10-2-06.

Government o

lic Works ~~Financial~~ 1898 De

~~ORDINARY MTS.~~

G.O., No. 2199 W.

DATED 30th August 1898

[Despatch Abstract.]

Overseers -

Readjusting the scale of — with a view to improve the prospects of Military Upper Subordinates, and indicating the line for working up the new scale

ACK PAPERS.

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

FURTHER PAPERS.

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

When given for copying
When copied
When examined
When signed
190

GENERAL.
ESTABLISHMENT.

Government (1898) of Madras.

PUBLIC WORKS.

cd. } 1898. *Enclosures*
gd. *Spare copies*

G.O., No. 2199 W., 30th August 1898.

AUGUST.

Overseers

Re-adjusting the scale of — with a view to improve the prospects of Military
er subordinates, and indicating the line for working up the new scale.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

General.
Establishment.

Read—the following papers:—

From the Director of Public Instruction, Madras, dated 21st Oct. 1897, No. 11765.
" " " " " 4th Feb. 1898 " 987.
" " " " " 14th Mar. " " 2812.

Order—No. 2199 W., dated 30th August 1898.

Para 190 P.W. Code (1907 edition)

Under paragraph 56, Chapter II, Vol. I, Public Works Code, soldier students of the Madras College of Engineering after completing satisfactorily a year's apprenticeship are brought on the permanent Upper subordinate establishment of the department as Overseers, 1st grade.

2. Civil students of the College, after undergoing a similar course of College training, and a year's practical instruction on works, are appointed to the department as Overseers, 3rd grade.

3. Shortly before the year 1884, numerous complaints were received from Civil Upper subordinates that the direct appointment of soldier students to the 1st grade, absorbed nearly all the vacancies in that grade, leaving the promotion of 2nd and 3rd grade men hopelessly blocked.

4. The injustice was acknowledged and the Government after much discussion decided in G.O., No. 1291 W., dated 23rd May 1884, that the number of Overseers in the 1st grade should be increased annually by the number of Military students brought on to the establishment, the numbers in the 3rd grade of Overseers being correspondingly reduced. When this arrangement was sanctioned, it was foreseen that the numbers in the 3rd grade would gradually be absorbed and reduced to *nil* and that a re-adjustment would be necessary at some future time.

5. Before the introduction of the scheme of 1884, the distribution of the total number of Overseers was as follows:—

1st grade, 28. | 2nd grade, 28. | 3rd grade, 36.

Changes were made in numbers year by year as Military men were appointed, and the number in the 1st grade gradually increased.

6. In 1890, on the transfer of Military works in charge of this department to the Military Works Department, the total number of Upper subordinates was reduced by 6, or from 185 to 179. The total number of Overseers was reduced from 92 to 89 and their distribution was—

1st grade, 42. | 2nd grade, 27. | 3rd grade, 20.

7. At the present time the scale has become—

1st grade, 55. | 2nd grade, 27. | 3rd grade, 7.

8. The arrangement of 1884 which was made to benefit Civil Upper subordinates has now become the subject of a grievance to Military men. It has been represented by the Principal of the College on behalf of the latter, that whereas before 1884 a Military man joining the department at the bottom of the list of Overseers, 1st grade found only 27 men above him in the grade, a man now joining has double that number above him, thus seriously retarding his promotion to the next higher class, and hopelessly blocking his promotion to the highest grades.

9. To remedy this state of affairs the Principal at first proposed that Military men should be transferred to a separate list, and that their promotion should be regulated by a fixed period of service in each grade, and he subsequently suggested a time scale for the whole establishment, Civil and Military.

X

10. His Excellency the Governor in Council does not consider that any such scheme can be sanctioned, as a time scale for Upper subordinates does not exist in any other part of India and as it would probably cause as much dissatisfaction among Upper subordinates as it has created in the Engineer establishment.

11. There is no doubt, however, that the time has arrived for suspending the operation of the scheme of 1884, and re-adjusting the numbers in the three Overseer grades.

12. By having such unequal numbers as 55 and 7 in the 1st and 3rd grades much unnecessary expense to the State is involved. The number of temporary vacancies in the establishment owing to the absence of men on leave, &c., is generally greater than seven. Civil students of the College coming on the permanent establishment are appointed Overseers, 3rd grade, and are at the same time promoted to 2nd grade, temporary rank. They thus enter on a commencing salary of Rs. 80 instead of Rs. 60 per mensem.

13. The scale of Overseers will now be re-adjusted as follows:—

1st grade, 45. | 2nd grade, 28. | 3rd grade, 16.

This scale should be gradually worked up to as vacancies occur. The prospects of promotion of the junior Military men at present in the 1st grade will not in any way be improved by it, but the *impasse* now existing will get no worse, and will, at the end of five years, be considerably improved. It can also be partially removed by a more rigid application of the 55 years' rule among Civil Upper subordinates. Retirement at 55 is compulsory with Military Upper subordinates, but not so with the Civil, and men of the latter class have too often been permitted to remain on in the service until long after their efficiency had departed. By a more careful application of the rule, a better flow of promotion will be induced, and after a re-adjustment of the number of Overseers in each grade has been fully effected, Military Upper subordinates hereafter entering the department will not have much to complain of.

14. In order that the above change of scale may be effected, the Chief Engineer will make no more promotions from the 2nd to 1st grade and will fill up the numbers in the 3rd grade until the proposed scale has been arrived at. There will of course be during the change a block in the promotion of 2nd and 3rd grade men, but considering the rapid promotion men in these grades have hitherto received, they cannot regard this as a grievance. Assuming that two Military men are appointed to the department annually, and that the average number of vacancies is four, it will take about five years to arrive at the proposed scale.

15. After the revised scale comes fully into force, Military men will absorb annually two vacancies in the 1st grade, and only vacancies in excess of this number will be available to give promotion from Overseer, 2nd to 1st grade. This is unavoidable in the present condition of affairs.

(True Extract.)

Under Secretary to Government.

To Superintending Engineers.
,, the Consulting Architect to Government.
,, the Chief Engineer for Irrigation.
,, the Examiner, Public Works Accounts.
,, the Educational Department.

Exd. P. Seetharam.

$\left[\frac{\text{G.}}{\text{1}}\right]$

9,000—6-3-11.

DEPARTMENT.

CURRENT FILE.

PAPERS PUT UP WITH CURRENT No. ______

Papers of the department to which the current belongs.

Number.	Date.	Original (=O.) or spare copy (=S.C.)	Remarks. (In this column such of the papers as have been removed for copying, printing, etc., should be marked with a cross.)	Initials of clerk with date in token of return to section.

Papers of other departments.

Department.	Number.	Date.	Original (=O.) or spare copy (=S.C.)	Initials with date of (1) clerk of the Chief Secretariat department acknowledging return of the paper concerned or (2) Despatcher to denote the return of the papers to departments outside the Chief Secretariat.

Public Works (1897) Department.

CURRENT No. 10561

From The Director of Public Instructions, Madras.

No. 11765

Dated 21st October 1897

Received } 22d — " —
Registered }

Enclosures 2

Spare copies

SUBJECT.

Inviting attention to the serious consequences resulting from the increase of 1st grade Overseers' Establishment and the decrease of 3rd grade Overseers' Establishment.

BACK PAPERS.

G.O.	No.	Department.	Date.
	1615 D dy	7.10.97	
	2507 C dy	14.5.97	
	1291 W dy	23-5-84.	
	681 D dy	1.7.97	
	4914 C dy	18.12.96	
	4801 C dy	11.12.96	
	1894 W dy	24.6.96	
	1314 D dy	15-9-96	
	4522 C dy	30-11-96	
	906 D dy	29-7-96	

FURTHER PAPERS.

G.O.	No.	Department.	Date.

No. 683.C 2/ College of Engineering,
Madras, 18th October 1897.

From
Major H. D. Love, R.E.,
Principal, College of Engineering,
Madras.

To
The Chief Engineer,
Public Works Department, Madras

Through
The Director of Public Instruction,
Madras.

Enclosure. One.

Sir,

In continuation of previous correspondence by Office Note, I have the honour to invite attention to the serious results of the operation of G.O. No. 1291 W, dated 23rd May 1884, under which the establishment of 1st grade Overseers has been annually increased by the number of Military Apprentices entering the Department, while the establishment of the 3rd grade has been correspondingly diminished.

2. The consequences have been that the number of 3rd grade Overseers has fallen from 32 in 1884 to 7 in 1897, and that the promotion of Military Subordinates is now so hopelessly blocked that Apprentices entering the

Department

Department cannot possibly attain a higher rank than Sub-Engineer, 3rd Grade at the age of 55.

3. The G.O. referred to was passed in order to improve the position of the Civilian members of the Upper Subordinate Establishment. Improvement has been effected at the expense of the Military Subordinates, and also at the expense of Government, for it is evident that Government are paying far more for an Establishment of Overseers consisting almost entirely of 1st and 2nd Grade men than they would pay if there were a due proportion of 3rd Grade men.

4. It appears to me that the G.O. of 1884 must have been passed under a misapprehension. The principal reason for appointing Military Apprentices direct to the 1st Grade is that their average age on entering the Department is about six years above the average age of Civilians. Assuming that it takes about this time to pass through the Overseer Grades, it follows that at equal ages, the senior Military and Civil members had up to 1884 about the same standing. The Military member was compelled,

however

however, to retire at 55, while the Civilian might remain. The advantage was, therefore, not altogether on the side of the former.

