

MADRAS RECORD OFFICE.

Government of Madras.

Revenue DEPARTMENT.

G.O. No. 1899

Press
~~Mis.~~

293-294

Dated

17-10-1860.

Not to be folded or roughly handled

*Proceedings of the Madras Government, Revenue Department,
17th October 1860.*

No. 293. Read the following Proceedings of the Board of Revenue, dated 14th September 1860, No. 4,170 :—

Read the following Proceedings of Government, No. 1,240, dated 25th July 1860, referring for the report of the Board, a letter from Mr. Newill, the Director of Revenue Settlement, dated 25th June 1860, No. 661.

(In Cons., 26th July 1860, No. 3,638.)

No. 1,296, dated 4th August 1860, forwarding a revised Statement of Establishment in lieu of the one which accompanied Mr. Newill's letter of the 25th June last.

(In Cons., 6th August 1860, A after No. 3,854.)

Read also copy of Mr. Newill's letter to Government, dated 30th August 1860, No. 817.

(In Cons., 12th September 1860, No. 4,574.)

1. In the foregoing correspondence, Mr. Newill applies for additional agency of a superior character for the controlling duties of the Settlement Department, and submits a scheme by which that aid may be afforded without additional cost to the State.

2. The inadequacy of the present supervision, by a single Deputy, of the demarcation and classification work done by a whole party, and extending over an area of several hundred square miles, was brought to notice in paragraph 24 of

Dated 23rd, in Cons. 24th April 1860, No. 1,850. Mr. Newill's Annual Report for the past year.

It was there pointed out that while in the Bombay settlement operations, the superior agency was numerous and extensive enough to admit of its direct supervision of the details of the entire field of operations, in Madras, there was but one Deputy, who, in an area far greater than that of a Bombay party, could at best personally supervise only a very small fraction of the work. Mr. Newill promised to submit further information on the subject; but as the previous correspondence regarding it had not passed

Paragraph 15, Board's Proceedings, 14th July 1860, No. 3,247.

through the Board's Office, they refrained from giving an opinion on that occasion though they readily recognised its great importance.

3. The inadequacy of efficient supervision over the demarcation operations, was also touched upon in Captain Priestley's Survey Report for the past year.

Appendix A.

He there observes, "I trust I may be permitted to point out what

Paragraphs 4 and 5.

"in my opinion is the great defect in the constitution of the "Demarcation Department, viz., that it is not immediately under

"European supervision. That the Deputy Director of Revenue Settlement under whose control it is nominally placed, can himself personally examine the detailed demarcation, is simply impossible. He is thus entirely dependant on the reports he receives from his subordinates

Paragraph 9.

"stimulated to show a large out-turn of work;" and again, "it

"appears to me absolutely necessary to place Demarcation under a "much more strict supervision than at present."

4. In addition to the foregoing testimony, the Board would refer to the appendix to Mr.

In Cons., 26th June 1860, No. 3,104.

Newill's letter of the 25th June last, in which three instances are adduced of the inefficiency of the present aid afforded to the Deputy

Directors. It may also be remarked that the Deputies may often be unable to work, in consequence of slight attacks of illness, or other causes, temporarily incapacitating them for the performance of laborious duty; and in such cases, the services of an assistant on whom reliance can be placed, would obviously be necessary.

5. As regards his own Office, Mr. Newill points out that the routine of the ordinary

Paragraph 9.

details of his rapidly increasing work, threatens to absorb a great portion of his time, which ought to be given to the consideration of the more important parts of his duty; and hence an assistant is needed by him also.

6. It is proposed to meet the additional expenditure that would be thus entailed on the State, by remodelling the Establishments of the several parties, in such manner that they may be able to work at the same rate of progress as the Survey Establishments, lately increased to a large extent. There being 60 Survey Amins in each party, working against 48 demarcators,

2. He now four. It is proposed that one of

and the prescribed rate of work and the duration of the working season being nearly the same for both. Mr. Newill proposes to increase the number of the latter from 48 to 60. This will raise the annual out-turn of work from 1,250 to 1,560 square miles, i. e. in the ratio of 48 to 60, or 4 to 5, so that the amount sanctioned for each party may be increased in the same proportion, viz., from 57,351 Rupees to 71,689 Rupees, without affecting the cost per mile. By this means, funds will be available for giving well qualified assistants to the Deputy Directors, on salaries varying from 300 to 500 Rupees per mensem, inclusive of travelling allowances. The average of these sums, viz., 400 Rupees being about the emoluments of a Deputy Collector of the 3rd class, the Board consider the salaries proposed by him to be reasonable, and not higher than are absolutely required to secure the services of efficient and trustworthy persons.

