M.R.O. 1—20,002—12-3-05.

(1) Number of Pages 22

(2) Date of repair 20-4-67

(3) Initials of the Referencer Gopalk

MADRAS RECORD OFFICE

GOVERNMENT OF MADRAS

Revenue DEPARTMENT

G.O. No. 1563 Press

~~B.P. No.~~ Mis.

Dated 15-12-1874 ~~196~~ .

Not to be folded or roughly handled

No. 183. Read the following Proceedings of the Board of Revenue, dated 5th October 1874, No. 2,386.

Read again Board's Proceedings, dated 4th December 1873, No. 2,474.

Read also the following letters:—

From the Collector of Ganjam,		dated 22nd May 1874,		No.	1,290,
		recorded in Board's Proes., 20th July 1874,		No.	1,875.
,,	,, of Vizagapatam,	dated 8th April	1874,	No.	481.
,,	,, of Godavery,	,, 18th ,,	,,	,,	93.
,,	,, of Kistna,	,, 13th ,,	,,	,,	585.
,,	,, of Nellore,	,, 31st March	,,	,,	685.
,,	,, of Chingleput,	,, 10th July	,,	,,	328.
,,	,, of ,,	,, 31st ,,	,,	,,	397.
,,	,, of South Arcot,	,, 6th Feb.	,,	,,	62.
,,	,, of Tanjore,	,, 8th April	,,	,,	91.
,,	,, of Madura,	,, 6th ,,	,,	,,	92.
,,	,, of ,,	,, 23rd July	,,	,,	225.
,,	,, of Tinnevelly,	,, 24th Feb.	,,	,,	127.
,,	,, of Malabar,	,, 23rd May	,,	,,	130.
,,	,, of South Canara,	,, 6th July	,,	,,	1,258.

In their Proceedings of the 4th December 1873, No. 2,474, the Board called upon all Collectors for report as to the steps to be taken towards improving the position and pay of Salt Superintendents, and the letters above recorded are their replies.

2. The Collector of Kistna alone has no proposals to make, he being of opinion that the present rates of pay are sufficient, and that, as long as the duties of Salt Superintendents remain what they are, the post cannot be a stepping stone to other employment. The other Collectors consulted make various proposals which will be noticed in order.

3. 1st.—*Increase of pay.*—The principal amelioration proposed is a general increase of pay, which most Collectors would extend to the Assistant Salt Superintendents, and one or two to the whole salt establishment, including Clerks and Deloyets. The Collector of Godavery, however, is of opinion that the pay assigned to Superintendents is adequate to the work performed, and that honesty will not be secured by a trifling increase of pay. The Collector of Canara and the Nellore Deputy Collector, whose views are endorsed by the Collector, consider a general enhancement of pay unnecessary, but, with a view to remedying inequalities arising from the varying amount of work at the several stations in their respective districts, they propose a re-adjustment of salaries at existing rates with reference to the duties devolving on each officer at the present time. There seems no objection to the proposal, but any scheme of adjustment which appears desirable should be brought forward separately after the general question now under consideration has been definitely settled.

4. All the other Collectors consulted consider the present rates of Superintendents' pay insufficient and various scales have been suggested, the salaries to be regulated according to the revenues of the several divisions or the allowance to be a

personal one granted after so many years service. As regards Assistants, it is urged that they are often called upon to take the place of and perform the same duties as Superintendents, and that the former post should be made a stepping stone to the latter.

5. The present rates of pay are shown in the margin, and the Board are of opinion that, with the single exception of Madras, they are too low, considering the unpopularity of service in the Salt Department arising partly from the exposure entailed and partly from the slowness of promotion, and taking into account the necessity of removing as far as possible all temptations to fraud, the facilities for which are so great. Superintendents should be divided into classes, the scale of pay being graduated according to the revenue of the several divisions, which seems the only fair way of regulating their salaries. Assistant Superintendents should also be classed according to the nature of the duties devolving upon them. The state of the manufacture or sales would not be a sufficient guide, as it might be advisable to put a small station in charge of an Assistant, in which case from the responsibility devolving upon him he would be entitled to higher remunera. tion than an Assistant of a larger station and no sole charge. The classification could easily be settled by Collectors from their local knowledge.