5. At the present time, however, the advantage is enormously on the side of the Civilian. The Military member is handicapped by his age all through the ranks above Overseer, 1st Grade; and by the time he becomes 55 will be still among the 3rd Grade Sub-Engineers.

6. The only remedy for the present state of things appears to be the separation of the Upper Subordinate Establishment into a Military branch and a Civil branch. I enclose a Note on this subject from Mr. Keeling, the Acting Professor of Engineering, who as a Public Works Officer, is intimately acquainted with the conditions of Service in the Department. Mr. Keeling recommends that the Military Subordinates of 1887 and subsequent years should be transferred to the Military branch, and that promotion therein should be regulated by length of Service according to the following Scale:–

As

As Overseer	1st grade	6 years
" Supervisor	2nd "	4 "
" "	1st "	4 "
" Sub-Engineer	3rd "	4 "
" "	2nd "	4 "
" "	1st "	Balance to 55 years of age.

Total about 27 years' service.

7. If this plan is adopted, the establishment of Overseers can be brought back to its normal state, and a considerable saving can be effected. Unless something is done, and done quickly, Military students cannot be expected to join the College.

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

H. D. Love.
Major, R.E.,
Principal.

Ow. E. 2/10561/97

R 13,464/97
1897-98.

b/

College of Engineering

To
The Chief Engineer,
Public Works Department,
Madras

Through
The Director
of Public Instruction,
Madras.

Enclosure one.

No. 683.C.

Dated 18th } October 1897.
Recd. }

Subject.

Inviting attention to the serious consequences resulting from the operation of G. O. No. 1291 W, dated 23rd May 1884, which annually increases the Establishment of 1st grade Overseers and diminishes correspondingly that of the 3rd grade Overseers.

No 11765 21st October 1897

Forwarded

D Duncan

Director of Public Instruction.

DESPATCHED
21 OCT. 1897

1

Memorandum.

The existing rules regarding the Annual change of scale in the Overseer Class affects the present senior Military Students in a very marked degree. I propose to show how, and suggest a remedy.

2. The chief object of the regulation by which Military students are posted as 1st grade Overseers and Civilians as 3rd grade was to overcome the difficulty attendant on the fact that the Military men are older than Civilian Students of the same division by periods varying from six to nine years. Were both Military and Civilians posted to the same grade, the Military man, on entering the Department, would find at least six batches of men younger than himself in front of him and his promotion hopelessly blocked.

3. G. O. May 23rd 1884, No. 1291 W under which the present rules came into action was issued to remedy a state of things which existed not because Military men were appointed to the 1st grade Overseerships but because the establishment was in excess of sanction.

4. In paragraph 2, I have stated the chief

seniors should be transferred to the time scale for promotion ranking senior to Cornwell by the number of years departmental service they hold in excess of Cornwell's.

7. The time scheme will not cost Government anything. The existing rules cause at the present moment an increased cost to Government of Rs. 9,600 per annum which is increasing, and the up to date net cost to Government of the working of G.O. May 23rd 1884, No. 1291 W, has I calculate been over $\frac{1}{2}$ lac of rupees.

H. T. Keeling
Ag. Professor of Engineering.

P.W.1
10561/97

Exd thu

No 443 C dy 25.1.98 P.W.D

To

The Principal
College of Engineering

Sir.

With reference to your No. 68 C dated 18-10-97 I have the honour to inform you that I fully recognise that something will have to be done and that quickly to improve the state of affairs now existing in the overseers' grades of the department.

2. The present "impasse" has been caused by all vacancies in the first grade being filled up every year from the 2nd grade and at the same time increasing the numbers of 1st grade overseers by admitting two military subordinates from the College.

3. Your proposal to keep the military and civil subordinates entirely separate and regulate their promotion independently would

26/1/98

seniors should be transferred to the time scale for promotion ranking senior to Cornwell by the number of years departmental service they hold in excess of Cornwell's.

7. The time scheme will not cost Government anything. The existing rules cause at the present moment an increased cost to Government of Rs. 9,600 per annum which is increasing, and the up to date net cost to Government of the working of G. O. May 23rd 1884, No. 1291 W, has I calculate been over ½ lac of rupees.

H. T. Keeling
Ag. Professor of Engineering.

Dis. 1
10561/97

No 443 C dy 25.1.98 P. W. D.

To

The Principal
College of Engineering

Sir.

With reference to your No. 68 C dated 18-10-97 I have the honour to inform you that I fully recognise that something will have to be done and that quickly to improve the state of affairs now existing in the overseers' grades of the department.

2. The present "impasse" has been caused by all vacancies in the first grade being filled up every year from the 2nd grade and at the same time increasing the numbers of 1st grade overseers by admitting two military subordinates from the College.

3. Your proposal to keep the military and civil subordinates entirely separate and regulate their promotion independently would

26/1/98

would no doubt improve matters, but I do not think there is any possibility of its being sanctioned by the Govt. of India as it is opposed to code rules and would introduce a system which does not obtain in any other Province.

4 I propose to remedy the existing state of things as follows

(a) by rigidly enforcing the 55 year rule for retirement

(b) by distributing the numbers in the various grades of Overseers as follows -

1st grade - $\frac{8}{16}$ of the whole number, adding one for a fraction.

2nd grade - $\frac{5}{16}$ of - do - do

3rd grade - $\frac{3}{16}$ of - do - do

This will alter the numbers as follows

grade	Present	Proposed
1st	55	45
2nd	27	28
3rd	7	16

(c) to give two appointments annually in the 1st grade to military men.

5. The average annual number of vacancies in the first grade is 4 and I would gradually bring about the scale I now propose by only admitting the two military students each year and by making no promotions from the 2nd to the 1st grade, and filling up the 3rd grade, until the scale proposed has been arrived at. On the assumption that there will be 4 vacancies annually this result will be brought about in 5 years. After that time promotion to 1st grade will be limited to the number of vacancies in excess of two.

6. The financial effect of the proposed reorganisation will be as follows -

Monthly cost of present scale	Rs 8080
monthly cost of proposed scale	Rs 7700
Saving	Rs 380

7. I shall be glad if you will give me your opinions about my propos.

but with a rigorous application of the 55 years rule it may be expected to take place earlier - meanwhile, there will be no promotions from 2nd grade to 1st grade, & only 1 from 3rd grade to 2nd grade; & when the scale is established, the promotions will be limited to the number of vacancies in excess of two. This will doubtless cause some discontent but I see no help for it

ay

S.A.W

E Ch

26/1/98

21.1.98

E.W. 21.1.98

14

Public Works (1898) Department.

CURRENT No. 1158

From The Director of Public Instruction.

No. 987

Dated 4th February 1898.
Received } 8. 2-98
Registered }
Enclosures
Spare copies

SUBJECT.

Forwarding an opinion expressing that the proposals in the Chief Engineer's letter No. 4413 c of 25th Jany 1898 will be effective in removing the disabilities complained of on certain conditions

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

Urgent. 15

No 1504.C.

College of Engineering,
Madras, 3rd February 1898.

From

Major H. D. Love, R.E.,
Principal, College of Engineering,
Madras

To

The Chief Engineer,
Public Works Department, Madras

Through The Director of Public Instruction,
Madras.

Sir,

Referring to your No 443C, dated 25th January 1898, I have the honour to express the opinion that the proposals made in your fourth paragraph will be effective in removing the disabilities complained of, provided they are supplemented by a condition limiting the period of service in each rank.

2. The rigid enforcement of the fifty five years rule for retirement will accelerate promotion, and will place Military and Civil subordinates of that age

on

on equal terms. The grant of two appointments annually in the first grade of Overseer to Military Apprentices is authorised by existing rules. The proposed distribution of Overseers among the three grades will not, however, remove the block in promotion of Military Subordinates, unless supplemented by the limitation above alluded to.

3. The following method of arriving at a suitable scale is suggested for consideration. It is no doubt crude, and will require modification in detail; but I think that its adoption, when modified, would secure a reasonable flow of promotion, and place Military and Civil Subordinates on equal terms.

4. The data and assumptions on which it is based are as follow:—

(a) that the average age of the Military student entering the Department is 29 years, and that of the Civil student 22 years.

(b) that retirement will take place at 55 years of age, so that the average service of the Military Subordinate will

be

be 26 years, and of the Civil Subordinate 33 years.

(c) that, as Military Subordinates enter the Department in the first grade of Overseers and Civil Subordinates in the third grade, the total period of service in the second and third grades should be seven years.

(d) that the Establishment of Overseers numbers 89.

(e) that the total period of service in each rank should diminish from the lower to the higher ranks.

5. The maximum periods of service suggested for the different ranks are:— Sub-Engineer 9 years; Supervisor 11 years; Overseer 13 years. The periods in the different grades might then be—

Sub-Engineer	1st	Grade	2 years	
" "	2nd	"	3 "	
" "	3rd	"	4 "	9 years.
Supervisor	1st	"	5 "	
"	2nd	"	6 "	11 years.
Overseer	1st	"	6 "	
"	2nd	"	4 "	
"	3rd	"	3 "	13 years.
		Total	—	33 years.