OFFICE ESTABLISHMENT.		Present.	Proposed.
1 Native Assistant	...	175	200
Gumáshtas increased from 6 to 10	...	155	210
1 Duftebund	...	0	7
Writers from 3 to 2	...	75	65
Duffadar	...	15	14
Muchis, Peons, &c.	...	127	127
Total...		547	623
Establishment for the Assistant	...	0	84
FIELD ESTABLISHMENT FOR ONE BRANCH.			
1 Supervisor	...	150	150
Deputy Inspectors increased from 2 to 3	...	90	120
4 Gumáshtas	...	78	73
1 Masalchi	...	0	5
Peons from 36 to 47	...	186	262
Demarcation Gumáshtas, from 24 to 30	...	264	350
Classifiers from 28 to 34	...	644	790
Volunteers	...	21	0
Total...		1,433	1,750
Another such branch	...	1,433	1,750
Grand Total per mensem...		3,413	4,207
Per annum...		40,956	50,484
Deputy Director's salary, &c., per annum	...	16,395	16,395
Assistant's do. per do.	...	0	4,800
Entire cost of each party per annum	...	57,351	71,679

8. As regards his own Office, Mr. Newill proposes to change the position of his Assistant from that of a Head Sarishtadár with a progressively increasing salary, to one on a permanent salary of 800 or 700 Rupees, according as the incumbent may be Covenanted or an Uncovenanted Officer. He states that he has been reduced to the greatest straits in making arrangements for this post, owing to the introduction of Deputy Collectors since his original scheme was drawn up, and the openings in the Inám Commission with immediate promotion, which have left him no field for the selection of an able and qualified person, on the present comparatively low salary of the Office. He therefore suggests that the salary be fixed at once at 700 Rupees per mensem, on the ground that it is much more important to have efficient help when every thing is under formation, than afterwards when every thing has assumed a more definite shape; and that it would be bad policy to withhold the larger amount when it is most needed. He has allowed 800 Rupees for the situation with the view of leaving it open to a Covenanted Assistant on the footing of a Head Assistant Collector, in case it may be desirable to appoint such an Officer at any future period; but he does not intend to act upon the arrangement at present. The Board have carefully considered the proposition, and recommend it for the favorable and early consideration of Government.

9. A brief abstract of the several changes as finally recommended in Mr. Newill's letter of the 30th August last, is given in the margin; but it is not necessary for the Board to review the minor arrangements there proposed connected, as they are, with Mr. Newill's own Office, in the adaptation of which to his wants, he must necessarily be permitted a ruling voice. They will, therefore, conclude these remarks by generally supporting the several changes recommended by him.

	Present.	Proposed.
Assistant Director	0	800
Second Assistant do.	280	280
Manager and Assistant Manager	370	370
Examiner	80	90
Clerks, increased from 3 to 5	160	225
Computer	35	35
Copyists from 5 to 7	98	152
Record-keeper and Translator	160	160
Gumáshtas from 6 to 8	220	335
Vernacular Record-keeper	45	45
Muchis, Dafterbánd and Sweeper	32½	32½
Jamadar	17½	17½
Peons from 12 to 14	84	98
Total per mensem	1,582	2,640
Do per annum	18,984	31,680
Extra Establishment for 4 months while on Circuit, at 104 Rupees per mensem	416	416
Grand Total per annum	19,400	32,096

10. The Board have not thought it necessary to consult Captain Priestley as to the effect of the enlargement of the demarcation and classification parties now proposed on the operations of the Survey Department, as they have taken it for granted that Mr. Newill has satisfied himself on this point before submitting the scheme for the approval of Government. They need not dwell on the fact that the success of the arrangements contemplated entirely depends upon the prospect of accomplishing the increased area of 1,560 square miles per party, or 6,240 for the four parties, as well in respect of demarcation and classification, as of survey and assessment, and that any want of proper adjustment in these several processes, would defeat the end in view, and lead to increased cost of the operations. They would suggest that, if practicable, a certain number of the demarcation servants should be required to learn enough of the operations of the Survey Department to admit of their being temporarily employed in it, if, as in the Northern Circars, the demarcation should gain much on the survey. A similar arrangement in the Survey Department would also be desirable if feasible. It is impossible so to arrange two large departments as to ensure their proceeding *pari passu*, but if some such plan as that above suggested can be adopted, the stronger department can help the weaker from time to time.

