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GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

8th July 1878, No. 1,038.

Read the following papers :—

No. 71. Proceedings of the Board of Revenue, dated 2nd May 1878, No. 1,163.

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Bombay, 13th April 1878, No. 79 :—

I HAVE the honor to submit the following remarks on the Board's Proceedings, No. 819, dated the 26th March 1878.

2. I made no proposals in my letter, No. 3, dated the 23rd February 1878, and therein embodied, for the employment in my office of a native official of good position and emoluments, because I considered that such a proposal should form a part of the general proposal for my Central Office Establishment which I did not then, and do not now, feel in a position to submit.

3. On the whole I think it is likely that the intermediate agency proposed by the Board will be more efficient than that proposed by me. But I feel exceedingly doubtful whether the public service is likely to be advantaged by the adoption of the Board's proposal that a *Native* Assistant Commissioner should be employed in my office. Doubtless it will often be found that a native gentleman is the best officer available for the appointment. When it is so, by all means let him be put in. But it will probably quite as often be found (as in Bombay at the present moment) that a European or East Indian who has had a mercantile training and is conversant with accounts is the best man available. If so, his nationality should not stand in his way. By far the best plan, in my opinion, would be simply to provide for duty in the Central Office an officer who should be borne on the list of Deputy Collectors (or, to avoid confusion, let them be called Assistant Commissioners) employed in the department, and who should be of the 2nd or 3rd grade thereof according to the pay which might be considered proper. He would then leave the office and take charge of a district when his turn came for promotion, and both the district he took charge of and the office he left would probably be benefited by the introduction into them of officers who had had other fields of experience.

4. I will not say positively that the establishments proposed by the Board for Deputy Commissioners are too weak generally, though I incline to that opinion. If found so they can be strengthened. But that the number of Peons proposed is insufficient I have no doubt. I have also no doubt that the rates of pay proposed for the Clerks are inadequate. It is impossible, I venture to think, to get a really-efficient Head Clerk for any office for Rupees [illegible] mensem ; and a Deputy Commissioner's Head Clerk must be paid more, rather ..... less, than the Head Clerk of any other

office of the same size in consideration of the amount of travelling which will be required of him. The lowest Clerk should also get more than Rupees 15 for the same reason. Clerks on Rupees 15 in Collectors' offices manage to travel somehow *in their own districts*. Generally they club together and share a cart between them; and the Sheristadar or some better-paid official—perhaps the Tahsildar of the taluq in which they are—often finds them in food when they are on circuit. But to expect a Clerk on Rupees 15, who must take his turn at travelling with the others, to range over four or five districts, seems to me, if the Board will pardon my saying so, little short of cruelty. In the Bombay Presidency the Deputy Collector of Salt Revenue, who has much the same position and duties as the Deputy Commissioners proposed to be appointed in Madras will have, has an office consisting of seven Clerks. They are not well paid, but are considered too few in number. A revision of the Bombay Salt Establishments is, however, in contemplation.

5. As regards the establishment proposed by the Board for my own office I venture very respectfully to remark—

1*st*.—That I think an officer of my standing should have been consulted before an establishment was proposed for him; and

2*ndly*.—That it seems to me that before proposing an establishment it is necessary accurately to apprehend what work the establishment will have to do.

6. It is because I have not yet been able to gather sufficient information to enable me to determine what recommendations I should make as to the routine of business in the new Salt Department, and as to the work of compilation and audit to be performed in the Central Office thereof, that I have not myself submitted proposals for my office establishment. Nor is it a matter which can be disposed of in a day, for, before one can make up one's mind as to the accounts which should be kept in the Central Office, it is necessary to consider what accounts should be submitted from the salt stations. This involves the revision, or at all events a clear idea in one's own mind of the principles to be followed in a revision of the salt manual, a work of some difficulty.

7. For the present, and until the form in which the accounts of the Salt Department should in future be kept is definitely settled, the establishment proposed by the Board is probably, with some exceptions which I will notice below, strong enough *numerically*. But I venture to think that the pay proposed for some of the appointments is much too low.

8. A Collector's English Head Clerk gets, for instance, Rupees 150. I cannot see any reason why equally-efficient assistance, so far as salary can secure it, should not be accorded to me. On the contrary, so far as salary goes, I think my English Head Clerk should get more, instead of less, than a Collector's, in consideration of the wide range of travelling which will fall to his lot. I would therefore propose Rupees 175 as the salary of my Head Clerk, or, if that is thought too much, would ask that at least he may be granted Rupees 125, rising to Rupees 175 by five annual instalments.

9. The Board propose that my Head Accountant should receive Rupees 125. Considering that he will have the responsibility of the tabulation of the accounts (*treasury accounts included*) of 80 stations and to the amount of some 150 lakhs of Rupees per annum, I must say that I think that he will not be overpaid on Rupees 200, rising to Rupees 250, which is what the Bombay Salt Collector's Head Accountant gets.

10. These two points—the salaries of my English Head Clerk and Head Accountant—I venture to request may be reconsidered by the Board. They are of very great importance and require settlement at once. It will not do to let them stand over, on the ground that the salaries now proposed can be increased hereafter if found insufficient, because unless I am able to offer good salaries now I shall not be able to get good men. I shall only get inferior ones, whom I shall not be able to displace in case an increase of salaries should hereafter be sanctioned, and who will

not become any more efficient because they are more highly paid, but will (perhaps for years) stop improvement in the office because of the utter impossibility of finding other places for them.

11. The pay proposed for the Peons and Duffadar appears to me too low, considering the amount of travelling in distant districts which will have to be got through by them. Collector's Peons get, some Rupees 7, some Rupees 8. I think mine should get Rupees 8 and 9. A Collector's Duffadar gets Rupees 14. I consider I require a Jemadar on Rupees 16 to travel with me, and that a Duffadar should be allowed on Rupees 10 to take charge of the Office Peons during his absence.

12. The omissions above adverted to in the establishment proposed for me by the Board are those of a Cashkeeper and of a small Press Department.

13. A Cashkeeper is clearly necessary, if, as I should propose, merchants desiring to open credit accounts or to make payments in Madras on account of other districts than Chingleput are to do so in my office. There must be some one to take charge of Government paper deposited and of cash paid in, the amount of which will probably be considerable in any case if an active trade should spring up under the excise system, and must be very large, if, as I hope may be the case, it is ever decided to abolish the Madras Salt Kotaurs and to store the salt in the neighbourhood in which it is made.

14. A small Press Establishment will also be needed to print circulars and forms, of which a small number only are required so that it will not be worth while to get them printed in the Government Press or in the Penitentiary. The Bombay Salt Collector has a Lithographic Press, which does very well. I should wish to have the same. One Pressman on Rupees 12 or 15 and a cooly on Rupees 6 would be all the establishment that would be required.

15. For purposes of comparison I enclose a statement of the Bombay Salt Collector's establishment, which numbers two superior officers, thirty-six Clerks and twenty-two menials. It is true, of course, that the Bombay Salt Collector has other duties in addition to the administration of the Salt Department, the most important of which is the control of customs throughout the Presidency, save in the Island of Bombay itself. But these occupy comparatively little of the time of his establishment, two-thirds of which, it is estimated, would be required if it had to deal with nothing but the salt revenue. On the other hand, it must be remembered that the sales of salt in Madras are in quantity about 25 per cent. more than in Bombay, and that owing to the difference of system and to the petty nature of the trade at most Madras Salt stations the number of separate transactions is probably more than double as many in Madras as in the sister Presidency. I fear therefore that I cannot hold out any very strong hopes to the Board and Government of my ultimately being able to do with an establishment much, if at all, weaker than that of the Bombay Salt Collector, which is more than double as strong as that now proposed for the Madras Central Salt office.

ENCLOSURE No. 1.

LIST of the Office Establishment of the Bombay Salt Revenue Collector.

Designation of Office.	Monthly Pay.			Monthly Fixed Travelling Allowance.*		
Correspondence Branch—English.	RS.	A.	P.	RS.	A.	P.
Head Clerk (rising from 100 Rupees in five annual increments)	150	0	0	38	0	0
Second Clerk	90	0	0	26	0	0
Third do.	70	0	0	20	0	0
Fourth do.	50	0	0	15	0	0
Fifth do.	35	0	0	15	0	0
Correspondence Branch—Vernacular.						
Chitniss (or Head Vernacular Clerk)	100	0	0	38	0	0
First Karkoon (or Clerk)	60	0	0	20	0	0
Second Karkoon	35	0	0	15	0	0
Third do.	30	0	0	15	0	0
Account Branch.						
Assistant Collector (according to grade) present pay including local allowance	600	0	0	...		
Native Assistant (whose duty it is to travel and inspect the accounts in district, &c., offices)	300	0	0	75	0	0
Head Accountant (rising from Rupees 200 in five annual increments	250	0	0	...		
Deputy Accountant	100	0	0	...		
Cashier	75	0	0	...		
Examiner	60	0	0	...		
Classifier	50	0	0	...		
Do.	45	0	0	...		
Book-keeper	45	0	0	...		
Bills Clerk	40	0	0	...		
Audit do.	35	0	0	...		
Assistant Classifier	30	0	0	...		
Do. do.	30	0	0	...		
Do. Bills Clerk	25	0	0	...		
Head Clerk (of the Copying Department)	40	0	0	...		
Register Clerk	35	0	0	...		
Copyist	25	0	0	...		
Do.	25	0	0	...		
Record and Stationery Keeper for both Correspondence and Account Offices	45	0	0	...		
Clerk	30	0	0	...		
Pressman	15	0	0	...		
Vernacular.						
Head Karkoon	60	0	0	...		
Shroff	35	0	0	...		
Audit Karkoon	40	0	0	...		
Do. do.	30	0	0	...		
Karkoon	30	0	0	...		
Do.	25	0	0	...		
Karkoon for Native Assistant	35	0	0	15	0	0
Do. do.	25	0	0	12	0	0
Menials.						
1 Havildar (on duty with the Collector)	15	0	0	...		
1 Naigue	12	0	0	...		
8 Peons travelling with the Collector, at Rupees 10 each	80	0	0	...		
7 Peons, at Rupees 9-8-0 each	66	8	0	...		
2 Boys, at Rupees 5 each	10	0	0	...		
2 Peons (on duty with the Native Assistant), at Rs. 9-8-0 each.	19	0	0	...		
Total	3,037	8	0	304	0	0

* The travelling allowance in the case of European and Eurasian subordinates is in each case either 3 or 4 Rupees more than entered here.

BOMBAY,
13th April 1878.

(Signed) H. W. BLISS,
Commissioner of Salt Revenue.

Read also Proceedings of the Madras Government, dated 27th April 1878, Revenue Department.

ABSTRACT.—Passing remarks on Board's Proceedings submitting proposals as to the officers and establishments which should be provided at once to enable the Salt Commissioner to undertake the administration of the Salt Department, and requiring them to forward a statement for transmission to the Government of India in accordance with these remarks.

THE former of the papers read above contains Mr. Bliss' comments on the Board's Proceedings of the 26th March 1878, No. 819, submitting proposals in regard to the superior staff required for organizing and working the department newly constituted, and the scale of establishments recommended for the Deputy Commissioners and the Central Office; the latter is the order of Government thereon.

2. The Government have expressed themselves as in favor of the appointment of two 1st-Class Deputy Commissioners of the Covenanted Service and of a Native Assistant on the salaries proposed. Mr. Bliss considers that the latter post should not be restricted to natives of this country; the Board, however, adhere to the opinion that there should be a native element in the department above the purely ministerial portion of the establishment and the native agency employed in districts; and as the proposal has met with the approval of Government, it is unnecessary to reopen the question. As regards the location of the Deputies, the Board observe that the Government have approved Cocanada for the Northern Division, whereas the Board and Commissioner recommended Waltair as the most suitable place. The reasons for this selection are stated at paragraph 8 of Mr. Bliss' letter, and as no reasons are assigned for preferring Cocanada to Waltair, it is presumed that the substitution of the former is an oversight.

3. The Government accept the Board's proposals generally as to the scale of office establishments and direct them to prepare a tabular statement for very early submission to the Government of India, remarking that modifications in the scale suggested for the Central Office may be necessary when the Board have had an opportunity of consulting the Commissioner, and that the entertainment of a large central establishment will not be necessary until Mr. Bliss has matured his scheme. As objections have been raised by Mr. Bliss to some of the proposals, the Board think it desirable to leave the preparation of the statement to him after noticing his remarks in order; he will thus, with the Government Order and Board's Proceedings before him, have an opportunity of suggesting the staff which he considers desirable, and the Board will, in forwarding the statement, propose such modifications as they may deem necessary.

4. There is one point which calls for notice at the outset, viz., the plea for enhanced rates of salary in consideration of the amount of travelling, which will be entailed on certain members of the establishment. The Board do not consider this a valid ground for raising salaries; for, in the first place, the fact that this was one of the considerations which led to special salaries being attached to particular posts is apt to be lost sight of after a lapse of time and the travelling involved in the performance of duty is likely to be again urged as an argument in support of claims to increased pay; and, in the second place, this mode of compensation entails on Government increased pensionary charges. If constant travelling be required in the case of any members of the establishments it will, in the Board's opinion, be preferable to allow increased rates of travelling allowance, the scale of batta prescribed for Revenue subordinates in G.O., No. 407, might be increased to half as much again in the case of the higher servants, and the rates for the lower servants might be doubled.

5. As regards the scale of establishment proposed by the Board for Deputy Commissioners, Mr. Bliss considers the number of Peons insufficient and the rates of pay inadequate. On reconsideration the Board would allow each Deputy a Duffadar and six Peons, but they do not consider the pay of the clerks, with the exception of the lowest whose pay will be raised to Rupees 20 as directed by Government, inadequate. It is for reasons already given most undesirable to hamper the Deputies

with more office work than is necessary; until the system of accounts and returns to be maintained is settled and the details of administration are further developed, it is difficult to define exactly the establishment which may be required, and it is possible that the scale of establishment recommended by the Board may require modification, but for the present at all events it should suffice, and with liberal allowances for travelling the rates of pay appear adequate. That proposed for the Head Clerk is the salary fixed for a Sub-Collector's Head Clerk.

6. As regards the Central Office, the Government point out that a Head Clerk on Rupees 125 has already been sanctioned; the order quoted does not appear to have been communicated to the Board. Mr. Bliss specially adverts to the pay fixed for the Head Clerk and Head Accountant, and urges that they should get Rupees 125 and Rupees 200, respectively, rising by five annual increments to Rupees 175 and 250. The Board do not consider that these officers need be paid so highly, seeing that the Commissioner will have a Personal Assistant on Rupees 500 per mensem. They would allow Rupees 100 and Rupees 150, rising to Rupees 150 and Rupees 200, respectively. Mr. Bliss also takes exception to the pay proposed for the Peons and Duffadar, considering the amount of travelling, and proposes Rupees 8 and Rupees 9 instead of Rupees 7 and Rupees 8; he also asks for a Jemadar. As already stated travelling should be compensated for by proper rates of batta, and Rupees 8 is the highest rate of pay given to Peons in any department as far as the Board are aware. A Jemadar on Rupees 15 may, however, be allowed. The Board see no necessity for the addition of a Cashkeeper. There are the Collector's Cutcherry at Sydapet and Madras Bank close at hand, so that there need be no difficulty as to money transactions and deposit of securities. Nor does a Press establishment appear indispensable; the Government Press is available and private Presses may be employed whenever the Government Press is unable to undertake the work.