Superintendent.		Asst. Supt.
Rs.		Rs.
200	Madras Salt-kotaurs only.	50 Chunampet, South Arcot, only.
125		35
100		30
85		25
75		20
60		15
50		
40		
35	Canara and Malabar only.	
30		
25		

6. The Board propose to classify Superintendents as follows:—

				Rs.
Superintendents at stations where the sales exceed 2 lacs of maunds,	Class	I	Pay	175
Do. where the sales range between 1½ and 2 lacs,	,,	II	,,	150
Do. do. ,, 1 and 1½ lacs,	,,	III	,,	125
Do. do. ,, ½ and 1 lac,	,,	IV	,,	100
Do. do. ,, 20,000 maunds and ½ lac,	,,	V	,,	80
Do. do. below 20,000 maunds,	,,	VI	,,	60

At the Madras Salt Kotaurs the Superintendent draws Rupees 200 per mensem, and, though the Collector proposes a slight increase, the Board are of opinion that his remuneration is sufficient. The Collector also proposes the entertainment of a Deputy-Superintendent on Rupees 120 at the Salt Kotaurs, and, considering the extent of the sales averaging 1½ lacs of maunds annually, the proposal to give the Superintendent a Deputy appears to the Board reasonable, but a salary of Rupees 100 will, in their opinion, suffice.

It must be observed that it is not intended to lay down a hard and fast line, and that the above classification is merely a rough one to serve as a guide to Collectors in making their proposals, but admitting of modification in special cases. In the case of some divisions the labor and responsibility devolving on the Superintendent does not depend entirely upon the extent of the manufacture and sales. The vicinity of extensive swamps producing spontaneous salt, as in the case of Vedaranium, and the want of concentration of the pans, as in the case of Ganjam, are elements to be taken into consideration in fixing the Superintendent's pay which would justify his being placed in a higher class than the mere sales would warrant.

7. As regards Assistant Superintendents, the Board consider that their number is at present insufficient; the consequence is that *ill-paid clerks* are made to do the duties of Assistants. The Board, therefore, recommend an increase to their number, but without further information they are not in a position to say how many will be required, probably twenty-four additional Assistants will suffice. As regards pay, the Board propose to divide Assistants into four classes, the rates being fixed at Rupees 50, 40, 30 and 20 per mensem, and Collectors being called upon to report what grade of Assistant should be attached to the several divisions in their respective districts, with due regard to the importance of each.

8. The cases of stations where there are sales but no manufacture, as in Malabar, and where there is manufacture without sales, as in the north of the Chingleput District, have also to be considered. In the former case, the average sales must be taken as a guide for classification, and the Superintendent should, the Board think, be ranked two grades lower than the class in which he would be placed if there were both manufacture and sale; in the latter, the average manufacture must be ascertained, and the Superintendent should be ranked one class lower.

At stations where manufacture is carried on conjointly with sale, the average sales should be taken, say for the past five years, the sales being less liable to alterations from bad seasons than the manufacture.

9. The financial effect of the proposed augmentations cannot be accurately given without further information from the districts, but, from a statement of the average sales for the past five years prepared in the Board's Office from the accounts current, it appears that the number of Superintendents of each class will be approximately as stated below for sixty-five divisions:—

					Rs.
Madras Kotaurs,	1	Superintendent at	...		200
Class	I	6	do.	at 175	= 1,050
,,	II	8	do.	at 150	= 1,200
,,	III	6	do.	at 125	= 750
,,	IV	18	do.	at 100	= 1,800
,,	V	15	do.	at 80	= 1,200
,,	VI	11	do.	at 60	= 660
					6,810 × 12 = 82,320
Present pay about		...	...	...	4,100 × 12 = 49,200

Certain stations in Chingleput, where there are no sales, have not been included.

10. The salaries of this class of servants at present rates aggregate about Rupees 4,070 per mensem or Rupees 56,040 per annum. The accounts current, however, give particulars of sales at sixty-five divisions only, whilst there appear to be seventy-four Superintendents, so that it is impossible to say what the extra cost will be without further information; but should the Government be prepared to consider these proposals favorably, full particulars will be called for. As regards Assistant Superintendents, no estimate can be framed, as it must be left to Collectors to decide how they are to be graded, but the extra expense involved cannot be very great. There appear to be ninety-five Assistants whose salaries amount to Rupees 1,930 per mensem or Rupees 21,960 annually. The addition of twenty-four more on Rupees 20, the lowest rate proposed, will cause an increase of cost to the extent of Rupees 5,760 annually.

