

Public Works (1898) Department.

Print

RAILWAY BRANCH.

G.O., No. 8/4. *dy*

DATED 15th June 1898.

$\frac{100}{2}$

A.C. for approval

[Despatch Abstract.]

*Mr. E. W. Stoney, the new Chief Engineer,
Madras Railway.*

*The proposal of Madras Railway Board
that — shall draw a salary, commencing
at Rs 1000 and rising by annual increments
of Rs 100 to Rs 1500, sanctioned*

Government { 1898 } of Madras.
PUBLIC WORKS.

Spare copies

JUNE.

The proposal of Madras Railway Board that —, shall draw a salary commencing at Rs. 1,600 and rising by annual increments of Rs. 100 to Rs. 1,800, sanctioned.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following paper :—

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 1st June 1898, No. 9653/B. 485.

I have the honour to inform you that the Board have appointed Mr. Stoney as Chief Engineer of the Company for a term of four years in succession to Mr. West, and he will take up his duties on his return from furlough in September next.

The sanctioned salary of the appointment is Rs. 1,500 rising to Rs. 1,800 per mensem, but as Mr. Stoney is now drawing a personal allowance of Rs. 181-10-2 which will be discontinued, and will also forfeit the privilege which he now possesses of remitting one-half of his salary at the contract rate of exchange, the Board propose that he should draw in his new appointment Rs. 1,600 for the first year, Rs. 1,700 for the second year, and Rs. 1,800 for the remainder of his service. I beg to request that you will communicate to me the sanction of Government to this proposal.

ORDER—No. 814 Ry., dated 15th June 1898.

Government is pleased to sanction the proposal of the Madras Railway Company's Board of Directors that Mr. E. W. Stoney, their new Chief Engineer designate, shall draw a salary commencing at Rs. 1,600 and rising by annual increments of Rs. 100 to Rs. 1,800; while at the same time he shall forfeit his present personal allowance and also the privilege of remitting to England one-half of his salary at the contract rate of exchange.

(True Extract.)

FRANCIS J. E. SPRING
Joint Secretary.

To the Agent and Manager, Madras Railway.
„ Examiner, Guaranteed Railway Accounts.

Exd. T. K. Narayana Aiyangar.

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
	...	...	...	...	...	...	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. 393 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 " } on present scale.
- 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 ..	1	..	..	1	..	..	1	..	..
Do Assistant ..	1	..	..	1	..	..	1	..	..
Resident Engineer ..	1	..	..	1	..	..	1	..	..
Do ..	1	..	..	1	..	..	1	..	..
Personal allowance ..	1	..	..	1	..	..	1	..	..
Do ..	1	..	..	1	..	..	1	..	..
Assistant Engineer ..	1	..	..	1	..	..	1	..	..
Do ..	1	..	..	1	..	..	1	..	..
Do ..	1	..	..	1	..	..	1	..	..
Do ..	1	..	..	1	..	..	1	..	..
Presidency allowance ..	1	..	..	1	..	..	1	..	..
	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. 1,600	1,600	1	Rs. 1,350	1,350
Personal Assistant ..	1	1,000	1,000	1	800	800	(b) 1	1,050	1,050	1	..	..	1	..	..
Deputy Chief Engineer ..	1	600	600	1	600	600	1	..	..	1	1,150	1,150	1	..	..
Assistant for Drawing ..	5	1,200	6,000	3	1,200	3,600	1	..	..	1	..	..	1	..	..
District Engineers ..	2	1,000	2,000	4	800	3,200	3	800	2,400	1	1,150	1,150	2	800	1,600
Resident do. ..	4	800	3,200	1	740	740	4	700	2,800	1	1,000	1,000	1	700	700
Do. do. ..	6	600	3,600	1	690	690	(c) 1	700	700	1	900	900	1	600	600
Assistant do. ..	6	450	2,700	1	650	650	2	700	1,400	3	2,400	7,200	1	740	740
Do. do. ..	1	350	350	1	650	650	4	600	2,400	3	1,800	5,400	1	450	450
Junior Assistant Engineer ..	1	350	350	1	650	650	7	550	3,850	2	1,000	2,000	1	..	..
Allowances, Personal and Presidency ..	1	..	..	1	..	..	2	350-400	700-800	2	800	1,600	1	..	..
Resident Engineer for Capital works ..	1	..	..	1	..	..	1	500	500	2	1,050	2,100	1	..	..
	27	..	22,100	23	..	17,870	34	..	22,888	18	..	12,750	7	..	5,440

(c) Executive Engineers.

