M.R.O. 14—13,000—27-9-24.

MADRAS RECORD OFFICE.

Government of Madras.

Revenue **DEPARTMENT.**

G.O. No. 180 - 181 Press ~~Mis.~~

361-63
Dated 22 - 1 - 1868.

Not to be folded or roughly handled

180-1

Proceedings of the Madras Government, Revenue Department,
22nd January 1868.

No. 361. Read the following letter from the Secretary to the Board of Revenue, to the Secretary to Government, Revenue Department, Fort St. George, dated Madras, 21st December 1867, No. 8,224 :—

I am directed by the Board of Revenue to submit, for the consideration and orders of Government, the annexed Minutes on the subject of raising the salary of the Secretary to the Board.

MINUTE BY THE FIRST MEMBER OF THE BOARD.

It appears to me the time has arrived when the Board of Revenue are called on to apply to the Government to place the salary of their Secretary on a more satisfactory footing.

The duties and responsibilities of the Secretary have always been important and onerous. To carry on the correspondence, answer the references, and prepare and submit to Government the reports arising out of, and connected with, the administration of the several branches of Revenue of nineteen large districts is no trifling or light work, and there has been and is a tendency in work of this character to increase both in importance and bulk. But not only is there an accession of work from the increase in the ordinary correspondence, but new and additional duties have of late been imposed on the Board.

For instance, the revision of the land assessment. This work was originally carried on under a highly paid and responsible special officer under the general superintendence of the Board, but it has now been placed under the direct and immediate control of the Board.

The sphere of audit, too, has been largely increased, and now embraces many new departments, such as the Forest, the Custom House, &c.

The administration of the Local Funds, till lately confined to a very few and trivial items, is now divided into several branches, and the supervision of the collection and appropriation of the Road Funds, which have been very largely augmented by the collections under the Road Cess Act of 1865, imposes no small amount of additional labor and responsibility.

All this additional work adds heavily to the Secretary's labor, and calls on him for larger sacrifices of time, and more sustained devotion to the duties of his office.

I am of opinion that the Board ought to be able to command the services of a gentleman of ability and experience of the standing of a Collector, but the Board cannot expect to do so while the salary remains at the present rate. A Collector with his tent allowance receives Rupees 2,420, while the Board's Secretary's salary is only Rupees 2,000.

In order to meet the difficulty, the Secretary has been allowed to hold some subsidiary appointment, such as that of Translator, the salary of which was, until 1847, 700 Rupees a month, and has latterly been 300 Rupees. Messrs. A. D. Campbell, R. Clarke, Daniel Elliot, J. C. Morris, Stephenson, Porter, Pycroft, Bayley, and Sim, have all held one of the Translatorships, and the late Secretary was Secretary to the Civil Fund.

The Government have now ruled that this expedient can no longer be permitted, and that the gentleman appointed to the office of Secretary must devote the

whole of his time and energies to his own proper duties. If, therefore, we are to retain the services of an Officer of the required experience and standing, it will be necessary that his salary should be raised.

In Bengal the Secretary to the Board of Revenue receives Rupees 2,500 a month, and the Deputy Secretary Rupees 2,300. I would recommend that our Secretary's salary be placed on an equal footing with that paid in Bengal.

The duties of our Secretary are not less arduous or responsible, and the questions submitted are of equal magnitude and importance; there does not, therefore, appear any reason why our Secretary should receive less even than the Deputy Secretary of the Bengal Board.

The annexed table shews the increase that has taken place in the work of the Board during the last eleven years:—

Years.	Letters, &c., received.	Letters, &c., despatched.	Petitions.	Grand Total.
1856	8,676	4,410	3,903	16,989
1857	8,118	4,718	4,431	17,267
1858	9,325	6,048	3,905	19,278
1859	11,621	6,681	4,579	22,951
1860	10,859	7,417	4,230	22,506
1861	13,067	8,268	4,720	26,055
1862	13,582	9,404	4,777	27,763
1863	14,301	9,235	4,963	28,499
1864	15,132	9,652	4,758	29,542
1865	14,606	9,559	4,197	28,362
1866	15,279	10,514	4,650	30,443

The mere figures give but an inadequate conception of the character of the increased labor imposed by the additional duties required of the Secretary, and they are certainly of such a character as, in my opinion, to entitle him to the proposed increase.

(Signed) T. CLARKE,
First Member.

3rd November 1867.

MINUTE BY THE THIRD MEMBER OF THE BOARD.

