Public Works (1899) Department.

RAILWAY BRANCH.

G.O., No. 520. Ry

DATED 3rd May 1899.

Includes
G.O.No. 506-7 Ry dt 30-3-99
do 77-78 Ry dt 17-1-99
do 115 Ry dt 27-1-99

[Despatch Abstract.]

Graded Scales of salaries for certain Depts of the Madras Ry.

Conveying: to the Agent, letter from the Govt of India sanctioning with remarks, the revised Scale of salaries for the General classes of officers in the Loco'n Locomotive, Traffic, & Audit Depts of the Madras Ry.

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	1938 Rly d		10-12-98.				

RAILWAY.

Government {1899} of Madras.

PUBLIC WORKS.

Recd. } 1899. *Enclosures*

Regd. *Spare copies*

Letter, No. 78 Ry., 17th January 1899.

JANUARY.

aded Scales of Salaries for certain Departments of the Madras Railway

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ommending; for the sanction of the Government of India, the proposed —.

PUBLIC WORKS DEPARTMENT.

Railway.

LETTER—from

FRANCIS J. E. SPRING, ESQ., C.I.E.,
Joint Secretary to the Government of Madras,
Public Works Department,
Railway Branch,

To

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

SIR,

With reference to the orders contained in your letter No. 1780 G., dated the 21st June 1898, on the subject of proposed graded scales of salaries for certain departments of the Madras Railway, I am directed to forward a copy of this Government's proceedings, No. 77 Ry., dated the 17th January 1899, and to invite attention to this Government's Consulting Engineer's note, therein contained, dated September 28th, 1898, in which the case is summarized.

2. The Examiner, Guaranteed Railway Accounts, has calculated that the immediate effect of the adoption of the scales now proposed by the Railway Company's Agent would be an increase in expenditure of Rs. 528 per mensem, and that the ultimate increase, when the scheme is in full working, would be Rs. 1,127 per mensem. These increases are at the rate of less than $\frac{1}{10}$th and $\frac{1}{5}$th *per cent.*, respectively, of the average net earnings of the Company in recent years.

3. This Government accepts the conclusion arrived at by the Consulting Engineer in paragraphs 4, 5 and 6 of his note, and recommends the proposals of the Madras Railway Company for the approval and sanction of the Government of India, as being likely to conduce to efficiency.

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

FRANCIS J. E. SPRING,
Joint Secretary.

FORT ST. GEORGE,
17th January 1899.

Exd. T. K. Narayana Aiyangar.

RAILWAY.

Government {1899} of Madras.

PUBLIC WORKS.

Recd. } 1899 *Enclosures*
Regd. } *Spare copies*

G.O., No. 77 Ry., 17th January 1899.

JANUARY.

Graded Scales of Salaries for certain Departments of the Madras Railway

Ordered that the proposed — be recommended for the sanction of the Government of India.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read again the following papers:—

G.O., No.	3138-39 R.,	dated	21st November 1876.
,, ,,	3413-14 R.,	,,	14th December 1876.
,, ,,	513 R.,	,,	15th February 1877.
,, ,,	182 R.,	,,	29th June 1877.
,, ,,	339 R.,	,,	18th August 1877.
,, ,,	81 R.,	,,	25th January 1881.
,, ,,	1118 R.,	,,	19th October 1889.
,, ,,	814 R.,	,,	6th May 1893.
,, ,,	1114 R.,	,,	23rd August 1893.
,, ,,	154 R.,	,,	10th March 1894.
,, ,,	563 R.,	,,	16th August 1897.
,, ,,	957 Ry.,	,,	26th July 1898.

Read also the following papers:—

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 21st February 1898, No. 8867/155.

I have the honour to enclose, for the information of the Government, extracts-paragraphs 16 and 17 from my letter to the Board, No. 2335 of the 11th Nov. 1897.

Paragraph 16 refers to an increase of salary recommended for the Second Assistant Auditor, and paragraph 17 to the proposal that the officers of the Locomotive Department should receive promotion under the scheme sanctioned by the Government of India in G.O., No. 339 R. of the 18th August 1877, for the Traffic and Locomotive officers. When this scheme was sanctioned it was considered by the Consulting Engineer to the Government of Madras to be unsuited to the Locomotive Department as there were then only two officers below the Superintendent. There are now four officers in all.

The Board have replied with regard to these recommendations in paragraph 14 of their letter, No. 967 of the 14th ultimo. They state they are of opinion that the scale for the Traffic Department may with advantage be applied, as far as possible, to the Locomotive and also to the Audit Department.

I now beg to request that the sanction of Government may be accorded to the introduction of the scale for the Locomotive Department, and to the increases in salary proposed to be given under it to the officers of that department.

I have also to request that the approval of Government to the increased salaries sanctioned by the Board for the Second and Third Assistant Auditors may also be communicated to me.

ENCLOSURE.

Extract from letter from—The Agent and Manager, Madras Railway.
To—His Board of Directors.
Dated—11th November 1897, No. 2335.

* * * * *

16. *Increase of pay to Mr. Corben.*—I beg to forward, for the Board's disposal, copy of a letter, dated the 29th ultimo, which has reached me from the Chief Auditor and with which he submits copy of a letter addressed to him by Mr. Corben, the Second Assistant Auditor.

Mr. Corben joined the service on the 22nd May 1890 as Locomotive Accountant, at a commencing salary of Rs. 425, and on the 12th March 1893 he was promoted to Second Assistant Auditor on a salary of Rs. 550.

The graded scheme proposed in my letter, No. 2233, not having been accepted by the Board, I beg to propose that Mr. Corben's pay be increased from Rs. 550 to Rs. 650 with effect from the 1st January 1898.

Mr. Corben has done excellent service since he joined the Audit office, and I concur with the Chief Auditor in thinking that he has brought intelligence and energy to bear upon his work.

17. *Increase of pay to Locomotive Officers.*—The attention of the Board is invited to paragraph 8 of this office letter, No. 2271, and to the closing remarks in paragraph 3 of the Secretary's letter, No. 945. The Locomotive Superintendent addressed the Acting Agent and Manager again on the 25th September last, on the subject of the pay of the Deputy and Assistant Locomotive Superintendents, and a copy of this letter I beg to submit for the Board's consideration.

The Locomotive officers now in the service are:—

Mr. A. Pilkington, Deputy Locomotive Superintendent.
,, H. J. Stanley, Assistant ,,
,, P. G. Porteous, ,, ,,

and two of these officers are at present eligible for promotion, under the scheme suggested by the Consulting Engineer for Railways in his letter, No. 761 of the 20th September 1880, to the Agent and Manager, this scheme having been approved by the Board in its letter, No. 670, and sanctioned by the Government in G.O., No. 81 R. of the 25th January 1881.

Mr. Phipps urges that the officers of the Locomotive Department, now that the number of officers has been added to, should receive promotion under the scheme sanctioned for the Traffic and Locomotive officers by the Board in its letter, No. 579 of the 30th June 1876, and by the Government of India in G.O., No. 339 R. of 18th August 1877, and he explains his views with great clearness.

I have pleasure in supporting Mr. Phipps' recommendation for the reasons that if the Board are good enough to apply to the officers of the Locomotive Department the salaries sanctioned in 1876, there will hereafter be no necessity to trouble either the Board or the Government with repeated applications for increases of pay from individual officers, and the pay of the officers of the Traffic and Locomotive Departments being the same, invidious comparisons cannot be raised.

If the scale of 1876 is re-introduced for the Locomotive Department, the pay of Mr. Pilkington, the Deputy Locomotive Superintendent, will be increased from Rs. 900 to the maximum salary of the office, Rs. 1,000, with effect from 30th October 1897.

Mr. Stanley, the First Assistant, will be eligible under the 1877 scale for an increase of pay from Rs. 500 to Rs. 636 and Mr. Porteous, the Second Assistant, will be eligible for an increase of pay from Rs. 350 to Rs. 410 from the *date of the Board's letter*.

The commencing pay of a Locomotive officer, under the proposed scale, will be Rs. 410 and the maximum pay that an Assistant Locomotive officer can rise to after eleven years' service, and supposing he is not blocked in any particular grade, will be Rs. 818.

Extract from letter from—The Secretary to the Board of Directors, Madras Railway Co.
To—Their Agent and Manager.
Dated—14th January 1898, No. 967.

14. *Graded scheme for Locomotive and Audit Departments.*—I have laid before the Board your letter No. 2335, in paragraph 17 of which you invite attention to paragraph 8 of No. 2271, and to the closing remarks in paragraph 3 of No. 945, with reference to a graded scheme for the Locomotive and Audit Departments.

With regard to the Locomotive Department, a graded scale was proposed in 1876, similar to that approved by the Board in their letter No. 579, dated 30th June of that year, for adoption in the Traffic Department, and this was approved by the Government of India in their letter No. 347 R., dated 6th February 1877, embodied in the Proceedings of the Madras Government, No. 513, dated 15th February 1877.

It would appear, however, that this scheme never came into operation, as it was then considered by the Government Consulting Engineer to be unsuited to the department, as there were then only two officers below the Superintendent, and it was consequently not thought desirable to make the change in their favour.

There are now four officers in the department, who have held their present appointments as under:—

Mr. C. E. Phipps	Locomotive Superintendent,	6½	years.
Mr. A. Pilkington	Deputy ,,	6	,,
Mr. H. J. Stanley	First Assistant ,,	1½	,,
Mr. P. G. Porteous	Second ,, ,,	1	year.

The graded scheme in force in the Engineering and Traffic Departments has worked exceedingly well, and the Board, on reconsideration of the question, are now of opinion that the scale for the Traffic Department may with advantage be applied, as far as possible, to the Locomotive,

and also to the Audit Department. The scale of salaries being thus fixed, the necessity is avoided of recommending individual officers for promotion, a course which, it is understood, is not approved by the Government of India.

If that Government are now pleased to sanction the introduction of the scale of 1876 for the Locomotive and Audit Departments, the undermentioned officers would be eligible for increased salary as follows :—

Mr. Pilkington, Deputy Locomotive Superintendent, from Rs. 900 to the maximum salary of the office, Rs. 1,000, with effect from 30th October 1897, by three increments, viz., Rs. 933 per mensem for the first year, Rs. 966 for the second year, reaching the maximum on the 30th October 1899.

Mr. Stanley, First Assistant, who is referred to in paragraph 17 of No. 2335, from Rs. 500 to Rs. 636, with effect from the 1st instant, when he will have served two years since his last increase of salary.

Mr. Porteous, Second Assistant, from Rs. 350 to Rs. 410, from December 1898, when he will have served two years in that grade; and after two years' further service to Rs. 454.

With regard to the Audit Department, as the Board's proposals in paragraph 7 of No. 934, with reference to the salaries of the Chief Auditor and his First Assistant, have received the sanction of the Government of India, there remain for consideration only the Second, Third and Fourth Assistants.

The salary of Mr. Corben, Second Assistant, who is referred to in paragraph 16 of No. 2335, will, under the graded scale, be increased from Rs. 550 to the maximum of Rs. 636 per mensem, which is Rs. 14 per mensem less than your recommendation. This increase, the Board propose, should take effect from the 1st instant.

Mr. Dinwoodie, Third Assistant, from Rs. 400 to Rs. 410, from the date of sanction for the introduction of the scale, and after two years' service in that grade to the maximum of Rs. 454.

For the Fourth Assistant the Board consider that the commencing salary should be Rs. 350, rising to a maximum of Rs. 400 after two years' service, and the present incumbent, Mr. A. H. Francis, was appointed on these terms.

The immediate effect of the introduction of the graded scheme is to raise slightly the monthly cost of the establishments of the two departments, but the result will no doubt be greater convenience and ultimate economy.

Note by the Examiner, Guaranteed Railway Accounts, dated 4th March 1898.

The attached statement shows the present and proposed scales of the superior staff of the Audit and Locomotive Departments, the present incumbents of offices, and the increases of pay to which they will become entitled if the proposals, which have been approved by the Home Board, are sanctioned.

It appears that in the case of the Locomotive Department a scale similar to that now proposed was sanctioned by the Government of India so long ago as 1877 (Government of India No. 347 R., dated 6th February 1877), but was never brought into force. So far as the scale for this department is concerned, the sanction of the Government of India would therefore seem to be scarcely again necessary; but as that scale was allowed to remain so long in abeyance, and as the proposals are combined with those now made for the Audit Department, the whole had better be submitted together for India's sanction, if the Local Government approve and wish to support the application.

Enclosure.

Locomotive Department.

Appointment.	Present scale. No.	Present scale. Pay.	Proposed scale. No.	Proposed scale. Pay.	Incumbent.	Present pay.	Proposed pay.	Date from which increase is to have effect.
		Rs.		Rs.		Rs.	Rs.	
Locomotive and Carriage Superintendent.	1	1,090–1,636	1	1,090–1,636	Mr. C. E. Phipps ..	1,636	1,636	
Deputy do. do.	1	700– 900	1	1,000	,, A. Pilkington ..	900	933	From 30th Oct. 1897
First Assistant do. do.	1	500– 600	1	545– 636	,, H. J. Stanley ..	500	636	From 1st Jan. 1898.
Second Assistant do. do.	1	350– 450	1	410– 455	,, P. G. Porteous..	375	410	From 1st Dec. 1898.
						3,411	3,615	
					Increase per mensem.	Rs. 204.		

Audit Department.

Appointment.	Present scale. No.	Present scale. Pay.	Proposed scale. No.	Proposed scale. Pay.	Incumbent.	Present pay.	Proposed pay.	Date from which increase is to have effect.
		Rs.		Rs.		Rs.	Rs.	
Chief Auditor	1	1,200–1,500	1	1,200–1,500	Mr. F. Dunsterville.	1,275	1,275	
First Assistant Auditor ..	1	700– 900	1	700– 900	,, T. Wake ..	750	750	
Second ,, ..	1	550	1	545– 636	,, A. Corben ..	550	636	From 1st Jan. 1898.
Third ,, ..	1	400	1	410– 455	,, J. F. Dinwoodie.	400	410	From date of sanction to scale.
Fourth ,, ..	1	350– 400	1	350– 400	,, A. H. Francis..	350	350	
						3,325	3,421	
					Increase per mensem.	Rs. 96.		

Order—No. 506 Ry., dated 30th March 1898.

The Government of India will be addressed.

From—The Joint Secretary to the Government of Madras, P.W. Dept., Ry. Branch.
To—The Secretary to the Government of India, Public Works Department.
Dated—30th March 1898, No. 507 Ry.

I am directed to forward, for the orders of the Government of India, copy of a letter No. 8867/155 of 21st February 1898, and enclosures, from the Agent and Manager, Madras Railway.

2. The statement printed at pages 4 and 5 shows the present and proposed scales of the superior staff of the Audit and Locomotive departments, the present incumbents of the different posts, the increases of pay to which they will become entitled if the proposals (which have been approved by the Board of Directors) are sanctioned, and the financial effect of these proposals.

3. As regards the Locomotive department, a scale similar to that now proposed was sanctioned for the Traffic and Locomotive departments in Government of India letter, No. 347 R., dated 6th February 1877, though it was brought into force in the case of the former department only. The scale for the Locomotive department having remained so long in abeyance, a renewal of the previous sanction is now sought for.

4. As regards the proposals now submitted for the Audit department, a scale of fixed salaries was sanctioned in Government of India letter, No. 2868 G., dated 7th October 1889, with the remark that the Government of India was not satisfied that the establishment was an economical one.

5. This scale was modified by Government of India letter, No. 76 A.E., dated 3rd March 1894, in which the pay of the Fourth Assistant was increased from Rs. 250 to Rs. 350—25—400.

6. A further alteration in which the pay of the Chief and First Assistant Auditor was raised from Rs. 1,200 and 700 to Rs. 1,500 and 900, respectively, was sanctioned, after a prolonged correspondence, in Government of India letter, No. 218 A.E., dated 3rd August 1897. The opinion then expressed was that the expenditure on the Audit branch was somewhat high.

7. The increases now applied for will make the scale for the Audit department correspond, as nearly as may be, with that sanctioned for the other departments, and, on this ground, is recommended for the favourable consideration of the Government of India.

From—The Secretary to the Government of India, Public Works Department.
To—The Joint Secretary to the Govt. of Madras, P.W. Dept., Railway Branch.
Dated—Simla, 21st June 1898, No. 1780 G.

I am directed to acknowledge the receipt of your letter No. 507, Railway, dated the 30th March 1898, in which sanction is requested—

(i) to the application to the Locomotive Department of the Madras Railway of the scale of salaries sanctioned for the Traffic and Locomotive Departments, in Public Works Department letter No. 347 R., dated the 6th February 1877, which was held in abeyance as regards the latter Department, and

(ii) to the alteration of the scale of salaries for the Audit Department so as to make it correspond as nearly as may be with that sanctioned for other Departments of the Madras Railway.

2. In reply I am directed to state that, in the opinion of the Government of India, a scale of salaries fixed on a sterling basis is in no way suited to present circumstances and that it is considered that it would have been more to the purpose if the proposal had been to remodel the scales both for the Locomotive and Traffic Departments on a rupee basis which is that now adopted on all the lines throughout India.

3. As regards the Audit Department, it is observed that the proposals only affect the Second and Third Assistant Auditors, the former of whom appears to have rendered long and good service. The Government of India will be prepared to consider the grant of a personal allowance to Mr. Corben, the Second Assistant Auditor, if this will meet the views of the Board, but they do not consider that there is any necessity for any further revision of the present scale which appears in every way suitable to the requirements of the case.

4. I am accordingly to request that the Agent may be invited to re-consider his proposals in the light of the foregoing remarks.

Endt. by the Consg. Engr. for Rys., Madras, dated 14th July 1898, No. 2019.

Copy forwarded to the Agent and Manager, Madras Railway, for favour of report with reference to his letter No. 8867/155, dated 21st February 1898.

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 23rd August 1898, No. 8867/784.

I have the honour to acknowledge receipt of your endorsement upon copy of letter No. 1780 G., dated the 21st June 1898.

2. We have two sanctioned scales of salaries in force for officers on this Railway, but these scales at present apply only to officers of the Engineering and Traffic departments. The salaries fixed under these scales are as follows, viz. :—

Department.	Third class.	Second class.	First class.
Engineering Dept.	Rs. 350 to 500	Rs. 550 to 700	Rs. 750 to 900

3. The promotion within each class being regulated as follows :—

Third-class Assistant Engineers to be appointed on	Rs.	350 per mensem.
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 ,,

4. *Traffic department.*—Reduced to a rupee scale at 1*s.* 10*d.*—

Third class.	Second class.	First class.	Deputy.
Rs. 409-1-5 to 454-8-9	Rs. 545-11-8 to 636-5-10	Rs. 727-4-4 to 818-2-11	Rs. 850 to 1,000

Promotion in the Traffic department is regulated as follows :—

	Rs.	A.	P.
Third class on appointment	409	1	5
After passing the language test	454	8	9
Second class after a total service of five years in third class and on the occurrence of a vacancy	545	11	8
After seven years' service	636	5	10
First class after nine years' service and on the occurrence of a vacancy	727	4	4
First class after eleven years' service and on the occurrence of a vacancy	818	2	11

The Deputy is naturally a selected officer taken, as a rule, from the first or second class.

5. I have hitherto hesitated to attempt to change the sanction accorded to the Traffic officers by the Government of India in its Order, No. 2741 R. of the 10th August 1877, because I have always held that the sanctioned scheme in respect both to *promotion after a given number of years' service and the proportion of officers allotted to each class* had been well thought out.

6. It is useless to hide the fact that, owing to the want of a sanctioned graded scheme of promotion, for officers in the Locomotive and Audit departments, there has been growing discontent, and officers whom we could ill afford to spare have left us for more attractive services. The officers appointed to these two departments are selected in England after somewhat lengthened service on English railways, and they expect to receive certain and steady promotion after their arrival in India. Hence my desire to place the officers of at least three of the large departments of the railway on the same footing.

7. Without making any radical change in the salaries already sanctioned for the Traffic department, I think I may say that my Board would accept the following rupee scale for officers of the Traffic, Locomotive and Audit departments, viz. :—

Third class.	Second class.	First class.	Deputies.
Rs. 350 to 450	Rs. 550 to 650	Rs. 700 to 800	Rs. 850 to 1,000

8. Promotion within each class being restricted to Rs. 50 annually and Deputies to Rs. 50 biennially, and no officer being eligible for promotion from third to second class until he had served five years, or from second to first class until he had served nine years. With these restrictions the interests of the State and the Company will be fully safeguarded, as an officer could not rise to the first class until after lengthened service, nor could he rise to the second class until he had completed five years' service.

9. If the scheme is accepted, the officers now in the service will appear in the following grades, viz. :—

Department.	Deputy.	First class.	Second class.	Third class.
Traffic Department	1	2	2	3
Audit ,, ...	1	..	1	2
Locomotive Department.. ..	1	..	1	1

and, following the scale previously referred to as laid down in G.O., No. 2741 R., of the 10th August 1877, the maximum number that *could* appear in each grade would be :—

Department.	Deputy.	First class.	Second class.	Third class.
Traffic Department	1	2	2	3
Audit ,, ...	1	1	1	1
Locomotive ,, ..	1	1		1

10. Of the officers in the service, Mr. Wake, the Deputy Auditor, will be entitled to promotion to Rs. 950 in July 1890 when he will have completed sixteen years' service. Mr. Corben of the Audit office who is now eligible to be graded in the second class would be eligible for promotion to the first class in May 1899, and Mr. Dinwoodie who is now eligible to be graded in the third class would be eligible for promotion to the second class in July 1902. Mr. Stanley of the Locomotive Department who is now eligible to be graded in the second class would be eligible for promotion to the first class in June 1900. Mr. Porteous, the Junior Assistant Locomotive Superintendent, would not pass from the third to the second class until December 1901, and it is possible that if the mileage of the Railway is extended, he would have to remain in the third class until a vacancy occurred, if the Company is required to take over a Locomotive officer now serving with the East Coast Railway.

11. The *immediate* effect of this scheme, if it is sanctioned, will be the following increases of salary :—

Mr. A. Pilkington, Deputy Locomotive Superintendent, from Rs. 900 to 950
" A. Corben, Assistant Auditor, from ... ... " 550 to 650
" H. J. Stanley, Assistant Locomotive Superintendent, from " 550 to 600

12. I referred the Government of India letter of the 21st June 1898, No. 1780 G., to the Company's Chief Auditor for his remarks and in acknowledging the letter Mr. Dunsterville writes :—

"I may remind you that I showed, in my letter of the 4th December 1895, printed on pages 4 and 5 of Government of India Order, No. 218 A.E. of the 3rd August 1897 (Madras G.O., No. 563 R., of 16th August 1897), that on other principal lines in India the Deputy (or First Assistant) Auditor was at least placed on an equality with the Deputies of other departments and that on some lines he received more than other Deputies.

On the East Indian Railway the Deputy Auditor draws Rs. 1,200, the same amount on the Great Indian Peninsula Railway, and Rs. 1,100 on the Bombay-Baroda and Central India Railway ; on the latter railway the Second Assistant draws Rs. 950.

The average pay of the Deputy (or First Assistant) Auditors on the East Indian, Great Indian Peninsula, Bombay-Baroda and Central India, Southern Mahratta, and South Indian Railways, is Rs. 990, and without the last two Railways the pay averages Rs. 1,167 per mensem.

With regard to the Locomotive department generally I would draw special attention to the fact that on most of the other great Indian railways, it is the custom to have Assistant Locomotive Superintendents in charge of districts, thus the Great Indian Peninsula Railway have ten Assistants drawing Rs. 6,400 per mensem, the East Indian Railway have nine Assistants drawing Rs. 5,850 per mensem and the Southern Mahratta Railway have eight Assistants drawing Rupees 4,000, while our Deputy and two Assistants at their *proposed maxima* would only draw Rs. 2,450 per mensem. The average rate per mensem for Locomotive Officers exclusive of the Locomotive Superintendents, per mile open, works out thus :—

Great Indian Peninsula Railway ...	Rs.	4·3	per mile open, per mensem.
East Indian Railway	"	3	" "
Southern Mahratta Railway ...	"	2·57	" "
Madras Railway (proposed scale) ...	"	2·85	" " "

13. I have a very decided objection to recommend any officer for a personal allowance. These allowances should, in my opinion, be granted only to heads of departments or to officers who have reached their maximum graded salaries and who have remained without promotion through a long number of years.

14. I trust the Government of India will view favourably the scheme I am now submitting.

15. While it is not in any way extravagant, it compares favourably with the rates of salary paid on other Indian Railways and, if it is adopted, it will set at rest for many years to come a question that has caused for some time past grave anxiety to the management of this Railway.

Note by the Examiner of Railway Accounts, dated 5th September 1898.

The Agent and Manager's letter may be submitted to the Government of India with reference to their letter, No. 1780 G., dated 21st June 1898.

It is noticed, however, that although the Government of India objected to the revision of the Audit office scale first proposed, the Agent's revised proposals for this department are even still higher as shown below :—

Appointments.	Present scale.	First Proposed scale.	Second Proposed scale.
	Rs.	Rs.	Rs.
Chief Auditor	1,200 — 1,500	1,200 — 1,500	1,200 — 1,500
First Assistant or Deputy	700 — 900	700 — 900	850 — 1,000
Second Assistant	550	545 — 636	700 — 800
Third Assistant	400	410 — 455	550 — 650
Fourth Assistant	350 — 400	350 — 400	350 — 450

I attach a statement showing how the present and proposed scales of pay of officers of the Locomotive, Traffic and Audit departments of the Madras Railway compare with those only recently sanctioned for the South Indian Railway under G.O., No. 957, Railway, dated 26th July 1898.

Enclosure.

MADRAS RAILWAY.

Statement showing the existing and proposed scale of salaries of officers, compared with those recently sanctioned for the South Indian Railway.

Appointments.	Madras Railway.		Scale lately sanctioned for the South Indian Railway (G.O., No. 957 Ry. of 26th July 1898).
	Existing scale of pay.	Proposed scale of pay.	
	Rs.	Rs.	Rs.
Locomotive.			
Deputy Locomotive and Carriage Superintendent	700 — 900	850 — 1,000	900 — 50 — 1,000
First Assistant do. do.	500 — 600	700 — 800	550 — 50 — 700
Second do. do. do.	350 — 450	550 — 650	450 — 25 — 500
Third do. do. do.	....	350 — 450	350 — 25 — 400
Traffic.			
Deputy Traffic Manager	850 — 1,000	850 — 1,000	900 — 50 — 1,000
First Assistant Traffic Manager	727 — 818	700 — 800	750 — 50 — 850
Second do. do.	545 — 636	550 — 650	450 — 25 — 500
Third do. do.	410 — 455	350 — 450	350 — 25 — 400
Audit.			
First Assistant Auditor	700 — 900	Deputy 850 — 1,000	750 — 50 — 850
Second do.	550	First class. 700 — 800	450 — 25 — 500
Third do.	400	Second class. 550 — 650	450 — 25 — 500
Fourth do.	350 — 400	Third class. 350 — 450	350 — 25 — 400

From—The Consulting Engineer for Railways, Madras.
To—The Agent and Manager, Madras Railway.
Dated—Ootacamund, 9th September 1898, No. 143/O.

Before laying your letter No. 8867/784, dated the 23rd August 1898, before Government for orders, I wish to lay the following considerations before you and shall be glad if you will give them your attention. I quite agree with you that it is desirable that there should be regular scales of salaries for your several departments, but I am not so sure about the necessity for these scales to be uniform for all the departments. The question is what price is it necessary to pay for a contented and efficient staff, and it must not, I think, be assumed that it is necessary all through the grades to pay the same price for a Locomotive, a Traffic and an Audit officer, even if it is considered desirable that the salaries of the Chief officers of all these departments should be uniform or nearly so. I attach a statement * showing the existing scales in your three departments, the scales now proposed by you, and that lately sanctioned by the Government of India for the South Indian Railway. You will see that in this last the salaries of the two lowest classes are uniform, viz., 350—25—400 and 450—25—500, while the two superior classes vary considerably *inter se*.

* Printed at page 9.

2. I am inclined to believe that a scale which is considered good enough to attract young men to the junior ranks of the South Indian Railway Company's service, ought to attract them also to your service, and therefore that the scales of the 3rd and 2nd classes proposed by you may with advantage be re-considered. It would take three years for a man to rise through each of these two lower classes, and perhaps four years and eight years total service might be substituted, in place of your five years and nine years, as the minimum for promotion into the next higher class.

3. You are probably not aware that Cooper's Hill Engineers of the Public Works Department have the following scale of salaries:—

Rs. 350 for	3 years	without intermediate increments.
450 not before	3 „	
550 „	6½ „	
700 „	11 „	
850 „	14⅓ „	
1,000 „	19 „	

This information may enable you to draw up scales of salaries more likely to be acceptable to Government, if not to your Board, than that put forward in your letter under reply.

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 22nd September 1898, No. 8867/912.

In reply to your No. 143/O of the 9th instant, I have the honour to remind you that the Traffic scale now in force on this Railway was fixed in 1877 and at the time it was so fixed it was sanctioned by the Government of India for both the Traffic and Locomotive officers.

Although the Government of India in paragraph 2 of its letter of the 21st June last suggests that this scale be remodelled on a *rupee basis* I do not gather that the rates of pay so long since sanctioned are considered high, or that the proportion of officers in each class is in any way objectionable.

Acting on this hypothesis I honestly endeavoured in replying to the references from the Government of India, submitted to me with your endorsement of the 14th July, to so remodel the sanctioned scale that it might take in the Audit department and so set at rest the dissatisfaction that has existed in the service for sometime past.

Volume IV of the Public Works Code groups the District and Assistant Traffic and Locomotive officers of the State Railways together in two classes, each class being subdivided into four grades.

In one class officers commence at Rs. 600 and rise to Rs. 950 and in the other class the Juniors or Assistants commence at Rs. 250 and rise to Rs. 500. The upper of these classes corresponds with the 1st and 2nd classes of the Madras Railway except that under our proposals officers commence at Rs. 550 instead of Rs. 600 and rise to Rs. 800 instead of Rs. 950.

The circumstances of the South Indian Railway are quite different from those of the Madras Railway. It is understood that a graded scheme for the South Indian Railway has for the first time in the history of the railway been recently sanctioned and it is further understood that this scheme will go far to allay the discontent that has existed on the neighbouring line through a long number of years. The South Indian line is working however with a comparatively young staff, mostly recruited in the country since the line passed into the hands of the present Company, and the scale recently sanctioned, it is certain, must shortly be liberally extended within its various grades as men grow old in the service. The number within each grade in my opinion is not a "lasting" number and Colonel Williams, the Secretary to the Government of India, was keenly alive to the future interests of a large staff when in 1877 he regulated for the Traffic department of the Madras Railway the numbers that were to remain within grades.

It is held in some instances that comparisons can only be made upon "work done" and applying this test to the gross earnings of the Madras and South Indian Railways the result would be as follows, viz.:—

	LAKHS.
South Indian Railway average gross earnings 1893 and 1897	86
Madras Railway do. do. do.	108

Appointments.	South Indian scale as recently sanctioned.	Proposed scale for Madras Railway officers.	Madras Railway salaries if arranged on South Indian scale with proportional increase for the work done, *i.e.*, 25 per cent. extra.
Locomotive.	Rs.	Rs.	Rs.
Deputy Locomotive and Carriage Supdt. ..	900 — 50 — 1,000	850 — 1,000	1125 — 1,250
Assistant Locomotive Superintendent, 1st class.	500 — 50 — 700	700 — 800	687 — 825
Do. do. 2nd „	450 — 25 — 500	550 — 650	560 — 625
Do. do. 3rd „	350 — 25 — 400	350 — 450	437 — 500
Traffic.			
Deputy Traffic Manager	900 — 50 — 1,000	850 — 1,000	1125 — 1,250
Assistant Traffic Manager, 1st class	750 — 50 — 850	700 — 800	937 — 1,060
Do. do. 2nd „	450 — 25 — 500	550 — 650	562 — 625
Do. do. 3rd „	350 — 25 — 400	350 — 450	437 — 500
Audit.			
Deputy (or 1st Assistant) Auditor	750 — 50 — 850	850 — 1,000	937 — 1,060
Assistant Auditor, 1st class	450 — 25 — 500	700 — 800	562 — 625
Do. 2nd „	450 — 25 — 500	550 — 650	562 — 625
Do. 3rd „	350 — 25 — 400	350 — 450	437 — 500

I don't think we can take the scale laid down for Engineers sent out from Cooper's Hill as a help to us.

