineers.
„ the Consulting Architect.
„ the Examiner, Public Works Accounts.
„ the Chief Engineer for Irrigation.

Exd. T. K. Narayana Aiyangar.

1864 W Dt 25th July 1898

PROCEEDINGS OF THE MADRAS GOVERNMENT.

READ the following

From the S. E. II Circle No: 835 N.L. d/24 March 1897
Office note from the Exmr P.W. Accounts No: 187 A d/12 May 1897
From the Superintending Engineer, I Circle, NO. 335 G.L., dated 23rd July 1897.
-DO- II Circle, NO. 270 G.C., dated 30th July 1897.
-DO- IV Circle, NO. 460 W, dated 25th August 1897.
-DO- V Circle, NO. 376 W, dated 18th September 1897.
-DO- VI Circle, NO. 2065 T.C., dated 19th November 1897.
Office Note from the Examiner, P.W. Accounts, NO. 108 A/E, dated 24th January 1898.
-DO- -do- NO. 615 A/E, dated 18th May 1898.

Genl Estabt

M. Venkatasubbiah, clerk, Nellore Division, appealed to Government in March 1897 complaining that the claims of accounts clerks of long service in the mofusil for appointments in the accounts establishment had been passed over in favour of men of short service in the Examiner's office at Madras, and that he had not therefore been able to secure an appointment as accounts clerk, and requesting that the 25 years age limit for the appointment of accounts clerks fixed in G.O. No. 555 W dated 13th February 1896 might be relaxed in his case, as he had passed the entrance test for the subordinate accounts branch long before the issue of that G.O.

2. The Suptg. Engineer II Circle in forwarding the above memorial suggested that full inquiry be made in regard to the effect given to the orders of the Government of India in respect to the recruitment of the subordinate grade of the accounts branch conveyed in G.O.No.1802 W dated 10th July 1893. Superintending Engineers of all Circles, except the III for which no accounts clerk had then been sanctioned, were accordingly called upon to give their opinion as to how the system introduced by the Government of India had worked.

3. The Superintending Engineers consulted are unanimously of opinion that the system adopted is a good one provided only the rules on the subject are adhered to. The Examiner of P.W.Accounts however considers the system to be a failure and recommends its abolition. His Excellency the Governor in Council is not prepared to accept the opinion of the Examiner inasmuch as a fair trial has not been given to the system, and directs that it be continued.

4. It is observed that the Examiner has practically ignored the

Orders

Orders of Government in regard to the recruitment of the accounts -- branch, and that out of nine new appointments made, he has given only one to an accounts clerk in the Mofusil. He has also failed to arrange for the interchange of accounts -- clerks between his and divisional offices as contemplated in clause IV of the Resolution of the Government of India printed with G.O.No. 1802 W dated 10th July 1893.

5. One appointment on Rs.40 to 50 has been ordered to be reserved for accounts clerks in each of the six Circles, vide G.Os.Nos.1802 W dated 10th July 1893 and 3485 W dated 14th December 1897, and it is observed -- from the statement furnished by the Examiner with his Office Note No. 615 A/E dated 18th May 1898 that -- there are five accounts clerks in the Mofusil excluding the III Circle for which no accounts clerk has yet been entertained. Allowing one for this Circle, six accounts clerks have to be provided with accountantships as vacancies occur. The next six vacancies in the accounts --- establishment should accordingly be reserved exclusively for these six men who, if well reported on by the Superintending Engineers concerned,

should be appointed without reference to their age, in the order of seniority, unless one or more of them are stated to be specially qualified.

6. The Examiner considers that there is no likelihood of more than one vacancy occurring in the accounts establishment during the current and each of the two succeeding years, but the average number of vacancies per annum based on the actuals of the past five years being four, this number may probably be ~~safely~~ counted on under ordinary circumstances. When the six accounts clerks referred to in the preceding para have been provided for, one appointment of accountant should be made from the Examiner's office and three from Circles, should there be four vacancies in a year. If the vacancies are less than four, the Circles should suffer, one man being always appointed from the Examiner's office. In case there are more than four vacancies in a year, the first appointment in excess should go to the Examiner's office and the remainder to Circles.

7. The number of appointments to be reserved for accounts clerks in the Examiner's office will be fixed at two, bringing the total number of accounts clerks for the whole Presidency to eight. When proposals for the new appointment of accountants are submitted for the approval of Government, they should be accompanied by a list of accounts clerks available.

8. The age limit of 25 fixed in G.O.No.555W dated 13th February 1896 will be raised to 30 in the case of accounts clerks to be appointed hereafter.

21-7-98

Supdtg. Engineers.
The Consulting Architect.
The Examiner, P.W. Accounts.
The Chief Engineer for Irrigation.

Secretary PW

D 11/8/98

1864W

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Public Works DEPARTMENT.

C. No. 683 & Office note from the Examiner, P. W. Accounts, No. 615 a/E d/ 18th May 1898.

SUBJECT.

Recruitment of the Subordinate Grades of the Accounts Branch.

HIS EXCELLENCY THE GOVERNOR.

~~THE HON'BLE SIR HENRY BLISS, K.C.I.E.~~

~~THE HON'BLE MR. GROSE, C.I.E.~~

Please see the end for a short summary of the matter

25.6.98

Seen. See my Note thereon.

A.H.H.
7.7.98

FOR ORDERS.

The Government of India in its Proceedings No. 169 A.E., dated 8th August 1892, referred for the opinion of Local Governments and Administrations the suggestions of the Accountant General, P. W. Department, that the supply of suitable men for the posts requiring to be filled by trained Accountants should be obtained from clerks employed in Executive Engineers' Offices, who are engaged in assisting the Divisional Accountants in the work of completing and compiling the vouchers and accounts of the division, and from clerks employed upon accounts duties in the Examiner's Office who have undergone the required training in Divisional Offices. On the recommendation of the Chief Engineer, Public Works Department, and the Examiner of Public Works Accounts, this Government approved the suggestions of the Accountant-General, Public Works Department, and offered to reserve one appointment in each Circle excepting the third on salaries not exceeding Rs. 30/- per mensem, for clerks

E. 27.6.98 R. 8.7.98

who would fulfil the conditions laid down by the Accountant-General vide G.O. No. 2502 W dated 7th September 1892 (Flagged A).

2. The several local Governments and Administrations who were consulted having supported the Accountant General's proposals, the Government of India laid down the following rules for adoption by all Governments except Bombay and Burma.

I. Accountants shall be recruited from qualified clerks trained in the offices of Executive Engineers and Examiners of Public Works Accounts. When vacancies occur in the fourth grade of Accountants, qualified clerks should caeteris paribus have the first claim to appointment.

II. A certain number of posts in the clerical establishment of each province should be reserved for men who have passed the entrance test for the subordinate accounts branch and who are likely to qualify for accountantships and are willing to accept general service. The minimum limit of posts so reserved shall be about 4 per cent on the number of Accountants employed in each province, but Local Governments may raise the proportion if considered desirable, due regard being paid to the vacancies likely to occur in the accounts staff.

III. These clerks should be appointed on such rates of pay as the Local

Government may fix. The appointing authority should consult the Examiner of Public Works Accounts in regard to the selection of clerks and their selection as Accountants should be made by the proper authority on the recommendation of the Examiner.

IV. To admit of the clerks being thoroughly trained for Divisional Accountants, they should be transferred to the Examiner's Office for a period of 6 months after divisional training for 18 months and clerks should be similarly transferred from the Examiner's to a Divisional Office to gain the necessary experience and qualifications for Accountantship.

3. The above rules were communicated to the officers of the Department for information and guidance and the Superintending Engineers of I, II, IV, V and VI Circles were instructed to reserve the first vacancy of clerkship on Rs. 30-2-40 for men who have passed the Entrance Test for the Subordinate Accounts Branch, nominations being made in communication with the Examiner. The Examiner was directed to maintain a list of men appointed and he was asked to supervise the training and arrange for the interchange of the men as contemplated in the resolution of the Government of India. Vide G.O. No. 1802 W. dated 10th July 1893 Flagged B.

