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MADRAS RECORD OFFICE

GOVERNMENT OF MADRAS

Revenue DEPARTMENT

G.O. No.	343	Press
B.P. No.		Mis.
Dated	3. 3. 1875	196

Not to be folded or roughly handled

No. 29. Read the following Proceedings of the Board of Revenue, dated 22nd January 1875, No. 136, Forest No. 10:—

Read the following letter from Captain CAMPBELL WALKER, Officiating Inspector of Forests, to J. GROSE, Esq., Secretary to the Board of Revenue, dated Ootacamund, 16th November 1874, No. 428:—

I HAVE the honor to report on the subject of the revision of grades, etc., in the Forest Department as requested in Board's Proceedings, No. 156-2,553, dated 9th September 1874. It appears necessary in the first instance to explain briefly the circumstances which renders such re-grading expedient.

2. On the reorganization of the department in this presidency in 1872, Government classed all the District Forest Officers as Deputy Conservators with the exception of four "Probationary Forest Assistants" from whose ranks it was intended that the Deputy Conservator's grade should be mainly recruited.

The reasons adduced by Government for this classification as given in paragraph 13 of G. O., No. 148, dated 24th January 1872, do not appear to me conclusive, and with due deference, I would point out that the duties differ widely in most districts both as regards nature and extent, and that it appears very desirable to mark by a difference in designation the officers who, by education and experience, are best qualified for the charge of the most important forest divisions, and who can at any time be made available for the duties of inspection. Recent applications have brought the fact prominently to notice that, under the new arrangements, officers consider themselves entitled to rise to the highest grades, who, however well qualified they may be for the charge of a forest range or sub-division, are not competent for that of an important division, and still less to aid in the duties of administration. These officers were formerly well content to remain as Sub-Assistants and Assistants, and serve under others whom the accident of birth and education placed over them in the department as Deputies, but, if we assimilate the designation for all, they claim to be promoted in their turn, and, notwithstanding that Government may rule that "promotion in the Forest Department does not depend on seniority alone," they will consider themselves aggrieved and become dissatisfied, a feeling which cannot be too carefully guarded against.

3. But the chief reason which renders a re-grading imperative is the formation and growth of a distinct forest service for India, officered by men who have undergone a long and expensive training in England and the Continent of Europe.

At the time that the reorganization order was penned, the tendency of the Madras Government was against the employment of these trained men, but I believe I am correct in stating that this policy has undergone a change, and that His Excellency the Governor in Council has decided that in future the ranks of the controlling grade of the Madras Forest Department shall, in common with the other presidencies and provinces of the Empire, be recruited from the ranks of the trained men, of whom there are already two in this presidency. These men have qualified for, and been admitted into, a distinct service, and are eligible for promotion to certain grades and rates of pay which have all been prescribed and doubtless weighed by themselves and their friends before they entered and signed their covenant. Several of these grades do not, however, exist in the

Proceedings of the Madras Government, Revenue Department,
3rd March 1875.

Madras Forest Department as at present constituted, and our officers find themselves therefore placed on an unfavorable footing compared with those in other provinces as regards acting allowances and future prospects, as pointed out in paragraph 6 of my letter, No. 21 of 17th April last, in which I first suggested "an entire revision of the grading and nomenclature and its assimilation with that ruling throughout the rest of India."

4. The proposals which I now submit are therefore based on the suppositions that we shall in future recruit our controlling grade by trained men entering on a minimum salary of Rupees 250 per mensem, and eligible for promotion after three years in each class to the highest offices in the department; that we shall shortly have a Forest Act to legalize our position, and commence demarcating, settling and constituting our State and Communal Reserved Forests, etc.; and that our revenues will increase by careful and judicious management and an improved system of developing and working out our forest produce (major and minor).

On this last point, I think it necessary to remark that although our *actual* forest revenue has, of late years, been small and unelastic compared with that of other provinces, it is not on account of the small *yield* of our forests which has been very large, but on account of the large quantities of timber, firewood and minor produce allowed to be removed free, or the receipts from which are credited to *Local Jungle Conservancy*. Were we allowed to take credit for this yield at the lowest market rates, I have little doubt that our revenue would compare favorably with that of any other presidency or province. Again, a large proportion of our receipts have annually been devoted to planting and purchase of forests which will in many cases shortly commence to yield.