7. With these remarks the Board resolve to remit the matter to the Commissioners for very early consideration and report.

(True Copies and Extract.)

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

No. 72. Proceedings of the Board of Revenue, dated 17th May 1878, No. 1,341.

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Beypore, 9th May 1878, No. 119:—

G.O., dated 27th April 1878, No. 625, R.D. Board's Proceedings, No. 1,163 dated, 1st May 1878.

WITH reference to the papers marginally noted, I have the honor to enclose a tabular statement of the establishments I consider at present required by myself and the Deputy Commissioners of Salt Revenue, whose appointment Government has been pleased to approve, and to submit the following explanatory remarks.

2. In entering in the tabular statement the establishment I think necessary for my own office, I have taken advantage of the concessions to my requests which the Board have been so good as to make in their Proceedings under reply. I have otherwise conformed to the proposals originally made by them in their Proceedings, No. 819, dated the 26th March 1878, with the following exceptions.

3. I very respectfully beg to adhere to my recommendations as to the pay of my Head Clerk and Head Accountant, on the grounds already stated in my letter, No. 79, dated the 13th April 1878. I would also beg to be allowed to point out that, in my opinion, the Board are somewhat under a misconception as to the probable future working of my office when they argue that these officers need not be so highly paid because I shall have a Personal Assistant on Rupees 500 per mensem. I will give my reasons,

4. First, as regards the Head Clerk I shall probably be on circuit (at all events for some time to come) for six or eight months every year. My Head Clerk will of course accompany me, for it would be impossible that I should carry out, in the course of tours many hundreds of miles from my head-quarters, the system in force in Collectorates whereby the Head Clerk is left in the head-quarter station all the year round. It can therefore make no difference to me in the conduct of my correspondence for half, or more than half, the year whether I have in my central office a highly paid Assistant or not. I shall, nevertheless, require a really good man as Head Clerk, able to draft all ordinary letters, to make abstracts and calculations both quickly and correctly, and generally fit to supervise with intelligence and accuracy the conduct of a correspondence which will probably be large, and which may possibly often be such as should only pass through the hands of a man who can be trusted not to divulge it. In short, I shall require with me, as a rule, when I am on circuit, what may be called a confidential servant. For such a person I do not think the pay I propose too high. It has also to be recollected that on the authority of Government I have already engaged a Head Clerk on Rupees 125 per mensem, whose pay can hardly be reduced. A reduction can, of course, be made on the occurrence of a vacancy if the Board should then think it desirable in consideration of the amount and character of the work which experience may show has to be got through. They may rest assured that it will be an object with me to keep down the expenses of my department to as low a level as I can, consistently with efficiency. It will be for my own credit that I should do so.

5. Secondly, as regards the Head Accountant. He will no doubt always work under the superintendence of my Personal Assistant, who, as the Board say, should be "a native officer of sufficient position to have a potential voice in assisting in carrying out the work of organization and administration," "a native gentleman of character and ability," "expected to give intelligent aid to the general administration," and "to have immediate and responsible charge of the office work and conduct it during the Commissioner's absence on tours." Now it is hardly necessary to point out to the Board that a gentleman may be all this and more, and yet be a bad hand at accounts. In fact I am somewhat inclined to think that a native gentleman, such as the Board describe, would almost be more likely to be wanting in knowledge of accounts than not. My own experience decidedly tends that way, and I will give an instance. When I was deputed to Ramnad in 1859 to inquire into the late Zemindar's affairs Government were good enough to place at my disposal the services of a Native Deputy Collector of the best possible character for administrative ability, integrity and zeal—the very man, in fact, to give one an honest and intelligent opinion and to supervise the working of a large office. But he was absolutely useless at accounts. I gave him some to do. They consisted of simple calculations—rule of three sums, in fact—as to the proportion of the payments by the Zemindar to his creditors which should be set off against debts held by the law officers to be chargeable to the estate, and not chargeable, respectively. He produced me the results with which I returned to Dindigul to draft my report. Fortunately, I bethought me of checking these results before I used them. Absolutely not a single one of large masses of figures was correct. Every single figure was hopelessly wrong, and it ended in my having to do all the calculations myself.

6. Unless therefore the Board think that I can procure as Native Assistant the services of a gentleman, who, besides being all that he should be to occupy the confidential position they describe, will be also a trained Accountant, and that I am wrong in feeling that if I take a trained Accountant as my Personal Assistant there is a great risk that he may turn out to be nothing more than an Accountant, I must very respectfully press upon them my opinion that the pay I propose is not too great to enable me to entertain such a man as is required for the position of Head Accountant in my office. The Board must remember that the question is not of engaging a person to carry on an office on an old-established and well-approved system, but of selecting a person capable of aiding me in working out a new system of accounts altogether. In this case, even more appropriately than in that of the Head Clerk, it might be an understanding that the pay of the office should be reduced after the interval of (say) five years and upon the occurrence of a vacancy, which would be nearly sure to occur in due time by the promotion of the first incumbent,

if he was found to deserve it; but for the present I must most respectfully say that it is hardly fair to me to expect me to be successful in a reorganization which every day that I think of it seems to present to my mind fresh difficulties, unless I am allowed a generous latitude in the provision of means and in the choice of instruments.

7. The next point on which I would request a reconsideration of the Board's views as to the establishment I shall need is that of the number of Accountants who will be required for my office. In doing so it will be necessary for me to enter briefly into the question of the accounts which should be submitted to my office from the salt stations and there compiled.

8. The salt accounts (other than those which will be retained in the divisions) may be broadly divided into three classes:—

I. Cash accounts.
II. Accounts relating to storage and sale of salt.
III. Statistics as to distribution and consumption.

9. Of these, Classes I and II require audit.

10. For audit, and for the tabulation of the accounts I have classed under heads II and III, the Board have made provision in the establishment they have proposed. I do not think that this provision will ultimately be found to be sufficiently liberal, especially considering that the accounts will reach my office in no less than four languages. But I am quite willing to try to do the best I can with it, in the confidence that, if I do find it really insufficient, the Board and Government will enable me to increase it.

11. But for the compilation of the cash accounts of the department, the Board have made no provision at all, probably because it did not occur to them that there would be any cash accounts to compile. This, however, will be very far from being the case, for, in order that I may exercise proper control, I must have sent in to me all the cash accounts from salt treasuries which are now sent to Collectors, and have them compiled in my office into one general account for submission to the Accountant-General. This work will be of the same character as that of the Treasury Account Department of a Collector's office. It will relate to an annual expenditure of some $15\frac{1}{2}$ lakhs of Rupees and to an annual revenue, on the one hand, three or four times greater than that of an average district, and, on the other, much less difficult to deal with from an account point of view, inasmuch as it will involve entries under a very much smaller number of heads. In the Treasury Account Department of a Collector's office there are generally, I believe, some twelve or more Accountants. I do not see how I can possibly do with less than four, considering that, no matter how simple the cash accounts from salt divisions may be, there will be some sixty of them to compile every month into one treasury account in the same form as that now submitted by Collectors to the Accountant-General. I have therefore provided two Accountants instead of one on each of the rates of pay shown in the margin.

Rupees	40
Do.	35
Do.	30
Do.	25

12. This will increase the total number of my Accountants to twelve, which appears to me moderate, considering the number of registers and accounts of different sorts they will have to compile and keep, which I find on careful inquiry to be much in excess of what at first appeared to me to be necessary. I can send the Board a list if they wish it.

13. An obvious and probably accidental omission from the establishment list prepared by the Board is that of some writers in the Account Department. The clerks attached to the Correspondence Department are only three in number, and as a rule will all be required to travel with me. For half or more than half the year therefore there will be no writers in the Madras office where some will evidently be required to conduct my Assistant's correspondence on matters of account with the salt divisions, and with the Deputy and the Assistant Commissioners (as I propose, if the Board and

Government see no objection, to call the officers who are now styled Deputy Collectors, a designation which it will plainly be inconvenient to continue the use of). My Assistant will also have to carry on, in my absence on circuit, all ordinary correspondence with other departments, such as the Public Works Workshops, the Stationery Office, and the Accountant-General; and he should also, I think, answer at once without the delay of referring to me, who may perhaps be at the other end of the Presidency, all calls from the Board and Government which relate to salt accounts and other questions which involve only matters of fact recorded in the office, and which can raise no points of controversy or require an expression of individual opinion. For such work he must have writers. I propose two on Rupees 40 and 20, respectively.

14. A further addition to the strength of the office will, I think, be required in the person of an Assistant Recordkeeper. I have therefore provided one on Rs. 25. I consider such an officer will be required to assist the Recordkeeper in the registry of papers received and in the registry and despatch of papers sent out. Papers received cannot fail to be very numerous in the Account Department, as they will include all vouchers (such as permits) required to check the receipts of the department as well as those for all its expenditure. For these duties the Board have made no provision unless they intend them to be discharged by the Registrar and despatcher in the Correspondence Department. They will no doubt be able to help, but I do not think they can be expected to do all work of this description in both departments.

15. I have further ventured to retain in my list the Cashkeeper and Press establishment stated by me to be required in my letter, No. 79, dated 13th April; and very respectfully request that the Board will be so good as to reconsider their opinion that these officers will not be needed.

16. I have already in my letter above quoted stated why I want a Cashkeeper, and now venture to submit the following additional reasons for the requirement.

17. I never intended to retain large sums in my office. Had I thought of doing so, it would have been necessary for me to apply for a guard of Police to take charge thereof. But I was all along quite of the Board's opinion that remittances should every evening be made either to the Collector's Cutcherry at Sydapet or to the Bank of Madras. I beg however to point out that in an office which receives payment of money on the public account it is from time to time necessary (or at least usual) to relax strict rules as to the hours of receipt of cash, and not to send away, perhaps on the last day before the Christmas holidays, a person who comes to make a payment, because he comes five minutes later than he should do. It cannot be therefore but that from time to time money will be paid into my office which it will be impossible to send to a public treasury at once, and for the custody of which there must therefore be provided some responsible officer. And I beg further to point out that a Cashkeeper or, by whatever name he may be called, some officer who can be made responsible for the custody of property is necessary for other duties besides the custody of cash and securities. I must have some one of intelligence and honesty to supervise the receipt, storage, and issue of the large quantities of stationery which will be required for issue to all officers subordinate to me; to arrange for and superintend the printing, binding, and numbering of pages of the various accounts and registers which, as the Salt Commission suggest, should be substituted for the loose sheets in rough paper covers in which the salt accounts in the divisions are now kept; and to take charge of stores of all sorts—such as hydrometers, standard weights, weighing machines, peons' belts, and the like—intended for issue to the salt stations. Some one must attend to work of this sort. It is done in most offices I know by the Cashkeeper, who gives substantial security and can therefore be made responsible. I propose to make the same arrangement in my office also. I trust the Board will be of opinion that I have shown its necessity.

18. As regards the small Press establishment, at the cost of Rupees 22 per mensem, which I ask for, I beg to assure the Board that I shall not hesitate to employ the Government or private presses where necessary. But I require a small lithographic press in my own office for work of a different nature from that which I should consider it proper to send to a printing press. I must have printed all forms required for use in the salt divisions and in the offices of the Assistant and Deputy Commis-

sioners, whereof, according to their nature, I shall require to order hundreds, thousands, or lakhs at a time. But of many forms in use in my own office, such as monthly returns to the Board, I shall require only twenty-four per annum. It would hardly be worthwhile to have more than (say) a two years' supply of any form printed at a time. But the Superintendent of the Government Press would not thank me for constant orders for such small quantities of work, and if I got it done at private presses the Board will find that printers' bills will soon run up to more than I could keep a lithographic press of my own going for. The same reasoning will apply to the use of printing by me for letters conveying instruction to, or calling for information from, my subordinates. I should only want fifteen or sixteen copies, which it would never be worthwhile to print, but which it would severely tax my very small establishment to write. A further reason why I should have the small press I ask for is that I should thereby avoid the delay which, as the Board must know, is often, and must often be, considerable in getting work executed in the Government Press.

19. With regard to the pay of my peons, which I have entered at the rates proposed by the Board, I have the honor to state that I understand that it is very difficult indeed for a peon in Madras to live on his pay, that is, keep himself out of debt and clothe himself decently. I leave it therefore for the Board to consider whether my peons should not be paid as I originally proposed, unless it is intended to allow them clothes as is done throughout the Bombay Salt Department, and is also, I believe, done in some offices in Madras. Personally, I would prefer to pay them all round a Rupee a-month more than the Board's rates, and to allow them to clothe themselves. This will no doubt be cheaper and will involve less trouble than the supply of clothing by Government. I have no doubt that the Board are quite right in thinking that public servants generally should be compensated for travelling in districts distant from their homes by increased travelling allowances rather than by increased rates of pay; and I therefore gladly accept on behalf of my office people the Board's suggestion that the rates of travelling batta allowed to them should be raised as shown in the margin, to which I request that the sanction of Government may be obtained. But at the same time I cannot doubt that peons and menials who have to accompany me in my tours will find these rates insufficient to cover the extra cost of food, wear and tear of clothing, &c., which travelling invariably entails. I will however leave their case to the Board's consideration.

Clerks, 50 per cent. in addition to the rates allowed to Revenue servants in Standing Order No. 407.

Peons and menials, double the above rates.

20. I have added a masalchi and a sweeper to the establishment proposed by the Board. I think there can be no doubt as to their being required.

21. In carrying out these proposals, or so much of them as may finally be sanctioned, I shall, of course, bear in mind the wish which Government have expressed that the servants shown in my list should be engaged only as required.

22. For the offices of the Deputy Commissioners, I have provided the establishment originally proposed by the Board and approved by Government with the modification that I have increased the number of peons as sanctioned by the Board in their Proceedings under reply, and have added a masalchi and a sweeper for each office.

SUBMITTED to Government in continuation of Board's Proceedings, dated 1st May 1878, No. 1,163, with reference to G.O., dated 27th April 1878.

2. Whilst fully allowing the importance and indeed necessity of providing Mr. Bliss with an efficient and well-paid establishment, the Board adhere to their opinion that the rates last proposed for the Head Clerk and Head Accountant are ample. As, however, a Head Clerk on Rupees 125 per mensem has already been entertained, that rate of pay may be maintained in the case of the present incumbent until the increment raises it to a higher figure. Of course the higher the pay the greater may be expected to be the efficiency, but some relation to the pay allowed in other establishments must be maintained, and for the rates allowed by the Board Mr. Bliss should have no difficulty in procuring suitable men.