I agree with Mr. Clarke. The pay of the Board's Secretary should, I think, be such as to secure his services at the time when experience render them most valuable. The amount should be sufficient to compensate him for foregoing promotion to a Collectorate at the period when that post is usually obtained. I think, too, that the office should be on the same footing as in Calcutta.

(Signed) G. S. FORBES,
Third Member.

6th November 1867.

MINUTE BY THE SECOND MEMBER OF THE BOARD.

I quite concur with my colleagues that the post of Secretary to the Board of Revenue is under-paid.

Till now the Secretary has always held some subordinate appointment in conjunction with it, and his allowances have thus been rendered more adequate to his duties. This expedient can no longer be adopted; for the work in the Board's Office has so much increased as to require the Secretary's whole time. The work

of these subordinate appointments has also increased greatly of late years, and few, if any of them could now be held, without prejudice, in conjunction with even lighter offices than that of the Board's Secretary.

The proper course is clearly to make the Secretary's salary commensurate with his duties and responsibilities by a direct addition to it. It is of great importance in an Office like that of the Board, that there should not be frequent changes in its Secretariat, and that the salary should be such as to induce wel qualified men not only to enter, but to remain in that appointment.

(Signed) J. D. SIM,
Second Member.

19th December 1867.

No. 362. ORDER THEREON, 22nd January 1868, No. 180.

Miscellaneous.

1. The Government are of opinion that the post of Secretary to the Board of Revenue is at present under-paid, and they recognize the propriety of increasing the salary now that they have decided that no second appointment can be held with it as was formerly very generally the case.

2. The duties are admittedly very onerous, and it is very desirable to be able to secure and retain the services of an Officer of standing and experience.

3. The Board propose that the pay of the appointment should be raised from Rupees 2,000 to Rupees 2,500 monthly; but the Government consider that it will satisfy the reasonable requirements of the case if the salary of the Secretary is fixed at the same rate as that assigned to a Collector of a district.

4. The Government resolve therefore to recommend, for the sanction of the Supreme Government, that the pay of the Secretary of the Revenue Board be raised from 1st January 1868 to Rupees 2,333-5-4 monthly, or Rupees 28,000 yearly.

(Here enter No. 181, dated 22nd January 1868.)

(True Extract.)
(Signed) W. HUDLESTON,
Secretary to Government.

To the Board of Revenue.

Exd. J. Tulloch.

REVENUE DEPARTMENT,
FORT ST. GEORGE,
22nd January 1868.

No. 181.

No. 363.
To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
FINANCIAL DEPARTMENT.

SIR,

Miscellaneous.

From Secretary Board of Revenue, dated 21st December 1867, No. 8,224.
Order thereon, 22nd January 1868, No. 180.

1. I am directed to forward the papers noted in the margin for the consideration of His Excellency the Governor General in Council, with the strong recommendation of this Government that the pay of the Secretary to the Board of Revenue be raised from Rupees 2,000 monthly to Rupees 2,333-5-4, being the pay proper of a Collector of a district.

2. The post of Secretary to the Board is an extremely onerous one, requiring the services of an Officer of standing and experience; and the work has increased so much of late years that the Government thought fit, when the present incumbent was appointed, to require that his whole time should be devoted to the work of this single office, and that he should not hold with it any second appointment, such as a Translatorship or Civil Fund Secretaryship, as had been done in previous instances, and without the additional emoluments of which second post, it is not likely that the office would have been retained for any length of time.

3. The Officer holding the post is always certain to be of standing to entitle him to claim a Collectorate, and in the case of a married man the expenses involved in a residence at the Presidency are considerably higher than they are in the Mofussil. The temptation, therefore, to relinquish the post in the Board's Office is strong, and operates just when from his experience in the Office it is most desirable to retain the services of an existing incumbent. The Government are also of opinion that the appointment is absolutely under-paid with reference to the extent and nature of the duties, and the qualifications requisite for their proper performance, and in order to enable them to secure and retain the services of a duly qualified Officer, they are decidedly of opinion that the pay should not be less than that of a Collector.

4. They request, therefore, the sanction of the Supreme Government to the proposed increase, and that the rate of Rupees 2,333-5-4 monthly may be drawn from 1st January 1868.

I have the honor to be,
Sir,
Your most obedient servant,
(Signed) W. HUDLESTON,
Secretary to Government.

Exd. J. Tulloch.

No. 8,224.

From R. A. DALYELL, Esq., Secretary to the Board of Revenue,
To the Secretary to Government, Revenue Department.