It

It will be observed that the aggregate period of service in the second and third grades of Overseer is fixed at seven years, so that Military and Civil Subordinates will enter the first grade at the same average age.

6. The numerical distribution of the Establishment of Overseers among the three grades can now be fixed. The annual vacancies in the rank of Overseer will be $\frac{89}{13} = 7$, which will permit of 2 Military students joining the 1st grade and 5 Civil students the 3rd grade. Allowing for the occasional deficiency of Military students, and for possibly more rapid promotion than the scale of the previous paragraph admits, it is considered that 6 vacancies in the third grade may be expected annually. The number of third grade men will therefore be $6 \times 3 = 18$, and the number of second grade $6 \times 4 = 24$. The balance of $89 - (18 + 24) = 47$ will be first grade. Among the first grade men $2 \times 6 = 12$ will be Military, and $47 - 12 = 35$ will be Civil.

7. This distribution of Overseers does not differ widely from your proposed distribution; but it will not be effective in removing the present block unless the service periods now suggested or somewhat similar ones, are adopted in connection with it.

8. The scheme suggested will not prevent the exceptional promotion of specially deserving subordinates, nor the occasional supersession of the undeserving.

I have the honour to be,
Sir,
Your most obedient Servant,
W. D. Love.
Major, R.E.,
Principal.

RR 1695/98

20

1897–98.

College of Engineering

To
The Chief Engineer,
Public Works Department,
Madras.
Through The Director of Public Instruction, Madras.

No. 1504.C.

Dated 3rd } February 1898.
Recd. }

No. 987 / 4-2-98

Forwarded
D Duncan
Director of Public Instruction.

DESPATCHED
-5 FEB 1898

Abstract.

Expressing opinion that the proposals made in the 4th paragraph of Chief Engineer's letter No. 443C, dated 25th January 1898, will be effective in removing the disabilities complained of on certain conditions.

No 11882 dy 28.2.98

21

To Principal
C E College

The Director

Sir, In reply to your No. 1504 C dated 3 Feb 1898. I am to observe that your proposals are made in the interests of the military subordinates who have joined the Dept since 1895 & of those who will join in the future. Those who joined before 1895 have not suffered ~~will not suffer~~ in any way by the present condition of things, and will not ~~do so in the future~~

S.A.W.

E

D 1/3/98

1/3/98

1897–98.

College of Engineering

To
The Chief Engineer,
Public Works Department,
Madras.
Through The Director of Public
Instruction, Madras.

No. 1504. C.

Dated 3rd }
Recd. } February 1898.

Nº 987
4-2-98

Forwarded
D Duncan
Director of Public Instruction

DESPATCHED
5 FEB 1898

Abstract.

Expressing opinion that the proposals made in the 4th paragraph of Chief Engineer's letter No. 443C, dated 25th January 1898, will be effective in removing the disabilities complained of on certain conditions.

No 1188C dy 28.2.98

To Principal
C E College

Thro' Director

Sir, In reply to your
No. 1504 C dated
3 Feb 1898. I am to
observe that your
proposals are made
in the interests of
the military subordinates
who have joined the
Dept since 1895
& of those who will
join in the future.
Those who joined before
1895 have not suffered
~~will not suffer~~
in any way by the
present condition of
things, & will not
~~do so in the future~~
hereafter.

D 1/3/98

INSPECTED.
1/3/98

S.A.W.

22

2. Neither are the Civilian Subordinates affected beyond the fact that if the present state of things was allowed to continue they would enter the first grade of Service almost immediately & stay there indefinitely

3. I will therefore confine my remarks to the junior military Subordinate who have entered the Dept in 1885. viz Junior Joseph Mahony, his prospects being the most unfavourable.

4. Now, if ~~the~~ he has at the present moment

23

50 men above him in the 1st grade of Service, & assuming

(1) that the 55 years rule is rigorously enforced during the next 10 years.

(2) that 5 men senior to him are appointed to the Provincial establishment

(3) that there are no deaths or resignations during that period

(4) that no one is superseded.

it will take him exactly 10 years to become a supervisor 2nd grade because there will be

45 vacancies due to retirement
5 " - promotion to Provl establt
50.

5. that you will agree with me that the above is putting the matter in a very unfavourable light

29

to him, & in view of the practically certain casualties under (3) & the pretty certain casualties under (4) I think his period in the 1st grade ~~to the~~ certainly not exceed 8 years, which is not so greatly in excess of the period recommended by you, viz 6 years, which is also about the normal period now taken, as to warrant the introduction of such a sweeping measure of reform as a proportionate time scale. –

6. Government remember that it is only as regards the 1st grade of Inspectors that

---

25

2.

the block complained of as imminent exists in the upper grades promotion, as I have ascertained by inspection of the classified list, was not different very much from the times proposed in your time scale up to the 1st grade, except where incompetence has retarded it – also that, by my proposed alteration in the numbers of the various grades of Inspectors, the present 'impasse' will get no worse, but will improve annually. –

I should like to reduce the numbers of the 1st grade below 40, but ~~that~~ to do so would only accentuate the block in promotion from the junior ranks which will exist during the next 5 years, & I therefore think that it will serve as a starting point, & if we find, later on, that the conditions are favourable to further reduction in the number of the grade, it will be easy to make it.

7. I do not think therefore that I can ~~propose~~ recommend the time scale to Govt in addition. It would have to go to the Govt of India, & be supported by very convincing arguments in its favour, & I do not see any way to ~~make~~ them. I shall

however be glad to hear anything further you may ~~have~~ wish to say in the matter.

W L
20-2-21

D.W.
to sign Lane
CWS —

26

in promotion ^from the present trade^ which will exist during the next 5 years, & I therefore think that it will form a starting point, & if the pupil later on that the conditions are favourable to further reduction in the number of the grades, it will be easy to make it.

7. I do not think therefore that I can ~~[illegible]~~ recommend five time scale for post in addition. It would have to go to the Govt of India, & be supported by very convincing arguments in its favour, & I do not see my way to ~~make~~ them. I shall

27

however be glad to hear anything further you may ~~have~~ wish to say in the matter.

23-2-21

D. w. to sign, have to CPS —

~~26~~

L 02086

Public Works (1898) Department.

CURRENT No. 2498

2507 C
14.5.97

From The Director of Public Instruction

Order

D.W. let this L.O. for a list.
I may have to propose a time scale after all in connection with the reorganisation of the Conservancy Estabt., which I hope to take up shortly. Meanwhile make no promotions in permanent Estabt. ~~from~~ to 1st grade Overseer

22.3.98.

6

W/

C.O.P.S.
21/3 98.

Cor.
S.A.W. & E.N.
For note.

C.A.B.
22/3 98.

O.L.S. 25 Z R29/8

No. 2812

Dated	14	March 1898
Received	17	
Registered	17	
Enclosures	—	
Spare copies	—	

X

SUBJECT.

Prospects of promotion among the Military Subordinates of the P.W.D.

—

Fos. letter from the Princip. College of Engineering, offering his ~~upon~~ remarks on the proposals of the C.E. for improving the present —

1905-1400 C

Lo. spec. & see letter
[illegible] Cn

BACK PAPERS.

No.	Date.
1188C	28-2-98
443C	25-1-98
2829-30W	12-9-88
1291W	23-5-84

FURTHER PAPERS.

No.	Date.

29

No. 1698.C.

College of Engineering,
Madras, 9th March 1898.

DIRECTOR OF PUBLIC INSTRUCTION,
RECEIVED
10 MAR. 98
R. R. No. ....
MADRAS.

From

Major H. D. Love, R.E.,
Principal, College of Engineering,
Madras

To

The Chief Engineer,
Public Works Department, Madras

Through The Director of Public Instruction,
Madras.

Sir,

Referring to paragraph 7 of your No. 1188C, dated 28th February 1898, I have nothing to add to the suggestions already submitted.

2. The proposals you make will, if adopted, improve the present prospects of promotion among the Military Subordinates; but I am of opinion that they will not be effective in placing the Military and Civil members of the Upper Subordinate Establishment on equal terms.

I have the honour to be,
Sir,
your most obedt. Servant,
H. D. Love
Major, R.E.,
Principal.

Exd Alex

HC

RR 3488 of 98

1897-98.

30/

College of Engineering.

To The Chief Engineer,
Public Works Department,
Madras,
Through The Director of Public
Instruction, Madras.

No. 1698.C.

Dated 9th } March 1898.
Despd. }

Subject.

Submitting, with reference to Chief Engineer's No. 1188/C, dated 28th February 1898, certain remarks.

Rec
3029
Proc 2387

No: 2812
14-3-98

Forwarded.

D Duncan
Dir. of Pub. Instruction

[G./2.]
10,000—25-9-07.

NOTES.

31-34

31

College of Engineering,
MADRAS,

14. 10 1897.

My dear Boulton

Your D.O letter of 7th inst. I propose to deal with the question officially; but in the mean time I offer the following remarks on the Cause of and remedy for the present state of things.

The Cause is the omission to keep vacancies in the 1st gr. of Overseers open for Military Apprentices. Apparently whenever service is satisfactory, the length of service. Detailed proposals will be made officially.