3. The provision of four extra Accountants for the compilation of accounts, of two Writers in the Account Department, of an Assistant Record-keeper and of a Masalchi and Sweeper both for the central office and for the offices of the Deputy Commissioners is approved, and the Board will waive their objection to the Cash-keeper and Press Establishment, though they see no absolute necessity for them. As regards the pay of the Peons, however, the Board see no reason why higher rates should be assigned than are allowed in other departments. Clothing cannot be supplied at the cost of Government, a limited number of liveries being allowed as a special case to messengers on the establishments of the Government Secretariat and Board's offices only. A revised tabular statement is submitted

4. The sanction of Government is requested for the higher rates of travelling allowance proposed by the Board and accepted by the Commissioner. The Board are decidedly of opinion that this is the proper mode of compensating for frequent travelling.

5. The Board approve the change of designation from Deputy Collectors to Assistant Commissioners.

(True Copies and Extract.)

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

No. 73. Proceedings of the Board of Revenue, dated 17th May 1878, No. 1,346.

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Beypore, 9th May 1878, No. 120 :—

IN my letter, No. 119, of this day's date, I have replied to so much of the marginally-noted orders of the Board and G.O., dated 27th April 1878, No. 625, R. D. Board's Proceedings, No. 1,163, 1st May 1878. Government as relates to the establishments required for my office and for the offices of the Deputy Commissioners of Salt Revenue whose appointment Government have been pleased to approve. There are, however, some other points in the above papers, on which I beg to submit the following remarks.

2. In paragraph 2 of their Order Government approve of my original proposal to retain in my own hands the charge of the Chingleput District, and remark that in my absence the supervision thereof can be entrusted to my Native Assistant. I presume that this does not mean that I am to be in direct executive charge of the Chingleput District, for I am quite sure that it would be impossible for me to undertake any such duty in addition to that of the reorganization and general administration of the department. But, if not, I beg respectfully to point out that during my absence it will hardly be possible for my Native Assistant to undertake the supervision of a district, the officer in immediate charge of which (Deputy Collector or Assistant Commissioner, whichever he may be called) will almost certainly be much his departmental senior. This very fact, however, should enable me with some confidence to leave the Chingleput Assistant Commissioner without personal supervision by a superior, save during my presence at head-quarters. But at the same time I think it will be recognized as an objection which may possibly be found of weight to the scheme which Government have been pleased to approve. Experience will show how this scheme works. I do not wish it for a moment to be thought that I take exception to it. I am quite willing to try it. But I think it right not to delay pointing out what may prove to be a serious drawback to it.

3. With regard to paragraph 2 of the Board's Proceedings under notice, I have the honor to point out that Government have expressed no opinion on my proposition that my Personal Assistant should be on the graded list of Salt Deputy Collectors, or as I request Government may in future be moved to sanction their being called Assistant Commissioners of Salt Revenue. This proposition has, in fact, not been before them. I would therefore respectfully request that paragraphs 2 and 3 of my letter, No. 79, dated the 13th April 1878, may be laid before Government with an

expression of the Board's opinion on this particular point. My belief is that to have my Office Assistant on the graded list of Assistant Commissioners will materially tend to the efficiency of the department generally, while it will in no wise prevent Government from selecting a native gentleman for the particular appointment.

SUBMITTED for the orders of Government.

2. With regard to a Native Assistant the Board have already expressed their views and Government have approved of the appointment.

3. The Board do not think that the Commissioner should retain direct charge or indeed supervision of Chingleput or of any other salt division, and they do not think such direct supervision should devolve on the Native Assistant under any ordinary circumstances. One of the reasons that induced the Board to recommend that there should be three Deputy Commissioners instead of two only was that by this arrangement all necessity for leaving a division under the direct supervision of the Commissioner would be avoided. This is an important consideration, and there are others already stated to which the Board would invite reconsideration as they are respectfully of opinion that the entertainment of three Deputy Commissioners instead of two only will add very materially to the efficiency of the new department. This arrangement will also meet Mr. Bliss' objections.

(A true Copy and Extract.)

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

No. 74. Proceedings of the Board of Revenue, dated 29th May 1878, No. 1,457.

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Madras, 28th May 1878, No. 185 :—

I HAVE the honor to request that Government may be moved to expedite the passing of orders on the Board's Proceedings, No. 1,341, dated the 17th instant, and submitting proposals for the office establishments of myself and of the proposed Deputy Commissioners of Salt Revenue; and also to grant me authority to proceed at once, in anticipation of the orders of the Government of India, to entertain such Clerks and Accountants, with effect from the 1st of July, as they may decide my establishment should consist of.

2. It takes time to select men and to obtain sanction to their transfer from the offices in which they may be employed at the time; and if I am not authorized to begin this work at once, I do not see how it will be possible for me to have my office in working order by the 1st July.

3. For the same reason I request that Government may be moved to appoint, or to authorize me to appoint, my Native Assistant at once. I require the services of such a person more urgently in the month which remains before the date fixed for me to take charge of the department from Collectors than I suppose I shall ever do in any other one month in the future. As it is, I do not even know with whom this appointment will be; whether it is the intention of Government to keep it in their own hands, or to leave it to the Board, or to entrust it to me. I believe that the Director of Revenue Settlement appoints the officers of similar position who is employed in his office, and I therefore presume that the same rule will apply to me. I am not however anxious to clutch at patronage, which always involves great responsibility and often is more of a burden than a pleasure. But something ought to be decided about it without further delay.

4. There should also be no more time lost in disposing of the question whether fresh legislation is necessary to legalise my position as head of the Salt Department. I cannot myself see how it can be avoided. Without it it seems to me that I shall have no legal position at all, and there is now but little time left before the 1st July to draft and pass an Act and to obtain to it the sanction of the Governor-General.

SUBMITTED to Government with the request that early orders may be passed on the Board's Proceedings quoted.

2. The Board think the selection of the Native Assistant may be left in the Commissioner's hands.

(A true Copy and Extract.)

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

No. 75. ORDER THEREON, 8th July 1878, No. 1,038.

Separate Revenue, No. 7.
Salt.

THE papers above recorded contain the discussion between the Board of Revenue and the Commissioner of Salt Revenue with reference to the establishments necessary for that officer and his Deputies, and the final conclusion at which the Board have arrived upon the matters referred for their consideration in G.O., 27th April 1878, No. 625.

2. The Board accept nearly all the modifications which Mr. Bliss has suggested with a few exceptions where adherence to the rates prevailing in other departments is considered advisable.

—	As first proposed.	As now modified.
	RS.	RS.
Assistant Commissioner.	500	500
Establishment	860	1,228
Total ...	1,360	1,728 rising to 1,828

—	Minimum.	Maximum.
	RS.	RS.
Assistant Commissioner and establishment.	1,728	1,828
Two Deputy Commissioners and their establishments.	2,722	3,122
Total ...	4,450	4,950

Telegram, dated 10th June 1878.

	RS.	A.	
* To servants on salaries below Rs. 8	0	1	per diem.
Above 8 and below Rs. 15	0	2	,,
,, 15 ,, ,, 25	0	4	,,
,, 25 ,, ,, 50	0	8	,,
,, 50 ,, ,, 100	0	12	,,
,, 100 ,, ,, 150	1	0	,,
,, 150 ,, ,, 200	1	4	,,

† Paragraph 4, Proceedings, 2nd May 1878, No. 1,163.

3. The tabular statement which they submit shows a considerable increase over the first proposal for the Commissioner's Office.

4. The Deputy Commissioners' establishments will cost Rs. 161 monthly instead of Rs. 130 as originally estimated.

5. The total cost of the Commissioner's establishment including the Native Assistant and the two Deputies and their establishments will be Rs. 4,450, rising to Rs. 4,950 per mensem.

6. His Grace the Governor in Council considers that the establishments and rates of pay proposed are moderate and necessary, and resolves to apply for the sanction of the Government of India thereto. He has already authorised the Commissioner to organize his own establishment in anticipation of formal sanction, and has appointed a Native Personal Assistant to the Commissioner as it was important to lose no time in commencing work.

7. The Board and Commissioner are agreed that the ordinary* rates of travelling allowance should for the Salt Department be raised in the case of clerks 50 per cent. over the regular scale, and for peons and menials to double rates. The Government are quite in accord with the Board† that enhancement of pay is not the proper way of compensating for considerable travelling

such as will be required of the employes accompanying the Commissioner and his Deputies over their extensive ranges. But besides the distance involved they observe that there are special difficulties entailed in travelling through the barren and inhospitable regions where salt is made. From the nature of the country—made up chiefly of swamps and sandbanks—transit is laborious, while the absence of bazaars in many of the small villages on the Coast make the supply of daily wants no easy matter. The subordinates concerned are likely to be much on tour and need special consideration at a distance from their head-quarters. Special rates are not unprecedented in the case of remote and inaccessible tracts, and in the present instance the Government consider the proposed increase necessary, and will accordingly recommend its adoption on behalf of the travelling establishments of the Commissioner and his Deputies. No change will be made as regards district establishments.

8. With reference to the Board's remark as to the location of one of the Deputy Commissioners at Waltair instead of Cocanada, the Governor in Council prefers the latter as head-quarters, believing that it will be more central and afford greater facilities for communication and inspection. In reference to the nationality of the Assistant he concurs with the Board that a Native of the country should hold that position, and has already given effect to the decision on this point.

Paragraph 2, Proceedings, 2nd May 1878, No. 1,163.

9. With reference to the Commissioner's proposal that his Personal Assistant should be on the graded list of Salt Deputy Collectors, or as he wishes them to be called "Assistant Commissioners of Salt Revenue", the Government consider that the first proposition may properly lie over pending the further proposals which may be submitted for the organization of the Upper Subordinate grade in the department; and that the second suggestion for a change of designation may be considered at the same time, and in connection with the Draft Bill submitted with the Board's Proceedings, dated 8th June 1878, No. 1,533, the Commissioner having already pointed out that the alteration cannot be made without a change in the law.

Vide letter recorded in G.O., 12th June 1878, No. 899.

10. In his letter recorded in Board's Proceedings, 17th May 1878, No. 1,346, the Commissioner raises objections to the instruction of Government directing his retention of Chingleput, the supervision being entrusted in his absence to his Native Assistant.

11. The order in question had reference to Mr. Bliss' own proposition in regard to the 2nd-class Deputy Commissioner whose appointment he had advocated to act as his Secretary and Personal Assistant. The Commissioner is now quite sure that he cannot undertake the direct exclusive charge in addition to reorganization and administrative duties, and that it would not be appropriate for his Native Assistant to supervise an Assistant Commissioner probably much his senior. If he is to be in charge however he would prefer to leave Chingleput without any direct supervision when he is on tour. The Board agree that the Commissioner should not have direct charge or even supervision of Chingleput or any other salt division, and that his Assistant should not ordinarily do supervision work, and they take the opportunity of suggesting that a 3rd Deputy Commissioner as first proposed by them should be added to make the department complete.

G.O., 27th April 1878, No. 625, paragraph 2.

Vide paragraph 8 of Commissioner's letter, dated 23rd February 1878, No. 2, recorded in G.O., 27th April 1878, No. 65.

12. The Government are not prepared to vary their decision as regards the 3rd Deputy Commissioner. They are of opinion that the Commissioner should arrange as he thinks best in the distribution of the duties for the charge of Chingleput where he has at present a very efficient Deputy in Mr. Ricketts.

13. The legislation alluded to by the Commissioner in his letter recorded in the last paper read above is it is observed already under consideration.

(True Extract.)

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

To the Board of Revenue.
" the Commissioner of Salt Revenue.
" the Accountant-General.

Exd. W. J. Lewis.

17-12-75

Bombay, 13th April 1878

No 279

From, H. W. [illegible] Esqre,
Commissioner of Salt Revenue

To, C. A. Gat[illegible] Esqre,
As Secretary to the Board of Revenue

Sir, I have the honor to submit the following remarks on the Proceedings No 819 dated the 26th March 1878.

2. I made proposals in my letter No 3 dated the 23d February, and therein embodied, for the employment in my office of a Native Official of good position and emoluments, because I considered that such a proposal would form a part of the general proposal for my Salt Office Establishment which I did not then, and do not now, feel in a position to submit.

3. On the other hand I think it is likely that the intermediate agency proposed by the Board will be more efficient than that proposed by me. But I feel exceedingly doubtful whether the Public Service is likely to be advantaged by the adoption of the Board's proposal that a Native Assistant Commissioner shall be employed in this office. Doubtless it will often be found that a Native Gentleman is the best officer available for the appointment. When it is so, by all means let him be put in. But it will probably quite as often be found (as in Bombay at the present moment) that a European or East Indian who has had a practical training and is conversant

19
2

Read.

Dated July 8th.

Rcd.

Ind.

G.O. 8th July 1878, No 1[illegible]

Officers and Establishments required in connection with the new office of Commissioner of Salt Revenue.—Passing orders on Proceedings of the Board of Revenue relating to —.

15.

Revised Genl. of [illegible] 1878 Madras.

REVENUE.

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

Vide Go. 25. 11. 80 No 1580
Ans 7753/80

with accounts [illegible] If so, his nationality should no[illegible] his way. By far the best plan, in my opinion, would be simply to provide for duty in the Central Office, an officer who should be borne on the list of Deputy Collectors (or to avoid confusion let them be called Assistant Commissioners) employed in the Department, and who should be of the 2d or 3d Class thereof, according to the pay which might be considered proper. He would then leave the office and take charge of a district as his turn came for promotion, and both the District he took charge of, and the office he left would probably be benefited by the introduction into them of officers who had had other fields of experience.

4. I will not say positively that the Establishment proposed by the Board for Deputy Commissioners are too weak generally, though I incline to that opinion. If found so they can be strengthened. But that the number of peons proposed is sufficient I have no doubt. I have also no doubt that the rates of pay proposed for the clerks are appropriate. It is impossible I venture to think, to get a really efficient Head Clerk for any office for Rs 50 per mensem; and a Deputy Commissioners Head Clerk must be paid more, rather than less, than the Head Clerk of any other office of the same size, inconsideration of the amount of travelling which will be required of him. The lowest clerk should also get more than Rs 15 for the same reason - Clerks on Rs 15 in Collectors' offices manage to travel some how in their own Districts. Generally they club together and share a cart between them; and the Sheristadar or some better paid official perhaps perhaps the Talukdar of the Taluk in which they are - often finds them in food when they are on circuit. But to expect a clerk on Rs 15, who must take his turn at travelling with the others, to range over 4 or 5 districts, seems to me, if the Board will pardon my saying so, little short of cruelty. In the Bombay Presidency the Deputy Collector of Salt Revenue who has much the same position and duties as the Deputy Commissioners proposed to be appointed in Madras will have, has an office consisting of 7 clerks. They are not well paid, but are considered too few in number. A revision of the Bombay Salt Establishments is however in contemplation.

21/1

5. As regards the Establishment proposed by the Board for my own office, I venture very respectfully to remark -

First that I think an officer of my standing should have been consulted before an Establishment was proposed for him; and,

Secondly, that it seems to me that before proposing an Establishment it is necessary accurately to apprehend what work the Establishment will have to do.