4. In 1895, the question arose as to whether men holding the reserved posts were entitled to promotion on the regular clerical establishment in addition to having a preferential claim to appointment on the Accounts Establishment. It was argued that, as the chances of reception on the Accounts Establishment were remote, it would be a hardship to them to be debarred from all promotion in the interim, while, on the other hand, their advancement on the clerical establishment would undoubtedly add to the stagnation of promotion which their original introduction on an initial salary of Rs. 30/- must necessarily cause amongst the small low paid staff of a divisional office. The Government declared that the men were ineligible for promotion on the clerical establishment but, as compensation, they might enter on a higher initial rate of pay, viz., Rs. 40 rising by the usual increment to Rs. 50 on which they must be content to serve till provided for on the Accounts Establishment. Vide G.O.No.257 W. dated 22nd January 1896. Flagged C.

5. The Examiner proposed that 25 should be the limit of age upto which accounts clerks could be appointed and that preference should be given to applicants who are younger and this proposal was approved by Government vide G.O. No. 555 W. dated 13th February 1896, Flagged D.

6. M. Venkatasubbiah, a clerk in the Nellore Division, petitioned to Government that he passed the Entrance Examination to the Subordinate Accounts Branch, Public Works Department, in 1891, that his juniors had been taken into the Accounts Branch, that he had not been appointed as accounts clerk, P. Kutumba Row

whose duty as accounts clerk in the II Circle extended over 6 years not having been taken in as an Accountant and that clerks in the Examiner's Office were promoted to the Accounts Branch in preference to the Accounts clerks in the Mofussil, and requested that he might be exempted from the 25 years limit. The Superintending Engineer II Circle strongly recommended this petition and suggested that full enquiry should be made in regard to the effect given to the orders of the Government of India in respect to the recruitment of the Accounts Branch. These papers were referred for remarks to the Examiner who reported that it was very doubtful whether Venkatasubbiah who was 34 years of age would ever be selected as an accountant even if he were successful in securing an appointment as accounts clerk and that one of the 5 Accounts clerks in the Presidency had since been appointed as an Accountant on probation. A draft order agreeing in the views of the Examiner was submitted, but His Excellency remarked thereon as follows:-

"The real question raised in these
"3 files is that the claims of men of
"long service up country are passed
"over in favour of men of short service
"in Madras. This has arisen out of the
"system sanctioned by Government in
"1892 for separating the Accounts Branch
"of the Executive Engineers' offices
"from the clerical branch. This system
"seems to have been adopted at the sug-
"-gestion of India (see G. O. No. 1802W.,
"dated 10" July 1893). It seems from

"that order that Bombay and Burma did "not adopt the system. The G.O. now proposed is technically correct, but it "does not deal with the real question at "issue, which is—whether the system is "a good and just one or not. I think it "would be well to ask all Superintending "Engineers to state their opinions on the "system and to report how it has worked. "Pending a consideration of their replies "no order should be issued."

7. Superintending Engineers of all the Circles except the III for which no accounts clerk was sanctioned were accordingly requested ~~in Memo~~ in Memo No. 3078 C, dated 5th July 1897 (Flagged E) to give their opinion as to how the system of appointing accounts clerks has worked.

8. The Superintending Engineer, I Circle, reports that in his Circle a clerk named **M. Atchayya Patrudu**, who has passed the Entrance Test in 1885, was on receipt of G.O. No. 1802 W. dated 10th July 1893 nominated as accounts clerk, that he has ever since been working as such, that he has been on several occasions recommended to the Examiner for an accountant's post, but without success, that he has not even been taken into the Examiner's Office for the further training as laid down in the Government of India Resolution, that he lost all chances of promotion in the clerical branch since his nomination as accounts clerk, as he has to look for his promotion to the Examiner's Office, that all accountant's posts that have fallen vacant since July 1893, about 14 in number, have been given to clerks in the Examiner's office, some of whom are Juniors in service to Atchayya **Patrudu**, and

that the system introduced has not worked as fairly in his Circle as it ought. The Superintending Engineer however considers that the system is a good one if its rules are strictly enforced, but they are deviated from for causes which he is not aware of.

8. The Superintending Engineer II Circle states that the system has not had a fair trial in his Circle, that 3 men employed in his circle have passed the examination one of them viz: P. Kutumba Row so far back as 1886, that this man should, in accordance with the spirit of the orders of the Government of India, have long ago been appointed a permanent accountant, and that these orders have become a dead letter.

9. The Superintending Engineer IV Circle considers that the present system is a good one and may be continued, but that the age limit should be raised from 25 to 30 years.

10. The Superintending Engineer, V Circle, forwards copies of letters from the Executive Engineers, Chingleput and South Arcot Divisions, and observes that the system is a good one and that the claims of accounts clerks have been overlooked in favour of men in the Examiner's Office. He also states that much hardship and disappointment have been experienced by men who cutting themselves off from promotion in the general clerical establishment, find themselves as accounts clerks, without chance of equitable promotion when vacancies occur and suggests a rule that seniority of service should be first considered in the matter of promotion of

accounts clerks and that a general list of the whole of them in the Presidency should be maintained for purposes of selection.

11. Mr. Garrett, as Executive Engineer South Arcot Division, states that there is a great deal of truth in the statement that the claims of accounts clerks in Executive Engineer's Offices have been overlooked and that the system of training clerks in Divisional Offices is a good one but that these men have not the same opportunities of bringing their claims to the notice of the Examiner as men in his own office. In order to advance their interests, Mr. Garrett suggests that when clerks posts in the Examiner's Office fall vacant they should be filled up by accounts clerks. He also observes that the accounts clerk of his Division who was strongly recommended for accountant's post so far back as 1893 has not got his promotion as yet.

12. The Executive Engineer, Chingleput Division, reports that not less than 12 vacancies occurred in the Accounts Branch and that, with one exception, these have been filled up by short service men at Madras. He observes that as the Examiner has the right of appointment, it is only natural that when a vacancy occurs, he should prefer to fill it by a man, even of very limited service, of whom he has personal knowledge rather than by an accounts clerk of very much longer service, whose only merits in addition to length of service are (1) the good report of the Head Accountant whom he has assisted (2) the recommendation of the Executive Engineer and

(3) possibly the fact that he has on more than one occasion acted as Head Accountant in a satisfactory and efficient manner. These points, the Executive Engineer remarks, are all go[illegible] ones but they are apt to go to the wall when pitted against personal knowledge. He thinks that the hardship consists in the fact that the accounts clerk has been encouraged to hope for better things, has been induced under this hope to cut himself off from the good things of the general branch and eventually finds that he has fallen between two stools.

13. The Superintending Engineer, VI Circle, does not give any definite reply to the reference made to him and what he says has no bearing on the question under consideration.

14. The above replies from Superintending Engineers were referred to the Examiner for remarks. He states that the opinions of Superintending Engineers, though not very specific, show that the system is looked upon as a qualified success. He is however inclined to go a step further and to pronounce it a failure--firstly because of the number of appointments viz five that have been reserved from the outset for this class of establishment and which are altogether in excess of what in a reasonable time could be guaranteed and secondly because not only would the natural expectations of the men concerned (but for the accidence of Famine) have been thus to a large extent frustrated, but they have

actually by virtue of their appointment as accounts clerks forfeited all kinds of advancement on the regular clerical list. He states that there have been two cases in which the claims of men in Divisions have been subordinated to those of their juniors in Madras, for special reasons, and mainly for the purpose of preserving the relative proportion between natives and non-natives, as recognised and laid down by his predecessor which has also been his policy.

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15. The Examiner further states that though the accounts clerks were clearly given to understand that the prospects of their appointments as accountants were quite remote, and were ~~when~~ given the option of reverting to the regular clerical establishment they with one accord preferred to take their chance as accounts clerks. He also states that the training of accounts clerks commenced in 1896, that since then one accounts clerk has been made a permanent accountant, 8th grade, that three have received temporary promotions, notwithstanding that the full conditions of their training in the Divisional and Examiner's Offices have not been fulfilled, and that had it not been for the exigencies of work caused by the late famine these three temporary appointments would not have been made. Looked at from a prospective point of view he says it must be admitted that when in the ordinary course the three temporary accountants above **referred to**, again revert to their substantive appointment as accounts clerks, their prospects and more especially the prospects of the other two out of the five accounts clerks will not be very encouraging. He considers that there is no

likelihood of more than one vacancy occurring during the current and each of the two succeeding years, and by the time some of these accounts clerks get their **turn** of promotion they would have attained an age rendering their appointment as accountants undesirable. Taking all things into consideration the Examiner is of opinion that the present system of training men for the accounts branch is fraught with certain manifest disadvantages and that it could advisedly be abolished. He suggests that the recruiting ground for this branch might be looked for in passed men in Superintending Engineers', Executive Engineers' and the Examiner's Offices, and the Examiner's nominations made from among clerks who have displayed more than average aptitude in accounts as ascertained from time to time during his inspections, a register of such names being maintained in his office. He also proposes that no further appointments as accounts clerk be made and that the existing men be allowed the option of reverting to the ordinary clerical establishment.