In the first place the pensions earned by Cooper's Hill officers make all comparisons useless and in the second place Cooper's Hill men are sent out here almost direct from College, while the officers engaged for this Railway and selected by the Board for the Traffic, Locomotive and Audit departments are required to have had long training at home and they come out to us at somewhat advanced ages. I am advised by the Chief Auditor that the average age at which Audit officers join us is 27 and Traffic officers 29.

I do not feel that I can submit a better graded scheme than that I sent to you on the 23rd ultimo and I beg that you will give it your earnest support.

From—The Consulting Engineer for Railways, Madras.
To—The Agent and Manager, Madras Railway.
Dated—Ootacamund, 28th September 1898, No. 184/O.

With reference to the correspondence ending with your letter No. 8867/912, dated the 22nd September 1898, proposing an uniform scale of graded and incremental salaries for the Traffic, Locomotive and Audit departments of the Madras Railway, I have the honour to request that when the Board of Directors' views on the subject shall have reached you, you will communicate them to me. I judge from paragraph 7 of your letter No. 8867/784, dated the 23rd August 1898, that your proposals had not at that time been accepted by your Board. Meanwhile I am unable to submit them for the orders of Government.

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 2nd December 1898, No. 8867/B. 1153.

Adverting to the correspondence ending with your letter No. 184/O., dated the 28th September last, I have the honour to enclose an extract, paragraph 9, from a letter from the Secretary, No. 984, dated the 4th ultimo, in which the approval of the Board is accorded to the graded scheme of salaries submitted by this office for the officers of the Traffic, Locomotive and Audit departments. I now beg to ask that you will kindly submit the scheme for the sanction of the Government of India, supported by your own recommendation.

Enclosure.

Extract from a letter from—The Secretary to the Board of Directors, Madras Ry. Co.
To—The Agent and Manager, Madras Railway.
Dated—4th November 1898, No. 984.

* * * * * *

Proposed scale of Salary—Traffic, Audit and Locomotive Departments.

9. In paragraph 14 of No. 2377 you state that the Government of India having taken exception to the scale of salaries proposed for the Locomotive and Audit departments, on the ground that the salaries were fixed on a sterling basis, you have submitted, for their approval, a comprehensive scheme embracing the Traffic, Locomotive and Audit departments, the salaries specified being based on a rupee scale.

You refer to the subject again in paragraph 8 of No. 2381, and forward copy of a further correspondence with the Consulting Engineer, who, it is observed, desires that you will obtain the approval of the Board to the proposals you have made in your letter to him, No. 784, dated 23rd August last, which are as follows in respect of the salaries of officers of the several classes in the three departments—Traffic, Locomotive and Audit:—

3rd class	Rs. 350 to Rs. 450
2nd „	„ 550 to „ 650
1st „	„ 700 to „ 800
Deputies	„ 850 to „ 1,000

Promotion within each class being restricted to Rs. 50 annually, and Deputies to Rs. 50 biennially, and no officer being eligible for promotion from 3rd to 2nd class until he had served 5 years, or from 2nd to 1st class until he had served 9 years.

The merit of your scheme is that it provides the same scale of pay for the different grades in each department, and the Board have no doubt that it is good policy to treat alike young officers in all departments appointed from this country. It promotes good feeling and content among the members of the staff generally who will work well together without envy or jealousy.

It is the practice of this Company to obtain well trained men from England for all departments, which is not the case with the South Indian Railway; and the scale lately sanctioned by the Government of India for that Company, to which the Consulting Engineer refers in his letter of the 9th September, could not in fairness be applied to our officers.

The adoption of your very moderate proposals in respect to Locomotive and Audit officers will allay the dissatisfaction which has long prevailed in those departments.

Note by the Consulting Engineer for Railways, dated 28th September 1898.

Proposed Scheme of Graded Pay for the Madras Railway Company's Staff.

A great deal of trouble, correspondence and friction results from the need for constant reference to Government every time it is necessary to increase the pay of members of some departments of the Madras Railway. It is very desirable that such references should be minimized, and this can best be done by the adoption of a regular graded and incremental scheme of salaries, with agreed minimum periods to be spent in each grade, so that guided by this scale the Agent may promote his men without constant reference to Government. Government are concerned with efficiency and economy. There cannot be the maximum of efficiency when a staff is not contented, and there is nothing in the nature of a regularly sanctioned graded and incremental scheme which would necessarily make it less economical than a scheme of isolated fixed salaries with no regular gradation.

2. The superior staff of the Madras Railway is divided into four departments:—

Engineering, Traffic	These have a scale of graded salaries.
Locomotive, Audit	These have no scale.

3. The scale in force in the Engineering department is as follows, and it is *not* proposed to disturb it:—

3rd class.	2nd class.	1st class.
Rs. 350 to 500. Appointed at Rs. 350, rising after 2 years' approved service to Rs. 400, and after a further 2 years to Rs. 500.	Rs. 550 to 700. Promoted from Rs. 500 on the occurrence of a vacancy only, then rising after 2 years' approved service to Rs. 625, and again after 2 more years to Rs. 700.	Rs. 750 to 900. Promoted from Rs. 700 on the occurrence of a vacancy only, then after 2 years' approved service rising to the maximum Rs. 900.

In addition the Engineering department have the specially paid Chief Engineership.

4. The Traffic department have a curious looking scale, containing odd annas and pies, fixed 21 years ago on a sterling basis converted at 1*s.* 10*d.* per rupee. The details of this scale are given in paragraph 4 of the Agent's, Madras Railway, letter No. 8867/784, dated 23rd August 1898. It rises by irregular steps from Rs. 409 to Rs. 818 per mensem, with a higher class for Deputies from Rs. 850 to Rs. 1,000. The Agent now proposes to substitute for this irregular scale a new graded and incremental scale fixed in rupees, as follows:—

3rd class.	2nd class.	1st class.	Deputies.
Rs. 350 to 450	Rs. 550 to 650	Rs. 700 to 800	Rs. 850 to 1,000

Promotion within each class being restricted to Rs. 50 annually, and Deputies to Rs. 50 biennially, and no officer being eligible for promotion from third to second class until he shall have served five years, or from second to first class until he shall have served nine years.

The number of Traffic officers in the service is as follows: one Deputy, two first class, two second class, and three third class.

The adoption of this graded scheme for the Traffic department may, I think, be recommended to the Government of India. It is not an extravagant scheme, and it is on somewhat a lower scale than that already sanctioned for the Engineering department. It is an improvement on the antiquated scheme on a sterling basis which is now in force.

5. The Locomotive department has at present no sanctioned scale. The Agent proposes the application to this department of precisely the same scheme of graded and incremental salaries as he has proposed for the Traffic department, as given in detail in paragraph 4. At present there are three Locomotive officers under the Locomotive Superintendent, and he proposes to grade one of them as Deputy, and one each in the second and third class.

The proposal is not an extravagant one and it may be recommended to the Government of India for sanction. As in the case of the Traffic department it is a lower scale than that already sanctioned for the Engineering department.

6. For the Audit department which is now without a scale the Agent proposes the application of the same scale which, as stated above in paragraphs 4 and 5, he

recommends for the Traffic and Locomotive departments. The present staff he would grade as one Deputy, one second class, and one third class.

The Government of India have already expressed the opinion—*vide* their letter, No. 1780 G., dated the 21st June 1898—that all present requirements will be met in the case of the Audit department by giving a personal allowance to one officer whom they name, and that the present scale of salaries in that department is suitable to the requirements of the case, and that no further revision of it is necessary.

Very recently—*vide* G.O., No. 957 Ry., dated 26th July 1898—the Government of India sanctioned a graded and incremental scheme for the four corresponding departments of the South Indian Railway. The scale for the Audit department sanctioned for that railway was as follows:—

Third class.	Second class.	First class (Deputy).	Chief Auditor.
One officer. Rs. 350 to 400 by 25 Rs. increments.	Two officers. Rs. 450 to 500 by 25 Rs. increments.	One officer. Rs. 750 to 800 by 50 Rs. increments.	One officer. Rs. 1,200 to 1,500 by 75 Rs. increments.

The Agent, Madras Railway, proposes the following scale for his Audit Dept.:—

Third class.	Second class.	First class.	Deputy.	Chief.
One officer. Rs. 350 to 450	One officer. Rs. 550 to 650	One officer. Rs. 700 to 800	One officer. Rs. 850 to 1,000	One officer already fixed at Rs. 1,200 to 1,500

Thus, not only is the scale now proposed higher for the Audit department than the existing scale of salaries, but it is also higher than the Government of India think necessary, and than the scale already sanctioned for the South Indian Railway.

Recognising the objections which would probably be raised by the Government of India, the Consulting Engineer wrote his letter No. 143/O, dated the 9th September 1898, to the Agent and received a reply, No. 8867/912, dated the 22nd September 1898. In this reply the Agent adheres to his proposed scale, which is also supported by his Board of Directors (*vide* their letter No. 984, dated 4th November 1898). A mature consideration of the arguments advanced by the Agent and by his Board leads me to concur with them that, notwithstanding the Government of India's objection, the scale proposed for the Audit department is not unreasonable.

It may be argued that in view of the congested state of the clerical labour market in India, and of the well-known skill in accounts of large numbers of natives and Indian-bred Europeans and Eurasians who are always available, some such scale as that which has been approved of for the South Indian Railway would equally well suit the Audit department of the Madras Railway Company; personal allowances being granted, if considered necessary, to certain individual members of the staff.

But these are not the classes from which the Madras Railway Company recruit the superior classes of their departments. Recruits are, as a rule, obtained from England after they have had the advantage of a longer or a shorter experience of smart English business methods, and at a considerably higher age than that at which Indian-bred men usually seek entry into such employment.

7. I therefore consider that the Madras Railway Company's proposed uniform graded scale of salaries for their Locomotive, Traffic and Audit departments deserves the support of this Government.

Order—No. 77 Ry., dated 17th January 1899.

The Government of India will be addressed.

[Here enter No. 78 Ry., dated 17th January 1899.]

(True Extract.)

Francis J. E. Spring,
Joint Secretary.

To the Agent and Manager, Madras Railway.
" Examiner, Guaranteed Railway Accounts.
" Consulting Engineer for Railways.

Exd. T. K. Narayana Aiyangar.

RAILWAY.

Government {1899} of Madras.

PUBLIC WORKS.

Recd. } 1899. *Enclosures*

Regd. } *Spare copies*

G.O., No. 115 Ry., 27th January 1899.

JANUARY.

Erratum

Issuing an — to G.O., No. 77 Ry., dated 17th January 1899, regarding the proposed graded scales of salaries for certain departments of the Madras Railway.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Order—No. 115 Ry., dated 27th January 1899.

Erratum.

G.O., No. 77 Ry., dated 17th January 1899, page 14, line 2—

For the words "one second class", *read* "two second class".

(True Extract.)

Francis J. E. Spring,
Joint Secretary.

Copy to the Secretary to the Government of India.
" " Agent and Manager, Madras Railway.
" " Examiner, Guaranteed Railway Accounts.
" " Consulting Engineer for Railways.

Exd. T. K. Narayana Aiyangar.

RAILWAY.

Government {1899} of Madras.

PUBLIC WORKS.

Recd. } 1899. *Enclosures*
Regd. } *Spare copies*

G.O., No. 520 Ry., 3rd May 1899.

MAY.

Graded Scales of Salaries for certain Departments of the Madras Railway

Communicating to the Agent letter from the Government of India sanctioning, with remarks, the revised scale of salaries for the several classes of officers in the superior Locomotive, Traffic and Audit departments of the Madras Railway.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read again the following papers :—

G.O., Nos. 77, 78 Ry., dated 17th January 1899.
G.O., No. 115 Ry., „ 27th „ „

Read also the following paper :—

From—The Secretary to the Government of India, Public Works Department.
To—The Joint Secretary to the Government of Madras, P.W. Dept., Ry. Branch.
Dated—Simla, 18th April 1899, No. 700 R.E.

With reference to correspondence ending with your letter No. 115 Ry., dated 27th January 1899, I am directed to communicate the sanction of the Government of India to the revised scale of salaries for the several classes of officers in the superior Locomotive, Traffic and Audit departments of the Madras Railway as detailed below :—

	Rs.
Deputies	850—1,000
Assistants, First class	700— 800
„ Second class...	550— 650
„ Third class	350— 450

2. It is understood that promotion within each class will be restricted to increases of Rs. 50 annually, and in the case of Deputies to increases of Rs. 50 biennially; further that no officer will be eligible for promotion from third to second class until he shall have served five years, or from second to first class until he shall have served nine years.

3. It is noted that the scale herein sanctioned has been approved by the Board in paragraph 9 of their letter No. 984, dated 4th November 1898.

Order—No. 520 Ry., dated 3rd May 1899.

Communicated to the Agent and Manager, Madras Railway.

(True Extract.)

Francis J. E. Spring,
Joint Secretary.

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

Exd. T. K. Narayana Aiyangar.

No. 412. Read the following letter from Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, to Major-General G. W. WALKER, R.E., Secretary to Government, Public Works Department, dated Madras, 6th October 1876, No. 484 :—

I have the honor to lay before Government, for transmission to the Government of India, two letters* from the Agent of the Madras Railway regarding the establishment of a scale of salaries for the Traffic and Locomotive Departments.

* No. 863, 24th August 1876, with 3 enclosures.
„ 916, 7th September „ with 1 enclosure.

2. With the first of these letters Mr. Elwin forwarded a copy of a memorial addressed to the Directors by the Assistant Traffic Managers in the service of the Company, with a copy of the Traffic Manager's letter which accompanied the memorial, and an extract from the Board's letter replying to it. An extract from the Agent's letter,† with which the memorial was laid before the Board, is also enclosed for the information of Government.

† No. 1,206, 5th May 1876, paragraphs 49 to 55.

3. There are at present eight officers in the Traffic Department of the Madras Railway,—the Traffic Manager, the Deputy Traffic Manager, and six Assistant Traffic Managers. The proposal of the Board, if sanctioned by Government, will add considerably to the present and prospective pay of all these officers, with the exception of the head of the department. A statement which accompanies the second letter from the Agent shows that the aggregate pay drawn now by the seven traffic officers affected by the proposal is £3,450 per annum; and that, if the proposal is sanctioned, this sum would at once be increased to £4,250 per annum. In one respect, as will afterwards be shown, the Board's proposal is vague, and the ultimate effect of it is therefore doubtful; but in any case the above-mentioned increase will before long be considerably augmented.

4. The submission of these papers has been delayed in order that the proposals now brought forward by the Board might be compared with the arrangements in force upon the other Indian Railways. This comparison is shown in an accompanying statement; and, taking all circumstances into consideration, it does not appear that the scheme drawn up by the Board will place their servants in an undue position.

5. In paragraphs 17 and 18 of the Board's letter, the expression "*as opportunities offer*" is used; and it is supposed that the intention is to sanction a fixed number for each grade, and to promote officers from one grade to another as vacancies occur. From the Agent's letter No. 916, it will be seen that a reference has been made to the Directors on this point; but I am strongly of opinion that the scheme, involving as it does considerable increases of salary, present and prospective, should be sanctioned only upon the condition that the number in each grade shall be strictly limited. I would suggest for consideration that, setting aside the Traffic Manager and his Deputy, not more than one-third (excluding fractions) of the total number of officers in the Traffic Department should be eligible for promotion to the highest grade, that of Traffic Sub-Manager; not more than two-thirds to the two grades of Traffic Sub-Manager and Traffic Assistant, taken together; the remainder being in the grade of Traffic Sub-Assistant. Similar rules to be applied to the Locomotive Department.

6. In the Proceedings of Government, under date the 14th August 1876, No. 2,108, it was recommended for the consideration of the Government of India that a personal allowance of Rupees 50 per mensem should be granted to every Assistant Traffic Manager who should pass an examination in Tamil or Telugu. It will be seen that this condition forms a fundamental condition in the scheme brought forward by the Board; and, if the scheme is approved of, it may, in my opinion, be held to supersede the recommendation above alluded to. It should be distinctly understood that the condition laid down in paragraph 16 of the Board's letter will be rigorously enforced, and that no increase of salary shall be granted, nor shall any officer upon any account be promoted from the lowest grade of Traffic Sub-Assistant, until the prescribed examination, either in Tamil or Telugu, shall have been passed.

From R. B. ELWIN, Esq., Agent and Manager of the Madras Railway Company, to Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, dated Madras, 24th August 1876, No. 863.

I HAVE the honor to forward herewith, for submission to Government, an extract (paragraphs 14 to 22) from a letter from the Board of Directors, dated London, the 30th of June 1876, No. 579, in which they sanction, subject to the approval of Government, a scale of salaries for the officers in the Traffic and Locomotive Departments of this railway.

2. I enclose also a copy of the letter from the Traffic Manager and of the memorial from the Assistant Traffic Managers referred to by the Board, and I trust that the Government will be pleased to accord their approval of the proposed arrangement.

Extract from a letter from the Secretary, Madras Railway Company, dated London, the 30th June 1876, No. 579.

Proposed revised scale of salaries in Traffic and Locomotive Departments.

Paragraph 14.—Referring to paragraphs 49 to 55 of your No. 1,206, the Traffic Manager's letter of the 4th May 1876, and the memorial of the Assistant Traffic Managers of the 2nd idem, I am instructed to inform you that the Board of Directors agree with you in the opinion that some recognized principle of action in regard to the claims of their officers for promotion is highly necessary; for the Company cannot expect to retain the services of their most valued officers if they are not treated with the same consideration as may be shown to their equals in other branches of employment.

15. After a careful consideration of the subject, in connection with the statements laid before them in the correspondence above referred to, as to the emoluments attached to similar appointments under the Government and other Companies, the Board are prepared to sanction, subject to the approval of Government, the following arrangement of salaries in the Traffic and Locomotive Departments, which they think will be sufficient to meet all the reasonable claims of their officers, the same to take effect from the date of your receiving this communication.

16. In the Traffic Department, the officer should be appointed to the lowest grade of "Traffic Sub-Assistant" on a salary of £450 per annum, with an increase after two years' service, having passed in one Native language to £500, which would be the highest salary in that appointment.

17. After serving three years more the officer should be eligible, as opportunities offer and if recommended, to be appointed a Traffic Assistant, first salary £600 per annum, increased after two years to £700.

18. After four years' service as Traffic Assistant, an officer to be eligible, as opportunities offer and if recommended, to be appointed Traffic Sub-Manager, with a salary of £800, with an increase after two years to £900 per annum.

Proceedings of the Madras Government, Public Works Department,
21*st November* **1876.** *No.* **3,138.**

19. The Deputy Traffic Manager to have the same, with the addition of £200 per annum, provided he has passed a satisfactory examination in one of the Native languages of the country.

20. The following table shows the different appointments, with the maximum salaries of each appointment:—

		After two years.
	£	£
Traffic Sub-Assistants	450	500
Do. Assistants	600	700
Do. Sub-Managers	800	900

The Deputy Traffic Manager to have £200 per annum extra.

21. These salaries and benefits it will be observed will still be beneath those which you represent have been sanctioned by the Government of India for the officers of the State Railways, besides being destitute of the provision of retiring pensions, unless this advantage can be secured by means of a Retiring Fund as has been proposed.

22. The same system will be applied in the Locomotive Department, the officer nominated to the lowest appointment of Sub-Assistant receiving £450 to £500, the Assistant £600 to £700, and the Sub-Manager £800 to £900 per annum, with an extra allowance if appointed Deputy, as may be recommended in each particular case.

(True Extract.)

(Signed) R. B. ELWIN,
Agent and Manager.

From H. E. CHURCH, Esq., Traffic Manager, to R. B. ELWIN, Esq., Agent and Manager of the Madras Railway Company, dated Madras, 4th May 1876, No. C A & M—1,606.

Memorial of the Assistant Traffic Managers.

IN forwarding the accompanying memorial addressed to the Board of Directors by the Assistant Traffic Managers of this department, I would venture to hope that the time has arrived when the question of grading this class of officers will receive the favorable consideration of the Board and your support.

2. I am informed that the salaries sanctioned for officers serving on the State Railways have been fixed as follows:—

Class.	Minimum.	Annual Increment.	Maximum.
	RS.	RS.	RS.
I	1,100	100	1,600
II	750	50	1,000
III	450	40	650
IV	250	30	400

And these officers, after a certain term of service, become entitled to a pension.

3. As stated in the 5th paragraph of the memorial, it is perfectly true that the system of working trains on this railway imposes upon all the officers of the Traffic Department a much greater responsibility than officers in a similar position on other railways are called upon to accept, because Station-masters sufficiently reliable for such very responsible duty cannot be obtained at the rates of salary now paid, while the offer of higher rates would enhance the cost of working to a much more appreciable extent than the present system is ever likely to involve without any certainty that the working of trains would be either so efficiently or so safely conducted. The advantage of the present system is that in the hands of the most intelligent members of the staff rests the responsibility of moving trains running in opposite directions on a single line of railway.

4. I have no hesitation in saying that the best interests of the Company would be served by holding out a prospect of certain advancement after a fixed period of good and faithful service, and I cannot too earnestly recommend the adoption of such a scheme in the case of the Assistant Traffic Managers who, in common with other officers employed on Guaranteed Railways, have no pension to look forward to.

Memorial of the Assistant Traffic Managers, to the Chairman and Directors of the Madras Railway Company.

HUMBLY SHOWETH,—That your Memorialists have been in the service of the Madras Railway Company for periods ranging from eight to four years, and that the salary of each is Rupees 409 per month.

2. That two of their number were engaged in England at £350, and the others at £450, per annum; that it was their impression these sums represented commencing salaries merely, and that, provided their services proved satisfactory to the Company, their emoluments would be increased from time to time.

3. That the views entertained by your memorialists were shown to be correct when recently applications for increase of salary were submitted and favorably entertained, not only by the Traffic Manager and the Agent and Manager, but by the Board of Directors.

4. That the refusal of the Government of India to ratify the sanction of the Board that two of your memorialists should receive an increase of salary at the rate of £100 per annum to take effect after the expiry of four years' service, has proved deeply disappointing, and your memorialists being anxious that their position with regard to salary should be reconsidered desire to submit with other reasons for their request, a comparison of their condition with that of officers holding similar appointments on the other principal Guaranteed Railways in India, so that should it appear that their services are inadequately remunerated the Board may take such steps as they think best for the purpose of securing to them increasing rates of salary.

5. That the salaries of Assistant Traffic Managers, of whom there are five, in the employ of the Great Indian Peninsula Railway Company, range from Rupees 650 to Rupees 1,000, and of those on the East Indian Railway from Rupees 800 to Rupees 1,100 per month. The duties expected of these officers are not of such an unintermittent and arduous nature as those required of your memorialists who, owing to the manner of working this railway, must of necessity be constantly in attendance not only upon week days but upon Sundays, and both by day and by night. This is due to the fact that in addition to the usual office and out-door duties, the active and constant control of trains is in the hands of your memorialists instead of being, as upon the railways mentioned which are worked upon the line clear system, in those of the Telegraph Signallers and Station-masters.

6. That the cost per mile of traffic management upon this railway has decreased during the last few years, and this is attributable to there being fewer Assistants and a greater mileage than formerly; consequently the divisions have been larger and the duties more onerous. Besides, the salaries paid to your memorialists are less than those paid to the Assistants in former days, when expenses of every kind were less and the value of silver much greater than now.

7. That with the view of obtaining the best possible service, it has been found expedient to adopt a system of classifying the Subordinate Traffic Staff, and under this system each servant knows what he has to look forward to during his service, which may cover a lifetime. A similar system has not hitherto been proposed in connection with the services of Assistant Traffic Managers, because, as your memorialists believe, none of those previously employed remained long enough in the service to warrant its being applied for, but it is earnestly hoped that the time has now come when the Board may be prepared to entertain the application hereby made, that some such system of grading as that in operation in the Engineering Department of this railway may be made applicable to your memorialists and their expectations be thereby defined.

Proceedings of the Madras Government, Public Works Department,
21st *November* 1876. *No.* 3,138.

8. That the action of the Government of India in refusing to sanction the increments of salary recently granted by the Board was most probably due to the absence of provision in the Budget for the additional expenditure, and your memorialists would respectfully urge that were a system of classifying made applicable to them the same cause for refusal would not exist, because the Government knowing their liability to provide for higher salaries at fixed periods would be able to forecast their expenditure and make provision accordingly.

9. That the Government of India have not the same means of judging the value of the services rendered by Assistant Traffic Managers as the Board who receive the reports and recommendations of the chief officers in India, and it is thought that were a scheme, such as is suggested, matured and sanctioned by the Directors of the Company, the Government would not offer objections to the gradual enhancement of salaries assured thereby.

10. That opportunities for advancement to higher offices in the Traffic Department occur so rarely that all your memorialists cannot look forward to promotion in that way even during a lengthened period of service, and they entertain the hope that the Board will be pleased to consider the reasons herein set forth, and grant the increments of salary sought for in such a way and after such periods of service as may seem most desirable in the interests of the Company and of the service, and your memorialists will ever pray, &c. &c.

(Signed) C. HILL.
(„) G. R. BYRON.
(„) A. W. DARKE.
(„) T. BAILEY.
(„) J. CRAIK.

From R. B. ELWIN, Esq., Agent and Manager of the Madras Railway Company, to Major C. J. SMITH, R.E., Officiating Consulting Engineer for Railways, dated Madras, 7th September 1876, No. 916.

I HAVE the honor to enclose you the comparative statement asked for in your letter of the 31st ultimo, No. 925.

2. With reference to the 2nd paragraph of your letter, I beg to inform you that I will ask the Board what was intended to be conveyed by the words "as opportunities offer," but I beg that in the meantime the proposal may be submitted to the Government.

MADRAS RAILWAY.

Comparative Statement asked for in the Consulting Engineer's letter No. 925, 31*st August* 1876.

Names.	Appointment.	Date of entering Service.	Service to 31st August 1876.	Present Salary.	Salary under new scale, if Examination in Vernacular passed, and if recommended.
			Y. M. D.	Per annum.	
				£	£
L. S. Moss	Deputy Traffic Manager ...	28th Nov. 1868.	7 9 4	750	900
Christopher Hill ...	Assistant do. ...	12th Dec. „	7 8 20	450	700
G. R. Byron	Do. do. ...	26th June 1869.	7 2 6	450	700
A. W. Darke... ...	Do. do. ...	11th April 1872.	4 4 21	450	500
T. Bailey	Do. do. ...	18th Nov. „	3 9 14	450	500
J. Craik	Do. do. ...	2nd Jan. 1873.	3 7 30	450	500
J. Butcher	Do. do. ...	27th July 1876.	0 1 5	450	450
E. C. Phipps ...	Assistant Locomotive Superintendent ...	7th Jan. 1871.	5 7 25	600	600

MADRAS,
7th September 1876.

(Signed) R. B. ELWIN,
Agent and Manager.

Extract from a letter from the Agent and Manager of the Madras Railway Company, to the Board of Directors, dated 5th May 1876, No. 1,206.

* * * * *

49. Letter No. C $\frac{A \& M}{1,606}$ of the 4th instant, with which he forwarded me a memorial addressed to the Board of Directors by the Assistant Traffic Managers, and asked that the question of grading the officers of his department might receive the favorable consideration of the Directors.

Memorial of the Assistant Traffic Managers.

50. I forward herewith the memorial and a copy of Mr. Church's letter, which I request you will be so good as to lay before the Directors at an early opportunity.

51. I have no actual ground for saying so; but I think there can be no doubt but that the feeling among the Assistant Traffic Managers which has prompted the memorial, has been occasioned by the refusal of the Government of India to sanction increases to the salaries of Messrs. Darke and Craik, after those increases had been authorized by the Directors.

52. It will be observed from the 22nd paragraph of my last general letter that the promotion of two Engineers from one grade to another was approved by the Government of India, while a few days afterwards (*vide* paragraph 32 of the same letter) sanction was refused to the increases proposed for Messrs. Darke and Craik, which were stated in the application as not from one grade to another but from "£450 to £550 per annum."

53. It is of course impossible to say upon what principle applications of this nature are considered by the Government of India; but from our experience it is apparently much easier to obtain sanction to the promotion of an officer when it is stated to be from a lower to a higher grade than when expressed as being from a lower to a higher rate of salary. If there is anything in this, it is of course a very hard matter for those officers of the Company who are not graded, and I shall be very glad if in connection with the memorial now forwarded, the Directors can see their way to sanction a scale of classes which might include all the officers of the Company.

54. Referring to paragraph 24 of your No. 500, I do not imagine that the Directors will be disposed to sanction a scale such as it is stated is in operation with regard to the State Railways in India, and under which apparently an officer is entitled to promotion year by year simply by length of service. I hope, however, that they will agree with me in thinking that a scale to include all officers and to be acted upon as is at present the case in the Engineering Department of this railway, would be productive of much good.

55. Whether this suggestion is acted upon or not, I hope that the Board will not fail to take some action with regard to Messrs. Darke and Craik whose cases, in my opinion, are deserving of much sympathy, and are also calculated to have the worst effect upon their fellow officers.

* * * * * *

(True Extract.)

(Signed) J. H. M. SHAW-STEWART, Lt.-Col., R.E.,
Consulting Engineer for Railways.

Proceedings of the Madras Government, Public Works Department,
21st *November* 1876. *No.* 3,138.

Tabulated Statement showing the Number and Scale of Salaries of the Officers of the Traffic Department of the Railways in the three Presidencies.

East Indian Railway, Miles 1,503.		Amount.		Great Indian Peninsula Railway, Miles 1,266¼.		Amount.		Eastern Bengal Railway, Miles 157¾.		Amount.	
Number.	Designation.	Maximum Salary.	Present Salary.	Number.	Designation.	Maximum Salary.	Present Salary.	Number.	Designation.	Maximum Salary.	Present Salary.
		Rs.	Rs.			Rs.	Rs.			Rs.	Rs.
1	Traffic Manager	1,800	1,800	1	General Traffic Manager ..	1,800	1,800	1	Traffic Superintendent ..	900	650
1	Deputy Traffic Manager ..	1,200	1,200	1	Passenger Superintendent ..	1,200	*b* 960	1	Assistant Traffic Manager ..	600	400
1	District Traffic Superintendent.	1,000	1,100	1	Goods do.	1,000	*c* 800		....		
1	Do. do.	1,000	1,100	1	District do.	800	740		....		
1	Do. do.	800	800	1	Do. do.	800	520		....		
1	Do. do.	800	800	1	Do. do.	800	520		....		
1	Do. do.	800	800	7	Out-door Traffic Inspectors at Rupees 250 each.	1,750	*d* 1,825		....		
1	Goods Superintendent	600	600	1	Good's Agent ..	250	300		....		
1	Out-door Inspector	500	400		....				....		
1	Do. do.	500	300		....				....		
1	Do. do.	500	300		....				....		
1	Do. do.	500	350		....				....		
1	Do. do.	500	350		....				....		

a Includes personal allowance of Rupees 200.
b Acting appointment.
c Vacant post.
d Includes personal allowance of Rupees 100 to one only.

