

Public Works (1899) Department.

RAILWAY BRANCH.

G.O., No. 686. *By*

DATED 22 June 1899

Includes G.O. No 539. 40 *By* of 5/5/99.

80

[Despatch Abstract.]

Revised leave rules for Subordinates
of the Mashua Railway.

Coming to the Agent and Manager,
letter from the Govt of India sanctioning
the ———.

RAILWAY.

Government (1899) of Madras.
PUBLIC WORKS.

Recd.

Regd.

} 1899.

Enclosures

Spare copies

G.O., No. 686 Ry., 22nd June 1899.

JUNE.

Revised Leave Rules for Subordinates of the Madras Railway

Communicating to the Agent and Manager letter from the Government of India sanctioning the —.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following papers:—

G.O., Nos. 539, 540 Ry., dated 8th May 1899.

From—The Agent and Manager, Madras Railway Company.

To—The Consulting Engineer for Railways, Madras.

Dated—Madras, 22nd April 1899, No. 10233/B462.

I have the honour to enclose an extract paragraph 14 from a letter from the Secretary, No. 993, dated the 24th ultimo, forwarding copies of the revised leave rules for subordinates which have been approved of by the Board, and to request that you will be good enough to communicate to me the sanction of Government to the rules being brought into force on this railway. Two copies of the rules are enclosed.

ENCLOSURES.

EXTRACT from a letter from—The Secretary to the Board of Directors.
To—The Agent and Manager, Madras Railway.
Dated—24th March 1899, No. 993.

Leave rules for subordinates.

14. Adverting to paragraph 7 of No. 2398 submitting, with reference to previous correspondence, a proof of the revised leave rules for subordinates, compiled by a committee of officers in Madras, I am to inform you that, after consideration of the same, together with the rules of the Burma Railways, the Directors drew up a fresh set of rules which were approved by the Board at their meeting this day. I send herewith 25 copies of these revised rules which may be issued to the several departments after they have been sanctioned by Government.

MADRAS RAILWAY COMPANY.

Leave Rules for Subordinates.

N.B.—It is to be understood that leave granted under the following rules must not ordinarily involve extra expense to the Company, but in special cases the Agent and Manager may, at his discretion, modify this condition on the understanding that such cases are recorded at an official meeting.

Privilege leave, and pay during sick leave, cannot be claimed as a right, and will be granted only to those whose conduct and attention to duty have been satisfactory.

PRIVILEGE LEAVE.

1. (a) The Agent and Manager may grant to subordinates of the classes noted in the margin one month's privilege leave after eleven months' continuous service, two months such leave after 22 months' continuous service, and three months such leave after 33 months' continuous service. Cumulative leave cannot exceed three months.

(b) Any part of the leave which may have accumulated may be taken by a subordinate at one time, but no second instalment of such accumulated leave can be granted until at least six months after return to duty.

(c) A subordinate who has earned privilege leave will be allowed to avail himself of such leave instead of sick leave, should he be recommended for leave on account of ill-health by the Company's medical officer.

2. Heads of departments may grant to subordinates of this class one month's leave after eleven months' continuous service. Cumulative privilege leave is not admissible, but men promoted from this class to a higher class may reckon the time served in the lower class for privilege leave under Rule 1.

Foremen and covenanted subordinates of all departments. Monthly paid subordinates drawing Rs. 200 and upwards per mensem.

Monthly paid subordinates (other than the inferior staff) drawing under Rs. 200 per mensem.

3. Heads of departments may grant to subordinates of this class fifteen days' leave in any calendar year.

4. Privilege leave is not admissible for subordinates of this class.

5. Privilege leave in all cases carries with it full pay. It cannot be taken in conjunction with any other leave.

Inferior staff of monthly paid subordinates. Daily paid subordinates.

SICK LEAVE.

On Full Pay.