5. The establishments in the controlling grade at present sanctioned are as follows—*vide* G. O., Nos. 148 and 783, dated 24th January and 14th May 1872, respectively :—

	Rs.
1 Inspector	1,200
2 Deputy Conservators at 700	1,400
3 Do. do. at 500	1,500
4 Do. do. at 350	1,400
4 Do. do. at 250	1,000
4 Probationary Assistants at 150	600
18	Total ... 7,100

The existing establishment is shown below :—

	Rs.
1 Inspector	1,200
1 Deputy-Conservator (Colonel Morgan)	1,040
1 Do. do. (Captain Walker)	800
3 Do. do. at 350	1,050
1 Do. do. at 300 (Mr. Ferguson)	300
8 Do. do. at 250	2,000
3 Probationary Assistants at 150	450
18	Total ... 6,840

Proceedings of the Madras Government, Revenue Department,
3rd March 1875.

I propose the following :—

	Rs.
1 Inspector, 1,000-1,200 average	1,100
1 Deputy Conservator, 1st-class at 900	900
2 Do. do. 2nd-class at 700	1,400
2 Do. do. 3rd-class at 500	1,000
2 Assistant Conservators, 1st-class at 450	900
4 Do. do. 2nd-class at 350	1,400
4 Do. do. 3rd-class at 250	1,000
16	Total ... 7,700

6. The grades and rates of pay coincide with those now universal throughout the rest of India, and in lieu of the four Probationary Assistants, I have provided for two extra Assistants, making sixteen officers in all. The monthly total is in excess of the sanctioned scale by Rupees 600 (*i.e.*, the pay of the two extra Assistants at Rupees 350 and 250 each), or Rupees 7,200 per annum. I endeavored to avoid this, but found it impossible. It must be remembered that this scale will not be worked up to for some years (at present the monthly total will remain at Rupees 6,840; officers on intermediate rates of pay being graded in the class next below, as shown in accompanying statement marked A), within which I am confident of the increase of our revenue. Again, if it is borne in mind that a trained man after two-and-a-half years of study at home will have to serve at least nine years before he can get Rupees 500 a-month, during which time he will be exposed to all the hardships and risks of a forest officer's life in India, I do not think that the scale of emoluments can be considered too liberal. The travelling allowances I would retain as at present.

7. It appears necessary, in conclusion, to say a word as to the position and duties of the Inspector and Deputy Conservators. I have retained for the former the same designation and rate of pay as at present, but would respectfully submit that the designation be altered to Inspector-General or Conservator-General, either of which would be more appropriate. Colonel Biddome has, I am aware, already proposed this, but Government did not at the time deem it necessary to alter it; but the nature of the duties to be performed have since been considerably altered and their sphere extended.

Colonel Biddome has also represented the smallness of his salary, and, as the Government of India declined to increase it, I do not venture to propose it again, merely pointing out that it is much less than that of any other head of a department in the presidency, whilst the duties are certainly not less arduous; that the charge is larger than that of any other Forest Conservator, there being but one for the whole of this large presidency, whilst there are three for Bombay (including Sind), costing Rupees 2,800 a-month, and one for the comparatively small province of Mysore and Coorg on Rupees 1,000, rising to Rupees 1,600; it would appear therefore only fair either to divide the work as in Bombay, or increase the salary by degrees to the maximum as in other provinces.

I would recommend that the senior or 1st-Class Deputy should be made available for general or special duty, and he might in fact be considered *ex officio* as

a Deputy Inspector-General, to aid the head of the department in the administrative and inspection duties.

The 2nd and 3rd-Class Deputies should be in charge of the most important forests, and available also for occasional inspections in those of adjoining districts.

No executive forest officer should certainly have charge in more than one Revenue District, as he cannot well be the Forest Assistant to more than one Collector; but the same does not apply to inspecting or advising officers, and I am convinced that the weak point in our present organization is want of professional inspection and advice by which the Collectors and their Forest Assistants would both profit. By the adoption of the Government of India scale, we provide for these duties being performed in the future, if deemed advisable by officers of experience on adequate salaries.