Bombay, Baroda and Central India Railway, Miles 451.		Amount.		Scinde, Punjab and Delhi Railway, Miles 663¾.		Amount.	
Number.	Designation.	Maximum Salary.	Present Salary.	Number.	Designation.	Maximum Salary.	Present Salary.
		Rs.	Rs.			Rs.	Rs.
1	Traffic Manager	1,150	1,150	1	Traffic Manager	800	*f* 750
1	Assistant Traffic Manager ..	800	800	1	Assistant Traffic Manager ..	800	*f* 750
1	Traffic Superintendent ..	450	450	1	Do. do. ..	150	150
1	Do. do.	400	400	1	Do. do.	..	..
1	Do. do.	400	400	..	....	..	..

Fixed salaries.

e Personal allowance Rupees 50. Fixed salaries.

f The present scale of salary is Rupees 650 per mensem, each increasing to Rupees 700, 750, and 800 a-month for an average weekly gross receipt for the half-year of £8, 12, and 16.

Oudh and Rohilcund Railway, Miles 544½.		Amount.	
Number.	Designation.	Maximum Salary.	Present Salary.
		Rs.	Rs.
1	Traffic Superintendent ..	800	*f* 750
1	Do.	800	*f* 750
1	Out-door Inspector ..	150	150
..	....	..	..
..	....	..	..

Tabulated Statement showing the Number and Scale of Salaries of the Officers of the Traffic Department of the Railways in the three Presidencies—(Continued).

State Railways.		Amount.		Madras Railway, present Miles 858.		Amount.		Madras Railway, proposed.		Amount.	
Number.	Designation.	Maximum Salary.	Present Salary.	Number.	Designation.	Maximum Salary.	Present Salary.	Number.	Designation.	Maximum Salary.	Present Salary.
		Rs.	Rs.			Rs.	Rs.			Rs.	Rs.
..	First-class Traffic Manager ..	1,600	..	1	Traffic Manager	1,364	1,364	1	Traffic Manager	1,364	..
..	Second-class Traffic Superintendent.	1,000	..	1	Deputy Traffic Manager, £750.	$681\frac{9}{11}$	$681\frac{9}{11}$	1	Deputy Traffic Manager, £1,100.	1,000	..
1	Third-class Traffic and Assistant Traffic Superintendent.	650	570	6	Assistant do., £450 per annum each, or Rupees $409\frac{1}{11}$.	$2,454\frac{6}{11}$	$2,454\frac{6}{11}$	..	Traffic Sub-Manager, £800 to 900 per annum.	$727\frac{3}{11}$ to $818\frac{2}{11}$	..
2	Fourth-class Assistant Traffic Superintendents.	400	530	..	Mr. Hill, December 1868 ..	..	..	..	Do. Assistant, £600 to 700 per annum.	$545\frac{8}{11}$ to $636\frac{4}{11}$	..
4	Traffic Inspectors	220	640	..	„ Byron, June 1869 ..	..	..	..	Do. Sub-Assistant, £450 to 500 per annum.	$409\frac{1}{11}$ to $454\frac{6}{11}$	..
..	....	..	..	..	„ Darke, April 1872 ..	..	..	..	Mr. Moss, Deputy Traffic Manager.	$545\frac{8}{11}$ to $636\frac{4}{11}$	..
..	....	..	..	..	„ Bailey, Nov. „ ..	..	..			$+ 181\frac{9}{11} =$	$817\frac{3}{11}$
..	....	..	..	..	„ Craik, January 1873 ..	..	..	..	Mr. Hill, Assistant Traffic Manager.	$545\frac{8}{11}$ to $636\frac{4}{11}$	$636\frac{4}{11}$
..	....	..	..	..	„ Butcher, July 1876 ..	..	..	..	Mr. Byron, do. ..	Do.	Do.
..	....	..	..	..	....	..	..	..	„ Darke, do. ..	$409\frac{1}{11}$ to $454\frac{6}{11}$	$454\frac{6}{11}$
..	....	..	..	..	....	..	..	..	„ Bailey, do. ..	Do.	Do.
..	....	..	..	..	....	..	..	..	„ Craik, do. ..	Do.	Do.
..	....	..	..	..	....	..	..	..	„ Butcher, do. ..	Do.	Do.
..	....	..	..	..	....	..	..				

Sanctioned annual increment to Class I is Rs. 100 per mensem.
„ „ to „ II „ 50 „
„ „ to „ III „ 40 „
„ „ to „ IV „ 16 „
„ „ to Inspectors „ 10 „

Some of these Assistant Traffic Managers on their first engagement in the service of the Company drew at the rate of £350 per annum; the others at £450.

The salaries fixed are according to the period of service.
Two years after an officer being appointed as Traffic Sub-Assistant, having passed in one vernacular language, he will be allowed to draw the highest salary in that class of appointment.
Three years after his appointment in the above, the officer would become eligible, as opportunity offers and if recommended, to draw the lowest salary of the Class Traffic Assistant, and two years after of the highest salary.
Four years after the latter appointment, the officer would become eligible, as opportunity offers and if recommended, to draw the lowest salary of the Class Traffic Sub-Manager, and two years after to the highest salary.
The Deputy Traffic Manager to draw £200 more than the salary of the Class Traffic Sub-Manager.

(Signed) J. H. M. SHAW-STEWART, Lt.-Col., R.E.,
Consulting Engineer for Railways.

Proceedings of the Madras Government, Public Works Department, 21st November 1876. No. 3,138.

Proceedings of the Madras Government, Public Works Department,
21st November 1876.

No. 413. ORDER THEREON, 21st November 1876, No. 3,138.

RAILWAY, No. 55.

ORDERED to be forwarded for the favorable consideration of the Government of India.

(Here enter No. 3,139, dated 21st November 1876.)

(True Extract.)

(Signed) G. W. WALKER, Major-General, R.E.,
Secretary to Government.

To
The Consulting Engr for Rys

Exd. E. C. Shunkar.
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Govt. of {1876} Madras.

PUBLIC WORKS.

To

Dated November 21st.

Issued

Recd. Encl.

G. O., 21st November 1876, No. 3,138.

NOVEMBER.
Nos. 412-413.

Scale of Salaries to be adopted in the Traffic and Locomotive Departments of the Madras Railway.—Ordered that the — be forwarded for the sanction of the Government of India.

PUBLIC WORKS DEPARTMENT,
FORT ST. GEORGE, 21*st November* 1876.

No. 414.

No. 3,139.

FROM

MAJOR-GENERAL G. W. WALKER, R.E.,
Secretary to the Government of Madras,
Public Works Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
Public Works Department.

RAILWAY, No. 56.

SIR,—I am directed to forward, for the sanction of the Government of India, a proposed scale of salaries to be adopted in the Traffic and Locomotive Departments of the Madras Railway.

2. I am to say that the proposals seem to His Excellency in Council to be reasonable, provided that the limitation of the numbers in each grade of the department and the language qualification are strictly enforced.

I have the honor to be,
Sir,
Your most obedient servant,
(Signed) C. W. WALKER, Major-General, R.E.,
Secretary to Government.

Exd. E. C. Shunker
Spare Copies

7-10-78.

Govt. of 1876 Madras.

PUBLIC WORKS.

To

THE SECRETARY TO THE GOVERNMENT OF INDIA.

Dated November 21st.

Issued

Recd. Encl.

G. O., 21st November 1876, No. 3,139.

NOVEMBER.

No. 414.

FORWARDING for sanction a proposed scale of Salaries to be adopted in the Traffic and Locomotive Departments of the Madras Railway.

Proceedings of the Madras Government, Public Works Department,
14th December 1876. *No.* 3,414.

No. 343. Read the following endorsement of the Consulting Engineer for Railways, dated Madras, 6th December 1876, No. 597 :—

From R. B. ELWIN, Esq., Agent and Manager of the Madras Railway Company, to Lieutenant-Colonel J. H. M. SHAW-STEWART, R.E., Consulting Engineer for Railways, dated Madras, 5th December 1876, No. 1,273.

ADVERTING to your letter of the 31st of August, No. 925, and to my reply of the 7th of September, No. 916, I have the honor to enclose a copy of paragraph 5 of the Secretary's letter, No. 586, dated the 3rd ultimo, in which explanation is afforded as to the words "as opportunities offer" in connection with the grading of the traffic staff.

EXTRACT from a letter from the Secretary, Madras Railway Company, dated London, the 3rd November 1876, No. 586.

As to grading of traffic staff.

Paragraph 5.—With reference to paragraph 39 of 1,224, in which you ask for instructions as to what was intended to be conveyed by the words "as opportunities offer," which occur in paragraphs 17 and 18 of 579, I am directed to inform you that the Board, in preparing the proposed new scale of salaries for Assistant Traffic Managers, looked forward to the time when the increase in the Company's business might necessitate the maintenance of a larger staff than the present one, and they consider it desirable that a fixed number of each grade should be sanctioned. The number of Assistant Traffic Managers at present in the service is six; of these, subject to the conditions specified in their letter above referred to, the Board are of opinion that for the present one should be eligible for promotion to the grade of Sub-Manager, two to that of Traffic Assistant, and that the remaining three should be styled Traffic Sub-Assistants; promotions from the lower to the higher grades being made as vacancies occur. The Board would be prepared to leave to you the grading of the present staff, whose future employment will have regard to the comparative importance of the several districts in charge of each officer.

(True Extract.)

(Signed) R. B. ELWIN,
Agent and Manager.

SUBMITTED to Government with reference to paragraph 5 of this office letter, No. 484, dated 6th October 1876, embodied in the Proceedings of Government, No. 3,138, dated 21st November 1876.

(Signed) J. H. M. SHAW-STEWART, Lt.-Col., R.E.,
Consulting Engineer for Railways.

Proceedings of the Madras Government, Public Works Department,
14th December 1876. *No.* 3,414.

Nos. 344 & 345. ORDER THEREON, 14th December 1876, No. 3,413.

RAILWAY, No. 36.

ORDERED to be forwarded to the Government of India.

(True Extract.)

(Signed) G. W. WALKER, Major-General, R.E.,
Secretary to Government.

No. 346. (DOCKET No. 3,414, dated 14th December 1876.)

COPY of the above forwarded to the Government of India in continuation of letter, No. 3,139, dated 21st September 1876.

(True Extract.)

(Signed) G. W. WALKER, Major-General, R.E.,
Secretary to Government.

Exd. E. C. Shunker.

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Govt. of {1876} Madras.

PUBLIC WORKS.

To

THE SECRETARY TO THE GOVERNMENT OF INDIA.

Dated December 14*th*.

Issued

Recd. *Encl.*

G. O., 14*th December* 1876, *No.* 3,414.

DECEMBER.

Nos. 343-346.

FORWARDING information submitted by the Consulting Engineer regarding the promotion of Traffic Assistants of the Madras Railway.

No. 378. Read the following letter from Colonel H. DRUMMOND, R.E., Deputy Secretary to the Government of India, Public Works Department, (Railway,) to Lieutenant-Colonel J. MULLINS, R.E., Secretary to the Government of Madras, Public Works Department, (Railway,) dated Fort William, 6th February 1877, No. 347—R. :—

I AM directed to acknowledge the receipt of your letter, No. 3,139, dated the 21st November 1876 and enclosures, submitting a scheme of graded salaries for the supervising staff of the Traffic and Locomotive Departments of the Madras Railway, and of No. 3,414 of 14th December 1876, forwarding extract from a letter from the Board of Directors of the Madras Railway Company, explaining what was intended to be conveyed by the words, "as opportunities offer," which occur in paragraphs 17 and 18 of their letter No. 579 of 1876, on the subject of the above proposal.

2. In reply, I am to state that the Government of India agrees with His Grace the Governor of Madras in thinking that the number in each grade should be strictly limited, and that no increase of pay should be granted or promotion allowed to any officer until he has passed the prescribed examination in one of the vernaculars of the district. I am to add that, subject to these conditions, the Government of India approves of the proposed scheme of graded salaries for the supervising staff of the Traffic and Locomotive Departments of the Madras Railway.

No. 379. ORDER THEREON, 15th February 1877, No. 513.

RAILWAY, No. 34.

COMMUNICATED to the Consulting Engineer for Railways, with reference to the under-mentioned orders :—

G.O., No. 3,138, dated 21st November 1876.
„ „ 3,413, „ 14th December „

(True Extract.)

(Signed) J. H. M. SHAW-STEWART, Lieut.-Colonel, R.E.,
Joint Secretary to Government.

To the Consulting Engineer for Railways.
„ Examiner of Railway Accounts.

Exd. E. C. Shunker.
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Govt. of {1877} Madras.

PUBLIC WORKS.

To

THE CONSULTING ENGINEER
FOR RAILWAYS,
&c., &c., &c.

Dated February 15th,

Issued

Recd. *Encl.*

G. O., 15th February 1877, No. 513.

FEBRUARY.

Nos. 378-379.

Traffic and Locomotive Departments of the Madras Railway.—Letter from the Government of India approving, under certain conditions, of the proposed scheme of graded salaries for the supervising staff of the—, communicated to the Consulting Engineer for Railways.

PUBLIC WORKS DEPARTMENT.

Railway.

No. 182 R.

No. 143.

FROM

THE JOINT SECRETARY TO THE GOVERNMENT OF MADRAS,
Public Works Department, Railway Branch,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
Public Works Department, Railway Branch.

SIR,—Adverting to Colonel Drummond's letter No. 347 R, dated the 6th February 1877, conveying the approval of the Government of India to the proposed scheme of graded salaries for the supervising Staff of the Traffic and Locomotive Departments of the Madras Railway, I am directed to forward copies of the Proceedings of Government under date the 4th April 1877, No. 1,112, and the 29th June 1877, No. 181 R, and to request that the sanction of the Government of India may be accorded to the revised scheme for the Traffic Department which has been drawn up by the Madras Railway Board, as explained in the Proceedings of Government of this date No. 181 R.

2. I am also to request that the proposed promotion of Messrs. Hill, Byron, Darke, Bailey, and Craik, to the grade of Traffic Assistant, may be sanctioned with effect from the 1st January 1877, and that sanction may be communicated to this Government by telegraph.

I have the honor to be,

Sir,

Your most obedient servant,

(Signed) J. H. M. SHAW-STEWART, Lt.-Col., R.E.,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

FORT ST. GEORGE,
29th June 1877.

Exd. E. C. Shunker.
Spare Copies

6/10/28

RAILWAY.

Govt. of {1877} Madras.

PUBLIC WORKS.

To

THE SECRETARY TO THE
GOVERNMENT OF INDIA.

Dated June 29th.

Issued

Recd. *Encl.*

G. O., 29th June 1877, No. 182 R.

JUNE.

No. 143.

FORWARDING a revised scheme for grading, &c., of the supervising Staff of the Traffic Department of the Madras Railway, and requesting sanction thereto as well as to the promotion of certain Traffic Assistants.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

18th August 1877, No. 339 R.

Railway.

Read the following paper :—

No. 124. From Lieutenant-Colonel E. C. S. WILLIAMS, R.E., Officiating Deputy Secretary to the Government of India, Public Works Department, (Railway,) to the Secretary to the Government of Madras, Public Works Department, (Railway,) dated Simla, 10th August 1877, No. 2,741 R.

I AM directed to acknowledge the receipt of your letter No. 182 R, dated the 29th June 1877 and enclosures, submitting for sanction a modified scheme for the grading of the officers of the Traffic Department of the Madras Railway, and a proposal for the promotion of three members of the present staff before completion of the qualifying period of service.

2. The following is the scale already approved by the Government of India :—

Numbers in each Grade.		Salary p. a. on entering service.	After two years.
		£.	£.
1	Sub-manager	800	900
2	Assistants	600	700
3	Sub-assistants	450	500
	Total ...	1,850	2,100

There are now seven Assistants in the Traffic Department, and it is the wish of the Directors that, besides the Traffic Manager and his Deputy, one-sixth (rather more than less) of the Traffic Assistants should be of the grade of "Sub-managers," one-third (rather more than less) "Assistants," and the rest "Sub-assistants."

3. Distributing in the above proportion the scale would be —

Sub-Managers $\frac{1}{6} = 1\frac{1}{6}$ }	$3\frac{1}{2}$
Assistants $\frac{1}{3} = 2\frac{1}{3}$ }	
Sub-Assistants	$3\frac{1}{2}$
	7

4. The Agent has adjusted the fraction in each case as a unit, and proposes that there should be —

2 Sub-managers.	2 Sub-assistants.
3 Assistants.	

5. This scale does not seem to meet fairly the instructions of the Directors as to proportion of grades, and, in the opinion of the Government of India, it should be modified as follows :—

2 Sub-managers.	3 Sub-assistants.
2 Assistants.	

This scale is more in accordance with that previously sanctioned, and the proportions in the several grades are reasonable.

6. At the present time the members of the traffic staff affected by the measure under consideration are all termed "Assistants," and it is not proposed to fill up at present either of the posts in the grade of Sub-manager. The vacancies thus to be left in the higher grade allow of a corresponding excess in the lower grades.

7. Five officers, Messrs. Hill, Byron, Darke, Bailey and Craik, are recommended for promotion to the grade of "Assistant" from 1st January 1877, though Mr. Darke only completed the prescribed qualifying period of service, (5 years) on the 11th April 1877, and Messrs. Bailey and Craik will not complete the period till 18th November 1877 and 2nd January 1878 respectively.

8. The promotion of the three last-named gentlemen is recommended in consideration of their continuous good service, and the extra work which they have latterly had to discharge in consequence of the famine. Their promotion would involve an infraction of a specific rule into the merits of which it is not relevant to the question to enter, as the Company has not proposed to cancel or modify it. The Government of India does not think it right to entertain the proposal, more especially on the introduction of a new organization.

9. According to the scale now approved by the Government of India, the number of Assistants cannot exceed four, so long as the grade of "Sub-manager" is vacant. Subject to this limitation of number, the Government of India has no objection to offer to the promotion of four of the gentlemen named from the dates respectively on which the conditions as to service were fulfilled.

10. By adherence to this rule Mr. Craik, who was recommended for an increase of pay on a previous occasion, could not be promoted even were there posts for five, instead of only for four, officers in the two superior grades, till 2nd January 1878. I am, however, to say that, if the Government of Madras and the Railway Company think it desirable to mark their sense of Mr. Craik's good services, and should there not be a vacancy when his qualifying period of service is completed, the Government of India will be prepared to take into consideration a proposal for a personal allowance to that gentleman till the occurrence of a vacancy.

11. In conclusion, I am desired to state that the Government of India concurs in the views expressed in the order of the Government of Madras, No. 181 R, of 29th June 1877, in regard to rewards for passing Vernacular examination and forfeiture for not passing.

No. 125. ORDER THEREON, 18th August 1877, No. 339 R.

COMMUNICATED to the Consulting Engineer for Railways.

(True Extract.)

(Signed) J. H. M. SHAW-STEWART, Lt.-Col., R.E.,
Joint Secy. to Govt., P.W.D.,
Railway Branch.

To the Consulting Engineer for Railways.
" Examiner of Railway Accounts.

Exd. E. C. Shunker.

Spare Copies

RAILWAY.

Govt. of {1877} Madras.

PUBLIC WORKS.

To

THE CONSULTING ENGINEER
FOR RAILWAYS,
&c., &c., &c.

Dated August 18th.

Issued

Recd. *Encl.*

G. O., 18th August 1877, No. 339 R.

AUGUST.

Nos. 124-125.

Grading of the Officers of the Traffic Department of the Madras Railway.—The remarks of the Government of India on the modified scheme for the — and on the proposal for the promotion of three members of the present staff before completion of the qualifying period of service, communicated to the Consulting Engineer for Railways.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

25th January 1881, No. 81 R.

Railway.

Read the following paper :—

No. 76. From the Consulting Engineer for Railways, dated Madras, 19th January 1881, No. 18.

From the Agent and Manager, Madras Railway, dated 10th Sept. 1880, No. 696, with enclosure.
From do. do. „ 11th Jan. 1881, „ 16, do.
From do. do. „ 11th Jan. „ „ 17, do.

SUBMITTED for the sanction of Government.

2. Mr. Park, Deputy Locomotive Superintendent, Madras Railway, resigned the Company's service from the 21st September 1880, giving the usual six months' notice.

3. The Board, in their letter No. 670, dated 26th November 1880, have approved, subject to the sanction of Government, the Locomotive Superintendent's recommendation to promote Mr. Phipps, Assistant Superintendent, to the post of Deputy in room of Mr. Park, and have appointed Mr. Walter George Pavey as an Assistant to complete the staff.

4. In Proceedings No. 3,138, dated 21st November 1876, this Government submitted a scheme of graded salaries for the supervising staff of the Locomotive Department of the Madras Railway, which was sanctioned by the Government of India in their letter No. 347 R., dated 6th February 1877.

5. This scheme corresponded with that for the Traffic Department; but in the latter department there are three grades below the Traffic Manager, and the system has been found unsuited to the Locomotive Department, where there are only two officers below the Superintendent. It was accordingly suggested by this office to the Agent and Manager to abolish the system of grades on a staff of only three incumbents, and to have the salaries of the Deputy and Assistant fixed as under :—

Deputy, Rs. 700, Rs. 800, Rs. 900,
Assistant, Rs. 500, Rs. 550, Rs. 600,

the increments being granted after two years' service in each grade.

6. In appointing the above named officers to the posts of Deputy and Assistant, the Board have approved the proposed arrangements, and authorised the pay being regulated accordingly.

7. The salary to be drawn by Mr. Phipps will be Rs. 700 per mensem for the first two years, Rs. 800 for the next two years, and Rs. 900 for the remainder of service. Mr. Pavey's salary will be Rs. 500 per mensem for the first two years, Rs. 550 for the next two years, and Rs. 600 for the remainder of service.

No. 77. ORDER THEREON, 25th January 1881, No. 81 R.

THE salaries approved by the Madras Railway Board, for their Deputy and Assistant Locomotive Superintendents, are sanctioned.

2. A copy of these Proceedings will be forwarded for the information of the Government of India, with reference to their letter dated 6th February 1877, No. 347 R.

(True Extract.)

Colonel, R.E.,
Joint Secretary to Govt., P.W.D.,
Railway Branch.

To the Consulting Engineer for Railways, with six enclosures.
„ Examiner of Railway Accounts.

Exd. S. T. Austin.
Spare Copies

RAILWAY.

Govt. of {1881} Madras.

PUBLIC WORKS.

To

THE CONSULTING ENGINEER
FOR RAILWAYS,
&c., &c., &c.

Dated January, 25th.

Issued

Recd. *Encl.*

G. O., 25th January 1881, *No.* 81 R.

JANUARY.
Nos. 76-77.

Deputy and Assistant Locomotive Superintendents of the Madras Railway.—The salaries approved by the Board of Directors for the —, sanctioned.

19TH OCTOBER 1889, No. 1118 R., PUBLIC WORKS.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read again the following papers :—

G.O., dated 18th April 1889, No. 440 R., Public Works.

From the Consulting Engineer for Railways, dated Madras, 15th April 1889, No. 190.

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 4th April 1889, No. 4182-210/409.

Adverting to previous correspondence ending with my letter No. 4182-210/315 of 16th ultimo, regarding the question of Audit establishment, I have the honor to inform you that some weeks ago Mr. Wake applied for privilege leave to commence in April so as to enable him to visit England and be absent from Madras during the hot weather. He has again renewed his application, and as this is supported by a recommendation from the Company's Medical officer who states—"I am of opinion that in the interests of his health he should avoid if possible a fifth hot weather by visiting Europe at an early date"—I have arranged to grant him three months' leave from 17th instant.

2. In my letter No. 1386 of 21st December last I said, when submitting a revised scale for the Audit office establishment—"It is highly desirable that the question of establishment in the Audit department should be settled as soon as possible, as the Audit staff is at present much below its proper strength and two of its members are desirous to take leave as soon as it can be granted to them."

3. In that letter it was pointed out that owing to the Audit office being unduly weak parts of the work could not be properly attended to. This was written more than three months ago, but I have not yet been favored with any reply.

4. I have the honor to request that you will urge upon the Government of India the importance of dealing with this subject at an early date.

Submitted to Government with reference to Proceedings No. 37 R., dated 14th January 1889 and No. 356 R., dated 29th March 1889.

2. A telegram has already been sent to the Government of India requesting their early consideration of the proposal for a revised scale of establishment for the Audit office of the Madras Railway, submitted with G.O., No. 37 R., dated 14th January 1889, but their decision is at present apparently withheld pending the reply to a requisition from that Government for further information on the subject—see Public Works Department No. 36 D., dated 10th April 1889.

Order—dated 18th April 1889, No. 440 R., Public Works.

Ordered to be forwarded to the Government of India with reference to Proceedings of this Government, Nos. 37-38 R., dated 14th January 1889.

(Here enter No. 441 R., dated 18th April 1889.)

(True Extract.)

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

Endorsement—dated 18th April 1889, No. 441 R., Public Works.

Forwarded.

(By Order.)

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

From G. H. D. WALKER, Esq., Under-Secretary to the Government of India, Public Works Department (General), to the Secretary to the Government of Madras, Public Works Department, dated Calcutta, 2nd April 1889, No. 982 G.

With reference to your No. 38 R., dated 14th January 1889, forwarding with recommendation correspondence regarding a revised scale of establishment for the Audit office of the Madras Railway, I am directed to request that you will intimate to this office what the substantive pay of the three senior assistants is, what is their length of service, and why so large an increase is thought necessary.

No. 36 D.

Referred to the Consulting Engineer for Railways for early report.

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

OOTACAMUND,
10th April 1889.

G.O., dated 30th April 1889, No. 477 R., Public Works.

From the Consulting Engineer for Railways, dated Madras, 24th April 1889, No. 210-A.

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 16th April 1889, No. 4182-210 B./456.

In reply to your letter No. 324 A. of 10th instant, I have the honor to quote letter No. 7008/778 of 13th instant from the Acting Chief Auditor :—

"With reference to your endorsement on copy of the above letter, dated 12th instant, I beg to submit the information asked for in the letter from the Government of India, No. 982 G., dated 2nd instant, regarding the revised scale of establishment for the Audit office of the Madras Railway.

"*Proposed First Assistant.*—Salary Rs. 600 rising to Rs. 700.

"This Assistant takes the place of the present Chief Accountant, whose substantive pay is Rs. 727-4-4.

"It is proposed to fill the appointment by transfer of an officer from another department whose present pay is Rs. 600 and length of service over 10 years.

"The arrangement effects a present saving in the Audit establishment of Rs. 127-4-4 per mensem.

"*Proposed Second Assistant.*—Salary Rs. 500 rising to Rs. 550.

"This is the present First Assistant in charge of the Traffic audit, whose pay is Rs. 500 and length of service over 33 years. His last increase of pay was in January 1877.

"The arrangement involves a maximum possible increase of Rs. 50 per mensem.

"*Proposed Third Assistant.*—Salary Rs. 400 rising to Rs. 450.

"This is the present Second Assistant in charge of the Expenditure audit, whose pay is Rs. 363-10-2 and length of service over 10 years.

"His only increase was in November 1882, and in the ordinary course he would have been recommended for a further increment had not the reorganisation scheme put a stop to all promotion during the past two years.

"The revised scale can scarcely be considered to involve an increase in the pay of this appointment as it fixes the maximum at Rs. 450."

2. Should Mr. Edwards (now Second Assistant) be confirmed in the post of Cashier, in which he is at present acting, it is proposed that the post of Third Assistant should be filled by Mr. Wake (now Third Assistant), whose substantive pay is Rs. 272-11-8 and length of service 4½ years. It has already been explained that Mr. Wake, who is a very deserving officer, would have been recommended for promotion long ago had not the question of the establishment of the Audit office been under consideration.

Submitted to Government with reference to Public Works Department No. 36 D., dated 10th April 1889, herewith returned.

Order—dated 30th April 1889, No. 477 R., Public Works.

Ordered to be forwarded to the Government of India with reference to their letter No. 982 G., dated 2nd April 1889.

(Here enter No. 478 R., dated 30th April 1889.)

(True Extract.)

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

Endorsement—dated 30th April 1889, No. 478 R., Public Works.

Forwarded.

(By Order.)

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

Telegram from the Joint Secretary to the Government of Madras, Public Works Department, Railway Branch, to the Secretary to the Government of India, Public Works Department, Simla, dated Madras, 30th May 1889.

Madras Railway Agent reports Chief Auditor's health breaking down. Am directed to ask favor of reply to proposals for establishment Audit and Accounts Department.

Telegram from the Secretary to the Government of India, Public Works Department, to the Joint Secretary to the Government of Madras, Public Works Department, Railway Branch, dated Simla, 14th June 1889, No. G. 228.

Your wire May 31st. Audit and Accounts proposals objectionable because incremental and not fixed salaries are introduced and cost is unduly high. Letter follows to revise accordingly.

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, 17th June 1889, No. 1741-G.

I am directed to acknowledge the receipt of your letters marginally noted, and telegram of the 31st May 1889, on the subject of the revision of the establishment for the Audit and Accounts Department of the Madras Railway.

No. 38 R., dated 14th January 1889.
„ 356 R. „ 29th March „
„ 441 R. „ 18th April „

2. In reply, I am directed to say that there are two objections to the proposals recommended for sanction, viz., (i) that they introduce the incremental scale of salary, which the Finance Committee has strongly objected to and which is being abolished in the superior and subordinate Revenue establishments of State Railways and in other establishments as opportunity occurs, and (ii) that the cost of the proposed establishment is unduly high compared with that employed on the undermentioned Railways :—

Eastern Bengal State Railway	Per month	Rs.	3,016
	Six months	„	18,096
	Per open mile		22·56
South Indian Railway ..	Per month	Rs.	2,275
	Six months	„	13,650
	Per open mile		18·32
Madras Railway	Per month	Rs.	3,162
	Six months	„	18,972
	Per open mile		22·61

cost including Audit, Accounts and Cash Departments for six months :—

	Rs.
Eastern Bengal State Railway	66,300
South Indian Railway	55,134
Madras Railway (proposed)	70,433 (approximate).

3. I am, therefore, to request that the proposals may be revised and resubmitted to provide for fixed salaries, and, if possible, on a reduced scale.

No. 429 D.

Referred to the Consulting Engineer for Railways for compliance, with reference to para. 3 of this letter from the Government of India.

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

1st July 1889.

G.O., dated 12th August 1889, No. 872 R., Public Works.

From the Consulting Engineer for Railways, dated Madras, 8th August 1889, No. 313-A.

From the Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 24th July 1889, No. 4182-210/825.

Referring to your letter No. 563, dated 3rd instant, I have the honor to forward copy of letter No. 8889/1416 of 19th idem from the Acting Chief Auditor in which he replies to the remarks made by the Government of India in letter No. 1741 G., dated 17th June 1889, regarding the proposed establishment for his office.

2. I see no objection to fixed salaries being named instead of an incremental scale, and I consider the basis suggested by the Acting Chief Auditor, viz., the *mean* salaries proposed by the Board of Directors in letter No. 786, dated 4th November 1887, the most suitable standard by which those salaries should be determined.

3. I have therefore the honor to propose the following scale, which I trust will meet with the approval of the Government of India :—

—	Board's proposals.	Fixed salary now suggested.
		Rs.
Auditor	Rs. 1,000 rising to Rs. 1,300	1,200
First Assistant	„ 650 „ „ 800	700
Second do.	„ 500 „ „ 650	550
Third do.	„ 350 „ „ 450	450
Fourth do.	„ 200 „ „ 300	350
Cashier	„ 450 „ „ 600	500
Locomotive Accountant...	„ 350 „ „ 450	425
Store Auditor	„ 350 „ „ 450	* 250
Total ...	„ 3,850 5,000	4,425
	Mean Rs. 4,425	
Chief Travelling Auditor	.....	300

* With personal allowance of Rs. 100 to present incumbent who now draws Rs. 350.

