

Public Works (1893) Department.

RAILWAY BRANCH.

G.O., No. 814-56R

DATED 6th May

[Despatch Abstract.]

Engineering Establishment, Madras Railway—
Ordered that the Govt of India be
addressed on the subject of the revised
scale of the —!

Recommending for sanction proposals for
a revised scale of test Engineers and
sanction as a special case to the promotion
of Mr. Thompson, Resident Engineer

Indorse

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	1114	R	23-8-93				

FURTHER PAPERS.

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

6TH MAY 1893, No. 814 R., PUBLIC WORKS.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following papers :—

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 5th November 1892, No. 945.

I have the honour to forward, for the favorable consideration of Government, copy of para. 21 of letter No. 872, dated the 14th October, from the Board of Directors, and to ask that sanction may be given to the promotion of Mr. H. J. Thompson in the Engineering Department from the second to the first class.

The Board, it will be noticed, have approved of Mr. Thompson's promotion with effect from the 1st July last, and have further, in consideration of Mr. Thompson's special service in the construction of the Pápaghni bridge, agreed that, subject to the approval of Government, Mr. Thompson shall, from the 1st July 1893, be promoted in the first class from the second to the first grade. Mr. Thompson completed ten years' approved service on the 1st November instant, and his promotion will complete the number of three first-class Engineers sanctioned by G.O., No. 216 R. of the 13th March 1883.

ENCLOSURE.

EXTRACT from a letter from the Secretary, Madras Railway Company, dated London, the 14th October 1892, No. 872.

21. *Promotion of Mr. Thompson.*—In para. 15 of No. 2055 you bring to the special notice of the Board the services of Mr. Thompson in connection with the construction of the Pápaghni bridge, the total cost of which, as stated by Mr. Carter, is Rs. 10,32,551 against a sanctioned estimate of Rs. 12,02,010, thus showing a net saving of Rs. 1,69,459. The Board were glad to observe from G.O., No. 1714 R., dated 11th July, that His Excellency the Governor in Council has recorded his appreciation of the professional skill and energy exhibited by Mr. Thompson in the rapid and economical construction of the bridge, and they are of opinion that he is entitled to some consideration for the good service he has rendered. With regard to your and the Chief Engineer's recommendation that Mr. Thompson, who, in the ordinary course, would be entitled to promotion to first class, second grade, on the 1st November next may be placed in the position of first class, first grade, from the 1st July 1892, the date on which the bridge was opened for traffic, the Board, while not prepared to concur fully in the above recommendation, are willing, subject to the approval of Government, to sanction Mr. Thompson's promotion to first class, second grade, from the 1st July 1892, and to first class, first grade, one year after.

From the Consulting Engineer for Railways, to the Agent and Manager, Madras Railway Company, dated Madras, 18th November 1892, No. 1014.

With reference to your letter No. 945, dated 5th November 1892, I have the honour to state that the whole question of Engineering establishment appears to require settlement.

2. The scale sanctioned by Government (*vide* G.O., No. 216 R., dated 13th March 1883), is as follows:—

Chief Engineer	...	...	...	...	...	...	...	1
Deputy Chief Engineer	...	...	...	...	...	...	...	1
First-grade Engineers	...	...	...	...	...	...	...	3
Below first-grade Engineers	...	...	...	...	...	...	...	8
Total	...	...	...	...	...	...	...	13

* G.O., No. 418 R., dated 17th June 1881.
 " " 557 R., " 7th Sept. 1882.

including * the Telegraph Engineer, who is a first-class Engineer.

3. The scale considered sufficient by the Board and the Agent and Manager (*vide* Agent's No. 1817, dated 8th February 1888, and Board's No. 799, dated 30th July 1888), is as under:—

Chief Engineer	...	...	...	...	...	...	...	1
Deputy Chief Engineer (in the first grade)	...	...	...	...	...	...	...	1
First-grade Engineers	...	...	...	...	...	...	...	2
Below first-grade Engineers	...	...	...	...	...	...	...	7
Total	...	...	...	...	...	...	...	11

excluding the Telegraph Engineer and one temporary Engineer when required for special works.

4. There are at present 11 permanent men and 1 temporary man, the latter sanctioned in G.O., No. 2627 R., dated 5th November 1892. From the above it appears that there is no vacancy to which Mr. Thompson can be appointed either under the scale sanctioned by Government or that approved by the Board and the Agent and Manager.

5. Further, it is questionable whether any Government sanction is not subject to the staff being considered necessary by the Board, and the fact of the Board having subsequently intimated to you that they do not require the whole sanction accorded by Government might presumably be taken as reducing that sanction to the number mentioned by the Board.

6. Under these circumstances, I think that before the promotion of Mr. Thompson can take place, the Board should again be referred to in view to settling definitely what is the requisite establishment and their decision should be ratified by Government.

From the Agent and Manager, Madras Railway Company, to the Officiating Consulting Engineer for Railways, dated Madras, 9th January 1893, No. 6.

In compliance with the request contained in your letter No. 1136 of the 24th December 1892, I have the honour to forward, herewith, copies of my letter to the Chief Engineer and that officer's reply thereto referred to in para. 9 and the statement referred to in para. 20 of my letter to the Board of Directors, No. 2070, dated 22nd December 1892.

ENCLOSURES.

From the Agent and Manager, Madras Railway Company, to the Chief Engineer, Madras Railway Company, dated Madras, 21st November 1892, No. 8650.

I beg to send you copy of my letter, dated the 5th instant, to the Consulting Engineer and copy of that officer's reply, dated the 18th idem, and shall be glad if you will favour me fully, for the information and guidance of the Board of Directors, with your views upon the number, grading and pay of the officers attached to the Engineering department.

In addressing the Board asking for promotion to be given to Mr. Thompson, I was guided by G.O., No. 216 R. of the 13th March 1883, which does not allude to the Telegraph Engineer, and you will remember that when I had the pleasure of discussing the matter with you it did not occur to either of us that the Telegraph Engineer entered into the question.

I find, however, that Mr. Winter was separated from the Engineering department in 1884 and I therefore agree with the Consulting Engineer in thinking that the whole question of the Engineering establishment requires to be placed on a proper footing.

The officers of the Traffic department have been graded into classes, the commencing salaries of the officers being fixed at £450 per annum, the number of officers allotted to each grade being limited.

I understand that the Government would be glad if a comprehensive scheme for the Engineering department were now submitted, and I shall be much obliged if you will give your attention to the matter, and if, when submitting your reply, you will, in the light of the Consulting Engineer's letter now sent you and G.O., No. 353 R. of the 28th March 1889, again review Mr. Thompson's claims to reward.

I would in connection with this matter draw your special attention to paras. 6, 7 and 8 of the Board's letter of the 24th November 1883, printed with G.O., No. 216 R. of 13th March 1883.

From the Chief Engineer, Madras Railway Company, to the Agent and Manager, Madras Railway Company, dated Madras, 2nd December 1892, No. 1307.

With reference to your letter No. 8650 of 21st November 1892, it may be as well to review the whole question of the Engineering staff, inasmuch as it would appear that the proposal of the Board in their letter No. 786, dated 4th November 1887, has not been sanctioned by Government. The Board in their letter, dated 9th June 1882, expressed an opinion that the suggested system of grading was unsuitable for their small staff. In their letter, dated 24th November 1882, the Board proposed that, in the first instance, all Engineers should be appointed as fourth class, second grade, on £350 per annum, rising gradually to the higher grade of second class in ten years on a salary of £725 per annum. In considering this suggestion the Government in their order, dated 13th March 1883, No. 216 R., Public Works, approved of so much of the Board's proposal as provided for the promotion of Assistant Engineers into the higher grade of the second class and for the ultimate limitation to three of the number in the first class. In the same Proceedings the Government said they would not press for an immediate reduction, but allow the staff for the present to remain at the strength of 13.

At this date Mr. Winter, the Telegraph Engineer, was included in the Engineering staff, but this officer was in 1884 put directly under the Agent and Manager and his name struck off the Engineering staff. In their letter No. 786 of 4th November 1887, the Board, in reviewing the whole question, proposed that the staff should consist of 1 Chief Engineer, 1 Deputy Chief Engineer, 2 first class, 2 second class, 2 third and 3 fourth class, making 11 in all, with one Temporary Engineer when required for special work, and that no promotion to first class should be made except to vacancies which were to be secured by compulsory retirement. This latter proposal the Board in their letter No. 799, dated 30th July 1888, stated they were prepared to modify and limited the tenure of office of Chief Engineer to a period of 5 years. So that, as I understand it, except in the case of the Chief Engineer, no others of the staff are to be compulsorily retired.