X 16. In Office Note No. 155 D dated 2nd May 1898 (flagged F) the Examiner was asked to furnish a statement showing the vacancies which occurred in the Accounts Branch since July 1893, the dates of their occurrence, the names of men appointed against those vacancies, the offices from which they were taken, their total service in the Department, the names of accounts clerks appointed in each Circle, the dates of their appointments as such, and their total service in the Department. He was also asked to explain the discrepancy between his statement that the regular training of Accounts clerks commenced in 1896 and that of the Superintending Engineer, I Circle, that the training commenced in August 1893, information was also called for as to whether the men appointed to the Accounts Branch had the necessary training in Divisional Offices, and whether the Accounts Clerks in Divisional Offices had been taken into the Examiner's Office for training as required by Rule IV of the Government of India, Resolution printed with G. O. No. 1802 W, dated 10th July 1883. (Flagged B).

17. With his Office Note No. 615 A dated 18th May 1898, the Examiner submits the statements called for and states that out of the 18 vacancies which occurred since August 1893, 9 were filled by transfers, absorption of supernumeraries and reductions owing to abolition and amalgamation of Divisions and that the remaining 9 were filled by actual appointments, of which 2 are now held by Divisional Accountants and 7 by Assistant Accountants, 8th grade. The Examiner admits that M. Atchia Patradu was appointed as accounts clerk in August 1893, but states that the regular training of accounts clerks did not commence till 1896. He further remarks that, for reasons which he is unable to ascertain, action was not taken by the then Examiner Mr. Sherlock Hubbard at once on receipt of G.O. No. 1802 W. dated 10th July 1893 (Flag B), that subsequently other questions were raised as to the number of appointments of accounts clerks to be reserved for each circle, the claims they should have

to vacancies occurring in the ordinary ~~ele~~ clerical establishment, and the maximum limi[illegible]e up to which accounts clerks should be appointed, and that after these questions had been settled in 1896, the requisite steps ~~since~~ were taken in regard to the recruitment of accounts clerks.

18. As regards the training of accounts clerks in his office, the Examiner states that early in 1897 it was arranged to post one of the accounts clerks viz: Kutumba Row to his office, but that the advent of famine prevented this, and that until recently all the accounts clerks were on famine duty. In conclusion the Examiner reminds that the field for recruitment for the subordinate Accounts Branch is not confined to Divisional offices and that qualified clerks in his own office are also eligible.

The points requiring consideration are:

(a) Whether the system for the recruitment of the subordinate grades of the Accounts Branch laid down by the Government of India is a good one or not and whether it should be continued or abandoned.

(b) Whether the Examiner carried out the orders of the Government of India and of the Local Government in regard to the recruitment of the Accounts Branch.

(c) Whether the proposals of the Examiner that the present system of training men for the Accounts Branch should be abolished and that nominations should in future be made.

made from among clerks in the Office of Superintending and Executive Engineers who have displayed more than average aptitude in accounts, as ascertained from time to time during the Examiner's Inspections, should be approved.

(d) What rules should be laid down to prevent the claims of accounts clerks in Divisional Offices from being subordinated to those of clerks in the Examiner's Office.

(e) Whether the age limit fixed in G.O.No.555 W., dated the 13th February 1896 (flagged D) for the appointment of accounts clerks should be adhered to or abolished.

(a) All the Superintending Engineers are unanimously of opinion that the system laid down by India for the recruitment of the Accounts Branch is a good one, provided the rules on the subject are only adhered to. The Examiner however considers the system to be a failure. It does not seem fair to condemn the system without giving a fair trial to it. The reasons assigned by the Examiner for the opinion given by him are (1) that the number of appointments reserved from the onset for accounts clerks is altogether in excess of what in a reasonable time could be guaranteed for appointments to the Accounts Branch and (2) that not only have the expectations of the accounts clerks concerned been to a large extent frustrated, but they have also, by virtue of their appointment as accounts clerks, forfeited all claims of advancement on the

~~to vacancies occurring in the ordinary~~ regular clerical list. With regard to the first reason, it will be seen from Rule II of the Government of India Resolution printed with G.O.No.1802 W dated 10th July 1893 (Flagged B) that that Government fixed a minimum limit of posts to be reserved for accounts clerks at 4 per cent on the number of accountants employed in the Province and left it to the discretion of Local Governments to raise this proportion if advisable, due regard being paid to the vacancies likely to occur. Mr. Sherlock Hubbard, the then Examiner of Public Works Accounts, remarked that four per cent on the number of accountants employed in this Province would be two and that this limit for 30 offices would not be sufficient as a source of recruitment for the accounts establishment vide paras 4 and 6 of the Examiner's Office note printed with G.O. No. 2502 W, dated 7th September 1892 (Flag A). Col. Pennycuick, the then Chief Engineer P.W.D., also considered the limit of 4 per cent too small to be of use and recommended that 5 vacanc be reserved for accounts clerks in this Province vide paras 2 and 3 of his note printed with G.O.No.2502 W, dated 7th September 1892 (Flag A). This Government therefore informed the Government of India that 5 vacancies would be reserved for accounts clerks in this Presidency and issued orders accordingly in G.O.No.1802 W dated 10th July 1893. It will be seen from statement A (Flagged G) submitted by the Examiner with his office Note No. 615 A/E dated 18th May 1898 that 18 permanent vacancies occurred in the Accounts Establishment from August 1893 to May 1898 or an average of about 4 per annum. Out of the 18 vacancies, 9 were filled by actual appointments, 4 were absorbed by bringing the supernumerary men on the permanent sanctioned establishment, 1 was filled by the transfer of an accountant from Bengal and 4 were abolished on account of amalgamation and abolition of Divisions. In 1892 the number of accountants in this Presidency was reduced from 57 to 49 vide statement I printed with G.O.No.1937 W. dated 5th July 1892 (Flagged H), and there were thus 8 supernumerary accountants to be absorbed. The amalgamation of No. II Periyar with Madura, Rushikulya with Ganjam and the abolition of No. I Periyar and the Buckingham Canal Divisions also led to the absorbtion of 4 accountants. Had it not been for these circumstances, all the 18 vacancies would have been available for accounts clerks. Averages are usually fixed on the actuals of the past few years and there seems to be no reason to deviate from this principle in fixing the average number of vacancies likely to occur in the accounts establishment in a year. The average number of vacancies per annum based on the actuals of the past 5 years is 4 and this number may be safely relied upon, unless all the accountants now in service are young men. The Examiner however thinks that there is no likelihood of more than one vacancy occurring during the current and each of the succeeding years, but it seems impossible to gauge future events. If the Examiner had filled the actual vacancies which occurred up to date by accounts clerks in the Divisions, instead of by men from his own office, all the 5 accounts clerks would have ere long been appointed accountants. The best solution of the case

appears to be to allow the existing number of accounts clerks and to see how this number works up to the vacancies which may occur during the next two years and if, after these two years, it is found that the number of accounts clerks is out of proportion to the vacancies in the accounts establishment, the question of reducing the number may be considered. With reference to the Examiner's second reason that the ~~expe~~ expectations of the accounts clerks have been to a large extent frustrated and that they have, by virtue of their appointment as accounts clerks, forfeited all claims of advancement on the regular clerical list, it is observed that this is due to the Examiner having subordinated the claims of accounts clerks to those of men in his own office.