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

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.
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	659	659
" Chisholm	3	1	409	455	659
" Pawley	3	2	409	455	659
" Strange	3	2	409	455	659
" Duncan	4	1	318	364	659
" Buscarlet	4	1	318	364	659
Temporary Engineer.					
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
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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.
3 first class	Rs. 750	Rs. 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.
Third-class Assistant Engineers to be appointed on	Rs. 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, 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. 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 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 the 1st July 1893, the total monthly increase under the old scale be taken into account. The 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.	
One existing first grade at Rs. 864.	864	..	..	..	864	900	36	Maximum of class.
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.	91	900	36	
Total ..	2,387	..	..	205	2,592	2,700	108	
Three Second-class Engineers.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	
One existing second class.	546	Jan. 1894.	113	..	659	(Mean) 663	4	Rs. 6'5 from 1st July 1893 and Rs. 7'00 from Jan. 1894.
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	Minimum of class.
Three Third-class Engineers.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	
One existing third class.	409	Nov. 1893.	46	..	455	500	45	Maximum of 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	Second grade in class.
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—		RS.	RS.		RS.	RS.	RS.	
Third class	7	659	4,613	3	500	1,500	..	
Second	2	864	1,728	3	700	2,100	..	
First	..	..	..	..	..	..	..	
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.

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

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.

Exd. C. A. Munisawmy.
Spare Copies

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 —.

27TH SEPTEMBER 1889, No. 1025 R., PUBLIC WORKS.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read again the following:—

G.O., dated 14th August 1889, No. 888 R., Public Works.

From the Consulting Engineer for Railways, dated Madras, 9th August 1889.

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer
for Railways, dated Madras, 16th July 1889, No. 6435/799.

I have the honor to forward herewith an extract of para. 11 from a letter from
the Company's Secretary in London, No. 815, dated 14th ultimo, in which it is stated
that the Board have appointed Mr. H. R. P. Carter, Deputy Chief Engineer, as Chief
Engineer for three years to succeed Mr. W. R. Robinson, who, in accordance with

* Copy enclosed.

the instructions of the Board conveyed in
para. 3 * of their letter No. 799 of the
30th July 1888, will vacate his appoint-
ment on the 22nd August next. The initial salary of Mr. Carter, as laid down in
para. 11 † of Board's letter No. 786, is
fixed at Rs. 1,500 per mensem, rising to
Rs. 1,800 by a biennial increment of

† Copy enclosed.

Rs. 150. As regards Mr. Carter's health which the Board desire should be such as
to justify the retention of his services, the Company's Medical officer writes to me as
follows:—

"I beg to inform you that on the 3rd instant the Deputy Chief Engineer, Mr. H. R. P.
Carter, underwent a careful physical examination at my hands.

"As a result of that examination I am happy to be able to inform you that Mr. Carter's
health is, in my opinion, excellent, and in every respect such as to justify the extension of his
services."

2. I therefore request that you will kindly communicate to me the sanction of
Government for the disbursement of salary to Mr. Carter at the rate of Rs. 1,500 per
mensem from the 22nd August next, the date on which Mr. Robinson will retire from
the Company's service.

ENCLOSURES.

EXTRACT from a letter from the Secretary, Madras Railway Company, dated London, 14th
June 1889, No. 815.

Para. 11.—With reference to para. 9 of 1879, in which you express the hope that the Board
will allow Mr. Carter, Deputy Chief Engineer, to succeed Mr. Robinson as Chief Engineer, a post
in which he has acted on several occasions with credit to himself and advantage to the Company,
I am directed to inform you that the Board, assuming that Mr. Carter's state of health is in
every respect such as to justify the retention of his services, have decided to exercise in his favor
the discretion specially reserved by them in the matter of the appointment to a higher post of a

servant who has already attained the age of fifty-five years, and have appointed him Chief Engineer in succession to Mr. Robinson, but for a term of only three years, on a scale of pay proposed in para. 11 of No. 786, leaving it open for consideration at a future period whether his services will be further retained.

(True Extract.)

(Signed) F. W. READ,
for Agent and Manager.

EXTRACT from a letter from the Secretary, Madras Railway Company, dated London, 30th July 1888, No. 799.

Para. 3.—On consideration of the views expressed by you, the Board are willing to modify, as hereinafter described, the conditions of compulsory retirement set out in their previous letter. In view, however, to accelerate the promotion of the junior Engineers in the Company's service, and to afford to able and experienced officers the prospect of succeeding in due course to the higher posts, the Board decide to limit the future tenure of the appointment of Chief Engineer to the period of five years. They resolve, moreover, for the same reasons, to give notice to Mr. Robinson, who has held the appointment of Chief Engineer for a period of nearly twelve years, far longer than any of his predecessors, that he will be called upon to retire at the expiration of twelve months from the date of the receipt by you of this letter.

