Public Works (1899) Department.

G.O., No. 2220 W

DATED 18th August 1899.

[Despatch Abstract.]

Employment of men who have passed the F.A or B.A. Examination - modifying G.O No. 1311 W of 18th May '99 by ruling, that every alternate vacancy in the IV class, 2nd and 3rd grades, and in the grade above this, be reserved for men who have passed the F.A. or B.A. Examn.

B

[P. W. 2 / 2,000—29-3-99.]

Indexed. 22/8

BACK PAPERS.

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

FURTHER PAPERS.

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

---

and Judicial Depts. and at

P.W. DEPARTMENT.

READ the following:–

Letter from the Suptg. Engr., II Circle, No. 334 W dated 1-7-99
" " " Suptg. Engr., III Circle, No. 2187 W dated 9-6-99
" " " Suptg. Engr., III Circle, No. 2420 W dated 28-6-99.
" " " Suptg. Engr., III Circle, No. 2578 W dated 11-7-99.
" " " Suptg. Engr., IV Circle, No. 387 W dated 12-7-99.
" " " Suptg. Engr., V Circle, No. 373 W dated 4-7-99.
" " " Suptg. Engr., VI Circle, No. 1116 T.C dated 1-7-99.
" Consg. Architect to Govt. No. 1108 dated 1-7-99.

Circulated to

~~H.E. the Governor~~

~~FOR~~ ORDERS.

No. 2220 W.

× Flag D

B

From orders

Erratum

In line 7, paragraph 3
of G.O. No. 1311 W dated 18th May 1899
for the words
"and above this grade"
~~Substitute~~
"and in the grade above this"

10 A U

To All Suptg. Engrs. D 19/9/99
The Exr. P.W. Acct.
.. Chief Engineer for Irrigation
.. Consg. Architect to Govt.

Flag U

In G.O. No. 2720 W dated 24-10-93 Govt. decided that one appointment in the 4th Class, 2nd Grade, or Rs 30-40 shall be reserved, in each circle, on the occurrence of the first vacancy in each calendar year for men who have passed the F.A. or B.A. Exar. Since this order issued there have been appeals from the clerks in the grades below. Recently several petitions were received from the clerks in the IV & V Circles in which it was pointed out how injuriously the order quoted had operated on clerks in the grades below that of 4th Class 2nd Grade inasmuch as their further promotion had been practically debarred. At the suggestion of Col. Smart G.O. No. 1311 W dated 18-5-99 was

which the order of 1

s modified and it was de=
ided that every alternate
cancy in the 4th Class 3rd Grade
Rs 20-30) & above this grade shall
compulsorily filled by F. As or
As. It was considered that
this way not only would the
laims of the existing staff be
not altogether overlooked as they were
nder previous orders but that the
personnel of the clerical staff in
the mofussil would also be im=
proved.

2. On the issue of G.O. No. 1311 W
dated 18th May 1899 the Supdg.
Engr., I Circle, inquired whether
the words "and above this grade"
in para 3 of the G.O. quoted mean
that alternate vacancies are
to be given also in the IV Class
2nd Grade or in all the grades
above the IV Class, 3rd Grade. Mr.
de Morgan pointed out that no
difficulty is experienced in ob=
taining the services of F. As or B.As
but very great difficulty in retaining
them as these men generally re=
tments in the
enter th

and Judicial Depts. and at a time when they have just commenced to be useful.

3. The undersigned on ~~recon~~= =sidering the subject was convinced that the orders in question, which were settled during his absence on leave, ~~will~~ would give unduly rapid promotion to F. As & B. As quite irrespective of their qualifications as clerks, & ~~it is~~ that it would be also very un=fair that men who make the Dept. a stepping stone to higher posts elsewhere should supersede thoroughly deserving men who remain in it to the end of their service.

Flag E

4. The letter of the Supdg. Engr., I Circle, was therefore circulated to other Supdg. Engineers and they were asked to report

(1) whether any difficulty had been experienced in their circles in retaining F. As & B. As in the Dept.

& (2) whether they consider that

the vacancies reserved for F.As or B.As should be restricted to the IV Class, 2nd Grade and IV Class 3rd Grade on their giving an assurance in writing that they will not seek employ:ment elsewhere for a certain period, say 15 years.

5. It will be seen from the precis attached that no diffi:culty has so far been experienced in the other circles in retaining the services of F.As or B.As, that the officers consulted are opposed to clerks being bound down to serve for any specified number of years, & that the majority of the officers consulted are also of opinion that every alternate vacancy in the IV Class, 2nd and 3rd Grades should be reserved for F.As or B.As. It is submitted that this opinion may be accepted. All that will be necessary is to publish an erratum directing that in para 3 of G.O. No 1311W dated 18th May 1899 the words "and in the grade above this" be substituted for the words "and above this grade".