4. As you are aware of the great difficulty which has been experienced in carrying on the work of the Audit and Accounts Department with our present weak staff I trust you will once again represent to the Government the importance of an early decision on this matter.

Enclosure.

From J. CRAMP, Esq., Acting Chief Auditor, to the Agent and Manager, Madras Railway Company, dated Madras, 19th July 1889, No. 8889/1416.

In replying to the Consulting Engineer's letter No. 563, dated 3rd instant, with which is forwarded a copy of Government of India letter No. 1741 G., dated 17th ultimo, on the subject of the proposed revision of the Audit and Accounts Offices, it will, I think, be desirable to state the circumstances under which the proposed revision has been made.

2. Under instructions from the Board a committee was appointed early in 1887 with the approval of the Secretary of State and of the Government of Madras, and of which the Government Consulting Engineer was a member, for the purpose, among other things, of making "a close scrutiny of the details of the establishment and working of all departments of the railway * * * with the view of determining what economies are possible whether in the direction of establishments or of the system of working the line." The report of this committee was considered by the Government of Madras in G.O., No. 362 R., dated 16th May 1887.

3. After a full consideration of the report the Board of Directors in their letter No. 786, dated 4th November 1887, express the opinion that the directing and supervising strength of the Audit and Accounts Offices should be fixed at an initial cost of Rs. 3,850 per mensem, rising to a maximum of Rs. 5,000. This gives a mean cost per mensem of Rs. 4,425. The circumstances under which this scale was fixed must, it is considered, guarantee its moderation; but unfortunately, although it has been under consideration in various forms for a period exceeding 18 months, it has not yet been sanctioned.

4. I need hardly say that this long delay in obtaining sanction has greatly discouraged the staff and been detrimental to our working.

5. In the Government of India letter, forwarded with the Consulting Engineer's letter under reply, two objections are raised to the revised scale of salaries which has been submitted for sanction, viz :—

1*st*.—That the salaries are progressive and not fixed.
2*nd*.—That the scale is high compared with the Eastern Bengal State Railway and the South Indian Railway.

6. I think nothing should be urged against the proposal for a fixed scale of salaries, but I am of opinion that such fixed scale should be based on the proposal contained in the Board's letter, and that it should therefore work up to the mean cost per mensem laid down by the Board, viz., Rs. 4,425.

7. As regards the cost of supervision compared with the Eastern Bengal State Railway and the South Indian Railway the following figures are given as the monthly expenditure :—

	RS.
Eastern Bengal State Railway	3,016
South Indian Railway	2,275
Madras Railway	3,162

8. These figures appear to me most favorable, to the Madras Railway especially, if it is remembered that the outlay under this head on the two former lines is probably the lowest in India.

9. I am unable to offer any explanation of the differences, because the published accounts of the Indian Railways give no details regarding the cost of supervision of the Audit offices on different lines. I would point out, however, that Indian Railways have different systems of working as regards supervision. On some lines, especially State lines, the cost of supervision is kept low by employing upper subordinates in the place of officers. Upon the Madras Railway, however, we rely altogether upon the official staff as the most economical arrangement. It is believed to be the most efficient and to give the best results. It follows also that the comparison of the cost of Audit offices should be made on the total outlay.

10. The Government of India in their letter No. 0287 R.T., dated 26th February 1889, forwarded with Consulting Engineer's letter No. 234, dated 13th March 1889, compared the cost of the Audit office, &c., of the Madras Railway with the Great Indian Peninsula expenditure on the same account. In my reply (*vide* my letter No. 8889/830, dated 24th April 1889), I gave the comparison in detail with six Railways and showed that, with the exception of the South Indian Railway, the Madras Railway cost the lowest amount per open mile, while the work done per mile was very much greater than on most of them.

11. The following figures, which are the latest published by the Director-General of Railways, are taken from the letter referred to. They show the mean mileage worked, the total cost, and the cost per mile of the Audit offices of the several railways during 1887 :—

Railway.	Mean mileage worked.	Total cost.	Cost per mile.
		RS.	RS.
South Indian Railway	654·00	94,913	145·13
Madras Railway	832·62	1,48,296	178·11
Oudh and Rohilkund Railway	687·77	1,27,012	184·67
Great Indian Peninsula Railway	1,501·17	2,97,745	198·34
Tirhoot State Railway	249·55	60,706	243·26
Bombay Baroda and Central India Railway ...	460·90	1,50,810	327·21

12. That the cost of working of the South Indian Railway is somewhat less than the Madras Railway is not surprising considering the relative positions of the two undertakings.

13. The cost of the Audit office of the Eastern Bengal State Railway was not included in the above comparison, so I give the figures for this line, taken as before from the Director-General's Administration Report for 1887, as under :—

Railway.	Mean mileage open.	Total cost.	Cost per mile.
		RS.	RS.
Eastern Bengal State Railway	634·82	1,68,367	265·22

14. The above statement shows an expenditure on this line very much in excess of the Madras Railway.

Submitted for the orders of the Government of India with reference to its letter No. 1741 G., dated 17th June 1889, forwarded under Government of Madras Public Works Department endorsement No. 429 D., dated 1st July 1889, herewith returned.

2. The Chief Auditor proposes and the Agent and Manager, Madras Railway, supports a scale working up to the mean cost per mensem laid down by the Board, viz., Rs. 4,425. On this basis the scale provides that the Third Assistant shall draw

the maximum salary proposed by the Board, and the Fourth Assistant a salary of Rs. 50 per month in excess of the Board's proposal. No reason is assigned for this; but if, as is probable, the salaries now suggested have been fixed in order to meet the qualifications and claims of present incumbents, the maximum pay fixed by the Board should, it is thought, be the limit for each appointment.

Order—dated 12th August 1889, No. 872 R., Public Works.

Ordered to be forwarded for the orders of the Government of India with reference to its letter No. 1741 G., dated 17th June 1889.

(Here enter No. 873 R., dated 12th August 1889.)

(True Extract.)

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

Endorsement—dated 12th August 1889, No. 873 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, 7th October 1889, No. 2868 G.

I am directed to acknowledge the receipt of your letter No. 873 R., dated 12th August 1889, forwarding for consideration revised proposals for the Audit and Accounts Establishment of the Madras Railway, and, in reply, to communicate the sanction of the Government of India to the following scale of fixed salaries :—

	RS.
Chief Auditor	1,200
First Assistant Auditor	700
Second do.	550
Third do.	400
Fourth do.	250
Cashier	500
Chief Travelling Inspector	300
Locomotive Accountant	425
Store Auditor	350

2. I am to add that the Government of India is not satisfied that the above establishment is an economical one, as the principal result of the scheme appears to be to increase the salaries of the several Assistants, whilst an outsider is brought in over their heads as First Assistant Auditor. Moreover, it is observed that the cost of similar establishment on the South Indian Railway is shown in the margin and that the mileage rate of this establishment per half-year is Rs. 24·4, while the corresponding mileage rate of the establishment now sanctioned for the Madras Railway is Rs. 33·4.

	RS.
Chief Auditor	1,100
First Assistant Auditor	500
Second do.	375
Third do.	300
Fourth do.	...
Cashier	125
Travelling Inspector	120
Locomotive Accountant	170
Store Auditor ...	

ORDER—dated 19th October 1889, No. 1118 R., Public Works.

Communicated to the Consulting Engineer for Railways with reference to Proceedings Nos. 37 R. and 356 R., dated 14th January and 29th March 1889, and to his endorsements as under—

No. 190, dated 15th April 1889.
„ 210-A. „ 24th April „
„ 313-A. „ 8th August „

(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 October, 19*th*.

Recd. *Encl.*

G.O., 19th Oct. 1889, No. 1118 R.

OCTOBER.

Audit and Accounts Establishment, Madras Railway

Orders of the Government of India on the revised proposals for the —, communicated to the Consulting Engineer for Railways.

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

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

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

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 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 ,,
} on present scale.
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.

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	DECEMBER 1892. Bombay, Baroda and Central India Railway.			DECEMBER 1892. South Indian Railway.			DECEMBER 1892. Southern Mahratta Railway.		
	Number.	Rate.	Amount.	Number.	Rate.	Amount.	Number.	Rate.	Amount.
		RS.	RS		RS.	RS.		RS.	RS.
Chief Engineer	1	..	1,800	1	..	1,600	1	..	1,650
Personal allowance	..	..	..	..	..	218	..	..	..
Do Assistant	..	..	..	..	..	..	1	..	600
Resident Engineer	1	..	1,200	2	900	1,800	1	..	900
Do.	1	..	900	1	..	700	2	800	1,600
Personal allowance	..	..	..	..	..	164	2	600	1,200
Do.	..	..	..	2	700	1,400	..	..	..
	..	..	..	..	..	40			
Assistant Engineer	..	..	..	2	475	950	2	550	1,100
Do.	1	..	650	1	..	400	2	500	1,000
Do.	1	..	500	1	..	(a) 350	4	450	1,800
Do.	1	..	350	2	300	600	..	..	..
	1	..	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.

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	DECEMBER 1892. East Indian Railway.			JUNE 1892. Great Indian Peninsula Railway.			1892-93. North-Western Railway.			DECEMBER 1892. Rajputana-Malwa Railway.			1892-93. Oudh and Rohilkund Railway.		
	No.	Rate.	Amount.	No.	Rate.	Amount.	No.	Rate.	Amount.	No.	Rate.	Amount.	No.	Rate.	Amount.
		RS.	RS.		RS.	RS.		RS.	RS.		RS.	RS.		RS.	RS.
Chief Engineer	1	2,000	2,000	1	1,900	1,900	(a)1	1,100	1,100	1	..	1,500	1	..	1,350
							(b)1	1,050	1,050						
Personal Assistant	1	1,000	1,000	1	860	860	1	..	800	..	..	..	..	..	..
							1	..	600						
Deputy Chief Engineer	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Assistant for Drawing	1	600	600	1	600	600	..	..	..	..	..	..	..	..	..
District Engineers	5	1,200	6,000	3	1,200	3,600	..	..	..	..	..	..	..	..	..
				1	960	960									
Resident do.	2	1,000	2,000	4	800	3,200	1	..	1,494	1	..	1,150	2	800	1,600
							8	800	2,400						
Do. do.	4	800	3,200	1	740	740	4	700	2,803	1	..	1,000	1	..	700
							4	600	2,400	1	..	900	1	..	600
							(c)1	700	700	1	900	900	1	..	740
							1	800	800	3	800	2,400			
							2	700	1,400						
							4	600	2,540						
Assistant do.	6	600	3,600	1	690	690	..	..	..	..	..	..	..	..	..
				1	650	650	7	500-550	3,640	3	600	1,800	2	450	900
				1	600	600	2	350-400	764	2	500	1,000	1	..	450
Do. do.	6	450	2,700	1	560	560	1	600	600	2	400	800	..	..	..
				2	510	1,020				3	350	1,050			
				3	400	1,200									
Junior Assistant Engineer	1	350	350	..	..	..	..	..	..	..	..	..	..	..	..
Allowances, Personal and Presidency	..	..	650	..	..	..	..	..	..	..	..	..	..	..	..
Resident Engineer for Capital works	..	..	..	1	..	600	..	..	..	..	..	..	..	..	..
	27	..	22,100	23	..	17,870	34	..	22,588	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	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
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		

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 ..	6,341	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 consi- derable 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 state- ment, 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 pro- vision 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.					
	Rs.		Rs.	Rs	Rs.	Rs	Rs.	
Three First-class Engineers.				..	864	900	36	Maximum of class.
One existing first grade at Rs. 864.	864	..	..	..	864	900	36	
One do. do. ..	864	..	..	To 1st grade 114 on 1st July 1892.	864	900	36	
One Second-class Engineer (Mr. Thompson).	659	..	..	To maximum 91 on 1st July 1893.				
Total ..	2,387	..	..	205	2,592	2,700	108	
Three Second-class Engineers.								
One existing second class.	546	Jan. 1894.	113	..	659	(Mean)663	4	Rs. 695 from 1st July 1893 and Rs. 700 from Jan. 1894.
					546	550	4	Minimum of class.
Do. third do.	455	July ,,	91	..	455	550	95	
Do. do. do.	409	Aug. 1893.	46	..				
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.
					409	400	— 9	Second grade in class.
Do. fourth do.	364	Mar. 1894.	45	..	409	400	— 9	
Do. do. do.	364	Apr. ,,	45	..				
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.		
		Rs.	Rs.		Rs.	Rs.	Rs.	
I. Until maximum pay of second class is reached, viz., 10 years—								
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	..	
				3	700	2,100	..	
Second ,, ...	2	864	1,728	3	900	2,700	..	
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.

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.

Govt. 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 — .

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following paper :—

From the 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, 19th July 1893, No. 1912 G.

With reference to your letter No. 815 R., Public Works, dated 6th May last, I am directed to communicate the sanction of the Government of India to the undermentioned revised scale of establishment of Assistant Engineers for the Madras Railway :—

Assistant Engineers,	1st class,	No.	3,	at Rs.	900 each,
Do.	2nd „	„	3	„	700 „
Do.	3rd „	„	3	„	500 „

on the understanding that the above are maxima rates of pay. I am also to convey sanction to the promotion of Mr. H. J. Thompson, Resident Engineer, from 2nd class, 1st grade, to 1st class, 2nd grade, with effect from 1st July 1892 instead of from 1st November 1892 and further to his promotion to 1st class, 1st grade, from 1st July 1893, *i.e.*, one year afterwards instead of two years according to rule, in recognition of the special services performed by him in connection with the rapid and economical construction of the Pápaghni bridge, provided that no excess over the sanctioned scale of maximum salaries is caused thereby.

2. As regards the proposal to grant a Presidency allowance of Rs. 100 per mensem to the 3rd-class Engineer located at Madras, I am directed to state that under the principle laid down by the Finance Committee in 1889, Presidency allowance is not necessary at Madras and that that principle has been followed in dealing with all proposals to extend the grant of the allowance. Under these circumstances, it is regretted that the allowance cannot be granted in the present instance.

ORDER—dated 23rd August 1893, No. 1114 R., Public Works.

Communicated to the Agent and Manager, Madras Railway, with reference to Proceedings of Government No. 814 R., dated 6th May 1893.

(True Extract.)

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

To the Agent and Manager, Madras Railway, through the Consulting Engineer for Railways.
„ Examiner, Guaranteed Railway Accounts.

Exd. C. A. Munisawmy.

Spare Copies

RAILWAY.

Govt. of {1893} Madras.

PUBLIC WORKS.

Dated August, 23rd.

Recd. *Encl.*

G.O., 23rd Aug. 1893, No. 1114 R.

AUGUST.

Engineering Establishment, Madras Railway

Orders of the Government of India on the revised scale of the —, communicated to the Agent and Manager, Madras Railway.

10TH MARCH 1894, No. 154 R., PUBLIC WORKS.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following papers :—

From the Agent and Manager, Madras Railway, dated 1st February 1894, No. 8000/91.

From the Joint Secretary to the Government of Madras, Public Works Department, Railway Branch, to the Secretary to the Government of India, Public Works Department, dated 15th February 1894, No. 698 C.

I am directed to forward, for the orders of the Government of India, a proposal from the Agent and Manager, Madras Railway, regarding the appointment of a Fourth Assistant Auditor on a salary of Rs. 350 rising to Rs. 400 within two years in the place of Mr. W. J. Parr who has intimated his intention to resign the Company's service with effect from 5th March 1894, the date on which his agreement with the Company expires.

2. The Agent and Manager, Madras Railway, states that the present pay, viz., Rs. 250, is quite insufficient to obtain the services of such a man as is able enough to take charge of the Traffic Audit office during the absence of the Second Assistant Auditor.

3. The above proposal has been approved of by the Board of Directors.

4. I am to observe that the salary now proposed is moderate and is less than that accorded by the Government of India in its letter No. 189 A.E., dated 7th September 1892, for the Fourth Assistant Auditor on the South Indian Railway.

From the Deputy Secretary to the Government of India, Public Works Department (Account—Establishment), to the Secretary to the Government of Madras, Public Works Department, Railway Branch, dated Calcutta, 3rd March 1894, No. 76 A.E.

In reply to your letter No. 698 C., dated the 15th ultimo, I am directed to communicate sanction to the pay of the appointment of Fourth Assistant Auditor on the Madras Railway being increased from Rs. 250 per mensem to Rs. 350 rising to Rs. 400 per mensem in two years.

ORDER—dated 10th March 1894, No. 154 R., Public Works.

Communicated to the Agent and Manager, Madras Railway, for information.

(True Extract.)

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

To the Agent and Manager, Madras Railway,
through the Consulting Engineer for Railways.
„ Examiner, Guaranteed Railway Accounts.

Exd. S. J. Pereira.
Spare Copies

RAILWAY.

Govt. of {1894} Madras.

PUBLIC WORKS.

Dated March, 10th.

Recd. *Encl.*

G.O., 10th Mar, 1894, No. 154 R.

MARCH.

Fourth Assistant Auditor on the Madras Railway

Sanction accorded by the Government of India to the pay of the appointment of — being increased from Rs. 250 per mensem to Rs. 350 rising to Rs. 400 per mensem in two years, communicated to the Agent and Manager, Madras Railway.

RAILWAY.

Government {1897} of Madras.

PUBLIC WORKS.

Recd. } 1897. *Enclosures*

Regd. *Spare copies*

G.O., No. 563 R., 16th August 1897.

AUGUST.

Pay of the Chief and the First Assistant Auditors, Madras Railway

Government of India letter sanctioning, with remarks, the proposal that the — be increased from Rs. 1,200 and 700 to Rs. 1,500 and 900 per mensem by annual increments of Rs. 75 and 50, respectively, with effect from 1st July 189[illegible], communicated to the Agent and Manager.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following papers:—

From the Officiating Joint Secretary to the Government of Madras, Public Works Department, Railway Branch, to the Secretary to the Government of India, Public Works Department, Simla, dated Ootacamund, 16th June 1897, No. 407 R.

I am directed to invite a perusal of the correspondence ending with your No. 177 A.E., dated the 31st July 1896, upon the subject of certain proposals for an improvement of the pay of the Chief and First Assistant Auditors of the Madras Railway.

2. In forwarding the Agent's proposals a year ago this Government did not see its way to support them in the light of the information which was then at its disposal, and the Government of India replied by rejecting the proposals in question.

3. The Agent has now come forward again, after correspondence with his Board of Directors, and he supports his appeal for improved salaries for the two members of his staff referred to by the arguments contained in his letter, No. 8867/526 of 2nd June 1897, and in the Chief Auditor's letter of the 4th December 1895, and in the same officer's late memorandum, dated the 1st March 1897. Copies of these documents, as well as of the Agent's correspondence with his Board, are hereto appended.

4. These arguments appear to this Government to be reasonable; and I am desired to say that His Excellency the Governor of Madras is now prepared to recommend the increases of salaries approved of in paragraph 9 of the Board of Directors' letter, No. 953, dated 7th May 1897, for the sanction of the Government of India.

5. The increases asked for are, for Mr. Dunsterville, Chief Auditor, from Rupees 1,200 by annual increments of Rs. 75 to a maximum of Rs. 1,500; and for Mr. Wake, First Assistant Auditor, from Rs. 700 by annual increments of Rs. 50 to a maximum of Rs. 900.

ENCLOSURES.

From the Acting Agent and Manager, Madras Railway Company, to the Consulting Engineer for Railways, dated Madras, 2nd June 1897, No. 8867/526.

With reference to G.O., No. 740 R. of the 3rd September last, in which the Government declined to sanction the increases to the salaries of the Chief and First Assistant Auditors which had been approved by the Board of Directors, I have the honour, under the instruction of my Board, to re-submit the application for the sanction of the Government.

2. I beg to enclose a complete copy of the Chief Auditor's memorandum of the 4th December 1895 (only extracts of which appear to have been forwarded previously) also copy of a further memorandum by the Chief Auditor, dated 1st March 1897, in which additional arguments are advanced in support of the increases applied for. All the figures quoted in these memoranda are obtained from the Government printed statements.

3. It is urged that although the Government of India in 1889 fixed the pay of the Chief and First Assistant Auditors at Rs. 1,200 and Rs. 700, respectively, Mr. Dunsterville did not draw Rs. 1,200 until two years after he had been appointed to the former post, and therefore cannot be considered as having received any increase over and above this figure; but on the contrary he was subjected to a loss for the period until he attained to the fixed salary of Rs. 1,200. Mr. Wake was appointed in 1893 as First Assistant Auditor on Rs. 700, so that it is evident that neither of these officers has received any increase since their appointment four years ago.

Messrs. Dunsterville and Wake have already been further sufferers by the delay which has occurred in obtaining sanction to these increases; even if sanction be accorded from 1st July 1897 the former officer will have forfeited Rs. 3,600, and the latter Rs. 2,400, and this, it is urged, is a very severe hardship.

4. Attention is further invited to the fact that the officers of the Audit department on the Madras Railway are very unfavourably placed in regard to salary when compared with the position of those on contiguous lines. On the South Indian Railway, with a revenue of Rupees 89,14,947, the Chief Auditor's maximum is Rs. 1,300 per mensem; on the Southern Mahratta Railway, with a revenue of Rs. 64,68,011, the Chief Auditor's maximum is Rs. 1,500 (*plus* Rs. 275 pension allowance), whereas on an old established line, as the Madras Railway is, with a revenue of Rs. 1,12,08,407, the same officer, with a service of nearly 19 years, draws Rs. 1,200 only.

5. I would also point out that since 1889 when the Government fixed the salary of the Chief Auditor at Rs. 1,200, and more especially since March 1893 when Mr. Dunsterville was appointed to that office, the work of the Audit department has greatly increased. It has now to deal not only with the accounts of the Company's own system but also with those of the Kolar Gold Fields Railway, and the Madras-Ennúr section of the Bezwada-Madras State Railway, the Capital and Revenue Accounts of both of which have to be prepared in entirely separate forms, and this alone materially enhances the work of the department. In addition to this, the transfer to the Audit office of the Engineers' accounts, the Ticket Printing office as well as the work in connection with the reduction of capital locked up in stores, have enormously increased the duties of the Audit office in recent years.

6. The comparative figures given in the Chief Auditor's memorandum further show conclusively that the Audit department on the Madras Railway is worked with far more economy, when viewed as percentage on net earnings, than on the Southern Mahratta Railway, and this very important point deserves special consideration.

7. It is hoped that the figures now furnished in the Chief Auditor's memorandum will convince the Government that the present salaries of the Chief and First Assistant Auditors are wholly incommensurate with the responsible duties devolving on these officers, and it is respectfully submitted that they are unquestionably underpaid. Messrs. Dunsterville and Wake are two of the most competent officers on the Company's Indian Staff and the administration of the Audit department cannot be spoken of except in the highest terms. Mr. Wake acted as Chief Auditor from 5th May 1894 to 3rd October 1895 during Mr. Dunsterville's absence on furlough.

8. In conclusion attention is specially invited to the very favourable condition of the traffic receipts of the Madras Railway at the present time. Up to 31st May these are as follows for the last three years:—

	Rs.
1895	46,93,000
1896	45,47,400
1897	47,81,900

from which it will be observed that there is an improvement of nearly a lakh in excess of the receipts of 1895 when surplus profits of over one lakh were declared; it may therefore be fairly presumed that the current half-year will show surplus profits of 2 lakhs approximately. On the Kolar Gold Fields Railway and the Ennúr section of the Bezwada-Madras Railway the receipts are 50 per cent. more than in 1896, and these increased earnings throughout the system must of necessity materially enhance the work in the Audit office.

9. It is presumed that, had the Government of Madras been in possession of the figures and additional information now submitted, they would not have refrained from according their support to the proposed increases, and it is hoped that, in the representation of the case now made, both the Government of Madras and the Government of India will be induced to reconsider their decision, and accord their sanction to a proposal which has received the full approbation of the Board.

10. I beg to forward herewith extract paragraph No. 9 from the Board's letter, No. 953, dated 7th May 1897, in which they authorise me to re-submit the application for the favourable consideration of the Government.

From the Chief Auditor, Madras Railway Company, to the Agent and Manager, Madras Railway Company, dated Madras, 4th December 1895.

In consequence of your approaching departure on furlough, from which I understand you will not return until the middle of 1897, I take the present opportunity of writing you on the subject of the salaries of myself and my First Assistant.

2. According to the scheme approved by the Board in 1887, the Chief Auditor's salary was fixed at Rs. 1,000 to Rs. 1,300 and that of the Deputy (now First Assistant) Auditor at Rs. 650 to Rs. 800 per mensem. The Government of India, however, took exception to these salaries being incremental and they were therefore fixed and sanctioned at Rs. 1,200 and Rs. 700, respectively.

3. The salary of the First Assistant Auditor from the commencement has been Rs. 700, but on my appointment in March 1893 as Chief Auditor, the Board were pleased to direct a return to the system of incremental salaries and I accordingly received a commencing salary of Rs. 1,000 rising to Rs. 1,200 by yearly increments of Rs. 100.

4. I need scarcely say much on the subject of the largely increased amount of work done in all parts of the Audit office since I assumed charge thereof, nor of the largely increased responsibility that devolves upon myself and the First Assistant, as most of the details have come before your notice in other ways. The increases are specially in the amount of revenue to be audited, the additional work in the way of statistics of all kinds, much extra work on account of revision of stores accounts and in connection with stores balances, inspection and audit of up-country divisional and station accounts of the Engineering, Locomotive and Traffic departments, and the taking over of the Chief Engineer's accounts, &c. The general system of accounts has been largely revised, the result being the prompter furnishing of all the Company's accounts, both monthly and half-yearly.

5. As compared with other railways, I may ask your attention to the following figures :—

Railway.	Pay of Chief Auditor.	Revenue.
	Rs.	Rs.
Madras Railway	(1886) 1,364	(1886) 79,66,098
Do.	(1895) 1,200	(1894) 1,03,21,012
Southern Mahratta Railway	(1895) 1,500	(1894) 79,87,447
South Indian Railway	(1895) 1,300	(1894) 82,10,019
Great Indian Peninsula Railway	(1895) 1,800	....
Bombay-Baroda and Central India Railway	(1895) 1,800	....
East Indian Railway	(1895) 2,000	....

6. Further, in comparison with the heads of other departments, the rates of pay are—

Department.	Madras.	Great Indian Peninsula.	Bombay-Baroda and Central India.	East Indian.	South Indian.	Southern Mahratta.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Chief Engineer	1,800	2,000	1,800	2,000	1,600	1,600
Locomotive Superintendent ..	1,636	1,800	1,600	1,800	1,500	1,500
Traffic Manager	1,500	1,800 (P. A. 200)	1,800	1,800	1,500	1,500
Chief Auditor	1,200	1,800	1,800	2,000	1,300	1,500

showing that on four lines out of five, the Chief Auditor is at least placed on an equality with other heads of departments, while on two of them he receives more than some of the others.

7. So far as I personally am concerned, I leave the case entirely in your hands.

8. As regards my First Assistant, I beg most strongly to recommend Mr. Wake for your support; he has been continuously in the department since his first arrival in November 1884, and his services have been highly appreciated by former Chief Auditors and myself: he has not only proved himself in every way to be a most competent Assistant Auditor, but his able conduct of the department, while acting as Chief Auditor during my recent 17 months' leave, shows that the work and responsibility of the higher appointment are well within his powers. I may further point out that, had his services not been considered indispensable in the Audit office, he might probably before this have secured another appointment in another department on considerably higher pay.

9. The salary of the First Assistant (or Deputy) Auditor does not compare favourably with those of the other departmental Deputies. In the Traffic department, the Deputy draws Rs. 850 to Rs. 1,000, in the Locomotive department from Rs. 700 to Rs. 900, while in the Engineering department the Deputy drew Rs. 1,164, and since the abolition of that post the Personal Assistant to the Chief Engineer (a Second-class Engineer, fifth in seniority in the department) draws Rs. 900.

10. On the East Indian Railway, the Deputy Auditor draws Rs. 1,200, on the Great Indian Peninsula Railway, Rs. 1,200, and on the Bombay-Baroda and Central India Railway, Rupees 1,100 a month. On the last-named line the *Third* Assistant draws Rs. 800.

11. The following figures show comparison of the First Assistant Auditor's position with that of other Deputies or First Assistants of other departments on the Railways referred to :—

Maximum pay on various Railways of the second man in each Department.

—	Madras Railway.	East Indian Railway.	Bombay-Baroda and Central India Railway.	Great Indian Peninsula Railway.
	Rs.	Rs.	Rs.	Rs.
Deputy (Personal Assistant) Chief Engineer	900	1,000	1,200	1,000
Do. Locomotive Superintendent	700 to 900	1,000	1,000	900
Do. Traffic Manager	850 to 1,000	1,200	1,200	1,200
Do. (First Assistant) Auditor	700	1,200	1,100	1,200

12. I trust under these circumstances, you will feel justified in transmitting the cases to the Board with a favourable recommendation in support thereof, for which both Mr. Wake and myself will be greatly obliged.

—

MEMORANDUM.

As the reason assigned by the Government of Madras for their refusal to recommend for the sanction of the Government of India the increases of pay approved of by the Board of Directors of the Madras Railway for the Chief and First Assistant Auditors is merely that they were only appointed in March 1893 and that the Chief Auditor had received increases, it is very difficult to know what further reasons to urge why the increases sanctioned by the Board should no longer be deferred, but it seems desirable to point out that owing to the first three paragraphs of the Chief Auditor's letter to the Agent and Manager of the 4th December 1895 having been omitted from the correspondence recorded in the Government Order (and which were presumably not forwarded), His Excellency the Governor in Council has been misled as to the supposed increases.

Firstly it may be pointed out that the Government of India in 1889 declined to sanction incremental salaries for the Audit officials (although it is difficult to see why they alone of almost all Railway officials in India should be selected for such adverse ruling) and they finally fixed the pay of the Chief and First Assistant Auditors at Rs. 1,200 and Rs. 700, respectively: had fixed salaries not been ordered, the maximum in each case would have necessarily been much higher!

The First Assistant Auditor received his Rs. 700 from the date of appointment in March 1893 and has consequently received no increase whatever for four years: the Chief Auditor however did not arrive at his Rs. 1,200 until March 1895, but having in the first two years received Rs. 3,600 *less* than the pay fixed by the Government of India, it is scarcely fair to say that he has been receiving increases when at last he attains to the fixed Rs. 1,200.

The Chief Auditor is not complaining of the reduction of the fixed rate on his first appointment, but he does think it is extremely hard that this reduction, by which he is Rs. 3,600 out of pocket, should be made the reason for refusing the increase when sanctioned and approved by the Board.

From the above statements it is therefore quite clear that, from a Government of India point of view, neither the Chief nor the First Assistant Auditor has received the smallest increase since their first appointment four years ago.

The Audit officers of the Madras Railway are placed in a very unfavourable position when compared with those of the other Railways contiguous to theirs: it is impossible to say why this should be so, as the work and responsibility, and also length of service of the Madras

Railway officers are far ahead of those of the South Indian and Southern Mahratta Railways. From the following figures it will be seen that the pay is in *inverse* ratio to the work performed, *i.e.*, the hardest worked gets the least pay :—

Date of joining the service.			Auditor's pay.	Revenue 1895.
			RS.	RS.
1878	...	Madras Railway	1,200	1,12,08,407
1893	...	South Indian Railway	1,300	89,14,947
1897	...	Southern Mahratta Railway ...	1,775 latest sanction to 30-6-1897.	64,68,011

In length of service the same rule is in force, the latest appointed officer draws the highest pay, while the Madras Railway Auditor with 19 years' service draws the lowest!