(b) It will be seen for the statement (Flagged G) that the Examiner has not fully carried out the orders of the Government of India and of this Government in regard to the recruitment for the Accounts Branch. The first vacancy was conferred on Mr. E. L. Taylor. This man was transferred to the Accounts Branch before he had Divisional training and he is stated to have since worked in a Division. The second man Ratnam Iyer is said to have been in a Division for 10 months from April 1893 to January 1894. He was not an Accounts Clerk in a Division and there is nothing to show that he was at least employed on accounts work in a Divisional office, The period of training in a Divisional Office prescribed by the Government of India is 18 months, and he did not complete this period. The third man Balakristna Row is said to have been posted to a Division in July 1893. He was ~~appoint by~~ apparently posted to the Division not for Divisional training as accounts clerk, but as an accountant and had only 7 months service against 18 prescribed by the Government of India before being appointed 8th grade accountant, which the Examiner calls Assistant Accountant, a designation which does not appear in the scale shown in statement I appended to G.O.No.1937 W, dated 5th July 1892, (Flagged H). The fourth Mr. Wilkins is stated to have been transferred to a Division on 10th January 1894 and had 8 months service when appointed 8th grade accountant permanent. This means that during these 8 months he was temporary accountant and that he had no previous Divisional experience. The fifth was a temporary accountant for a period of 1 year in a Division before being appointed Assistant Accountant permanent (8th grade accountant) and had no training whatever in the Examiner's or a Divisional Office before his appointment as temporary accountant. He seems to have been appointed straight off to the Accounts Establishment . The sixth was a clerk in the Ganjam Division for a period of 10 months from 1st December 1893 to 5th October 1894 and was appointed Accountant 8th grade on 12th February 1895. He was not employed as an accounts clerk in that Division and there has been an evasion of the rules in this case also. The seventh and the ninth are said to have been posted to Divisions after serving for some time in the Examiner's Office. The posting was as accountants and not as accounts clerks as required by the rules. The eighth is one of the accounts clerks and it was only in his case that the rules have been complied with. From

the above facts it is evident that the Examiner has overlooked the claims of accounts clerks except in one single instance. The Government of India having declared vide Rule I of its resolution printed with G.O.No.1802 W, dated 10th July 1893, (Flagged B) that accountants should be recruited also from qualified clerks in the Examiner's Office he could not be blamed for his ~~training~~ having appointed accountants from the clerks of his office. When the number of accounts clerks for the circles was fixed at 5 in G.O.No.1802 W, dated 10th July 1893, (Flagged B) the number for the Examiner's office should have also been determined. This omission enabled the Examiner to appoint any number of clerks from his own office. If the number of accounts clerks to be reserved in the Examiner's office is now fixed, it will not be possible for the Examiner to fill future vacancies by the clerks of his own office and the claims of accounts clerks in Divisional offices cannot be overlooked. The Examiner admits in his Office Note No.615 A/E dated 18th May 1898 ~~(Falgged)~~ that Mr. Sherlock Hubbard the then Examiner did not take action at once on receipt of G.O.No.1802 W, dated 10th July 1893 (Flag B), and that the regular training of accounts clerks commenced only in 1896. It will be seen from para 2 of the Examiner's same office note that even after 1896, when the regular training of accounts clerks is said to have commenced, two men who were not accounts clerks were appointed to temporary vacancies in the Accounts Establishment in order that the relative proportion of natives and non-natives might be preserved. This step was also very ~~bad~~ hard on the accounts clerks of Divisional offices who have put in much longer service. The Examiner has not also taken into his office for training the accounts clerks of Divisional offices as required under the rules and he says that early in 1897 it was arranged to post to his office Kutumba Row, Accounts clerk of the II Circle, and that the advent of famine prevented this. Although the Examiner could not be found fault with for his having subordinated the claims of accounts clerks in Divisional offices to those of clerks in his own office, still he has to be blamed for his having appointed as accountants men who had not the previous Divisional training for 18 months and not having taken the accounts clerks of Divisions into his office for training as required by para IV of the rules laid down in the Resolution of the Government of India printed with G.O. No. 1802 W, dated 10th July 1893 (Flagged B).

(c). Even under the system now in force, the Examiner has not appointed accountants from ~~during~~ among the accounts clerks in the Divisional offices except in one instance. If, therefore, the proposals of the Examiner that the present system should be abolished and that he should appoint accountants from the clerks in the Superintending and Executive Engineers' offices who have displayed more than average aptitude in accounts as ascertained from time to time during his inspections are approved, the result will be that there will be no chance whatever for men employed on accounts work in Divisional offices to enter the Accounts Establishment and the Examiner will be quite free to make selections from men of his own office. It will be seen from para 3 of the Government of India letter printed with G.O. No. 883* W dated 17th March 1892 that that Government considers "that the Divisional office is the best place for training accountants whether their future is to be spent in an Executive Engineer's or in the Examiner's office. This opinion appears to be very sound and every opportunity should therefore be given to the clerks employed on accounts work in Divisions for entering the Accounts Establishment. As the Examiner's proposals are not likely to secure this end, there seems to be no reason to accept them.

Yes.
A.S.H.

* Flag I.

(d) The average number of vacancies in the Accounts Establishment likely to occur in a year based on the actuals of the past 5 years is 4, and at this rate there should be 8 vacancies in 2 years which is the period prescribed by the Government of India for the training of accounts clerks. Eight accounts clerks may therefore be fixed for the whole Presidency. Six accounts clerks having already been sanctioned for the 6 Circles, the remaining two might be allotted to the Examiner's Office. The Examiner should be informed that nominations of accountants should in future be made from these 8 clerks alone whether the vacancies are permanent or temporary, ~~submitted with~~ and that no appointments should be given to his clerks until the accounts clerks in the Divisional offices are promoted, as a large number of his clerks has already been brought on the accounts establishment in preference to men employed in Divisions. The Examiner should also ~~be~~ be directed to maintain a register of accounts clerks and to send it to Government whenever ~~be~~ he submits proposals for the appointment of of accountants. The question of altering the total number of appointments as accounts clerks to be reserved in future may be considered, after the expiry of two years.

(e) The Examiner, ~~after the expiry of 2 years~~ calculating the age of the accountants in service at the time, recommended that 25 should be the limit of age up to which accounts clerks should be appointed and this recommendation was approved by Government in G. O. No. 555 W, dated 13th February 1896. The accountants whose age the Examiner took as the basis in his recommending the age limit of 25 for accounts clerks had not the two years previous divisional training now prescribed and it does not therefore seem fair to take the average age of such accountants in fixing the age limit of accounts clerks. ¶ Other Governments do not also appear to have fixed any age limit for Accounts clerks, and if any limit as to age is to be fixed in this Presidency, it will practically tend to shut out the entrance to the Accounts Establishment of clerks in Divisional Offices, who do not ~~serve~~ secure the appointment of accounts ~~cler~~ clerks immediately they enter Government service. This Government has fixed 25 as the age limit up to which men should be appointed to the clerical establishment, and some time should be allowed for men on the clerical ~~establishment~~ establishment to rise to the place of accounts clerk. Men who rise from ordinary to accounts clerks would have more experience than men appointed straight off as accounts clerks. It is therefore necessary in the interests

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of services to appoint accounts clerks from men already in the Department in preference to outsiders who have no previous experience and to look to efficiency rather than age. In these circumstances it is submitted that the age limit be abolished altogether, but if it is intended to fix any limit it is suggested that 30 may be fixed as recommended by the Superintending Engineer IV Circle. In the case of accounts clerks already appointed, there should, as already decided in G.O. No.* 1611 W., d/28-5-96. para 3, be no limit as to age, as the men forfeited all claims of promotion on the clerical establishment by becoming accounts clerks, and as it would be unfair to debar them from promotion as accountants by fixing an age limit long after they became accounts clerks.

* Flag J.

Maj

The gist of this matter is that the Examiner has practically ignored the orders of Govt. in the matter. Out of 9 appointments made from outside, since the orders issued, has only been one to an Accounts Clerk from up country! He was having given the system this impartial trial proposes to abolish it!

The papers shew that an average of 4 vacancies of Accountants annually may be expected. – To fill these there are already 6 accounts clerks, one in each Circle, who have been waiting patiently for appointments for the last 5 years. – The Examiner should be directed to appoint these 6 clerks to the ~~next~~ 6 vacancies which have to be filled from outside, without reference to their age, provided they are well reported on by Supdg. Engrs. The appointments should be made in order of seniority unless one or more are stated to be specially qualified. – When these 6 men have been provided for, the 4 annual vacancies should be filled by one appointment from the Examiner's office, & 3 from Circles. – If the vacancies are less than 4, the Circles should suffer, one man being always appointed from Examiner's office. If the vacancies are more than four, the first appointment in excess should go to the Examiner's office, & the remainder to Circles. The Examiner should submit a list of all accounts clerks available when sending up appointment of accountants for sanction. – Age limit to be 30 after present accts clerks have received appointments.

25.6.98

I concur with the conclusions formed, and I sanction the carrying out of Mr. de Winton's recommendations made in his Note of 25.6.98.

A.G.H
7.7.98

appointed straight off as accounts clerks.

It is therefore necessary in the interests

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ublic Works (1898) Department.

CURRENT No. 6195

From The Examiner, P. W. Accts, Madras

Order

No. 615 a/E

Dated 18th May 1898.
Received 21st Do
Registered 23.7.98
Enclosures 3
Spare copies

SUBJECT.