6. It is because I have not yet been able to gather sufficient information to enable me to determine what recommendations I should make as to the routine of business in the new Salt Department, and as to the work of compilation and audit to be performed in the Central Office thereof, that I have not

not myself submitted, as for [illegible] Office Establishment. Nor is it a matter which can be disposed of in a day, for before one can make up one's mind as to the amounts which should be kept in the Central Office, it is necessary to consider what accounts should be submitted from the Salt stations. This involves the revision, or at all events a clear idea in one's own mind of the principles to be followed in a revision, of the Salt manual, a work of some difficulty.

7. For the present, and until the form in which the accounts of the Salt Department should in future be kept is definitely settled, the Establishment proposed by the Board is probably, with some exceptions which I will notice below, strong enough numerically. But I venture to think that the pay proposed for some of the appointments is much too low.

8. A Collectors English Head Clerk gets, for instance Rs 150. I cannot see any reason why equally efficient assistance, so far as salary can secure it, should not be accorded to me. On the contrary, so far as salary goes, I think my English Head Clerk should get more instead of less than a Collectors, in consideration of the wide range of travelling which will fall to his lot. I would therefore propose Rs 175 as the salary of my Head Clerk; or, if that is thought too much, would ask that at least he may be granted Rupees 125 rising to

to Rs 175 by 5 Annual instalments.

9. The Board propose that my Head Accountant should receive 125. Considering that he will have the responsibility of the tabulation of the accounts (treasury accounts included) of 80 Stations and to the amount of some 150 lacs of rupees per annum, I must say that I think that he will not be over paid on Rs 200 rising to Rs 250, which is what the Bombay Salt Collectors Head Accountant gets.

10 These 2 points — the salaries of my English Head Clerk and Head Accountant — I venture to request may be reconsidered by the Board. They are of very

great importance and require
settlement at once. It will not
do to let them stand over, on the
ground that the salaries now pro-
posed can be increased hereafter
if found insufficient, because
unless I am able to offer good
salaries now I shall not be able
to get good men. I shall only get
inferior ones, whom I shall not
be able to displace in case an
increase of salaries should here-
after be sanctioned, and who will
not become any more efficient
because they are more highly
paid, but will (perhaps for years)
stop improvement in the office
because of the utter impossibility
of finding other places for them.

The pay proposed for the peons
& duffadars appears to me
too

too low considering the amount
of travelling in distant districts
which will have to be got through
by them. Collectors peons get
some Rs7, some Rs8. I think min
should get Rs8 and 9. A Collector
Duffadar gets Rs16. I consider I
require a Jamadar on Rs16 to trav
with me and that a Duffadar
should be allowed on Rs10 to ta
charge of the office peons during
his absence.

12. The omissions, above adverted
to in the Establishment proposed
for me by the Board are those
a Cash Keeper, and of a small
Press Department.

13. A Cash Keeper is clearly nec
sary, if, as I should propose, men
desiring to open credit accounts
or to make payments in Treas

on account of other Districts than Chingleput are to do so in my office. There must be some one to take charge of Govt. papers deposited and of cash paid in, the amount of which will probably be considerable in any case if an active trade should spring up under the Excise System, and must be very large, if, as I hope may be the case, it is even decided to abolish the Madras Salt Kottars, and to store the salt in the neighbourhood in which it is made.

14. A small Press establishment will also be needed to print circulars and forms (which a small number only are required so that it will not be worth while to get them printed in the Government Press or in the Penitentiary. The Bombay Salt Collector has a lithographic Press, which does very well. I should wish to have the same One Peesman on Rs 12 or 15 and a Coolly on Rs 6 would be all the establishment that would be required.

15. For purposes of Comparison I enclose a statement of the Bombay Salt Collector's establishment, which numbers 2 superior Officers, 26 clerks and 22 menials. It is true, of course, that the Bombay Salt Collector has other duties in addition to the administration of the Salt Department, the most important of which is the control of customs throughout

the Presidency, save in the Island of Bombay itself. But these occupy comparatively little of the time of this Establishment, two thirds of which it is estimated would be required if it had to deal with nothing but the Salt Revenue. On the other hand, it must be remembered that the sales of Salt in Madras are in quantity about 20 per cent more than in Bombay; and that owing to the difference of system and to the petty nature of the trade at most Madras Salt Stations the number of separate transactions is probably more than double as many in Madras as in the Sister Presidency. I fear therefore, that I cannot hold out

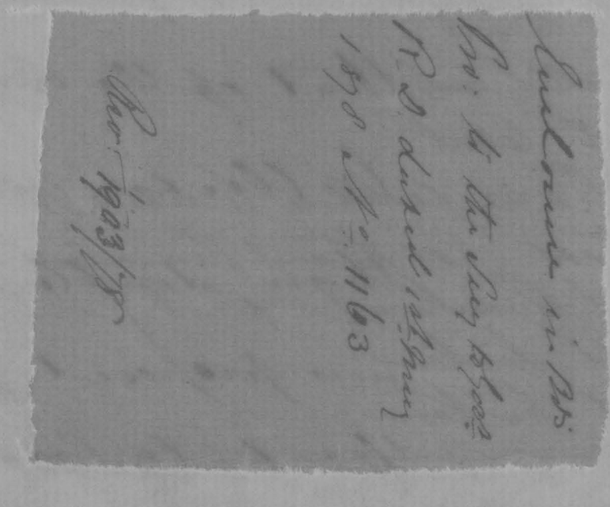
out any very strong hopes to the Board and Government of my ultimately being able to do with an Establishment much, if at all, weaker than that of the Bombay Salt Collector, which is more than double as strong as that now proposed for the Madras Central Salt Office.

I have &c
sd. H. W. Bliss
Commissioner of Salt Revenue

(True Copy)

C. C. Galton
Actg Secretary

Compd


Confidential
From the Secy to the Govt
P.D. dated 16th May
1900 No. 1163

Rec. 19/3/00

List of the Office Establishment of the Bombay Salt Revenue Collector.

31

Designation of Office	Monthly pay	Monthly fixed Travelling allowance.
Correspondence Branch English		
Head clerk (Rising from 100 Rs in five annual increments)	150	38
Second Clerk	90	26
Third Clerk	70	20
Fourth Clerk	50	15
Fifth Clerk	35	15
Correspondence Branch Vernacular		
Chitnis (or Head Vernacular Clerk)	100	38
First Karkoon (or clerk).	60	20
Second Karkoon	35	15
Third Karkoon	30	15
Account Branch		
Assistant Collector - according to grade - present pay including local allowance	600	
Native assistant (whose duty it is to travel and inspect the accounts in District Salt offices)	300	75
Head Accountant (Rising from Rs 200 in 5 annual increments)	250	
Deputy do	100	
Cashier	75	
Encamnies	60	
Classifies	50	
Clerks	45	
Book keeper	45	
Carried forward	2145	27

+ The Travelling Allowance in the case of European & Eurasian Subordinates is in each case fixed 30 & 4 Rs more than entered above.

Designation of Office	Monthly pay	Monthly Travelling allowance
Brought forward	2145 ..	277 ..
Bills Clerk	40 ..	
Audit Clerk	35 ..	
Do — Do	35 ..	
Assistant Classifier	30 ..	
Do — Do	30 ..	
Assistant Bills Clerk	25 ..	
Head Clerk (of the copying Office)	40 ..	
Register Clerk	35 ..	
Copyist	25 ..	
Do	25 ..	
Record and Stationery Keeper for both Correspondence & Account Offices	45 ..	
Clerk	30 ..	
Professor Vernaculars	15 ..	
Head Karkoon	60 ..	
Audit Karkoon	40 ..	
Do — Do	30 ..	
Karkoon	30 ..	
Do	25 ..	
Karkoon for Native assistant	35 ..	15 ..
Do — Do	25 ..	12
Menials		
1. Havildar (On duty with the Collector)	15 ..	
1 Naigut	12 ..	
8. Peons travelling with the Collector at Rs 10 each	80 ..	
7. Peons at Rs 9-8-- each	66 8	
Carried forward	£3008 8 .	304

Designation of Office	Monthly pay	Monthly Travelling allowance
Brought forward	3008 8 .	304 - -
2 Boys at Rs 5 each	10 ..	
2 Peons (on duty with the Native Assistant) at 9-8-- each	19 ..	
Total	3037 8 .	304 . .

Madras Salt
Commissioner's Office
Bombay 13th April 1878

By H W Bliss
Commissioner of Salt Revenue

True Copy

A Secretary.

No. 1,163.

PROCEEDINGS OF THE BOARD OF REVENUE, dated 2nd May 1878.

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Bombay, 13th April 1878, No. 79:—

I HAVE the honor to submit the following remarks on the Board's Proceedings, No. 819, dated the 26th March 1878.

2. I made no proposals in my letter, No. 3, dated the 23rd February 1878, and therein embodied, for the employment in my office of a native official of good position and emoluments, because I considered that such a proposal should form a part of the general proposal for my Central Office Establishment which I did not then, and do not now, feel in a position to submit.

3. On the whole I think it is likely that the intermediate agency proposed by the Board will be more efficient than that proposed by me. But I feel exceedingly doubtful whether the public service is likely to be advantaged by the adoption of the Board's proposal that a *Native* Assistant Commissioner should be employed in my office. Doubtless it will often be found that a native gentleman is the best officer available for the appointment. When it is so, by all means let him be put in. But it will probably quite as often be found (as in Bombay at the present moment) that a European or East Indian who has had a mercantile training and is conversant with accounts is the best man available. If so, his nationality should not stand in his way. By far the best plan, in my opinon, would be simply to provide for duty in the Central Office an officer who should be borne on the list of Deputy Collectors (or, to avoid confusion, let them be called Assistant Commissioners) employed in the department, and who should be of the 2nd or 3rd grade thereof according to the pay which might be considered proper. He would then leave the office and take charge of a district when his turn came for promotion, and both the district he took charge of and the office he left would probably be benefited by the introduction into them of officers who had had other fields of experience.

4. I will not say positively that the establishments proposed by the Board for Deputy Commissioners are too weak generally, though I incline to that opinion. If found so they can be strengthened. But that the number of Peons proposed is insufficient I have no doubt. I have also no doubt that the rates of pay proposed for the Clerks are inadequate. It is impossible, I venture to think, to get a really-efficient Head Clerk for any office for Rupees 50 per mensem; and a Deputy Commissioner's Head Clerk must be paid more, rather than less, than the Head Clerk of any other office of the same size in consideration of the amount of travelling which will be required of him. The lowest Clerk should also get more than Rupees 15 for the same reason. Clerks on Rupees 15 in Collectors' offices manage to travel somehow *in their own districts*. Generally they club together and share a cart between them; and the Sheristadar or some better-paid official—perhaps the Tahsildar of the taluq in which they are—often finds them in food when they are on circuit. But to expect a Clerk

on Rupees 15, who must take his turn at travelling with the others, to range over four or five districts, seems to me, if the Board will pardon my saying so, little short of cruelty. In the Bombay Presidency the Deputy Collector of Salt Revenue, who has much the same position and duties as the Deputy Commissioners proposed to be appointed in Madras will have, has an office consisting of seven Clerks. They are not well paid, but are considered too few in number. A revision of the Bombay Salt Establishments is, however, in contemplation.

5. As regards the establishment proposed by the Board for my own office I venture very respectfully to remark—

1*st*.—That I think an officer of my standing should have been consulted before an establishment was proposed for him ; and

2*ndly*.—That it seems to me that before proposing an establishment it is necessary accurately to apprehend what work the establishment will have to do.

6. It is because I have not yet been able to gather sufficient information to enable me to determine what recommendations I should make as to the routine of business in the new Salt Department, and as to the work of compilation and audit to be performed in the Central Office thereof, that I have not myself submitted proposals for my office establishment. Nor is it a matter which can be disposed of in a day, for, before one can make up one's mind as to the accounts which should be kept in the Central Office, it is necessary to consider what accounts should be submitted from the salt stations. This involves the revision, or at all events a clear idea in one's own mind of the principles to be followed in a revision of the salt manual, a work of some difficulty.

7. For the present, and until the form in which the accounts of the Salt Department should in future be kept is definitely settled, the establishment proposed by the Board is probably, with some exceptions which I will notice below, strong enough *numerically*. But I venture to think that the pay proposed for some of the appointments is much too low.

8. A Collector's English Head Clerk gets, for instance, Rupees 150. I cannot see any reason why equally-efficient assistance, so far as salary can secure it, should not be accorded to me. On the contrary, so far as salary goes, I think my English Head Clerk should get more, instead of less, than a Collector's, in consideration of the wide range of travelling which will fall to his lot. I would therefore propose Rupees 175 as the salary of my Head Clerk, or, if that is thought too much, would ask that at least he may be granted Rupees 125, rising to Rupees 175 by five annual instalments.

9. The Board propose that my Head Accountant should receive Rupees 125. Considering that he will have the responsibility of the tabulation of the accounts (*treasury accounts included*) of 80 stations and to the amount of some 150 lakhs of Rupees per annum, I must say that I think that he will not be overpaid on Rupees 200, rising to Rupees 250, which is what the Bombay Salt Collector's Head Accountant gets.

10. These two points—the salaries of my English Head Clerk and Head Accountant—I venture to request may be reconsidered by the Board. They are of very great importance and require settlement at once. It will not do to let them stand over, on the ground that the salaries now proposed can be increased hereafter if found insufficient, because unless I am able to offer good salaries now I shall not be able to get good men. I shall only get inferior ones, whom I shall not be able to displace in case an increase of salaries should hereafter be sanctioned, and who will not become any more efficient because they are more highly paid, but will (perhaps for years) stop improvement in the office because of the utter impossibility of finding other places for them.

11. The pay proposed for the Peons and Duffadar appears to me too low, considering the amount of travelling in distant districts which will have to be got through by them. Collector's Peons get, some Rupees 7, some Rupees 8. I think mine should get Rupees 8 and 9. A Collector's Duffadar gets Rupees 14. I consider I require a Jemadar on Rupees 16 to travel with me, and that a Duffadar should be allowed on Rupees 10 to take charge of the Office Peons during his absence.

12. The omissions above adverted to in the establishment proposed for me by the Board are those of a Cashkeeper and of a small Press Department.

13. A Cashkeeper is clearly necessary, if, as I should propose, merchants desiring to open credit accounts or to make payments in Madras on account of other districts than Chingleput are to do so in my office. There must be some one to take charge of Government paper deposited and of cash paid in, the amount of which will probably be considerable in any case if an active trade should spring up under the excise system, and must be very large, if, as I hope may be the case, it is ever decided to abolish the Madras Salt Kotaurs and to store the salt in the neighbourhood in which it is made.

14. A small Press Establishment will also be needed to print circulars and forms, of which a small number only are required so that it will not be worth while to get them printed in the Government Press or in the Penitentiary. The Bombay Salt Collector has a Lithographic Press, which does very well. I should wish to have the same. One Pressman on Rupees 12 or 15 and a cooly on Rupees 6 would be all the establishment that would be required.