The present staff consists of 1 Chief Engineer, 1 Deputy Chief Engineer, 2 first-class Engineers, 2 second-class Engineers, 3 third-class Engineers and 2 fourth-class Engineers. In the case of Mr. Thompson the Board were pleased to sanction his promotion to first class, second grade, from 1st July last, and, after one year's service, to be raised to first class, first grade. The Consulting Engineer in his letter which accompanied yours under reply states that there is no vacancy to which Mr. Thompson can be appointed either under the scale sanctioned by Government or that approved by the Board, and it appears to me that, unless the Board wish to alter or modify the rules laid down by them for which an opportunity is now offered by the letter of the Consulting Engineer, the only alternative mode of rewarding Mr. Thompson for the very valuable services rendered by him at the Papaghni bridge and the great saving effected would be to give him a substantial personal allowance.

I would take this opportunity of stating that the system sanctioned in 1883 has now been given a fair trial in this department and that I consider it has been a failure and causes considerable discontent amongst the staff.

In the Traffic department, where I understand the graded system has been a success, an Assistant Traffic Manager enters the service on £450; after two years' approved service he gets £500 per annum, whereas a fourth-class Engineer cannot under the present rules draw this pay for six years.

Under these circumstances I would respectfully suggest to the Board the advisableness of assimilating the pay and promotion of the Engineers, who, as a rule, are men who have been at considerable expense in learning their profession to that drawn by junior Traffic officers and doing away with the grade of fourth-class Engineer altogether. In support of this recommendation I desire to invite attention to the fact that on other Indian Railways upper subordinates draw salaries equal to, or higher than that of, our fourth-class Engineers. Thus on the Bombay, Baroda and Central India Railway, Sub-Engineers are paid Rs. 300 and Permanent-way Inspectors up to Rs. 360 per mensem; on the Great Indian Peninsula Railway, Permanent-way Inspectors draw up to Rs. 300 and Masonry Inspectors up to Rs. 275 per mensem; on the Oudh and Rohilkund Railway the Clerk of Works and Inspectors are paid Rs. 400 and Rs. 300 respectively. Even in our service Covenanted Inspectors draw Rs. 300, and the Foremen in the Locomotive department are paid Rs. 350 per mensem. It seems therefore only reasonable that the initial salary of our Engineer officers should be fixed at a higher figure.

I feel assured that it would be for the interests of the Company to obtain more experienced men than with the depreciated gold value of the rupee the present pay is likely to attract, and if the Board think it advisable to reconsider the subject would suggest the following as the grading most suitable for a small staff like ours:—

- 1 Chief Engineer, Rs. 1,600 to Rs. 1,850 by annual increments of Rs. 50.
- 1 Deputy Chief Engineer, as a substantive appointment and drawing a minimum salary of Rs. 1,200.
- 3 First-class Engineers
- 2 Second-class „
- 3 Third-class „
- 1 Third-class Engineer at head-quarters to draw Presidency allowance of Rs. 100 per mensem (as proposed by the Board in their letter No. 786 of 4th November 1887).
- 1 Temporary Engineer, when required at a maximum rate of Rs. 850 per mensem.

In proposing this I would leave it to the Board to decide by what increments salaries should be raised, reminding them that formerly Engineers attained the rank of first class in from 6 to 7 years, whereas now, until a vacancy occurs, they can only become second class, first grade, in 10 years. In conclusion I trust the Board will take the opportunity now afforded by the Consulting Engineer and be pleased to give the question of salaries and grading of the Engineering staff their favorable consideration.

	DECEMBER 1892.			DECEMBER 1892.			DECEMBER 1892.		
	Bombay, Baroda and Central India Railway.			South Indian Railway.			Southern Mahratta Railway.		
	Num-ber.	Rate.	Amount.	Num-ber.	Rate.	Amount.	Num-ber.	Rate.	Amount.
Chief Engineer	1	Rs. 1,800	1,800	1	Rs. 1,600	1,600	1	Rs. 1,650	1,650
Personal allowance	..	..	..	..	..	218	..	..	..
Do Assistant	..	..	..	..	..	..	1	..	600
Resident Engineer	1	1,200	1,200	2	900	1,800	1	..	900
Do	1	900	900	1	700	700	2	800	1,600
Personal allowance	..	..	..	..	164	164	2	600	1,200
Do	..	..	..	2	700	1,400	..	..	..
Do	..	..	..	..	40	40	..	..	..
Do	..	..	..	2	475	950	..	..	..
Assistant Engineer	1	650	650	1	400	400	2	550	1,100
Do	1	600	600	..	..	..	2	600	1,200
Do	1	350	350	(a) 350	450	1,575	4	450	1,800
Do	1	350	350	..	600	600	..	..	..
Presidency allowance	..	..	250	..	..	..	1	..	300
.. .. .	..	..	..	..	..	..	1	..	250
	7	..	6,000	12	..	8,222	17	..	10,400

(a) Required for three months only.

STATEMENT showing the Engineering staff for the various Indian Railways taken from the official establishment lists.

	DECEMBER 1892.			JUNE 1892.			1892-93.			DECEMBER 1892.			1892-93.		
	East Indian Railway.			Great Indian Peninsula Railway.			North-Western Railway.			Rajputana-Malwa Railway.			Oudh and Rohilkund Railway.		
	No.	Rate.	Amount.	No.	Rate.	Amount.	No.	Rate.	Amount.	No.	Rate.	Amount.	No.	Rate.	Amount.
Chief Engineer	1	Rs. 2,000	2,000	1	Rs. 1,900	1,900	(a) 1	Rs. 1,100	1,100	1	Rs. 1,500	1,500	1	Rs. 1,350	1,350
Personal Assistant	1	1,000	1,000	1	860	860	(b) 1	1,050	1,050	..	..	..	..	..	..
Deputy Chief Engineer	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Assistant for Drawing	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
District Engineers	6	600	3,600	3	960	2,880	..	..	..	..	..	..	..	..	..
Resident do.	2	1,000	2,000	4	800	3,200	1	800	800	1	1,150	1,150	2	800	1,600
Do do.	4	800	3,200	1	680	680	..	..	..	..	..	..	1	..	700
Assistant do.	6	600	3,600	1	690	690	..	..	..	..	..	..	..	..	..
Do do.	6	450	2,700	1	650	650	..	..	..	..	..	..	1	..	450
Junior Assistant Engineer	1	350	350	..	..	..	..	..	..	..	..	..	..	..	..
Allowances, Personal and Presidency	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Resident Engineer for Capital works	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	27	..	22,100	23	..	17,870	34	..	22,888	18	..	12,750	7	..	5,440

(a)-(b) Superintendent, Way and Works.

(c) Executive Engineers.

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 22nd February 1893, No. 6815/139.

With reference to your letter No. 1014 of the 18th November last, I have the honour to send you copy of this office letter No. 2070 of the 22nd December 1892 to my Board on the subject of the establishment of the Engineering Department and also a copy of the reply of the Board thereto No. 877 of the 20th ultimo, and to request that you will communicate to me the sanction of Government to the proposed graded scheme for the Assistants to the Chief Engineer.

2. If the proposals meet with the approval of Government, Mr. Thompson will be promoted from the second class to the first class, second grade, and I beg to request that, in consideration of his special service in the construction of the Pápaghni bridge as explained in my letter to you of the 5th November last, No. 945, his promotion may be allowed to date from the 1st July 1892 and that he may be promoted in the first class from the second to the first grade from the 1st July 1893 in accordance with the wishes of my Board.

ENCLOSURES.

EXTRACT from a letter from the Agent and Manager, to the Secretary, Madras Railway Company, dated 22nd December 1892, No. 2070.

8. *Engineering establishment.*—With reference to your letter No. 872 of the 14th October, in which you communicate the Board's sanction to the promotion of Mr. Thompson to the grade of a First-class Engineer, I beg to forward copy of a letter, dated the 18th November, from the Consulting Engineer for Railways, in which it is pointed out that the sanction given in G.O., No. 216 R., of the 13th March 1883, included the Telegraph Engineer and that there is now no vacancy in the grade of First-class Engineers to which Mr. Thompson can be appointed.

9. I beg also to send you copy of a letter which I addressed to the Chief Engineer on the 21st November and copy of the Chief Engineer's reply to this letter, dated the 2nd December instant.

10. It will be observed that the Consulting Engineer states "that the whole question of the Engineering establishment appears to require settlement," and he expresses the opinion "that the Board should again be referred to in view to settling definitely what is the requisite establishment."

11. The present sanction for the Engineering Department is that given in G.O., No. 216 R., of the 13th March 1883, and the Consulting Engineer has correctly stated that this sanction provides for—

- 1 Chief Engineer,
- 1 Deputy Chief Engineer,
- 3 First-grade Engineers,
- 8 below First-grade Engineers,

the Telegraph Engineer appearing as a First-class Engineer at the time the sanction was conveyed.

12. The Telegraph Engineer was separated from the Engineering Department in the year 1884, and the staff of the Engineering Department now consists of ten Assistant Engineers whose names are—

	Class.	Grade.	Minimum pay.	Present pay.	Maximum.
			RS.	RS.	RS.
Mr. Stoney	1	1	773	864	864
" French	1	1	773	864	864
" Thompson	1	1	546	659	659
" Ewing	2	2	546	659	659
" Chisholm	2	1	409	455	659
" Pawley	3	2	409	409	659
" Strange	3	2	409	409	659
" Duncan	3	1	318	364	659
" Buscarlet	4	1	318	364	659
<i>Temporary Engineer.</i>					
Mr. Chambers	3	2	..	410	..