It has previously been explained in the Auditor's letter of December 1895 that in 1886 when the Madras Railway revenue was only Rs. 79,66,000, the pay of the Chief Auditor was Rs. 1,364 per mensem, while at the present time with a revenue of about Rs. 1,12,00,000 (an increase of 40 per cent.) the pay is only Rs. 1,200, a decrease of over 12 per cent.

It has also been pointed out that at the present time, not only is the ordinary work over 40 per cent. more than in 1886, but that there has been an immense amount of entirely new work thrown upon the Audit Office, since the present Chief Auditor was appointed in March 1893, for which the official staff receive no remuneration whatever: the opening of the Kolar Gold Fields and Madras-Ennúr Railways, the transfer of the Engineers' Accounts and Ticket Printing office, the preparation of new and continuously increasing statistics for the Board and Government, the supervision of rail-borne traffic details, and the very great amount of work done by the Audit office since 1893 in connection with the reduction of the amount of capital locked up in stores, may be mentioned as some only of the recent additions to the Audit office work, none of which were foreseen when the present scale of pay was fixed in 1889.

There has been more than work enough for an additional Assistant performed in connection with the reduction of stores balances alone and the result of the Audit office supervision is that the capital locked up in new stores has been reduced from over 26 lakhs in 1893 to 20½ lakhs on 30th April 1896, a reduction of 5½ lakhs.

The Chief Auditor's report on this question, dated 29th June 1896, goes fully into the subject; and not only has the Government of India called for copies of this report, but it has had to be reprinted to comply with requests for further copies for Government.

The following figures show how the Audit officials on the Madras Railway and Southern Mahratta Railway compare :—

Revenue 1895.			Madras Railway. Rs. 1,12,08,407.		Southern Mahratta Railway. Rs. 64,68,011.	
			RS.			RS.
Chief Auditor's present fixed pay		...	1,200	Present maximum	...	1,775
1st Assistant Auditor	do.	...	700	Do.	...	800
2nd do.	do.	...	550	Do.	...	815
3rd do.	do.	...	400	Do.	...	500
4th do.	do.	...	400	Do.	...	400
	Total	...	3,250	Total	...	4,290

or 73 per cent. more work and 24¼ per cent. less pay for the Madras Railway Company officers.

To pay the Madras Railway Audit "Officers" in the same proportion to their work as those of the Southern Mahratta Railway, the sum of Rs. 2,500 per month would have to be added to their pay! The Chief Auditor would draw Rs. 2,378 and the First Assistant about Rs. 1,100 per mensem.

The whole Audit office on the Madras Railway is worked on the most economical principles and it performs over 70 per cent. more work than the Southern Mahratta Railway Audit office for 3 per cent. less money: the following figures show the cost of the Madras Railway Audit office now and 10 years ago—

		Total cost.	Percentage on net earnings.
		RS.	PER CENT.
Half-year to 30th June	1886	72,866	1·860
Do.	1896	73,629	1·347

that is, in the last 10 years, revenue alone has increased the work by 15½ lakhs of rupees (leaving out of consideration all the rest of the *new* work detailed above), while the cost of the Audit office has increased merely by Rs. 127 per mensem or about 1 per cent; this is in clerks only.

Attached hereto is a copy of the Chief Auditor's original letter of 4th December 1895, which gives details of comparison between the pay of Chief and Deputy Auditors on several Railways and also between the pay of Audit and other departmental officials on various Railways in India.

MADRAS,
1st March 1897.

(Signed) FRED. DUNSTERVILLE,
Chief Auditor.

EXTRACT from Madras Railway Agent's letter to Board, dated 18th March 1897, No. 2299.

13. *As to salary of Chief and First Assistant Auditor.*—With reference to paragraph 9 of my letter, No. 2275, I beg to invite the Board's further consideration of G.O., No. 740 R. of 3rd September 1896, in which the Government of India declined to sanction the increases to the salaries of the Chief and First Assistant Auditors which had been approved by the Board. In their letter, No. 945, the Board expressed their regret that the sanction of Government to these increases which had been so strongly recommended by their Agent and Manager and sanctioned by the Directors, should have been withheld.

It is more than 12 months now since the application was submitted, and it would appear to be very desirable to bring forward the question again with a view to induce the Government to reconsider the subject in the light of the further arguments advanced in support of these increases in the enclosed copy of a memorandum, dated 1st March 1897, received from the Chief Auditor.

The cases of Messrs. Dunsterville and Wake were clearly represented in the Chief Auditor's original letter of 4th December 1895, a copy of which was forwarded to the Board with my No. 2233, but an extract only of which was embodied in the Government Order referred to above. In the memorandum now submitted, the Chief Auditor points out that the omission in the Government Order of paragraphs Nos. 1, 2 and 3 of his original letter may possibly have led to the reasons for the proposed increases not having been fully understood by the Government of Madras when the proposals did not receive their support.

It is urged that, although the Government of India in 1889 fixed the pay of the Chief and First Assistant Auditors at Rs. 1,200 and Rs. 700, respectively, Mr. Dunsterville did not draw Rs. 1,200 until two years after he had been appointed to the former post and therefore cannot be considered as having received any increase over and above this figure; but on the contrary he was subjected to a loss for the period until he attained to the fixed salary of Rs. 1,200. Mr. Wake was appointed in 1893 as First Assistant Auditor on Rs. 700, so that it is evident that neither of these officers has received any increase since their appointment four years ago.

The Board's attention is further invited to the fact that the officers of the Audit department on the Madras Railway are very unfavourably placed in regard to salary when compared with the position of those on contiguous lines. On the South Indian Railway, with a revenue of Rs. 89,14,947, the Chief Auditor draws Rs. 1,300 per mensem; on the Southern Mahratta Railway, with a revenue of Rs. 64,68,011, the Chief Auditor draws Rs. 1,775; whereas on an old established line, as the Madras Railway is, with a revenue of Rs. 1,12,08,407, the same officer, with a service of 18½ years, draws Rs. 1,200 only.

On the Madras Railway, moreover, the Audit department has to deal, not only with the accounts of the Company's own system, but also with those of the Kolar Gold Fields Railway, and the Madras-Ennúr Section of the Bezwada-Madras State Railway, the Capital and Revenue Accounts of both of which have to be prepared in entirely separate forms, and this alone materially enhances the work of the department. In addition to this, the transfer to the Audit office of the Engineers' Accounts, the Ticket Printing office, as well as the work in connection with the reduction of capital locked up in stores have enormously increased the duties of the Audit office in recent years.

The comparative figures given in the Chief Auditor's memorandum further show conclusively that the Audit department on the Madras Railway is worked with far more economy—when viewed as percentage on net earnings—than on the Southern Mahratta Railway, and this very important point deserves special consideration.

It is hoped that the figures now furnished in the Chief Auditor's memorandum will convince the Government that the present salaries of the Chief and First Assistant Auditors are wholly incommensurate with the responsible duties devolving on these officers, and it is respectfully submitted that they are unquestionably underpaid. Messrs. Dunsterville and Wake are two of the most competent officers on the Company's Indian Staff, and the administration of the Audit department under their control cannot be spoken of except in the highest terms. Mr. Wake acted as Chief Auditor from 5th May 1894 to 3rd October 1895 during Mr. Dunsterville's absence on furlough.

It is presumed that had the Government of Madras had the above particulars and figures clearly submitted before them, they would not have refrained from according their support to the proposed increases. It is, however, hoped that, in the representation of the case now made, and in the light of the additional information now furnished, both the Government of Madras and the Government of India will be induced to reconsider their decision and accord their sanction to a proposal which has received the full approbation of the Board.

In these circumstances, I request that the Board will be so good as to authorise me to re-submit the subject for the consideration of Government, and their early instructions will be awaited to enable me to do so without loss of time.

Extract from a letter from the Secretary, dated 7th May 1897, No. 953.

9. *Salaries of Chief Auditor and First Assistant.*—The Board have further considered the question of the salary of the Chief Auditor and of the First Assistant Auditor, referred to in paragraph 13 of No. 2299, together with the memorandum by the Chief Auditor, dated 1st March 1897, submitted herewith, and they have no hesitation in authorizing you to address the Government again on behalf of these officers. The subject is so well put in your letter under acknowledgment that the Board have nothing to add to what they said on a former occasion, in their letter, No. 934, dated 27th March 1896. They trust that, on reconsideration, both the Government of Madras and that of India will be induced to accord their sanction to the increase recommended in the salaries of the above officers, viz., in the case of Mr. Dunsterville, Chief Auditor, to a maximum of Rs. 1,500, by annual increments of Rs. 75, and as regards Mr. Wake, First Assistant, to a maximum of Rs. 900, by annual increments of Rs. 50, with effect in each case from the 1st July 1897. I am desired to add that the Board find that the maximum salary of the Auditor of the Southern Mahratta Railway is Rs. 1,500, not Rs. 1,775, as supposed by Mr. Dunsterville.

From the Officiating Deputy Secretary to the Government of India, Public Works Department (Account—Establishment), to the Officiating Joint Secretary to the Government of Madras, Public Works Department (Railway Branch), dated Simla, the 3rd August 1897, No. 218 A.E.

I am directed to acknowledge the receipt of your letter, No. 407 R., dated the 16th June last, forwarding, with the recommendation of the Government of Madras, a copy of letter and connected correspondence from the Agent and Manager of the Madras Railway in which it again asked that the pay of the Chief and First Assistant Auditors be increased from Rs. 1,200 and 700 to Rs. 1,500 and 900 per mensem by annual increments of Rs. 75 and 50, respectively.

2. In reply, I am to state that, under the circumstances now represented, the Government of India are pleased to sanction the proposal with effect from the 1st July 1897, but I am at the same time to express a hope that every effort will be made to exercise economy in the Audit branch of the Railway, the expenditure on which is in the opinion of the Government of India somewhat high at present. It is considered that the existing establishment should be quite capable of dealing with increased earnings and capital expenditure when extensions are under construction without any further expansion.

Order—No. 563 R., dated 16th August 1897.

Communicated to the Agent and Manager, Madras Railway, for information with reference to G.O., No. 740 R., dated 3rd September 1896.

(True Extract.)

(Signed) F. J. E. SPRING,
Offg. Joint Secy. to Govt.,
Railway Branch.

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

Ed. P. Seetharam.

RAILWAY.

Government {1898} of Madras.

PUBLIC WORKS.

77 R.

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

G.O., No. 957 Ry., 26th July 1898.

JULY.

Superior Staff, South Indian Railway

The sanction accorded by the Government of India to the revised grading and scale of salaries to the —, communicated to the Agent.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read again the following papers :—

G.O., No. 618 Ry., dated 23rd April 1898.

Read the following paper :—

From—The Agent, South Indian Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Trichinopoly, 18th March 1898, No. 232.

I have the honour to forward an extract from the Managing Director's letter, No. 205, dated 25th February 1898, regarding the salaries of the Company's officers and copies of a "*confidential*" memorandum, with its accompaniments, drawn up by myself and submitted to the Board with my letter, No. 564, dated 15th December 1897. In accordance with the Director's instructions I have to request the sanction of Government to the introduction of the proposed scale of salaries detailed in statement A accompanying my memorandum from such date as may hereafter be approved by the Board.

2. When reporting further on the question, I propose suggesting to the Board of Directors that the following procedure be followed in bringing the new scale into operation :—

(*a*) *Engineering Department.*—The revised scale to come into force from 30th June 1898, officers in classes C and D to receive such promotion only as will place them on the minimum pay of the new scale, while these officers and those whose then pay is the maximum of the old scale shall calculate the qualifying periods for further increments from 30th June 1898.

(*b*) *Traffic Department.*—The new scale to be introduced from 31st December 1899, the same procedure as suggested for the Engineering Department being followed in respect to promotion and qualifying service for further increments.

(*c*) *Locomotive Department.*—The new scale to be introduced from 30th June 1898, and the incremental periods except as regards the most junior officer being reckoned from that date.

(*d*) *Audit Department.*—The Chief and the present third Assistant Auditor to come on to the new scale from 30th June 1898, the remaining officers of the department from such date or dates as the Board may hereafter decide.

(*e*) *Stores Department.*—The General Storekeeper to be brought on to the new scale from 30th June 1898, and his Assistant from 31st December 1899.

(*f*) *Agency.*—The Assistant Agent to receive his promotion from 30th June 1898.

3. My enquiries respecting the conditions of service of the Medical officers of other railways are not yet completed and this matter will have to be dealt with separately.

4. I hope you will see your way to support the proposals I am now forwarding, and assist me in improving the prospects of a deserving body of officers who are, it is I believe universally acknowledged, decidedly underpaid.

Enclosure No. 1.

Extract from letter from the Agent, South Indian Railway, to his Board of Directors, dated 15th December 1897, No. 564.

Salaries of the Superior Staff.

I have placed in the packet copies of letters from the Locomotive Superintendent, regarding increases in the pay of himself and the officers of his department in connection with which I forward a memorandum containing proposals for the grading and salaries of the entire superior staff of this Railway, and shall be glad to receive the instructions of the Board thereon.

Enclosure No. 2.

Extract from letter from the Board of Directors, South Indian Railway, to their Agent, dated 25th February 1898, No. 205.

Salaries of the Superior Staff.

The proposals contained in the memorandum and relative papers which accompanied your letter, No. 564, dated 15th December 1897, for the grading and salaries of the superior staff of this Railway, with the exception of the Medical Department as to which your further report is awaited, have been fully considered by the Board.

The Board, while unable to accept unreservedly your view that the scale of salaries in each department of the Company's service shall be identical and while they think it necessary to say that in each department the selection of an officer for advancement in salary and position must depend upon the existence of a vacancy in that department and not upon any parallel with the salary or position of an officer of equal service in another department, are prepared to approve generally of your proposals, and they authorize you on the sanction of Government being obtained to bring them into operation.

It is observed that you do not in all cases propose that immediate effect should be given to the revised scale of salaries, and the Board will be glad, when the proposals have been sanctioned, to receive from you a further report as to the alterations in the grading and in the existing salaries of individual members of the staff which you would recommend and the dates from which you think it desirable that such alterations should take effect.

On your recommendation and that of the Locomotive Superintendent, the Board are further pleased to approve of the first and second assistants in the Locomotive department, who have charge, respectively, of 519 and 607 miles of line being designated "District Locomotive and Carriage Superintendent."

Order—No. 618 Ry., dated 23rd April 1898.

The Government of India will be addressed.

From—The Joint Secretary to the Government of Madras, P.W. Dept., Ry. Branch.
To—The Secretary to the Government of India, Public Works Department.
Dated—23rd April 1898, No. 619 Ry.

The subject of an improvement in the grading and salaries of the superior staff of the South Indian Railway Company has been under correspondence between the Company's Agent and his Board of Directors. With his letter, No. 232 of the 18th March 1898 (copy enclosed), the Agent now submits for the orders of Government a copy of a confidential memorandum (herewith sent in original for favour of return) drawn up by him for his Board's information and containing the scale of salaries which he proposes for adoption in all departments save the Medical.

2. As will be seen from the Board's letter to their Agent, No. 205, dated the 25th February 1898 (copy enclosed), these proposals have obtained their approval, and the Agent has been authorized to bring the revised scale into operation as soon as it shall have received the sanction of Government, subject to the exercise of his discretion in matters of detail, dates, etc.

3. From the accompanying copy of a comparative statement drawn up by the Government Examiner, a comparison can be made between the present scale and the proposed scale, as well as between the pay drawn now by each officer on an incremental salary, and the pay he would begin to draw if the new scheme came into operation on the dates proposed by the Agent. I am to explain that where opposite an officer's

name two amounts are shown bracketed together, the second is a personal allowance. It appears from this statement that the salaries of the staff of the entire railway will, if the scheme be brought into operation on the dates suggested, be increased by Rs. 950 per mensem to begin with, or by only $3\frac{1}{4}$ annas per week per mile of railway operated,—an amount which, in the opinion of this Government, is not too extravagant a price to pay for the increased efficiency which may fairly confidently be counted on from a contented staff of a large and expanding system.

4. As the matter is one in which this Government is not in any way financially interested, I am instructed to refrain from further comment, and merely to forward the papers above referred to for the orders of the Government of India, with a recommendation that the proposals, which seem fair, may be sanctioned.

Enclosure.

Appointment.	Present scale No.	Present scale Pay.	Proposed scale. No.	Proposed scale. Pay.	Incumbent.	Present pay.	Proposed pay.	Date from which scale is to come into force.
Engineering Department.								
		Rs.		Rs.		Rs.	Rs.	
Chief Engineer ..	1	1,300—75—1,600	1	1,300—75—1,600	Mr. Spalding ..	1,375	1,375	30th June 1898.
Resident Engr., class A.	1	750—50— 900	1	900—50—1,000	,, Smith	900 / 100	1,000	
Do. do.	1	750—50— 900	1	750—50— 850	,, Rice	800 / 64	850 / 50	
Do. class B.	1	550—50— 700	1	550—50— 700	,, Bond	700 / 50	700 / 50	
Do. do.	1	550—50— 700	1	550—50— 700	,, Atwill Ellis	700 / 50	700 / 50	
Do. do.	1	550—50— 700	1	550—50— 700	,, Logan ..	550	550	
Do. class C.	1	400—25— 500	1	450—25— 500	,, Clifford ..	450	450	
Do. do.	1	400—25— 500	1	450—25— 500	,, Lewis ..	400	450	
Assistant Engr., class D.	1	300—25— 350	1	350—25— 400	,, Winter ..	325	350	
Do. do.	1	300—25— 350	1	350—25— 400	,, Moore ..	325	350	
Do. do.	1	300—25— 350	1	350—25— 400	,, Leslie ..	325	350	
					Vacant	300	350	
Locomotive Department.								
Loco. Superintendent ..	1	1,200—75—1,500	1	1,200—75—1,500	Mr. Crighton ..	1,500	1,500	30th June 1898.
Dy. Loco. Superintendent.	1	600—50— 800	1	900—50—1,000	,, Bruce ..	800	900	
Asst. Loco. Superintendent.	1	350—25— 450	1	550—50— 700	,, Bell ..	450	550	
Do. do.	1	350—25— 450	1	450—25— 500	,, C. Crighton ..	450	450	
Do. do.	1	350—25— 450	1	350—25— 400	*Vacant*	350	350	
Traffic Department.								
		Rs.		Rs.		Rs.	Rs.	
Traffic Manager ..	1	1,200—75—1,500	1	1,200—75—1,500	Mr. Davies ..	1,200	1,200	31st Dec. 1899.
Deputy Traffic Manager.	1	850—50—1,000	1	900—50—1,000	,, McClonghin.	850	900	
Assistant Traffic Manager.	1	600—50— 800	1	750—50— 850	,, Cross ..	600	750	
Do. do.	1	450—25— 500	1	450—25— 500	,, Shoobridge ..	500	500	
Do. do.	1	350—25— 400	1	450—25— 500	,, Bryant ..	400	450	
Do. do.	1	350—25— 400	1	450—25— 500	,, Birch ..	400	450	
Do. do.	1	350—25— 400	1	350—25— 400	,, Sangar ..	375	450	
Do. do.	1	350—25— 400	1	350—25— 400	,, Mercer ..	375	375	
						350	350	
Audit Department.								
Chief Auditor	1	1,100—50—1,300	1	1,200—75—1,500	Mr. Simpson ..	1,300	1,300	30th June 1898.
First Assistant Auditor ..	1	500—50— 650	1	750—50— 850	,, Bailey ..	650	750	*
Second do. do. ..	1	350—25— 450	1	450—25— 500	,, Tremenheere.	450	450	
Third do. do. ..	1	350—25— 450	1	450—25— 500	Annasawmy Mudaliar.	450	450	30th June 1898.
Fourth do. do. ..	1	350—25— 450	1	350—25— 400	Mr. Cave-Browne.	450	400 / 50	*
Stores Department.								
General Storekeeper ..	1	450—25—550	1	550—50—700	Mr. Koeneman ..	550	550	30th June 1898.
Assistant do. ..	1	250—25—350	1	350—25—400	,, Christie ..	250	350	31st Dec. 1899.
Agency.								
Agent	1	1,800—100—2,000	1	1,800—100—2,000	Captain Shelley ..	2,000	2,000	..
Assistant Agent ..	1	400— 50— 600	1	750— 50— 850	Mr. LeMesurier ..	600	750	20th June 1898.

* Such date as Board may decide.

Read also the following papers:—

From—The Agent, South Indian Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Trichinopoly, 8th June 1898, No. 562.

With reference to my letter No. 232, dated 18th March 1898, forwarding for the sanction of Government the proposed scale of salaries to be introduced for the Superior Staff of this Railway, I have the honour to forward herewith extracts from—

(1) my letter No. 582 of 20th April 1898 to the Managing Director,
(2) letter No. 211 of 20th May 1898 from the Managing Director,

and shall be glad to receive sanction of Government to the scale of pay for the Medical officer of this railway being raised from Rs. 450 per mensem to Rs. 450—50—650 per mensem, the first increment taking effect from 1st July 1898.

Enclosure No 1.

Extract from letter from the Agent, South Indian Railway, to his Board of Directors, dated 20th April 1898, No. 582.

Salaries of the Superior Staff.

In continuation of the paragraph under this heading in my letter, No. 564, dated 15th December 1897, I beg to submit the further report on the Medical Department awaited by the Board. From information kindly placed at my disposal by the Madras, Great Indian Peninsula, Southern Mahratta, and Bombay Baroda and Central India, Railways it appears considerable diversity of practice prevails in respect to the Senior Medical Officer's duties. On the first two railways private practice is permitted, on the latter two the medical officers are whole-time servants of the Companies. On the Madras, and Southern Mahratta, Railways the Medical officer is required to supervise the sanitary arrangements of the systems, while on the other two lines his duties appear to be of a purely medical nature.

I enclose a copy of Mr. Betts' letter to Dr. Oliver on his engagement, from which you will see that the duties required of him were very trifling. Since then various additions have been made to Dr. Oliver's work, as well as to the length of the line under his supervision, and he now performs the following services for the Company:—

(*a*) Supervision of the medical staff and dispensaries.
(*b*) Examination of candidates for employment.
(*c*) Attendance on officers, and on subordinates in serious cases.
(*d*) Control of Medical stores, preparation of indents, &c.
(*e*) General sanitary control of the whole system, and particular control of the sanitary arrangements at Pakala and Villupuram.
(*f*) Instruction of the staff in rendering aid to injured persons.
(*g*) Analysis of water, oils, paints, &c.

These duties Dr. Oliver has undertaken with the greatest willingness, and without ever hinting at the insufficiency of his emoluments, so that I have the greatest pleasure in recommending to the Board that his salary be raised to Rs. 450—50—650 per mensem, and that no restriction be placed on his private practice beyond requiring that such practice should not interfere with his duties to the Company. The salary I propose is that paid by the Madras Railway Company, and I hope the first increment may be allowed from such early date as the Board may approve.

Enclosure No. 2.

Extract from letter from the Board of Directors, South Indian Railway, to their Agent, dated 20th May 1898, No. 211.

Salaries of the Superior Staff.

In continuation of their letter, No. 205 of 25th February 1898, and upon the recommendation contained in your No. 582, dated 20th April 1898, the Board authorize you to apply to Government for sanction to an increase in the scale of pay attached to the post of Medical officer from the present amount of Rs. 450 to Rs. 450—50—650 per mensem, the first increment to take effect on 1st July 1898

The only restriction which the Directors think it necessary to impose on the private practice which the Superintending Physician is allowed to take is that such practice shall not interfere with the performance of his duties to the Company.

From—The Joint Secretary to the Government of Madras, P.W. Dept., Ry. Branch.
To—The Secretary to the Government of India, Public Works Department.
Dated—Ootacamund, 21st June 1898, No. 838 Ry.

In continuation of my letter, No. 619 Ry., dated 23rd April 1898, I am directed to forward copies of letter, No. 582, from the Agent, South Indian Railway, to his Board of Directors, and of their reply, No. 211, on the subject of increasing the salary of their Superintending Physician.

The Agent's letter clearly explains the ground on which the increase is desirable.

The proposal is recommended for sanction.

From—The Secretary to the Government of India, Public Works Department.
To—The Joint Secretary to the Government of Madras, P.W. Dept., Ry. Branch.
Dated—Simla, 9th July 1898, No. 2016 G.

With reference to your letter, No. 619 Ry., dated 23rd April 1898, I am directed to communicate the sanction of the Government of India to the proposals for the grading and salaries of the superior staff of the Engineering, Locomotive, Traffic, Stores and Agency departments of the South Indian Railway, as approved by the Board in their letter, No. 205, dated 25th February 1898.

2. The revised scales of salaries as now approved and the dates from which they take effect are shown in the accompanying schedule.

3. The grant of a personal allowance of Rs. 50 each proposed for Messrs. Rice, Bond and Ellis, Resident Engineers, and Cave-Brown, 4th Assistant Auditor, is also approved.

4. The confidential memorandum received with your letter is returned herewith as requested.

Enclosure.

Revised Scale of Salaries for the Superior Engineering, Locomotive, Traffic, Stores, Agency and Audit Departments.

Appointment.	Scale of salaries. No.	Scale of salaries. Pay.	Date from which the scale will come into force.
Engineering.		Rs.	
Chief Engineer	1	1,300—75—1,600	30th June 1898.
Resident Engineer, class A.	1	900—50—1,000	
Do. do.	1	750—50— 850	
Resident Engineers, class B.	3	550—50— 700	
Do. class C.	3	450—25— 500	
Assistant Engineers, class D.	3	350—25— 400	
Locomotive and Carriage.			
Locomotive and Carriage Superintendent	1	1,200—75—1,500	30th June 1898.
Deputy do. do.	1	900—50—1,000	
Assistant do. do.	1	550—50— 700	
Do. do. do.	1	450—25— 500	
Do. do. do.	1	350—25— 400	

Revised Scale of Salaries for the Superior Engineering, etc.—*cont.*

Appointment.	Scale of salaries. No.	Scale of salaries. Pay.	Date from which the scale will come into force.
Traffic Department.		Rs.	
Traffic Manager	1	1,200—75—1,500	31st December 1899.
Deputy do. do.	1	900—50—1,000	
Assistant do. do.	1	750—50— 850	
Do. Traffic Managers	3	450—25— 500	
Do. do.	2	350—25— 400	
Audit.			
Chief Auditor	1	1,200—75—1,500	30th June 1898.
First Assistant do.	1	750—50— 850	Such date as Board may decide.
Second do.	1	450—25— 500	30th June 1898.
Third do.	1	450—25— 500	
Fourth do.	1	350—25— 400	Such date as Board may decide.
Stores.			
General Storekeeper	1	550—50— 700	30th June 1898.
Assistant do.	1	350—25— 400	31st December 1899.
Agency.			
Agent	1	1,800—100—2,000	....
Assistant do.	1	750— 50— 850	30th June 1898.

From—The Secretary to the Government of India, Public Works Department.
To—The Joint Secretary to the Government of Madras, P.W. Dept., Ry. Branch.
Dated—Simla, 16th July 1898, No. 2124 G.

In reply to your letter, No. 838 Ry., dated the 21st June 1898, I am directed to communicate the sanction of the Government of India to the salary of Dr. Oliver, Superintending Physician, South Indian Railway, being raised from Rs. 450 to Rs. 450—650 per mensem, by increments of Rs. 50, the first increment taking effect from 1st July 1898.

2. It is noted that the Board have approved of the increase herein sanctioned in their letter, No. 211, dated 20th May 1898.

Order—No. 957 Ry., dated 26th July 1898.

Communicated to the Agent, South Indian Railway.

(True Extract.)

Francis J. E. Spring,
Joint Secretary.

To the Agent, South Indian Railway.
" Examiner, Railway Accounts.
" Consulting Engineer for Railways.

Exd. T. K. Narayana Aiyangar.

(No. I.)

No. 8867.

Cont-155

OR

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE,

Madras, 21st February 1898.

From

G. No. 930
Recd. 22.2.98

RECEIVED 22 FEB. 1898 MADRAS

The *Agent and Manager.*

Madras Railway.

IP
Pgrs 6r
5/12

To

The *Consulting Engineer for Railways.*

Madras.

Sir,

I have the honor to enclose for the information of the Government extracts - paras 16 and 17 - from my letter to the Board No.2335 of the 11th November 1897. Para 16 refers to an increase of salary recommended for the second Assistant Auditor and para 17 to the proposal that the Officers of the Locomotive Department should receive promotion under the scheme sanctioned by the Government of India in G. O. No.339 R of the 18th August 1877 for the Traffic and Locomotive Officers. When this scheme was sanctioned it was considered by the Consulting Engineer to the Government of Madras to be unsuited to the Locomotive Department as there were then only two officers below the Superintendent. There are now four officers in all.

Flags E&O
File 22

The Board have replied with regard to these recommendations in para 14 of their letter No.967 of the 14th Ultimo. They state they are of opinion that the scale

for

for the T[illegible]c Department may with advantage be applied, as far as possible, to the Locomotive and also to the Audit Department.

I now beg to [illegible]quest that the sanction of Government may be accorded to the introduction of the scale for the Loco -motive Department and to the increases in salary proposed to be given under it to the officers of that Department.

I have also to request that the approval of Govern--ment to the increased salaries sanctioned by the Board for the second and third Assistant Auditors may also be communicated to me.

I have the honor to be,

Sir,

Your most Obedient Servant,

Illegible.

Agent and Manager.

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated 188

Recd.

No.

Extract from letter to the Secretary no 2335 of 11-11-97.

Increase of pay to Mr. Corben.

16. I beg to forward for the Board's disposal, copy of a letter, dated the 29th ultimo, which has reached me from the Chief Auditor and with which he submits copy of a letter addressed to him by Mr. Corben, the second Assistant Auditor.

Mr. Corben joined the service on the 22nd May 1890, as Locomotive Accountant, at a commencing salary of Rs. 425, and on the 12th March 1893 he was promoted to 2nd Assistant Auditor on a salary of Rs. 550.

Flag H

The graded scheme proposed in my letter No. 2233 not having been accepted by the Board, I beg to propose that Mr. Corben's pay be increased from Rs. 550 to Rs. 650 with effect from the 1st January 1898.

Mr. Corben has done excellent service since he joined the Audit Office, and I concur with the Chief Auditor in thinking that he has brought intelligence and energy to bear upon his work.

Increase of pay to Locomotive Officers.

Flag R

17. The attention of the Board is invited to paragraph 8 of this Office letter, No. 2271, and to the closing remarks in para. 3 of the Secretary's letter, No. 945. The Locomotive Superintendent addressed the Acting Agent and Manager again on the 25th September last, on the subject of the pay of the Deputy and Assistant Locomotive Superintendents, and a copy of this letter I beg to submit for the Board's consideration.

Flag T

The Locomotive Officers now in the service are:—

Mr. A. Pilkington, Deputy Locomotive Superintendent,

„ H. J. Stanley, Assistant do.

„ P. G. Porteous, do. do.

and two of these Officers are at present eligible for promotion, under the scheme suggested by the Consulting Engineer for Railways in his letter, No. 761 of the 20th September 1880, to the Agent and Manager, this scheme having been approved by the Board in its letter, No. 670 and sanctioned by the Government in Government Order, No. 81 R., of the 25th January 1881.

Flag M

Flag L

Flag O

Mr. Phipps urges that the Officers of the Locomotive Department, now that the number of Officers has been added to, should receive promotion under the scheme sanctioned for the Traffic and Locomotive Officers by the Board in its letter, No. 579 of the 30th June 1876, and by the Government of India in G. O., No. 339 R., of 18th August 1877, and he explains his views with great clearness.