6. (a) All classes of subordinates who are eligible for privilege leave may be allowed by the authority competent to grant such leave short periods of sick leave, not exceeding fifteen days in any one calendar year, on full pay. Such sick leave will not be deemed an interruption of the continuous service required in connection with privilege leave, and will not be taken into account in dealing with any other leave.

(b) In addition to the above classes the daily paid subordinates, marginally noted, * will be deemed eligible for short sick leave as above provided.

* Gang maistries and section artisans on the permanent way staff.

On Half Pay.

7. The limiting periods during which half pay may be drawn are for the several classes as follow:—

(a) Under six months' service	...	...	...	...	None.	
In 1st year's service	...	...	...	...	2 months.	
In 3 " "	...	...	...	...	4 "	
In 6 " "	...	...	...	...	8 "	
In 9 " "	...	...	...	...	12 "	
In 12 " "	...	...	...	...	15 "	
In 15 or more years' service	...	...	...	...	18 "	
(b) Under six months' service	...	...	...	...	None.	
In 1st year's service	...	...	...	...	2 months.	
In 3 " "	...	...	...	...	3 "	
In 6 " "	...	...	...	...	6 "	

Foremen and covenanted subordinates. Monthly paid subordinates drawing Rs. 200 or more per mensem.

Monthly paid subordinates (other than the inferior staff) drawing less than Rs. 200 per mensem.

with an additional month for each additional year's service up to twelve months as a maximum.

(c) Under six months' service ... | ... | ... | ... | None. | || In 1st year's service | ... | ... | ... | ... | 15 days. | |

Inferior staff of monthly paid subordinates.

and fifteen days' additional for each additional year's service up to six months as a maximum.

(d) The same as the preceding class (c).

Gang maistries and section artisans on the permanent way staff.

Drivers, shunters and firemen of the Locomotive Department.

(e) " " " "

Without Pay.

8. After their leave on half pay, as above provided for has been exhausted, subordinates of all classes may be granted sick leave without pay for such periods as may be certified to be necessary for the recovery of their health, provided that, if that period exceeds six months at one time, the medical officer should state whether there is a reasonable probability of the complete restoration of the subordinate's health, otherwise it may be necessary to terminate the subordinate's service at the end of such notice as the terms of his engagement require. Similarly the exhaustion of the limit of sick leave on half pay, and a recurring necessity for leave without pay, though for shorter periods than six months, would generally necessitate discharge from the service of the Company.

SPECIAL SICK LEAVE.

9. (a) Subordinates of all classes (except those in receipt of salaries exceeding Rs. 250 a month), who may be injured in the performance of their duties, are eligible for leave on full pay for a period not exceeding six months.

(b) The Agent and Manager may in the case of a subordinate who has been employed for a considerable time in an admittedly unhealthy locality, or on exceptionally arduous duties involving much exposure, grant such subordinate special leave on full pay up to three months, and such further leave on half pay as may be necessary, and he may also direct that the latter shall not be deducted from the half pay leave admissible under Rule 7.

(c) Men absent from duty on account of small-pox, either in themselves or their families, who have fully complied with the vaccination rules as embodied in G.O., No. 666 R., dated the 13th June 1889, are entitled to full pay for the period of such absence, irrespective of any other leave to which they may be entitled under these rules, but the Agent and Manager should see that this permission is not abused.

(d) Should vaccination render any employé temporarily unfit for duty, he will receive full pay for such time as he is so rendered unfit, on production of the necessary certificate from the proper medical officer.

G.O., No. 344 R., 8th February 1892.

GOVERNMENT OF MADRAS.

PUBLIC WORKS DEPARTMENT.

Railway.

Read the following papers:—

G.O., Nos. 539, 540 Ry., dated 8th May 1899.

From—The Agent and Manager, Madras Railway Company.
To—The Consulting Engineer for Railways, Madras.
Dated—Madras, 22nd April 1899, No. 10233/B462.