11. The following statement exhibits at one view, the total financial result of the measures now recommended :

	Present.	Proposed.
	RS.	RS.
Salary of Director per annum	37,880	37,880
Cost of Office Establishment (paragraph 9)	19,400	32,096
Cost of four Deputy Director's parties, as per paragraph 7	2,29,404	2,86,716
Batta, Saderward, &c.	10,000	12,500
	2,96,684	
Add one-fourth on account of the increased area proposed to be demarcated and classified	74,171	
Total	3,70,855	3,69,192

feasible now four. It is proposed that one of

12. Dividing the total cost, viz., Rupees 3,69,192 by 6,240 square miles, the area proposed to be demarcated, &c., under the new arrangement, the average cost per mile will be 59½ Rupees nearly, which is about 2 Rupees less than the sanctioned rates, as shown in the margin. The feasibility of the proposed plan, assuming that its fundamental condition will be fulfilled, is thus demonstrated.

Page 333 of printed Selections, No. LIII, paragraph 12.
For Assessment and Settlement 51 Rupees per sq. mile.
For Demarcation.....10

Total. 61 Rupees per do.

13. In conclusion, the Board recommend that if the arrangements now submitted meet with the approval of Government, Mr. Newill be permitted if he sees fit to retain present incumbents in his Office in situations which will be affected by them, on their present salaries, or such portion of them as may be suited to their duties, provided that the total amount be not exceeded; and that in the event of any of the servants being required to vacate their places, they may be allowed as a special case, to be entertained in other branches of the public service without being subjected to any examination.

(A true Extract.)

(Signed) J. D. SIM, Secretary.

No. 294.

ORDER THEREON, 17th October 1860, No. 1,899.

1. In these Proceedings the Board of Revenue report on two letters from the Director of Revenue Settlement referred to them in the Orders of the 25th July and 4th August 1860, Nos. 1,240 and 1,296, containing certain propositions for strengthening the establishments of his department. The primary object is to increase the efficiency of the demarcation and classification services, by augmenting the European supervision; but Mr. Newill asks also for considerable addition to the numbers, and in some instances to the salaries, of the members of his own office. The scale finally proposed is given in Mr. Newill's letter of the 30th August, and is approved by the Board of Revenue.

2. For the European superintendence it is proposed to have an Assistant to each of the four Deputy Directors; viz., one on 500, two on 400 each, and one on 300 Rupees a month.

3. The mode in which it is proposed to obtain funds for this additional agency is to increase the number of the demarcators and classifiers in each party. The original number of Survey Amíns in each party was fixed at 48, and that of the demarcators and classifiers also at 48. The Survey work being far behind, it became necessary in 1859 to increase the number of Survey Amíns in each party to 60; and with this increased strength the Survey has been found to work faster than the demarcation and classification. It appears that when the Survey parties are fully trained, they can, as originally intended, work up to equal numbers of demarcators and classifiers. It is therefore proposed to increase the number of the latter also to 60; and the proportionate charge for superintendence will afford the means of employing the Assistant Directors. There will be an increase of cost for the time; but a fully proportionate increase is expected, in the quantity of work done. Thus the Survey and Settlement will be expedited; and eventually there will be a saving.

4. Of the advantage, and even the necessity of giving the additional superior superintendence the Government do not entertain a doubt. At present the Deputy Director is left single handed to control the operations of a large number of persons spread over a very extensive area, and it is physically impossible that he should really inspect more than a very fractional part of their work; yet that inspection is the only real check on it. Mr. Newill himself admits that there is a vast deal of bad work, and even of positive dishonesty and corruption, in the operation of the Department.

5. In addition to the Assistants to be given, Mr. Newill proposes some minor changes in the office establishments of the Deputies, resulting in a net increase of 76 Rupees monthly to each. He also proposes an establishment of 84 Rupees monthly for each Assistant.

6. The intention of proposing different rates of pay for the Assistants is not apparent, but the Government are of opinion that as the duties are the same, the pay should be so also. This has been the rule followed in all other cases in this department as well as in most other, and the Government resolve to fix the salaries at the uniform rate of 400 Rupees per mensem, with travelling allowance at 3 Rupees per diem, being the rate at present allowed to the two higher classes of Deputy Collectors. These appointments will be of great value in training men for the duty of Deputy Director. At present all the Deputies are Covenanted Officers; and much difficulty has been experienced in getting suitable men, some of those employed being very young. The restriction will cease to be necessary, when Uncovenanted Officers shall be forthcoming, possessed of the necessary training and experience, and the change will have the advantage of economy.

7. The other part of Mr. Newill's proposals, refers to his own office. The establishment now consists of the following servants; an Uncovenanted Assistant whose salary is exactly the same as that of the old Head Sarishtadárs, rising by gradation, and who now receives 280 Rupees a month; a Manager receiving 250 Rupees, an Assistant Manager on 120 Rupees; 19 Clerks, Accountants and Gumáshtas; and 17 Subordinate servants, Muchies, Daftarbands, Peons, &c. The total monthly cost being Rupees 1,582.