There is no doubt that something must be done at once to improve the present prospects of the military subordinates. The two men now about to pass out of the College can never rise above 3rd grade Sub-Engineer as matters stand at present; and military students will shortly refuse to come to the College at all

Sincerely yours
F. Shaw

a vacancy occurred in the ranks above 2d gr. Overseer promotions were immediately made all along the line down to 3rd grade Overseer. Hence when Military Subordinates joined there were no vacancies for them; they increased the number of 1st gr. Overseers, and correspondingly diminished the number of 3rd grade. This has gone on

from year to year until the establishment of 3d grade Overseers has become practically nil.

What should have been done was to keep open vacancies in the 1st grade of Overseers to the extent of the number of Military apprentices expected to join within the next twelve months.

The *remedy* now is in my opinion to create a separate establishment for the military subordinates, and to make their promotion dependent, provided their

Current No. 10561

Departmental promotion of Military Upper Subordinates

D.W.

The accompanying Statement A shows how you propose to alter the permanent Upper Subordinate Cadre in order to give effect to Mr. Keeling's proposals.

It will take about 6 years to raise the scale of overseers, 3rd grade, from 7 (the present limit) to 32 (the limit of 1884), by reducing the scale of overseers, 1st grade, as the vacancies occur; for the average number of vacancies among civil Upper Subordinates of the rank of overseer, 1st grade, and above is 4 per annum, vide Statement B.

The financial effect of Mr. Keeling's proposals will perhaps be best brought out by ascertaining how 6 years hence (that is, after the present scale of overseers, 1st grade has been reduced by 25 exclusive of the military men), Serjeant Cornwell, and the Military Upp. Subord.

Subordinates below him in the gradation list will stand on that list.

Firstly — under the present System of making promotions on a list Common to both Civil and military men

2ndly: — under the proposed System of making promotions on a Separate list for military men

This Comparison is made in Statement C. which shows that the adoption of Mr. Keeling's plan would entail an Excess outlay of Rs: 850 per mensem.

This Excess, however is more than Counterbalanced by the saving of Rs: 1000 to be effected by the reduction of the present scale of overseers' grade in the manner proposed — leaving a net saving - - - - - of Rs: 150.

.... Rs 1200 I make it if the present system is allowed to work itself out.
CWHS
24/12 97

— Rs 350.
CWHS

But it is a question whether this anticipated net saving of Rs: 150 will be realised, for, the proposed Cadre for military men might prove inadequate to absorb two

two recruits annually from the College of Engineering, and some of the soldier students to be appointed year after year might have to remain as supernumeraries.

11.12.97

A

Statement: Showing the permanent Upper Subordinate Cadre as it now stands, and As proposed to be altered

Classes and Grades	At present		As proposed		
	Cadre (civil and military)	No. of military men	Cadre (civil)	Cadre (military)	
Sub Engineer, 1st grade	9	2	7	2	2
— Do — 2nd "	8	3	5	3	2
— Do — 3rd "	17	3	14	3	4
Supervisor, 1st "	21	7	14	7	5
— Do — 2nd "	35	8	27	8	8
Overseer, 1st "	55	9	21	9	10
— Do — 2nd "	27	..	27	..	
— Do — 3rd "	7	..	32	..	
Total	179	32	147	32	

38

B

List of Casualties among the Civil Upper Subordinates in Overseer's grade and above for the years 1887 to 1896.

Grade	1887	1888	1889	1890	1891	1892	1893	1894	1895	1896
Sub Engineer, 1st	..	..	..	..	..	2	1	..	1	1
Sub Engineer. 2nd	..	..	1	-	-	1	..	..	1	1
Sub Engineer, 3rd	..	..	1	3	..	..	1	2	1	1
Supervisor. 1st	1	..	-	1	..	1	..	2	..	..
Supervisor, 2nd	1	..	3	-	..	1	..	-	1	1
Overseer. 1st	1	..	1	2	1	-	3	1	2	2
Total	3	..	6	6	1	5	5	5	6	6

Total number of Casualties
for the 10 years from 1887 to 1896 = 43

∴ Average = 4

N

Statement Showing how Serjeant F. W. Cornwell and the military Upper Subordinates below him in the Gradation List will stand in that List 6 years hence both under the present, and under the proposed system of making promotions

No. 1	Name 2	Date of Appt. to the S. W. D. 3	Present Departmental rank 4	Grade likely to be attained 6 years hence under the present System of promotion 5	Grade to be attained 6 years hence under the proposed System of promotion 6	Excess expenditure entailed by the proposed System of promotion 7	Remarks 8
						Per mensem (Differ. of pay between columns 5 and 6)	
1	Serjeant F. W. Cornwell	June 1888	Supervisor, 2nd grade	Supervisor, 1st grade	Sub Engr. 3rd grade	Rs: 50	
2	Serjeant P. King	June 1887	— Do —	— Do — Sr. 2nd grade	— Do —	" 100	
3	Serjeant E. Priefe	Jany. 1891	— Do —	— Do ^ Do —	Supervisor, 1st grade	" 50	
4	Serjeant G. E. Brand	Jany. 1893	— Do — (Tempy. rank)	Supervisor, 2nd grade	Supervisor, 1st grade	" 50	
5	Serjeant C. J. Smith	Jany. 1893	— Do — Do.	— Do —	— Do —	" 50	
6	Serjeant C. H. Briant	Jany. 1894	Overseer, 1st grade	— Do —	— Do —	" 50	
7	Serjeant J. O'C. Phelan	Jany. 1895	— Do —	— Do —	Supervisor, 2nd grade	—	
8	Serjeant M. Power	Jany. 1896	— Do —	Overseer, 1st grade	— Do —	" 50	
9	Serjeant H. A. Durnell	Jany. 1896	— Do —	— Do —	— Do —	" 50	
10	Serjeant R. Cuthbert	July 1896	— Do —	— Do —	— Do —	" 50	
11	Serjeant R. Sheriden	July 1896	— Do —	— Do —	— Do —	" 50	
12	Serjeant T. P. Dillon	Jany. 1897	— Do —	— Do —	— Do —	" 50	
13	Serjeant J. Whittaker	Jany. 1897	— Do —	— Do —	— Do —	" 50	
14	Gunner J. Mahony	Jany. 1898 (* for purposes of promotion)	— Do —	— Do —	— Do —	" 50	
					Total, per mensem	Rs 700	

Add on account of 3 Seniors (Sub Condr. Rule and Serjeants Reynolds and Ruck) who, under the present System, are not likely to attain the rank of Sub Engr. 3rd grade within the next 6 years, but who, under the proposed system, have to be placed in the same grade with Serjeant Cornwell 3 × 50 = 150

Grand Total - 850

	At present –		Rough proposal	
	Cadre –	Military men	Cadre – (civil)	Military
Sub Supt I	9	2	7	2
" II	8	3	5	3
" III	7	3	14	3
Supt I	21	7	14	7
" II	35	7	28	7
Overr I	55	11	20	~~11~~
	145	33		
II	27	—	27	
III	87	—	32	
	~~180~~ 179	33	~~137~~ 14/6	33

Promotions (from May 1894 among the Military men) quicker than if things were left as they are
When Sergt Cornwell completes 5 years.

Go Supervisor I. ~~Ant~~ then = Rs 150
" " II .. Moon = 550.
Rs 700

Alternative Proposal of separating Military men & promoting according to length of service.

Overseers
Reducing 1st grade by ~~24~~ 25 and increasing 3rd grade by ~~24~~ = ~~24~~ 25 × 40 = Rs ~~960~~ 1000.
Add Superintendent = 700.
∴ Net saving = Rs ~~260~~ 300 per mensem.
but promotions of Military subordinates will be more rapid.

D.W. Please see the note and the statements submitted
11-12-97

Current No. 10561

Dw

This paper contains Mr Keeling's memorandum and the Principal's letter on the subject of how the prospects of military students passing out of the College are affected by the existing practice of increasing the scale of the 1st grade of overseers & reducing that of the 3rd grade, every time a military man is appointed to the per=manent upper subor=dinate establishment.

This question was raised by Mr Keeling in May last, & on + the note flagged E. Col. Campbell decided that no action was necessary. Mr Keeling and the Principal no

+ See also F.

for the original papers connected with G.O. No. 129+ W of 23.5.84. Unfortunately these original papers cannot now be found, for if they were forthcoming, they would show how fully the matter was discussed in 1884, & how many experiments were suggested before the existing system was decided on. The plan was not hastily put forward or published without full consideration, for the matter was under discussion for several months between the officers then holding the offices of DW., W. & C. It was fully foreseen & admitted that the 3rd Grade would gradually be absorbed & would need readjustment at some future date.

+ Bazaar G.

Perhaps the time for such readjustment has now arrived. For

Civil Students from the College are now appointed to the 3rd Grade, & are simultaneously promoted to 2nd Grade temporary rank, while the men at the top of the 2nd grade, except a few old hands who have been superseded or retired, are men of very short service.

If considered desirable, the system of increasing the 2nd grade might now be stopped, and the numbers in the 1st & 3rd grades might be gradually readjusted as vacancies occur, but this would certainly be regarded as a cause of grievance by Civil Students, whose promotion would thereby be retarded.