I have the honour to enclose an extract paragraph 14 from a letter from the Secretary, No. 993, dated the 24th ultimo, forwarding copies of the revised leave rules for subordinates which have been approved of by the Board, and to request that you will be good enough to communicate to me the sanction of Government to the rules being brought into force on this railway. Two copies of the rules are enclosed.

ENCLOSURES.

EXTRACT from a letter from—The Secretary to the Board of Directors.
To—The Agent and Manager, Madras Railway.
Dated—24th March 1899, No. 993.

Leave rules for subordinates.

14. Adverting to paragraph 7 of No. 2398 submitting, with reference to previous correspondence, a proof of the revised leave rules for subordinates, compiled by a committee of officers in Madras, I am to inform you that, after consideration of the same, together with the rules of the Burma Railways, the Directors drew up a fresh set of rules which were approved by the Board at their meeting this day. I send herewith 25 copies of these revised rules which may be issued to the several departments after they have been sanctioned by Government.

MADRAS RAILWAY COMPANY.

Leave Rules for Subordinates.

N.B.—It is to be understood that leave granted under the following rules must not ordinarily involve extra expense to the Company, but in special cases the Agent and Manager may, at his discretion, modify this condition on the understanding that such cases are recorded at an official meeting.

Privilege leave, and pay during sick leave, cannot be claimed as a right, and will be granted only to those whose conduct and attention to duty have been satisfactory.

PRIVILEGE LEAVE.

Foremen and covenanted subordinates of all departments. Monthly paid subordinates drawing Rs. 200 and upwards per mensem.

1. (a) The Agent and Manager may grant to subordinates of the classes noted in the margin one month's privilege leave after eleven months' continuous service, two months such leave after 22 months' continuous service, and three months such leave after 33 months' continuous service. Cumulative leave cannot exceed three months.

(b) Any part of the leave which may have accumulated may be taken by a subordinate at one time, but no second instalment of such accumulated leave can be granted until at least six months after return to duty.

(c) A subordinate who has earned privilege leave will be allowed to avail himself of such leave instead of sick leave, should he be recommended for leave on account of ill-health by the Company's medical officer.

Monthly paid subordinates (other than the inferior staff) drawing under Rs. 200 per mensem.

2. Heads of departments may grant to subordinates of this class one month's leave after eleven months' continuous service. Cumulative privilege leave is not admissible, but men promoted from this class to a higher class may reckon the time served in the lower class for privilege leave under Rule 1.

3. Heads of departments may grant to subordinates of this class fifteen days' leave in any calendar year.

4. Privilege leave is not admissible for subordinates of this class.

5. Privilege leave in all cases carries with it full pay. It cannot be taken in conjunction with any other leave.

Inferior staff of monthly paid subordinates. Daily paid subordinates.

SICK LEAVE.

On Full Pay.

6. (a) All classes of subordinates who are eligible for privilege leave may be allowed by the authority competent to grant such leave short periods of sick leave, not exceeding fifteen days in any one calendar year, on full pay. Such sick leave will not be deemed an interruption of the continuous service required in connection with privilege leave, and will not be taken into account in dealing with any other leave.

(b) In addition to the above classes the daily paid subordinates, marginally noted, * will be deemed eligible for short sick leave as above provided.

* Gang maistries and section artisans on the permanent way staff.

On Half Pay.

7. The limiting periods during which half pay may be drawn are for the several classes as follow:—

(a)	Under six months' service	...	...	...	...	None.	
	In 1st year's service	...	...	...	...	2 months.	
	In 3 " "	...	...	...	...	4 "	
	In 6 " "	...	...	...	...	8 "	
	In 9 " "	...	...	...	...	12 "	
	In 12 " "	...	...	...	...	15 "	
	In 15 or more years' service	...	...	...	...	18 "	
(b)	Under six months' service	...	...	...	...	None.	
	In 1st year's service	...	...	...	...	2 months.	
	In 3 " "	...	...	...	...	3 "	
	In 6 " "	...	...	...	...	6 "	

Foremen and covenanted subordinates. Monthly paid subordinates drawing Rs. 200 or more per mensem.