(True Extract.)

(Signed) F. W. READ,
for Agent and Manager.

EXTRACT from a letter from the Secretary, Madras Railway Company, dated London, 4th November 1887, No. 786.

Para. 11.—Then, in respect of the salaries of their staff of Engineers, the Board consider that, whenever a vacancy occurs in the office of Chief Engineer, the yearly pay of the appointment may be fixed at Rs. 18,000, rising to Rs. 21,600 by an increment of Rs. 1,800 after each two years, the tenure of the appointment being limited to six years as a maximum.

(True Extract.)

(Signed) F. W. READ,
for Agent and Manager.

Submitted to Government for the sanction of the Government of India.

Order—dated 14th August 1889, No. 888 R., Public Works.

Ordered to be forwarded for the sanction of the Government of India.

(Here enter No. 889 R., dated 14th August 1889.)

(True Extract.)

(Signed) C. J. SMITH, Colonel, R.E.,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

Endorsement—dated 14th August 1889, No. 889 R., Public Works.

Forwarded.

(By Order.)

(Signed) C. J. SMITH, Colonel, R.E.,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

Read also the following paper:—

From G. H. D. WALKER, Esq., Under Secretary to the Government of India, Public Works Department (General), to the Joint Secretary to the Government of Madras, Public Works Department, Railway Branch, dated Simla, 12th September 1889, No. 2607 G.

I am directed to acknowledge the receipt of your letter No. 889 R., dated 14th August 1889, and, in reply, to communicate the sanction of the Government of India to the appointment of Mr. H. R. P. Carter as Chief Engineer of the Madras Railway for a period of three years on a salary of Rs. 1,500 per mensem from 22nd August 1889.

ORDER—dated 27th September 1889, No. 1025 R., Public Works.

Communicated to the Consulting Engineer for Railways with reference to his endorsement No. 316 A., dated 9th August 1889.

(True Extract.)

(Signed) C. J. SMITH, Colonel, R.E.,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

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

Exd. J. Moses.
Spare Copies

RAILWAY.

Govt. of {1889} Madras.

PUBLIC WORKS.

Dated September, 27th.

Recd.

Encl.

G.O., 27th Sept. 1889, No. 1025 R.

SEPTEMBER.

Mr. H. R. P. Carter

Letter from the Government of India sanctioning appointment of — as Chief Engineer of the Madras Railway for a period of three years on a salary of Rs. 1,500 per mensem from 22nd August 1889, communicated to the Consulting Engineer for Railways.

Extract from Board's letter to the Agent & Managers
No. 967 dated 14th January 1898

Retirement of
Mr. West.
Mr. Stoney's appoint-
ment as Chief
Engineer.

18. From para. 11 of your No. 2,339, the Board learn that you have been advised by the Chief Auditor, in reference to the rule regarding the retirement of officers on reaching the age of fifty-five, that Mr. West, the Chief Engineer, will attain that age in August next, a few days before the expiration of his agreement on the 22nd of the same month.

Mr. West will also, in August next, complete his service of four years as Chief Engineer, the time fixed by the Board as the limit of his tenure of that appointment, which, in ordinary circumstances, can never be held longer than five years.

The object of both rules was to prevent the blocking of the promotion which, from time to time, is fairly due in the several departments.

Mr. West has served the Company with marked distinction for a period of nearly thirty-five years, and is certainly entitled to special consideration for the grant of a suitable allowance on retirement.

The Board have the less hesitation in deciding not to retain the services of Mr. West as Chief Engineer beyond the fixed period of four years, because, as regards Mr. Stoney, the Engineer next in rank, they have an officer of great and varied attainments, who has already completed thirty-one years of service with the Company, who will reach the age of fifty-five early in 1899, and who is justly entitled to immediate promotion.

Both Mr. West and Mr. Stoney have done very excellent service for the Company, and it is only fair to the latter gentleman that his promotion to the highest office of the Engineering Department should not be barred.

Mr. Stoney's furlough expires on the 4th October next, but he may possibly prefer to return to Madras at an earlier date when he learns he has been appointed Chief Engineer. You will leave it to Mr. West to arrange with that gentleman the date upon which he will assume charge of the office of Chief Engineer, Mr. West retaining the appointment until Mr. Stoney arrives.

(No. L.)

No. 9653

B. 485

MADRAS RAILWAY.

AGENT AND MANAGERS' OFFICE,

Madras, 1st June 1898

From

2610

3.6.98

The Agent and Manager.

M. A. C.

To

The Consulting Engineer for Railways.