13. The Board in their letter No. 786 of the 4th November 1887 suggested that, in addition to a Chief and a Deputy Chief Engineer, the following officers should be attached to the Engineering Department, viz. :—

	Minimum pay.	Maximum pay.
	RS.	RS.
2 First-class Engineers, each at	800	900
2 Second-class do. do.	650	750
2 Third-class do. do.	500	600
3 Fourth-class do. do.	350	450
1 Temporary Engineer	850	850

10

In this case the Board excluded the Telegraph Superintendent from the Engineering staff.

14. Mr. Carter in his letter of the 2nd December refers to the graded scheme sanctioned for the Traffic staff in G.O., No. 339 R., of the 18th August 1877, and suggests that the pay and promotion of the Assistant Engineers shall be assimilated with that drawn by the junior Traffic officers and he further suggests the abolition of the grade of Fourth-class Engineers.

15. The Traffic sanction, [would place the nine subordinate Engineers on the following scale, viz. :—

	Number.	Minimum.	Maximum.
		£	£
First class, one-sixth	2 each	800	900
Second „ one-third	3 „	600	700
Third „ rest	4 „	450	500

leaving the pay of the temporary Engineer to be decided by circumstances, and I am doubtful if this scale would satisfy the staff or if it is really what the Chief Engineer desires.

16. The graded scheme suggested by the Board in November 1887 for the Engineering Department seems to me to have been well thought out, and I am disposed to think that if this scheme had been submitted by itself apart from the scheme for other departments and without any allusion to bonuses, the sanction of Government would have been accorded to it.

17. A suitable graded scheme would now, I believe, be favorably received by the Government, and I beg to suggest, bearing the Chief Engineer's remarks in mind, that the following scale apart from the Chief Engineer and the Deputy Chief Engineer be fixed definitely for future Assistant Engineers, viz. :—

	Initial pay.	Maximum pay.
	RS.	RS.
3 first class	750	900
3 second „	550	700
3 third „	350	500

A Presidency allowance of Rs. 100 a month to be granted to the Third-class Engineer located at Madras, and an Engineer to be engaged for special works, when actually required, at a salary not exceeding Rs. 700 per mensem.

18. Assistant Engineers now in the service to be called upon to elect whether their future promotion shall be governed by the sanction of 1883 or by the new scale now recommended for adoption, and in accordance with the rule observed by the Locomotive and Audit Departments and in accordance also with Government practice, half of the lower class pay and half of the higher class pay be granted to an officer of a lower class who acts for an officer in a higher class absent on furlough or sick leave.

19. In G.O., No. 339 R., of the 18th August 1877, the Government of India attached importance to the "proportions in the several grades" being "reasonable," and I have had this suggestion in mind in proposing that there shall be three officers in each grade and that the pay of the temporary Engineer engaged for special works shall not exceed the pay granted to a Second-class Engineer.

20. I attach for the Board's information and guidance a statement prepared from the sanctioned establishment lists showing the salaries paid to Engineers on the various Indian Railways.

21. In applying for Traffic Assistants, it is usual to select gentlemen of mature English experience of somewhat advanced age, and it has been found that this class of Assistant cannot be obtained for less than £450 per annum as a commencing salary.

22. Assistant Engineers are usually selected at a younger age, and the initial pay of Rs. 350 suggested as a commencing salary will suffice to place the newly appointed Assistants above the upper subordinates of the various departments.

23. Should my proposal be approved it will be necessary for the Board to determine the period of increments for the several grades, and it will further be necessary that Mr. Thompson's promotion be specially provided for either by including him in the list of the three First-class Engineers now proposed or by granting him a personal allowance, and in terms of para. 21 of the Board's letter No. 872 of the 14th October, Mr. Thompson's promotion should date from the 1st July 1892.

EXTRACT from a letter from the Secretary, Madras Railway Company, dated London, 20th January 1893, No. 877.

9. *Engineering establishment.*—With reference to the proposed promotion of Mr. Thompson to the grade of a First-class Engineer, you report in letter No. 2070, para. 8, that the Consulting Engineer for Railways, in his letter of the 18th November last, points out that the sanction given in G.O., No. 216 R., of the 13th March 1883, for three First-class Engineers included the Telegraph Engineer and that there is now no vacancy in that grade.

10. With your letter above quoted you also forward copy of a correspondence which has passed between you and the Chief Engineer, who reviews the whole question of the Engineering staff and suggests, if the Board deem it advisable to reconsider the subject, a graded scheme not including the Telegraph Engineer and abolishing the Fourth-class Assistants.

11. In para. 17 of your letter you express the belief that a graded scheme would now be favorably considered by the Government and you submit the following which differs in some respects from that proposed by the Chief Engineer, though both proposals agree in dispensing with Engineers of the fourth class:—

	Initial pay.	Maximum pay.
	RS.	RS.
3 first class	750	900
3 second class	550	700
3 third class	350	500

9

12. The reasons you give for differing from the Chief Engineer in respect of the commencing salary of an Engineer, as compared with that of an officer in the Traffic Department, the Board consider to be quite sound.

13. A Presidency allowance of Rs. 100 to be granted to the Third-class Engineer located at Madras, and an Engineer to be engaged for special works, when actually required, at a salary not exceeding Rs. 700 per mensem.

14. Having given the subject further consideration, the Board are of opinion that your proposal is fair and reasonable, and they authorise you to submit the same for the sanction of Government.

15. You suggest that Assistant Engineers now in the service should be called upon to elect whether their future promotion shall be governed by the sanction of 1883 or by the scale now proposed. Though the Board would prefer uniformity of rule, they have no wish that Engineers now in the service should suffer by the proposed change. Your proposal that an option should be allowed them in the matter is therefore approved.

16. With regard to the period of increments for the several grades, the Board would wish the following scale to be adopted:—

	Per mensem.
	RS.
Third-class Assistant Engineers to be appointed on	350
To be raised after approved service of two years to	400
To be raised after a further two years to the maximum of	500
To be promoted on the occurrence of a vacancy to second-class on	550
To be raised after approved service of two years to	625
To be raised after a further two years to the maximum pay of	700
To be promoted on the occurrence of a vacancy to first class on	750
To be raised after two years' approved service to the maximum of	900

17. The total maximum charge for salaries of nine Assistant Engineers under the existing scale, as compared with that now proposed, is as follows:—

	Existing Scale.	RS.	Proposed Scale.	RS.
Two at Rs. 864	...	1,728	Three first class at Rs. 900	2,700
Seven " 659	...	4,613	Three second " " 700	2,100
			Three third " " 500	1,500
			Total	6,300
			Total	6,341

18. Should the above proposals meet with the approval of Government, Mr. Thompson may be included in the three First-class Engineers now proposed, and, subject to the necessary sanction, his promotion may date from the 1st July 1892 in terms of para. 21 of the Board's letter No. 872, dated 14th October last.

No. 167.

Endorsement by the Consulting Engineer for Railways, dated Madras, 27th March 1893.

Submitted to Government with reference to G.O., No. 217 R., dated 13th March 1883.

2. In November last the Agent and Manager, Madras Railway, submitted, for the sanction of Government, a proposal, approved by his Board of Directors, to promote Mr. H. J. Thompson, Resident Engineer, from second class, first grade, to first class, second grade, with effect from the 1st July 1892 instead of from the 1st November 1892, on which date Mr. Thompson in the ordinary course was said to be entitled to the promotion, and further to promote him to first class, first grade, one year afterwards, viz., on 1st July 1893, instead of after two years according to rule.

3. The application was made in consideration of the special services performed by Mr. Thompson in connection with the rapid and economical construction of the Pápaghni bridge, which work was recognized by Government in G.O., No. 1714 R., dated 11th July 1892. The total cost of the bridge amounted to Rs. 10,32,551 against a sanctioned estimate of Rs. 12,02,010, resulting in a saving of Rs. 1,69,459.

4. In reply, the Consulting Engineer stated that there was no vacancy in the first class to which Mr. Thompson could be promoted either under the scale sanctioned by Government in G.O., No. 217 R., dated 13th March 1883, or under that considered sufficient by the Board of Directors in their letter No. 786, dated 4th November 1887. The Agent and Manager was therefore asked to bring the matter to the notice of his Board with a view to their settling what establishment was necessary for the future working of the line and to cover Mr. Thompson's promotion.

5. The Agent and Manager now submits the views of the Board of Directors sanctioning, subject to the approval of Government, the adoption of a new scale of establishment by which the strength of ten permanent Assistant Engineers sanctioned by Government in 1883 is reduced to nine. This scale does not affect the Chief or Deputy Engineer, the Telegraph Engineer or the temporary Engineer, but the latter is to be engaged on special occasions, when required, on a maximum salary of Rs. 700.

