M.R.O. 14—10,000—21-4-22.

MADRAS RECORD OFFICE.

Government of Madras.

Revenue DEPARTMENT.

G.O. No. 2288 Press
~~Mis.~~

5-6

Dated 1-12- 18 60

Not to be folded or roughly handled

No. 5. Read the following letter from H. NEWILL, Esq., Director of Revenue Settlement, to J. D. BOURDILLON, Esq, Secretary to Government, Revenue Department, Fort Saint George, dated Madras, 24th October 1860, No. 1,082 :—

SIR,

1. I have the honor to acknowledge the receipt on 22nd instant of the Proceedings of the Madras Government dated 17th instant, No. 1,899, objecting to certain items in the proposal for the enlargement and reorganization of the Settlement Department, contained in my letters of 25th June and 30th August last, Nos. 661 and 817, and reviewed in the Revenue Board's Proceedings of 14th ultimo, No. 4,170, and to offer the following explanation.

2. The reason for proposing different rates of pay for the Assistants in the parties, was to admit of promotion going on in the Department, and the longer retention of persons in it. The lower salary of Rupees 300 per mensem will generally suffice for the least experienced Assistant at starting, while it admits of one salary of Rupees 500 being given, thus turning to the advantage of the work what would probably remain unexpended.

Paragraph 6.

Rs.	
1 *on*.....	300
2 *on*.....	400
1 *on*.....	500

3. As regards the salary of the Assistant proposed for my Office, I would respectfully lay before Government the importance of the duties of the Revenue Settlement and the necessity of my having some superior Assistant in arranging the important details and extensive information connected with the Settlement. In the earlier stages, until some Settlements have been carried out, and while my Deputies will in several cases be young men with limited experience, much of the detail of the several processes of the Settlement must be gone into by me, if the work is to be uniformly and satisfactorily carried out, and as the results are to be of such moment to the interests of the Government and of the people, it is not, I hope, too much to ask that I may have intelligent and efficient assistance in arranging details which involve much responsibility and require experience and special aptitude for the duty. Perhaps I should not be considered wrong in estimating the importance of the detail duties of the Revenue Settlement as not less than that of the ordinary duties performed in the Revenue Board Office, where a Sarishtadár draws Rupees 700 per mensem, as the new Settlement will be admitted to be of more importance than the annual Settlements.

NOTE.—*At this moment my Deputy in Trichinopoly and Salem has been obliged to suddenly leave his post from sickness, and his successor without the slighest experience cannot be expected to work up all the details of the assessment processes for the ground which has been gone over.*

4. The Government, in paragraph 9, sketch out what is considered by them to be the routine of duty for this Assistant, and confine their description merely to assistance in the English Department and looking after the working of the Office. My original proposal in which I suggested the possible contingency of a Covenanted Officer being employed, may have given rise to this, but I stated at the same time that I had not such an arrangement in view for the present. The duties in the Office are not of an unchanging routine as in long standing Departments, and may gradually alter their character and several proportions as the Settlement advances, so that while now, the greatest assistance may be required in the duties of a Sarishta or Accountant Department, the progress of the Settlement with also increased parties may involve more business in English correspondence and more of the details of Settlement may be gradually left to the Deputies' Offices.

5. The present salary of the Assistant was declined by several persons who would have done good service in the Settlement work, as they have since in more remunerative positions in other Departments. The salary of Rupees 350 now proposed by Government might possibly have induced some one of them to have joined me, but certainly would not under subsequent arrangements in other Departments have retained their services, and I do not consider the fixed salary proposed which is 70 Rupees only in advance of what is now allowed would be as advantageous for my Department as the graduated salary rising as it does eventually from Rupees 280 to Rupees 700. Leaving out of the question whether the more distant prospects of the eventual enlargement of the Department to the full extent proposed. I trust the Government may be pleased on further consideration of the above explanation, to allow at least 500 Rupees per mensem as a suitable salary in the general reorganization.

6. The additions proposed to my Office in view of the present parties being enlarged and eventually two other enlarged parties being added, as described in paragraph 5 of my letter of 30th August last are,

2 Clerks.
2 Copyists.
1 Head Gumáshta.
2 Other Gumáshtas,

and I trusted that the circumstance of enlargement and increased number of the parties and the very considerably increased area of work would without further comment have been considered sufficient to warrant the addition of this proportionately small addition to my Establishment. If the parties are increased in strength by ½ and their number eventually increased by two additional ones, on the enlarged scale, the annual area of Settlement work will be nearly doubled. The Assistant must have more to attend to and some part be left to the head Gumáshta whose pay should be increased with the responsibility, and the addition of two Clerks, two Copyists and three Gumáshtas is the least I could recommend in consideration of the increase of work above described.