Sir,

Madras.

I have the honour to inform you that the Board have appointed - Mr. Stoney as Chief Engineer of the - Company for a term of four years in Succession to Mr. West, and he will take up his duties on his return from furlough in September next.

The Sanctioned Salary of the appointment is Rs 1,500 rising to Rs 1,800 per mensem, but as Mr. Stoney is now drawing a personal allowance of Rs 181-10-2 which will be discontinued, and will also forfeit the privilege which he now possesses of remitting one half of

his



CR
CMM 3/6

his salary at the contract rate of exchange, the Board propose that he should draw in his new appointment Rs 1,600 for the first year, Rs 1,700 for the second year and Rs 1,800 for the remainder of his service. I beg to request that you will communicate to me the sanction of Government to this proposal.

I have the honour to be,

Sir,

your most obedient servant,

J. M. V. S.

Agent and Manager.

Asks

[Faint handwritten text, likely bleed-through from the reverse side of the page.]

MADRAS RAILWAY.

From

The Agent and Manager.

To

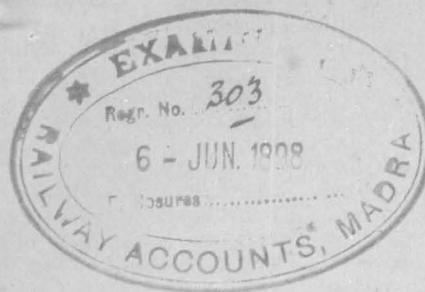
The Consulting Engineer

for Railways.

188

Dated
Recd.
No.

Form No. 33.



OFFICE OF THE CONSULTING ENGINEER FOR RAILWAYS,

Madras, 4th June 1898.

No. 1640

OFFICE NOTE.

Letter from the Agent, + Manager, Madras Railway, No. 9653, dated 1st June 1898, forwarded to the Examiner of Railway Accounts, for favour of remarks.

[Signature]
for E. R.

EXAMINER'S REPLY.

The salary attached to the appointment of Chief Engineer is Rs 1500 rising by biennial increments of Rs 150 to Rs 1800.

The Board propose that Mr Stonery should on appointment receive Rs 1600 with an annual increment of Rs 100, and thus draw the maximum in two years, on the ground that on promotion he drops the personal allowance of Rs 182 he is now in receipt of, and forfeits the privilege he now enjoys of remitting half his salary home at the contract rate of 1⁵/₁₀ per cent.

It is observed that if Mr Stonery were appointed on the minimum salary only, the immediate increase in his income would be

C. No. 2610

HIS EXCELLENCY THE GOVERNOR.

SUBJECT.

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

Salary of Mr. Stoney
the newly appointed Chief
Engr of the Madras Ry.

FOR ORDERS.

874R

9.11.98
11.6.98

The proposal as to the salary of Mr. Stoney, the newly appointed Chief Engineer of the Madras Railway may be sanctioned.

It is within the Government's competence to do so.

The Govt. Engrs. Note explains the situation.

F.R.S.

10/6/98

6/6/98 11/4/16

be about Rs 350 thus:-

Pay as Chief Engineer	1500	
Exchange Comp: All ^{ce}		
exchange being taken		
at 1 ³ / ₄ ^d per rupee	94	
		1594

Present Income:-

1/2 pay as Engineer 1 st Class	450	
Personal Allowance	182	
1/2 pay which may be		
remitted home at 1 ³ / ₁₀ ^d		
£41.5-0 which at 1 ³ / ₄ ^d ex-		
change	619	
		1251
Difference Rs		343

The Local Govt. is competent to sanction the proposal, if the reasons put forward in support of it are accepted.

to R
C.R.

Engrs.

C. R.
Engrs.

7.6.98}

Papers to be read in Proceedings:—

Again G.O., dated 189 , No.
Again G.O., dated 189 , No.
E.R's. Current No. 2610 of 189⁸, dated 3-6-98 , from the Agent, Madras Ry
" " " " " "
" " " " " "

ORDER.

No 814. Ry. dated 15/6/98.

Government is pleased to sanction
the proposal of the Madras Railway Com-
-pany's Board of Directors that Mr. E. W.
Stoney, their new Chief Engineer designate,
shall draw a salary commencing at Rs. 1,600 and
rising by annual increments of Rs. 100 to
Rs. 1,800; while at the same time he shall
forfeit his present personal allowance and
also the privilege of remitting to England
one half of his salary at the contract rate
of exchange.

Despatched on

W. H. S. 23/6/98

To,

The Agent and Manager, Madras Railway.
" Examiner Guatd. Railway Accounts.

R.

14/6/98