8. Mr. Newill finds the present mode of paying his Uncovenanted Assistant very inconvenient; he can only offer 280 Rupees a month, and he cannot therefore compete with the Deputy Collectorships. He proposes to fix the pay of the Assistant at 700 Rupees, being the maximum rate attainable under the present arrangement after twenty years tenure of the appointment, and that the pay should be 800 Rupees in the event of a member of the Covenanted Service being appointed. The Government fully agree with Mr. Newill as to the expediency of substituting a fixed pay for the present graduated scale; but they consider the salary proposed by Mr. Newill to be exorbitant. With respect to the second part of the proposal, Mr. Newill has since admitted that a Covenanted Servant would be out of place in this post. In addition to the Assistant on this new footing, Mr. Newill also proposes to have a 2nd Assistant on the present salary of the Assistant, viz., 280 Rupees, to be eventually reduced to 250 Rupees.

9. The work to be done by the 1st Uncovenanted Assistant will be that of an ordinary servant of that class in a Madras office, viz., to draft letters on common subjects under the Director's orders, and to look after the working of the office. He will very rarely have to leave the Presidency. Looking at the general rates of pay for servants of this class, and comparing Mr. Newill's office and establishment with other Officers possessing Uncovenanted Assistants, the Governor in Council is of opinion that 350 Rupees a month will be a suitable salary. Batta and travelling allowance will be drawn under the usual rules of the Department should he ever be required to go up country. The Government are of opinion that as the new Assistant will be the head of the office, the pay of the Manager should be reduced from 250 to 200 Rupees.

10. The Second Assistant will travel more, and his work will be more vernacular and account work. Mr. Newill proposes 250 Rupees for this Post eventually, but wishes to retain the existing rate (280 Rupees) while the present incumbent remains. This course seems fair and right; but the proper plan will be to fix the pay at 250 Rupees, and allow the present incumbent to draw the old rate while he retains the appointment.

11. In addition to the foregoing, considerable additions are proposed both to numbers and salaries in the rest of the establishment, but no sufficient reason for them. Mr. Newill does not say that his establishment is over-worked; but he represents that it is desirable to put his office on an efficient footing. The Government cannot accede to these recommendations as they stand at present. As respects the various additions to salary proposed, no good reason appears for them.

The same remarks apply to Mr. Newill's recommendation above noticed, of an addition to the office establishments of his Deputies. The addition may be necessary, but no evidence of the necessity is offered.

Expendable now four. It is proposed that one of

The establishment proposed for the Assistant Directors, amounting to 84 Rupees a month, appears moderate, and is approved.

12. The Government would now apply to the Government of India for their sanction for the enlargement of the Settlement Department as far as above approved; but they understand that Mr. Newill's further proposals to a similar effect are now before the Board of Revenue; and they resolve therefore to delay the application to Calcutta till they shall be able to bring forward the whole subject at once.

(Signed) J. D. BOURDILLON,
Secretary to Government.

Memorandum No. 1977 of 1860

The Board send up

I think the request with their approval certain propositions made by Mr. Newill for strengthening the establishment of the Department. The primary object is to increase the efficiency of the demarcation and classification services, by augmenting the European supervision; but Mr. Newill takes the opportunity to ask also for a considerable addition to the number of clerks, and in some instances to the salaries, of the members of his own office. The scale finally proposed will be found appended to Mr. Newill's letter of the 30th Aug. The reasons are mostly given in his letter of some 25th. 2. For the European Superintendent it is proposed to have an Assistant to each Deputy Director of whom there are now four. It is proposed that one of

of these assistants shall have 500 Rs. The increased
two 400, and one 300.

3. The mode in which it is proposed
to obtain funds for this additional agency, ^{as to the} ~~be paid for~~ ^{is to increase the number of the demarcators and classifiers in each party.} ~~the rate of 3 Rs per day~~

The original number of the survey
Amins was 48, and that of ^{the} demar-
cators and classifiers also 48.

Last year the survey works being
far behind, the number of survey
Amins in each party was increased ^{to 60} ~~to 60~~ ^{of 60} ~~to 60~~

to 60; and it is found that with this
increased strength the survey works
^{faster} ~~than~~ the demarcation and classifi-
cation. It even appears that when

the survey parties are fully trained,
^{as originally intended,} they can work up to equal numbers
of demarcators and classifiers. It

is proposed then to increase the num-
ber of the latter also to 60; and the pro-
portionate charge for superintendence

will afford the means of employing

the assistant Director. Of course
there will be an increase of
cost for the time; but it is expect-
ed, and I apprehend certainly
with reason, that there will be a
fully proportionate increase in the
quantity of work done. Thus the sur-
vey and settlement will be expedited,
and so eventually there will be a
saving.