11. The total salaries of Superintendents and Assistants amount to Rupees 78,000 per annum, an enhancement to the extent of 50 per cent., Rupees 39,000, would probably suffice to carry out the scheme.

The figures noted in the margin show that the Salt Revenue can well afford to bear the slight extra charge which is now recommended. The average revenue for the last five official years is Rupees 1,26,25,333, the cost of the division and station establishments only for 1873-74 was Rupees 1,06,071, and of the Deputy-Collectors and their establishments Rs. 57,996, or a total of Rupees 2,24,067. The cost of the present scale of establishment is therefore not quite 1·8 per cent. of the average revenue for the past five years, if Deputy-Collectors and their establishments are included, or 1·3 per cent., if the station establishments only are taken into account.

Salt Revenue	Rs.
Official year, 1869-70	1,16,47,306
1870-71	1,20,42,303
1871-72	1,30,78,407
1872-73	1,28,06,452
1873-74	1,29,50,200
Total	6,31,26,668
Average	1,26,25,333

Salt Establishment 1873-74.	Rs.
Deputy Collectors and their Establishments	57,996
Division and Station Establishments	1,06,071
Total	2,24,067

12. The Collector of Madura raises the question of the grant of batta to salt servants, when obliged to visit swamps at a distance from their stations for the purpose of destroying or preventing the formation of spontaneous salt. The Board would prefer an increase to salary to the grant of batta, and, should their present proposals meet with approval, there will be no necessity to consider the question of batta, as the vicinity of salt swamps, and the inspection duties entailed thereby should be taken into consideration in grading the Superintendents and Assistants.

13. The further proposals made by Collectors for improving the position of Salt Superintendents are as follows:—

Proposed by the Collectors of Chingleput and South Arcot, the Deputy-Collector of Nellore, and Deputy-Collector of Tanjore, but not supported by the Collector.

2*nd.*—*That approved service as a Salt Superintendent for five years should qualify for the post of Tahsildar, provided all the prescribed tests have been passed.*

This proposal was once before brought forward, and negatived in the Board's Proceedings of the 19th November 1868, No. 8,100, on the ground that the current work is not such as to give Superintendents the opportunity of becoming conversant with the Revenue and Magisterial business required of a Tahsildar, and that the interests of the Revenue and Magisterial Departments cannot be made to give way to those of the Salt Department. On reconsideration, however, the Board are disposed to think that this point might be conceded, as it will still rest with Collectors to recommend for promotion such Superintendents only as are qualified for a Tahsildar's post, and the concession will remove one of the principal objections which rising men have to service in the Salt Department: the hope of promotion will be an incentive to honesty and assiduity.

Proposed by the Collectors of Chingleput and South Arcot.

14. *3rd.*—*That a few of the Salt Superintendents should be invested with full Magisterial powers as regards offences connected with salt.*

This proposal was made by Mr. Pelly, but negatived by Government in their Order of 9th October 1861, No. 1,955, on the ground that Salt Superintendents are not chosen on account of their fitness for judicial work; that they have no proper establishments for such duties; that their own proper work is sufficient to occupy their time; and that in all cases of offences against the salt laws, they are directly interested. The Board knowing the views of Government on this point refrain from pressing it. They do not, however, altogether share those views, and think that Magisterial powers might be conferred on a few of the best Superintendents without fear of abuse. The possession of these powers would add greatly to the Superintendent's influence, and to the attractions of the post to rising men.

Proposed by the Collector of the Godavery District.

15. *4th.*—*That, a few Salt Superintendents should be promoted to be Salt Deputy-Collectors, and that the latter should always have served at least a year in the Salt Establishment.*

Apparently Mr. Foster would promote Salt Superintendents direct to the post of Salt Deputy-Collector, as he states that their work does not fit them for the intermediate post of Tahsildar; but his proposal does not commend itself to the Board.

Proposed by the Collector of Chingleput and Deputy-Collector of Nellore.