Mr. Keeling

give their views on the subject in greater detail.

The gist of the complaint is that by the gradual increase in the number of overseers 1st grade, a military student now entering the dept at the bottom of that grade finds himself much further off from the rank of Supervisor than the man who entered the dept. in 1884 did. Thus in 1884 there were 28 overseers 1st grade, & a man entering the dept. at the bottom of the grade, had 27 places to gain to become a Supervisor. At present there are 54 overseers 1st grade, & the bottom man must go up 53 places to top the grade. It is stated that a military man enters the dept at a much later age than the Civil Student

and retirement at 55 being compulsory, the military student of the present day has no prospect of rising beyond Supervisor 1st grade or Sub Engr 3rd grade, as the case may be.

The present system was the outcome of complaints from civil upper subordinates that the appointment of military men direct to the 1st grade absorbed the vacancies in that grade & hopelessly blocked the promotion of men in the 2nd & 3rd grades. The plan was then devised of increasing the number in the 1st grade, & reducing the 3rd grade, each time a military man entered the 1st grade, thus allowing a flow of promotion for 2nd & 3rd grade men.

The submission of this file has been delayed for several weeks in the search for the original papers connected with G.O. No 129 W. of 23-5-84. Unfortunately these original papers cannot now be found, for if they were forthcoming, they would show how fully the matter was discussed in 1884, & how many experiments were suggested before the existing system was decided on. The plan was not hastily put forward or published without full consideration, for the matter was under discussion for several months between the officers then holding the offices of D.W., W. & C. It was fully foreseen & admitted that the 3rd grade would gradually be absorbed & would need readjustment at some future date.

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Mr. Keeling

& Major Lowe proposes a more radical remedy, which is to separate the military men from the Civil for departmental promotion, & to give the former their steps through the various grades according to a time scale – Such a plan would probably be acceptable to both Mily & Civil upper subordinates, but as it is not required by the Code, it would require the sanction of the Govt. of India –

Some years ago it was ascertained that in Bombay, the military upper subordinates were kept on a separate list both for military & departmental promotion, but apparently that plan does not now exist, for

~~the~~ a reference to the Bombay Classified List shows that the three military men who remain in the P.W. Dept of that Presidency are on the general departmental roster – All other Mily. subordinates in Bombay are on the military works list –

It will be seen from the correspondence+ in Pros. Nos 2829-30 W of 12.9.88, that the question of placing the military men in this Presy. on a separate list for civil promotion was discussed on a former occasion, but it was dropped because it was thought that the small number of Mily. men on a separate list would not allow of reasonably quick promotion – Major Lowe's proposed time scale would however

+ Flagged H.

49

obviate this difficulty.

It does not appear that military upper subordinates are worse off in Madras than men on the Govt. of India list in regard to climbing through the 1st grade of the overseer class. The "Local administrations" list in the G. of I. Classified list show that there are 65 permanent 1st grade overseers, while there are only 16 second grade men & 7 third grade men. A military overseer appointed to the bottom of the 1st grade on the India list has thus 64 places to gain to become a Supervisor, but comparing the total departmental service of the military & civil men on the India list, it looks as if the mily. upper subordinates are selected for special promotion to Supervisor.

Per order.

Ce

4/12/97

[illegible]

Did like this taken up speedily please. H. A. J. G.

[illegible]

S. R. W.

What is the present sanctd scale of upper subordinates from Sub Engr. 1st to Overseer III, & why has it fixed at that amount?

II.—

2 What are the number of (1) technical charges (2) Sub-divn charges held by (a) Asst Engrs (?) upper subs?

[illegible]

50

Note

Up to May 1884 the scale of Overseers was as follows:—

First grade	28
Second "	28
Third "	36
Total	92

But in G.O. No. 1291W of 23rd May 1884 it was fixed as follows:—

First grade	32.
Second "	28
Third "	32
Total	92

and it was decided to annually increase the proportionate scale of first-grade overseers by the number of military students introduced into the department and to reduce that of the third-grade overseers to a corresponding extent.

2. This is the effect of 13½ years' experience of the system:—

Overseers first-grade	55
Overseers third grade	7

And as the scale of first-grade overseers increases to 62, as it is bound to do under the existing system very shortly, that of the third-grade overseers will diminish to nil. The evil is thus two-fold namely:- the military students entering at the bottom of a list of 60 men of the same grade will find their promotion hopelessly blocked, while civil students who have been accustomed to enter the department in the third grade will obtain+ no appointments at all. It is therefore clear that an immediate change of system is necessary. The only remedy feasible would appear to be that suggested by Major Love in his letter No. 683 C dated 18th October 1897 and by Mr. Keeling in a memorandum attached thereto. which is to separate the military from the civil men of the department and promote the former according to a time scale. This change of

+ But there is nothing to prevent civil students being appointed to the 3rd grade, against vacancies in the 2nd, & in their being kept in the 3rd grade for any time considered necessary.

system, not being recognized by the Code, would require the sanction of the Government of India, but there seems to be no alternative but to ask for it, while it is likely that they would sanction it, not only as a cure for the present unhealthy state of things but also, with a view to economy, for, as the pay of a third-grade overseer is only Rs 60, it obviously has not paid financially to reduce the cadre of that grade from 36 to 7 and to increase the cadre of the first-grade the pay of which is Rs 100 from 28 to 55. Or if we take the scale of first-grade overseers as fixed in the 80 - 32 - and calculate the ~~that~~ expense of paying 23 men in excess of that number Rs 100 instead of Rs 60 per mensem it will be found that

Government are losing Rs 11040 per annum under the existing rules - so that Mr Keeling puts the figure at Rs 9600 he considerably underestimates the amount, but, as he points out, it will go on increasing.

3. The anticipated financial results attendant on the adoption of Mr Keeling's proposals are dealt with by the Establishment Clerk in his note of 11th inst: with which are submitted 3 statements A, B and C. As stated above, the annual loss now entailed is Rs 11040 per annum, but if the system be allowed to remain in existence until the Third grade cadre of 7 is reduced

to nil and that of the First grade increased by the same number we must add to the Rs 11040 a sum of Rs 3360 - i.e. Rs 40 × 7 × 12 - per annum bringing the total loss to Rs 14400 a year or Rs 1200 a month. When this occurs recruitment will have come to a dead lock: no civil student can be appointed to the Third grade because it will have vanished, and no military student can be appointed to the First grade because there will be nothing of the Third grade left in which to make a corresponding reduction. And as this will happen in the near future the time has certainly come for reorganizat

A proposal which I beg to submit for consideration is, while adopting Major Love's and Mr Keeling's suggestion, to fix the scale of Military men in the various grades from Sub Engineer downwards at the numbers now happening to exist in those grades — vide Statement A — and to promote them as proposed by Mr Keeling. By this arrangement it will be seen that the figures will ultimately approximate to those fixed in G.O. No 1291 W of 23rd May 1884 viz:—

	Civil	Military	Total	As fixed in G.O.
First Grade	21	9	30	32
Second "	27	–	27	28
Third "	32	–	32	32
			89	92

Statement C estimates the financial effect at Rs 850 per mensem or Rs ~~1000~~ 350 less than than Rs 1200 which will be the ultimate cost under the existing regime. It is however desirable to have something in hand in case of its being

found necessary to transfer any of Sergt. Cornwell's seniors to the time scale for promotion as noted in para 6 of Mr Keeling's memorandum.

4. It is not presumed that this proposed reorganization will place matters on a more economical basis than that in vogue anterior to the issue of G.O. No 1291 W of 23rd May 1884: that G.O. was passed as a remedy for the dissatisfaction felt by the Civil Subordinates at their systematic supersession by Military men. It is merely submitted that if a proposal such as that now being made had been carried into effect instead of the system adopted in May 1884 a large sum of money would have been

saved and all cause for complaint on the part either of the civil or the military Subordinates would have been eliminated. The separation of the military from the civil subordinates could have been effected more advantageously then than it can now, for there were in May 1884 only 28 men in the First grade of Overseers, and a healthy flow of promotion might have continued. Now, however, there are 55 men in that grade: nine of these are military, but as the remaining number, 46, is 25 in excess of the proposed cadre for civil subordinates (*vide* Statement A) no promotions can, under present proposals, be made to the First grade for about 6 years. This is the one disadvantage of the only remedy that appears

feasible; and this disadvantage is not altogether unmixed, for it will serve as a corrective to the rate of promotion in the lower grades which is now abnormally rapid. A reference to page 34 of the Classified List, corrected up to 30th June 1897, will show that Overseers 3rd grade get their promotion, to temporary rank at least, within a few months; and in fact there is not a single 3rd grade overseer who is not now Temp.y 2nd grade.

5. It is unfortunate that the papers on which the G.O. of 23rd May 1884 was based are not forthcoming (*vide* S.A.W.'s note of 4th instt), for they might make it clear why such proposals as these were not adopted

59

in preference to a system foreseen to be leading to the present impending collapse.

C.H.W.B.
24-12-97.

60

Cir. 10561

179
3
16) 537 (33
48
57

179
5
16) 895 (55
80

D.W. Please issue following Circular to S.Es.

The G.O. having reason to believe that the sanctioned scale of upper subordinates is below the requirements of the Dept, has the honor to request that S.Es will be good enough to submit a statement for their Circles in the following form as soon as possible.