8. I would attach an Assistant on arrival in this country to one of the Senior Deputies for at least six months, after which he would probably be found competent to take charge of a sub-division or range of his own.

9. I shall provide for the entertainment of four Sub-Assistants as upper subordinates in the revision of the subordinate establishments now under consideration. Government have already, in paragraph 20 of the reorganization order, directed the establishment of some such grade in order to improve the prospects of the Overseers or foresters. The Sub-Assistants would have charge of some of the less important forests or plantations, either immediately under the orders of the District Collector or the forest officer in charge of the division.

10. The usual *tabular* statement is herewith submitted, and I trust that the Board may be pleased to approve of the proposals and recommend them for adoption, bearing in mind that for the small increase in expenditure we secure the services of two more trained officers, and are yearly adding to the area of forests under Imperial Conservancy, *e. g.*, the Upper Godavery Forest recently transferred from Central Provinces, the fuel reserves and plantations in South Arcot, and, probably, the plantations and sholas on the Nilgiri plateau hitherto considered local.

ENCLOSURES Nos. 1 and 2.—Statements.

SUBMITTED for the orders of Government.

2. The chief reasons which make it desirable to modify the grading and the nomenclature of the grades of forest officers are:—

(1.) That now all are Deputy Conservators of different grades no deputation allowances can be drawn when, for instance, a 4th-Class Deputy Conservator does the duties of a 3rd-Class Deputy Conservator during his absence, because no *officiating* appointments in the higher grades of the class are permitted (Appendix to the Acting Allowance Code).

(2.) That under G. O., dated 6th November 1874, No. 1,404, the ranks are to be recruited by men trained in Europe under the orders of the Secretary of State, and these men will have a right to expect a service in Madras, involving promotions, etc., similar to forest service in other parts of India.

(3.) That lines should be drawn which will prevent men like Messrs. Ferguson, Yarde and Sheffield from thinking they have a right to claim promotion to the highest grades.

3. It was this last consideration which was before the Board when the Proceedings disposed of in G. O., dated 7th August 1874, No. 1,003, were passed; but Government, in calling for this report, alluded only to the first.

4. With regard to dividing lines, Captain Walker's proposals amount to this—that one line should be drawn at Deputy Conservators of the 3rd-Class (Rupees 500), and that all below it in the controlling part of the establishment should be graded as Assistant Conservators, and that another line should be drawn at Assistants of the 3rd Grade (Rupees 250), and separate all above it from the lower or non-controlling branch of the service. The Board approve of this proposal. It meets the case of Messrs. Ferguson (Rupees 300), Yarde (Rupees 250), Sheffield (Rupees 250), and Brougham (Rupees 150 substantive, Rupees 90 acting) whom Government are prepared to promote to a grade drawing Rupees 350 (*plus* travelling allowances which may be left out of account), but no higher. It allows of deputation allowances when officers drawing less than Rupees 500 (the Board would make it Rupees 450 as shown in the last paragraph) act for officers drawing that amount or more, and it is an undeniable hardship, under the present system, that no deputation allowances can be drawn in any case except where the absentee is the Inspector.

5. Captain Walker further proposes a scale of establishment for sanction which is to cost Rupees 600 a-month, or Rupees 7,200 a-year more than that now sanctioned, and justifies the increase by the prospect of increasing revenue, and by the fact that it assimilates the scale to those in force in other provinces. He suggests that the Inspector should be called Inspector-General or Conservator-General, and that the senior or 1st-Class Deputy Conservator should be a Deputy Inspector-General, and aid the head of the department in inspection, etc. He also shows that the pay of the Inspector is small compared with that given in other provinces.

6. The Board are not prepared at present to recommend either that the pay of the sanctioned scale should be increased, or that there should be a Deputy-Inspector. It seems to them unlikely that an increase of expenditure would be sanctioned by the Government of India, at all events before the expected increase in revenue has actually taken place, and they do not think the work of the Inspector is so great that a highly-paid Deputy is necessary.