16. *5th.*—*That, to afford greater chances of promotion, vacancies in the Huzur and Taluq Establishments should be more frequently filled from the Salt Establishment.*

The Board observe that this is a measure which Collectors are competent to carry into effect themselves. A more frequent interchange between the Salt and Taluq Establishments in the lower grades certainly appears desirable.

Proposed by the Collector of Chingleput.

17. *6th.*—*That no one shall be admitted into the department, even on a salary of Rupees 15, until he has passed the Uncovenanted Civil Service Test in English, with the object of securing a better class of men.*

This rests very much with Collectors. A preference might be given to passed candidates, but the exclusion of all others would probably not be feasible, and there is no reason for applying the rule specially to the Salt Department.

Proposed by the Collector of Chingleput.

18. *7th.*—*That those already in the department should be permitted to appear for the Superintendent's Test without having previously passed the General Test.*

This suggestion is made with the object of giving promotion to those men who are practically well acquainted with their duties, but who are too old to go to school again. The Board think that this might be conceded in the case of men who have served (say) seven years prior to the 1st April 1874 in the Salt Department, as it would give a chance to a number of unpassed men in the lower grades, who under existing rules can never rise, thereby stopping promotion, and who lead a hopeless life without any inducement to honesty or exertion.

Proposed by the Collector of Chingleput.

19. *8th.*—*That, at the discretion of the Collector, Salt Superintendents may*

be employed on Revenue Inspector's duties from the close of the manufacturing season, to afford them an opportunity of acquiring revenue experience.

This would not be possible, except in the case of some of the Chingleput Superintendents who have no sales to attend to. Mr. Barlow is at liberty to try the experiment, and will report the result in due course.

Proposed by the Collector of Tanjore. 20. *3dly.—That, to enable Superintendents to discharge satisfactorily the duties devolving upon them in connection with the conduct of manufacturing operations, they should have the power to enforce the attendance of the Salt Mirassidars and their Coolies when required.*

As the Collector points out, this would necessitate a special enactment, and it does not appear to be a proposition coming within the scope of the present inquiry.

21. To sum up, the Board's recommendations are five:—

1*st*.—That the salaries of Superintendents and Assistants should be increased, and that they should be graded with reference to the revenue of their divisions, and any other special circumstances entailing increased work or responsibility.

2*nd*.—The inclusion of the post of Salt Superintendent amongst offices qualifying for a Tahsildarship.

3*rd*.—That those who have served seven years in the Department prior to 1st April 1874 should be excused the General Test.

4*th*.—The addition of a Deputy-Superintendent on Rupees 100 to the Salt Establishment at the Madras Kottahs.

5*th*.—The addition of twenty-four Assistants to the Establishment.

(A true Extract.)

(Signed) C. A. GALTON,
Acting Sub-Secretary.

No. 181. Order thereon, 15th December 1874, No. 1,078.

Separate Revenue, No. 10.
Salt.

His Excellency the Governor in Council quite concurs with the Board of Revenue, that the salaries now assigned to the superior servants of the Salt Department are not commensurate with the onerous duty imposed on them, and the trust which must, of necessity, be reposed in them. The position of the Superintendents was much improved by Mr. Polly's scheme, but, to secure good and honest service, some such improvement and modification of salaries as that suggested by the Board is essential. The Government, therefore, resolve to instruct the Board to mature their scheme in view to its being submitted to the Government of India.

2. His Excellency in Council declines to allow service as Salt Superintendent to qualify for the grade of Tahsildar, and adheres to the resolution not to allow Salt Superintendents to perform magisterial duties.

3. His Excellency in Council must also decline to sanction the proposed exemption of men who have served in the Salt Department from the General Test, the only result of which will be to promote inefficient men.

4. Application will be made to the Government of Bombay for the scale of the salaries of the servants of the Salt Department in that Presidency, settled in the recent organization of the Department.

(True Extract.)

(Signed) C. G. MASTER,
Acting Secretary to Government.

To the Board of Revenue.

Ex. W. H. French.

No. 2,886.

PROCEEDINGS OF THE BOARD OF REVENUE, dated 5th October 1874.

Read again Board's Proceedings, dated 4th December 1873, No. 2,474.