Sir,

I am directed by the Board of Revenue to submit, for the consideration and orders of Government, the annexed Minutes on the subject of raising the salary of the Secretary to the Board.

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

R. A. Dalyell
Secretary.

Revenue Board Office,
Madras,
21st December 1867.

MINUTE BY THE FIRST MEMBER OF THE BOARD.

It appears to me the time has arrived when the Board of Revenue are called on to apply to the Government to place the salary of their Secretary on a more satisfactory footing.

The duties and responsibilities of the Secretary have always been important and onerous. To carry on the correspondence, answer the references, and prepare and submit to Government the Reports arising out of, and connected with, the administration of the several branches of Revenue of nineteen large Districts is no trifling or light work, and there has been and is a tendency in work of this character to increase both in importance and bulk. But not only is there an accession of work from the increase in the ordinary correspondence, but new and additional duties have of late been imposed on the Board.

For instance, the revision of the Land Assessment. This work was originally carried on under a highly paid and responsible Special Officer under the general superintendence of the Board, but it has now been placed under the direct and immediate control of the Board.

The sphere of audit too has been largely increased, and now embraces many new Departments, such as the Forest, the Custom-house, &c.

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All this additional work adds heavily to the Secretary's labour, and calls on him for larger sacrifices of time, and more sustained devotion to the duties of his office.

I am of opinion that the Board ought to be able to command the services of a gentleman of ability and experience of the standing of a Collector, but the Board cannot expect to do so while the salary remains at the present rate. A Collector with his tent allowance receives Rupees 2,420, while the Board's Secretary's salary is only Rupees 2,000.

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The Government have now ruled that this expedient can no longer be permitted, and that the gentleman appointed to the office of Secretary must devote the whole of his time and energies to his own proper duties. If, therefore, we are to retain the services of an Officer of the required experience and standing, it will be necessary that his salary should be raised.

In Bengal the Secretary to the Board of Revenue receives Rupees 2,500 a month, and the Deputy Secretary Rupees 2,300; I would recommend that our Secretary's salary be placed on an equal footing with that paid in Bengal.

The duties of our Secretary are not less arduous or responsible, and the questions submitted are of equal magnitude and importance; there does not, therefore, appear any reason why our Secretary should receive less even than the Deputy Secretary of the Bengal Board.

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The mere figures give but an inadequate conception of the character of the increased labour imposed by the additional duties required of the Secretary, and they are certainly of such a character as, in my opinion, to entitle him to the proposed increase.

3rd November 1867.

(Signed) T. CLARKE,
First Member.

MINUTE BY THE THIRD MEMBER OF THE BOARD.

I agree with Mr. Clarke. The pay of the Board's Secretary should I think be such as to secure his services at the time when experience render them most valuable. The amount should be sufficient to compensate him for foregoing promotion to a Collectorate at the period when that post is usually obtained. I think too that the office should be on the same footing as in Calcutta.

6th November 1867.

(Signed) G. S. FORBES,
Third Member.

MINUTE BY THE SECOND MEMBER OF THE BOARD.

I quite concur with my colleagues that the post of Secretary to the Board of Revenue is underpaid.

Till now the Secretary has always held some subordinate appointment in conjunction with it, and his allowances have thus been rendered more adequate to his duties. This expedient can no longer be adopted; for the work in the Board's Office has so much increased as to require the Secretary's whole time. The work of these subordinate appointments has also increased greatly of late years, and few, if any of them could now be held, without prejudice, in conjunction with even lighter offices than that of the Board's Secretary.

The proper course is clearly to make the Secretary's salary commensurate with his duties and responsibilities by a direct addition to it. It is of great importance in an office like that of the Board, that there should not be frequent changes in its Secretariat, and that the salary should be such as to induce well-qualified men not only to enter but to remain in that appointment.

19th December 1867.

(Signed) J. D. SIM,
Second Member.

(True Copies.)

Secretary.

Entd by Rev. Sec.

In sending this round for record I may state from my own experience of some 9 years in the Bd's Office & 6 years as Sec[y]. that the drudgery of the Sec[y]'s post is excessive. that the work is constantly increasing. it is extremely heavy. that it is very desirable to retain the services of an experienced Secretary as possible. as materially aiding in the despatch of business. but that it certainly cannot. have induced me to remain silent in the post as I did. last year with it. the office of Sec. Civil Fund. on R. 370. & I must say the pay of the mere Sec[y] is less than that of a Collr's post. it is much less than that of a Collr with the staff. the first thing is to remove the pressing inducement that the Sec[y] has to take a Collr's post as soon as he can claim one & retain him I imagine for a considerable time in the Bd's office. J. D. S.