15. For purposes of comparison I enclose a statement of the Bombay Salt Collector's establishment, which numbers two superior officers, thirty-six Clerks and twenty-two menials. It is true, of course, that the Bombay Salt Collector has other duties in addition to the administration of the Salt Department, the most important of which is the control of customs throughout the Presidency, save in the Island of Bombay itself. But these occupy comparatively little of the time of his establishment, two-thirds of which, it is estimated, would be required if it had to deal with nothing but the salt revenue. On the other hand, it must be remembered that the sales of salt in Madras are in quantity about 25 per cent. more than in Bombay, and that owing to the difference of system and to the petty nature of the trade at most Madras Salt stations the number of separate transactions is probably more than double as many in Madras as in the sister Presidency. I fear therefore that I cannot hold out any very strong hopes to the Board and Government of my ultimately being able to do with an establishment much, if at all, weaker than that of the Bombay Salt Collector, which is more than double as strong as that now proposed for the Madras Central Salt office.

ENCLOSURE No. 1.

LIST of the Office Establishment of the Bombay Salt Revenue Collector.

Designation of Office.	Monthly Pay.	Monthly Fixed Travelling Allowance.*
Correspondence Branch—English.	RS. A. P.	RS. A. P.
Head Clerk (rising from 100 Rupees in five annual increments)	150 0 0	38 0 0
Second Clerk	90 0 0	26 0 0
Third do.	70 0 0	20 0 0
Fourth do.	50 0 0	15 0 0
Fifth do.	35 0 0	15 0 0
Correspondence Branch—Vernacular.		
Chitniss (or Head Vernacular Clerk)	100 0 0	38 0 0
First Karkoon (or Clerk)	60 0 0	20 0 0
Second Karkoon	35 0 0	15 0 0
Third do.	30 0 0	15 0 0
Account Branch.		
Assistant Collector (according to grade) present pay including local allowance	600 0 0	...
Native Assistant (whose duty it is to travel and inspect the accounts in district, &c., offices)	300 0 0	75 0 0
Head Accountant (rising from Rupees 200 in five annual increments	250 0 0	...
Deputy Accountant	100 0 0	...
Cashier	75 0 0	...
Examiner	60 0 0	...
Classifier	50 0 0	...
Do.	45 0 0	...
Book-keeper	45 0 0	...
Bills Clerk	40 0 0	...
Audit do.	35 0 0	...
Do. do.	35 0 0	...
Assistant Classifier	30 0 0	...
Do. do.	30 0 0	...
Do. Bills Clerk	25 0 0	...
Head Clerk (of the Copying Department)	40 0 0	...
Register Clerk	35 0 0	...
Copyist	25 0 0	...
Do.	25 0 0	...
Record and Stationery Keeper for both Correspondence and Account Offices	45 0 0	...
Clerk	30 0 0	...
Pressman	15 0 0	...
Vernacular.		
Head Karkoon	60 0 0	...
Shroff	35 0 0	...
Audit Karkoon	40 0 0	...
Do. do.	30 0 0	...
Karkoon	30 0 0	...
Do.	25 0 0	...
Karkoon for Native Assistant	35 0 0	15 0 0
Do. do.	25 0 0	12 0 0
Menials.		
1 Havildar (on duty with the Collector)	15 0 0	...
1 Naigue	12 0 0	...
8 Peons travelling with the Collector, at Rupees 10 each	80 0 0	...
7 Peons, at Rupees 9-8-0 each	66 8 0	...
2 Boys, at Rupees 5 each	10 0 0	...
2 Peons (on duty with the Native Assistant), at Rs. 9-8-0 each.	19 0 0	...
Total ...	3,037 8 0	304 0 0

* The travelling allowance in the case of European and Eurasian subordinates is in each case either 3 or 4 Rupees more than entered here.

BOMBAY,
13th April 1878.

(Signed) H. W. BLISS,
Commissioner of Salt Revenue.

Read also Proceedings of the Madras Government, dated 27th April 1878, Revenue Department.

ABSTRACT.—Passing remarks on Board's Proceedings submitting proposals as to the offices and establishments which should be provided at once to enable the Salt Commissioner to undertake the administration of the Salt Department, and requiring them to forward a statement for transmission to the Government of India in accordance with these remarks.

THE former of the papers read above contains Mr. Bliss' comments on the Board's Proceedings of the 26th March 1878, No. 819, submitting proposals in regard to the superior staff required for organizing and working the department newly constituted, and the scale of establishments recommended for the Deputy Commissioners and the Central Office; the latter is the order of Government thereon.

2. The Government have expressed themselves as in favor of the appointment of two 1st-Class Deputy Commissioners of the Covenanted Service and of a Native Assistant on the salaries proposed. Mr. Bliss considers that the latter post should not be restricted to natives of this country; the Board, however, adhere to the opinion that there should be a native element in the department above the purely ministerial portion of the establishment and the native agency employed in districts; and as the proposal has met with the approval of Government, it is unnecessary to reopen the question. As regards the location of the Deputies, the Board observe that the Government have approved Cocanada for the Northern Division, whereas the Board and Commissioner recommended Waltair as the most suitable place. The reasons for this selection are stated at paragraph 8 of Mr. Bliss' letter, and as no reasons are assigned for preferring Cocanada to Waltair, it is presumed that the substitution of the former is an oversight.

3. The Government accept the Board's proposals generally as to the scale of office establishments and direct them to prepare a tabular statement for very early submission to the Government of India, remarking that modifications in the scale suggested for the Central Office may be necessary when the Board have had an opportunity of consulting the Commissioner, and that the entertainment of a large central establishment will not be necessary until Mr. Bliss has matured his scheme. As objections have been raised by Mr. Bliss to some of the proposals, the Board think it desirable to leave the preparation of the statement to him after noticing his remarks in order; he will thus, with the Government Order and Board's Proceedings before him, have an opportunity of suggesting the staff which he considers desirable, and the Board will, in forwarding the statement, propose such modifications as they may deem necessary.

4. There is one point which calls for notice at the outset, viz., the plea for enhanced rates of salary in consideration of the amount of travelling, which will be entailed on certain members of the establishment. The Board do not consider this a valid ground for raising salaries; for, in the first place, the fact that this was one of the considerations which led to special salaries being attached to particular posts is apt to be lost sight of after a lapse of time and the travelling involved in the performance of duty is likely to be again urged as an argument in support of claims to increased pay; and, in the second place, this mode of compensation entails on Government increased pensionary charges. If constant travelling be required in the case of any members of the establishments it will, in the Board's opinion, be preferable to allow increased rates of travelling allowance, the scale of batta prescribed for Revenue subordinates in G.O., No. 407, might be increased to half as much again in the case of the higher servants, and the rates for the lower servants might be doubled.

5. As regards the scale of establishment proposed by the Board for Deputy Commissioners, Mr. Bliss considers the number of Peons insufficient and the rates of pay inadequate. On reconsideration the Board would allow each Deputy a Duffadar and six Peons, but they do not consider the pay of the clerks, with the exception of the lowest whose pay will be raised to Rupees 20 as directed by Government, inadequate. It is for reasons already given most undesirable to hamper the Deputies

with more office work than is necessary; until the system of accounts and returns to be maintained is settled and the details of administration are further developed, it is difficult to define exactly the establishment which may be required, and it is possible that the scale of establishment recommended by the Board may require modification, but for the present at all events it should suffice, and with liberal allowances for travelling the rates of pay appear adequate. That proposed for the Head Clerk is the salary fixed for a Sub-Collector's Head Clerk.

6. As regards the Central Office, the Government point out that a Head Clerk on Rupees 125 has already been sanctioned; the order quoted does not appear to have been communicated to the Board. Mr. Bliss specially adverts to the pay fixed for the Head Clerk and Head Accountant, and urges that they should get Rupees 125 and Rupees 200, respectively, rising by five annual increments to Rupees 175 and 250. The Board do not consider that these officers need be paid so highly, seeing that the Commissioner will have a Personal Assistant on Rupees 500 per mensem. They would allow Rupees 100 and Rupees 150, rising to Rupees 150 and Rupees 200, respectively. Mr. Bliss also takes exception to the pay proposed for the Peons and Duffadar, considering the amount of travelling, and proposes Rupees 8 and Rupees 9 instead of Rupees 7 and Rupees 8; he also asks for a Jemadar. As already stated travelling should be compensated for by proper rates of batta, and Rupees 8 is the highest rate of pay given to Peons in any department as far as the Board are aware. A Jemadar on Rupees 15 may, however, be allowed. The Board see no necessity for the addition of a Cashkeeper. There are the Collector's Cutcherry at Sydapet and Madras Bank close at hand, so that there need be no difficulty as to money transactions and deposit of securities. Nor does a Press establishment appear indispensable; the Government Press is available and private Presses may be employed whenever the Government Press is unable to undertake the work.

7. With these remarks the Board resolve to submit the matter to the Commissioner for very early consideration and report.

(True Copies and Extract.)

Acting Secretary.

To the Secretary to Government, Revenue Department,
with copy of Commissioner's letter and enclosure.
" Commissioner of Salt Revenue, with copy of Government Order.

Exd. W. H. French.

Board of Revenue, MADRAS.

1878.

PROCEEDINGS, 2ND MAY 1878, No. 1,163.

Encl.

Received

MAY.
No. 1,163.

Salt Department, Madras Presidency.—Remitting to Commissioner of Salt Revenue for report Government Order on Board's Proceedings submitting proposals in regard to the superior staff, &c., required for organizing and working the —.

Revenue Department.

No. 41

Proceedings of the Board of Revenue
Dated 1st May 1878.

Read letter from the Commissioner of Salt Revenue dated 13th April 1878 No. 79.

Also G. O. dd 27th April 1878 No.

The former of the papers read above contains Mr Bliss' comments on the Board's Proceedings of the 26th March 1878 No. 819 submitting proposals in regard to the superior staff required for organizing and working the Department newly constituted and the scale of establishment recommended for the Deputy Commissioners and the Central office; the latter is the order of Government thereon.

2. The Government have expressed themselves

themselves as in favor of the appoint
ment of two first class Deputy
Commissioners of the Covenanted Service
and of a Native Assistant on the
salaries proposed. Mr Bliss considers
that the latter post should not be
restricted to Natives of this Country
the Board however adhere to the
opinion that there should be a
native Element in the Department
above the purely Ministerial portion
of the Establishment and the Native
agency employed in Districts — as the
proposal has met with the approval
of Government it is unnecessary
to reopen the question. As regards
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the location of the Deputies the Board
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-proved Cocanada for the Northern
Division whereas the Board & Commissioner
recommended Waltair as the most
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Board's proposals generally as to the
scale of office Establishment, and
direct them to prepare a Tabular
statement for very early Submission
to the Government of India remarking

that

that modifications in the scale suggest
ed for the Central Office may be necessary
when the Board have had an opportunity
of consulting the Commissioner and that
the entertainment of a large central
Establishment will not be necessary until
Mr. Bliss has matured his scheme.
No objections have been raised by
Mr. Bliss to some of the proposals
the Board think it desirable to
leave the preparation of the Statement
to him after noticing his remarks in
order: he will then with the G.O and
Board's Proceedings before him
have an opportunity of suggesting
the staff which he considers desirable
& the Board will in forwarding the
statement propose such modifications
as they may deem necessary.

4. There is one point which calls for notice
at the outset, namely the plea for enhanced
rates of Salary in consideration of the amount of
travelling which will be entailed on certain
members of the Establishment. The Board do
not consider this a valid ground for raising Sa-
laries, for in the first place the fact that
this was one of the considerations which led to
Special Salaries being attached to particular posts
is apt to be lost sight of after a lapse of
time and the travelling involved in the per-
formance of duty is likely to be again urged
as an argument in support of claims to in-
creased pay and in the second place this mode
of compensation entails on Govt. increased
pensionary charges. If constant travelling be re-
quired in the case of any members of the
Establishment it will, in the Boards opinion, be
preferable to allow increased rates of travelling
allowance, the Scale of which prescribed for
revenue Subordinates in S.O. 207 might be in-
creased to half as much again in the case
of the higher Servants and the rates for the lower
Servants might be doubled.

Pictet
SO 207
available
Sheet

5. As regards the Scale of Establishment
proposed by the Board for Deputy Commissioners
Mr. Bliss considers the number of peons in Suffi-
cient and the rate of pay inadequate.

On

On recommendation the Board would allow each Deputy a Duffadar and 6 peons but they do not consider the pay of the clerks with the exception of the lowest whose pay will be raised to Rs. 20 as directed by Govt. inadequate. It is for reasons already given most undesirable to hamper the Deputies with more office work than is necessary, until the system of accounts and returns to be maintained is settled and the details of administration are further developed it is difficult to define exactly the establishment which may be required and it is possible that the scale of establishment recommended by the Board may require modification before the present at all events it should suffice and with liberal allowances for travelling the rates of pay appear adequate. That proposed for the Head Clerk is the salary fixed for a Sub Collectors Head clerk.

6. As regards the Central office, the Govt. point out that a Head Clerk on Rs. 125 has already been sanctioned. the order quoted does not appear to have been communicated to the Board. Mr. Bliss specially adverts to the pay fixed for the Head clerk and Head accountant and urges that they should get Rs. 125 and 200 respectively rising by five annual increments to Rs. 175 and 250. The Board do not consider that these officers need be paid so highly seeing that the Commrs. will have a personal assistant on Rs. 600 per annum,

they would allow Rs. 100 and Rs. 150 rising to Rs. 150 and Rs. 200 respectively. Mr. Bliss also takes exception to the pay proposed for the peons and duffadar, considering the amount of travelling, and proposes Rs. 8 and Rs. 9 instead of Rs. 7 and Rs. 8; he also asks for a Jamadar. As already stated travelling should be compensated for by proper rate of batta and Rs. 8 is the highest rate of pay given to peons in any Deptt. as far as the Board are aware. A Jamadar on Rs. 15 may however be allowed. The Board see no necessity for the addition of a cash-keeper. There are the Collectors Cutcheery at Cuddapah and Madras Bank close at hand, so that there need be no difficulty as to money transactions and deposit of securities. Nor does a Press Establishment appear indispensable; the Government Press is available and private presses may be employed whenever the Government Press is unable to undertake the work.

Write

7. With these remarks the Board resolve to remit the matter to the Commissioner for very early consideration and report.

(True Extract)

A/g Secretary

To The Secretary to Government R. D.
with copy of Commissioner's letter
and enclosure.

S.O. 27-4-78 Es 248-250.

Revenue 1878 Dept

No. 1903.

Proceedings of the

Board of Revenue

Dd 12/5 May 1878.

Recd: 14th

S.Od. 1038 8 July 1878

E. 2.

Submitting remarks on papers relating to the proposals on the subject of the Superior Staff and Establishments required for the newly constituted Salt Department.