6. The chief point of difference between the present and the proposed scale lies in the fact that under the former an officer's pay increases biennially, independent of there being a vacancy, from the bottom of the fourth to the top of the second class, after which promotion into the first class depends on vacancies, whereas under the latter, promotion from class to class can only be obtained on a vacancy occurring.

The new scale also abolishes the existing fourth class, of which the minimum and maximum pay is Rs. 318 and Rs. 364, respectively, and creates three first, three second, and three third class Engineers in lieu of the two first, two second, two third, and three fourth class suggested by the Board as suitable in 1887. The new third class begins on Rs. 350 and ends at Rs. 500; the second class now with limits of Rs. 546 to Rs. 659 is to have these altered to Rs. 550 and 700, whilst the first class now with limits of Rs. 773 to 864 is to be changed to Rs. 760 and 900, respectively. According to the existing rules an officer must rise for certain to the top of the second class on Rs. 659 in ten years, whereas under the new scheme, he must take his chance of a vacancy to get promotion from class to class.

7. I am of opinion that the proposals of the Agent and Manager, as adopted by his Board of Directors, are reasonable and in the interests of the service and I recommend them for the favorable consideration of Government, as it has for considerable time past been felt that the present emoluments have proved inadequate to satisfy the reasonable claims of the staff.

It is now found difficult to recruit men on the existing fourth class scale of pay, and it is considered reasonable and expedient, as pointed out by the Chief Engineer, that the initial pay of the officers joining should be somewhat above that of upper subordinates. Formerly men used to become First-class Engineers in about seven years, whereas now it takes ten years to get to the top of the existing second class. I further recommend that the promotion of Mr. Thompson, referred to in para. 2 above, be sanctioned as a special case and that the proposed Presidency allowance of Rs. 100 be sanctioned on the grounds of the extra expense entailed on an officer living in the Presidency.

8. It will be noted that the Board propose that the Engineers now in the service be allowed the option of electing for the new scale or of adhering to the old one of 1883, and, with a view to place before Government the probable financial effect of the election by all the present staff of the new scale, the following statement, marked A, has been prepared in consultation with the Agent and Manager and the Examiner of Railway Accounts, Madras. It shows the manner in which it is considered each officer could without disadvantage, and in most cases with more or less advantage, be fitted into the new scale, and the Agent and Manager believes that the officers concerned would be likely to accept these proposals. The result is that, assuming that the scale would be sanctioned by Government with effect from the 1st July next and allowing for Mr. Thompson's promotion to first class, first grade from that date and, with one exception, for all future increments in classes to count from 1st July 1893, the total monthly increase of the new over the old scale on the 1st July 1893 would be Rs. 829, diminished by increments amounting to Rs. 386 which would be earned under existing conditions during the year following that date, and of Rs. 591 if Mr. Thompson's special increase under the old scale be taken into account. The net result shows an increase of Rs. 238 per mensem. This proposal includes provision for Mr. Ewing, the senior second class officer, obtaining his increment in January 1894 and not in July 1895, as, under the existing scale, he would get Rs. 659 on the former date.

It does not, however, include an increase of pay with back effect to Mr. Thompson of Rs. 91 per mensem from the 1st July 1892 to 1st July 1893, which forms a portion of the special promotion sought to be given him.

A statement, marked B, is subjoined showing that, compared with the existing scale for nine officers that with new men entering the department, there would be for the first ten years until the maximum pay of second class is reached, a monthly increase of Rs. 241, and after the maximum has been reached, a saving of Rs. 41. These figures, however, would be altered to show savings of Rs. 186 and Rs. 700, respectively, for the two periods compared with the sanctioned scale of ten men, of whom one is not at present employed.

STATEMENT A showing how it is proposed to fit existing staff into the new scale.

Proposed scale.	Existing rates of salary per mensem under old scale.	Increments falling due within one year from 1st July 1893 under old scale.		Special promotion recommended to Mr. Thompson for services which might also be applied for specially under old scale in the shape of a Personal allowance.	Total which may possibly be drawn under old scale within one year from 1st July 1893.	Pay proposed under new scale if introduced on 1st July 1893.	Monthly increase within the year attributable exclusively to introduction of new scales.	Remarks.
		Due date.	Amount.					
Three First-class Engineers.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Maximum of class.
One existing first grade at Rs. 864.	864	..	..	..	864	900	36	
One do. do.	864	..	..	To 1st grade on 1st July 1892.	864	900	36	
One Second-class Engineer (Mr. Thompson).	659	..	..	To maximum on 1st July 1893.	864	900	36	
Total ..	2,387	..	..	205	2,592	2,700	108	
Three Second-class Engineers.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs. 675 from 1st July 1893 and Rs. 700 from Jan. 1894. Minimum of class.
One existing second class.	546	Jan. 1894.	113	..	659	(Mean) 668	4	
Do. third do.	455	July ..	91	..	546	550	4	
Do. do. do.	409	Aug. 1893	46	..	455	550	95	
Total ..	1,410	..	250	..	1,660	1,763	103	
Three Third-class Engineers.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Maximum of class. Second grade in class.
One existing third class.	409	Nov. 1893.	46	..	409	400	— 9	
Do. fourth do.	364	Mar. 1894.	45	..	409	400	— 9	
Do. do. do.	364	Apr. ..	45	..	1,273	1,300	27	
Total ..	1,137	..	136	205	5,525	5,763	238	
Grand Total ..	4,934	..	386	..	..	..	..	

STATEMENT B.

	OLD SCALE.			NEW PROPOSAL.			Monthly difference.	Remarks.
	No.	Rate.	Amount per mensem.	No.	Rate.	Amount per mensem.		
I. Until maximum pay of second class is reached, viz., 10 years—		Rs.	Rs.		Rs.	Rs.	Rs.	
Third and second class men.	7	427	2,989	6	385	2,310	..	Increase.
First class ..	2	845	1,690	3	870	2,610	..	
Total ..	9	..	4,679	9	..	4,920	241	
II. After maximum pay has been reached—		Rs.	Rs.		Rs.	Rs.	Rs.	
Third class ..	7	659	4,613	3	500	1,500	..	Decrease.
Second ..	2	864	1,728	3	700	2,100	..	
First ..	..	..	6,341	3	900	2,700	..	
Total ..	9	..	6,341	9	..	6,300	41	

Note.—The old scale provided for new men advancing to the maximum of the second grade in ten years resulting in an average monthly pay during the period of Rs. 427. Assuming men under the new scale to reach the maximum pay of the second grade in the same period, the average pay drawn will be Rs. 385.

ORDER—dated 6th May 1893, No. 814 R., Public Works.

Ordered that the Government of India be addressed.

[Here enter No. 815 R., Public Works, dated 6th May 1893.]

(True Extract.)

(Signed) F. R. UPCOTT,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

To the Consulting Engineer for Railways.
„ Examiner, Guaranteed Railway Accounts.

RAILWAY.

Gobt. of {1893} Madras.
PUBLIC WORKS.

Dated May, 6th.

Recd.

Encl.

G.O., 6th May 1893, No. 814 R.

MAY.

Engineering Establishment,
Madras Railway

Ordered that the Government of India
be addressed on the subject of the revised
scale of the — .

6TH MAY 1893, No. 815 R., PUBLIC WORKS.

PUBLIC WORKS DEPARTMENT.

Railway.

LETTER—from

F. R. UPCOTT, Esq.,
Joint Secretary to the Government of Madras,
Public Works Department,
Railway Branch,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
PUBLIC WORKS DEPARTMENT.

SIR,

I am directed to forward, herewith, copy of Proceedings of this Government, No. 814 R., dated 6th May 1893, which embodies proposals for a revised scale of establishment of Assistant Engineers on the Madras Railway.

2. The existing scale is as under:—

	RS.
2 at Rs. 864	1,728
7 at Rs. 659	4,613
Total ...	6,341

and that proposed is as follows:—

3 first class at Rs. 900	2,700
3 second class at Rs. 700	2,100
3 third class at Rs. 500	1,500
Total ...	6,300

3. The original number sanctioned in 1883 was ten, but the present proposal if approved will reduce that number to nine. The scale does not affect the Chief or Deputy Chief Engineer, the Telegraph Engineer or the temporary Engineer. The last named will be engaged whenever required on a maximum salary of Rs. 700. The grant of Presidency allowance of Rs. 100 to the officer located at Madras is included in the proposals. The changes involved are explained in para. 6 of the Consulting Engineer's endorsement and the financial result of the proposal is given in para. 8 of the same endorsement. This Government concurs in the Consulting Engineer's views as expressed in para. 7 of his endorsement and recommends the scheme with its strong support for the sanction of the Government of India.