Recruitment of the Subordinate Accounts Branch since 1893 — Furnishes the information regarding the

of/33

BACK PAPERS.

No.	Date.

FURTHER PAPERS

No.	Date.

It is therefore necessary in the interests

E. No. 27.
1,000—6-9-97.

GOVT. OF MADRAS. } 1898. { P. W. DEPT.

CURRENT No.

KEEP-WITH

dated / 189 .

EXAMINER, P. W. ACCOUNTS.

Madras, 18th May 1898

OFFICE NOTE No. 615 D/E

Urgent

To

W.

Your Office Note No. 155 D dated
2nd. May 1898.

I append 2 statements A. and B. giving you the information you require. It will be seen from statement A. that I have only dealt with permanent vacancies and appointments, and that out of 18 permanent vacancies, 9 were filled by transfers, supernumeraries absorbed and reductions owing to abolition or amalgamation of Divisions. The remaining 9 were filled by actual appointments. Of these, 2 are now held by Divisional accountants fully qualified as such, and 7 are assistant accountants 8th. grade.

2. In addition, at present there are 4 officiating and temporary accountants viz.

1. C. V. Ramiengar	} against 2 furlough vacancies	
2. P. Kutumba Row		
and 3. Mr. Humphreys	vice accountant lent to Harbour Trust Board	

4.

4. Mr. Porrett } against Light House Division sanction

and, as already pointed out in my Office Note No. I08 A/E dated 24th. January I898, the 2 latter temporary appointments were made for special reasons, and mainly for the purpose of preserving the relative proportions of natives and non-natives. Flag A

3. M. Atchia Patradu was appointed as accounts clerk in August I893, but, as pointed out in my office note No. I08 A/E dated 24th. January I898, the regular training of accounts clerks did not commence till I896. Flag A

4. For reasons which I am unable to ascertain, action, apparently, was not taken by the then Examiner, Mr. Sherlock Hubbard, at once on G.O. No. I802 W dated I0th. July I893. Subsequently, other questions were raised (Vide G.O. No. 25I9 W dated I2th. October I895 and G.O. No. 257 W dated 22nd. January I896), and in C's Office Note No. 94 A dated 5th. February I896 the question of age was taken up, and nothing further seems to have transpired till that point was settled. In G.O. No. 555 W dated I3th. February I896 the Examiner's proposals were approved, and the age of 25 fixed as the maximum limit up to which accounts clerks could be appointed.

Flag U

Flag O

Flag Q

No. 555W / 13-2-96 Flag T

Flag T

5. On receipt of these orders my

predecessor

predecessor (Mr. D. C. Gordon) considered that the men already nominated, who were above the age of 25, were not eligible for appointment as accounts clerks, (Vide copy of his No. 208 A dated I8th. March I896 to the Superintending Engineer Ist. Circle attached), and he addressed a circular letter to Superintending Engineers asking for a list of clerks who were eligible for appointment when opportunity offered by vacancy in the 40/50 grade of clerks. This circular issued on 28th. February I896.

Flag F

6. Later on, the opinion expressed by my predecessor as referred to in para 5 *supra* was taken up by Government (Vide W's Office Note No. 20I5 C dated 2Ist. April I896, and C's reply Office Note No. 309 C dated Ist. May I896), and orders issued (Vide G.O. No. I6II W dated 28th. May I896); and it was only in receipt of these orders that my predecessor addressed Superintending Engineers enquiring whether the accounts clerks already appointed desired to retain their posts, and obtained from each accounts clerk a declaration for general service should they be appointed as accountants. A Memo was also printed by him for guidance in the training of accounts clerks.

Flag B

7. Early in I897 it was arranged to post one of the accounts clerks, Kutumba Row, to my office for training, but the advent of famine prevented this

(*Vide* G.O.No.I575 C/A dated the I8th. March I897), and after that, and until recently, all the accounts clerks were on famine duty. Two of them

C.V.Ramiengar

P.Kothamba Row are still employed as officiating accountants; the other 3 have recently returned to their substantive appointments in the Ist. 4th. and 6th. circles.

8. I need perhaps scarcely remind you that the field for recruitment for the Subordinate Accounts Branch is not confined to Divisional offices, but that qualified clerks, trained in the Office of the Examiner, P.W. Accounts, (*Vide* Government of India Resolution No.I29 A/E dated Ist. June I893) are also eligible.

G.O 1802 W / 10.7.93 [illegible]

W / 18.5.98

C.

18/5/98.

Statement A Shewing vacancies in Subordinate ounts Branch since August 1893.

te of cancy	Nature of vacancy	Name of appointment	Division or Office from which taken	Office in which originally appointed	Total Se up to 31 Decembe		Service in department on date of appointment			Remarks
- 1893	S. Bhapanatha Pillai deceased	(1) Taylor Mr E. L. BA	Examiner's Office	Examiner's Office	5	5	1	3	0	Was employed in Examiner's Office as an acting clerk from August 1888 to February 1890 when he resigned - reemployed August 1892 on Rs 100/- per mensem as a clerk, and was transferred to the accounts Branch. Has since worked more than 18 months in a Division.
1 - 1894	J. Gopala Iyer retired									A supernumerary Accountant S. V. Kristnaswamy Sastri since retired see item 8. absorbed on the vacancy.
1 - 1894	K. Kuppusami Nayudu deceased	(2) Ratnam Iyer T.R. BA	Ganjam Division	Examiner's Office	5	11	2			Appointed as a clerk in January 1892 in Examiner's Office was in a Division office from April 1893 to the date of his appointment; as Assistant Accountant in January 1894 - 10 months - Had 2 years and 4 months further experience in Division accounts and 1 year and 6 months in Examiner's Office before he was permanently promoted to 7th Grade - Rs 80/- which constitutes pay of a Divisional Accountant in Madras
2 - 1894	Mr C. W. Taylor deceased	(3) Balakrishna Rau A. B.A.	Madura	Examiner's Office	7	9	3	11		Appointed as a permanent clerk in Examiner's Office April 1890 and was posted to a Division in July 1893 and so had 7 months Division experience when appointed Assistant Accountant - on 1st February 1898 he was appointed 7th Grade (Divisional) Accountant Sub-pro-tem when he had over 4 years experience in a Division - he is now in charge of a Division.
4 - 1894	P. Venkatrapulu Iyer Accountant 6th grade retired	–	–	–	.	-				Retired while on foreign service (Supernumerary absorbed)
5 - 1894	P. Singaravelu Mudr. Accountant 6th grade deceased	–	–	–	-	-	-	-	-	Vacancy absorbed in consequence of the amalgamation of No. II Periyar Division with Madura.
9 - 1894	M. A. Jayaram Pillai Accountant 5th grade retired	(4) Wilkins, Mr G. W.	No. I Periyar	Examiner's Office	7	2	3	10		Was also acting and temporary clerk in Examiner's Office from August/88 to October 1890 - made permanent clerk in Examiner's Office on 1st November 1890 and transferred from Examiner's Office to a Division on 10th January 1894 so had 8 months Division experience when appointed 8th Grade Assistant Accountant permanent on probation - is still permanent Assistant Accountant and has further Division experience of over 2 years
2 - 1894	S. V. Krishnasami Sastri Accountant 8th grade retired	(5) King, Mr P. G.	Coimbatore	Coimbatore ?	4	1	1	-		Was a year as temporary accountant in Division before being appointed as Asst. Accountant - all his service has been in a Division and he is still an Assistant Accountant permanent 8th grade.
10 - 1895	Mr G. Read Accountant 3rd grade resigned	–	–	–	-	-	-	-	-	A supernumerary Accountant Theyagarapen absorbed in this vacancy
11 - 1895	Mr J. Conquest Accountant 1st grade transferred to Burma State Ry:	–	–	–	-	-	-	-	-	Mr J. D. L. Calder, Assistant Examiner Honorary Rank and Accountant 1st grade transferred from Bengal in this vacancy
12 - 1895	C. Rajagopal Mudr. Accountant 7th grade transferred to Madras Bezwada State Railway	–	–	–	-	-	-	-	.	Supernumerary and transferred - no appointment admissible.
12 - 1895	V. K. Ratnam Mudr. Accountant 7th Grade - Do -	(6) Mahomed Latiff Hussain	Bellary	Educational Department	4	-	2	-		Employed in Educational Department up to 30th November ~~1898~~ 1893 posted to Ganjam Division as an acting clerk 1st December 1893 and made permanent clerk 5th October 1894 - Appointed 8th grade Assistant Accountant on probation 12th December 1895 and has been in a Division nearly the whole of his service except for 2½ months in Examiner's Office - still an Assistant Accountant.
- 5 - 1896	M. Venkataramana Rau Accountant 4th grade transferred to the office of the Accountant General P. W. Department	–	–	–	-	.	.	.		Amalgamation of Rushikulya with Ganjam and closure of No. I Periyar Division — absorbed the vacancy.
- 10 - 1896	Ayodhyaramayya Accountant 6th grade deceased	–	–	–	.	-	.	-	-	Do — Do — Do
2 - 11 - 1896	Mr Platel Accountant 7th grade deceased	(7) LaFontaine Mr E. A. B.A.	West Coast	Examiner's Office	4	.	2	10	-	Was appointed a clerk in Examiner's Office in January 1894 and was posted to a Division in September 1895 and so had 13 months Division experience when appointed 8th Grade Assistant Accountant - he is still an Assistant Accountant & in a Division - he is fully qualified.
21 - 1 - 1897	T. Kondayya Chetti transferred to Travancore	(8) Subramanya Iyer C. N.	Ganjam	West Coast & Coimbatore	6	11	6	-	-	Appointed permanent Storekeeper in West Coast Division on 13th ~~December~~ February 1891 and made an Accounts clerk on 4th July 1894. Had 9 months service in Examiner's Office in 1895 and was promoted to Assistant Accountant 8th grade in January 1897 still an Assistant Accountant.
7 - 11 - 1897	Raghavendrachar. Accountant 5th grade retired	(9) Coombes, Mr J. H.	Vizagapatam	Examiner's Office	5	8	5	6		Appointed permanent clerk 1st May 1892 Examiner's Office - posted to a Division January 1897 and prior to appointment as 8th grade Assistant Accountant on probation had 10 months Division Experience and still on probation -
5 - 1 - 1898	C. Bramarayya Accountant 4th grade retired	–	–							Absorbed in consequence of abolition of Buckingham Canal Division 1st February 1898.