R.S.H.
7.8.99

24/7

A.H.P.
R.S.H.

× Flag E

Precis of replies to

Memo No. 2860 C of 23.6.99

Supdg. Engr, II Circle

(1) Reports that in this circle F.As & B.As have remained in the dept.

(2) Does not think it necessary to take any assurance from graduates that they will not seek employment in other depts, as Heads of Offices can always refuse permission to do this & this power can be legitimately exercised when the appointment offered is not on higher pay than that held permanently in the P.W.D.

(3) Points out that some inconvenience will in practice result from making appointments of a graduate to every alternate vacancy in IV Class, 3rd Grade, compulsory as most sub divisional clerks are in this grade. The vacancies are thus frequently sub divisional clerkships & in such a post no

ordinary graduate having no previous departmental experience can hope to be efficient for 12 months after appointment. The consequence will be disorganization of sub Division offices while the newly appointed clerks are learning their work.

(4) Is of opinion that the vacancies reserved for graduates should be restricted to IV Class 2nd & 3rd Grades.

(5) Suggests that all first appointments to the Dept. should be on probation for one year.

Suptg. Engr., III Circle (1) No F.A. or B.A. has yet been appointed to a permanent clerkship in this circle.

(2) Does not approve of any attempt being made to bind clerks to serve for any specified number of years in the P.W. Dept. Any restrictive rules would prove a failure.

(3) Recommends that the words "and above this grade" be omitted from para 3 of G.O.

---

of G.O. No. 1311 W. of 18.5.99.

(4) Considers it will be sufficient to reserve every alternate vacancy in the IV Class 2nd & 3rd grades for F.As & B.As. to

Suptg. Engr., IV Circle

(1) None of the F.A or B.A. clerks appointed since the order of 1893 have yet resigned their appointments.

(2) Sees no necessity for binding down clerks.

(3) Thinks that the vacancies reserved for F.As & B.As should be restricted to IV Class, 2nd & 3rd Grades.

Suptg. Engr., V Circle states that the difficulty anticipated by the Suptg. Engr., I Circle, is not likely to occur in this circle so far as F.As are concerned, but there may be a difficulty with B.As as the attractions of the P.W.D. are not sufficient at present to induce a B.A. to remain on contentedly in the Dept. The difficulty in the I Circle is probably due to the unpopularity of all service north of Nellore,

Supdg. Engineer VI Circle (1) There is no difficulty in obtaining the services of men who have passed the F.A. or B.A. for appointment to the IV Class 3rd grade, but such men will resign on a better appointment being offered them.

(2) Considers that it will be sufficient if every alternate vacancy in the IV Class 2nd grade is reserved for F.As or B.As.

(3) Does not think that the assurance that they will not seek other employment for 15 years should be insisted on. It is problematical if such an assurance would be given by a good man.

The Consg. Architect is of opinion that men who have passed the higher examinations are not likely to remain in any office for any length of time on a small salary which they accept to maintain themselves until they can earn something better.

Public Works (1899) Department.

CURRENT No. 5306

Order

Compile
P.W.
6.7.99

From The Superintending Engineer
II Circle

No. 3344

Dated 1st July 1899.
Received
Registered 3.7.99
Enclosures
Spare copies

SUBJECT.

Graduates seeking entertainment into the Clerical line of P.W.D. — Submits proposals with regard to the encouragement that may be shewn to —

SAW

0 L 8 315 R 12/4

BACK PAPERS.

No.	Date.
2860 C	23-6-99
1311 C	18-5-99
2720 W	24-10-93
1864 W	25-7-98
	1 file

FURTHER PAPERS.

No.	Date.

Superintending Engineer's Office, II Circle,
BEZWADA, Dated 1st July 1899.

No. 334 W

From
Captain W. M. Ellis R. E.
SUPERINTENDING ENGINEER,
II CIRCLE,

To
THE Chief Engineer
Public Works Department.

Enclosures.

~~put up with~~
~~C. M. 4659/99~~
~~Memo on 13/11/93~~
~~not [illegible]~~

Recd - 6/7

SIR,

1. Your memo 2860C dated 23-6-99.

I have the honour to report that the experience in this circle with regard to the graduates who have been given permanent appointments as clerks in IV class 2nd and 3rd grades has not been that reported from the 1st circle that generally such men have remained in the Department.

I do not think it necessary to take any assurance from graduates that they will not seek employment in other Departments.