Read also the following letters:—

From the Collector of Ganjam,		dated 22nd May 1874,	No.	1,290,	
		recorded in Board's Proes., 20th July 1874,	No.	1,875.	
,,	,, of Vizagapatam,	dated 8th April 1874,	No.	481.	
,,	,, of Godavery,	,, 18th ,, ,,	,,	93.	
,,	,, of Kistna,	,, 13th ,, ,,	,,	585.	
,,	,, of Nellore,	,, 31st March ,,	,,	695.	
,,	,, of Chinglepat,	,, 10th July ,,	,,	322.	
,,	,, of ,,	,, 31st ,, ,,	,,	397.	
,,	,, of South Arcot,	,, 6th Feb. ,,	,,	62.	
,,	,, of Tanjore,	,, 8th April ,,	,,	91.	
,,	,, of Madura,	,, 6th ,, ,,	,,	92.	
,,	,, of ,,	,, 28rd July ,,	,,	225.	
,,	,, of Tinnevelly,	,, 24th Feb. ,,	,,	127.	
,,	,, of Malabar,	,, 23rd May ,,	,,	130.	
,,	,, of South Canara,	,, 6th July ,,	,,	1,258.	

In their Proceedings of the 4th December 1873, No. 2,474, the Board called upon all Collectors for report as to the steps to be taken towards improving the position and pay of Salt Superintendents, and the letters above recorded are their replies.

2. The Collector of Kistna alone has no proposals to make, he being of opinion that the present rates of pay are sufficient, and that, as long as the duties of Salt Superintendents remain what they are, the post cannot be a stepping stone to other employment. The other Collectors consulted make various proposals which will be noticed in order.

3. *1st.—Increase of pay.*—The principal amelioration proposed is a general increase of pay, which most Collectors would extend to the Assistant Salt Superintendents, and one or two to the whole salt establishment, including Clerks and Peloyets. The Collector of Godavery, however, is of opinion that the pay assigned to Superintendents is adequate to the work performed, and that honesty will not be secured by a trifling increase of pay. The Collector of Canara and the Nellore Deputy-Collector, whose views are endorsed by the Collector, consider a general enhancement of pay unnecessary, but, with a view to remedying inequalities arising from the varying amount of work at the several stations in their respective districts, they propose a re-adjustment of salaries at existing rates with reference to the duties devolving on each officer at the present time. There seems no objection to the proposal, but any scheme of adjustment which appears desirable should be brought forward separately after the general question now under consideration has been definitely settled.

4. All the other Collectors consulted consider the present rates of Superintendents' pay insufficient and various scales have been suggested, the salaries to be regulated according to the revenues of the several divisions or the allowance to be a

personal one granted after so many years service. As regards Assistants, it is urged that they are often called upon to take the place of and perform the same duties as Superintendents, and that the former post should be made a stepping stone to the latter.

5. The present rates of pay are shown in the margin, and the Board are of opinion that, with the single exception of Madras, they are too low, considering the unpopularity of service in the Salt Department arising partly from the exposure entailed and partly from the slowness of promotion, and taking into account the necessity of removing as far as possible all temptations to fraud, the facilities for which are so great. Superintendents should be divided into classes, the scale of pay being graduated according to the revenue of the several divisions, which seems the only fair way of regulating their salaries. Assistant Superintendents should also be classed according to the nature of the duties devolving upon them. The state of the manufacture or sales would not be a sufficient guide, as it might be advisable to put a small station in charge of an Assistant, in which case from the responsibility devolving upon him, he would be entitled to higher remuneration than an Assistant at a larger station not in sole charge. The classification could easily be settled by Collectors from their local knowledge.

Superintendent.		Asst. Supt.	
Rs.		Rs.	
200	Madras Salt-Kotaurs only.	50	Chumarpett, South Arcot, only.
125		35	
100		30	
85		25	
70		20	
60		15	
50			
40			
35	Canara and Malabar only.		
30			
25			

6. The Board propose to classify Superintendents as follows:—

				Rs.
Superintendents of stations where the sales exceed 2 lacs of maunds,		Class	I	Pay 175
Do.	where the sales range between 1½ and 2 lacs	,,	II	,, 150
Do.	do. 1 and 1½ lacs	,,	III	,, 125
Do.	do. ½ and 1 lac	,,	IV	,, 100
Do.	do. 20,000 maunds and ½ lac.	,,	V	,, 80
Do.	do. below 20,000 maunds,	,,	VI	,, 60

At the Madras Salt Kotaurs the Superintendent draws Rupees 200 per mensem, and, though the Collector proposes a slight increase, the Board are of opinion that this remuneration is sufficient. The Collector also proposes the entertainment of a Deputy Superintendent on Rupees 120 at the Salt Kotaurs, and, considering the extent of the sales averaging 12 lacs of maunds annually, the proposal to give the Superintendent a Deputy appears to the Board reasonable, but a salary of Rupees 100 will, in their opinion, suffice.