4. I am also to request sanction as a special case to the promotion of Mr. H. J. Thompson, Resident Engineer, from second class, first grade, to first class, second grade, with effect from 1st July 1892 instead of from the 1st November 1892, on which date Mr. Thompson was said to be entitled to the promotion, and further to his promotion to first class, first grade, from 1st July 1893, *i.e.*, one year afterwards instead of two years according to rule. Mr. Thompson's promotion is recommended in consideration of the special services performed by him in connection with the rapid and economical construction of the Pápaghni bridge.

I have the honour to be,

Sir,

Your most obedient Servant,

(Signed) F. R. UPCOTT,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

OOTACAMUND,
6th May 1893.

RAILWAY.

Gobt. of {1893} Madras.
PUBLIC WORKS.

Dated May, 6th.

Recd.

Encl.

6th May 1893, No. 815 R.

MAY.

Engineering Establishment,
Madras Railway

Recommending for sanction proposals for a revised scale of Assistant Engineers and requesting sanction as a special case to the promotion of Mr. Thompson, Resident Engineer.

6th May 814 R
MAY 1893, No. 814 R
R., PUBLIC WORKS.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following papers :—

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 5th November 1892, No. 945.

I have the honour to forward, for the favorable consideration of Government, copy of para. 21 of letter No. 872, dated the 14th October, from the Board of Directors, and to ask that sanction may be given to the promotion of Mr. H. J. Thompson in the Engineering Department from the second to the first class.

The Board, it will be noticed, have approved of Mr. Thompson's promotion with effect from the 1st July last, and have further, in consideration of Mr. Thompson's special service in the construction of the Papaghni bridge, agreed that, subject to the approval of Government, Mr. Thompson shall, from the 1st July 1893, be promoted in the first class from the second to the first grade. Mr. Thompson completed ten years' approved service on the 1st November instant, and his promotion will complete the number of three first-class Engineers sanctioned by G.O., No. 216 R. of the 13th March 1883.

ENCLOSURE.

EXTRACT from a letter from the Secretary, Madras Railway Company, dated London, the 14th October 1892, No. 872.

21. *Promotion of Mr. Thompson.*—In para. 15 of No. 2055 you bring to the special notice of the Board the services of Mr. Thompson in connection with the construction of the Papaghni bridge, the total cost of which, as stated by Mr. Carter, is Rs. 10,32,551 against a sanctioned estimate of Rs. 12,02,010, thus showing a net saving of Rs. 1,69,459. The Board were glad to observe from G.O., No. 1714 R., dated 11th July, that His Excellency the Governor in Council has recorded his appreciation of the professional skill and energy exhibited by Mr. Thompson in the rapid and economical construction of the bridge, and they are of opinion that he is entitled to some consideration for the good service he has rendered. With regard to your and the Chief Engineer's recommendation that Mr. Thompson, who, in the ordinary course, would be entitled to promotion to first class, second grade, on the 1st November next may be placed in the position of first class, first grade, from the 1st July 1892, the date on which the bridge was opened for traffic, the Board, while not prepared to concur fully in the above recommendation, are willing, subject to the approval of Government, to sanction Mr. Thompson's promotion to first class, second grade, from the 1st July 1892, and to first class, first grade, one year after.

From the Consulting Engineer for Railways, to the Agent and Manager, Madras Railway Company, dated Madras, 18th November 1892, No. 1014.

With reference to your letter No. 945, dated 5th November 1892, I have the honour to state that the whole question of Engineering establishment appears to require settlement.

2. The scale sanctioned by Government (*vide* G.O., No. 216 R., dated 13th March 1883), is as follows:—

Chief Engineer	...	...	...	...	...	...	...	1
Deputy Chief Engineer	...	...	...	...	...	...	...	1
First-grade Engineers	...	...	...	...	...	...	...	3
Below first-grade Engineers	...	...	...	...	...	...	...	8
Total								13

* G.O., No. 418 R., dated 17th June 1881.
 " " 557 R., " 7th Sept. 1882.

including * the Telegraph Engineer, who is a first-class Engineer.

3. The scale considered sufficient by the Board and the Agent and Manager (*vide* Agent's No. 1817, dated 8th February 1888, and Board's No. 799, dated 30th July 1888), is as under:—

Chief Engineer	...	...	...	...	...	...	...	1
Deputy Chief Engineer (in the first grade)	...	...	...	...	...	...	...	1
First-grade Engineers	...	...	...	...	...	...	...	2
Below first-grade Engineers	...	...	...	...	...	...	...	7
								11

excluding the Telegraph Engineer and one temporary Engineer when required for special works.

4. There are at present 11 permanent men and 1 temporary man, the latter sanctioned in G.O., No. 2627 R., dated 5th November 1892. From the above it appears that there is no vacancy to which Mr. Thompson can be appointed either under the scale sanctioned by Government or that approved by the Board and the Agent and Manager.

5. Further, it is questionable whether any Government sanction is not subject to the staff being considered necessary by the Board, and the fact of the Board having subsequently intimated to you that they do not require the whole sanction accorded by Government might presumably be taken as reducing that sanction to the number mentioned by the Board.

6. Under these circumstances, I think that before the promotion of Mr. Thompson can take place, the Board should again be referred to in view to settling definitely what is the requisite establishment and their decision should be ratified by Government.

From the Agent and Manager, Madras Railway Company, to the Officiating Consulting Engineer for Railways, dated Madras, 9th January 1893, No. 6.

In compliance with the request contained in your letter No. 1136 of the 24th December 1892, I have the honour to forward, herewith, copies of my letter to the Chief Engineer and that officer's reply thereto referred to in para. 9 and the statement referred to in para. 20 of my letter to the Board of Directors, No. 2070, dated 22nd December 1892.

ENCLOSURES.

From the Agent and Manager, Madras Railway Company, to the Chief Engineer, Madras Railway, Company dated Madras, 21st November 1892, No. 8650.

I beg to send you copy of my letter, dated the 5th instant, to the Consulting Engineer and copy of that officer's reply, dated the 18th idem, and shall be glad if you will favour me fully, for the information and guidance of the Board of Directors, with your views upon the number, grading and pay of the officers attached to the Engineering department.

In addressing the Board asking for promotion to be given to Mr. Thompson, I was guided by G.O., No. 216 R. of the 13th March 1883, which does not allude to the Telegraph Engineer, and you will remember that when I had the pleasure of discussing the matter with you it did not occur to either of us that the Telegraph Engineer entered into the question.

I find, however, that Mr. Winter was separated from the Engineering department in 1884, and I therefore agree with the Consulting Engineer in thinking that the whole question of the Engineering establishment requires to be placed on a proper footing.

The officers of the Traffic department have been graded into classes, the commencing salaries of the officers being fixed at £450 per annum, the number of officers allotted to each grade being limited.

I understand that the Government would be glad if a comprehensive scheme for the Engineering department were now submitted, and I shall be much obliged if you will give your attention to the matter, and if, when submitting your reply, you will, in the light of the Consulting Engineer's letter now sent you and G.O., No. 353 R. of the 28th March 1889, again review Mr. Thompson's claims to reward.

I would in connection with this matter draw your special attention to paras. 6, 7 and 8 of the Board's letter of the 24th November 1883, printed with G.O., No. 216 R. of 13th March 1883.

From the Chief Engineer, Madras Railway Company, to the Agent and Manager, Madras Railway Company, dated Madras, 2nd December 1892, No. 1307.

With reference to your letter No. 8650 of 21st November 1892, it may be as well to review the whole question of the Engineering staff, inasmuch as it would appear that the proposal of the Board in their letter No. 786, dated 4th November 1887, has not been sanctioned by Government. The Board in their letter, dated 9th June 1882, expressed an opinion that the suggested system of grading was unsuitable for their small staff. In their letter, dated 24th November 1882, the Board proposed that, in the first instance, all Engineers should be appointed as fourth class, second grade, on £350 per annum, rising gradually to the higher grade of second class in ten years on a salary of £725 per annum. In considering this suggestion the Government in their order, dated 13th March 1883, No. 216 R., Public Works, approved of so much of the Board's proposal as provided for the promotion of Assistant Engineers into the higher grade of the second class and for the ultimate limitation to three of the number in the first class. In the same Proceedings the Government said they would not press for an immediate reduction, but allow the staff for the present to remain at the strength of 13.

At this date Mr. Winter, the Telegraph Engineer, was included in the Engineering staff, but this officer was in 1884 put directly under the Agent and Manager and his name struck off the Engineering staff. In their letter No. 786 of 4th November 1887, the Board, in reviewing the whole question, proposed that the staff should consist of 1 Chief Engineer, 1 Deputy Chief Engineer, 2 first class, 2 second class, 2 third and 3 fourth class, making 11 in all, with one Temporary Engineer when required for special work, and that no promotion to first class should be made except to vacancies which were to be secured by compulsory retirement. This latter proposal the Board in their letter No. 799, dated 30th July 1888, stated they were prepared to modify and limited the tenure of office of Chief Engineer to a period of 5 years. So that, as I understand it, except in the case of the Chief Engineer, no others of the staff are to be compulsorily retired.