H.L. St.

S.A.W.

The following is submitted with reference to W's queries on Mr Burlton's note of 24.12.97:

On the re-organization of the Dept. in 1881, the scale of the permanent Upper Subordinate establishment was fixed at 185 after correspondence with the Govt. of India. This number was reduced to 179, the present sanctioned scale, in 1890 in consequence of the transfer + of Military Works from the P.W.D to the Military Works Dept.

The distribution & of the total number of Upper Subordinates among the several grades of (1) Sub Engineers (2) Supervisor and (3) overseer is regulated by the instructions contained in para 63, Chapter I, Vol. I of the P.W. Code, from which it will be seen that while the total number of overseers has to be fixed as laid down in that para of the Code, the distribut.

+ when 6 military upper subordinates of the P.W.D. were transferred to the Mily W. Dept.

& the present distribution is,

Sub Engrs 1st Grade —	9	34
— " — 2nd — " —	8	
— " — 3rd — " —	17	
Supervisors 1st Grade —	21	56
— " — 2nd — " —	35	
Overseers 1st Grade —	55	89
— " — 2nd — " —	27	
— " — 3rd — " —	7	

distribution of this number among the 3 overseer grades is left to the discretion of the Local Govt.

The number of sectional charges in the Presidency is not known to this office.

There are 79* Subdivision Charges at present, and of these 12 are ~~[illegible]~~ held by Assistant Engineers, 62 by Upper Subordinates and 5 by the Divisional Officers themselves.

The following is added for W's information:

12	Asst. Engrs	in charge of Subdivisions
3	— do —	— Divisions
5	— do —	on leave or deputation
9	— do —	on special duty
8*	— do —	(How employed, not known)
Total 37		

R.
14.1.98

* Subject to correction on receipt of information as to how the Subdivision charges in the III Circle have been rearranged on the closure of relief works.

W
Submitted -
We have no information as to sectional charges in the head office

Let me have a list of these by name.
[illegible]
18.1.98

W/ List submitted.
R
19.1.98

& Mr Romilly
.. Formby
.. Campbell
.. Kharegat
.. Jagadisa Aiyar
.. Kalyanarama Ayyar } II Circle

.. de Chazal — III "

.. W. G. Molesworth — C.A.'s Dy

W. Herewith the statement asked for in para 5.

2. also a circular to SE's for approval

3. also a statement showing the distribution of Asst. Engrs & another statement showing the upper subordinates who have attained the age of 55 -

[illegible]
19.1.98

D.W. Note

1. I fully recognize that something sh'd be done, & quickly; but I do not think Major Tores & Mr Keeling's proposal is feasible, because it is entirely opposed to Code rules, w'd introduce a system wh: does not obtain elsewhere, & w'd therefore almost certainly be refused sanction by Govt of India.

2. The present 'impasse' has come about because all vacancies in Overseer 4th grade have been filled up annually by promotion from 2nd grade instead of reserving a sufficient number for the military students in each year.

3. I propose to remedy the

distribution of this number among the 3 overseer grades is left to the discretion of the Local Govt.

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3 — do — do — Divisions
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Total 37

A 14-1-98

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W.H.H. 14-1-98

W/ List submitted
A 19-1-98

& Mr Romilly
.. Jotinby
.. Campbell
.. Kharegat
.. Jagadisa Aiyer
.. Kalyanarama Ayyar } II Circle
.. de Chazal — III "
.. W. G. Molesworth — C.A.'s Dy

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Submitted -
We have no information as to sectional charges in the head office

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3. also a statement showing the distribution of Asst. Engrs & another statement showing the upper subordinates who have attained the age of 55 -
SRom
19.1.98

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2. The present 'impasse' has come about because all vacancies in Overseer 3rd grade have been filled up annually by promotion from 2nd grade instead of reserving a sufficient number for the military students in each year.

3. I propose to remedy the

65

but I see no help for this, with the retirements referred to in 3.(1) ~~the period of non promotion~~ with rigorous retirement at 55 thereafter, the period of non-promotion will be considerably short[er] whilst with the alteration in the numbers of the various grades of the above proposal, promotion as far as 1st grade shd be more frequent than prior to 1884.

4. If the above proposal is carried out the max. number of [illegible] & students annually appointed shd be 2 -

5. These have financial effect of above proposal worked out soon, as compared with existing scale

[illegible]
17.1.98

Vide remarks on statement

D.W.
Please write a letter to [illegible] in the sense of this note, in answer to his letter. Ask him to favour me with his remarks thereon
[illegible]
19.1.98

E - please do so at once -
[illegible]
18.1.98

D.W.
(1) A statement showing the financial effect is submitted: also
(2) A fair copy of W's Circular to S.E.'s
(3) A list of Assistant Engineers, showing how they are employed at present
(4) A list [illegible] Sub. Engrs. [illegible] 55 years of age
[illegible] 20.1.98

66

	Total Service			
Lahir	31	Keane [illegible] 1st grade in	26	24
Gray	Do	—	22	24
MacAlister	26	— 2nd grade	23	21
Ford	25	—	23	21
Smith	21	—	21	21
		— x 3rd	23	17
Kelly	24	— x	21	17
Cope	25	—	18	17
Annley	21			
Joyce	23	Supt 1st x	20	12
		—	11	12
Keane	15		13	12
Dunphy	16	—	14	12
Slaney	16	—	14	12
Blake	15	— 3rd	7	6
Brown	12		5	6
Reynolds	10	—	7	6
Ruck	11			
Connell	9		6	6
King	10	x	9	6
Price	7		6	

Brand	5 – 67	4	acty	6
Smith	5	4	do	6

Bruit still remain at office 4 years

Whelan

1910
55

22 vacancies will
occur
50 places abolition

45
5

1d

List of Assistant Engineers, showing how they are employed at present

Name	How employed at present
	In Charge of Divisions
Mr. A. H. Morin	Cuddapah Dn.
" J. M. Lacey	Ganjam Dn.
" J. M. M. Parker	Godavari Eastern Dn.
	In Charge of Subdivisions
S. A. Subrahmanya Aiyar	Periyar
R. A. Srinivasa Aiyangar	Delta Project Sub Dn., Kistna Western Dn.
R. Gopala Aiyar	Adoni Sub Dn., Bellary Dn.
P. S. Paterson	Mangalore Sub Dn., West Coast Dn.
R. Srinivasa Aiyangar	Nandyal Sub Dn., Kurnool Dn.
G. R. Venkatarama Aiyar	Eastern Sub Dn., Kistna Western Dn.
A. V. Ramalinga Aiyar	Madura Sub Dn.
" J. Hening	Calicut Sub Dn.
" C. T. Mullings	Anantapur Sub Dn.
" G. S. Rama Aiyar	Dummagudiem Sub Dn., Godavari Eastern Dn.
" R. N. Appaswamy Mudr.	Chidambaram Sub Dn., S. Arcot Dn.
" P. V. Manicka Nayakar	Erode Sub Dn., Coimbatore Dn.
	On Special duty
" T. W. S. Smyth	Periyar Distributary Works
" M. Loam	Ghat road Survey, Anamalai Hills
" D. Marshall	Anumalanka Project, Godavari Western Dn.
" W. Hutton	Shatiatope anicut works, S. Arcot Dn.
" S. Krishnamachariar	Tirupati Water supply project, N. Arcot Dn.
" L. D. Venkatarama Aiyar	Chepaud project Cuddapah Dn.
" T. T. Raghavachariar	Cauvery Delta Completion estimates
" J. B. Lutman	Ernad road works, West Coast
24 " M. Brown	Vizagapatam Waterworks
	On leave or deputation
25 " H. T. Keeling	On furlough
26 " C. Mildred	— do —
27 " W. T. T. Howley	— do —
28 " R. N. H. Reid	— do —
29 " P. Hawkins	Lent to the Hyderabad-Godavari Valley Rail
	Particulars of employment not reported
30 " A. G. Romilly	II Circle
31 " M. R. Kharegat	— do — Kistna Northern Dn. ×
32 " R. Kalyanarama Aiyar	— do — Nellore Dn.
33 " S. A. Jagadisa Aiyar	— do — Kistna Northern Dn. ×
34 A. W. Campbell	— do — — Do —
35 R. W. Dorunby	— do — — Do —
36 A. R. de Chazal	III Circle.
37 W. G. Molesworth	C. A's Dn.

H. T.
15.1.98

SS II

× ask what these two are doing

15.1.98 × SS I if it is necess to keep an ...

D/ 21.1.98

Statement showing the financial effect of proposed reorganization of the establishment of overseers

The monthly cost on the present scale is: —

	Rs:	Rs:
55 overseers @ Rs: 100 each =	5500	
27 " " 80 " =	2160	
7 " " 60 " =	420	
Total		8080

The monthly cost on the proposed scale is: —

	Rs:	
45 overseers @ Rs: 100 each =	4500	
28 " " 80 " =	2240	
16 " " 60 " =	960	
Total		7700

∴ Monthly saving by the introduction of the proposed scale = Rs: 380

It will take 5 years to work up to the proposed scale. Meanwhile, the monthly saving would vary as follows: —

	Rs.
After the 1st year When the No. of overseers, 1st grade wd. have been reduced by 2, and the 2nd & 3rd grades would each have been augmented by 1 —	60
After the 2nd year When the 1st grade would have again been reduced by 2, and the 3rd grade correspondingly raised —	140
After the 3rd year When — do — do —	220
After the 4th year When — do — do —	300
After the 5th year When — do — do —	380

These figures are based on the assumption that there will be 4 vacancies every year among the 1st grade overseers & that 2 military subordinates are given 1st grade overseers posts each year

S.R.M.
19.1.98

Noted
19.1.98

19.1.98

W - for orders.