No 41

REC 3 June/78. R 10-6-78 R.C. 18-6-78
C-7-5-78 R 14-6-78 R 20-6-78

Statement of proposition for Revision of Establishment. ——

Office of Commissioner of Salt Revenue Madras Presidency —

Office to which the proposition refers —	Nature of charge — Present Scale — No.	Designation	Pay Minimum	Pay Maximum	Proposed Scale — No.	Designation	Pay Minimums	Pay Maximum	Proposition — Permanent — Increase per month Amount	Decrease per month Amount	Temporary — Decrease per month Period	Decrease per month Amount	Increase per month Period	Increase per month Amount	Grounds of proposition	Local Government's recommendation	Orders of the Government of India — Home Dept. Remarks	Financial Department. Remarks	Orders
					1	Assistant Commissioner of Salt Revenue — Correspondence Dept.	500	500	500						This Establishment is proposed for the office of the newly appointed Commissioner of Salt Revenue Madras Presidency. The Assistant Commissioner on Rs 500 per mensem is required to superintend the tabulation of the Salt accounts for the whole Presidency for which he will be responsible, to conduct the routine correspondence and other duties of the office on his own responsibility during the absence of the Commissioner on Circuit, and generally to assist the Commissioner in the compilation of Statistics preparation of periodical and other reports and the like.		53		
	* Note Rs 125 present incumbent —				1	Head Clerk	100	150	133 5 4										
					1	Clerk	50	50	50										
					1	Do	40	40	40										
					1	Indexer & Registrar	35	35	35										
					1	Despatcher	25	25	25										
					1	Attender	10	10	10										
						Account Department													
					1	Head Accountant	150	200	183 5 4										
					1	Accountant	70	70	70										
					1	Do	50	50	50										
					1	Do	45	45	45										
					2	Do on Rs 40	80	80	80										
					2	Do " " 35	70	70	70										
					2	Do " " 30	60	60	60										
					2	Do " " 25	50	50	50										
					1	English writer	40	40	40										
					1	Do	20	20	20										
					1	Attender	10	10	10										
					1	Record Keeper	50	50	50										
					1	Assistant Do	25	25	25										
					1	Attender to Do	10	10	10										
					1	Cash Keeper	80	80	80										
						General													
					1	Pressman	15	15	15										
					1	Ballman	7	7	7										
					1	Muchi	10	10	10										
					1	Jamadar	15	15	15										
					1	Duffadar	10	10	10										
					4	Peons for office on Rs 7	28	28	28										
						Carried forward	1655	1755	1721 10 8										

Rs 1-5-8 Rs 1-5-8 Rs 1-5-8

Statement of proposition for Revision of Establishment. ——

Offices of Deputy Commissioners of Salt Revenue

Office to which the proposition refers —	Nature of charge: Present Scale — No.	Designation	Pay: Minimum	Pay: Maximum	Proposed Scale — No.	Designation	Pay: Minimum	Pay: Maximum	Proposition: Permanent: Increase per month: Amount	Permanent: Decrease per month: Amount	Temporary: Decrease per month: Period	Temporary: Decrease per month: Amount	Temporary: Increase per month: Period	Temporary: Increase per month: Amount	Grounds of proposition	Local Government's recommendation	Orders of the Government of India: Home Dept. Remarks	Orders of the Government of India: Financial Department. Remarks	Orders
						Brought forward	1655 — —	1755 — —	1721 10 8						the Madras Presidency the average salt sales of which for the last five years for which I have information by me may be stated at 25½ and 25¾ lakhs of Maunds respectively.				
	2	Peons to attend on Asstt Commr on Rs 7	14 — —	14 — —			14 — —												
	6	Do Do on Commr on Rs 8	48 — —	48 — —			48 — —												
	1	Massalchi	6 — —	6 — —			6 — —												
	1	Sweeper	5 — —	5 — —			5 — —												
		Total for the Office of the Commr of Salt Revenue —	1728 — —	1828 — —			1794 10 8												
	1	Deputy Commr of Salt Revenue	1200 — —	1400 — —			1333 5 4												
		His Establishment																	
	1	Clerk	50 — —	50 — —			50 — —												
	1	Do	25 — —	25 — —			25 — —												
	1	Do	20 — —	20 — —			20 — —												
	1	Duffadar	10 — —	10 — —			10 — —												
	3	Peons on Rs 8	24 — —	24 — —			24 — —												
	3	Do — 7	21 — —	21 — —			21 — —												
	1	Massalchi	6 — —	6 — —			6 — —												
	1	Sweeper	5 — —	5 — —			5 — —												
		Total cost of 1 Deputy Commr and of his Establishment —	1361 — —	1561 — —			1494 5 4												
		Total cost of 2 Deputy Commissioners & of their Establishments —	2722 — —	3122 — —			2988 10 8												
		Grand Total	4450 — —	4950 — —			4783 5 4												

Acting Secretary
Board of Revenue

Madras Salt Commrs Office
Egmore, 9th May 1878.

No 119.

5]

From.

H. W. Bliss Esquire
Commissioner of Salt Revenue

To

C. A. Galton Esquire
Asst Secretary to the Board of Revenue

Sir

With reference to the papers mar-
G. O. of 27th April 1878 No 625 R.D. } -nally noted I have the
Do Proc 1st May 1878 No 1163. } honor to enclose a ta
-bular Statement of the Establish
-ments I consider at present required
by myself and the Deputy Commissioner
of Salt Revenue whose appointment
Government has been pleased to
approve and to submit the following
explanatory remarks.

2. In entering in the tabular
statement the Establishment I think

necessary

Enclosure in Board's Pro-
ceedings to the Secretary
to Government, R.D., dated
4th May 1878 No 1341.

Read
21/5/78

necessary for my own office, I have taken advantage of the concessions to my requests which the Board have been so good as to make in their Proceedings under reply. I have otherwise conformed to the proposals originally made by them in their Proceedings No. 819 of the 26th March 1878, with the following exceptions:-

3. I very respectfully beg to adhere to my recommendations as to the pay of my Head clerk & Head Accountant on the grounds already stated in my letter No. 79 dated the 13th April 1878. I would also beg to be allowed to point out that, in my opinion, the Board are somewhat under a misconception as to the probable future working of my office when they argue that these officers need not be so highly paid because I shall have a personal assistant on Rs 500 per mensem. I will give my reasons.

4. First, as regards the Head Clerk I shall probably be on circuit (at all events for some time to come) for six or eight months every year. My Head Clerk will of course accompany me: for it would be impossible that I should carry out, in the course of two many hundreds of miles from my Head Quarters, the system in force in Collectorates whereby the Head clerks is left in the Head Quarter Station all the year round. It can therefore make no difference to me in the conduct of my correspondence for half, or more than half, the year whether I have in my Central office a highly paid assistant or not. I shall nevertheless, require a really good man as Head Clerk, able to draft all ordinary

ordinary letters & make abstracts and
calculations both quickly and correctly,
and generally fit to dispense with
intelligence and accuracy the conduct
of a correspondence which will probably
be large, and which may possibly
often be such as should only pass
through the hands of a person who
can be trusted not to divulge
it. In short, I shall require
with me, as a rule, when I
am on Circuit, what may be
called a Confidential Servant. For
such a person I do not think
the pay I propose too little. It
has also to be recollected
that on the authority of Govern-
-ment I have already engaged
a Head Clerk on Rupees 125 per mensem,
whose

whose pay can hardly be reduced. A
reduction can, of course, be made on
the occurrence of a vacancy if the Board
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sideration of the amount and character
of the work which experience may show
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will be for my own credit that I
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5. Secondly, as regards the Head Account-
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Board say, should be, "a native offi-
"cer of sufficient position to have a
"potential voice in assisting in carry-
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of character and ability," "expected
"to give intelligent aid to the general
"administration," and to have imme-
"diate and responsible charge of the
"Office work and conduct it during
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Now it is hardly necessary to point
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that a native gentleman such as the
Board describe would almost be more
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of accounts than not. My own ex-
perience decidedly tends that way,
and I will give an instance. When
I was deputed to Ramnad in 1869
to enquire into the late Zemindar's
affairs, Government were good e-
nough to place at my disposal
the services of a native Deputy
Collector

Collector of the best possible character
for administrative ability, integrity
and zeal — the very man in fact,
to give one an honest and intelligent
opinion and to supervise the working
of a large Office. But he was absolutely
useless at accounts. I gave him some
to do. They consisted of simple Calcula-
tions — rule of three sums, in fact — as
to the proportion of the payments by
the Zemindar to his creditors which
should be set off against debts held
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of figures was correct. Every single figure was hopelessly wrong, and it ended in my having to do all the calculations myself.

6. Unless therefore the Board think that I can procure as Native Assistant the services of a gentleman, who besides being all that he should be to occupy the confidential position they describe, will be also a trained Accountant, and that I am wrong in feeling that if I take a trained Accountant as my personal Assistant there is a great risk that he may turn out to be nothing more than an Accountant, I must very respectfully press upon them my opinion that the pay I propose is not too great to enable me to entertain such a man as is required for the position of Head accountant in my office.

The Board must remember that the question is not of engaging a person to carry on an office on an old established and well approved system; but of selecting a person capable of aiding me in working out a new System of accounts altogether. In this case, even more appropriately than in that of the Head Clerk, it might be an understanding that the pay of the office should be reduced after the interval of say 5 years and upon the occurrence of a Vacancy, which would probably occur to occur in due time by the promotion of the first incumbent, if he was found to deserve it, but for the present

present I must most respectfully say that it is hardly fair to me to expect me to be successful in a reorganization which every day that I think of it seems to present to my mind fresh difficulties, unless I am allowed a generous latitude in the provision of means and in the choice of instruments.

7. The next point on which I would request a reconsideration of the Board's views as to the establishment I shall need is that of the number of accountants who will be required for my office - In doing so it will be necessary for me to enter briefly into the question of the accounts which should

should be submitted to my office from the salt stations and there compiled

8. The salt accounts (other than those which will be retained in the divisions) may be broadly divided into three classes.

i Cash accounts

ii Accounts relating to storage and sale of salt.

iii Statistics as to distribution and consumption.

9. Of these, classes i and ii require audit.

10 For audit, and for the tabulation of the accounts I have classed under heads ii and iii the Board have made provision in the establishment they have proposed. I do not think that this provision will ultimately be found to be sufficiently liberal, especially considering that the accounts will reach any

my office in no less than four languages. But I am quite willing to try to do the best I can with it, in the confidence that if I do find it really insufficient the Board and Government will enable me to increase it.

11. But for the computation of the cash accounts of the Department the Board have made no provision at all, probably because it did not occur to them that there would be any cash accounts to compile. This however will be very far from being the case, for, in order that I may exercise proper control, I must have sent in to me all the cash accounts from Salt Treasuries which are now sent to Collectors, and have them compiled in my office into one general account for submission to the Accountant General. This work will be of the same character as that of the

the Treasury accounts Department of a Salt Office. It will relate to an annual expenditure of some 15½ Lakhs of Rupees and to an annual revenue on the one hand three or four times greater than that of an average district, and on the other much less difficult to deal with from an accounts point of view in as much as it will involve entries under a very much smaller number of heads. In the Treasury accounts Department of a Collectors office there are generally, I believe, some 12 or more Accountants. I do not see how I can possibly do with less than 4, considering that, no matter how simple the cash accounts from Salt Divisions may be, there will be some 60 of them to compile every month into one Treasury Account in the same form as that now submitted by Collectors to the Accountant General. I have therefore provided 2 accountants instead of

one

are on each of the rates of pay shown

in the margin. Rs 40
" 35
" 30
" 25

12. This will increase the total number of my accountants to 12 which appears to me moderate considering the number of registers and accounts of different sorts they will have to compile and keep, which I find on careful enquiry to be much in excess of what at first appeared to me to be necessary. I can send the Board a list if they wish it.

13. An obvious and probably accidental omission from the Establishment list prepared by the Board is that of some writers in the Account Department. The Clerks attached to the correspondence Department are only 3 in number and as a rule will all be required to transmit me. For half, or more than half, the year, therefore, there will be no writers in the Madras Office, where some will evidently be required to conduct my Assistants correspondence on matters of account with the Salt Divisions, and with the Deputy and the Assistant Commissioners (as I propose, if the Board and Government see no objection, to call the officers who are now styled Deputy Collectors, a designation which is hardly applicable) My Assistant will also have to carry on, in my absence on circuit, all ordinary correspondence with other Departments, such as the Public Works Workshops, the Stationery Office and the Accountant

General.

generab; and he should also I think answer at once without the delay of referring to me, who may perhaps be at the other end of the Presidency, all calls from the Board and Government which relate to Sabi accounts and other questions which involve only matters of fact recorded in the office and which can raise no point of controversy or require an expression of individual opinion. For such work he must have writers. I propose two on Rs 40 and 20 respectively.

14. A further addition to the strength of the office will I think be required in the person of an assistant Record keeper. I have therefore provided one on Rs 25. I consider such an officer will be required to assist the Record keeper in the registry of papers received.

received and in the registry and despatch of papers sent out. Papers received cannot fail to be very numerous in the Secretariat Department, as they will include all vouchers (such as permits) required to check the receipts of the Department, as well as those for all its expenditure. For these duties the Board have made no provision, unless they intend these to be discharged by the Registrar and Despatcher in the Correspondence Department. They will no doubt be able to help, but I do not think they can be expected to do all work of this description in both Departments.

15. I have further received to retain in my hands the Cash Keeper and Despatcher establishment stated by me to be required in my letter of the 29th dated 13th ultimo; and very

respectfully

respectfully request that the
Board will be so good as to
reconsider their opinion that
these offices will not be needed.

16. I have already in
my letter above quoted, stated
why I want a Cashkeeper;
and now venture to submit
the following additional
reasons for the requirement.

17. I were intended to
retain long sums in my office.
Had I thought of doing so,
it would have been necessary
for me to apply for a Guard
of Police to take charge there-
of. But I was all along
quite of the Board's opinion
that remittances should every-
evening be made either to the
Collector's Cutcherry at Sydapet
or to the Bank of Madras. I
beg however to point out that in
an office which receives payment of survey
on the public account it is from
time to time necessary (or at
least usual) to relax strict
rules as to hours of receipt of
cash, and not to send away,
perhaps on the last day before
the Christmas holidays, a
person who comes to make a
payment, because he comes
five minutes later than he
should do. It cannot be,
therefore, but that from time
to time money will be paid
into my office which it will be
impossible to send to a Public
Treasury at once, and for the cus-
tody of which there must, there-
fore, be provided some responsible
officer. And I beg further
to point out that a Cash
Keeper, or, by whatever name
he may be called, some officer
who can be made responsible
for the custody of property,
is necessary for other duties besides
the custody of cash and securities.

I

I must have some one of intelligence and honesty to superintend the receipt, storage and issue of the large quantities of stationery which will be required for issue to all offices ~~& subordinate to us~~; to arrange for and superintend the printing, binding and numbering of pages of the volumes of accounts and registers which, as the Salt Commission suggest, should be substituted for the loose sheets in rough paper covers in which the Salt accounts in the Divisions are now kept; and to take charge of stores of all sorts - such as hydrometers, standard weights, weighing machines, pens, belts and the like - intended for issue to the Salt Stations. Some one must attend to work of this sort. It is done in most offices I know by the Cash-Keeper, who finds

substantial

substantial security and can therefore be made responsible. I propose to make the same arrangements in my office also. I trust the Board will be of opinion that I have shown its necessity.