Monthly paid subordinates (other than the inferior staff) drawing less than Rs. 200 per mensem.

with an additional month for each additional year's service up to twelve months as a maximum.

(c) Under six months' service ... None.
In 1st year's service ... 15 days.

Inferior staff of monthly paid subordinates.

and fifteen days' additional for each additional year's service up to six months as a maximum.
(d) The same as the preceding class (c).

Gang maistries and section artisans on the permanent way staff.

(e) " " " "

Drivers, shunters and firemen of the Locomotive Department.

Without Pay.

8. After their leave on half pay, as above provided for has been exhausted, subordinates of all classes may be granted sick leave without pay for such periods as may be certified to be necessary for the recovery of their health, provided that, if that period exceeds six months at one time, the medical officer should state whether there is a reasonable probability of the complete restoration of the subordinate's health, otherwise it may be necessary to terminate the subordinate's service at the end of such notice as the terms of his engagement require. Similarly the exhaustion of the limit of sick leave on half pay, and a recurring necessity for leave without pay, though for shorter periods than six months, would generally necessitate discharge from the service of the Company.

SPECIAL SICK LEAVE.

9. (a) Subordinates of all classes (except those in receipt of salaries exceeding Rs. 250 a month), who may be injured in the performance of their duties, are eligible for leave on full pay for a period not exceeding six months.

(b) The Agent and Manager may in the case of a subordinate who has been employed for a considerable time in an admittedly unhealthy locality, or on exceptionally arduous duties involving much exposure, grant such subordinate special leave on full pay up to three months, and such further leave on half pay as may be necessary, and he may also direct that the latter shall not be deducted from the half pay leave admissible under Rule 7.

(c) Men absent from duty on account of small-pox, either in themselves or their families, who have fully complied with the vaccination rules as embodied in G.O., No. 666 R., dated the 13th June 1889, are entitled to full pay for the period of such absence, irrespective of any other leave to which they may be entitled under these rules, but the Agent and Manager should see that this permission is not abused.

(d) Should vaccination render any employé temporarily unfit for duty, he will receive full pay for such time as he is so rendered unfit, on production of the necessary certificate from the proper medical officer.

G.O., No. 344 R., 8th February 1892.

No. 686 Ry., 22ND JUNE 1899.

(e) Men placed in quarantine by the medical department on account of infectious disease (other than small-pox) in their homes are treated in all respects as if they were themselves absent on medical certificate, but in such cases they may be required to shift their quarters so as to be available for work.

Medical certificate.

10. All sick leave to qualify for pay under these rules must be supported by a certificate signed or countersigned by the Company's medical staff, and is subject to the proviso that such sickness has not been caused by any misconduct on the part of the employé.

OTHER LEAVE.

11. Heads of departments may grant leave to subordinates who are ineligible for privilege leave, such as gang maistries and section artisans on the permanent way staff, occasional brief absences, not exceeding fifteen days in any year, without loss of pay.

12. By pay in these rules is to be understood an employé's substantive rate of pay per mensem or per diem, exclusive of all allowances (other than personal), extras or overtime. Thus, for those rated by the day, pay or half pay will be allowed for the number of working days included in the absence, Sundays and holidays being excluded, except in the case of those whose duty requires them to work regularly on those days. In other words, the calculated pay for the period of leave, whether the employé is to be deemed entitled to the whole or only half of it, cannot exceed that claimable for a similar period at work.

Order—No. 539 Ry., dated 8th May 1899.

The Government of India will be addressed.

From—The Joint Secretary to the Government of Madras, P.W.D., Ry. Branch.
To—The Secretary to the Government of India, Public Works Department.
Dated—8th May 1899, No. 540 Ry.