It must be observed that it is not intended to lay down a hard and fast line, and that the above classification is merely a rough one to serve as a guide to Collectors in making these proposals, but admitting of modification in special cases. In the case of some divisions the labor and responsibility devolving on the Superintendent does not depend entirely upon the extent of the manufactures and sales. The vicinity of extensive swamps producing spontaneous salt, as in the case of Vedaranyam, and the want of concentration of the pans, as in the case of Ganjam, are elements to be taken into consideration in fixing the Superintendent's pay, which would justify his being placed in a higher class than the mere sales would warrant.

7. As regards Assistant Superintendents, the Board consider that their number is at present insufficient; the consequence is that ill-paid clerks are made to do the duties of Assistants. The Board, therefore, recommend an increase to their number, but without further information they are not in a position to say how many will be required, probably twenty-four additional Assistants will suffice. As regards pay, the Board propose to divide Assistants into four classes, the rates being fixed at Rupees 50, 40, 30 and 20 per mensem, and Collectors being called upon to report what grade of Assistant should be attached to the several divisions in their respective districts, with due regard to the importance of each.

8. The cases of stations where there are sales but no manufacture, as in Malabar, and where there is manufacture without sales, as in the north of the Chingleput District, have also to be considered. In the former case, the average sales must be taken as a guide for classification, and the Superintendent should, the Board think, be ranked two grades lower than the class in which he would be placed if there were both manufacture and sale; in the latter, the average manufacture must be ascertained, and the Superintendent should be ranked one class lower.

At stations where manufacture is carried on conjointly with sale, the average sales should be taken, say for the past five years, the sales being less liable to fluctuations from bad seasons than the manufacture.

9. The financial effect of the proposed augmentations cannot be accurately given without further information from the districts, but, from a statement of the average sales for the past five years prepared in the Board's Office from the accounts current, it appears that the number of Superintendents of each class will be approximately as stated below for sixty-five divisions:—

				Rs.
Madras Kotaurs, 1 Superintendent at			...	200
Class	I	6	do. at 175 =	1,050
,,	II	8	do. at 150 =	1,200
,,	III	6	do. at 125 =	750
,,	IV	18	do. at 100 =	1,800
,,	V	15	do. at 80	1,200
,,	VI	11	do. at 60	660
				6,860 × 12 = 82,320
Present pay about				4,100 × 12 = 49,200

Certain stations in Chingleput, where there are no sales, have not been included.

10. The salaries of this class of servants at present rates aggregate about Rupees 4,670 per mensem or Rupees 56,040 per annum. The accounts current, however, give particulars of sales at sixty-five divisions only, whilst there appear to be seventy-four Superintendents, so that it is impossible to say what the extra cost will be without further information; but should the Government be prepared to consider these proposals favorably, full particulars will be called for. As regards Assistant Superintendents, no estimate can be framed, as it must be left to Collectors to decide how they are to be graded, but the extra expense involved cannot be very great. There appear to be ninety-five Assistants, whose salaries amount to Rupees 1,830 per mensem or Rupees 21,960 annually. The addition of twenty-four more on Rupees 20, the lowest rate proposed, will cause an increase of cost to the extent of Rupees 5,760 annually.

11. The total salaries of Superintendents and Assistants amount to Rupees 78,000 per annum, an enhancement to the extent of 50 per cent., Rupees 39,000, would probably suffice to carry out the scheme.

The figures noted in the margin show that the Salt Revenue can well afford to bear the slight extra charge which is now recommended. The average revenue for the last five official years is Rupees 1,26,25,333; the cost of the division and station establishments only for 1873-74 was Rupees 1,66,071, and of the Deputy-Collectors and their establishments Rs. 57,996, or a total of Rupees 2,24,067. The cost of the present scale of establishment is therefore not quite 1·8 per cent. of the average revenue for the past five years, if Deputy-Collectors and their establishments are included, or 1·3 per cent., if the station establishments only are taken into account.