½ *Increase of* 4 *parties* = 1 *present party.*
2 *New parties on enlarged scale* ..... = 2½ ,, ,,
3½
in addition to present 4 *parties.*

7. In my letter of 30th August last, I showed that the full Establishment according to the proposed scale would not be employed till required, and noticed the difficulty that would arise from confining the sanction to what is required only for immediate purposes. A fifth Settlement party must naturally follow the fifth Survey party already sanctioned, and the addition of a sixth eventually is not an unreasonable expectation. If, however, the sixth party is considered too remote to be calculated upon in the present scheme, one Clerk on Rupees 30, one Copyist on 25 Rupees and the increase of one Gumáshta's pay from 75 to 100 Rupees and of the second Gumáshta from 50 to 75 Rupees as well as the pay of one Gumáshta on 20 Rupees, may be deducted from the list of additions in paragraph 5 of my letter of 30th August. I beg to request also that the pay of the Manager, who has now become familiar with the duties of the Office may be continued during the present incumbency as at present, as the loss of his services would be a most serious inconvenience to the business.

8. The Government observe that I have not stated that my Establishment is over-worked. It is frequently detained for the current duty beyond the usual hour at which Offices are closed at Madras, and the arrangements proposed have reference to a considerable increase of work.

9. The addition of Rupees* 76 to the Deputies' Office is proportionately small in comparison with the increase of the work, and frequent complaints have been made to me by my Deputies of the insufficiency of the present strength of their Office for the enormous amount of detail duty required to be conducted by it, and it would be impracticable to increase their work by ¼ as now proposed, without additional help in their Offices.

* *Paragraphs* 5 *and* 11.

10. In the proposal for a further Assistant and Probationary Assistant contained in my letter of 2nd instant, No. 977, no allowance is made for separate Establishments for them, but the means of providing this are contained in the reductions described in paragraph 6 of the letter.

11. I may be permitted respectfully to say that had the proposal as suggested in the last paragraph of the Government order gone up for the sanction of the Government of India, and thus been made irrevocable, I should have felt myself and my Deputies also in respect of their Offices in a worse position than at present in having thrown upon me and upon them a largely increased amount of work without corresponding means being provided for its efficient performance, a position which was deprecated, and I hope not unreasonably, in paragraph 11 of my letter of 25th June last.

Proceedings of the Madras Government, Revenue Department, 1st December 1860.

No. 6. ORDER THEREON, 1st December 1860, No. 2,288.

1. In thisletter the Director of Revenue Settlement offers explanation on certain of his proposals for the enlargement and reorganization of the Settlement Department objected to by Government in Proceedings dated 17th October, No. 1,899.

2. The points to which Mr. Newill adverts are,

(1.) The objection to a graduated scale of salary for the Assistants to the Deputy Directors, Mr. Newill having proposed salaries of 300, 400 and 500 Rupees, *Paragraph 2.* while the Government preferred an uniform rate of 400 Rupees per mensem to each.

(2.) The salary of the Assistant in Mr. Newill's Office proposed *Paragraphs 3 at 5.* to be fixed at 700 Rupees, whereas Government considered 350 Rupees sufficient.

(3.) The additions proposed to the Director's Office Establishment; *Paragraphs 6 at 8.* and the salary of the Manager, which was directed to be reduced from 250 to 200 Rupees.

Paragraph 9. (4.) The changes in the Office Establishments of the Deputy Directors.

3. The Government have given their consideration to the explanations given by Mr. Newill, but they see no reason to alter the views previously expressed by them, except in the following respects:—

First. As Mr. Newill distinctly states in this letter that the increased assistance to the offices of his Deputies and his own office is really required, the Government will no longer object to his proposals, modified, so far as his own office is concerned, by paragraph 7 of his letter herein recorded.

Secondly. As regards the Assistant to be entertained in Mr. Newill's Office, the Government assent to his monthly salary being fixed at Rupees 500 instead of 350 as before decided.

Thirdly. As respects the pay of the Manager the Government are willing to permit him to draw the present rate during his incumbency, as he has held the office since its formation. His successor will only receive 200, and meanwhile one of the first class Assistants will receive 350 Rupees only.