I am directed to forward the accompanying copy of a letter from the Agent and Manager, Madras Railway, No. 10233/B462, dated the 22nd April 1899, together with extract paragraph 14 from a letter from his Board No. 993, dated 24th March 1899, asking that the revised leave rules for subordinates of the Madras Railway Company, which have been approved by the Board, may be sanctioned. A copy of the rules now in force is attached for ready reference.

2. As the proposed rules appear, on the whole, to be unobjectionable, and as they tend to improve the position of the subordinate employés who have hitherto not been treated liberally in the matter of leave, I am to recommend that they be sanctioned.

From—The Secretary to the Government of India, Public Works Department.
To—The Joint Secretary to the Government of Madras, P.W.D., Ry. Branch.
Dated—Simla, 12th June 1899, No. 1109 R.E.

With reference to your letter No. 540 Ry., dated the 8th May 1899, I am directed to communicate the sanction of the Government of India to the revised leave rules for subordinates of the Madras Railway therewith submitted.

2. It is noted that these rules have been approved by the Board in paragraph 14 of their letter No. 993, dated 24th March 1899.

ORDER—No. 686 Ry., dated 22nd June 1899.

Communicated to the Agent and Manager, Madras Railway.

(True Extract.)

FRANCIS J. E. SPRING,
Joint Secretary.

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

Exd. W. D'Moss.

Extract from a letter from the Secretary, No. 993 of 24-3-99

Leave Rules for Subordinates

14. Adverting to para. 7 of No. 2398 submitting, with reference to previous correspondence, a proof of the revised Leave Rules for Subordinates, compiled by a Committee of Officers in Madras, I am to inform you that after consideration of the same, together with the rules of the Burma Railways, the Directors drew up a fresh set of Rules which were approved by the Board at their meeting this day. I send herewith 25 copies of these revised Rules which may be issued to the several Departments after they have been sanctioned by Government.

256

1 2121 9
462 22.4.99
Am

himself of such leave instead of on account of ill-health by the Company's Medical Officer.

Monthly paid Subordinates (other than the inferior Staff) drawing under Rs. 200 per mensem.

2. Heads of Departments may grant to Subordinates of this class 1 month's leave after 11 months' continuous service. Cumulative privilege leave is not admissible, but men promoted from this class to a higher class may reckon the time served in the lower class for privilege leave under Rule 1.

Inferior Staff of monthly paid Subordinates.

3. Heads of Departments may grant to Subordinates of this class 15 days' leave in any calendar year.

Daily paid Subordinates.

4. Privilege leave is not admissible for Subordinates of this class.
5. Privilege leave in all cases carries with it full pay. It cannot be taken in conjunction with any other leave.

SICK LEAVE.

ON FULL PAY.

6. (a) All classes of Subordinates who are eligible for privilege leave may be allowed by the authority competent to grant such leave short periods of sick leave, not exceeding 15 days in any one calendar year, on full pay. Such sick leave will not be deemed an interruption of the continuous service required in connection with privilege leave, and will not be taken into account in dealing with any other leave.

* Gang Maistries and Section Artisans on the Permanent Way Staff.

(b) In addition to the above classes the daily paid Subordinates, *marginally noted, will be deemed eligible for short sick leave as above provided.

ON HALF PAY.

7. The limiting periods during which half pay may be drawn are for the several classes as follow :—

Foremen and Covenanted Sub- ordinates.	(a) Under 6 months' service	...	...	...	None.
	In 1st year's service	...	...	...	2 months.
	" 3 years' "	...	...	...	4 "
	" 6 " "	...	...	...	8 "
	" 9 " "	...	...	...	12 "
Monthly paid Sub- ordinates drawing Rs. 200 or more per mensem.	" 12 " "	...	...	...	15 "
	" 15 or more years' service	...	...	...	18 "
	(b) Under 6 months' service	...	...	...	None.
	In 1st year's service	...	...	...	2 months.
Monthly paid Sub- ordinates (other than the inferior Staff) drawing less than Rs. 200 per mensem.	" 3 " "	...	...	...	3 "
	" 6 " "	...	...	...	6 "
	" 12 " "	...	...	...	12 "

with an additional month for each additional year's service up to 12 months as a maximum.