Heads of offices can always refuse permission to do this and I think this power can be legitimately exercised when the appointment offered is not on higher pay than that held permanently in the Public Works Department.

2. The Superintending Engineer I C. to appea

to be mistakened in stating that up to date (of issue of G.O. 1311 W of 18-5-99) graduates were only entitled to posts in IV class 2 and 3 grades - It appears that they were only entitled to one post yearly in IV class 2d grade and no post in the 3rd grade was reserved for them.

I think this a good opportunity to point out that some inconvenience will in practice result from making the appointment of a graduate to ~~[illegible]~~ ~~every~~ every alternate vacancy in IV class 3rd grade Compulsory as most of our sub Division clerks are in this grade and they form a large percentage of the total establishment in this grade in each circle.

The vacancies are ~~third~~ frequently sub Division Clerkships and in such a post no ordinary graduate having no previous departmental experience can hope to be efficient for some 12 months after appointment - The consequence will be disorganization of sub Division offices while the newly appointed clerks are learning their work. I do not however see any remedy for this.

3 I am of opinion that the vacancies reserved for graduates should be restricted to IV class 2nd and 3rd grades.

4. I would submit for your consideration whether first appointments to the Department ~~under~~ made under G.O. 1311/W dated 18-5-99 should not be made on probation for a period (say one year) -

The fact of being a Graduate does not carry any absolute assurance of competence as a clerk and as persons appointed will have no previous experience of office work and accounts in most cases it is only by trial that their competence can be tested. It is well known that once a clerk is appointed permanently, it is almost impossible to get rid of him for incompetence (not accompanied by misconduct) and it is therefore most important before making a permanent appointment to have some proof of competence in addition to an educational standard.

Graduates not confirmed in appointments should only be replaced by graduates.

5 Personally I think that all first "appointments to permanent posts should be on probation."

I have the honor to be
Sir,
your most obedient servant,

Captain R.E.
Superintending Engineer II circle.

[illegible]
30 6/99

Public Works (1899) Department.

CURRENT No. 4659

C/ No. 3021 C dy 5/7/99

~~Order~~ Memo

The Supdg. Engr's reply to Memo No. 2860 C dated 23rd June 1899 will be awaited.

HU 26/6

Rw.

From The, Superintg Engineer 3rd Circle Bellary

No. 2187 W

Dated 9—6—99

Received
Registered 12-6-99

Enclosures

Spare copies

SUBJECT.

Employment of men who have passed the F.A. or B.A. Examination:—

Requesting to modify the para 3 of G.O. No. 1311 W dt 18-5-99 regarding—

The Reply to memo No. 2860 C dy 23-6-99 has been received – vide C. No. 5206 d 29-6-99.
7/7/99

To

The Supdg. Engr., III Circle 5/7

4.600

DW

R 1/7

INDEXED

6/7

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0 L S 3 1 5

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915C	15-2-96
	& file

FURTHER PAPER

No.	Date.

removed & put up for C.N. 5309/99

No. 2187W

Superintending Engineer's Office,
3rd Circle.
Bellary 9th June 1899.

From
Lieut. Col. W. L. C. Baddeley R.E.
SUPERINTENDING ENGINEER,
3rd CIRCLE,
BELLARY.

To
THE Chief Engineer,
P. W. Department,
Madras.

Sir,

Enclosures.

I have the honour to observe that in para 3 of G. O. No. 1311 W dated 18th May 1899, it is stated that "every alternate vacancy in the 4th Class 3rd grade (20-30) and above this grade will be compulsorily filled by such men." I do not understand whether it is intended that an appointment carrying any salary higher than 30 Rs. must be given to an F.A or B.A without regard to the claims of men already in the Department.

2. For example, an alternate vacancy occurs in my Office in the Rs. 60-80 grade, must I put in the first graduate

who is available? who is perhaps quite unacquainted with P.W.D. procedure ?.

3. I would beg to suggest that the orders be reconsidered and that the words "and above this grade" be omitted.

I have the honour to be,
Sir,
Your most obedient servant,
Lieut. Col. R.E.
Supdt: Engineer, III Circle.

8/6/99

From

The Superintending Engineer,
3rd Circle,
Bellary.

To

The

Dated
Received 189 .

Enclosures.

No.

Subject.

Public Works (1899) Department.

CURRENT No. 5206

Order

From The Superintdg. Engin
3 Circle
Bellary

No. 2420

Dated 21—6—99
Received
Registered 29.6.99
Enclosures
Spare copies

SUBJECT.

Men who have passed B.A. or F.A. Examinations

States that it will be sufficient to reserve every alternate vacancy in the IV class II or III grade for ——

Complete Rw: Saw 2/7/99

o L.S. 315 A 12/4

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

No. 2420W

Superintending Engineer's Office,
3RD CIRCLE.
Bellary 28th June 1899.