4. The further proposal of having an additional Assistant and Probationary Assistant adverted to by Mr. Newill in paragraph 10 will be separately disposed of.

(Signed) J. D. SIM,
Acting Secretary to Government.

Note- With reference to 1 & 2, I would observe that a gradation in the pay of the assistants is not needed for the two first classes. The further increase with a second assistant & a subsisting assistant is each year. The former may progress from 300 to the latter 200 Rs. Here then is a regular gradation - by periods of promotion, I should like to see the pay of the first assistants 500 Rs. & that of the 2nd 350. Here will not be a difference to a hundred rupees, but they will have travelling allowance 90 Rs.

This will effectually deal with the question of the graduation will be 200 300 400 - Good pay like the Executive allowance will -

2. With reference to the remarks in the opening of Para 4, I beg to say that the description of the duties given in the order is such as may be left to himself.

3. Adverting to the remarks in Para 5, it must be remembered that the appointment of Officiating

Revenue Deptt.

No. 2288.

Proceedings of the Madras Government

Under date the 1st Decr. 1860

Read the following letter

from the Director of Revenue

Settlement.

Affording with reference

to the order of Govt. of 17th Instant

No. 1899 explanation on certain

items objected to in the proposal

for the enlargement and reorga-

nization of the Settlement Deptt.

and urging a reconsideration of

the same.

(Here enter 24th Octr. 1860 No. 1082)

P.1. In this letter the

Director of Revenue Settlement

offers explanation on certain

of his proposals for the enlarge-

ment and reorganization

of the Settlement Department

objected to by Government in

Proceedings dated 17th October

No. 1899.

2. The points to

which Mr. Newill adverts are

pg

1st. The objection to a graduated scale of salary for the Asistants to the Deputy Directors, Mr. Nevill having proposed salaries of 300, 400 and 500 Rupees, while the Government preferred an uniform rate of 400 Rupees per mensem to each. Para 2.

2. The salary of the Asistant in Mr. Nevill's Office proposed to be fixed at 400 Rs, whereas Govt. considered 350 Rupees sufficient. Paras 3 & 5

3. The additions proposed to the Director's office establishment, and the salary of the Manager, which was directed to be reduced from 250 to 200 Rupees. Paras 6 & 8

4. The changes in the office establishments of the Deputy Directors. Para 9.

5. The Government have given their consideration to the explanations given by Mr. Nevill, but they see no reason to alter the views previously expressed by them, except in the following respects.

First As Mr. Nevill distinctly states in this letter that the increased assistance to the offices of his Deputies and his own office is really required, the Govt. will no longer object to his proposals, modified. So far as his own office is concerned, by para 4 of his letter herein recorded.

Secondly, as regards the Asistant to be entertained in Mr. Nevill's office, the Govt. assent to his monthly salary being fixed at Rs. 500 instead of 350 as before decided.

Thirdly As respects the pay of the Manager the Govt. are willing to ~~Cannot~~ permit him ~~to~~ to draw the present ~~high~~ rate ~~to~~ during his incumbency, as ~~he is entrenched.~~ Therefore he has left. The office ~~cannot be contented, must~~ since its formation ~~be supposed as the~~ His successor will ~~not~~ Director and only receive 200 - and ~~if he is not fit for that~~ meanwhile ~~the~~ one of ~~pastors~~ his ~~to~~ the first class will be a Manager ~~must be~~ 350 Rs only - ~~reduced to the scale~~

already

~~already treated upon by~~
~~Government.~~

In the further proposal of having an additional Assistant and Probationary Assistant advertised to by Mr Hamilton in Para it will be separately disposed of.

J. D. S

13 Copies
to The Director of Revenue Civil Est.
12 " Boards of Revenue
7 " Supts of Revenue Survey
3 Accts Genl
3 Civil Audr

45
12
6
29/11/60

Regarding the reorganization of the Settlement Department

Revenue 1860 Depart
Proc Govt for December

No 2288.

Proc the Madras Govt
of 1st December 60.

7 W. Acct. C
1 Bl of R. C

28-2-08

5-2-12

8-3-12

16 1012

Revenue 1860 Depatt

Govt of Govmt for December

No 2288.

Govt of the Madras Govmt

Dt 1st December 1860

Passing orders on the explanation offered by the Dr of Revenue Settlement on certain items objected to in the proposal for the enlargement and re-organization of the Settlement Department.

No 2546.