7. The scale now sanctioned is as follows:—

	Per month.
	RS.
1 Inspector (Rupees 1,000 rising to Rupees 1,200) now...	1,200
2 Deputy Conservators, 1st-Class, at Rupees 700 ...	1,400
3 Do. do. 2nd „ at „ 500 ...	1,500
4 Do. do. 3rd „ at „ 350 ...	1,400
6 Do. do. 4th „ at „ 250 ...	1,500
(including two trained in Europe, G. O., 6th November 1874, No. 1,404).	
16	Total... 7,000

8. Captain Walker proposes a scale, costing Rupees 7,700 a-month.

Proceedings of the Madras Government, Revenue Department,
3rd March 1875.

9. The Board suggest that the scale might be revised without increasing expenditure as follows:—

	Per month.
	RS.
1 Inspector, Rupees 1,000, rising to Rupees 1,200, average...	1,100
2 Deputy Conservators, 1st Class, Rupees 600, rising to Rupees 800 (the Board believe Captain Walker's substantive salary is now Rupees 800) average	1,400
2 Deputy Conservators, 2nd-Class, at Rupees 550	1,100
2 Do. do. 3rd „ at „ 450	900
2 Assistant Conservators, 1st „ at „ 350	700
3 Do. do. 2nd „ at „ 300	900
4 Do. do. 3rd „ at „ 250	900
16	Total... 7,000

(A true Copy and Extract.)

(Signed) H. E. STOKES,
Acting Secretary.

No. 30. ORDER THEREON, 3rd March 1875, No. 343.

Forests, No. 2.

THE Governor in Council has given his consideration to the arguments advanced by the Board and Inspector of

Forests, but is unable to see sufficient ground for the proposed change.

2. The main reason for the present classification was that all Deputy Conservators were engaged on exactly the same duties, *i.e.*, as Assistants to the Local Conservators. Their charges would, of course, differ in size and importance, but otherwise there would be no distinction. They were accordingly classified together with varying rates of pay but without varying appellations.

3. In regard to the particular causes which have influenced the Board in making their present recommendation, His Excellency in Council observes (1) that the new classification would provide but a very partial remedy for the deputation allowance difficulty, inasmuch as it would only permit of *Assistants* drawing acting pay when officiating as Deputies, but would leave untouched the cases of officers acting in higher grades of their own class; (2) that the system of forest management in Madras being different to that in force in other parts of the Empire, there is no ground for uniformity of organization; and (3) that as the Government have resolved to employ in future only men trained in Europe, an altered classification is not necessary to meet an exceptional temporary difficulty, which has, moreover, been specially dealt with, (G. O., dated 7th August 1874, No. 1,003).

4. The title of Inspector-General might, however, be given with advantage to the head of the department, and the Government of India will be requested to sanction this change of designation.

(True Extract.)

Secretary to Government.

To the Board of Revenue.
„ the Officiating Inspector of Forests.
Exd. W. H. French.

Grades and Nomenclature of Forest Officers in the Madras Presidency.—Observing that there is not sufficient ground for the proposed change in the — and intimating that the Government of India will be addressed to sanction the change of designation of the Inspector of Forests into "Inspector-General."



MARCH.
Nos. 29-30.

G. O., 3rd March 1875, No. 343.

United March 3rd
Recd.
Encl.

THE BOARD OF REVENUE,
&c., &c., &c.

Govt. of 1875
REVENUE.

FOREST No. 10.

PROCEEDINGS OF THE BOARD OF REVENUE, dated 22nd January 1875, No. 136.
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signed their covenant. Several of these grades do not, however, exist in the Madras Forest Department as at present constituted, and our officers find themselves therefore placed on an unfavorable footing compared with those in other provinces as regards acting allowances and future prospects, as pointed out in paragraph 6 of my letter, No. 21 of 17th April last, in which I first suggested "an entire revision of the grading and nomenclature and its assimilation with that ruling throughout the rest of India."

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6. The grades and rates of pay coincide with those now universal throughout the rest of India, and in lieu of the four Probationary Assistants, I have provided for two extra Assistants, making sixteen officers in all. The monthly total is in excess of the sanctioned scale by Rupees 600 (*i.e.*, the pay of the two extra Assistants at Rupees 350 and 250 each), or Rupees 7,200 per annum. I endeavoured to avoid this, but found it impossible. It must be remembered that this scale will not be worked up to for some years (at present the monthly total will remain at Rupees 6,840; officers on intermediate rates of pay being graded in the class next below, as shown in accompanying statement marked A), within which I am confident of the increase of our revenue. Again, if it is borne in mind that a trained man after two-and-a-half years of study at home will have to serve at least nine years before he can get Rupees 500 a-month, during which time he will be exposed to all the hardships and risks of a forest officer's life in India, I do not think that the scale of emoluments can be considered too liberal. The travelling allowances I would retain as at present.