The present staff consists of 1 Chief Engineer, 1 Deputy Chief Engineer, 2 first-class Engineers, 2 second-class Engineers, 3 third-class Engineers and 2 fourth-class Engineers. In the case of Mr. Thompson the Board were pleased to sanction his promotion to first class, second grade, from 1st July last, and, after one year's service, to be raised to first class, first grade. The Consulting Engineer in his letter which accompanied yours under reply states that there is no vacancy to which Mr. Thompson can be appointed either under the scale sanctioned by Government or that approved by the Board, and it appears to me that, unless the Board wish to alter or modify the rules laid down by them for which an opportunity is now offered by the letter of the Consulting Engineer, the only alternative mode of rewarding Mr. Thompson for the very valuable services rendered by him at the Papagani bridge and the great saving effected would be to give him a substantial personal allowance.

I would take this opportunity of stating that the system sanctioned in 1883 has now been given a fair trial in this department and that I consider it has been a failure and causes considerable discontent amongst the staff.

In the Traffic department, where I understand the graded system has been a success, an Assistant Traffic Manager enters the service on £450; after two years' approved service he gets £500 per annum, whereas a fourth-class Engineer cannot under the present rules draw this pay for six years.

Under these circumstances I would respectfully suggest to the Board the advisableness of assimilating the pay and promotion of the Engineers, who, as a rule, are men who have been at considerable expense in learning their profession to that drawn by junior Traffic officers and doing away with the grade of fourth-class Engineer altogether. In support of this recommendation I desire to invite attention to the fact that on other Indian Railways upper subordinates draw salaries equal to, or higher than that of, our fourth-class Engineers. Thus on the Bombay, Baroda and Central India Railway, Sub-Engineers are paid Rs. 300 and Permanent-way Inspectors up

Dr. H. H. H. H.
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6 May

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THE MARCH 1893, No. R, PUBLIC WORKS.

to Rs. 360 per mensem; on the Great Indian Peninsula Railway, Permanent-way Inspectors draw up to Rs. 300 and Masonry Inspectors up to Rs. 275 per mensem; on the Oudh and Rohilkund Railway the Clerk of Works and Inspectors are paid Rs. 400 and Rs. 300 respectively. Even in our service Covenanted Inspectors draw Rs. 300, and the Foremen in the Locomotive department are paid Rs. 350 per mensem. It seems therefore only reasonable that the initial salary of our Engineer officers should be fixed at a higher figure.

I feel assured that it would be for the interests of the Company to obtain more experienced men than with the depreciated gold value of the rupee the present pay is likely to attract, and if the Board think it advisable to reconsider the subject would suggest the following as the grading most suitable for a small staff like ours:—

- 1 Chief Engineer, Rs. 1,600 to Rs. 1,850 by annual increments of Rs. 50.
- 1 Deputy Chief Engineer, as a substantive appointment and drawing a minimum salary of Rs. 1,200.
- 3 First-class Engineers } on present scale.
- 2 Second-class " }
- 3 Third-class " }
- 1 Third-class Engineer at head-quarters to draw Presidency allowance of Rs. 100 per mensem (as proposed by the Board in their letter No. 786 of 4th November 1887).
- 1 Temporary Engineer, when required at a maximum rate of Rs. 850 per mensem.

In proposing this I would leave it to the Board to decide by what increments salaries should be raised, reminding them that formerly Engineers attained the rank of first class in from 6 to 7 years, whereas now, until a vacancy occurs, they can only become second class, first grade, in 10 years. In conclusion I trust the Board will take the opportunity now afforded by the Consulting Engineer and be pleased to give the question of salaries and grading of the Engineering staff their favorable consideration.

	DECEMBER 1892.			DECEMBER 1892.			DECEMBER 1892.		
	Bombay, Baroda and Central India Railway.			South Indian Railway.			Southern Mahratta Railway.		
	Num-ber.	Rate.	Amount.	Num-ber.	Rate.	Amount.	Num-ber.	Rate.	Amount.
Chief Engineer	1	Rs. 1,600	1,600	1	Rs. 1,600	1,600	1	Rs. 1,650	1,650
Personal allowance	..	..	..	..	..	218	..	..	..
Do Assistant	..	..	..	..	..	..	1	..	600
Resident Engineer	1	1,200	1,200	2	900	1,800	1	..	900
Do.	1	900	900	1	..	700	2	800	1,600
Personal allowance	..	..	..	..	..	164	2	600	1,200
Do.	..	..	..	2	700	1,400	..	..	..
Do.	..	..	..	2	475	950	2	550	1,100
Assistant Engineer	1	650	650	1	..	400	2	500	1,000
Do.	1	500	500	1	..	(a) 350	4	450	1,800
Do.	1	350	350	2	300	600	..	..	..
Do.	1	350	350	..	..	..	1	..	300
Presidency allowance	..	..	250	..	..	..	1	..	250
	7	..	6,000	12	..	8,222	17	..	10,400

(a) Required for three months only.

STATEMENT showing the Engineering staff for the various Indian Railways taken from the official establishment lists.

(a)-(b) Superintendent, Way and works.

(c) Executive Engineers.

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 22nd February 1893, No. 6815/139.

With reference to your letter No. 1014 of the 18th November last, I have the honour to send you copy of this office letter No. 2070 of the 22nd December 1892 to my Board on the subject of the establishment of the Engineering Department and also a copy of the reply of the Board thereto No. 877 of the 20th ultimo, and to request that you will communicate to me the sanction of Government to the proposed graded scheme for the Assistants to the Chief Engineer.

2. If the proposals meet with the approval of Government, Mr. Thompson will be promoted from the second class to the first class, second grade, and I beg to request that, in consideration of his special service in the construction of the Pápaghni bridge as explained in my letter to you of the 5th November last, No. 945, his promotion may be allowed to date from the 1st July 1892 and that he may be promoted in the first class from the second to the first grade from the 1st July 1893 in accordance with the wishes of my Board.

Extract from a letter from the Agent and Manager, to the Secretary, Madras Railway Company, dated 22nd December 1892, No. 2070.

8. *Engineering establishment.*—With reference to your letter No. 872 of the 14th October, in which you communicate the Board's sanction to the promotion of Mr. Thompson to the grade of a First-class Engineer, I beg to forward copy of a letter, dated the 15th November, from the Consulting Engineer for Railways, in which it is pointed out that the sanction given in G.O., No. 216 R., of the 13th March 1883, included the Telegraph Engineer and that there is now no vacancy in the grade of First-class Engineers to which Mr. Thompson can be appointed.

9. I beg also to send you copy of a letter which I addressed to the Chief Engineer on the 21st November and copy of the Chief Engineer's reply to this letter, dated the 2nd December instant.

10. It will be observed that the Consulting Engineer states "that the whole question of the Engineering establishment appears to require settlement," and he expresses the opinion "that the Board should again be referred to in view to settling definitely what is the requisite establishment."

11. The present sanction for the Engineering Department is that given in G.O., No. 216 R., of the 13th March 1883, and the Consulting Engineer has correctly stated that this sanction provides for—

- 1 Chief Engineer,
- 1 Deputy Chief Engineer,
- 3 First-grade Engineers,
- 8 below First-grade Engineers,

the Telegraph Engineer appearing as a First-class Engineer at the time the sanction was conveyed.

12. The Telegraph Engineer was separated from the Engineering Department in the year 1884, and the staff of the Engineering Department now consists of ten Assistant Engineers whose names are—

	Class.	Grade.	Minimum pay.	Present pay.	Maximum.
Mr. Stoney	1	1	Rs. 773	Rs. 864	Rs. 864
" French	1	1	773	864	864
" Thompson	2	1	546	659	659
" Ewing	2	2	546	546	659
" Chisholm	3	1	409	455	659
" Pawley	3	2	409	409	659
" Strange	3	2	409	409	659
" Duncan	4	1	318	364	659
" Buscarlet	4	1	318	364	659
<i>Temporary Engineer.</i>					
Mr. Chambers	3	2	..	410	..

13. The Board in their letter No. 786 of the 4th November 1887 suggested that, in addition to a Chief and a Deputy Chief Engineer, the following officers should be attached to the Engineering Department, viz. :—

	Minimum pay.	Maximum pay.
2 First-class Engineers, each at	800	900
2 Second-class do. do.	650	750
2 Third-class do. do.	500	600
3 Fourth-class do. do.	350	450
1 Temporary Engineer	850	850

10

In this case the Board excluded the Telegraph Superintendent from the Engineering staff.
 14. Mr. Carter in his letter of the 2nd December refers to the graded scheme sanctioned for the Traffic staff in G.O., No. 339 R., of the 18th August 1877, and suggests that the pay and promotion of the Assistant Engineers shall be assimilated with that drawn by the junior Traffic officers and he further suggests the abolition of the grade of Fourth-class Engineers.