The Principal C.E. College has written approving of your proposals regarding the re organisation of the Overseers grades but says that to make it effective for the military as well as the civil subordinates a time scale must be laid down. He proposes a scale giving the number of years a subordinate is to be in each grade - from 3rd grade Overseer to 1st grade Sub Engr. and presumably means that promotions are to be made acc. to this scale and not acc. to the vacancies which occur.

as his proposal is intended to safeguard the interests of the military subordinates he is probably thinking of the block which may occur in the 1st grade overseers when your proposal to ~~increase~~ reduce

75 1188C
28.2.98

4

Circ 115 8

OW

For orders.

The object of laying down a time scale for promotion is not quite apparent -

If there are vacancies, there seems no reason why they should be kept open until the men complete the prescribed periods of service, & if there are no vacancies when men complete the periods, they cannot be promoted until vacancies do occur.

The time rule for the Engg establt. has caused enough dissatisfaction, but

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As his proposal is intended to safeguard the interests of the military subordinates he is probably thinking of the block which may occur in the 1st grade Overseers when your proposal to reduce ~~increase~~

to Code rules would introduce a system wh. does not obtain in any other Province

3. I propose to remedy the existing state of things as follows

(a) by rigidly enforcing the 55 year rule

(b) by ~~altering~~ distributing the numbers in the various grades of overseers as follows -

1st grade - $\frac{8}{16}$ of the whole number, adding one for a fraction

2nd grade - $\frac{5}{16}$ of do do

3rd grade - $\frac{3}{16}$ of do do

This will alter the numbers as follows -

grade -	Present -	Proposed
1st	55	45
2nd	27	28
3rd	7	16

(c) to give two appointments annually in the 1st grade to military men

4. The average annual number of vacancies in the first grade is 4 and I would gradually bring about the scale I now propose by only admitting the two military students each year thereby making no promotions from the 2nd to the 1st grade & filling up the 3rd grade until the scale proposed has been arrived at. On the assumption that there will be 4 vacancies annually this result will be ~~arrived at~~ brought about in 5 years. After that time promotion to 1st grade will be limited to the number of vacancies in excess of two.

5. The financial effect of the proposed reorganization will be as follows -

monthly cost of present scale } R 8080

monthly cost of proposed scale } R 7700

saving - R 380

6. I shall be glad if you will give me your opinion about my proposal -

W.

28.1.98

W - for orders.

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As his proposal is intended to safeguard the interests of the military subordinates he is probably thinking of the block which may occur in the 1st grade overseers when your proposal to ~~increase~~ reduce

also requires reasons to be recorded every time a man is compulsorily retired at 55. The extract from a despatch from the Secy. of State printed under Art 503 C.S.R. also emphasises the principle that the State should not be deprived of the services of efficient officers by the untimely exercise of the powers of compulsory retirement. Each case must therefore be considered on its merits –

The case of military men is different – they are supposed to be liable to be called on for ~~[illegible]~~ field service at any

time, & it is on this account retirement at 55 is compulsory with them – The rule with respect to military subordinates was introduced only about 1879 or 1880 – Prior to that retirement with them was not compulsory, & men who were considered efficient were allowed to remain in the service until they were 60 or more. During the Afghan war, a number of warrant officers of the Ordce, Commissariat & P.W. Depts. were ordered on field service, & all the elderly men who were nominated

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at once sent in medical certificates of unfitness, or broke down on arrival at the front & the G.G. then issued a General Order making retirement at 55 compulsory for warrant officers of all Depts. throughout India.

This is why a difference is made between military and Civil upper subordinates.

11-2-98

1188C
28-2-98

S.a.w.

Major Love seems to assume that there is a block in promotion in the Supervisor & Sub Engr. grades also & that as W's proposals are only for improving promotion up to 1st grade overseer it will not in any way benefit military men.

Is there any such block? Have any military men, otherwise eligible for promotion been more than 6 years in the 1st grade of overseers or 6 years 2nd grade Supervisor?

14.2.98

SW There is no block in promotion at present for the senior military overseers 1st grade, or for men in the higher grades. Sergeants Brand & C.J. Smith, the senior military

---

W – for orders.

The Principal C.E. College has written approving of your proposals regarding the re-organisation of the Overseers grades but says that to make it effective for the military as well as the civil subordinates a time scale must be laid down. He proposes a scale giving the number of years a subordinate is to be in each grade – from 3rd grade Overseer to 1st grade Sub Engr. and presumably means that promotions are to be made acc. to this scale and not acc. to the vacancies which occur.

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11882
28.2.98

84

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As his proposal is intended to safeguard the interests of the military subordinates he is probably thinking of the block which may occur in the 1st grade overseers when your proposal to ~~increase~~ reduce

their number from 45 to 55 is given effect to. There is however nothing to show that any such block will take place or why the military subordinates are in any way in a ~~different~~ worse case than the civil ones. +

Major Love's time distribution for the Sub Engr. grades would certainly not be popular. This assumption in para 4(e) of his letter would not meet with the approval of the upper subordinates of the Dept.

SRM
16/2/98

+ In fact the proposed reduction of 1st grade & increase of 2nd & 3rd grade will materially benefit the soldiers -

vide Draft Letter

20-2-98

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16/2/98

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vide Draft letter

20 - 2.98

2498

H.C.

I want the file about altering the number of the overseers in the various grades.

W. B. L.
16/5/98.

R.K.

The papers referred to by W are lying over at Madras vide C. No: 2498 of 1898. Kindly send them up.

16/5/98.

H.C.
O.

File herewith

18/5/98.

W

Submitted.

20/5/98.

L.H.S.

Send this up now
[illegible] in the
[illegible] of my note

2.6.98

Cho 2498

DW

Submitted for perusal, prior to transmission to W.

This file will be linked with the other one relating to Res Conservancy estate.

Cn
25/7/98

Seen
AHK
26-7-98.

88

Public Works Department.

C. No. 2498

SUBJECT. Distribution of the establt. of overseers in the 3 grades.

HIS EXCELLENCY THE GOVERNOR.

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

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

FOR ORDERS.

Under para 56, Chapter II, Vol. I, P. W. Code, soldier students of the Madras College of Engineering after completing satisfactorily a year's apprenticeship, are brought on the permanent upper subordinate establishment of the Dept. as Overseers 1st grade.

2. Civil students of the College, after undergoing a similar course of College training, and a year's practical instruction on works, are appointed to the Dept. as Overseers 3rd grade.

3. Shortly before the year 1884, numerous complaints were received from civil upper subordinates that the direct appointment of soldier students to the 1st grade, absorbed nearly all the vacancies in that grade, ~~having~~ leaving the promotion of 2nd and 3rd grade men hopelessly blocked.

4. The injustice was acknowledged and the matter formed the ~~matter~~ subject of

much

[P. W. 43. / 500—24-3-98.]

#1 28.7.98 / 2.8.98

much discussion, until in May 1884, X a scheme was devised whereby the number of overseers in the 1st grade was increased annually by the number of military men brought on to the establishment, the numbers in the 3rd grade being correspondingly reduced. Thus if the numbers in the 3 grades stood as follows

X G.O. No. 1291 W d/23-5-84.

Flag B

1st grade 28
2nd grade 28
3rd grade 36

and 3 military men were appointed to the 1st grade, the numbers would be readjusted as follows

1st grade 31
2nd grade 28
3rd grade 33

5. If 3 vacancies existed in the 1st grade on the appointment of the military men, they would be left free for the promotion of civil upper subordinates from the 2nd to the 1st and from the 3rd to the 2nd grades.

6. The Govt. of India Code (para 63, Chapter I, Vol. I) does not lay down any distribution in the 3 grades of overseer, so that the numbers in each grade may be fixed by the local Govt. in any proportion thought proper.

7. When the arrangement of 1884 was made, it was foreseen that the numbers in the 3rd grade would gradually be

absorbed and reduced perhaps to nil, and that a readjustment at some future time would be necessary.

8. Before the introduction of the scheme of 1884, the distribution of the total number of overseers was as follows:-

1st grade 28
2nd grade 28
3rd grade 36

Changes were made in numbers year by year as military men were appointed, and the number in the 1st grade gradually increased.

9. In 1890, on the transfer of military works in charge of this Dept. to the Military works Dept., the total number of upper subordinates was reduced by 6, or from 185 to 179. The total number of overseers was reduced from 92 to 89 and their distribution was

1st grade 42
2nd grade 27
3rd grade 20

10. At the present time the scale has become

1st grade 55
2nd grade 27
3rd grade 7

11. The arrangement of 1884 which was made to benefit civil upper

subordinates

subordinates has now become the subject of a grievance to military men. It has been represented by the Principal of the College on behalf of the latter, that whereas before 1884 a military man joining the Department at the bottom of the list of overseers 1st grade found only 27 men above him in the grade, a man now joining has double that number above him, thus seriously retarding his promotion to the next higher, or superior class, and hopelessly blocking his promotion to the highest grades.