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3. It was this last consideration which was before the Board when the Proceedings disposed of in G. O., dated 7th August 1874, No. 1,003, were passed; but Government, in calling for this report, alluded only to the first.

4. With regard to dividing lines, Captain Walker's proposals amount to this—that one line should be drawn at Deputy-Conservators of the 3rd-Class (Rupees 500), and that all below it in the controlling part of the establishment should be graded as Assistant Conservators, and that another line should be drawn at Assistants of the 3rd Grade (Rupees 250), and separate all above it from the lower or non-controlling branch of the service. The Board approve of this proposal. It meets the case of Messrs. Ferguson (Rupees 300), Yarde (Rupees 250), Sheffield (Rupees 250), and Brougham (Rupees 150 substantive, Rupees 90 acting) whom Government are prepared to promote to a grade drawing Rupees 350 (*plus* travelling allowances which may be left out of account), but no higher. It allows of deputation allowances when officers drawing less than Rupees 500 (the Board would make it Rupees 450 as shown in the last paragraph) act for officers drawing that amount or more, and it is an undeniable hardship, under the present system, that no deputation allowances can be drawn in any case except where the absentee is the Inspector.

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(including two trained in Europe, G. O., 6th November 1874, No. 1,404).	
16	Total... 7,000

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9. The Board suggest that the scale might be revised without increasing expenditure as follows:—

				Per month.
				RS.
1	Inspector,	Rupees 1,000, rising to Rupees 1,200, average...		1,100
2	Deputy-Conservators, 1st Class,	Rupees 600, rising to Rupees 800 (the Board believe Captain Walker's substantive salary is now Rupees 800) average	...	1,400
2	Deputy-Conservators, 2nd-Class,	at Rupees 550	...	1,100
2	Do. do.	3rd „ at „ 450	...	900
2	Assistant Conservators, 1st „	at „ 350	...	700
3	Do. do.	2nd „ at „ 300	...	900
4	Do. do.	3rd „ at „ 250	...	900
16	Total...			7,000

(A true Copy and Extract.)

H. P. G. G. G.
Acting Secretary.

To the Acting Secretary to Government, Revenue Department,
„ the Inspector of Forests,
with two original enclosures.

Exd. W. H. French.

REVENUE DEPARTMENT.

No. 387.

From B. of Rev.

Dated 22nd January 1875.

FOR ORDERS.

On financial grounds the
may be the negotiable - He
cannot afford adv. 5000 a
year for officers pay.
The Rule is to act
allow - affects all B. & C.
alike - and I don't think
that the proposed order is
the way of the side of the Com-
missioner - as Mr. L. L. L. L.
there is no urgency in the
matter as there are none

9/24/75 - 1/20/75 - 1/20/75
- 1/20/75 - 1/20/75 - 1/20/75
- 1/20/75 - 1/20/75 - 1/20/75
- 1/20/75 - 1/20/75 - 1/20/75

Revenue 1875. & Co.
Board of Revenue,
MADRAS.

PROCEEDINGS, 22ND JANUARY 1875, No. 136.

1/20/75

1/20/75

Received 22nd January

JANUARY.

Forest No. 10.

Grades and Nomenclature of Forest Off-
cers—in the Presidency.—Report of Inspector
of Forests on subject of revision of —, reviewed
and submitted for orders of Government with
remarks. Suggestion made that the scale now
sanctioned might be revised without increasing
expenditure.

1/20/75 - 1/20/75 - 1/20/75
- 1/20/75 - 1/20/75 - 1/20/75
- 1/20/75 - 1/20/75 - 1/20/75

Qualipit & Promsio

9/2 W

FOR ORDERS.

Grades & positions
of Forest
Officers.

H. C. [unclear]

I really cannot see any
reason for this change - nor is
any advantage from it ap-
parent to me.