Mr. Sherlock Kilbart

Mr. D. G. Gordon

Mr. Denny

Statement B shewing Service of Accounts Clerks.

Circle	Name	Date of appointment as Accounts Clerk	Service in Department on 31st December 1897			Service in Department on date of appointment as Accounts Clerk			
			y	m	D	y	m	D	
I	Atchayya Patrudu M.	3/19-8-93	9	11	14	5	6	17	Appointed to P.W.D 15th Jan
II	Kutumba Rau, P	21-8-1893	16	11	26	12	7	16	Appointed to P.W.D. 6th Ja
III	No appointment made yet								
IV	C. E. Subramanya Iyer	4-7-94	6	11	"	3	4	22	Appointed an Assistant Accou
IV	Calmeiano Mr C. A	14-4-1897	7	6	-	6	10	11	Recently appointed
V	Rameingar C. V	2-7-1894	8	1	0	4	7	"	Appointed to P.W.D. 2nd
	Narayanasami Mudr. T. K.	10-1-1895	21	9	10	18	9	19	Reappointed to P.W.D 15th Dece

Copy of letter from Mr.D.C.Gordon,Examiner,P.W.Accounts, Madras,to the Superintending Engineer,Ist.Circle,No.208 A dated 18th.March 1896.

With reference to your No.883 G.N. dated the 10th.instant, I have the honor to state that as the clerks named in your letter have exceeded the age of 25 years,they are ineligible for appointment as accounts clerks under G.O.No.555 W dated 13th.February 1896.

2. The orders under which the appointment of M.Atchayya Patradu as accounts clerk was made having been superseded by G.O.No.555 W dated 13th.February 1896 he resumes his ordinary clerkship.

(True copy)

Mahomed Yacob 18/5/98
Superintendent,General Branch.

D
18/5/98

Ows. 2
610

Ors. 3
6195/58

Public Works (1898) Department.

CURRENT No. 683

Order

From The Examiner, P. W. Accts, Madras

No. 108 A/E.

Dated 24th January 1898.

Received 25.1.98

Enclosures 9

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SUBJECT.

Accounts Clerks — Furnishes remarks in connection with the System of appointing —

0.4.5.58 1237

BACK PAPERS.

G.O.	No.	Department.	Date.
	5194C	PW	2-12-97 ✓
	3078C	„	5-7-97 ✓
	1611 W.		28-5-96 ✓
	555 W.		13-2-96 ✓
	257 W.		22-1-96 ✓
	2519 W.		12-10-95
	1802 W.		10-7-93 ✓
	2502 W.		7-9-92 ✓

FURTHER PAPERS.

G.O.	No.	Department.	Page.

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No ....

PUBLIC WORKS DEPARTMENT.

No. 3078 C., dated 5th July 1897.

MEMORANDUM.

In certain correspondence which has been submitted to Government it has been alleged that the claims of men of long service in the mofussil for appointment to the Accounts branch have been passed over in favour of men of short service at Madras. This result has arisen from the system introduced by G.O., No. 1802 W., dated 10th July 1893, of appointing accounts clerks. Before dealing with the question as to whether the system is a good and just one or not, the undersigned is directed to request that all Superintending Engineers will be so good as to state their opinion of it and report how it has worked in their circles.

An early reply should be sent to this reference.

(Signed) D. McNEIL CAMPBELL, Colonel, R.E.,
Secretary to Government.

To all Superintending Engineers, except III.

Exd. T. K. Narayana Aiyangar.

1897.

PUBLIC WORKS DEPARTMENT.

Recd. } 1897. Enclosures
Regd. Spare copies

Memorandum, No. 3078 C., 5th July 1897.

JULY.

Accounts Clerks

Requesting all Superintending Engineers to state their opinion regarding the system of appointing — introduced by G.O., No. 1802 W., dated 10th July 1893, and to report how it has worked in their circles.

7530/683/98

Public Works (1897) Department.

Current Nos 7530, 7599, 8662, 9363, & 11564

CURRENT No. ~~7530~~ 683/98

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897.
No.........................

No 5194 c dy 2nd December 1897.

~~Order~~ O. U.

[illegible] 4/12/97

To C

For favour of remarks.

2. A copy of this office memo: No 3078 C dated 5-7-97, which arose out of the petition reported on in your office note No 187 A dated 12.5.97, is enclosed for information.

23.11.97

CWS 23/11/97

From J. C. Larminie Esq.
Supdg. Engineer, 1st Circle
To The Chief Engineer, P.W.D.

No. 335 E

Dated 23.7.97.

Received 29.7.97

Enclosures -

Spare copies

SUBJECT.

Accounts clerks — States that the system of appointing — introduced by G.O. No $\frac{1802 W}{10.7.93}$ has not worked fairly in the Circle but that the system is a good one if its rules are strictly enforced.

Comp [illegible] 30-7-97

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

No. 3356L

Office of the Supdg Engr 1st Circle
Camp Dowlaishweram Dated 23/7/97
Despd 26.7.97

EX R,
P. W. ACCOUNTS.
4-DEC.1897
N.

From

J. E. Larminie Esqr. M.I.C.E.
Superintending Engr. 1st Circle

To

The Chief Engineer
P. W. Department.
Madras.

Sir,

With reference to your memorandum dated the 5th instant No: 3078C, I have the honour to state that in this Circle a clerk named M. Atchayya Patrudu, who has passed the entrance test for the Subordinate Accounts Branch in 1885 was, on receipt of G.O. no: 1802W dated 10th July 1893 nominated as Accounts Clerk IV C 2nd grade pay Rs 30-40 vide Examiner's letter No: 656C of 19th August 1893. He has ever since been working as such in the Vizagapatam Division Office.

x not in

2. Atchayya Patrudu has on many occasions been recommended to the Examiner for consideration of his claims to an accountant's post, but so far without success. Nor has he even been taken to the Examiner's Office for further training as laid down in para 4 of the Government of India Resolution printed with G.O. no: 1802W

quoted above.

3. He lost all chances of promotion in the Clerical branch since his nomination as Accounts clerk as he has to look for his promotion to the Examiner's office vide paras 15 to 18 of the Examiner's note printed with G.O. no: 2502 W of 7/9/92.

4. It appears that all Accountants' posts* that have fallen vacant since July 93 have been given to Clerks in the Examiner's office some of whom were juniors to Atchayya Patrudu in Service.