4. Of the advantage, I may
say the necessity of getting the
additional superior superintend-
ence there cannot be a doubt - at
present the Deputy Director is left
single handed to control the op-
erations of a large number of persons
spread over a very extensive area.
It is physically impossible that
he should really inspect more
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the

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the only real check on it. Mr. Newill himself admits that there is a vast deal of bad work, and very positive dishonesty and corruption in the operations of the Department.

5. But I think the present proposals do not go far enough. A question has been raised as to the expediency of the change made last year, in uniting the demarcation and classification operations. That arrangement, which was made somewhat hastily on Mr. Newill's recommendation, does not seem to have worked well; and it will probably be found necessary to amend it. But in that case Mr. Newill is of opinion that a separate Superintendent will be necessary for each demarcation party, besides the Deputy Director and his Asst. for the classification. The question of the best arrangement

I think while the proposals
a preliminary act, on some
of the - should not be
give him absolute until
the whole case was
before us - of
Mr. Will

to
be where his
must be allowed
will

arrangement for the demarcation has, however, been referred for report to the Board, in communication with Mr. Newill and Captain Priestley, and the latter is still absent.

6. In addition to the Asst. to be given, Mr. Newill proposes some minor changes in the office establishments of the Deputies, resulting in a net increase of $\frac{1}{6}$ Rupees monthly to each. He also proposes an establishment of $\frac{1}{6}$ Rupees monthly for the Asst. 7. In modification of this part of Mr. Newill's plan, I would make one or two suggestions. It appears to me that 400 Rs. is not enough to secure such services as he desires in a Depart. which requires so much marching. I think he should give travelling allowance 3 Rs. a day in addition (being the rate of the higher two classes of Deputy Col.). I do not know the intention of
proposing

proposing different rates of pay
for these Assistants; but ^{I think} as the
duties are the same the pay
should be so also. This is the rule
followed in all other cases in
this Deptⁿ, as well as in most others.

8. I think these appointments
would be of great value in training
men for the duty of Deputy Di-
rector. At present all the De-
puties are covenanted officers;
but much difficulty has been
found in getting men, some of those
employed are very young, and the
expense is great, their salaries &
allowances amount to Rs 4445 month-
ly. I think it would be quite enough
if two or even one of the whole num-
ber were of the covenanted ser-
vice, the remainder being uncovenanted.
For the latter class 800 Rs pay with
5 Rs a day kitage, would be considered

handsome

I do not see any
reason - why one
should be a cove-
nanted officer

handsome emoluments; and though
competent men could not now proba-
bly be found, yet the appointment
of Assistant will give the means of
training them.

9. The other part of Mr. Newill's
proposal refers to his own office. The
Etabl^t now consists of the following
servants; an uncovenanted Assistant
whose salary is exactly the same as that
of the old Head Sanishtadar, rising
by gradation, and who now receives
280 Rupees a month; a manager re-
ceiving 250 Rupees, an asst. manager
on 120 Rupees; 19 clerks, Accountants
and Gomastahs; and 14 subordinate
servants, muchies, dastarbands, peon
&c. - The total monthly cost is Ru-
pees 1582.

Mr.

10. — Mr. Newill finds the present mode of paying his uncovenanted Assistant ^{very} inconvenient; he can only offer 280 Rupees, and thus he cannot compete with the Deputy Collector-ships. — No reason now exists for keeping up that form of salary; it is not an object to keep a man in the appointment for 20 years. — I think therefore that it will be very proper to have a fixed salary. — Mr. Newill however is rather reluctant; he asks for 400 Rs. being the maximum attainable after 20 years under the existing arrangement; and this to be made 800 Rs. if ever he gets a Covenanted Officer. In addition to the Assistant or St.

9
Newill also proposes to ^{have} a 2nd Asst. on the present salary of the Asst., viz 280 Rs., to be eventually reduced to 250 Rupees. —

11. — I have ascertained from Mr. Newill that the work to be done by his 1st Uncovenanted Assistant will be that of an ordinary servant of that class in a Madras office — viz to draft letters on common subjects under his orders, and to look after the working of the office. He will very rarely have to leave the Presidency. — There are very few servants of that class who receive more than 400 Rupees a month, one in the Board's office, and one in each department of the

receives more viz 500 Rupees.
 Govt. Secretariat, few if any others
 I believe in Madras, ^{receive more than} 400 Rupees.
 There are several uncovenanted Asst^s, in the
 Chief Eng^g Office, but the highest
 only receives 350 Rupees. Looking at the
 scale of Mr. Newill's office I think 350 or
 400 Rupees is ample for that. If
 ever required to go up the country,
 the Asst^s will draw hatta and tra-
 velling allowance under the rules.
 A covenanted servant would be
 out of place in this Post; and this
 Mr. Newill seems to admit in conversation
 with the uncovenanted Asst^s, I think the
 Managers pay may well be reduced to 200 Rs.