The Secretary to the Board of Revenue is an officer charged with important & increasing duties. It is extremely desirable that government should have the power of commanding the services of a member of the Civil Service in every way competent for that duty and of retaining him in the employment. The Salary is now Rs. 2000. The Board proposes to raise it to Rs. 2500. My own impression is that the Board goes rather further than is necessary. The Secretary will usually be chosen in the Standing at which the incumbent might rationally claim to be made a Collector or shortly before that grade. I do not see that it is necessary to remunerate

the office more highly than that of Collector. If the key of a Collector was awarded few persons would desire to leave the office with the advantage of residence at Madras and the prospect of promotion in the Secretariat or the Board, for a post in the Mofussil. The key of a Collector would probably procure the best man and keep him sufficiently long at his Post. With this scale of Salaries the Govt. would feel itself at liberty to transfer a Secretary who did not give Satisfaction to provincial employment. You could shift a Secretary to a Collectorate if the Salaries were equal. It would be more difficult to do so if the Salary of the Secretary was inferior. The Salary of a Collector would enable Government to choose a good man and retain him. It would also enable Government to remove an indifferent or incompetent man.

Something too is owing to the Civil Service at large. The position of Collector is extremely important and responsible. Some of our Collectorates are little States in themselves and the Collector exercises a great authority and influence. I would not make the Secretaryship to the Board of Revenue a greater post than the Collectorate of Malabar or Tanjore. I think it would be unfair to the Electoral Body. The members of the Board may have the ascendancy which belongs to superior authority and remuneration, but the Secretary should not, in my opinion,

It strikes to me that some increase of Salary is most desirable. The claim of the Secretary to superior emolument has been practically avowed by the fact that he has almost invariably held another post. The Govt has formally intimated to Mr Dalyell that he is not to accept any temporary employment whatever. He has been informed that he must at the termination even to have the office of Secretary to the Civil Service Fund a Class not connected with Government at all. This decision of Govt is in my opinion most necessary if we regard the incipient and increasing calls on the time and attention of the Secretary but Mr Dalyell with these Extending duties is placed at a disadvantage contrasted with his predecessors. The Govt ought, I think to reconsider a Salary of Rs 2333, and address the Govt of India on the subject. If

8/

I concur in the opinion of the Secretary the Governor that the Salary of the Secretary to the Board of Revenue ought with propriety to remain at Rs 20000 per annum the amount drawn by our Collectors and Civil Judges. I regret the Office of Secretary to this Board as at present constituted and the proposed salary as not more than commensurate with the duties which appertain to it.

At the same time I think it my practicable duties at present is a favorable juncture for making the application - within the last few weeks I have

still be in favour of making the application. I will not object.

G. A.

6th January 68

It is beyond doubt, extremely desirable to prevent present changes in the office of Secretary to the Board of Revenue, and the only way effectually to avoid them, is to secure for the Secretary such an increase of salary as will keep us the office a man, who, so soon as he has seen a few of his contemporaries advanced to the post of Collector, can demand similar advancement. - With the opinion I need not add to the numerous arguments in favor of this increase, which these papers afford. I think however, with Mr. Arbuthnot, that, adverting to the supposed deliberations on the fate & future of the Revenue Board under the Presidency, the present is a decidedly bad time for submitting to the Govt. of India any proposal for the contemplated measure

11 January 68.

A. D.

I am informed that the practice of abolishing the Board of Revenue is now very generally considered by the Revenue Servants. If this measure should be carried out I think it may be highly expedient that we should be called upon at no distant date to consider the expediency of taking a similar step at Madras and as many circumstances tend pending the decision of the question of the Board's existence within the Govt. of India no the Secretary of State will be disposed to sanction any addition to its cost. If however, after due consideration this Presidency and the other members of Govt. should

5 10

Revenue Depart.

W. 180.

Proceedings of the Madras Govt. under date the 22d. Jany. 1868.

Read the following in the Bd. of Revenue.

Submitting for the sanction of Govt. minute of Members of the Council on the subject of increasing the salary of the Collector of Tanjore.

(Here enter 21st Decr. 1867 No. 8224).

The Govt. are of opinion that the post of Collr. to the Board of Revenue is at present under paid and they recognise the propriety of increasing the salary now that they have decided that no second appointment can be held with it as was formerly & generally the case.