* Some 14 in number

5. From the Circumstances above set forth it will be seen that the System introduced has not worked as fairly as regards this Circle as it ought to have been. It is in my opinion a good one if its rules are strictly enforced, but I believe they are deviated from and I cannot say whether there have been just and sufficient causes for so doing.

6. The clerk was lately promoted to a clerk's place IV C I grade pay Rs 40-50 as per G.O. no: 2577 W of 22/1/96.

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

for Superintending Engr. II Circle 24/3

Public Works (1897) Department.

CURRENT No. 7599

Order

From
Major W. L. C. Baddeley R.E.
Supg. Engr: II Circle

No. 270 G/6

Dated 30 July 1897
Received
Registered 2.8.97
Enclosures
Spare copies

SUBJECT.

Accounts Clerks.
Informs that the system of appointing — has not had a fair trial in the II Circle.

Compile
CH
2/4/97

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

SUPERINTENDIND ENGINEER'S OFFICE,
SECOND CIRCLE, Bezwada

No. 270 GL DATED 30 July 1897

FROM,

Major W. L. C. Baddeley R.E.
SUPERINTENDING ENGINEER,
II CIRCLE.

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No. ....

TO,

The Chief Engineer
P. W. Department,
Madras.

Enclos:

SIR,

In reference to your No. 3078 d/ 5th July 1897, I have the honour to inform you that the system of appointing Accounts Clerks has not had a fair trial in this Circle.

2. Three men employed in the II Circle have passed the Accounts test one of them so far back as 1886.

3. The case of this man, P. Kutumba Row is detailed in the papers printed with G.O. 1611 W d/ 28.5.96 and there is no doubt that according to the spirit of the

Government of India orders published with G.O. 1802 W of 10th July 1893, he should long ago have been appointed a permanent accountant.

4. With the history of this man's service before them, I cannot understand how any clerk, in a mofussil Office, can take the trouble to pass the Examination for an accounts clerk; and the orders of the Government of India on the subject must become a dead letter.

I have the honour to be,
Sir,
Your most Obdt.

W. Baddeley
Major R.E.
Supg Engr: II Circle.

Ovsr 683/58

Public Works (1897) Department.

CURRENT No. 8662

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No. ......

Order

From The Supg. Engineer, 4th Circle

No. 460/W

Dated 25th August 1897
Received 30 - 8 - 97
Enclosures ✓
Spare copies ✓

SUBJECT.

Accounts Clerks.

Reports regarding the system of appointing the —

Compile

30/8/97

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

No. 460
W.

Office of the Suptg: Engineer 4th Circle
Coimbatore 25th August 1897

From,

J. Hannan Esquire
Superintending Engineer
Fourth Circle
Coimbatore

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No ....

To,

The Chief Engineer
Public Works Department.

Sir,

Adverting to your Memorandum No. 3078. C. dated 5th July 1897, I have the honor to inform you that there are no men of long service in this Circle, whose claims for appointments in the Accounts Branch have been passed over in favor of men of short service at Madras. The present system seems to be a good one, and may be continued.

2. The age prescribed for the entertainment of men to the Accounts Branch may if possible be extended to 30 years instead of 25 as at present, to enable the passed men to obtain a fair chance of appointment in the Accounts Branch.

I have the honor to be
Sir
Your most obedient servant
J Hannan
Suptg Engineer, 4th Circle

P.D.S.

Public Works (1897) Department.

CURRENT No. 9363

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No.........................

Order

From The Supg Engineer
5th Circle

No. 376W.

Dated 18/20 September 1897

Received 21-9-97

Enclosures 2.

Spare copies

SUBJECT.

Accounts Clerks.

Giving his opinion & that of Ex: Engrs regarding the System of appointing —

Compile
Cn 21-9-97

0525/683/80

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

N° 555 SE

South Arcot Divisional Office
Camp Cuddalore

Dated 28 July 1897.

From A. H. Garrett Esquire
Executive Engineer,
South Arcot Division

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No.

To

The Superintending Engineer,
5th Circle

Sir,

In reply to your No 283 J dated 21st July 1897, I have the honour to inform you that there is a great deal of truth in the statement that the claims of accounts clerks in the office of Executive Engineers have been overlooked.

2. There can, I think be no doubt that the system of training clerks in Executive Engineer's offices for accountants is a good one; but naturally these men have not the same opportunities of bringing their claims to the notice of the Examiner as men in his own office.

3. It would probably advance their interests if when clerks' posts become vacant in the

Examiner's

all

Examiner's office they were always filled up by accounts clerks.

4. The Accounts clerk attached to this Division was strongly recommended for an Accountant's post, so far back as 1893, but he has not got his promotion yet.

I have etc

(Signed) A. H. Garrett
Executive Engineer

True Copy

18/9/97 Col RE.

Supdg Engineer 5th Circle

18th September 1897

902.x6
9363/97
683/98

17.9.97

No 1657

P. W. D.
Chingleput Division Office
28th August 1897

From J. P. Davidson Esqre
Executive Engineer
Chingleput Division

To
The Superintending Engineer
V Circle

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No..........

Sir,

I have the honour to reply to your endorsement No 283 G dated 21-7-97 on Chief Engineer's Memo No 3078 C dated 5 July 1897. I regret the delay in replying, but as the new system was introduced in September 1893, and in November 1894 I left the Department for employment as Principal, College of Engineering, and then proceeded home on two years furlough, I was not able to speak of it from any personal experience. I considered it, however, only fair to consult my head accountant on the subject, and ascertain if he had any facts to bring to notice.

2. There can be no doubt that, the appointment of accounts clerks was introduced ostensibly, with a view to forming a recruiting ground for the accounts branch, and the clerks, who obtained these appointments, virtually gave up

all hope of promotion in the ordinary clerical establishment.

3. Since September 1893, not less than 12 vacancies in the Accounts Branch have occurred and with one exception, these have all been filled by short service men at Madras.

4. The Examiner P.W. Accounts, has, of course, the right of appointment and it is only natural that, when a vacancy occurs, he should prefer to fill it by a man, even of very limited service, of whom he personally knows something, rather than by an accounts clerk of very much longer service, whose only merits, in addition to length of service, are (1) the good report of the Head Accountant whom he has assisted, (2) the recommendation of the Executive Engineer, and (3) possibly the fact that, he has, on more than one occasion, acted as Head Accountant, in a satisfactory and efficient manner. The above are all good points, but they are apt to go to the wall, when pitted against "personal knowledge".

5. The hardship consists in the fact that, the accounts clerk has been encouraged to hope for better things, has been induced, under this hope, to cut himself off from the good things of the general branch and eventually finds that he has fallen between two stools. It goes without saying that the men who abandoned the general branch, and qualified for the Accounts Branch, were the smartest men in an office, and likely to have done credit to themselves if they had stuck to the general branch, on this point, even with my limited experience of the working of the rule, I can speak from actual knowledge.

6. If the facts are as stated by me viz that of 12 vacancies, during the period September 1893 to June 1897, all but one, have been filled by short service men at Madras, there can be no doubt, that the working of the rule, has pressed very hardly, and very unjustly on the accounts clerks; the facts, as stated, have been collected from the D.P.W. establishment lists, and, as far as I can judge, are correct.

I have etca.

(Signed) J. P. Davidson
Executive Engineer

(True copy)

18/9/97 Colonel RE
Suptg. Engineer 5 Circle

17.9.97

No. 3748.

SUPERINTENDING ENGINEER'S OFFICE,
V CIRCLE, MADRAS,
Chepák, 18/20 September 1897.

From
Colonel C. C. Rawson R.E.
SUPERINTENDING ENGINEER, V CIRCLE,

To
THE Chief Engineer
P. W. Department

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No ....

SIR,

With reference to your No. 3078 C. dated 5th July 1897, I have the honour to state that the Executive Engineers, Chingleput and South Arcot Division, vide copies of their letters enclosed, while admitting that the system of training clerks in Executive Engineer's offices for accountants, is a good one, report that the claims of such men have been overlooked in favour of men who have served in the Examiner's office.

Enclosures. 2.

* N. 1657 d/ 28.8.97 from Exe: Engr. Chingleput Dn
" 555 S.E. d/ 28.7.97 from Exe: Engr. S. A. Dn.

2. Mr. Davidson enters into the subject fully in his report, and I agree with him in thinking that the recommendation of the Accountant under whom the Accounts clerk has served, backed by the recommendation

of the Executive Engineer and coupled when necessary, with the fact that the accounts clerk has acted as Head Accountant in a satisfactory and efficient manner, should receive due weight when pitted against "personal knowledge" of a man who has been in the Examiner's office, when promotions have to be made.