The whole class of Deputy
Conservators are engaged on ex-
actly the same duties - i. e. as
assist to the local Conservators -
of course their charges vary in
size & importance - but then
since they are paid the same -
this was when first classified them

together - in the varying
rates of pay but without
varying qualifications -
Capt. Walker & the 1st
lay stress on the case of Messrs
Ferguson & Gaudin - He held &
for my hand - but the first 3 were
on our hands when the Dept
was re-organized - the last was
only first been put in - could be
in the last of this class
of men admitted - as first line
is held that in future only

43/
trained men from England shall
be employed - I do not think
he should alter an classification
except an exceptional case -
- for any difficulty like this -
As to acting allowances
the fault is in the rules - and
the new classification will provide
only a partial remedy - if the
Supreme pt. seeing this consequence
permits. An Asst. acting as Deputy
will draw acting allowance as
a Deputy as 500 acting for one

on 900 mile bet - for mile are
best on 250 a story for me on 300
draw away.

The argument used in Nov 3 by
Capt W. Strickland was as ^{very} cogent
reason for not doing what he has
proposed. The members put assigned
such salaries as they can to hand
proper - he would have as follows
the salaries given elsewhere. Why
should we not take the English
rates as rule? The fact is Capt
Walker is doing all he can, but

of Rosā, to bring about the absorption
of our Great Debt into that
of the Province put, and that
is a step in that direction.

I would not alter an
 present classification. nor
 would I sanction any enhance-
 ment of salaries, seeing that
 we are not low - and shall
 not have for 3 years more - a
 high

Single man graduated
by service to draw even the
700 R rate of our own scale!
The only man who will benefit
for this benefit, by the change
is Capt Walker himself, who
when he is paid by Col. Woodhouse
will get 900 instead of 800 R
and if this further becomes unworkable
then in para 7 he is accepted, he
a Dep 4 Inspector Genl.!

24/13
I would - with the permission
of the Supreme pt. see the
Inspector the title of the
Inspector Genl. but say it all
the other proposals. Those in
para 3 are doubly substantive
of our by them

I.O.S.

P. 2.75-

Proceedings of the Madras Government
Under date the 3rd ~~February~~ ^{March} 1875.

Read the following Pro.
of the Bd. of Rev.

Reviewing and subg. for
orders of Govt. Report of Insp. of
Forests on subject of revision of
grades and Nomenclature of Forest
Officers in the Presidency —

N.C. 22nd January 1875 N. 136.

I quite agree with Mr. Linn. The
most unobjectionable ground (as it
appears to me) are given for
the proposed change — which I (as
Mr. Linn) thought it necessary to repeat
as well as unnecessary. The
reasons in Forest management are
quite different to those of the
Indian Forests and there is no
ground for comparison of
speculation.

The title of Inspector General
might however be given with the
advantage to the head of the Dept.
1872

The Governor in
Council has given his
consideration to the argu-
ments advanced by the
Board and Inspector of
Forests but is unable to
see sufficient ground
for the proposed change.

2. The main reason
for the present classifi-
cation was that all Deputy
Conservators were engaged
on exactly the same duties

i.e.

msl
15/2

19/2

10/1

as Assistants to the Local Conservators. Their charges would of course differ in size and importance but otherwise there would be no distinction. They were accordingly classified together with varying rates of pay but without varying appellations.

3. In regard to the particular causes which have influenced the Board in making their present recommendation, His Excellency in Council observed (4) that the new classification would provide but a very partial remedy for the deputation allowance difficulty in as much as it would only permit of Assistants drawing acting ^{pay} when officiating.

officiating as Deputies but would leave untouched the cases of officers acting in higher grades of their own class: (2) that the system of Forest management in Madras being different to that in force in other parts of the Empire there is no ground for uniformity of organization: and (3) that as the Govt. have resolved to employ in future only men trained in Europe, an altered classification is not necessary to meet an exceptional temporary difficulty which has moreover been specially dealt with (G.O. of 7th August 1874 No. 1003)

4. The title of Inspector General might however

however be given with
advantage to the head
of the Department and
the Govt. of India will
be requested to sanction
this change of designation.

YLL

114 To the Board of Revenue & the
3. The Offg. Inspector of Forests

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YLL

G.O.

Revision of Grades
and Ranch Platons
of Forest Officer

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