12. — The 2nd Asst^t will travel
 more, and his work will be
 more vernacular and account
 work. Mr. Newill proposes

*I think 350-
 enough - with a
 travelling allowance
 when required*

1st Gunastars 5 to 100.
 2nd Do. 30 to 75.

Increase not called for - the increase is certainly enough - he has not shown any cause for an increase of hands

250 Rupees for him eventually,
 but wishes to retain the present pay
 while the present incumbent remains.
 This seems proper; but the best plan
 will be to fix the pay at 250, and al-
 low the present man to draw the old
 rate while he retains the appointment.

13. — In addition to the foregoing there
 are considerable additions both to num-
 bers and salaries in the rest of the
 Estab^t. Of the increases in pay the
 chief are given in the margin; as to
 numerical increase the number
 of clerks, Accountants, and Gun-
 mastahs is raised from 19 to 26; and
 the number of sub^t servants and peon
 from 14 to 19. The whole number is
 raised from 39 to 49, & the entire month-
 ly cost from 1582 Rupees to 2640-

I must say Mr. Newill does not give
 much in the way of reason for this

*Yes well
 the*

this large demand. He does not say that his present Estab^t is overworked, but he represents that it is desirable to put his office on an efficient footing. He says also that he will only employ the add^l servants as he finds them necessary. He gives no reason, beyond the general one above stated, for the several additions proposed to existing salaries.

Mr - Since the greater part of the foregoing was written, I have seen Mr. Newill and talked over most parts of the scheme with him. I find that he is now still more convinced of the necessity of extended European Superintendence; and having been in communication with Capt. Anderson of the Bombay Survey, he is about to send up a scheme involving a much larger degree of that element. His plan at present is to have a second Assistant
 under,

under each Deputy and also a probationer, who will be learning his work and will be ready to step into a vacancy. He thinks he can provide funds for this arrangement by reductions in the parties, and yet maintain the rate of work above spoken of.

15- The plan appears to me an excellent one; and I think some such arrangement quite necessary. I very much doubt however as to the funds being provided as Mr. Newill intends. But if the money cannot be so made up, it will be proper, I think, to go to the Government of India. If the Revenue Survey is worth making it is worth making well, and it is clear that we need additional agency for this. In point of fact the Establishment as originally proposed was too small and cheap, far below the cost of surveys in other parts of India, though our's has to be done in more detail. The substitution, or intended substitution as soon as possible of uncovenanted for

for covenanted agency, will show the Government of India that this Government is anxious to economize, as indeed it always is. I think too that on a vacancy occurring the status of the Director may be lowered. I don't see why he should draw more than the Inspector of Mofussil Police, viz 2,500 Rupees a month; whereas he now draws above 3000.

16. Mr. Newill says that his coming proposals will not clash with those now before Government, but will supplement them; and he wishes for orders on the present papers. But only one application should be made to the Government of India. I send the papers round however. Mr. Newill says that his further proposals depend on the change⁺ being made, as above suggested, in the demarcation arrangements; and he seems now well disposed towards such a change.

⁺ Para 5.

ASH

On the revised scale of
Establishments proposed
by the Dr of Rev Settlement

- I concur in giving each Deputy Director an Aft.
and as these Afts are to be Europeans & it is a rough
life, I would give them, when properly qualified, the
pay of a 1st Class Deputy Commr. & travelling allowance -
but new hands, while learning their duty should
receive ^{such} lower salaries as Govt might determine
on when appointing them.

These Assistants should have an office establishment as
alluded to in P 7 of Memo -

- These Assistants will it is hoped show themselves fit
hereafter for the place of Deputy ^{Director} Commr. In that case
a salary of Rs 500 would not be too much, but
there will be no difficulty about employing them
on that salary instead of the more expensive Com-
missioned Officers, & the subject may be allowed to
rest at present.

^{strengthening} For Mr. Kew's Office I would give ^{first} ~~at~~ known ^{as} ~~known~~ ^{as} ~~known~~
Aft. on Rs 350, with Batta & travelling allowance
when on circuit - but the Manager's pay shall
then be reduced to Rs 200.

Yr
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1899

Proceedings of the Madras Government.
Under date the 17th October 1860-1899.

Read the following Proceed-
ings of the Board of Revenue.