17. As regards the small press Establishment, at the cost of Rs. 22 per mensem, which I ask for, I beg to assure the Board that I shall not hesitate to employ the Government or Private Presses, where necessary. But I require a small lithographic press in my own office for work of a different nature from that which I should consider it proper to send to a Printing Press. I must have printed all forms required for use in the Salt Divisions and in the offices of the Assistant and Deputy Commissioners, whereof, according to their nature, I shall require to order hundreds, thousands or lakhs at a time. But of many forms

in

in use in my own office, such as monthly returns to the Board, I shall require only 24 per annum. It would hardly be worth while to have more than (say) a two years supply of any form printed at a time. But the Superintendent of the Government Press would not thank me for constant orders for such small quantities of work and if I got it done at private presses the Board will find that Printers' Bills will soon run up to more than I could keep a lithographic press of my own going for. The same reasoning will apply to the use of printing by me for letters, conveying instruction to or calling for information from my subordinates. I should only want 15 or 16 copies, which it would never be worthwhile to print, but which it would severely tax my very small establishment to write. A further reason why I should have the small press I ask for is that I should thereby avoid the delay, which, as the Board must know, is often, and must often be, considerable in getting work executed in the Government Press.

77

18. With regard to the pay of my peons, which I have entered at the rates proposed by the Board, I have the honor to state that I understand that it is very difficult indeed for a peon in Madras to live on his pay, that is, keep himself out of debt, and clothe himself decently. I leave it therefore for the Board to consider whether my peons should not be paid as I originally proposed, unless it is intended to allow them clothes as is done throughout the Bombay Salt Department and is also, I believe, done in some offices in Madras. Personally I would prefer to pay them all round a rupee a month more than the Board's rates, and to allow them

them to clothe themselves. This will no doubt be cheaper and will involve less trouble than the supply of clothing by Government. I have no doubt that the Board are quite right in thinking that Public Servants generally should be compensated for travelling in districts distant from their homes by increased travelling allowances rather than by increased rates of pay; and I therefore gladly accept on behalf of my office people the Board's suggestion that the rates of travelling batta allowed to them should be raised as shewn in the margin, to which I request that the sanction of Government may be obtained. But at the same time I cannot doubt that peons and menials who have to accompany me in my tours will find these

Clerks - 50 per cent in addition to the rates allowed to Revenue Servants in S. O. No. 407.
Peons and menials double the above rates.

these rates insufficient to cover the extra cost of food, wear and tear of clothing &c, which travelling invariably entails. I will however leave their case to the Board's consideration.

19. I have added a Dhasaldhi and a sweeper to the Establishment proposed by the Board. I think there can be no doubt as to their being required.

20. In carrying out these proposals, so much of them as may finally be sanctioned, I shall of course bear in mind the wish which Government have expressed that the servants shown in my list should be engaged only as required.

21. For the offices of the Deputy Commissioners I have provided the establishment originally proposed by

by the Board and approved by Government with the modification that I have increased the number of peons as sanctioned by the Board in their Proceedings under reply, and have added a Massalchi and a sweeper for each office.

I have &c

Signed/ H. W. Bliss
Commissioner of Salt Revenue.

(True Copy)

Ag Secretary

Enclosure in Board's
Proc. to the Secretary
to Govt. B. D. D/17th May
1878 No. 1341

Rec'd 2/2152/78

Statement of Proposition for Revision of Establishment.

Office to which the Proposition refers.	Nature of Charge.								Proposition.						Grounds of Proposition.	Local Government's recommendation.	Orders of the Government of India.		
	Present Scale.				Proposed Scale.				Permanent.		Temporary.						Home Department.	Financial Department.	
	Number.	Designation.	Pay. Minimum.	Pay. Maximum.	Number.	Designation.	Pay. Minimum.	Pay. Maximum.	Increase per Month. Amount.	Decrease per Month. Amount.	Decrease per Month. Period.	Decrease per Month. Amount.	Increase per Month. Period.	Increase per Month. Amount.			Remarks.	Remarks.	Orders.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
			Rs. A. P.	Rs. A. P.			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.		Rs. A. P.					
Office of Commissioner of Salt Revenue, Madras Presidency.					1	Assistant Commissioner of Salt Revenue	500 0 0	500 0 0	500 0 0						This establishment is proposed for the office of the newly appointed Commissioner of Salt Revenue, Madras Presidency. The Assistant Commissioner on Rupees 500 per mensem is required to superintend the tabulation of the salt accounts for the whole Presidency for which he will be responsible, to conduct the routine correspondence and other duties of the office on his own responsibility during the absence of the Commissioner on Circuit, and generally to assist the Commissioner in the compilation of statistics, preparation of periodical and other reports, and the like. 2. Deputy Commissioners with their Establishments are required for the supervision of the manufacture, storage and sale of salt, the one in five and the other in six districts of the Madras Presidency, the average salt sales of which for the last five years for which I have information by me may be stated at 25¼ and 25¾ lakhs of maunds respectively.				
						Correspondence Department.			137 8 0 ~~100 5 4~~										
					1	Head Clerk	*100 0 0	150 0 0											
					1	Clerk	50 0 0	50 0 0	50 0 0										
					1	Do.	40 0 0	40 0 0	40 0 0										
					1	Indexer and Registrar ..	35 0 0	35 0 0	35 0 0										
					1	Despatcher	25 0 0	25 0 0	25 0 0										
					1	Attender	10 0 0	10 0 0	10 0 0										
						Account Department.			187 8 0 ~~100 5 4~~										
					1	Head Accountant	150 0 0	200 0 0											
					1	Accountant	70 0 0	70 0 0	70 0 0										
					1	Do.	50 0 0	50 0 0	50 0 0										
					1	Do.	45 0 0	45 0 0	45 0 0										
					2	Do. on Rs. 40 ..	80 0 0	80 0 0	80 0 0										
					2	Do. on „ 35 ..	70 0 0	70 0 0	70 0 0										
					2	Do. on „ 30 ..	60 0 0	60 0 0	60 0 0										
					2	Do. on „ 25 ..	50 0 0	50 0 0	50 0 0										
					1	English Writer	40 0 0	40 0 0	40 0 0										
					1	Do.	20 0 0	20 0 0	20 0 0										
					1	Attender	10 0 0	10 0 0	10 0 0										
					1	Recordkeeper	50 0 0	50 0 0	50 0 0										
					1	Assistant do.	25 0 0	25 0 0	25 0 0										
					1	Attender to do.	10 0 0	10 0 0	10 0 0										
					1	Cashkeeper	80 0 0	80 0 0	80 0 0										
						General.													
					1	Pressman	15 0 0	15 0 0	15 0 0										
					1	Ballman	7 0 0	7 0 0	7 0 0										
					1	Muchi	10 0 0	10 0 0	10 0 0										
					1	Jamadar	15 0 0	15 0 0	15 0 0										
					1	Duffadar	10 0 0	10 0 0	10 0 0										
					4	Peons for Office on Rs. 7.	28 0 0	28 0 0	28 0 0										
					2	Peons to attend on Assistant Commissioner on Rupees 7	14 0 0	14 0 0	14 0 0										
					6	Peons to attend on Commissioner on Rupees 8 ..	48 0 0	48 0 0	48 0 0										
					1	Masalchi	6 0 0	6 0 0	6 0 0										
					1	Sweeper	5 0 0	5 0 0	5 0 0										
						Total for the office of the Commissioner of Salt Revenue	1,728 0 0	1,828 0 0	1803 0 0 ~~1,794 10 8~~										
Offices of Deputy Commissioners of Salt Revenue.					1	Deputy Commissioner of Salt Revenue	1,200 0 0	1,400 0 0	1,333 5 4										
						His Establishment.													
					1	Clerk	50 0 0	50 0 0	50 0 0										
					1	Do.	25 0 0	25 0 0	25 0 0										
					1	Do.	20 0 0	20 0 0	20 0 0										
					1	Duffadar	10 0 0	10 0 0	10 0 0										
					3	Peons on Rupees 8	24 0 0	24 0 0	24 0 0										
					3	Do. on „ 7	21 0 0	21 0 0	21 0 0										
					1	Masalchi	6 0 0	6 0 0	6 0 0										
					1	Sweeper	5 0 0	5 0 0	5 0 0										
						Total cost of one Deputy Commissioner and of his establishment ..	1,361 0 0	1,561 0 0	1,494 5 4										
						Total cost of two Deputy Commissioners and of their establishments ..	2,722 0 0	3,122 0 0	2,988 10 8										
						Grand Total ..	4,450 0 0	4,950 0 0	~~4,788 5 4~~ 4791 10 8										

*Note.—Rupees 125 to present incumbent.

(Signed) H. W. BLISS,
Commissioner of Salt Revenue.

No. 1,341.

PROCEEDINGS OF THE BOARD OF REVENUE, dated 17th May 1878.

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Beypore, 9th May 1878, No. 119 :—

WITH reference to the papers marginally noted, I have the honor to enclose a tabular statement of the establishments I consider at present required by myself and the Deputy Commissioners of Salt Revenue, whose appointment Government has been pleased to approve, and to submit the following explanatory remarks.

G.O., dated 27th April 1878, No. 625, R.D.
Board's Proceedings, No. 1,163 dated, 1st May 1878.

2. In entering in the tabular statement the establishment I think necessary for my own office, I have taken advantage of the concessions to my requests which the Board have been so good as to make in their Proceedings under reply. I have otherwise conformed to the proposals originally made by them in their Proceedings, No. 819, dated the 26th March 1878, with the following exceptions.

3. I very respectfully beg to adhere to my recommendations as to the pay of my Head Clerk and Head Accountant, on the grounds already stated in my letter, No. 79, dated the 13th April 1878. I would also beg to be allowed to point out that, in my opinion, the Board are somewhat under a misconception as to the probable future working of my office when they argue that these officers need not be so highly paid because I shall have a Personal Assistant on Rupees 500 per mensem. I will give my reasons.

4. First, as regards the Head Clerk I shall probably be on circuit (at all events for some time to come) for six or eight months every year. My Head Clerk will of course accompany me, for it would be impossible that I should carry out, in the course of tours many hundreds of miles from my head-quarters, the system in force in Collectorates whereby the Head Clerk is left in the head-quarter station all the year round. It can therefore make no difference to me in the conduct of my correspondence for half, or more than half, the year whether I have in my central office a highly paid Assistant or not. I shall, nevertheless, require a really good man as Head Clerk, able to draft all ordinary letters, to make abstracts and calculations both quickly and correctly, and generally fit to supervise with intelligence and accuracy the conduct of a correspondence which will probably be large, and which may possibly often be such as should only pass through the hands of a man who can be trusted not to divulge it. In short, I shall require with me, as a rule, when I am on circuit, what may be called a confidential servant. For such a person I do not think the pay I propose too high. It has also to be recollected that on the authority of Government I have already engaged a Head Clerk on Rupees 125 per mensem, whose pay can hardly be reduced. A reduction can, of course, be made on the occurrence of a vacancy if the Board should then think it desirable in consideration of the amount and character of the work which experience may show has to be got through. They may rest assured that it will be an object with me to keep down the expenses of my department to as low a level as I can, consistently with efficiency. It will be for my own credit that I should do so.

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When I was deputed to Ramnad in 1859 to inquire into the late Zemindar's affairs Government were good enough to place at my disposal the services of a Native Deputy Collector of the best possible character for administrative ability, integrity and zeal—the very man, in fact, to give one an honest and intelligent opinion and to supervise the working of a large office. But he was absolutely useless at accounts. I gave him some to do. They consisted of simple calculations—rule of three sums, in fact—as to the proportion of the payments by the Zemindar to his creditors which should be set off against debts held by the law officers to be chargeable to the estate, and not chargeable, respectively. He produced me the results with which I returned to Dindigul to draft my report. Fortunately, I bethought me of checking these results before I used them. Absolutely not a single one of large masses of figures was correct. Every single figure was hopelessly wrong, and it ended in my having to do all the calculations myself.

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I. Cash accounts.
II. Accounts relating to storage and sale of salt.
III. Statistics as to distribution and consumption.

9. Of these, Classes I and II require audit.

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89

Rupees 40
Do. 35
Do. 30
Do. 25

12. This will increase the total number of my Accountants to twelve, which appears to me moderate, considering the number of registers and accounts of different sorts they will have to compile and keep, which I find on careful inquiry to be much in excess of what at first appeared to me to be necessary. I can send the Board a list if they wish it.

13. An obvious and probably accidental omission from the establishment list prepared by the Board is that of some writers in the Account Department. The clerks attached to the Correspondence Department are only three in number, and as a rule will all be required to travel with me. For half or more than half the year therefore there will be no writers in the Madras office where some will evidently be required to conduct my Assistant's correspondence on matters of account with the salt divisions, and with the Deputy and the Assistant Commissioners (as I propose, if the Board and Government see no objection, to call the officers who are now styled Deputy Collectors, a designation which it will plainly be inconvenient to continue the use of). My Assistant will also have to carry on, in my absence on circuit, all ordinary correspondence with other departments, such as the Public Works, Workshops, the Stationery Office, and the Accountant-General; and he should also, I think, answer at once without the delay of referring to me, who may perhaps be at the other end of the Presidency, all calls from the Board and Government which relate to salt accounts and other questions which involve only matters of fact recorded in the office, and which can raise no points of controversy or require an expression of individual opinion. For such work he must have writers. I propose two on Rupees 40 and 20, respectively.

14. A further addition to the strength of the office will, I think, be required in the person of an Assistant Recordkeeper. I have therefore provided one on Rs. 25. I consider such an officer will be required to assist the Recordkeeper in the registry of papers received and in the registry and despatch of papers sent out. Papers received cannot fail to be very numerous in the Account Department, as they will include all vouchers (such as permits) required to check the receipts of the department as well as those for all its expenditure. For these duties the Board have made no provision unless they intend them to be discharged by the Registrar and despatcher in the Correspondence Department. They will no doubt be able to help, but I do not think they can be expected to do all work of this description in both departments.

15. I have further ventured to retain in my list the Cashkeeper and Press establishment stated by me to be required in my letter, No. 79, dated 13th April; and very respectfully request that the Board will be so good as to reconsider their opinion that these officers will not be needed.

16. I have already in my letter above quoted stated why I want a Cashkeeper, and now venture to submit the following additional reasons for the requirement.