FROM Lt. Coln. W. L. C. Baddeley R.E.
SUPERINTENDING ENGINEER,
3RD CIRCLE,

To

THE Chief Engineer
P.W. Department
Madras.

Sir,

Enclosures.

With reference to your Memo No. 2860C dated 23rd June 1899, I have the honor to report that in this Circle no F.A. or B.A has as yet been appointed to a permanent vacancy.

2. In para 2 of this office No. 2187W dated 9th June 1899 I recommended that the words "and above this grade" be omitted in para 3 of G.O. No. 1311W of 18th May 1899.

3. I don't approve of any attempt being made to bind clerks to serve for any specified number of years in the P.W. Department. The most able of the graduates will of course seek employment in Departments where they can rise to be Executive and administrative officers; and any restrictive rules, I think, would certainly prove a failure.

4. I consider that it will be sufficient to reserve every alternate vacancy in the IVth Class 2nd and 3rd Grades for men who have passed the F.A. or B.A. Examination.

I have the honor to be
Sir
Your most obdt. servant
W L C Baddeley Lt. Coln. R.E.
Superintending Engineer

27-6-99

From
The Superintending Engineer,
3rd Circle,

To

The

Dated
Received } 189 .

Enclosures.

No.

Subject.

Public Works (1899) Department.

CURRENT No. 5672

Order

From The Supdtg. Engineer
3rd Circle
Bellary

No. 2578 W

Dated 11-7-99
Received } 12-7-99
Registered }
Enclosures Plans / others } Total
Spare copies

SUBJECT.

Men who have passed F.A. or B.A. Examination

States that a reply to G.O. Memo No. 2860 C. dated 28-6-99 was forwarded with S.E. 3rd No. 2420 W. dated 28-6-99 regarding ——

Compile for 14.7.99

0 L 3 315 R 12/18

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

No. 2578 W

Superintending Engineer's Office,
3RD CIRCLE,
Bellary 11th July 1899.

FROM Lieut. Col. W. L. C. Baddeley R.E.
SUPERINTENDING ENGINEER,
3RD CIRCLE,

To

THE Chief Engineer
Public Works Dept.
Madras

Sir,

Enclosures.

With reference to your memo No. 3021 C dated 5th July 1899, I have the honour to state that reply to your memo No. 2860 C dated 23rd June 1899 was forwarded with this office No. 2420 W dated 28th June 1899.

× Cm. 5306 Sent to S.A.W. 6-7-99

Cm. 5206 Sent to S.A.W. 29-6-99

I have the honour to be,
Sir,
Your most obedient Servt,
W L C Baddeley
Lt. Col. R.E.
Superintending Engr. III Circle

8-7-99

From
The Superintending Engineer,
3rd Circle,

To

The

Dated
Received 189

Enclosures.

No.

Subject.

Public Works (1899) Department.

CURRENT No. 5807

Order

From The Suptg. Engineer
4th Circle

No. 387/W.

Dated 12th July 1899
Received
Registered 17.7.99
Enclosures ✓ Plans 3 total
Letters 3
Spare copies. ✓

SUBJECT.

F.A. & B.A Clerks in the P.W.D.

Reports that none of the — have yet resigned their appointments in this Circle & opines that the vacancies reserved for them should be restricted to IV Class 2nd grade & IV Class 3rd grade.

0. L3 315
R 12/9

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

Office of the Superintending Engineer,
FOURTH CIRCLE.

No. 387/W

Camp Sengapally ~~Coimbatore~~ 12th July 1899.

From A. H. Garrett Esqr

Superintending Engineer,
Fourth Circle, Coimbatore.

To

The Chief Engineer
P. W. Department,

Enclosures.

Sir,

With reference to your Memo No. 2860C dated 23 June 1899, I have the honor to state that none of the four F.A. and B.A. clerks appointed in this circle since the issue of G.O. No. 2720.W. dated 24th October 1893 have yet resigned their appointments.

2 My experience, therefore, is not identical with that given in para 3 of Mr. De Morgan's letter and accordingly see no necessity for bindi down clerks to serve any specified tim

3 I think that the vacancies

reserved for F.As and B.As, should be restricted to IV class 2d grade and IV class 3d grade.

I have the honor to be
Sir
Your most obedient servant
Supg Engineer IV circle

10.7.99

Public Works (1899) Department.

CURRENT No. 5406

From The Supg Engineer
5th Circle

Order

No. 373W

Dated 4th July 1899.
Received } 5th " "
Registered }
Enclosures
Spare copies

SUBJECT.