Submitting with
reference to the Proceedings of
Government dated 25th July and
1st August 1860 the Board report (Here enter 11th September 1860
No. 1170.)
on the revised scale of Establish-
ments proposed by the Director
for the Revenue Settlement
Departments.

Q1 In these proceedings the
report on two
Board of Revenue reply to the
letters from the Director of R. & H.
references made to them in the
ment referred to them in the
orders of the 25th July and 1st Augst
containing
1860, Nos. 1240 and 1296, on certain
propositions made by the Director
of Revenue Settlements for
strengthening the establishments
of his department. The primary
object is to increase the efficiency
of the demarcation & classification
services

services, by augmenting the European supervision; but Mr. Newill adds also for considerable addition to the numbers, and in some instances to the salaries of the members of his own office. The scale finally proposed is given in Mr. Newill's letter of the 30th August, and is approved by the Board of Revenue.

2 For the European Superintendence it is proposed to have an Assistant to each of the four Deputy Directors, ~~on different rates of salary~~ viz. one on 500, two on 400 each, and one on 300 Rupees a month.

3 The mode in which it is proposed to obtain funds for this additional agency is to increase the number of the demarcators and classifiers in each party. The original number of the survey aminas in each party ^{proposed} was 48, and that of the demarcators and classifiers also ^{at} 48. ~~Last year~~ The survey work ^{being}

^{in 1859} ~~being far behind the work~~ ^{he came down} ~~During the preceding year to increase~~ number of survey aminas in each party ~~was increased to 60; and it is~~ ^{found that} ~~found that~~ with this increase ^{has been found to} strength the survey work ^{far} ~~from~~ the demarcation and classification. It ~~seems~~ ^{appears} that when the survey parties are fully trained, they can, as originally intended, work up to equal numbers of demarcators and classifiers. It ^{therefore} ~~is~~ ^{is} proposed ~~then~~ to increase the number of the latter also to 60, and the proportionate charge for superintendence will afford the means of employing the assistants ~~as~~ Directors. ~~of course~~ There will be an increase of cost for the time, but ~~it is expected, and~~ ^{certainly with reason, that} there will be a fully proportionate increase in the quantity of work done. Thus the survey and settlement will be expedited, and ~~eventually~~ there will be a saving.

4 Of the advantages, and even the necessity of giving ~~getting~~ the additional superior Superintendence the Government do not entertain a doubt. ~~They are aware that~~ At present the Deputy Director is left single handed to control the operations of a large number of persons spread over a very extensive area, and ~~that~~ it is physically impossible that he should really inspect more than a very fractional part of their ~~work~~ ^{work} yet that inspection is the only real check on it. Mr Sewill himself admits that there is a vast deal of bad work, and even of positive dishonesty and corruption in the operations of the Department.

5. In addition to the assistants to be given, Mr Sewill proposes some minor changes in the office establishments of the Deputies, resulting in a net

net increase of 76 Rupees a month to each. He also proposes an establishment of 82 ^{Assistants} monthly for the ~~Government~~ ^{Assistants}. 6. The intention of proposing different rates of pay for the ~~Assistants~~ ^{Assistants} is not apparent but the Government are of opinion that as the duties ~~are~~ ^{are} the same the pay should be so also. This has been the rule followed in all other cases in this Department as well as in most other ^{resolves to} and the Government ~~resolves to~~ ^{fix direct that the salaries be fixed} at the uniform ^{rate} of 400 Rs per mensem, with travelling allowance at 3 Rupees per diem, being the rate at present allowed to the two higher classes of Deputy Collectors.

7. ~~The Government are of opinion that these appointments~~ ^{will} be of great value in training men for the duty of Deputy Director. At present all the Deputies are ~~lower~~ ^{lower} officers;

officers, ~~and~~ much difficulty
has been ~~found~~ ^{experienced} in getting ^{suitable men}
some of those employed ^{are} very
young, ~~and the expense of~~

great, their salaries and allow-
ances amounting to Rs. 11,000
monthly. The Government do
not see any reason why the
~~whole of the~~ Deputy Directors
should not be ^{of the} uncovenanted
class for whom a salary of
800 Rupees a month with tentage
at 5 Rupees a day would be
considered a handsome remuneration. It may
not be possible at present to
procure competent men for
the place of ~~Deputy Directors~~
~~these places~~, but the appointment
of Assistants will furnish the
means of training them for it.

7. The other part of Mr.
Newill's proposals refers to his
own office. The Establishment
now consists of the following
servants; one uncovenanted
Assistant whose salary is exactly
the same as that of the old

Head

The restriction will cease to
be necessary, when unco-
venanted Officers shall be
forthcoming, possessed of
the necessary training
and experience, and the
change will have the
advantage of economy.