I have pleasure in supporting Mr. Phipps' recommendation for the reasons that if the Board are good enough to apply to the Officers of the Locomotive Department the salaries sanctioned in 1876, there will hereafter be no necessity to trouble either the Board or the Government with repeated applications for increases of pay from individual officers and the pay of the Officers of the Traffic and Locomotive Departments being the same, invidious comparisons cannot be raised.

If the scale of 1876 is reintroduced for the Locomotive Department, the pay of Mr. Pilkington, the Deputy Locomotive Superintendent, will be increased from Rs. 900 to the maximum salary of the office, Rs. 1,000, with effect from 30th October 1897.

Mr. Stanley, the First Assistant, will be eligible under the 1877 scale for an increase of pay from Rs. 500 to Rs. 636 and Mr. Porteous, the Second Assistant, will be eligible for an increase of pay from Rs. 350 to Rs. 410 from the *date of the Board's letter*.

The commencing pay of a Locomotive Officer, under the proposed scale, will be Rupees 410 and the maximum pay that an Assistant Locomotive Officer can rise to after 11 years' service and supposing he is not blocked in any particular grade, will be Rupees 818.

but was never brought into force. So far as the scale for

ENC. No. 2 TO E. R's. C. No. 930 Dt. 98
LETTER No. 166 Dt. 21. 2. 98
FROM

Extract from a letter from the Secretary, No. 967 Dt. 14-1-98.

14. I have laid before the Board your letter No. 2,235, para. 17 of which invites attention to the case of Mr. [illegible] and to the preceding correspondence, especially to paragraph 3 of No. 913, with reference to a graded scale for the Locomotive and Audit Departments.

With regard to the Locomotive Department, a graded scale was proposed in 1876, similar to that approved by the Board in their letter No. 579, dated 30th June of that year, for adoption in the Traffic Department, and this was approved by the Government of India in their letter No. 347 R., dated 6th February, 1877, embodied in the Proceedings of the Madras Government, No. 513, dated 15th February, 1877.

It would appear, however, that this scheme never came into operation, as it was then considered by the Government Consulting Engineer to be unsuited to the Department, as there were then only two officers below the Superintendent, and it was consequently not thought desirable to make the change in their favour.

There are now four officers in the Department, who have held their present appointments as under :—

Mr. C. E. Phipps	...	Locomotive Superintendent,	6½ years.
Mr. A. Pilkington	...	Deputy „	6 „
Mr. H. J. Stanley	...	First Assistant „	1½ „
Mr. P. G. Porteous	...	Second „ „	1 year.

The graded scheme in force in the Engineering and Traffic Departments has worked exceedingly well, and the Board, on reconsideration of the question, are now of opinion that the scale for the Traffic Department may with advantage be applied, as far as possible, to the Locomotive, and also to the Audit Department. The scale of salaries being thus fixed, the necessity is avoided of recommending individual officers for promotion, a course which, it is understood, is not approved by the Government of India.

If that Government are now pleased to sanction the introduction of the scale of 1876 for the Locomotive and Audit Departments, the undermentioned officers would be eligible for increased salary as follows :—

Mr. Pilkington, Deputy Locomotive Superintendent, from Rs. 900 to the maximum salary of the office, Rs. 1,000, with effect from 30th October, 1897, by three increments, viz., Rs. 933 per mensem for the first year, Rs. 966 for the second year, reaching the maximum on the 30th October, 1899.

Mr. Stanley, First Assistant, who is referred to in para. 17 of No. 2,235, from Rs. 500 to Rs. 536, with effect from the 1st inst., when he will have served two years since his last increase of salary.

Mr. Porteous, Second Assistant, from Rs. 312 to Rs. [illegible] from December, 1898, when he will have served two years in that grade; and after

but was never brought into force. So far as the scale

ERC. No. 1 TO E. R's P. No. 32 OF 1898
LETTER NO. C
FROM

500—26-6-97.
CONSG. ENGR.'s No. 21.

OFFICE OF THE CONSULTING ENGINEER FOR RAILWAYS,
Madras, 24th February 1898.

EXAMINER OF ACCOUNTS
100
Rec'd 28 FEB 1898
RAILWAY ACCOUNTS, MADRAS.

No. 537

OFFICE NOTE.

Letter from the Agent, Manager, Madras Railway, No. 88/67/155, dated 21st February 1898, forwarded to the Examiner of Railway Accounts, for favour of remarks.

for E. R.

EXAMINER'S REPLY.

The attached statement shows the present and proposed scales of the Superior Staff of the Audit & Loco Depts, the present incumbents of Offices, and the increases of pay to which they will become entitled of the proposals, which have been approved by the Home Board, are sanctioned.

It appears that in the case of the Loco Dept a scale similar to that now proposed was sanctioned by the Govt of India so long ago as 1877 (G.O. No. 347 R dy 6.2.77) but was never brought into force. So far as the scale for

this Dept is concerned the sanction of the Govt of India would therefore seem to be scarcely again necessary; but as that scale was allowed to remain in force in abeyance, and as the proposals are considered with those now made by the Audit Dept, the whole had better be submitted to getther for India's sanction, & the Local Govt approve & work to support the application

E Wallace
C R 4/3/98

The total monthly increase is 300/-
Recommend to India for sanction

7/3/98

yr. draft fully given
7/3

Locomotive Department

Appointment	Present scale		Proposed scale		Incumbent	Present Pay	Proposed Pay	Date from which increase to have effect
	No	Pay	No	Pay				
Loco & Carriage Supt	1	1090-1636	1	1090-1636	Mr. C. E Phipps	1636	1636	
Deputy do do	1	700-900	1	1000	" A. Pilkington	900	933	from 30th October 97
1st Assistant do do	1	500-600	1	545-636	" H. J. Stanley	500	636	from 1st January 98
2nd Assistant do do	1	350-450	1	410-455	" P. G. Porteous	375	410	from 1st December 98
					Increase for.	3411	3615 204	

Audit Department

Appointments	Present scale		Proposed scale		Incumbents	Present Pay	Proposed Pay	Date from which increase to have effect
	No	Pay	No	Pay				
Chief Auditor	1	1200-1500	1	1200-1500	Mr. F Dunsterville	1275	1275	
1st Assistant do	1	700-900	1	700-900	" J. Wales	750	750	
2nd Assistant do	1	550	1	545-636	" A. Corbett	550	636	from 1st January 98
3rd Assistant do	1	400	1	410-455	" J. F. Dunwoodie	400	410	from date of sanction to scale
4th Assistant do	1	350-400	1	350-400	" A. W. Travers	350	350	
					Increase for.	3325	3421 96	

E Wallace
C R 4/3/98
"
"

Form No. 1.

PUBLIC WORKS DEPARTMENT,

RAILWAY BRANCH.

B/ 13/

Papers to be read in Proceedings:— Print

Again G.O., dated 189 , No.

Again G.O., dated 189 , No.

ERs Current No. 930 of 189 , dated 22 Jan 98 , from the Agent-Madras Ry

" " " 189 , " , "

" " " 189 , " , "

ORDER. No 506 Ry dt 30/3/98.

The Cost of this will be addressed.

FW
R

30/3/98

R FORM No. 12.

Print

No. 507 Ry.

Government of Madras.

PUBLIC WORKS DEPARTMENT,

RAILWAY BRANCH.

To

THE SECY. TO THE GOVT. OF INDIA,

P. W. DEPARTMENT.

30th March 1898.

SIR,

I am directed to forward for the orders of the Govt. of India copy of a letter, No. 886/103 of 21-2-98, from the Agent and Manager Madura Ry.

2. The statt. in the margin shows the present and proposed scales of the Superior staff. of the Audit and Accts. Dept.; the present incumbents of the different posts; the increase of pay to which they will become entitled if the proposals (which have been sanctioned by the G of I) are sanctioned, and the financial effect of these proposals.

3. As regards the Accts. Dept. a scale similar to that now proposed was sanctioned for the Traffic and Accts. Depts. in Govt. of India letter No. 347 R d. 6/2/77 though it was brought

CRs statt

slip E. File 22

into force in the case of the former department- viz. The scale for the Loco. Dept. having remained so long in abeyance a renewal of the previous sanction is now sought for.

4. As regards the proposals now submitted for the Audit Dept. a scale of pay sanctioned in Govt. of India letter No. 256 dated 7/10/85 with the remark that the Govt. of India was not satisfied that the establishment was an economical one

5 This scale was modified by Govt. of India letter No. 76 As. dated 3/2/94 in which the pay of the 4th Asst. was increased from 250 to 350-25-400.

6. A further alteration in which the pay of the Chief and 1st Asst. Auditor was raised from 1200 and 700 to 1500 and 900 respectively, was ~~effected by prolonged correspondence~~ sanctioned, after a prolonged correspondence, in Govt. of India letter No. 218 As. dated 3/8/97. The opinion then expressed was that the expenditure on the Audit branch was somewhat high

7. The increases now applied for will make the scale for the Audit Dept. correspond as nearly as may be with that in force sanctioned for the Accts Dept. and as this ground is recommended for the favourable consideration of the Govt. of India

J.H.S. 4/3/98

J.H. 19/3/98

SN° 1(6) case 77 of 1896 here

SN° 4(a) same case

SN° 21 same case

31/3/98

Public Works (1898) Department.

77/96

Railway

CURRENT No. 789

From The Govt of India

Order No 2019 dated 14.7.98.

No. 1780 G

Copy forwarded to the Agent & Manager Madras Railway for favour of report with reference to his letter No. 8867/155 of 21st February 1898.

Dated 21st June 1898

Received } do-

Registered }

Enclosures

Spare copies

J.H. 14/7

SUBJECT.

Requesting that the Agent, M.Ry. may be invited to reconsider his proposals in the light of the Govt of India remarks contained herein re: the application to the loco: Dept of the M.Ry of the Scale of Salaries sanctioned for the Traffic & Loco Depts and the alteration of the scale of salaries for the Audit Dept.

Resp'd on 14.7.98.

J.H. 11/7/98

M. 8/7/98

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

Communications should be addressed to the Secretary.

No. 1780 G.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

GENERAL.

To

The Joint Secretary to the Government of Madras,
Public Works Department, Railway Branch.

Simla, the 21st June 1898.

SECRETARY TO GOVT. OF MADRAS RYS. RECEIVED 29 JUN 1898

Sir,

I am directed to acknowledge the receipt of your letter No.507 Railway, dated the 30th March 1898, in which sanction is requested :-

(i) to the application to the Locomotive Department of the Madras Railway of the scale of salaries sanctioned for the Traffic and Locomotive Departments, in Public Works Department letter No.317 R., dated the 6th February 1877, which was held in abeyance as regards the latter Department, and

(II) to the alteration of the scale of salaries for the Audit Department so as to make it correspond as nearly as may be with that sanctioned for other Departments of the Madras Railway.

2. In reply I am directed to state that, in the opinion of the Government of India, a scale of salaries fixed on a sterling basis is in no way suited to present circumstances and that it is considered that it would have been more to the purpose if the proposal had been to remodel the scales both for the Locomotive and Traffic Departments on a rupee basis which is that now adopted on all the lines throughout India.

3. As regards the Audit Department, it is observed that the proposals only affect the 2nd and 3rd Assistant Auditors, the

the former of whom appears to have rendered long and good service. The Government of India will be prepared to consider the grant of a personal allowance to Mr.Corben, the 2nd Assistant Auditor, if this will meet the views of the Board but they do not consider that there is any necessity for any further revision of the present scale which appears in every way suitable to the requirements of the case.

4. I am accordingly to request that the Agent may be invited to re-consider his proposals in the light of the foregoing remarks.

I have the honour to be,

Sir,

Your most obedient servant,

Offg: Under Secy.to the Govt.of India.

Documents accompanying:-

Nil.

ABET.

K.P.G.

(No. I.)

No. 8867

7814

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE,

Madras, 23rd August 1898.

3945
25.8.98

From

The Agent and Manager.
M. R. Co.

To

The Consulting Engineer for Railways.
Madras.

Sir,

I have the honour to acknowledge receipt of your endorsement upon copy of letter No. 1780 G dated the 21st June 1898.

2. We have two sanctioned scales of salaries in force for Officers on this Railway, but these scales at present apply only to Officers of the Engineering and Traffic Departments. The salaries fixed under these scales are as follows, viz:

	3rd Class	2nd Class	1st Class
Engineering Department	350 to 500 Rs.	550 to 700 Rs.	750 to 900 Rs.

3. The promotion within each class being regulated as follows:-

	Rs per mensem
3rd 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 2nd class on - 550
To be raised, after approved service of two years to - 625
To be raised after a further 2 years to the maximum Grade of - 700
To be promoted on the occurrence of a vacancy (to 1st Class on 750
To be raised after 2 years approved service to the maximum of 900.

4. Traffic Department.

Reduced to a rupee scale at 1/10d

3rd class	2nd Class	1st Class	Deputy
409-1-5 to 454-8-9.	545-11-8 to 636-5-10	727-4-4 to 818-2-11	850 to 1000 Rs

Promotion in the Traffic Department is regulated as follows:-

3rd Class on appointment . . . . Rs 409-1-5
After passing the language test . " 454-8-9
2nd Class after a total service of 5 years in 3rd class & on the occurrence of a vacancy } " 545-11-8
After 7 years service . . . . . " 636-5-10
1st Class after 9 years service and on the occurrence of a vacancy } " 727-4-4
. . 4 . . 11 . . 4 . . 4 . . . . . " 818-2-11

The Deputy is naturally a selected officer taken as a rule from the 1st or 2nd classes.

5 I have hitherto hesitated to attempt to change the sanction accorded to the Traffic Officers by the Government of India in its Hy R Order No 2741 R of the 10th August 1877 because I have always held that the sanctioned scheme in respect both to promotion after a given number of years' service and the proportion of officers allotted to each class had been well

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer
for Railways.

Dated 188

Read.

No.

1/90

With these restrictions the interests of the State and the Company will be fully safeguarded, as an officer could not rise to the 1st class - until after lengthened service, nor could he rise to the 2nd class until he had completed 5 years service.

9. If the scheme is accepted, the Officers now in the service will appear in the follow-ing grades, viz:-

	Deputy	1st class	2nd class	3rd class
Traffic Department.	1	2	2	3
Audit . . " . . .	1	"	1	2
Locomotive . . " . . .	1	"	1	1

and following the scale previously referred to as laid down in G. O. No. 2741R of the 10th August 1877, the maximum number that could appear in each grade would be :-

	Deputy	1st class	2nd class	3rd class.
Traffic Department .	1	2	2	3
Audit . . " . . .	1	1	1	1
Locomotive . " . . .	1	1	1	

10. Of the Officers in the service, Mr. Wake, the Deputy Auditor, will be entitled to promo-tion to ₹950 in July 1890 when he will have completed 16 years service. Mr. Corlett of the Audit Office who is now eligible to be graded in the 2nd class would be eligible for promo-tion to the 1st class in May 1899, and Mr. Dinwoodie who is now eligible ~~for promotion~~ to

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer
for Railways.

Dated 188

Read.

No.

5 157

be graded in the 3rd class would be eligible for promotion to the 2nd class in July 1902. Mr Stanley of the Locomotive Department who is now eligible to be graded in the 2nd class would be eligible for promotion to the 1st class in June 1900. Mr Porteous, the Junior Assistant Locomotive Superintendent, would not pass from the 3rd to the 2nd class until December 1901, and it is possible that if the mileage of the Railway is extended, he would have to remain in the 3rd class until a vacancy occurred, if the Company is required to take over a Locomotive Officer now serving with the East Coast Railway.

11. The <u>immediate</u> effect of this scheme if it is sanctioned, will be the following increases of salary:—

Mr A. Pilkington, Dy: Loco: Supt: from Rs 900 to Rs 950
" A. Corben, asst: auditor . . . . 550 to 650
" H.J. Stanley, asst. Loco: Supt . . . . 550 to 600

12. I referred the Government of India letter of the 21st June 1898 No 1780 G, to the Company's Chief Auditor for his remarks and in acknowledging the letter Mr Dunsterville writes:—

pay of officers of the Loco. Mechl & Locomotive Depts. Rly.

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer
for Railways.

Dated 188

Read.

No.

16P

writes :-

"I may remind you that I showed in my "letter of the 4th December 1895 printed on pages "4 & 5 of Government of India Order No. 218 A. E of "the 3rd August 1897 (Madras G.O. No. 563 R of 16th SW No 22 "August 1897) that on other principal lines in "India the Deputy (or 1st Assistant) Auditor "was at least placed on an equality with the "deputies of other Departments and that on some "lines he received more than other Deputies.

"On the East Indian Railway the Deputy "Auditor draws Rs 1200. the same amount on the "Great Indian Peninsula Railway and Rs 1100 on "the Bombay Baroda and Central India Railway; "on the latter Railway the 2nd Assistant draws Rs 950.

"The average pay of the Deputy (or 1st Assistant) "Auditors on the East Indian, G. I. P, B. B & C. I, "Southern Mahratta and South Indian Railways, "is Rs 990 and without the last two Railways the "pay averages Rs 1167 per mensem.

"With regard to the Locomotive Department "generally I would draw special attention to the "fact that on most of the other great Indian "Railways, it is the custom to have Assistant "Locomotive Superintendents in charge of districts, "thus the Great Indian Peninsula Railway have "ten Assistants drawing Rs 6400 per mensem, the "East Indian Railway have nine Assistants - "drawing Rs 5,850 per mensem and the Southern "Mahratta Railway have eight Assistants drawing "Rs 4900, while our Deputy and two Assistants at their "proposed maxima would only draw Rs 2450 per mensem.

the

Agent & Manager.

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer
for Railways.

Dated

Read.

No.

188

"The average rate per mensem for Locomotive
"Officers exclusive of the Locomotive Superintendents
"per mile open, works out thus:-

"Great Indian Peninsula Ry. . Rs 4·3 per mile open
"East Indian Railway . . . . 4·3 . . . .
"Southern Mahratta Railway . . . 2·57 . . . .
"Madras Railway (proposed scale) - 2·85 . . . . "

13. I have a very decided objection to recommend any officer for a Personal allowance. These allowances should in my opinion be granted only to Heads of Depart-ments or to Officers who have reached their maximum graded salaries and who have remained without promotion through a long number of years.

14. I trust the Government of India will view favourably the scheme I am now submitting.

15. While it is not in any way extravagant, it compares favourably with the rates of salary paid on other Indian Railways and if it is adopted, it will set at rest for many years to come a question that has caused for some time past grave anxiety to the management of this Railway.

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

Agent & Manager.

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer
for Railways.

Dated 188

Recd.

No.

300—30-6-98.

Form No. 64.

OFFICE OF THE CONSULTING ENGINEER FOR RAILWAYS,

Madras, 25th August 1898.

EXA. 1432 Rec'd 26 AUG 1898 Enclosures RAILWAY ACCOUNTS, MADRAS

No 2410

OFFICE NOTE.

Letter from the Agent & Manager Madras Railway, No 8867/784, dated 23rd August 1898, forwarded to the Examiner of Railway Accounts, for favour of remarks.

for E. R.

EXAMINER'S REPLY.

The Agent & Managers letter may be submitted to the Govt of India with reference to their letter No 17804 dy 21. June 98. Flag Q

It is noticed however that although the Govt of India objected to the revision of the Standard Office Scale first proposed, the Agent's revised proposals for the Dept are even still higher as shown below:—

	Present Scale	1st Proposed scale	2nd Proposed scale
Chief Assistant	1200 - 1500	1200 - 1500	1200 - 1500
1st Class or Div	700 - 900	700 - 900	850 - 1000
		545 - 636	700 - 800
2nd Class	550	410 - 455	550 - 650
3rd Class	400	350 - 400	350 - 450
4th Class	350 - 400		

I attach a statement showing how the present & proposed scales of pay of Officers of the Loco. Carriage & Standard Depts of the

6/9

DR 6/9

'Madras Ry compare with these only recently sanctioned for the S. I. Ry. under G.O. No 957 R dy 26/7/98

Enclosure
C.R. 5/9/98

1918

Madras Railway

Statement shewing the existing and proposed scale of Salaries of officers, compared with those recently sanctioned for the South Indian Railway.

	Madras Railway.		South Indian Railway.
	Existing Scale of pay	Proposed Scale of pay	Scale lately sanctioned for the South Indian Ry. G.O. No 957 R of 26. 7. 98
Locos			
Deputy Loco and Carriage Supt.	700 - 900	850 - 1000	900 - 50 - 1000
1st Asstt. do do.	500 - 600	700 - 800	550 - 50 - 700
2nd " do do.	350 - 450	550 - 650	450 - 25 - 500
3rd " do do.	—	350 - 450	350 - 25 - 400
Traffic			
Deputy Traffic Manager.	850 - 1000	850 - 1000	900 - 50 - 1000
Asstt do do 1st class.	727 - 818	700 - 800	750 - 50 - 850
" do do 2nd "	545 - 636	550 - 650	450 - 25 - 500
" do do 3rd "	410 - 455	350 - 450	350 - 25 - 400
Audit			
1st Asstt Auditor	700 - 900	Deputy 850 - 1000	750 - 50 - 850
2nd do do	- 550	1st Class 700 - 800	450 - 25 - 500
3rd do do	- 400	2nd Class 550 - 650	450 - 25 - 500
4th do do	350 - 400	3rd Class 350 - 450	350 - 25 - 400

Form No. $\frac{1}{A}$.

No. 143

Madras, 9th Sept. 189 8.

From

THE CONSULTING ENGINEER FOR RAILWAYS,

MADRAS,

Reminders.

To

THE AGENT AND MANAGER, M. RY.

SIR,

Reply No.

dated

Before laying your ltr No. $\frac{8867}{784}$ dated 23rd Aug. 98 before Government for orders, I wish to lay the following considerations before you and shall be glad if you will give them your attention. I quite agree with you that it is desirable that there should be regular Scales of Salaries for your several Departments, but I am not so sure about the necessity for these scales to be uniform for all the Departments. The question is what price is it necessary to pay for a competent and efficient staff, and it must not I think be assumed that it is necessary all through the grades to pay the same price for a Locomotive, a Traffic, or an Audit officer, (even if it is wished desirable) that the salaries of the Chief officers of all these Departments should be uniform or range to. I attach a statement showing the existing scales in your three Depts, the scales now proposed by you, and the latest sanctions by the Govt of India for the S.I.R. You will see that in this last the salaries of the two lowest classes are uniform, viz 350-25-400 and 450-25-500, while the two superior classes vary considerably inter se.

I am inclined to believe that a scale which is sufficiently good enough to attract young men to the junior ranks of the S.I.R Civil service ought

* - CR's Not.

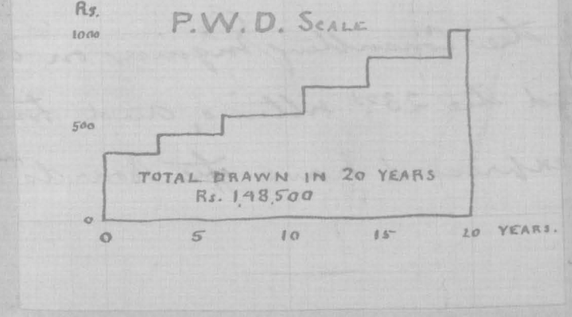
t attract them due to your service, and therefore that the scale of the 3rd — 2nd class proposed by you may with advantage be reconsidered. It would take three years for a man to run through each of these two lower ~~class~~ classes, and perhaps 4 years — 8 years, that service might be substituted in place of 5 years — 9 years as the minimum for promotion into the next higher class.

You are probably not aware that Cogni Hill Engineer of the P.W. Dept. have the following scale of salaries.

Rs. 350 for 3 years
450 not before 3½ years.
550 " " 6½ "
700 " " 11 "
850 " " 14½ "
1000 " " 19 years.

} without any intermediate increment.

This scale is represented graphically as follows. This information may enable you to draw up scales of salaries more likely to be acceptable to Government, if not to your Board, than that put forward in your letter under reply.



Do not print

I have &
7/9/98

Despatched on 9/9/98
Hira Motwani

Extract from the Agent & Manager's letter to the Board, no Ry, No: 2377 dated 8th Sept. 1898

Scale of Salary for Locomotive, Traffic & Audit Depts.

14. Adverting to para 14 of your letter No: 967, I beg to Enclose Copy of a letter from the Govt of India, No: 1780 G dated the 21st June 1898, bearing the Consulting Engineer's Endorsement No: 2019 dated the 14th July 1898, in regard to the Scale of Salaries proposed for the Audit and Loco: depts. The Govt of India having taken exception in para 2 of their letter to the proposed scale on the ground that the Salaries were fixed on Sterling basis, I have submitted for their approval a Comprehensive Scheme embracing the Traffic, Locomotive and Audit depts., the Salaries there being based on a rupee scale. I Enclose a Copy of my letter to the Consulting Engineer on the Subject No: 984, dated the 23rd ultimo, and trust that the Views therein expressed have the Board's Concurrence

Madras
Sept 22 —
90.

My dear Spring

I am replying Privately to your letter about getting the Govt. & Troops Officers — I merely hope the scheme I have submitted will have your strong support.

I am getting very sick & tired of this subject as I have been writing about it for some 3 years & in the meantime individual interests are suffering & some of my Officers are becoming very discontented.

In a D. letter I may say that it is not desirable the feeling of unrest that exists should continue.

I raised the question originally at Ootacamund request

as he objected to our plan of visiting
& specially whenever we wanted
an increase pay increase & he
asked why I did not get my
upper grades as in the Forts
service. He kindly furnished
me with statements showing
what pay was given to the
Officers of Forts in the Ry dept
in the various grades & he took
me to task these statements
as a guide. Repeated
Constant references
to the Board, the consulting
Engineer, the Examiner, the
Engineer assistants & the Heads of
Departments such as I have
had to make take the heart
out of a man when these
expenses are spread over a
number of years & I am beginning

to thrash with Horace Bell that
the Railway machinery in this
country is unwieldy that the
system of Government control
when it descends to interference
in minor details is a mistake.

The whole thing is so
different from home where
you go before your Board &
put your case & in 10 minutes
it is settled & minuted !!
you know as well as
I know that the graded
scheme recently sanctioned
for the SE Rly cannot last
long. but Shelley is right
to make a start & stop as
far as he can the discontent
that has been rampant (& very
public) for so many years.

take his happi qpeia for
example. They are now
going in the service & mostly
recruited in the country, but
it is absurd to suppose that these
men will remain satisfied
on Rs 450 a month this a
long number of years. The
time must shortly come when
the numbers in the higher
classes will have to be
increased & Shelley who is a
far seeing man knows this
but is content with his
present scheme for a
time. His order qpeia has
led to meet more liberally
cases like the case of his storekeeper
who is to receive Rs 750 while
the maximum for the
Madras man is Rs 600 -

our Rupee scale is already
a sanctioned scale + I do not
believe for a moment that
the Govt of India want to
lower the rates of pay which
it sanctioned 20 years ago
when they were
sanctioned it was pointed
out that they were far
below the rates paid by the
G I P + the northern Railways.
I cannot understand
why comparison should be
restricted only to the South
Indian Ry only we should
be excluded from the privileges
the State Ry officers enjoy in the
matter of pay + allowances in
the north. we have most
dear to live in an expensive

Presidency town, while the
Indo Indian appointments
at Indianapolis where
house rent is cheap + where
distances are not great.
are these facts not
to count + are we not to
have credit for the heavier
receipts we earn per mile?
for you urge me to keep
Hill men who come straight
out from home college as a rule
+ who go home with liberal
pensions, while the appointments
of this Railway as I have
explained in my private
letters had long experience
at home + when they leave
us have no pensions. The
comparison is unfair.
I could give you
numbers of cases which are

man have gone far beyond the
service required from keepers
like men but I like anyone
anyway to turn my the cases of
my own assistants & Wake
my assistant audition.

Edwards my assis
Carlo is a pistclass man, joined
as 20 years ago after serving
8 years on the Govt workers
Railway at home. He
receives Rs 750 only!

Wake joined as 14
years ago after serving with the
Railway 14 years. He
receives Rs 800 only!

We are expected in the
matter of waste removing &
in many ways ways to
compete with the Railways in

the north + while heavy expenses (S
are thus placed upon us
by Government we are told
when the matter of pay is
concerned we must accept
the SER meter gauge
standard of pay!
When we were heavy
loss to the State there was
some reason for keeping
salaries at the bare necessaries
of life but now that the
line is paying it is why we
are surely entitled to some
consideration + I think
my statement as the
responsible agent that I
am working with a
discontented staff should
not be lost sight of —

after my long experience in Railway working I am able to say that it is much more difficult to obtain the services of really competent supervising & Executive officers than it is to obtain good Engineers who apparently are available by the dozen at any price we asks per cheer. Supervising & Executive men require long & practical training & on the graded scheme per the State Gort has wisely I think adopted these two branches act together. There are always men and subordinates.

It so happens that we

(No. I.)

No. 8867.

912

5,000—11-11-95.

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE,

MADRAS, 22nd September, 1898.

From

The *Agent and Manager.*
M. R. C.

To

The *Consulting Engineer for Railways.*
Ootacamund.

SIR,

In reply to your 143/0 of the 9th instant I have the honor to remind you that the Traffic Scale now in force on this Railway was fixed in 1877 and at the time it was so fixed it was sanctioned by the Government of India for both the Traffic and Locomotive Officers.

Although the Government of India in para 2 of its letter of the 21st June last suggests that this scale be remodelled on a rupee basis I do not gather that the rates of pay so long since sanctioned are considered high, or that the proportion of Officers in each class is in any way objectionable.

Acting on this hypothesis I honestly endeavoured in replying to the references from the Government of India, submitted to me with your endorsement of the 14th July, to so remodel the sanctioned scale that it might take in the Audit Department and so set at rest the dissatisfaction that has existed in the service for sometime past.

Volume IV of the Public Works Code groups the District and Assistant Traffic and Loco: Officers of the State Railways together in two classes, each class being subdivided into four grades.

In one class Officers commence at Rs.600 and rise to Rs.950 and in the other class the Juniors or Assistants commence at Rs.250 and rise to Rs.500. The Upper of these classes corresponds with the 1st and 2nd Classes of the Madras Railway except that under our pro-posals Officers commence at Rs.550 instead of Rs.600 and rise to Rs.800 instead of Rs.950.

The circumstances of the South Indian Railway are quite dif-ferent from those of the Madras Railway. It is understood that a graded scheme for the [illegible] the South Indian Railway has for the first time in the history of the Railway been recently sanctioned and it is further understood that this scheme will go far to allay the discontent that has existed on the neighbouring line through a long number of years. The South Indian line is working however with a comparatively young staff, mostly recruited in the country since the line passed into the hands of the present Company, and the scale recently sanctioned, it is certain, must shortly be liberally extended within its various grades as men grow old in the service. The number within each grade in my opinion is not a "lasting" number and Colonel Williams, the Secretary to the Government of India, was keenly alive to the future interests of a large staff when in 1877 he regulated for the Traffic Department of the Madras Railway the numbers that were to remain within grades.

It is held in some instances that comparisons can only

(No. 1.)

No.

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE,

MADRAS, 188

From

Agent and Manager.

To

Consulting Engineer for Railways.