15. The Traffic sanction [would place the nine subordinate Engineers on the following scale, viz. :—

	Number.	Minimum.	Maximum.
First class, one-sixth	2 each	800	900
Second „ one-third	3 „	600	700
Third „ rest	4 „	450	500

leaving the pay of the temporary Engineer to be decided by circumstances, and I am doubtful if this scale would satisfy the staff or if it is really what the Chief Engineer desires.

16. The graded scheme suggested by the Board in November 1887 for the Engineering Department seems to me to have been well thought out, and I am disposed to think that if this scheme had been submitted by itself apart from the scheme for other departments and without any allusion to bonuses, the sanction of Government would have been accorded to it.

17. A suitable graded scheme would now, I believe, be favorably received by the Government, and I beg to suggest, bearing the Chief Engineer's remarks in mind, that the following scale apart from the Chief Engineer and the Deputy Chief Engineer be fixed definitely for future Assistant Engineers, viz. :—

	Initial pay.	Maximum pay.
3 first class	750	900
3 second „	550	700
3 third „	350	500

A Presidency allowance of Rs. 100 a month to be granted to the Third-class Engineer located at Madras, and an Engineer to be engaged for special works, when actually required, at a salary not exceeding Rs. 700 per mensem.

18. Assistant Engineers now in the service to be called upon to elect whether their future promotion shall be governed by the sanction of 1883 or by the new scale now recommended for adoption, and in accordance with the rule observed by the Locomotive and Audit Departments and in accordance also with Government practice, half of the lower class pay and half of the higher class pay be granted to an officer of a lower class who acts for an officer in a higher class absent on furlough or sick leave.

19. In G.O., No. 339 R., of the 18th August 1877, the Government of India attached importance to the “proportions in the several grades” being “reasonable,” and I have had this suggestion in mind in proposing that there shall be three officers in each grade and that the pay of the temporary Engineer engaged for special works shall not exceed the pay granted to a Second-class Engineer.

20. I attach for the Board's information and guidance a statement prepared from the sanctioned establishment lists showing the salaries paid to Engineers on the various Indian Railways.

21. In applying for Traffic Assistants, it is usual to select gentlemen of mature English experience of somewhat advanced age, and it has been found that this class of Assistant cannot be obtained for less than £450 per annum as a commencing salary.

22. Assistant Engineers are usually selected at a younger age, and the initial pay of Rs. 350 suggested as a commencing salary will suffice to place the newly appointed Assistants above the upper subordinates of the various departments.

23. Should my proposal be approved it will be necessary for the Board to determine the period of increments for the several grades, and it will further be necessary that Mr. Thompson's promotion be specially provided for either by including him in the list of the three First-class Engineers now proposed or by granting him a personal allowance, and in terms of para. 21 of the Board's letter No. 872 of the 14th October, Mr. Thompson's promotion should date from the 1st July 1892.

Extract from a letter from the Secretary, Madras Railway Company, dated London, 20th January 1893, No. 877.

9. *Engineering establishment.*—With reference to the proposed promotion of Mr. Thompson to the grade of a First-class Engineer, you report in letter No. 2070, para. 8, that the Consulting Engineer for Railways, in his letter of the 18th November last, points out that the sanction given in G.O., No. 216 R., of the 13th March 1883, for three First-class Engineers included the Telegraph Engineer and that there is now no vacancy in that grade.

10. With your letter above quoted you also forward copy of a correspondence which has passed between you and the Chief Engineer, who reviews the whole question of the Engineering staff and suggests, if the Board deem it advisable to reconsider the subject, a graded scheme not including the Telegraph Engineer and abolishing the Fourth-class Assistants.

11. In para. 17 of your letter you express the belief that a graded scheme would now be favorably considered by the Government and you submit the following which differs in some respects from that proposed by the Chief Engineer, though both proposals agree in dispensing with Engineers of the fourth class:—

	Initial pay.	Maximum pay.
	RS.	RS.
3 first class	750	900
3 second class	550	700
3 third class	350	500

9

12. The reasons you give for differing from the Chief Engineer in respect of the commencing salary of an Engineer, as compared with that of an officer in the Traffic Department, the Board consider to be quite sound.

13. A Presidency allowance of Rs. 100 to be granted to the Third-class Engineer located at Madras, and an Engineer to be engaged for special works, when actually required, at a salary not exceeding Rs. 700 per mensem.

14. Having given the subject further consideration, the Board are of opinion that your proposal is fair and reasonable, and they authorise you to submit the same for the sanction of Government.

15. You suggest that Assistant Engineers now in the service should be called upon to elect whether their future promotion shall be governed by the sanction of 1883 or by the scale now proposed. Though the Board would prefer uniformity of rule, they have no wish that Engineers now in the service should suffer by the proposed change. Your proposal that an option should be allowed them in the matter is therefore approved.

16. With regard to the period of increments for the several grades, the Board would wish the following scale to be adopted:—

	Per mensem.
	RS.
Third-class Assistant Engineers to be appointed on	350
To be raised after approved service of two years to	400
To be raised after a further two years to the maximum of	500
To be promoted on the occurrence of a vacancy to second-class on	550
To be raised after approved service of two years to	625
To be raised after a further two years to the maximum pay of	700
To be promoted on the occurrence of a vacancy to first class on	750
To be raised after two years' approved service to the maximum of	900

17. The total maximum charge for salaries of nine Assistant Engineers under the existing scale, as compared with that now proposed, is as follows:—

Existing Scale.			RS.	Proposed Scale.			RS.
Two at Rs. 864	...	...	1,728	Three first class at Rs. 900	...	...	2,700
Seven " 659	...	...	4,613	Three second " " 700	...	...	2,100
				Three third " " 500	...	...	1,500
Total			6,341	Total			6,300

18. Should the above proposals meet with the approval of Government, Mr. Thompson may be included in the three First-class Engineers now proposed, and, subject to the necessary sanction, his promotion may date from the 1st July 1892 in terms of para. 21 of the Board's letter No. 872, dated 14th October last.

No 167

Endorsement by the Consulting Engineer for Railways, dated Madras, 27 March 1893.

Submitted to Government with reference to G.O., No. 217 R., dated 13th March 1883.

2. In November last the Agent and Manager, Madras Railway, submitted, for the sanction of Government, a proposal, approved by his Board of Directors, to promote Mr. H. J. Thompson, Resident Engineer, from second class, first grade, to first class, second grade, with effect from the 1st July 1892 instead of from the 1st November 1892, on which date Mr. Thompson in the ordinary course was said to be entitled to the promotion, and further to promote him to first class, first grade, one year afterwards, viz., on 1st July 1893, instead of after two years according to rule.

3. The application was made in consideration of the special services performed by Mr. Thompson in connection with the rapid and economical construction of the Papaghni bridge, which work was recognized by Government in G.O., No. 1714 R., dated 11th July 1892. The total cost of the bridge amounted to Rs. 10,32,551 against a sanctioned estimate of Rs. 12,02,010, resulting in a saving of Rs. 1,69,459.

4. In reply, the Consulting Engineer stated that there was no vacancy in the first class to which Mr. Thompson could be promoted either under the scale sanctioned by Government in G.O., No. 217 R., dated 13th March 1883, or under that considered sufficient by the Board of Directors in their letter No. 786, dated 4th November 1887. The Agent and Manager was therefore asked to bring the matter to the notice of his Board with a view to their settling what establishment was necessary for the future working of the line and to cover Mr. Thompsons' promotion.

5. The Agent and Manager now submits the views of the Board of Directors sanctioning, subject to the approval of Government, the adoption of a new scale of establishment by which the strength of ten permanent Assistant Engineers sanctioned by Government in 1883 is reduced to nine. This scale does not affect the Chief or Deputy Engineer, the Telegraph Engineer or the temporary Engineer, but the latter is to be engaged on special occasion when required, on a maximum salary of Rs. 700.

6. The chief point of difference between the present and the proposed scale lies in the fact that under the former an officer's pay increases biennially, independent of there being a vacancy from the bottom of the fourth to the top of the second class, after which promotion into the first class depends on vacancies, whereas under the latter, promotion from class to class can only be obtained on a vacancy occurring.

The new scale also abolishes the existing fourth class, of which the minimum and maximum pay is Rs. 318 and Rs. 364, respectively, and creates three first, three second, and three third class Engineers in lieu of the two first, two second, two third, and three fourth class suggested by the Board as suitable in 1887. The new third class begins on Rs. 350 and ends at Rs. 500; the second class now with limits of

Rs. 546 to Rs. 659 is to have these altered to Rs. 550 and 700, whilst the first class now with limits of Rs. 773 to 864 is to be changed to Rs. 750 and 900, respectively. According to the existing rules an officer must rise for certain to the top of the second class on Rs. 659 in ten years, whereas under the new scheme, he must take his chance of a vacancy to get promotion from class to class.