Salt Revenue.

Official year.	rs.
1869-70	1,16,47,303
1870-71	1,26,42,303
1871-72	1,30,78,407
1872-73	1,28,09,472
1873-74	1,29,50,200
Total ...	6,31,26,668
Average ...	1,26,25,333

Salt Establishment 1873-74.

	rs.
Deputy-Collectors and their Establishments	57,996
Division and Station Establishments.	1,66,071
Total ...	2,24,067

12. The Collector of Madura raises the question of the grant of batta to salt servants, when obliged to visit swamps at a distance from their stations for the purpose of destroying or preventing the formation of spontaneous salt. The Board would prefer an increase of salary to the grant of batta, and, should their present proposals meet with approval, there will be no necessity to consider the question of batta, as the vicinity of salt swamps and the inspection duties entailed thereby should be taken into consideration in grading the Superintendents and Assistants.

13. The further proposals made by Collectors for improving the position of Salt Superintendents are as follows:—

Proposed by the Collectors of Chingleput and South Arcot, the Deputy-Collector of Nellore, and Deputy-Collector of Tanjore, but not supported by the Collector.

13. *2nd.—That approved service as a Salt Superintendent for three years should qualify for the post of Tahsildar, provided all the prescribed tests have been passed.*

This proposal was once before brought forward, and negatived in the Board's Proceedings of the 19th November 1868, No. 8,100, on the ground that the current work is not such as to give Superintendents the opportunity of becoming conversant with the Revenue and Magisterial business required of a Tahsildar; and that the interests of the Revenue and Magisterial Departments cannot be made to give way to those of the Salt Department. On reconsideration, however, the Board are disposed to think that this point might be conceded, as it will still rest with Collectors to recommend for promotion such Superintendents only as are qualified for a Tahsildar's post, and the concession will remove one of the principal objections which rising men have to service in the Salt Department: the hope of promotion will be an incentive to honesty and assiduity.

Proposed by the Collectors of Chingleput and South Arcot.

13. *3rd.—That a few of the best Superintendents should be invested with 3rd Class Magisterial powers as regards offences connected with salt.*

This proposal was made by Mr. Pelly, but negatived by Government in their Order of 9th October 1861, No. 1,955, on the ground that Salt Superintendents are not chosen on account of their fitness for judicial work; that they have no proper establishments for such duties; that their own proper work is sufficient to occupy their time; and that in all cases of offences against the salt laws, they are directly interested. The Board knowing the views of Government on this point refrain from pressing it. They do not, however, altogether share those views, and think that Magisterial powers might be conferred on a few of the best Superintendents without fear of abuse. The possession of these powers would add greatly to the Superintendent's influence, and to the attractions of the post to rising men.

Proposed by the Collector of the Godavery District.

15. *4th.—That a few Salt Superintendents should be promoted to be Salt Deputy-Collectors, and that the latter should always have served at least a year in the Salt Establishment.*

Apparently Mr. Foster would promote Salt Superintendents direct to the post of Salt Deputy-Collector, as he states that their work does not fit them for the intermediate post of Tahsildar; but his proposal does not commend itself to the Board.

Proposed by the Collector of Chingleput and Deputy-Collector of Nellore.

16. *5th.—That, to afford greater chances of promotion, vacancies in the Head and Taluq Establishments should be more frequently filled from the Salt Establishment.*

The Board observe that this is a measure which Collectors are competent to carry into effect themselves. A more frequent interchange between the Salt and Taluq Establishments in the lower grades certainly appears desirable.

Proposed by the Collector of Chingleput.

17. *6th.—That no one shall be admitted into the Department, even on a salary of Rupees 15, until he has passed the Uncovenanted Civil Service Test in English, with the object of securing a better class of men.*

This rests very much with Collectors. A preference might be given to passed candidates, but the exclusion of all others would probably not be feasible, and there is no reason for applying the rule specially to the Salt Department.

Proposed by the Collector of Chingleput.