SIR,

be made upon " work done " and applying this test to the gross earnings of the Madras and South Indian Railways the result would be as follows viz:-

South Indian Railway Average Gross Earnings 1893 & 1897--86 lakhs

Madras Railway ----------do--------do---------do------ 108 -do-

	South Indian Scale as recntly sanc - -tioned.	Proposed Scale for Madras Rail -way Officers.	M.R.salaries if arranged on South Indian Scale with proportional increase for the work done i.e.25 % extra.
LOCOMOTIVE.			
Deputy Loco:& Carriage Suptt.	900 - 50 - 1000	850 - 1000	1125 - 1250
Asstt.Loco:Suptt.1st Class.	550 - 50 - 700	700 - 800	687 - 825
-do- 2nd "	450 - 25 - 500	550 - 650	560 - 625
-do- 3rd "	350 - 25 - 400	350 - 450	437 - 500
TRAFFIC.			
Deputy Traffic Manager. . .	900 - 50 - 1000	850 - 1000	1125 - 1250
Asstt.Traffic Manager 1st class	750 - 50 - 850	700 - 800	937 - 1060
-do- 2nd "	450 - 25 - 500	550 - 650	562 - 625
-do- 3rd "	350 - 25 - 400	350 - 450	437 - 500
AUDIT.			
Deputy (or 1 Asst) Auditor	750 - 50 - 850	850 - 1000	937 - 1060
Asstt. Auditor 1st Class.	450 - 25 - 500	700 - 800	562 - 625
-do- 2nd "	450 - 25 - 500	550 - 650	562 - 625
-do- 3rd "	350 - 25 - 400	350 - 450	437 - 500

I don't think we can take the scale laid down for Engineers sent out from Coopers Hill as a help to us.

In the first place the pensions earned by Coopers Hill Offi-

MADRAS RAILWAY.

From The Agent and Manager.

To

The Consulting Engineer
for Railways.

Dated 188

Recd.

No.

-cers make all comparisons useless and in the second place Coopers Hill men are sent out here almost direct from College, while the Officers engaged for this Railway and selected by the Board for the Traffic Loco: and Audit Departments are required to have had long training at home and they come out to us at somewhat advanced ages. I am advised by the Chief Auditor that the average age at which Audit Officers join us is 27 and Traffic Officers 29.

I do not feel that I can submit a better graded scheme than that I sent to you on the 25rd Ultimo and I beg that you will give it your earnest support.

I have the honor to be,

Sir.

Your most Obedient Servant,

Agent and Manager.

MADRAS RAILWAY.

From The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated

Recd. 188

No.

Form No. 1.

Reminders.

Reply No.

dated

No. 184
C

Madras, Coty, Tue 28th Sept 189 8

From

THE CONSULTING ENGINEER FOR RAILWAYS,

MADRAS,

To

THE AGENT AND MANAGER, M. RY.

~~" " S. I. RY.~~

" " H. H. THE N. G. S. RY.

" " AND CHIEF ENGR., N. RY.

" " S. M. RY.

" ENGR.-IN-CHIEF, B. M. RY.

~~MANAGER, E. C. RY.~~

SIR,

With reference to the correspondence ending with your letter No. 8867/912 dated the 22nd Sept. 98, forwarding an uniform scale of guard's and increment salaries for the Traffic Store and Audit Depts. of the Madras Ry. I have the honour to request that when the Board of Directors views on the subject shall have reached you, you will communicate them to me. I judge from para 7 of your letter No. 8867/784 dated the 23rd Aug 98 that your proposals had not at that time been accepted by your Board. Meanwhile I am unable to submit them for the orders of Government.

I have &

28/9/98.

28/9/98

Proposed scheme of grades for the Madras R. C. Staff.

A great deal of trouble, correspondence and friction results from the need for constant reference to Government every time it is necessary to increase the pay of members of some Departments of the Madras R. It is very desirable that such reference should be minimised, and this can best be done by the adoption of a regular graded increment scheme of salaries, with agreed minimum periods that an Agent is each grade, so that guided by this scale the Agent may promote his men without constant reference to Government. Government are concerned with efficiency and economy. These cannot be the limitation of efficiency when a staff is not contented, and there is nothing in the nature of a regularly sanctioned graded increment scheme which would necessarily make it less economical than a scheme of isolated fixed salaries with no regular gradation.

2. - The superior staff of the Madras R. is divided into the following four Departments

Engineering
Traffic } These have a scale of graded salaries.

Locomotive
Audit } These have no scale.

3. - The scale in force in the Engineering Dept is as follows, and it is not proposed to disturb it.

3rd class	2nd class	1st class
350 to 500 Rs.	550 to 700 Rs.	750 to 900 Rs.
Appointed at Rs. 350, rising after 2 years approved service to Rs. 400, and after a further 2 years to Rs. 500.	Promoted from Rs. 500 on the occasion of a vacancy. The rising after 2 years approved service to Rs. 625, and again after 2 more years to Rs. 700.	Promoted from Rs. 700 on the occasion of a vacancy. The after 2 years approved service rising to the maximum Rs. 900

In addition the Engineering Department have the specially graded Chief Engineership.

4. - The Traffic Dept. have a curious looking scale, containing odd annas and pies, graded 21 years up on a sterling basis converted at 1s-10d. per rupee. The details of this scale are given in para 4 of the Agent's Madras R. letter No. $\frac{8867}{787}$ dated 23rd Aug. 98.

It passes by irregular steps from Rs 409 to Rs 818 per annum, with a higher class for Deputies from Rs 850 to Rs 1000. The Agent was pressed to substitute for this irregular scale a new graded & incremental scale framed in proper, as follows.

3rd class	2nd class	1st class	Deputies.
350 to 450 Rs.	550 to 650 Rs.	700 to 800 Rs.	850 to 1000 Rs.

Promotion within each class being restricted to Rs 50 annually, & Deputies to Rs 50 biennially; and no officer being eligible for promotion from 3rd to 2nd class until he had served 5 years, or from 2nd to 1st class until he had served 9 years.

The number of Traffic officers in the service is as follows. 1 Deputy, 2 first class, 2 second class & 3 third class.

The adoption of this graded scheme for the Traffic Dept may I think be recommended to the Govt. of India. It is not an extravagant scheme, and it is somewhat a lower scale than that already sanctioned for the Engineering Department. It is an improvement on the anticipated sterling basis scheme now in force.

5.- The Locomotive Department has at present no sanctioned scale. The Agent proposes the application to this Department of precisely the same scheme of graded & incremental salaries as has been proposed for the Traffic Dept. as given in detail in para 4. At present there are three Locomotive officers under the Loco. Supt. & he proposes to grade them as Deputy, & one each in the 2nd & 3rd class.

The proposal is not an extravagant one & it may be recommended to the Govt of India for sanction: As in the case of the Traffic Dept it is a lower scale than that already sanctioned for the Engineering Dept.

6.- For the Audit Dept. which is now without a scale the Agent proposes the application of the same scale which, as stated above in paras 4 & 5, is recommended for the Traffic & Loco. Depts. The present staff is made up as 1 Deputy, 1 second class & 1 third class.

The Govt. of India have already committed themselves to the principle, vide their letter No. 1780. G. dated the 21st June 98, that all present requirements will be met, in

the case of this Dept. of giving an Increased allowance to [illegible] one officer when they serve. and that the present scale of salaries in this Dept. is in every way suitable to the requirement of the case, and that no further revision of it is necessary.

Very recently, vide G.O. No. 957. R. dated 26th Aug 98. the Govt. of India sanctioned a graded & incremental scheme for the four corresponding Departments of the Sister Indian R. The scale for the Audit Dept. sanctioned for that R. was as follows.

3rd class	2nd class	1st class (Deputy)	Chief Auditor
1 officer	2 officers	1 officer	1 officer.
350 - 400	450 - 500	750 - 800	1200 to 1500
by 25 Rs. increase	by 25 Rs. increase	by 50 Rs. increase	by 75 Rs. increase.

The Agent Madras R. proposes. see para 4. the following scale.

3rd class	2nd class	1st class	Deputy.	Chief.
3 officers	2 officers	2 officers	1 officer	1 officer. already fixed at
350 to 450	550 to 650	700 to 800	850 to 1000	1200 to 1500

When the scale now proposed is not only higher for the Audit Dept than the existing salaries, but is also higher than the Govt of India think necessary. and than the scale which has been already sanctioned for the Sister Madras R.

Recognising the objections which would probably be raised by the Govt. of India the Com. Resp. wrote his letter No. $\frac{143}{0}$ dated the 9th Sept 98 to the Agent. and received a reply. No. 8867/912. dated the 22nd Sept. 98. In this reply the Agent adheres to his proposed scale.

I am of opinion that the proposed scale is suitable enough for the Officers and Subs. Dept. the members of which will in nearly all cases be men who have been imported from England after some years of experience. Men will to some extent be similarly imported for the Audit Department. But in view of the state of the clerical labour market in India, and to the well known skill in Accounts of large numbers of natives and Indian bred Europeans and Eurasians, who are always available. I am of opinion that

201

some such scale as that which has been approved for the S.I.R. would perfectly well serve the purpose of the Audit Dept. of the Madras R. C. Journal allowance being granted if considered necessary to certain individual members of the staff.

7.- I recommend that we print the Agent's letter No. 8867/155. dated the 21st Feb. 98. and all subsequent correspondence on subject, together with the above paragraphs of the present Note, and forward them to the Govt. of India as Proceedings of this Govt. with a recommendation that the scale proposed by the Agent be adopted for the Traffic & Loco Dept. and that, should Sanction for the Audit Dept of the S.I.R. be applied to the Audit Dept of the Madras R. with special personal allowance to individual members of the present staff if & wherever thought necessary.

8. I note however that the Agent says in para 7 of his letter No. 8867/784 of Aug 23rd. 98. "I think I may say that my Board would accept the following proposed scale for officers of the Traffic Loco & Audit Dept.". We have nothing yet of the Boards' acceptance or otherwise of the scale, and had better wait for it before forwarding papers to the Govt. of India. The Com. Sup. therefore has written to ask the Agent to communicate the Boards' views when received.

JWS

28/9/98

Print all Jayan beginning with Agents.
8867/155. Feb 21st 98. (as if for incorporation with Proceedings of Govt. beginning "I quote" Jamuia 8.0.s.) Print all up to Cn. Engrs letter of this date to Agents. Then leave space for Agents' reply which will come in the course.

Then end up with my Note for Govt. orders of this date. Print all C.R. notes too.

Submit if in proof early for orders if Council.

W.S.
28/1/98

Extract from the Agent & manager's letter to the Board, in Ry, No: 2381 of 6.10.98

Proposed Scale of Salary to Traffic, Audit and Locomotive Departments.

8. In continuation of para 14 of letter No. 2377 I beg to Enclose a copy of the further correspondence which has taken place with the Consulting Engineer in regard to the proposed scale of Salaries for the Officers of the Traffic, Locomotive and Audit Depts. From the last letter from the Consulting Engineer, dated the 28th ultimo, it will be observed that I am desired to obtain the approval of the Board to the proposals I have made, and I beg to request that their approval may be communicated to me in due course.

(No. I.) 5000-15-3-98.

No. 8867/1016

MADRAS RAILWAY.

5058
31-10-98

AGENT AND MANAGER'S OFFICE,

MADRAS, 28th October 1898.

CONSULTING ENGINEER FOR RAILWAYS RECEIVED 31 OCT. 1898 MADRAS

From

Await Board's reply
JHH
1/11/98

The Agent and Manager,
Madras Railway Company,

To

The Consulting Engineer for Railways.
Madras.

SIR,

With reference to your telephone message of the 27th instant regarding proposed scale of salary to Traffic, Audit, and Locomotive Departments, I have the honour to inform you that no reply has yet been received from the Board.

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

Agent & Manager.

Encl.

Rta 29/12/98

C.R. 6/1/99

RAILWAY.

Government {1898} of Madras.

PUBLIC WORKS.

His Excy: the Governor

Pages 13-14 for orders

7/85

R. 24/12/98

Recd. } 1898.
Regd. }

Enclosures

Spare copies

I am directed to think that the proposal of the Madras Railway Company for a graded scale of salaries should be supported. But the difference in total cost should, if possible

G.O., No. 77 Ry., 17th January 1899 (A)

Endorsed A.St 27.12.98

DECEMBER.

Z C.R.

Can C.R. furnish us with the information required by H.S. & A.

7/85

1/1/99

E R.

See Statements attached. The proposed scales would cause an immediate increase of Rs 528 a month as follows:—

Loco Dept Rs 150 a month
Traffic Dept Rs 28 "
Permt Dept Rs 350 "
Rs 528 about 1/8th per cent of net earnings

7/85

Under the alternate measure, when the maximum salaries of the new scales were attained, would be Rs 1127 a month, about 1/4 per cent of net earnings

Endorsed
C R 6/1/99

Net earnings more or less about 4½ lakhs of rupees per annum

7/85

Rte 29/12/98

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway

Read again the following papers:—

G.O., No.	3138-39 R.,	dated	21st November 1876.
„ „	3413-14 R.,	„	14th December 1876.
„ „	513 R.,	„	15th February 1877.
„ „	182 R.,	„	29th June 1877.
„ „	339 R.,	„	18th August 1877.
„ „	81 R.,	„	25th January 1881.
„ „	1118 R.,	„	19th October 1889.
„ „	814 R.,	„	6th May 18[illegible]3.
„ „	1114 R.,	„	23rd August 1893.
„ „	154 R.,	„	10th March 1894.
„ „	563 R.,	„	16th August 1897.
„ „	957 Ry.,	„	26th July 1898.

Read also the following papers:—

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 21st February 1898, No. 8867/155.

I have the honour to enclose, for the information of the Government, extracts paragraphs 16 and 17 from my letter to the Board, No. 2335 of the 11th Nov. 1897.

Paragraph 16 refers to an increase of salary recommended for the Second Assistant Auditor, and paragraph 17 to the proposal that the officers of the Locomotive Department should receive promotion under the scheme sanctioned by the Government of India in G.O., No. 339 R. of the 18th August 1877, for the Traffic and Locomotive officers. When this scheme was sanctioned it was considered by the Consulting Engineer to the Government of Madras to be unsuited to the Locomotive Department as there were then only two officers below the Superintendent. There are now four officers in all.

The Board have replied with regard to these recommendations in paragraph 14 of their letter, No. 967 of the 14th ultimo. They state they are of opinion that the scale for the Traffic Department may with advantage be applied, as far as possible, to the Locomotive and also to the Audit Department.

I now beg to request that the sanction of Government may be accorded to the introduction of the scale for the Locomotive Department, and to the increases in salary proposed to be given under it to the officers of that department.

I have also to request that the approval of Government to the increased salaries sanctioned by the Board for the Second and Third Assistant Auditors may also be communicated to me.

Enclosure.

Extract from letter from—The Agent and Manager, Madras Railway.
To—His Board of Directors.
Dated—11th November 1897, No. 2335.

* * * * *

16. *Increase of pay to Mr. Corben.*—I beg to forward, for the Board's disposal, copy of a letter, dated the 29th ultimo, which has reached me from the Chief Auditor and with which he submits copy of a letter addressed to him by Mr. Corben, the Second Assistant Auditor.

Mr. Corben joined the service on the 22nd May 1890 as Locomotive Accountant, at a commencing salary of Rs. 425, and on the 12th March 1893 he was promoted to Second Assistant Auditor on a salary of Rs. 550.

The graded scheme proposed in my letter, No. 2233, not having been accepted by the Board, I beg to propose that Mr. Corben's pay be increased from Rs. 550 to Rs. 650 with effect from the 1st January 1898.

Mr. Corben has done excellent service since he joined the Audit office, and I concur with the Chief Auditor in thinking that he has brought intelligence and energy to bear upon his work.

17. *Increase of pay to Locomotive Officers.*—The attention of the Board is invited to paragraph 8 of this office letter, No. 2271, and to the closing remarks in paragraph 3 of the Secretary's letter, No. 945 The Locomotive Superintendent addressed the Acting Agent and Manager again on the 25th September last, on the subject of the pay of the Deputy and Assistant Locomotive Superintendents, and a copy of this letter I beg to submit for the Board's consideration.

The Locomotive officers now in the service are:—

Mr. A. Pilkington, Deputy Locomotive Superintendent.
„ H. J. Stanley, Assistant „
„ P. G. Porteous, „ „

and two of these officers are at present eligible for promotion, under the scheme suggested by the Consulting Engineer for Railways in his letter, No. 761 of the 20th September 1880, to the Agent and Manager, this scheme having been approved by the Board in its letter, No. 670, and sanctioned by the Government in G.O., No. 81 R. of the 25th January 1881.

Mr. Phipps urges that the officers of the Locomotive Department, now that the number of officers has been added to, should receive promotion under the scheme sanctioned for the Traffic and Locomotive officers by the Board in its letter, No. 579 of the 30th June 1876, and by the Government of India in G.O., No. 339 R. of 18th August 1877, and he explains his views with great clearness.

I have pleasure in supporting Mr. Phipps' recommendation for the reasons that if the Board are good enough to apply to the officers of the Locomotive Department the salaries sanctioned in 1876, there will hereafter be no necessity to trouble either the Board or the Government with repeated applications for increases of pay from individual officers, and the pay of the officers of the Traffic and Locomotive Departments being the same, invidious comparisons cannot be raised.

If the scale of 1876 is re-introduced for the Locomotive Department, the pay of Mr. Pilkington, the Deputy Locomotive Superintendent, will be increased from Rs. 900 to the maximum salary of the office, Rs. 1,000, with effect from 30th October 1897.

Mr. Stanley, the First Assistant, will be eligible under the 1877 scale for an increase of pay from Rs. 500 to Rs. 636 and Mr. Porteous, the Second Assistant, will be eligible for an increase of pay from Rs. 350 to Rs. 410 from the *date of the Board's letter*.

The commencing pay of a Locomotive officer, under the proposed scale, will be Rs. 410 and the maximum pay that an Assistant Locomotive officer can rise to after eleven years' service, and supposing he is not blocked in any particular grade, will be Rs. 818.

Extract from letter from—The Secretary to the Board of Directors, Madras Railway Co.
To—Their Agent and Manager.
Dated—14th January 1898, No. 967.

14. *Graded scheme for Locomotive and Audit Departments.*—I have laid before the Board your letter No. 2335, in paragraph 17 of which you invite attention to paragraph 8 of No. 2271, and to the closing remarks in paragraph 3 of No. 945, with reference to a graded scheme for the Locomotive and Audit Departments.

With regard to the Locomotive Department, a graded scale was proposed in 1876, similar to that approved by the Board in their letter No. 579, dated 30th June of that year, for adoption in the Traffic Department, and this was approved by the Government of India in their letter No. 347 R., dated 6th February 1877, embodied in the Proceedings of the Madras Government, No. 513, dated 15th February 1877.

It would appear, however, that this scheme never came into operation, as it was then considered by the Government Consulting Engineer to be unsuited to the department, as there were then only two officers below the Superintendent, and it was consequently not thought desirable to make the change in their favour.

There are now four officers in the department, who have held their present appointments as under:—

Mr. C. E. Phipps	... ...	Locomotive Superintendent,	6½ years.
Mr. A. Pilkington	... ...	Deputy „	6 „
Mr. H. J. Stanley	... ...	First Assistant „	1½ „
Mr. P. G. Porteous	... ...	Second „ „	1 year.

The graded scheme in force in the Engineering and Traffic Departments has worked exceedingly well, and the Board, on reconsideration of the question, are now of opinion that the scale for the Traffic Department may with advantage be applied, as far as possible, to the Locomotive,

and also to the Audit Department. The scale of salaries being thus fixed, the necessity is avoided of recommending individual officers for promotion, a course which, it is understood, is not approved by the Government of India.

If that Government are now pleased to sanction the introduction of the scale of 1876 for the Locomotive and Audit Departments, the undermentioned officers would be eligible for increased salary as follows :—

Mr. Pilkington, Deputy Locomotive Superintendent, from Rs. 900 to the maximum salary of the office, Rs. 1,000, with effect from 30th October 1897, by three increments, viz., Rs. 933 per mensem for the first year, Rs. 966 for the second year, reaching the maximum on the 30th October 1899.

Mr. Stanley, First Assistant, who is referred to in paragraph 17 of No. 2335, from Rs. 500 to Rs. 636, with effect from the 1st instant, when he will have served two years since his last increase of salary.

Mr. Porteous, Second Assistant, from Rs. 350 to Rs. 410, from December 1898, when he will have served two years in that grade; and after two years' further service to Rs. 454

With regard to the Audit Department, as the Board's proposals in paragraph 7 of No. 934, with reference to the salaries of the Chief Auditor and his First Assistant, have received the sanction of the Government of India, there remain for consideration only the Second, Third and Fourth Assistants.

The salary of Mr. Corben, Second Assistant, who is referred to in paragraph 16 of No. 2335, will, under the graded scale, be increased from Rs. 550 to the maximum of Rs. 636 per mensem, which is Rs 14 per mensem less than your recommendation. This increase, the Board propose, should take effect from the 1st instant.

Mr. Dinwoodie, Third Assistant, from Rs. 400 to Rs. 410, from the date of sanction for the introduction of the scale, and after two years' service in that grade to the maximum of Rs. 454.

For the Fourth Assistant the Board consider that the commencing salary should be Rs. 350, rising to a maximum of Rs. 400 after two years' service, and the present incumbent, Mr. A. H. Francis, was appointed on these terms.

The immediate effect of the introduction of the graded scheme is to raise slightly the monthly cost of the establishments of the two departments, but the result will no doubt be greater convenience and ultimate economy.

Note by the Examiner, Guaranteed Railway Accounts, dated 4th March 1898.

The attached statement shows the present and proposed scales of the superior staff of the Audit and Locomotive Departments, the present incumbents of offices, and the increases of pay to which they will become entitled if the proposals, which have been approved by the Home Board, are sanctioned.

It appears that in the case of the Locomotive Department a scale similar to that now proposed was sanctioned by the Government of India so long ago as 1877 (Government of India No. 347 R., dated 6th February 1877), but was never brought into force. So far as the scale for this department is concerned, the sanction of the Government of India would therefore seem to be scarcely again necessary; but as that scale was allowed to remain so long in abeyance, and as the proposals are combined with those now made for the Audit Department, the whole had better be submitted together for India's sanction, if the Local Government approve and wish to support the application.

Enclosure.

Locomotive Department.

Appointment.	Present scale. No.	Present scale. Pay.	Proposed scale. No.	Proposed scale. Pay.	Incumbent.	Present pay.	Proposed pay.	Date from which increase is to have effect.
		Rs.		Rs.		Rs.	Rs.	
Locomotive and Carriage Superintendent.	1	1,090–1,636	1	1,090–1,636	Mr. C. E. Phipps ..	1,636	1,636	
Deputy do. do.	1	700– 900	1	1,000	,, A. Pilkington ..	900	933	From 30th Oct. 1897
First Assistant do. do.	1	500– 600	1	545– 636	,, H. J. Stanley ..	500	636	From 1st Jan. 1898.
Second Assistant do. do.	1	350– 450	1	410– 455	,, P. G. Porteous..	375	410	From 1st Dec. 1898.
						3,411	3,615	
					Increase per mensem.	Rs. 204		

Audit Department.

Appointment.	Present scale. No.	Present scale. Pay.	Proposed scale. No.	Proposed scale. Pay.	Incumbent.	Present pay.	Proposed pay.	Date from which increase is to have effect.
		Rs.		Rs.		Rs.	Rs.	
Chief Auditor	1	1,200–1,500	1	1,200–1,500	Mr. F. Dunsterville.	1,275	1,275	
First Assistant Auditor ..	1	700– 900	1	700– 900	,, T. Wake ..	750	750	
Second ,, ..	1	550	1	545– 636	,, A. Corben ..	550	636	From 1st Jan. 1898.
Third ,, ..	1	400	1	410– 455	,, J. F. Dinwoodie.	400	410	From date of sanction to scale.
Fourth ,, ..	1	350– 400	1	350– 400	,, A. H. Francis..	350	350	
						3,325	3,421	
					Increase per mensem.	Rs. 96.		

Order—No. 506 Ry., dated 30th March 1898.

The Government of India will be addressed.

From—The Joint Secretary to the Government of Madras, P.W. Dept., Ry. Branch.
To—The Secretary to the Government of India, Public Works Department.
Dated—30th March 1898, No. 507 Ry.

I am directed to forward, for the orders of the Government of India, copy of a letter No. 8867/155 of 21st February 1898, and enclosures, from the Agent and Manager, Madras Railway.

2. The statement printed at pages 4 and 5 shows the present and proposed scales of the superior staff of the Audit and Locomotive departments, the present incumbents of the different posts, the increases of pay to which they will become entitled if the proposals (which have been approved by the Board of Directors) are sanctioned, and the financial effect of these proposals.

3. As regards the Locomotive department, a scale similar to that now proposed was sanctioned for the Traffic and Locomotive departments in Government of India letter, No. 347 R., dated 6th February 1877, though it was brought into force in the case of the former department only. The scale for the Locomotive department having remained so long in abeyance, a renewal of the previous sanction is now sought for.

4. As regards the proposals now submitted for the Audit department, a scale of fixed salaries was sanctioned in Government of India letter, No. 2868 G., dated 7th October 1889, with the remark that the Government of India was not satisfied that the establishment was an economical one.

5. This scale was modified by Government of India letter, No. 76 A.E., dated 3rd March 1894, in which the pay of the Fourth Assistant was increased from Rs. 250 to Rs. 350—25—400.

6. A further alteration in which the pay of the Chief and First Assistant Auditor was raised from Rs. 1,200 and 700 to Rs. 1,500 and 900, respectively, was sanctioned, after a prolonged correspondence, in Government of India letter, No. 218 A.E., dated 3rd August 1897. The opinion then expressed was that the expenditure on the Audit branch was somewhat high.

7. The increases now applied for will make the scale for the Audit department correspond, as nearly as may be, with that sanctioned for the other departments, and, on this ground, is recommended for the favourable consideration of the Government of India.

From—The Secretary to the Government of India, Public Works Department.
To—The Joint Secretary to the Govt. of Madras, P.W. Dept., Railway Branch.
Dated—Simla, 21st June 1898, No. 1780 G.

I am directed to acknowledge the receipt of your letter No. 507, Railway, dated the 30th March 1898, in which sanction is requested—

(i) to the application to the Locomotive Department of the Madras Railway of the scale of salaries sanctioned for the Traffic and Locomotive Departments, in Public Works Department letter No. 347 R., dated the 6th February 1877, which was held in abeyance as regards the latter Department, and

(ii) to the alteration of the scale of salaries for the Audit Department so as to make it correspond as nearly as may be with that sanctioned for other Departments of the Madras Railway.

Flag C

2. In reply I am directed to state that, in the opinion of the Government of India, a scale of salaries fixed on a sterling basis is in no way suited to present circumstances and that it is considered that it would have been more to the purpose if the proposal had been to remodel the scales both for the Locomotive and Traffic Departments on a rupee basis which is that now adopted on all the lines throughout India.

3. As regards the Audit Department, it is observed that the proposals only affect the Second and Third Assistant Auditors, the former of whom appears to have rendered long and good service. The Government of India will be prepared to consider the grant of a personal allowance to Mr. Corben, the Second Assistant Auditor, if this will meet the views of the Board, but they do not consider that there is any necessity for any further revision of the present scale which appears in every way suitable to the requirements of the case.

4. I am accordingly to request that the Agent may be invited to re-consider his proposals in the light of the foregoing remarks.

Endt. by the Consg. Engr. for Rys., Madras, dated 14th July 1898, No. 2019.

Copy forwarded to the Agent and Manager, Madras Railway, for favour of report with reference to his letter No. 8867/155, dated 21st February 1898.

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 23rd August 1898, No. 8867/784.

I have the honour to acknowledge receipt of your endorsement upon copy of letter No. 1780 G., dated the 21st June 1898.

2. We have two sanctioned scales of salaries in force for officers on this Railway, but these scales at present apply only to officers of the Engineering and Traffic departments. The salaries fixed under these scales are as follows, viz. :—

Department.	Third class.	Second class.	First class.
Engineering Dept.	Rs. 350 to 500	Rs. 550 to 700	Rs. 750 to 900

3. The promotion within each class being regulated as follows :—

Third-class Assistant Engineers to be appointed on	Rs.	350 per mensem.
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 ,,

4. *Traffic department.*—Reduced to a rupee scale at 1*s.* 10*d.*—

Third class.	Second class.	First class.	Deputy.
Rs. 409-1-5 to 454-8-9	Rs. 545-11-8 to 636-5-10	Rs. 727-4-4 to 818-2-11	Rs. 850 to 1,000

Promotion in the Traffic department is regulated as follows :—

	RS.	A.	P.
Third class on appointment	409	1	5
After passing the language test	454	8	9
Second class after a total service of five years in third class and on the occurrence of a vacancy	545	11	8
After seven years' service	636	5	10
First class after nine years' service and on the occurrence of a vacancy	727	4	4
First class after eleven years' service and on the occurrence of a vacancy	818	2	11

The Deputy is naturally a selected officer taken, as a rule, from the first or second class.

Flag E

5. I have hitherto hesitated to attempt to change the sanction accorded to the Traffic officers by the Government of India in its Order, No. 2741 R. of the 10th August 1877, because I have always held that the sanctioned scheme in respect both to *promotion after a given number of years' service and the proportion of officers allotted to each class* had been well thought out.

6. It is useless to hide the fact that, owing to the want of a sanctioned graded scheme of promotion, for officers in the Locomotive and Audit departments, there has been growing discontent, and officers whom we could ill afford to spare have left us for more attractive services. The officers appointed to these two departments are selected in England after somewhat lengthened service on English railways, and they expect to receive certain and steady promotion after their arrival in India. Hence my desire to place the officers of at least three of the large departments of the railway on the same footing.

7. Without making any radical change in the salaries already sanctioned for the Traffic department, I think I may say that my Board would accept the following rupee scale for officers of the Traffic, Locomotive and Audit departments, viz. :—

Third class.	Second class.	First class.	Deputies.
Rs. 350 to 450	Rs. 550 to 650	Rs. 700 to 800	Rs. 850 to 1,000

8. Promotion within each class being restricted to Rs. 50 annually and Deputies to Rs. 50 biennially, and no officer being eligible for promotion from third to second class until he had served five years, or from second to first class until he had served nine years. With these restrictions the interests of the State and the Company will be fully safeguarded, as an officer could not rise to the first class until after lengthened service, nor could he rise to the second class until he had completed five years' service.

9. If the scheme is accepted, the officers now in the service will appear in the following grades, viz. :—

Department.	Deputy.	First class.	Second class.	Third class.
Traffic Department	1	2	2	3
Audit ,, ...	1	..	1	2
Locomotive Department	1	..	1	1

and, following the scale previously referred to as laid down in G.O., No. 2741 R., of the 10th August 1877, the maximum number that *could* appear in each grade would be :—

Department.	Deputy.	First class.	Second class.	Third class.
Traffic Department	1	2	2	3
Audit ,, ...	1	1	1	1
Locomotive ,, ..	1	1		1

10. Of the officers in the service, Mr. Wake, the Deputy Auditor, will be entitled to promotion to Rs. 950 in July 1890 when he will have completed sixteen years' service. Mr. Corben of the Audit office who is now eligible to be graded in the second class would be eligible for promotion to the first class in May 1899, and Mr. Dinwoodie who is now eligible to be graded in the third class would be eligible for promotion to the second class in July 1902. Mr. Stanley of the Locomotive Department who is now eligible to be graded in the second class would be eligible for promotion to the first class in June 1900. Mr. Porteous, the Junior Assistant Locomotive Superintendent, would not pass from the third to the second class until December 1901, and it is possible that if the mileage of the Railway is extended, he would have to remain in the third class until a vacancy occurred, if the Company is required to take over a Locomotive officer now serving with the East Coast Railway.