12. To remedy this state of affairs the Principal at first proposed that military men should be transferred to a separate list, and that their promotion should be regulated by a fixed period of service in each grade, and he subsequently suggested a time scale for the whole establishment, civil and military.

13. The undersigned does not think that any such scheme can be recommended. A time scale for upper subordinates does not exist in any other part of India; it would require the sanction of the Govt. of India, and it is very unlikely that such sanction would be given, and it would

would probably cause as much dissatisfaction among upper subordinates as it has created in the Engineer establishment.

14. There is no doubt however that the time has arrived for suspending the operation of the scheme of 1884, and readjusting the numbers in the 3 overseer grades.

15. By having such unequal numbers as 55 and 7 in the 1st and 3rd grades much unnecessary expense to the State is involved. The number of temporary vacancies in the establishment owing to the absence of men on leave &c is generally greater than 7. Civil students of the College coming on the permanent establishment are appointed Overseers 3rd grade, and are at the same time promoted to 2nd grade temporary rank. They thus enter on a commencing salary of Rs. 80 instead of Rs. 60 per mensem.

16. The undersigned considers that the scale should now be readjusted as follows:-

1st grade	45
2nd grade	28
3rd grade	16

This scale should only be gradually worked up to as vacancies occur, and the prospects of promotion of the junior military men at present men in the 1st grade of overseer would not in any way be improved by it, but the impasse ~~will~~ now existing will be no worse, & will, at the end of 5 years, be considerably improved, It can also be partially removed by a rigid application of the 55 years rule among civil upper subordinates. Retirement at 55 is compulsory with military upper subordinates, but not so with the civil, and men of the latter class have too often been permitted to remain on in the service until long after their efficiency had departed. By a more careful application of the rule, a better flow of promotion will be induced, and after a readjustment of the number of overseers in each grade has been fully effected, military upper subordinates hereafter entering the Dept. will not have much to complain of.

17. To effect the above change of scale the undersigned proposes to make no more promotions from the 2nd to 1st grade, and to fill up the numbers in the 3rd grade until the proposed scale has been arrived at. There will of course be during the change a block in the promotion of 2nd ~~&~~ and 3rd grade men, but considering the rapid promotion+ men in these grades have hitherto received, they cannot regard this as a grievance. Assuming that 2 military men are appointed to the Dept. annually, and that the

average number of vacancies is four, it will take about 5 years to arrive at the proposed scale. The undersigned would like to reduce the number of the 1st grade to a smaller figure than 45, but to do so would only accentuate the block in promotion from the junior grades which will exist during the next 5 years. After the revised scale comes fully into force, military men will absorb two vacancies+ annually, and only vacancies in excess of this number will be available to give promotion from overseer 2nd to 1st grade. This will probably cause some discontent, but it must apparently be faced, for it is evident that the present state of affairs cannot continue.

The cost of the present establishment of overseer is

1st grade	55 at	Rs. 100	each	Rs. 5500
2nd "	27 "	80	"	2160
3rd "	7 "	60	"	420
				Total Rs.	8080

That of the proposed scale would be

1st grade	45 at	Rs. 100	each	Rs. 450
2nd "	28 "	80		2240
3rd "	16 "	60	"	960
				Total Rs.	7700

Prospective

+ Excluding men who have been passed over for incompetency or bad work, 2nd grade overseers of little more than 3 years total service have recently been receiving promotion to 1st grade temporary vacancies -

+ the average annual number of vacancies is 4 or 5.

95

Prospective saving Rs-380 per annum.

As already stated the Govt. of India has not fixed the proportion of overseers in each grade, and this Govt. is therefore at liberty to make any distribution it pleases.

The undersigned recommends that the proposed revised scale be adopted, viz-

1st grade 45

2nd " 28

3rd " 16

and that it be introduced gradually by the absorption of vacancies.

W

28.7.98

This recommendation is accepted.

J.A.H.

31.7.98

96

P.W. Draft order on C. No. 10561 of 97., with file.

To Director of Public Instruction for remarks, unofficially.

H. Tremenheere.

11.8.98

PUBLIC INSTRUCTION
15 AUG 1898
MADRAS

The only remarks the undersigned has to make are:—

(1) compulsory retirement at 55 seems not to be in accordance with the orders of the Secretary of State

(2) In the grading of officers in this Department the number of officers in the several grades diminishes from grade to grade upwards. In the P.W. Dept. the opposite is the case.

(3) Might not the saving under the proposed scheme be utilized to neutralize the effects of the block in promotion of 2nd & 3rd grade men that will take place during the change?

D. Duncan

D.P.I.

17.viii.98

To The Educational Deptt. u.o.

The above remarks of the Director are communicated u.o. to P.W.D.

H.T.

19.8.98

Secy

ab

18/8/98

Secy

ab

20/8/98

(1) It is not intended to make the rule absolutely compulsory but only to apply it more rigidly than heretofore. I have added the word 'more'

(2) True - but it would be an upheaval to alter this, and I fail to see how it would improve promotion

(3) I don't see how without increasing the numbers in 1st grade overseers, which is what we wish to avoid

24.8.98

Returned countersigned to P.W.D.

H.T.

26.8.98

97 P. W. DEPARTMENT.

Papers to be read in Proceedings :—

Again G.O., dated 189 , No.

Again G.O., dated 189 , No. (11765)

Current No. 10561 of 1897, dated ~~22nd~~ 21st October, from the Director of Public Instruction, Madras. R.O.

" " 1158 " 1898, " ~~8th~~ 4th February " ——do—— 10987

" " 2498 " 1898, " ~~17th~~ 14th March, " ——do—— 2812

ORDER.

No. 2199 W. Dated 30-8-98.

~~To The Educational Dept for favour of counter-initials~~

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2 Civil students of the College, after undergoing a similar course of college training, and a year's practical instruction on works, are appointed to the Department as overseers 3rd grade.

3. Shortly before the year 1884, numerous complaints were received from civil upper subordinates that the direct appointment of soldier students to

[P. W. 4. / 500-24-3-98.]

The Edl. Dept. for c.i. 8-8-98.

to the 1st grade, absorbed nearly all the vacancies in that grade, leaving the promotion of 2nd and 3rd grade men hopelessly blocked.

4. The injustice was acknowledged and the Government after much discussion decided in G.O. No. 1291 W dated 23rd May 1884 that the number of overseers in the 1st grade should be increased annually by the number of military students brought on to the establishment, the numbers in the 3rd grade of overseers being correspondingly reduced. When this arrangement was sanctioned, it was foreseen that the numbers in the 3rd grade would gradually be absorbed and reduced to Nil and that a readjustment would be necessary at some future time.

5. Before the introduction of the scheme of 1884, the distribution of the total number of overseers was as follows:—

1st grade 28
2nd grade 28
3rd grade 36

Changes

Changes were made in numbers year by year a military men were appoin and the number in the 1 grade gradually increase

6. In 1890, on the trans of Military Works in char of this Department to the Military Works Departmen the total number of upper subordinates was reduced b 6, or from 185 to 179. The total number of overseers was reduced from 92 to 89 and their distribution was

1st grade 42
2nd grade 27
3rd grade 20

7. At the present time the scale has become

1st grade 55
2nd grade 27
3rd grade 7

8. The arrangement of 1884 which was made to benefit civil upper subordinates has now become the subject of a grievance to military men

It has been represented
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9. To remedy this state of affairs the Principal at first proposed that military men should be transferred to a separate list, and that their promotion should be regulated by a fixed period of service in each grade, and he subsequently suggested a time scale for the whole establishment, civil and military.

10. His Excellency the Go
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for upper subordinates d
not exist in any other pa
of India and as it woul
probably cause as much d
satisfaction among uppe
subordinates as it has created in the Engineer Establishment.

11. There is no doubt howeve
that the time has arrived for suspending the operation of the scheme of 1884, and readjusting the numbers in the 3 overseer grades.

12 By having such unequal numbers as 55 and 7 in the 1st and 3rd grades much unnecessary expense to the State is involved. The number of temporary vacancies in the establishment owing to the absence of men on leave &c is generally greater than 7.

Civil

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2nd grade temporary rank.
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The scale of ~~upper subordinates~~ overseers will now be re-
adjusted as follows:—

1st grade 45
2nd grade 28
3rd grade 16

This scale should be gradually
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14. In order that the
above change of scale may
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104

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men will absorb annually
2 vacancies in the 1st grade,
and only vacancies in
excess of this number will
be available to give promotion
from overseer 2nd to 1st grade.
~~This will probably cause
some discontent, but it must
apparently be faced, for it~~
is ~~evident that the
present~~

~~present state of affairs
cannot continue.~~

This is unavoidable in the
present condition of affairs

H. T.
26. 8. 98

F. S. E.

Mas

W.

Suptg: Engineers.
The Consty. Architect to Govt
" Chief Engineer for Irrigation
" Examiner, P. W. accounts
" Educational Deptt.