(c) Under 6 months' service ... None.
In 1st year's service ... 15 days.
and 15 days' additional for each additional year's service up to 6 months as a maximum.

(d) The same as the preceding Class (c).

(e) The same as ditto.

WITHOUT PAY.

8. After their leave on half-pay, as above provided for, has been exhausted, Subordinates of all classes may be granted sick leave without pay for such periods as may be certified to be necessary for the recovery of their health, provided that, if that period exceeds 6 months at one time, the Medical Officer should state whether there is a reasonable probability of the complete restoration of the Subordinate's health, otherwise it may be necessary to terminate the Subordinate's service at the end of such notice as the terms of his engagement require. Similarly the exhaustion of the limit of sick leave on half pay, and a recurring necessity for leave without pay, though for shorter periods than 6 months, would generally necessitate discharge from the service of the Company.

SPECIAL SICK LEAVE.

9. (a) Subordinates of all classes (except those in receipt of salaries exceeding Rs. 250 a month), who may be injured in the performance of their duties, are eligible for leave on full pay for a period not exceeding six months.

(b) The Agent and Manager may in the case of a Subordinate who has been employed for a considerable time in an admittedly unhealthy locality, or on exceptionally arduous duties involving much exposure, grant such Subordinate special leave on full pay up to 3 months, and such further leave on half-pay as may be necessary, and he may also direct that the latter shall not be deducted from the half-pay leave admissible under Rule 7.

(c) Men absent from duty on account of small-pox, either in themselves or their families, who have fully complied with the Vaccination Rules as embodied in

G.O., No. 666 R., dated the 13th June, 1889, are entitled to full pay for the period of such absence irrespective of any other leave to which they may be entitled under these rules, but the Agent and Manager should see that this permission is not abused.

(d) Should vaccination render any employé temporarily unfit for duty he will receive full pay for such time as he is so rendered unfit, on production of the necessary certificate from the proper Medical Officer.

(e) Men placed in quarantine by the Medical Department on account of infectious disease (other than small-pox) in their homes are treated in all respects as if they were themselves absent on medical certificate, but in such cases they may be required to shift their quarters so as to be available for work.

Medical Certificate.

10. All sick leave to qualify for pay under these rules must be supported by a certificate signed or countersigned by the Company's medical staff, and is subject to the proviso that such sickness has not been caused by any misconduct on the part of the employé.

OTHER LEAVE.

11. Heads of Departments may grant leave to Subordinates who are ineligible for privilege leave, such as Gang Maistries and Section Artisans on the Permanent Way Staff, occasional brief absences, not exceeding 15 days in any year, without loss of pay.

12. By pay in these rules is to be understood an employé's substantive rate of pay per mensem or per diem, exclusive of all allowances (other than personal), extras or overtime. Thus, for those rated by the day, pay or half pay will be allowed for the number of working days included in the absence, Sundays and holidays being excluded, except in the case of those whose duty requires them to work regularly on those days. In other words, the calculated pay for the period of leave, whether the employé is to be deemed entitled to the whole or only half of it, cannot exceed that claimable for a similar period at work.

61 NEW BROAD STREET, E.C.

LONDON, 24th March, 1899.

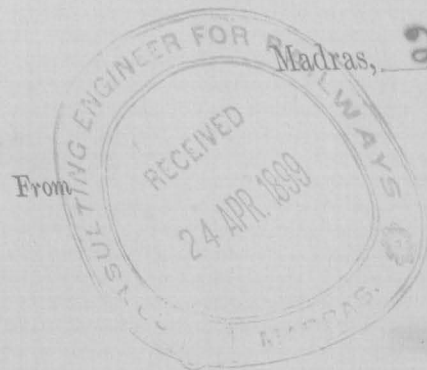
(No. II.)
No. 10232

13462

MADRAS RAILWAY.