11. The *immediate* effect of this scheme, if it is sanctioned, will be the following increases of salary :—

Mr. A. Pilkington, Deputy Locomotive Superintendent, from Rs. 900 to 950
„ A. Corben, Assistant Auditor, from ... ... „ 550 to 650
„ H. J. Stanley, Assistant Locomotive Superintendent, from „ 550 to 600

12. I referred the Government of India letter of the 21st June 1898, No. 1780 G., to the Company's Chief Auditor for his remarks and in acknowledging the letter Mr. Dunsterville writes :—

"I may remind you that I showed, in my letter of the 4th December 1895, printed on pages 4 and 5 of Government of India Order, No. 218 A.E. of the 3rd August 1897 (Madras G.O., No. 563 R., of 16th August 1897), that on other principal lines in India the Deputy (or First Assistant) Auditor was at least placed on an equality with the Deputies of other departments and that on some lines he received more than other Deputies.

On the East Indian Railway the Deputy Auditor draws Rs. 1,200, the same amount on the Great Indian Peninsula Railway, and Rs. 1,100 on the Bombay-Baroda and Central India Railway ; on the latter railway the Second Assistant draws Rs. 950.

The average pay of the Deputy (or First Assistant) Auditors on the East Indian, Great Indian Peninsula, Bombay-Baroda and Central India, Southern Mahratta, and South Indian Railways, is Rs. 990, and without the last two Railways the pay averages Rs. 1,167 per mensem.

With regard to the Locomotive department generally I would draw special attention to the fact that on most of the other great Indian railways, it is the custom to have Assistant Locomotive Superintendents in charge of districts, thus the Great Indian Peninsula Railway have ten Assistants drawing Rs. 6,400 per mensem, the East Indian Railway have nine Assistants drawing Rs. 5,850 per mensem and the Southern Mahratta Railway have eight Assistants drawing Rupees 4,000, while our Deputy and two Assistants at their *proposed maxima* would only draw Rs. 2,450 per mensem. The average rate per mensem for Locomotive Officers exclusive of the Locomotive Superintendents, per mile open, works out thus :—

Great Indian Peninsula Railway ...	Rs.	4·3	per mile open, per mensem.
East Indian Railway	„	3	„ „
Southern Mahratta Railway ...	„	2·57	„ „
Madras Railway (proposed scale) ...	„	2·85	„ „

13. I have a very decided objection to recommend any officer for a personal allowance. These allowances should, in my opinion, be granted only to heads of departments or to officers who have reached their maximum graded salaries and who have remained without promotion through a long number of years.

14. I trust the Government of India will view favourably the scheme I am now submitting.

15. While it is not in any way extravagant, it compares favourably with the rates of salary paid on other Indian Railways and, if it is adopted, it will set at rest for many years to come a question that has caused for some time past grave anxiety to the management of this Railway.

Note by the Examiner of Railway Accounts, dated 5th September 1898.

The Agent and Manager's letter may be submitted to the Government of India with reference to their letter, No. 1780 G., dated 21st June 1898.

It is noticed, however, that although the Government of India objected to the revision of the Audit office scale first proposed, the Agent's revised proposals for this department are even still higher as shown below :—

Appointments.	Present scale.	First Proposed scale.	Second Proposed scale.
	Rs.	Rs.	Rs.
Chief Auditor	1,200 — 1,500	1,200 — 1,500	1,200 — 1,500
First Assistant or Deputy	700 — 900	700 — 900	850 — 1,000
Second Assistant	550	545 — 636	700 — 800
Third Assistant	400	410 — 455	550 — 650
Fourth Assistant	350 — 400	350 — 400	350 — 450

I attach a statement showing how the present and proposed scales of pay of officers of the Locomotive, Traffic and Audit departments of the Madras Railway compare with those only recently sanctioned for the South Indian Railway under G.O., No. 957, Railway, dated 26th July 1898.

Enclosure.

MADRAS RAILWAY.

Statement showing the existing and proposed scale of salaries of officers, compared with those recently sanctioned for the South Indian Railway.

Appointments.	Madras Railway.		Scale lately sanctioned for the South Indian Railway (G.O., No. 957 Ry. of 26th July 1898).
	Existing scale of pay.	Proposed scale of pay.	
	Rs.	Rs.	Rs.
Locomotive.			
Deputy Locomotive and Carriage Superintendent	700 — 900	850 — 1,000	900 — 50 — 1,000
First Assistant do. do.	500 — 600	700 — 800	550 — 50 — 700
Second do. do. do.	350 — 450	550 — 650	450 — 25 — 500
Third do. do. do.	....	350 — 450	350 — 25 — 400
Traffic.			
Deputy Traffic Manager	850 — 1,000	850 — 1,000	900 — 50 — 1,000
First Assistant Traffic Manager	727 — 818	700 — 800	750 — 50 — 850
Second do. do.	545 — 636	550 — 650	450 — 25 — 500
Third do. do.	410 — 455	350 — 450	350 — 25 — 400
Audit.			
First Assistant Auditor	700 — 900	Deputy 850 — 1,000 First class.	750 — 50 — 850
Second do.	550	700 — 800 Second class.	450 — 25 — 500
Third do.	400	550 — 650 Third class.	450 — 25 — 500
Fourth do.	350 — 400	350 — 450	350 — 25 — 400

From—The Consulting Engineer for Railways, Madras.
To—The Agent and Manager, Madras Railway.
Dated—Ootacamund, 9th September 1898, No. 143/O.

Before laying your letter No. 8867/784, dated the 23rd August 1898, before Government for orders, I wish to lay the following considerations before you and shall be glad if you will give them your attention. I quite agree with you that it is desirable that there should be regular scales of salaries for your several departments, but I am not so sure about the necessity for these scales to be uniform for all the departments. The question is what price is it necessary to pay for a contented and efficient staff, and it must not, I think, be assumed that it is necessary all through the grades to pay the same price for a Locomotive, a Traffic and an Audit officer, even if it is considered desirable that the salaries of the Chief officers of all these departments should be uniform or nearly so.

* Printed at page 9.

I attach a statement * showing the existing scales in your three departments, the scales now proposed by you, and that lately sanctioned by the Government of India for the South Indian Railway. You will see that in this last the salaries of the two lowest classes are uniform, viz., 350—25—400 and 450—25—500, while the two superior classes vary considerably *inter se*.

2. I am inclined to believe that a scale which is considered good enough to attract young men to the junior ranks of the South Indian Railway Company's service, ought to attract them also to your service, and therefore that the scales of the 3rd and 2nd classes proposed by you may with advantage be re-considered. It would take three years for a man to rise through each of these two lower classes, and perhaps four years and eight years total service might be substituted, in place of your five years and nine years, as the minimum for promotion into the next higher class.

3. You are probably not aware that Cooper's Hill Engineers of the Public Works Department have the following scale of salaries:—

Rs. 350 for	3 years	} without intermediate increments.
450 not before	3 „	
550 „	6½ „	
700 „	11 „	
850 „	14½ „	
1,000 „	19 „	

This information may enable you to draw up scales of salaries more likely to be acceptable to Government, if not to your Board, than that put forward in your letter under reply.

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 22nd September 1898, No. 8867/912.

In reply to your No. 143/O of the 9th instant, I have the honour to remind you that the Traffic scale now in force on this Railway was fixed in 1877 and at the time it was so fixed it was sanctioned by the Government of India for both the Traffic and Locomotive officers.

Although the Government of India in paragraph 2 of its letter of the 21st June last suggests that this scale be remodelled on a *rupee basis* I do not gather that the rates of pay so long since sanctioned are considered high, or that the proportion of officers in each class is in any way objectionable.

Acting on this hypothesis I honestly endeavoured in replying to the references from the Government of India, submitted to me with your endorsement of the 14th July, to so remodel the sanctioned scale that it might take in the Audit department and so set at rest the dissatisfaction that has existed in the service for sometime past.

Volume IV of the Public Works Code groups the District and Assistant Traffic and Locomotive officers of the State Railways together in two classes, each class being subdivided into four grades.

In one class officers commence at Rs. 600 and rise to Rs. 950 and in the other class the Juniors or Assistants commence at Rs. 250 and rise to Rs. 500. The upper of these classes corresponds with the 1st and 2nd classes of the Madras Railway except that under our proposals officers commence at Rs. 550 instead of Rs. 600 and rise to Rs. 800 instead of Rs. 950.

The circumstances of the South Indian Railway are quite different from those of the Madras Railway. It is understood that a graded scheme for the South Indian Railway has for the first time in the history of the railway been recently sanctioned and it is further understood that this scheme will go far to allay the discontent that has existed on the neighbouring line through a long number of years. The South Indian line is working however with a comparatively young staff, mostly recruited in the country since the line passed into the hands of the present Company, and the scale recently sanctioned, it is certain, must shortly be liberally extended within its various grades as men grow old in the service. The number within each grade in my opinion is not a "lasting" number and Colonel Williams, the Secretary to the Government of India, was keenly alive to the future interests of a large staff when in 1877 he regulated for the Traffic department of the Madras Railway the numbers that were to remain within grades.

It is held in some instances that comparisons can only be made upon "work done" and applying this test to the gross earnings of the Madras and South Indian Railways the result would be as follows, viz.:—

	Lakhs.
South Indian Railway average gross earnings 1893 and 1897	86
Madras Railway do. do. do.	108

Appointments.	South Indian scale as recently sanctioned.	Proposed scale for Madras Railway officers.	Madras Railway salaries if arranged on South Indian scale with proportional increase for the work done, *i.e.*, 25 per cent. extra.
Locomotive.	Rs.	Rs.	Rs.
Deputy Locomotive and Carriage Supdt. ..	900 — 50 — 1,000	850 — 1,000	1125 — 1,250
Assistant Locomotive Superintendent, 1st class.	550 — 50 — 700	700 — 800	687 — 825
Do. do. 2nd „	450 — 25 — 500	550 — 650	560 — 625
Do. do. 3rd „	350 — 25 — 400	350 — 450	437 — 500
Traffic.			
Deputy Traffic Manager	900 — 50 — 1,000	850 — 1,000	1125 — 1,250
Assistant Traffic Manager, 1st class	750 — 50 — 850	700 — 800	937 — 1,060
Do. do. 2nd „	450 — 25 — 500	550 — 650	562 — 625
Do. do. 3rd „	350 — 25 — 400	350 — 450	437 — 500
Audit.			
Deputy (or 1st Assistant) Auditor	750 — 50 — 850	850 — 1,000	937 — 1,060
Assistant Auditor, 1st class	450 — 25 — 500	700 — 800	562 — 625
Do. 2nd „	450 — 25 — 500	550 — 650	562 — 625
Do. 3rd „	350 — 25 — 400	350 — 450	437 — 500

I don't think we can take the scale laid down for Engineers sent out from Cooper's Hill as a help to us.

In the first place the pensions earned by Cooper's Hill officers make all comparisons useless and in the second place Cooper's Hill men are sent out here almost direct from College, while the officers engaged for this Railway and selected by the Board for the Traffic, Locomotive and Audit departments are required to have had long training at home and they come out to us at somewhat advanced ages. I am advised by the Chief Auditor that the average age at which Audit officers join us is 27 and Traffic officers 29.

I do not feel that I can submit a better graded scheme than that I sent to you on the 23rd ultimo and I beg that you will give it your earnest support.

From—The Consulting Engineer for Railways, Madras.
To—The Agent and Manager, Madras Railway.
Dated—Ootacamund, 28th September 1898, No. 184/O.

With reference to the correspondence ending with your letter No. 8867/912, dated the 22nd September 1898, proposing an uniform scale of graded and incremental salaries for the Traffic, Locomotive and Audit departments of the Madras Railway, I have the honour to request that when the Board of Directors' views on the subject shall have reached you, you will communicate them to me. I judge from paragraph 7 of your letter No. 8867/784, dated the 23rd August 1898, that your proposals had not at that time been accepted by your Board. Meanwhile I am unable to submit them for the orders of Government.

From—The Agent and Manager, Madras Railway.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 2nd December 1898, No. 8867/B. 1153.

Adverting to the correspondence ending with your letter No. 184/O., dated the 28th September last, I have the honour to enclose an extract, paragraph 9, from a letter from the Secretary, No. 984, dated the 4th ultimo, in which the approval of the Board is accorded to the graded scheme of salaries submitted by this office for the officers of the Traffic, Locomotive and Audit departments. I now beg to ask that you will kindly submit the scheme for the sanction of the Government of India, supported by your own recommendation.

Enclosure.

Extract from a letter from—The Secretaryto the Board of Directors, Madras Ry. Co.
To—The Agent and Manager, Madras Railway.
Dated—4th November 1898, No. 984.

* * * * *

Proposed scale of Salary—Traffic, Audit and Locomotive Departments.

9. In paragraph 14 of No. 2377 you state that the Government of India having taken exception to the scale of salaries proposed for the Locomotive and Audit departments, on the ground that the salaries were fixed on a sterling basis, you have submitted, for their approval, a comprehensive scheme embracing the Traffic, Locomotive and Audit departments, the salaries specified being based on a rupee scale.

You refer to the subject again in paragraph 8 of No. 2381, and forward copy of a further correspondence with the Consulting Engineer, who, it is observed, desires that you will obtain the approval of the Board to the proposals you have made in your letter to him, No. 784, dated 23rd August last, which are as follows in respect of the salaries of officers of the several classes in the three departments—Traffic, Locomotive and Audit:—

3rd class	Rs. 350 to Rs. 450
2nd „	„ 550 to „ 650
1st „	„ 700 to „ 800
Deputies	„ 850 to „ 1,000

Promotion within each class being restricted to Rs. 50 annually, and Deputies to Rs 50 biennially, and no officer being eligible for promotion from 3rd to 2nd class until he had served 5 years, or from 2nd to 1st class until he had served 9 years.

The merit of your scheme is that it provides the same scale of pay for the different grades in each department, and the Board have no doubt that it is good policy to treat alike young officers in all departments appointed from this country. It promotes good feeling and content among the members of the staff generally who will work well together without envy or jealousy.

It is the practice of this Company to obtain well trained men from England for all departments, which is not the case with the South Indian Railway; and the scale lately sanctioned by the Government of India for that Company, to which the Consulting Engineer refers in his letter of the 9th September, could not in fairness be applied to our officers.

The adoption of your very moderate proposals in respect to Locomotive and Audit officers will allay the dissatisfaction which has long prevailed in those departments.

Note by the Consulting Engineer for Railways, dated 28th September 1898.

Proposed Scheme of Graded Pay for the Madras Railway Company's Staff.

A great deal of trouble, correspondence and friction results from the need for constant reference to Government every time it is necessary to increase the pay of members of some departments of the Madras Railway. It is very desirable that such references should be minimized, and this can best be done by the adoption of a regular graded and incremental scheme of salaries, with agreed minimum periods to be spent in each grade, so that guided by this scale the Agent may promote his men without constant reference to Government. Government are concerned with efficiency and economy. There cannot be the maximum of efficiency when a staff is not contented, and there is nothing in the nature of a regularly sanctioned graded and incremental scheme which would necessarily make it less economical than a scheme of isolated fixed salaries with no regular gradation.

2. The superior staff of the Madras Railway is divided into four departments:—

Engineering, Traffic	These have a scale of graded salaries.
Locomotive, Audit	These have no scale.

3. The scale in force in the Engineering department is as follows, and it is *not* proposed to disturb it:—

3rd class.	2nd class.	1st class.
Rs. 350 to 500. Appointed at Rs. 350, rising after 2 years' approved service to Rs. 400, and after a further 2 years to Rs. 500.	Rs. 550 to 700. Promoted from Rs. 500 on the occurrence of a vacancy only, then rising after 2 years' approved service to Rs. 625, and again after 2 more years to Rs. 700.	Rs. 750 to 900. Promoted from Rs. 700 on the occurrence of a vacancy only, then after 2 years' approved service rising to the maximum Rs. 900.

In addition the Engineering department have the specially paid Chief Engineership.

4. The Traffic department have a curious looking scale, containing odd annas and pies, fixed 21 years ago on a sterling basis converted at 1*s.* 10*d.* per rupee. The details of this scale are given in paragraph 4 of the Agent's, Madras Railway, letter No. 8867/784, dated 23rd August 1898. It rises by irregular steps from Rs. 409 to Rs. 818 per mensem, with a higher class for Deputies from Rs. 850 to Rs. 1,000. The Agent now proposes to substitute for this irregular scale a new graded and incremental scale fixed in rupees, as follows:—

3rd class.	2nd class.	1st class.	Deputies.
Rs. 350 to 450	Rs. 550 to 650	Rs. 700 to 800	Rs. 850 to 1,000

Promotion within each class being restricted to Rs. 50 annually, and Deputies to Rs. 50 biennially, and no officer being eligible for promotion from third to second class until he shall have served five years, or from second to first class until he shall have served nine years.

The number of Traffic officers in the service is as follows: one Deputy, two first class, two second class, and three third class.

The adoption of this graded scheme for the Traffic department may, I think, be recommended to the Government of India. It is not an extravagant scheme, and it is on somewhat a lower scale than that already sanctioned for the Engineering department. It is an improvement on the antiquated scheme on a sterling basis which is now in force.

5. The Locomotive department has at present no sanctioned scale. The Agent proposes the application to this department of precisely the same scheme of graded and incremental salaries as he has proposed for the Traffic department, as given in detail in paragraph 4. At present there are three Locomotive officers under the Locomotive Superintendent, and he proposes to grade one of them as Deputy, and one each in the second and third class.

The proposal is not an extravagant one and it may be recommended to the Government of India for sanction. As in the case of the Traffic department it is a lower scale than that already sanctioned for the Engineering department.

No. 77 Ry., 17th ~~December 1898~~ January 1899.

6. For the Audit department which is now without a scale the Agent proposes the application of the same scale which, as stated above in paragraphs 4 and 5, he recommends for the Traffic and Locomotive departments. The present staff he would grade as one Deputy, one second class, and one third class.

The Government of India have already expressed the opinion—*vide* their letter, No. 1780 G., dated the 21st June 1898—that all present requirements will be met in the case of the Audit department by giving a personal allowance to one officer whom they name, and that the present scale of salaries in that department is suitable to the requirements of the case, and that no further revision of it is necessary.

Very recently—*vide* G.O., No. 957 Ry., dated 26th July 1898—the Government of India sanctioned a graded and incremental scheme for the four corresponding departments of the South Indian Railway. The scale for the Audit department sanctioned for that railway was as follows:—

Third class.	Second class.	First class (Deputy).	Chief Auditor.
One officer Rs. 350 to 400 by 25 Rs. increments.	Two officers. Rs. 450 to 500 by 25 Rs. increments.	One officer. Rs. 750 to 800 by 50 Rs. increments.	One officer. Rs. 1,200 to 1,500 by 75 Rs. increments.

The Agent, Madras Railway, proposes the following scale for his Audit Dept.:—

Third class.	Second class.	First class.	Deputy.	Chief.
~~Three~~ officers.	~~Two~~ officers.	~~Two~~ officers.	One officer.	One officer already fixed at
Rs. 350 to 450	Rs. 550 to 650	Rs. 700 to 800	Rs. 850 to 1,000	Rs. 1,200 to 1,500

Thus, not only is the scale now proposed higher for the Audit department than the existing scale of salaries, but it is also higher than the Government of India think necessary, and than the scale already sanctioned for the South Indian Railway.

Recognising the objections which would probably be raised by the Government of India, the Consulting Engineer wrote his letter No. 143/O, dated the 9th September 1898, to the Agent and received a reply, No. 8867/912, dated the 22nd September 1898. In this reply the Agent adheres to his proposed scale, which is also supported by his Board of Directors (*vide* their letter No. 984, dated 4th November 1898). A mature consideration of the arguments advanced by the Agent and by his Board leads me to concur with them that, notwithstanding the Government of India's objection, the scale proposed for the Audit department is not unreasonable.

It may be argued that in view of the congested state of the clerical labour market in India, and of the well-known skill in accounts of large numbers of natives and Indian-bred Europeans and Eurasians who are always available, some such scale as that which has been approved of for the South Indian Railway would equally well suit the Audit department of the Madras Railway Company; personal allowances being granted, if considered necessary, to certain individual members of the staff.

But these are not the classes from which the Madras Railway Company recruit the superior classes of their departments. Recruits are, as a rule, obtained from England after they have had the advantage of a longer or a shorter experience of smart English business methods, and at a considerably higher age than that at which Indian-bred men usually seek entry into such employment.

7. I therefore consider that the Madras Railway Company's proposed uniform graded scale of salaries for their Locomotive, Traffic and Audit departments deserves the support of this Government.

ORDER—No. 77 Ry., dated 17th ~~December 1898~~ January 1899.

The Government of India will be addressed.

[Here enter No. 78 Ry., dated 17th ~~December 1898~~ January 1899.]

(True Extract.)

Under Secretary.

21/12/98

To The Agent and Engineer
Madras Ry
Exam' Ctr Ry Accts
Cons Engr for Rly.

Despatched on 23/1/99

Indy. Railways for 6 y.

ended 30th June 98 — 31.56.889 ✓
" 31st Dec 97 — 29.12.551 ✓
" 30 June 97 — 30.89.636 ✓
" 31st Dec 96 — 26.60.935 ✓
" 30th June 96 — 27.24.355 ✓
" 31st Dec 95 — 28.53.830 ✓

6 | 1.73.98.196
6 | 2899699 average for half year
483283 average for one month

I 483283 : 528 :: 100 : requisite %

II 483283 : 1127 :: 100 : requisite %

483283) 528000 (·109 or 1/10 %
483283
4471700
4349547

483283) 1127000 (·23 or 1/5 %
966566
1604340
1449849

1/1/99

18/3
7.1.99

20
10.1.99

H.E. The Governor.

Cable post of 1st Jany of the Proof Proceedings H.E. will find the information he asked for. On 9 page H.E. remarks as having been written in an opposing sense. I put up a draft of a letter to Addis for approval.

FKS
7/1/99

H.E. 7.1.99
RD 16.1.99

Audit Department

Appointment	Present Scale		Proposed Scale		Incumbent	Present Pay	Proposed Pay	Date from which increase is to have effect.
	No	Pay	No	Pay				
					Present Designation			
Chief Auditor	1	1200-1500	1	1200-1500	Mr. F. Dunsterville (Chief Auditor)	1350	1350	
Deputy Auditor	1	700-900	1	850-1000	Mr. I. Wake (1st Asst. Auditor)	800	850	
Asst. Auditor 1st Class	1	550	1	700-800	Mr. A. Corben (2nd Astt. Auditor)	550	700	
Do 2nd "	1	400	1	550-650	Mr. J. H. Dinwoodie (3rd do)	400	550	
Do 3rd "	1	350-400	1	350-450	Mr. A. H. Francis (4th do)	400	400	
Total Maxima		3750		4400		3500	3850	
Increase in maximum			650		Increase per memorm	Rs. 350		

Locomotive Department

Appointment	Present Scale No.	Present Scale Pay	Proposed Scale No.	Proposed Scale Pay	Incumbent	Present Pay	Proposed Pay	Date from which increase is to have effect
		Rs		Rs		Rs	Rs	
Locomotive & Carriage Superintendent	1	1090 - 1636	1	1090 - 1636	Mr. C. E. Phipps	1636	1636	
Dy do do	1	700 - 900	1	850 - 1000	Mr. A. Pilkington	900	950	Probably from date of sanction
Asst do do 1st class	-	-	-	700 - 800				
do do do 2nd "	1	500 - 600	1	550 - 650	Mr. H. J. Stanley	550	650	— Do —
do do do 3rd "	1	350 - 450	1	350 - 450	Mr. P. G. Porteous	400	400	
						3486	3652	
Total maxima.....		3586		4086				
Increase in maximum		500			Increase per mensem	Rs 150		

Traffic Department

Appointment	Present Scale. No.	Present Scale. Pay	Proposed Scale. No	Proposed Scale. Pay	Incumbent	Present Pay	Proposed Pay	Date from which increase is to have effect.
Traffic Manager	1	1200 - 1500	1	1200 - 1500	Mr. J. W. Read	1500	1500	
Deputy Traffic Manager	1	850 - 1000	1	850 - 1000	Mr. Ross-Johnson	1000	1000	
Asstt. Do 1st class	2	727-4-4 - 818-2-11	2	700 - 800	Mr. J. L. Taylor	818	800+18 P.A.	
					Mr. W. A. Wilkinson	818	800+18 P.A.	
Do Do 2nd class	2	545-11-8 - 636-5-10	2	550 - 650	Mr. W. H. Johnstone	636	650	Probably from date of sanction
					Mr. G. Wallington	636	650	
Do Do 3rd class	3	409-1-5 - 454-8-9	3	350 - 450	Mr. R. Grenvall	455	450+5 P.A.	
					Mr. E. R. Ross	455	450+5 P.A.	
					Mr. G. W. Gibs	410	400+10 P.A.	
Total Maximum		6772-11-9		6.750		6.728	6.756	
Decrease in maximum Under Present Scale		Rs 22-11-9			Increase per mensem	Rs 28		

No 3rd class Asstt can be promoted to 2nd class until he has served 5 years in the 3rd class
& No 2nd — Do — Do — 1st — Do — 4 years " 2nd "

Under Proposed Scale.
No 3rd class Asstt — Do — 2nd — Do — 5 years " 3rd "
& No 2nd — Do — Do — 1st — Do — 9 years.

R. Form No. 12.

No. 78 Ry

Government of Madras.

PUBLIC WORKS DEPARTMENT,

RAILWAY BRANCH.

To

The Secy. to the Govt. of India,

P. W. Department

Simla

Madras, the 17. Jany 1899.

Sir,

With reference to the order contained in your letter No. 1780. G. dated the 21st June 98. on the subject of proposed graded scale of salaries for certain Departments of the Madras R. I am directed to forward herewith Govt. Proceedings No. 77 Ry dated the 17/1/99. and to invite attention to the Govt. Con. Engr. Not. therein contained, dated Sept 28th 98. in which the case is summarised.

2. The increments granted by recent Rs. orders that the immediate effect of the adoption of the scales now proposed by the Railway Engineering Staff would be an increase in expenditure of Rs. 528 per annum, and that the ultimate increase, when the scheme is in full working order is Rs. 1127 per annum less than ½ p.c. and ⅓ p.c. These increases are at the rate of [illegible] per cent respecting of the average net earnings of

the Company in recent years.

3. This Govt. accepts the conclusion arrived at by the Con. Engr. in para 4, 5 & 6 of his Note & recommends that the proposal of the Madras R. C. for the appointment & sanction of the Govt. of India, as being likely to conduce to efficiency.

I have &

7/1/99

Despatched on 23/1/99.

Note to Press

Please attend to in each of the letters to them.

17.1.99.

(No. I.) 5,000—14-11-85.

No. 8867.

93

MADRAS RAILWAY.

AGENT AND MANAGER'S OFFICE,

MADRAS, 27th January, 188/99.

From

492 25.1.99.

CONSULTING ENGINEER FOR RECEIVED 25 JAN. 1899 RAILWAYS MADRAS.

The *Agent and Manager*,
M. R. C.

To

The *Consulting Engineer for Railways.*

SIR, Madras.

With reference to G.O.No.77 R dated 17th instant, I have the honor to point out that in para 5 of your note of the 28th September /98 referring to the Loco: Officers under the Loco: Superintendent, you state that it is proposed by me to grade one as Deputy and one each in the second and third class. That there may be no misapprehension as to what was proposed will you kindly refer to paras 9 & 10 of my letter of the 23rd August/98. It is intended that the First Assistant Loco: Superintendent shall remain in the second class only until such time as he has qualified by length of service for promotion to the first class - Nine years- and that the second Assistant shall remain in the third class until he has served for 5 years.

With regard to the Audit Department, you state that, I propose to grade one Assistant as Deputy, one second class and one third class, but this is not quite correct. There are

26/1

at present four Assistants, not three, and one of them will be eligible for promotion to the first class in May 1899, as shown in para 10 of my letter quoted above.

I have the honor to be,
Sir,
Your most Obedient Servant,

Agent and Manager..

Mr. Wake, First Assistant, to be Deputy.
" Corben eligible for promotion to first class in May 1899
" Dinwoodie ——do—— Second " July 1902
" Francis, third class.

MADRAS RAILWAY.

From The Agent and Manager.

To

The Consulting Engineer

for Railways.

Dated 188

Recd.

No.

Form No. 34.

P. W. D., RAILWAY BRANCH.

CONSULTING ENGINEER'S OFFICE.

Madras, 189 .

OFFICE NOTE.

To —

~~From~~ E. R.

Letter from A M No. 8867/13

~~To~~

I think A.M is making a mountain out of a molehill. I think your para 5 is quite clear & that India will understand that they get their promotion when they have served the requisite time *provided there is a vacancy.*

Your para 6 There is a mistake in saying the present staff consists of only 3 men - there are 4 - & under the scale we give lower down ~~there~~ they would be graded as one Deputy - two 2nd class - one 3rd class - & naturally under the scale one of the 2nd class men will rise to the 1st class when the time for this comes. You can correct the sentence about the present staff but I do not think it really affects the question & it means reprinting the whole thing

JH 25/4/99.

Send a routine correction slip to the Govt. of India to the effect that in their Govt. proceedings No. 77-R. dated the 17th Jany 99, which accompanied their letter No. 78. of same date, the words

one second class should be corrected to

two second class on the second line of page 14. Also send similar slip to whom got the Proceedings.

115 R.

7/1/99

26/1/99

Print

No 115 Rly of 27/1/99

Erratum

G.O. No 77 Rly dt 17.1.99

page 14, line 2.

For the words "one second class"

Read "two second class".

7/1/99

26/1.

R

Copy to
The Secy to the Govt of India
" Agents Managers
" Secl Gld Rs Accts
" Com Secs & Govt

dt 27/1/99

Despatched on 29/1/99

n 8

No. 700 R.E.

GOVERNMENT OF INDIA.

PUBLIC WORKS DEPARTMENT.

RAILWAY ESTABLISHMENTS.

All communications should be addressed to the Secretary.

To

The Joint Secretary to the Government of Madras,

Public Works Department, Railway Branch.

Simla, the 18th April 1899.

Sir,

With reference to correspondence ending with your letter No.115 Ry., dated 27th January 1899, I am directed to communicate the sanction of the Government of India to the revised scale of salaries for the several classes of officers in the Superior Locomotive, Traffic and Audit Departments of the Madras Railway as detailed below :-

Deputies	850-1000
Assistants 1st class	700- 800
" 2nd "	550- 650
" 3rd "	350- 450

2. It is understood that promotion within each class will be restricted to increases of Rs.50 annually, and in the case of Deputies to increases of Rs.50 biennially; further that no officer will be eligible for promotion from third to second class until he shall have served five years, or from second to first class until he shall have served nine years.

3. It is noted that the scale herein sanctioned has been

approved

approved by the Board in paragraph 9 of their letter No.984, dated 4th November 1898.

I have the honour to be,

Sir,

Your most obedient servant,

G Walker

Under Secy.to the Govt.of India.

Documents accompanying :-

Nil.

S.s.S.

Public Works (1899) Department.

Railway Branch

Read again

A (Print)

G.O.no 77:78 Rly dt 17.1.99 Quick

Rp " 115 Rly dt 27.1.99 Quarterly

Read also

Letter from the Govt of India Public

No. 700 Rly dt 18.4.99.

CURRENT No. 700

1 Quarterly

38

From The Govt of India

Order No 520 Rly Dated 3/5/99

Communicated

No. 700 Rly

To the Agent & Manager

Madras Railway.

Dated the 18th April 1899

Received " 28th " "

Registered

Enclosures

Spare copies

Despatched on 16/5/99.

JWS

R

2/5/99

SUBJECT.

Graded Scales of Salaries for certain depts of Rly.

Sanctioning with remarks, the revised scale of salaries for the several classes of officers in the Superior Svcs, Traffic & Audit Depts of Rly

The Agent - Madras Rly w dy 3/5/99

" Bri Cen Ry Accts "

" Comrs Supt for Rlys "

2/5/99

BACK PAPERS.

No.	Date.

FURTHER PAPERS.

No.	Date.

4 P