The duties are admittedly

admittedly very onerous, and it is ~~very~~ difficultly desirable to be able to secure and retain the services of an officer of standing and experience.

The Board propose that the pay of the post should be raised from Rs 2000 to Rs 2500 monthly - but the Govt consider that it will satisfy the reasonable requirements of the case if the Secy is secure that the Presidency the pay proper which he would receive as Collr to which post his standing would entitle him to aspire.

The Govt resolve therefore to recommend for the sanction of the Supreme Govt that the pay of the Secy of the Revenue Board be raised from 1st Jany 1862 to Rs 2,333-5-4 monthly, or Rs 28,000 yearly.

appointment

(I must say if the salary of the Secretary is fixed at the same rate as that appointment for a Collector of a District. N.

I must say as little as possible about the Secretaryship of the Secretary for I am entirely but a mere of any Secretary is not needed for the legislative duties

11 Copies Forwd to Govt of Revenue Dept 22 Feb

Ed. H. Hall

of the Secretary. If any if the Secretary is to do all or nearly all the work which the Secretaries ought to do a man of considerable experience is required. But the truth is that a great change is needed in the working of the Board of Revenue and will have to be carried out, if that institution is to be maintained.

H.

Revenue Department.

22nd January 1868.

No. 181.

THE SECRETARY TO THE GOVERNMENT OF INDIA.

Sir,

I am directed to forward the papers noted in the margin for the consideration of His Excellency the Governor General in Council, with the strong recommendation of this Government that the pay of the Secretary to the Board of Revenue be raised from Rs. 2,000 monthly to Rs. 2,333-5-4- being the pay proper of a Collector of a district.

The post of Secretary to the Board is an extremely onerous one, requiring the services of an officer of

* Standing

Revenue 1868 Jany
Pro of Govt Sc. January
No 181
Pro of the Madras Govt
No 7 Jan 1868

standing and experience — and the work has increased so much of late years that the Government thought fit when the present incumbent was appointed to require that his whole time should be devoted to the work of this single office, and that he should not hold with it any second appointment such as a Translatorship or Civil Fund Secretaryship, as had been done in previous instances — and without that the additional emoluments of which second post, it is not likely that the office would have been retained for any length of time.

The officer holding the post is always certain to be of standing to entitle him to claim a Collectorate, and the

I would insert the words "in the case of a married man" the expenses involved in a residence at the Presidency are considerably higher than they are in the Mofussil. The temptation therefore to relinquish the post in the Board's office is strong — and operates just when from his experience in the office it is most desirable to retain the services of an existing incumbent. The Government are also of opinion that the post is absolutely underpaid with reference to the extent and nature of the duties and the qualifications requisite for their proper performance and in order to enable them to secure and retain the services of a duly qualified officer, they are decided by

I would insert the words "in the case of a married man" the expenses involved in a residence at the Presidency are considerably higher than they are in the Mofussil. The temptation therefore to relinquish the post in the Board's office is strong — and operates just when from his experience in the office it is most desirable to retain the services of an existing incumbent. The Government are also of opinion that the post is absolutely underpaid with reference to the extent and nature of the duties and the qualifications requisite for their proper performance and in order to enable them to secure and retain the services of a duly qualified officer, they are decided by

of opinion that the proxy should not be less than that of a Collector.

They request therefore the sanction of the Supreme Government to the proposed increase, and that the rate of Rs. 2,333-5-4- monthly may be drawn from 1st January 1868.

Mr. Dalyell the present incumbent is of about 14 years standing in the service - seven of his juniors hold the confirmed post of Collector or Judge - while nine more are acting in those grades.

The Government could not with satisfaction to themselves entrust this very onerous and responsible post to an officer of much less standing than the present incumbent but they are sensible of the serious hardship of retaining any one in it at a disadvantage to himself from regard to the exigencies of the public service.

I am directed to request the favor of an early reply to this application.

For I would omit all the Paragraphs ruled thro by Mr. Arbuthnot. N.

I must stop here a Circular Statement that I sent in on promotion from

upwards of 17 years the annual in Dec. 1850.

But I must say nothing about the present incumbent Mr. Grt. of whom invariably deserving & fair in every of Salary or personal grounds - G/K

I must omit this I question the necessity or advantage of having a man of long service

G/K

Sd. W. Dalyell

Revenue 1868 Dep.
Pro of Govt for January

No 181

To
The Secretary to the Govt
of India, Financial Dept
No 22d January 1868

Sir,

No 363