He proposes to fix the pay
of the Assistant at 700 Rs.
being the maximum rate
attainable under the
present arrangement ~~for~~ complete with the Deputy Collec-
tor - ships. No reason now exists
that the pay should be
800 Rs. in the event of
a member of the local
service being
appointed. The Govt
fully agree with Mr.
Newill as to the ne-
cessity of substituting
a fixed pay for the
present graduated scale,
but they consider the
salary

Head Darishtadars, rising by
gradation, and who now receives
280 Rupees a month; a manager
receiving, 250 Rupees, an Assistant
Manager on 120 Rupees; 19 clerks,
accountants and Gomastahs;
and 19 subordinate servants
mushiers, Daftarbandhs, peons.
The total monthly cost
being 1582 Rupees.

Mr. Newill finds the
present mode of paying his
uncovenanted Assistant very
inconvenient; he can only offer
280 Rupees ^{a month}, and ~~thus~~ he cannot
compete with the Deputy Collec-
tor - ships. No reason now exists
that the pay should be
800 Rs. in the event of
a member of the local
service being
appointed. The Govt
think therefore
that it will be very proper to
have a fixed salary, though they
are of opinion that Mr. Newill's
proposal to assign a salary of
700 Rupees being the maximum
attainable after 20 years under the
existing arrangement, to be
exorbitant

Salary proposed by Mr Stewart to be exorbitant. With
~~respect to the second~~ respect to the second
part of the proposal,
Mr Stewart.

~~that this salary should be~~
~~made 800 Rupees, if ^{filled by} he gets~~
~~a Covenanted Officer, but he has~~
since admitted that a Covenanted
servant would be out of place
in this post. In addition to
the Assistant on this new post-
ing, Mr Stewart also proposes
to have a 2nd Assistant on the
present salary of the Assistant
vizt 280 Rupees, to be eventually
reduced to 250 Rupees.

9. ~~It has been stated~~
~~that the work to be~~
done by the 1st Uncovenanted
Assistant will be that of an
ordinary servant of that class
in a Madras Office. vizt to draft
letters on common subjects
under the Directors' orders, and
to look after the working of
the office. He will very rarely
have to leave the Presidency.
~~As a long that there~~
~~are very few servants of~~
that class who receive more
than 400 Rupees a month, and

Looking at the general
rates of pay for servants
of this class, and compar-
ing Mr Stewart's office
and Establishment with
other offices possessing
uncovenanted assistants,
the Governor in Council
is of opinion that 350
Rs. a month will be
a suitable salary. Ration
and travelling allowance
will be drawn under
the usual rules of the
Department should
he ever be required to go
up country. The Govt
are of opinion that as
the new Assistant will
be the head of the office,
the pay of the Manager
should be reduced from
250 to 200 Rupees.

10. The 2^d Assistant
will travel more, and
his

his work will be more
vernacular and account
work. Mr. Newell pro-
poses 250 Rs for this post
eventually, but wishes
to retain the existing rate
(280 Rs) while the pre-
sent incumbent re-
mains. This course seems
so fair and right, but
the proper plan will
be to fix the pay at 250
Rupees, and allow the
present incumbent to
draw the old rate while
he retains the ap-
pointment.

11 In addition
to the foregoing, con-
siderable additions are
proposed both to num-
bers and salaries in
the rest of the Estab^t,
but no sufficient rea-
son for them. He does
not

not say that his Estab-
lishment is overworked,
but he represents that
it is desirable to put
his office on an effi-
cient footing. The Gov^t
cannot accede to these
recommendations as they
stand at present. As
respects the various
additions to salary pro-
posed, no good reason
appears for them.

12. The Government
would now apply to the
Government of India
for their sanction for
the enlargement of the
~~Settlement~~ Dept^t as above
approved, but they un-
derstand that Mr. Newell
further proposals to a
similar effect, ^{are} now before
the Board of Revenue,
and they resolve therefore
to

to delay the application for the Rev. Settlement
 to Calcutta till they shall be able to bring forward
 the whole subject at once.

AA

12 Cpis to the H. of Sec.
 12 - D. of Sec. Lth.

List - Porn
 Some see a proof

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28/2/08

5-2-12

8-3-12

16-10-12

87-88	237-238
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26-7-60	
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4-8-60	
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23-8-60	
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7-5-60	

No 293 + 294

Revenue Board
Pro: of Govt for October.

N. 1899.

Pro: of the Madras Govt
Df 17th Octr/60.

Passing orders on the
Board's report on the revised
scale of establishments pro-
posed by the Director for the
Revenue Settlement Departt.