7. I am of opinion that the proposals of the Agent and Manager, as adopted by his Board of Directors, are reasonable and in the interests of the service, *and I strongly* recommend them for the favorable consideration of Government, as it has for considerable time past been felt, the present emoluments have proved inadequate to satisfy the reasonable claims of the staff. *Heck.*

It is now found difficult to recruit men on the existing fourth class scale of pay, and it is considered reasonable and expedient, as pointed out by the Chief Engineer, that the initial pay of the officers joining should be somewhat above that of upper subordinates. Formerly men used to become First-class Engineers in about seven years, whereas now it takes ten years to get to the top of the existing second class. I further recommend that the promotion of Mr. Thompson, referred to in para. 2 above, be sanctioned as a special case and that the proposed Presidency allowance of Rs. 100 be sanctioned on the grounds of the extra expense entailed on an officer living in the Presidency.

8. It will be noted that the Board propose that the Engineers now in the service be allowed the option of electing for the new scale or of adhering to the old one of 1883, and, with a view to place before Government the probable financial effect of the election by all of the present staff of the new scale, the following statement, marked A, has been prepared in consultation with the Agent and Manager and the Examiner of Railway Accounts, Madras. It shows the manner in which it is considered each officer could without disadvantage, and in most cases with more or less advantage, be fitted into the new scale, and the Agent and Manager believes that the officers concerned would be likely to accept these proposals. The result is that, assuming that the scale would be sanctioned by Government with effect from the 1st July next and allowing for Mr. Thompson's promotion to firstclass, first grade, from that date and, with one exception, for all future increments in classes counting from 1st July 1893, the total monthly increase of the new over the old scale on the 1st July 1893 would be Rs. 829, diminished by increments amounting to Rs. 386 which would be earned under existing conditions during the year following that date, and of Rs. 591 if Mr. Thompson's special increase under the old scale be taken into account. The net result becomes an increase of Rs. 238 per mensem. This proposal includes provision for Mr. Ewing, the senior second class officer, obtaining his increment in January 1894 and not in July 1895, as, under the existing scale, he would get Rs. 659 on the former date. *Heck.*

It does not, however, include an increase of pay with back effect to Mr. Thompson of Rs. 91 per mensem from the 1st July 1892 to 1st July 1893, which forms a portion of the special promotion sought to be given him. *He.*

A statement, marked, B, is subjoined showing that, compared with existing scale for nine officers, with new men entering the department, there would be for the first ten years, until the maximum pay of second class is reached, a monthly increase of Rs. 241 and after the maximum has been reached, a saving of Rs. 41. These figures, however, would be altered to show savings of Rs. 186 and Rs. 700, respectively, for the two periods compared with the sanctioned scale of ten men, of whom one is not at present employed.

STATEMENT A showing how it is proposed to fit existing staff into the new scale.

Proposed scale.	Existing rates of salary per mensem under old scale.	Increments falling due within one year from 1st July 1893 under old scale.		Special promotion recommended to Mr. Thompson for services which might also be applied for specially under old scale.	Total which may possibly be drawn under old scale within one year from 1st July 1893.	Pay proposed under new scale if introduced on 1st July 1893.	Monthly increase within the year attributable exclusively to introduction of new scale.	Remarks.
		Due date.	Amount.					
Three First-class Engineers.	RS.		RS.		RS.	RS.	RS.	
One existing first grade U., Rs. 864.	864	..	..	..	864	900	36	Maximum of class.
One do. do.	864	..	..	..	864	900	36	
One Second-class Engineer (Mr. Thompson).	659	..	..	To 1st grade 114 on 1st July 1892. To maximum 91 on 1st July 1893.	864	900	36	
Total ..	2,387	..	..	205	2,592	2,700	108	
Three Second-class Engineers.								
One existing second class.	546	Jan. 1894.	113	..	659	(Mean) 663	..	Rs. 625 from 1st July 1893 and Rs. 700 from Jan. 1894. Minimum of class.
Do. third do.	455	July ..	91	..	546	550	4	
Do. do. do.	409	Aug. 1893.	46	..	455	550	95	
Total ..	1,410	..	250	..	1,660	1,763	103	
Three Third-class Engineers.								
One existing third class.	409	Nov. 1893.	46	..	455	500	45	Maximum of class. Second grade in class.
Do. fourth do.	364	Mar. 1894.	45	..	409	400	9	
Do. do. do.	364	Apr. ..	45	..	409	400	9	
Total ..	1,137	..	136	..	1,273	1,300	27	
Grand Total ..	4,934	..	386	205	5,525	5,763	238	

STATEMENT B.

	OLD SCALE.			NEW PROPOSAL.			Monthly difference.	Remarks.
	No.	Rate.	Amount per mensem.	No.	Rate.	Amount per mensem.		
I. Until maximum pay of second class is reached, viz., 10 years--		RS.	RS.		RS.	RS.	RS.	
Third and second class men.	7	427	2,989	6	385	2,310	..	
First class	2	845	1,690	3	870	2,610	..	
Total ..	9	..	4,679	9	..	4,920	241	Increase.
II. After maximum pay has been reached--								
Third class	7	659	4,613	3	500	1,500	..	
Second	..	..	..	3	700	2,100	..	
First	2	864	1,728	3	900	2,700	..	
Total ..	9	..	6,341	9	..	6,300	41	Decrease.

Note.—The old scale provided for new men advancing to the maximum of the second grade in ten years resulting in an average monthly pay during the period of Rs. 427.
Assuming men under the new scale to reach the maximum pay of the second grade in the same period, the average pay drawn will be Rs. 385.

From

THE CONSULTING ENGINEER

FOR RAILWAYS,

Madras,

No. 1714 R of 11-7-92 ✓
" 217 R - 13-3-83 ✓

No. 167

Dated 27th } March 1892.
Received 27th }

No. of ENCLOSURES.

Subject.

New Scale of Engineering
Establishment, Madras
Railway & Promotion of
Mr. H. J. Thompson.

ALL.
The note by Comd.
Engineer was put
up by Constables &
I generally endorse
it - But the Board
are all wrong where
they want to promote
a man who seizes
opportunities -
Give him privilege
leave a bonus but
its not fair to pro-
mote him - all
men dont get equal
chances -

Free
6/4

In this case I don't think the
arguments against promoting
Mr Thompson are very strong
because he is already at the top
of the scale and will not
sooner anybody's head. As the
Board desire it and as the new
scheme is in itself a reasonable
one I think it may go up for
sanction.

Yes
8/10

Send up for sanction

Free

Am 7/4 1892

Form No. 1.

PUBLIC WORKS DEPARTMENT.

OFFICE OF CONSULTING ENGINEER FOR RAILWAYS,

Madras, _____ 189 .

No.

SUBMITTED.

Government.

Subject.

P. 814 R 2 6 May 1893.

PUBLIC WORKS DEPARTMENT,
RAILWAY BRANCH.

PROCEEDINGS OF THE MADRAS GOVERNMENT.

Read the following

*Endorsement from
the Commr. of Ry. } H.E. No. 167 of 27 March 1893*

*Ordered that the
Government of India be
addressed:—*

P. 13

F.M.

*22
4*

R

*To
The Commr. of Ry.
- E. G. Ry. Secy.*

No. 815R.

Government of Madras.

PUBLIC WORKS DEPARTMENT,
RAILWAY BRANCH.

To

THE SECY. TO THE GOVT. OF INDIA,

P. W. DEPARTMENT.

May 1
6th April 1893.

SIR,

I am directed to forward herewith copy of Prop. of this Government No 814R dated 6th ^{May} April 1893, which embodies proposals for a revised scale of establishment of Assistant Engineer on the Madras Railway.

2. The existing scale is as under

2 at Rs 800	—	1728
7 — — 650	—	4550
		Total 6278

and that proposed is as follows

3 first class at Rs 900	—	2700
3 second — — 700	—	2100
3 third — — 500	—	1500
		Total 6300

3. The original sanction in 1883 was in but the present proposal if approved will reduce that increment to nine. The scale does not affect the Chief Engineer or by Chief Engineer, the Telegraph Engineer or the two junior engineers. The last named will be engaged as required on a maximum ^{The grant of a Provisional allowance of Rs 100 to the Chief Engineer at the age of 30 included in the proposal.} salary of Rs 700. The changes involved are explained in para 6 of the Consulting Engineer's Endorsement. The financial result of the proposal is given in para 8 of the same endorsement. This Government concurs in the Consulting Engineer's views as expressed in para 7 of his Endorsement & recommends the scheme with its strong support for the sanction of the Govt. of India.

4. I am also to request sanction as a special case to

P. 15 to the promotion of Mr. H. J. Thompson Resident Engineer from second class first grade to first class second grade with effect from 1st July 1892 instead of from the 1st November 1892 on which date Mr Thompson was ^{said to be} entitled to the promotion & further to his promotion to first class first grade from 1st July 1893 i.e. one year after. wants instead of two years according to rule. Mr Thompson's promotion is recommended in consideration of the special services performed by him in connection with the rapid & economical construction of the Papuan railway.

For R
24 5
4 5

old 11-4 Ry
Km 25-4.