F. A. and B. A. Candidat

States that there is no difficulty in getting the services of —— this Circle ——

Compile
P.W. 5.7.99
Saw 5/7/99

R12/18
0 L S 315

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

SUPERINTENDING ENGINEER'S OFFICE,
V Circle, Madras,
Chepâk, 4th July 1899.

No. 373W

From
Colonel A.W. Smart R.E.
SUPERINTENDING ENGINEER,
V CIRCLE.

To
THE Chief Engineer,
P.W. Department.

Enclosures.

SIR,

With reference to your No. 2860.C. dated 23rd June 1899, I have the honour to state that no difficulty of the kind anticipated by the Superintending Engineer 1st Circle is likely to occur in this circle so far as F.A's are concerned; there may be difficulty with B.A's, as the attractions of the clerical branch of the D.P.W. are not sufficient at present to induce a B.A. to remain on contentedly in the Department.

The difficulty in the 1st circle is probably due to the unpopularity of all services north of Nellore

720—14-4-93.

Nellore.

I have the honour to be,

Sir,

Your most obedt Servant

Colonel RE

Supg: Engineer, 5th Circle

2.7.99

Public Works (1899) Department.

CURRENT No. 5356

From

The Supg Engineer

V Circle

Order

No. 1116 T.C.

Dated 1st July 1899.

Received

Registered 4.7.99

Enclosures

Spare copies.

SUBJECT.

Employment of men who have passed B.A. & F.A. Examinations — Informing that it will be sufficient if every alternative vacancy in IV class, 2nd grade be reserved for —

W.

Compile Ra 4/7.99

Saw 4/7/99

O.L. 8. 315

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

OFFICE OF THE SUPERINTENDING ENGINEER,
6TH CIRCLE,

No. 1116 T.C.

Trichinopoly, 1 July 1899

92-

From Lieutt: Col. O. V. Boddy R.E.
Superintending Engineer,
6th Circle.

To
The Chief Engineer, P. W. D.

SIR,

ENCLOSURES.

With reference to your memorandum No. 2860 C. dated 23-6-99, I have the honor to inform you that since the passing of G.O. No. 2720 W. dated 24-10-93, there have been but 2 vacancies in the circle in the 4th Class 2nd Grade. The first vacancy was filled by the clerk who was already Sub-protem in the grade in accordance with G.O. No. 937 W. dated 23-4-95. The second vacancy was filled by the appointment of a Graduate who has since been dismissed vide this Office No. 696 T.C. dated 21 April 1899.

2. There is no difficulty in obtaining the services of men who have passed B.A. or F.A. for appointment to IV class 3rd Grade. There can however be little doubt but that such men would at once resign their service on a better appointment being offered them.

3. I consider that it will be sufficient if every alternative vacancy in the IV class 2nd Grade be reserved for B.As. and F.As. I do not think that the assurance that they will not seek employment elsewhere for 15 years should be insisted on. It is problematical if such an assurance would be given by a good man.

I have the honor to be
Sir
your most obdt. servt.

J. V. Bodley Lieutt. Col. R.E.
Supg. Engineer. 6. circle.

4/7/99

8/7-99

Public Works

(1899) Department.

CURRENT No. 5360

From The Consulting Architect to the Government of Madras

Order

No. 1108

Dated 1st July 1899
Received 3.7.99
Registered 3.7.99
Enclosures
Spare copies.

SUBJECT.

Reporting as whether Cons: Archt. to Govt: experience is identical with that given in para 3 of Supg. Engrs. letter & whether Cons: Archt. considers that the vacancies reserved for F.A. & B.A. should be restricted to IV class 2nd grade & IV class 3rd grade &c.

Compile Rec 5.7.99
4/7/99

L.S. 315 1/12/4

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

Office of the Consulting Architect to Govt.,
Chepauk, Madras,

No. 1108

1st July 1899.

From
G. S. T. Harris, Esq.,
Consulting Architect
to the Government of Madras,

To
The Chief Engineer
Public Works Department

Sir,

Enclosures.

With reference to your Memo: No. [illegible]60 C dated the 23d June 1899, I have the honour to state that no men who have passed the F. A or B. A. Examinations have been Entertained in this off Except one recently who has passed th F. A. Examination & also the P. W. D account test on a salary of Rs 15 to 20 & who is desirous of being appointed a accounts clerk on Rs 50/ per mensem

I am of opinion that m who have passed the higher examin are not likely to remain in any off for any length of time on small salaries, which they accept to main themselves until they can find som

be

Letter.

I have the honour to be
Sir
Your most Obedient Servant

Consulting Architect
to Government