18. *7th.—That those already in the department should be permitted to appear for the Superintendent's Test without having previously passed the General Test.*

This suggestion is made with the object of giving promotion to those men who are practically well acquainted with their duties, but who are too old to go to school again. The Board think that this might be conceded in the case of men who have served (say) seven years prior to the 1st April 1871 in the Salt Department, as it would give a chance to a number of unpassed men in the lower grades, who under existing rules can never rise, thereby stopping promotion, and who lead a hopeless life without any inducement to honesty or exertion.

Proposed by the Collector of Chingleput.

19. *8th.—That, at the discretion of the Collector, Salt Superintendents may be employed on Revenue Inspectors' duties from the close of the manufacturing season, to afford them an opportunity of acquiring revenue experience.*

This would not be possible, except in the case of some of the Chingleput Superintendents who have no sales to attend to. Mr. Barlow is at liberty to try the experiment, and will report the result in due course.

Proposed by the Collector of Tanjore.

20. *9th.—That, to enable Superintendents to discharge satisfactorily the duties devolving upon them in connection with the conduct of manufacturing operations, they should have the power to enforce the attendance of the Salt Muccadams and their laborers when requisite.*

As the Collector points out, this would necessitate a special enactment, and it does not appear to be a proposition coming within the scope of the present inquiry.

21. To sum up, the Board's recommendations are five:—

1st.—That the salaries of Superintendents and Assistants should be increased, and that they should be graded with reference to the revenue of their divisions, and any other special circumstances entailing increased work or responsibility.

2nd.—The inclusion of the post of Salt Superintendent amongst offices qualifying for a Tahsildarship.

3rd.—That those who have served seven years in the Department prior to 1st April 1874 should be excused the General Test.

4th.—The addition of a Deputy-Superintendent on Rupees 100 to the Salt Establishment at the Madras Kotturs.

5th.—The addition of twenty-four Assistants to the Establishment.

(A true Extract.)

Acting Sub-Secretary.

To the Acting Secretary to Government, Revenue Department,
with thirteen original replies of Collectors,
" all Collectors of Salt Districts.

2Xd. W. R. French.

MADRAS:
GOVERNMENT PRESS.
1876.

Service Some such as
Sacrament & Sanctification
of Salvation is absent at
most times from it & at
left of one time when Salvation
is given & the thing pleased
of the Service for
Sacrament & Sanctification
by the Spirit of God & Christ
Every Particular in the Kingdom

truth of the Scripture - and to
commit all to him to Save him
existence in Heaven at
the Throne of the Godhead -
I would also refer the
Learned Expositors of the Jewish
Text - the only Result of which
is to Strengthen in Error
Man -

J. D.

7. 11.

Sermon
Sabbath the Lord
Christ Jesus which
Supreme Glorious Ver-
Supreme Divine
Spirit Holy Ghost
Trinity

Revenue Department

No. 1563

PROCEEDINGS of the MADRAS GOVERNMENT.

Under date the 18th Dec. 1874.

READ the following Proceedings of the Board of Revenue

dating 4th June 1874 forwarding Collector of Coimbatore's report on the case of Kuppusami Gounden, and recommending that the Government may be moved to direct the Board to call for the opinion of the Law Officers of the Crown on the question whether the Collector has power to refer the case to the Civil Court for decision under Act II of 1855.

H. F. 5 Oct. 1874 No 2826.

the Superintendents were much impressed by Mr Pelly's scheme, both to secure good and trained service, and to effect improvements and reductions of salaries as far as expected by the Board in Sections 6. The Accountant therefore directed and instructed the Board to make their scheme in such a way as to admit of its being introduced in the Bombay Presidency.

2. The Presidency Commissioner, Mr Sanders, the Salt Superintendent, Mr Pelly for the Bombay Presidency, and Mr Turner for the Northern Circle, Mr Cleveland for Madras, and Mr Ferguson for Bengal, were appointed members of the Board.

3. Mr Sanders, as Commissioner, presided, Mr Cleveland, Mr Turner, Mr Ferguson, Mr Pelly

men who have served in the Salt Department from the General Cadet, the majority of whom will be promoted insufficient num-

4. Application will be made to the Govt of Bombay for the scale of the salaries of the servants of the Salt Department in that Presidency, settled on the recent organization of the Department.

1111

The Salt Duarding Act on 16 Dec