AGENT AND MANAGERS' OFFICE,

Madras, 22 April 1899



2121
24-4-99

From

The Agent and Manager,

M. R. Co.

To

The Consulting Engineer for Railways,

Madras.

SIR,

I have the honour to enclose an extract para 14 from a letter from the Secretary no 993 dated the 24th of July - forwarding copies of the revised leave rules for Subordinates which have been approved of by the Board and to request that you will be good enough to - communicate to the sanction of Government to the rules being brought into force on this Railway. Two copies of the rules are enclosed.

I have the honour to be,

Sir,

Your most obedient Servant,

Encl.
3.

For M. R. Co.

Agent and Manager.

OFFICE OF THE CONSULTING ENGINEER FOR RAILWAYS,

Madras, 26th April 1899.

No. 1340.

OFFICE NOTE.

Letter from the Agent, *Madras Railway*, No. *10233*
13462,

dated *22nd April* 1899, forwarded to the Examiner of Railway
Accounts, *for forwarding of remarks.*

a. B.

for E. R.

EXAMINER'S REPLY.

The rules drawn up by the Board are, on the whole, unobjectionable, and tend to improve the position of the subordinate employes, who have hitherto not been treated liberally in the matter of leave. They may, if approved, be forwarded to the Govt. of India for sanction.

J. W. 27th 99

C. R.
27.4.99

To E. R.
See no objection
J. W. 28/4/99.

28/4

D. for order.

*Dept. ltr. recommending to Ind. for
sanction. - for reference and then copy (not sent) of
present rules. - copy of Board ltr.*

7/4

5/5/99

MADRAS RAILWAY.

From

The Agent and Manager.

To

The Consulting Engineer

for Railways

Dated

Recd.

No.

Papers to be read in Proceedings:—

Again G.O., dated

189 , No.

Again G.O., dated

189 , No.

Current No. 2121 of 1899, dated 24th April, from A.M.

" "

" 189 , "

" "

" "

" 189 , "

" "

5P

ORDER.

No 539. Dated 8/5/99
The Government of
India will be addressed.

No 540. Dated 8/5/99
The Secy to the Govt of India
16. Septe

Sir

I am directed to
forward the accompanying
copy of a letter from the
Agent & Manager, Mysore.
R. No. 10233 dated the
22nd April 1899, together
with extract para 14 from
a letter from ^{his Honor} the ~~Secretary~~
N. 993, ^{dated} 24th March 1899,
^{asking that the} ~~requesting~~ sanction to the
revised leave rules for
subordinates of the Mysore.

Railway Company which
have been approved by the
^{may be sanctioned} Board. A copy of the
rules now in force is ~~also~~
attached for ready reference.

2. As the ^{proposed} ~~new~~ rules
appear, on the whole, ^{as they} ~~to be~~
unobjectionable, I tend to
improve the position of the
subordinate employees who
have hitherto not been
treated liberally in the
matter of leave, I am
to recommend that they
be sanctioned.

FWS

R

Despatched on 10/5/98

5/5/99

Documents accompanying...

Amo No: 10233, 9 22.4.99
13/462
Encls: One a copy of the
Rules now in force on the 1st.
Cut out for the East Dist for
the half year ended the 30/6/98.

R.

500-18.9-93.



From

The Agent and Manager,
Madras Railway Company,
Madras,

2820
2.6.99

To

The Consulting Engineer
for Railways.
Madras.

Dated

Received

1st June 1899.

No 10233
636

The undersigned has the honour to
request the favour of an early reply to his
letter No. 10233 dated 22nd April 99
on the subject of revised leave
rules for Subordinates

Awaiting Indiscrep
Gono 539-40 R
8.5.99
at only

28.5.99

Awaiting reply

for Agent and Manager.