3. Mr Garrett states that the accounts Clerk who was attached to the South Arcot Division was recommended for an Accountant's post so far back as 1893, but had not got it when he wrote. Mr Davidson notes that as far as he could judge, of 12 vacancies during the period September 1893 to June 1897, all but one had been filled by short service men at Madras.

4. These instances seem to show that the promotion of accounts clerks has not been conducted on any even rule, and that much hardship and disappointment have been experienced by men who cutting themselves off from promotion in the general clerical establishment, find themselves, as accounts clerks, without the chance of equitable promotion when vacancies occur.

5. A simple rule would be that when other things are equal, seniority of service should be first considered in the matter of promotion of these accounts clerks - a general list of the whole of them in the Presidency being maintained for purposes of selection for promotion.

I have the honour to be,
Sir,
Your most obedt. Servant

18/9/97 Colonel RE
Suptg. Engineer 5 Circle

17.9.97

SUPERINTENDING ENGINEER,

V CIRCLE,

189 .

No.

OW 3/8
683/83

Public Works (1897) Department.

CURRENT No. 11564

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No ....

Order

From

The Supg Engineer
V Circle

No. 2065 T.C.

Dated 19 November 1897

Received 20. 11. 97

Enclosures

Spare copies

SUBJECT.

Account Clerks:—
Reporting on the system of appointing —
and informing that the fact of one having passed the account test is not in itself a sufficient qualification for promotion over other experienced clerks

Compile

W.

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

No. 2065 T.C.

OFFICE OF THE SUPERINTENDING ENGINEER,
6TH CIRCLE,
Trichinopoly, 19 November 1897.
5/19-

From
Lt Col C. V. Boddy R.E.
Superintending Engineer,
6th Circle.

EXAMINER,
P. W. ACCOUNTS.
4 - DEC. 1897
No ....

To
The Chief Engineer,
P.W.D.

SIR,

ENCLOSURES.

With reference to your memo. No: 3078 C dated 5th July 1897, I have the honor to inform you that in January 1895, a Clerk on Rs 20 - 30, who had passed the entrance test for the Subordinate Accounts branch was promoted to Clerk IV Class, 2nd Grade on Rs 30 - 40 in the Madura Division under the provision of G.O. No: 1802 W dated 10th July 1893, and that there have been no other vacancies in the Circle;

I consider that the work in the accounts branch in the Trichinopoly and Tinnevelly Divisions has been done at least as well as in the Madura Div with ordinary Clerks who assist the accountant, but who are not eligible under the existing rules, for promotion to the accounts Branch, as they have not passed the entrance test referred to in rule II of the Govt. of India Resolution Communicated with the G.O. quoted above.

It does not seem to me that the fact that a clerk has passed the Entrance Test for the Subordinate Accounts Branch is in itself a sufficient qualification to warrant promotions before other more experienced clerks who can do the work required just as well.

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

O. V. [illegible] Lt. Col. R.E.
Supg. Engineer, VI Circle

18/11/98

Ows. 9
683/98

E. No. 27.
1,000—8-9-97.

GOVT. OF MADRAS. } 1898. { P. W. DEPT.

CURRENT No.

KEEP-WITH

189 .

dated

EXAMINER, P. W. ACCOUNTS.

Madras, 24 January 1898.

OFFICE NOTE No. 108 A/E

To
W.

Though not perhaps very specific, it may be inferred from the opinions given by Superintending Engineers on the working of the present system under which Accounts Clerks gain admission to the Public Works Department as accountants that, at the best, that system is looked upon as a qualified success.

2. I myself am inclined to go a step further, and to pronounce it a failure, -firstly because of the number of appointments, viz five, that have from the outset been reserved for this class of establishment which are altogether in excess of what, in a reasonable time, could be guaranteed for appointments to the Subordinate Accounts Branch in this Presidency, and secondly because not only would the natural expectations of the men concerned, (but for the accident of Famine) have been thus to a large extent frustrated, but they have actually by virtue of their appointment

as accounts clerks forfeited all claims of advancement on the regular clerical list. Then, there have been two cases in which the claims of men in Divisions have been subordinated to those of their juniors in Madras, for special reasons, and mainly for the purpose of preserving the relative proportion between natives and non-natives as recognized and laid down by my predecessor, and which has also been my policy.

x	
Natives	28
Non-natives	19
Total	47

3. On the other hand, it has to be remembered that the accounts clerks nominated under G.O. No. 1802 W dated 10th. July 1893 were clearly given to understand that the prospects of their appointments as Accountants were quite remote, and, when given the option of reverting to the regular clerical establishment, they, with one accord, appear to have preferred to take their chance as accounts clerks. Since the regular training of accounts clerks commenced in 1896, one accounts clerk has been made a permanent accountant 8th. grade, while three have received temporary promotion as such notwithstanding that the full conditions of their training in regard to experience in both the Examiner's and Divisional Offices have not been fulfilled. Had it not been for the exigencies of work caused by the late famine these three temporary appointments

1893?

788D 2000.

Abo

Please let me see the
Public Servants Manual
If the petitioner's statement
is true of the special
circumstances under which
he incurred the second
debt I should, in
consideration of his past
services, have given him
another chance if I
had been in charge of
the office — in case the
petition is to be dismissed — It would
have a rather demoralising
effect in an office if
we were brought back to
it. [illegible] IV [illegible]
a short time back that
[illegible] a [illegible] manager
[illegible] in his office. &
[illegible]
that his 2nd clerk was
equally unfit for the
post. I don't know when
his manager will be

feited all

to take possible in the
near future but the
petr. be fitted in the
post? He might, I
suppose, be considered to
be on leave without
pay from the date of
his dismissal?

15.4.98

w
Public Servants'
Manual submitted.

I have always distrusted the petitioner's statements as to his cousin's help. I had received hints on the subject, but did not think it necessary to probe the matter before. I am now informed that the statements are a tissue of falsehoods. That which actually occurred was that the man borrowed Rs 800- and [illegible] bonds for

pointments

[illegible] in [illegible] the Rs 2000.
of something
He used the loan to pay up his former creditors - some of them accepting as little as 2 annas in the Rupee. The petitioner thus never got out of debt at all. It was his fresh debt as much as his wife's illness that stranded him. And it seems likely that this has now driven him to the Insolvent Court. Vide letter from the official Assignee. C No 11976 in the file. Memo No. 5274 C of 6 Dec 97.

The circumstances mentioned above are, I believe, a matter of some notoriety, and if the man is reinstated in supersession of other clerks either in this office or in any other, the men are likely to complain and with justice. There are men in this office who can throw light on the case. They are naturally reluctant to have their names mentioned; but it would, I think, be well to bring pressure to bear on them to disclose their knowledge rather than accept the petitioner's statements in view to his reinstatement.

R.S.
16 Ap 98

Did he ever submit the full schedule of his debts referred in Para 40 of the Manual?

J.H.H.
16.4.98

W
Please see Schedules flagged Q & S. attached to Memos 8244 D d/22 July 96 and 3499 C d/ 3 Oct 96. When Memo No 1338 D d/ 8 Sep 97 was written no Schedule was called for — the Court's attachment Orders amounting Rs 1,680-11-0 being on record. Further attachment Orders were anticipated and these

3/ Subsequently came in.

viz
No 10844 for Rs 70-11-0
10814 — " — 229-14-0
11623 — " — 49-8-7
9659 — " — 3-10-0

Had the Clerk continued in the Service, others would doubtless have followed. But their issue by the Courts was stopped by this office Memo 4560 C d/ 5 Nov 1897.

R.S.
16 Ap 98

I see in statements A & B submitted with his letter of 20.5.96 documents ~~the clerk states~~ which purport to be acknowledgments of his ~~cousin~~ father unless that they bear his debts. Do you mean that these documents are forged?

I think the best thing to be done is to call upon

If the information given to the [illegible] is true, the documents are either forged or false.
[illegible] Ap 98

as accounts

the petr., with refce to his petition to the

to submit a complete schedule of his debts at the present moment, shewing the amounts, to whom they are due & when they ~~ar~~ were incurred. We can verify this if necessary by applying to his debtors or by directing other members of the Office to give any information in their power. We shall then be in a better position to decide whether the late clerk deserves any consideration, or whether he has been guilty of deception & improvidence amounting

10.4.90

appointments