Extract from the Agent's Manager's letter to the
Board, M.Ry. no. 2398 dated 9th Feb. 1899

Revised leave rules for Subordinates

7. With reference to the Correspondence
Ending with para 10 of letter no. 2369, I forward
to you on the 2nd instant a proof copy of
the revised ^{leave} rules for Subordinates which have
been compiled by a Committee of Officers with
a view to securing uniformity of procedure in
the different departments of the Railway. In
connection with the Correspondence above referred
to, the Board's attention is specially invited to
Rule 2, and I shall be glad to be informed, as
early as possible, that the rule as framed meets
with the Board's approval. I await the Board's
reply before issuing the rules.

Extract from Aclis letter to US^o No. 2369 of 30.6.98

Privilege leave to Upper Subordinates

10. I beg to invite the Board's kind intention to para 17 of letter no. 2350 on the subject of privilege leave to Upper Subordinates. Leave rules for Subordinates are now under revision and their completion is held in abeyance, pending receipt of the Board's reply to this reference. I shall be glad to be favoured with the Board's instructions in regard to the question raised in the correspondence.

Extract from Aclis letter to US^o No. 2350 of 24.2.98

17. Privilege leave to Upper Subordinates

With reference to para 15 of letter no. 967, I would beg to point out that Mandeville's case would not be met by granting him sick leave, as under the rules he would not be entitled to full pay for any portion of the period he was absent on sick leave. Please see the rule regarding leave to Upper Subordinates printed on page 74 of the current half year's Establishment Rolls.

Covenanted Subordinates and Upper Subordinates

Subordinates to whom the grant of accumulated privilege has been conceded, come under the same ruling as the Officers of the Co. in respect of sick leave; i.e. they cannot draw more than half pay when they avail themselves of such leave. While an Employee has privilege leave at his credit, he can take a portion of it instead of sick leave in case he finds it necessary to be absent from duty thro' illness. Should his absence exceed the number of days of privilege leave due, the whole period of absence is converted into sick leave on half pay. It would be a great hardship to compel an Employee to take leave on half pay when he has leave on full pay due to him, and this would be the case were Mandeville's absence dealt with under the sick leave rules. There would be a further disadvantage to Employees if such rule were enforced, as the taking of sick leave cancels all privilege leave due at that time.

Public Works (1899) Department.

A
Letter from *Am. No. 10233*
B 462
Read.
dated 22.4.99
G.O. No. 539-40 R. d. 8.5.99
Letter from the Govt of India,
No. 1109 R. d. 12.6.99

P. W. D.
CURRENT No. 797.

From The Govt of India.

No. 686 R. d. 22/6/99.

Order

Communicated
to the Agents & Managers
Madras Railway.

No. 1109 R. d.

Dated 12th June 1899.

Received 19th — do —

Registered — do —

Enclosures

Spare copies

SUBJECT.

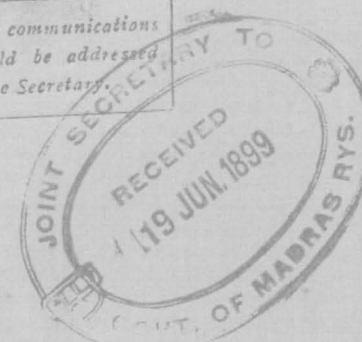
Revised leave rules
for subordinates of the M. R.
Communicating sanction
to the ——— Submitted
with letter No. 540 R. d. dated
8th May 1899.

7
Am. No. 10233
CR. M. S. S. S.
PR. M. S. S. S.

Despatched on 22-6-99
cc dupl

FURTHER PAPERS.

All communications should be addressed to the Secretary.



To

Simla, the 12th June 1899.

Sir,

Sir,

E. H. Walker

Under Secy. to the Govt. of India.

Documents accompanying:-

Nil.

B. S. V.