17. I never intended to retain large sums in my office. Had I thought of doing so, it would have been necessary for me to apply for a guard of Police to take charge thereof. But I was all along quite of the Board's opinion that remittances should

every evening be made either to the Collector's Cutcherry at Sydapet or to the Bank of Madras. I beg however to point out that in an office which receives payment of money on the public account it is from time to time necessary (or at least usual) to relax strict rules as to the hours of receipt of cash, and not to send away, perhaps on the last day before the Christmas holidays, a person who comes to make a payment, because he comes five minutes later than he should do. It cannot be therefore but that from time to time money will be paid into my office which it will be impossible to send to a public treasury at once, and for the custody of which there must therefore be provided some responsible officer. And I beg further to point out that a Cashkeeper or, by whatever name he may be called, some officer who can be made responsible for the custody of property is necessary for other duties besides the custody of cash and securities. I must have some one of intelligence and honesty to supervise the receipt, storage, and issue of the large quantities of stationery which will be required for issue to all officers subordinate to me; to arrange for and superintend the printing, binding, and numbering of pages of the various accounts and registers which, as the Salt Commission suggest, should be substituted for the loose sheets in rough paper covers in which the salt accounts in the divisions are now kept; and to take charge of stores of all sorts—such as hydrometers, standard weights, weighing machines, peons' belts, and the like—intended for issue to the salt stations. Some one must attend to work of this sort. It is done in most offices I know by the Cashkeeper, who gives substantial security and can therefore be made responsible. I propose to make the same arrangement in my office also. I trust the Board will be of opinion that I have shown its necessity.

18. As regards the small Press establishment, at the cost of Rupees 22 per mensem, which I ask for, I beg to assure the Board that I shall not hesitate to employ the Government or private presses where necessary. But I require a small lithographic press in my own office for work of a different nature from that which I should consider it proper to send to a printing press. I must have printed all forms required for use in the salt divisions and in the offices of the Assistant and Deputy Commissioners, whereof, according to their nature, I shall require to order hundreds, thousands, or lakhs at a time. But of many forms in use in my own office, such as monthly returns to the Board, I shall require only twenty-four per annum. It would hardly be worthwhile to have more than (say) a two years' supply of any form printed at a time. But the Superintendent of the Government Press would not thank me for constant orders for such small quantities of work, and if I got it done at private presses the Board will find that printers' bills will soon run up to more than I could keep a lithographic press of my own going for. The same reasoning will apply to the use of printing by me for letters conveying instruction to, or calling for information from, my subordinates. I should only want fifteen or sixteen copies, which it would never be worthwhile to print, but which it would severely tax my very small establishment to write. A further reason why I should have the small press I ask for is that I should thereby avoid the delay which, as the Board must know, is often, and must often be, considerable in getting work executed in the Government Press.

19. With regard to the pay of my peons, which I have entered at the rates proposed by the Board, I have the honor to state that I understand that it is very difficult indeed for a peon in Madras to live on his pay, that is, keep himself out of debt and clothe himself decently. I leave it therefore for the Board to consider whether my peons should not be paid as I originally proposed, unless it is intended to allow them clothes as is done throughout the Bombay Salt Department, and is also, I believe, done in some offices in Madras. Personally, I would prefer to pay them all round a Rupee a-month more than the Board's rates, and to allow them to clothe themselves. This will no doubt be cheaper and will involve less trouble than the supply of clothing by Government. I have no doubt that the Board are quite right in thinking that public servants generally should be compensated for travelling in districts distant from their homes by increased travelling allowances rather than by increased rates of pay; and I therefore gladly accept on behalf of my office people the Board's sugges-

tion that the rates of travelling batta allowed to them should be raised as shown in the margin, to which I request that the sanction of Government may be obtained. But at the same time I cannot doubt that peons and menials who have to accompany me in my tours will find these rates insufficient to cover the extra cost of food, wear and tear of clothing, &c., which travelling invariably entails. I will however leave their case to the Board's consideration.

Clerks, 50 per cent. in addition to the rates allowed to Revenue servants in Standing Order No. 407.

Peons and menials, double the above rates.

20. I have added a masalchi and a sweeper to the establishment proposed by the Board. I think there can be no doubt as to their being required.

21. In carrying out these proposals, or so much of them as may finally be sanctioned, I shall, of course, bear in mind the wish which Government have expressed that the servants shown in my list should be engaged only as required.

22. For the offices of the Deputy Commissioners, I have provided the establishment originally proposed by the Board and approved by Government with the modification that I have increased the number of peons as sanctioned by the Board in their Proceedings under reply, and have added a masalchi and a sweeper for each office.

SUBMITTED to Government in continuation of Board's Proceedings, dated 1st May 1878, No. 1,163, with reference to G.O., dated 27th April 1878.

2. Whilst fully allowing the importance and indeed necessity of providing Mr. Bliss with an efficient and well-paid establishment, the Board adhere to their opinion that the rates last proposed for the Head Clerk and Head Accountant are ample. As, however, a Head Clerk on Rupees 125 per mensem has already been entertained, that rate of pay may be maintained in the case of the present incumbent until the increment raises it to a higher figure. Of course the higher the pay the greater may be expected to be the efficiency, but some relation to the pay allowed in other establishments must be maintained, and for the rates allowed by the Board Mr. Bliss should have no difficulty in procuring suitable men.

3. The provision of four extra Accountants for the compilation of accounts, of two Writers in the Account Department, of an Assistant Record-keeper and of a Masalchi and Sweeper both for the central office and for the offices of the Deputy Commissioners is approved, and the Board will waive their objection to the Cash-keeper and Press Establishment, though they see no absolute necessity for them. As regards the pay of the Peons, however, the Board see no reason why higher rates should be assigned than are allowed in other departments. Clothing cannot be supplied at the cost of Government, a limited number of liveries being allowed as a special case to messengers on the establishments of the Government Secretariat and Board's offices only. A revised tabular statement is submitted

4. The sanction of Government is requested for the higher rates of travelling allowance proposed by the Board and accepted by the Commissioner. The Board are decidedly of opinion that this is the proper mode of compensating for frequent travelling.

5. The Board approve the change of designation from Deputy Collectors to Assistant Commissioners.

(True Copies and Extract.)

Acting Secretary.

To the Secretary to Government, Revenue Department,
with a statement.
„ Commissioner of Salt Revenue.
Ed. W. H. French, W. J. Lewis, and A. Grubert.

~~MISCELLANEOUS~~ No. 1341. REVENUE DEPARTMENT.

PROCEEDINGS OF THE BOARD OF REVENUE.

Dated 17th May 1878.

Read ~~the following~~ letter from the Commissioner of Salt Revenue dy 9th May 1878 at. 119.

~~From~~

~~To~~

~~Sir,~~

Submitted to Govt in continuation of Board's Proceedings dy 1st May 1878 at. 163 with reference to G. O dy 27th April 1878.

2. Whilst fully allowing the importance & indeed necessity of providing Mr Bliss with an efficient & well paid establishment the Board adhere to their opinion that the rates last proposed for the Head Clerk & Head Accountant are ample — As however a Head Clerk on Rs 125 per mensem has already been entertained that rate of pay may be maintained in the case of the present incumbent until the increment raises it to a higher figure. Of course the higher the pay the greater may be expected to be the efficiency but some relation to the pay allowed in other establishments must be maintained & for the rates allowed by the Board Mr Bliss should have no difficulty in

1878.

Board of Revenue, MADRAS.

PROCEEDINGS, 17TH MAY 1878, No. 1,341.

Department

Encl.

Received 23rd April 1878

MAY.

No. 1,341.

Establishments.— Submitting to Government with Board's views letter from Commissioner of Salt Revenue forwarding a statement of the — required by himself and the Deputy Commissioners of Salt Revenue, and approving the change of designation from Deputy Collectors to Assistant Commissioners.

in procuring suitable men.

3. The provision of 4 extra Accountants for the compilation of accounts of the writers in the account department of an Assistant Record Keeper & of a Mavalchi & Sweeper both for the Central Office & for the offices of the Deputy Commissioners is approved & the Board will waive their objection to the Cash keeper & Press Establishment though they see no absolute necessity for them; as regards the pay of the peons, however, the Board see no reason why higher rates should be assigned than are allowed in other departments. Clothing cannot be supplied at the cost of Government; a limited number of liveries being allowed as a special case to Messengers on the Establishments of the Govt Secretariat & Board's offices only. A revised Tabular Statement is submitted.

4. The Sanction of Government is requested for the higher rates of travelling allowances proposed by the Board & accepted by the Commissioner. The Board are decided of opinion that this is the proper mode of

of compensating for frequent travelling.

5. The Board approve the change of designation from Deputy Collectors to Assistant Commissioners.

95

True Extract

A. Ogilvie
Asst Secretary.

To

The Secretary to Government R.D.

with a Statement & copy of letter

Revenue 1878 May 21 182

SDo. 1033-8. July 1878

PROCEEDINGS OF THE BOARD OF REVENUE.

Dated 17th May 1878.
Despatched 20th May 1878.

SUBJECT. Establishments.

Submitting the Board's remarks on the Commissioner's proposals regarding the Establishments required for the Deputy Commissioners of Salt Revenue.

Salt Revenue.

C. 3 Sheets 78
R. 10
R. 2 18.5.78 to 25.6.78

No. 72

No. 1,346.

PROCEEDINGS OF THE BOARD OF REVENUE, dated 17th May 1878.

97

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Beypore, 9th May 1878, No. 120 :—

IN my letter, No. 119, of this day's date, I have replied to so much of the marginally-noted orders of the Board and Government as relates to the establishments required for my office and for the offices of the Deputy Commissioners of Salt Revenue whose appointment Government have been pleased to approve. There are, however, some other points in the above papers, on which I beg to submit the following remarks.

G.O., dated 27th April 1878, No. 625, R. D. Board's Proceedings, No. 1,163, 1st May 1878.

2. In paragraph 2 of their Order Government approve of my original proposal to retain in my own hands the charge of the Chingleput District, and remark that in my absence the supervision thereof can be entrusted to my Native Assistant. I presume that this does not mean that I am to be in direct executive charge of the Chingleput District, for I am quite sure that it would be impossible for me to undertake any such duty in addition to that of the reorganization and general administration of the department. But, if not, I beg respectfully to point out that during my absence it will hardly be possible for my Native Assistant to undertake the supervision of a district, the officer in immediate charge of which (Deputy Collector or Assistant Commissioner, whichever he may be called) will almost certainly be much his departmental senior. This very fact, however, should enable me with some confidence to leave the Chingleput Assistant Commissioner without personal supervision by a superior, save during my presence at head-quarters. But at the same time I think it will be recognized as an objection which may possibly be found of weight to the scheme which Government have been pleased to approve. Experience will show how this scheme works. I do not wish it for a moment to be thought that I take exception to it. I am quite willing to try it. But I think it right not to delay pointing out what may prove to be a serious drawback to it.

3. With regard to paragraph 2 of the Board's Proceedings under notice, I have the honor to point out that Government have expressed no opinion on my proposition that my Personal Assistant should be on the graded list of Salt Deputy Collectors, or as I request Government may in future be moved to sanction their being called Assistant Commissioners of Salt Revenue. This proposition has, in fact, not been before them. I would therefore respectfully request that paragraphs 2 and 3 of my letter, No. 79, dated the 13th April 1878, may be laid before Government with an expression of the Board's opinion on this particular point. My belief is that to have my Office Assistant on the graded list of Assistant Commissioners will materially tend to the efficiency of the department generally, while it will in no wise prevent Government from selecting a native gentleman for the particular appointment.

SUBMITTED for the orders of Government.

2. With regard to a Native Assistant the Board have already expressed their views and Government have approved of the appointment.

3. The Board do not think that the Commissioner should retain direct charge or indeed supervision of Chingleput or of any other salt division, and they do not think such direct supervision should devolve on the Native Assistant under any ordinary circumstances. One of the reasons that induced the Board to recommend that there should be three Deputy Commissioners instead of two only was that by this arrangement all necessity for leaving a division under the direct supervision of the Commissioner would be avoided. This is an important consideration, and there are others already stated to which the Board would invite reconsideration as they are respectfully of opinion that the entertainment of three Deputy Commissioners instead of two only will add very materially to the efficiency of the new department. This arrangement will also meet Mr. Bliss' objections.

(A true Copy and Extract.)

C. A. Galton
Acting Secretary.

To the Secretary to Government, Revenue Department.
Copy to the Salt Commissioner.

Exd. A. Grubert.

Madras Salt Cust. Office
Reg. 9 May 1878

№ 120.

99

From

H. W. Blair Esqr
Commissioner of Salt Revenue

To

The Secretary to the
Board of Revenue Madras.

Sir -

In my letter № 119, of this day's date I have replied to so much of the marginally noted orders of the Board and Government as relates to the establishments required for my office and for the offices of the Deputy Commissioners of Salt Revenue whose appointment Government have been pleased to approve. There are however some other points in the above papers on which I beg to submit the following remarks.

G.O. dated 27 April 1878 № 625 Rd.
Board's Proceedings № 1163 of 1st May 1878.

Re

1878.
Board of Revenue,
MADRAS.

Proceedings, 17th May 1878, No. 1,346.

Dept. Sec. Sp.

Encl

Received

M A Y.
No. 1,346.

Salt.—Submitting to Government letter from Commissioner of Salt Revenue pointing out the objections to the arrangement approved by Government for his retaining the charge of the Chingleput District.

Mr Cots. also Mr Cus

2. In para. 2 of this order Government approve of my original proposal to retain in my own hands the charge of the Chinglepat Districts, and Conveyance but in exercise the supervision thereof can be entrusted to any Assistant. I presume that this does not mean that I am to be in direct executive charge of the Chinglepat District, for I am quite sure that it would be impossible for me to undertake any such duty in addition to that of the reorganization and general administration of the Department. But, if not, I beg respectfully to point out that during my absence it will hardly be possible for any Native Assistant to undertake the supervision of a District the offices in immediate charge of

of which (Deputy Collector or Assistant Commissioner, whichever he may be called) will almost certainly be much his departmental senior. This may fact however should enable me with some confidence to leave the Chinglepat Assistant Commissioner without personal supervision by a superior save during my presence at Head Quarters. But at the same time I think it will be recognized as an objection which may possibly be found of weight, to the Scheme which Govt have been pleased to approve. Experience will show how this Scheme works. I do not wish it for a moment to be thought that

that I take exception to it.
I am quite willing to try it.
But I think it right not to delay
pointing out what may prove
to be a serious drawback to it.

3. With regard to para 2 of the
Board's Proceedings under notice
I have the honor to point out
that Govt. have expressed no
opinion on my proposition that
my personal Assistant should be
on the graded list of Salt Deputy
Collectors, or, as I request Govt.
may in future be moved to
sanction their being called,
Assistant Commissioners of
Salt Revenue. This proposition
has

has, in fact, not been before
them. I would therefore respect-
fully request that paras 2 and
3 of my letter No. 79 dated the
13th April 1878, may be laid
before Govt. with an expression
of the Board's opinion on this
particular point. My belief is
that to have my Office Assistant
on the graded list of Assistant
Commissioners will materially
tend to the efficiency of the Depart-
ment generally; while it will
in no wise prevent Govt. from selec-
-ing a native Gentleman for the
particular appointment.

I have &c
Sd. H. W. Bliss
Commissioner of Salt
Revenue

/True Copy/

A. Secretary.

Revenue Department.

No 1346.

Proceedings of the Board of Revenue.

Dated 17th May 1878.

Read letter from the Commissioner of Salt Revenue dy 9th May 1878 No 120.

Submitted for the orders of Govt.

2. With regard to the native assistant the Board have already expressed their views & Govt have approved of the appointment.

3. The Board do not think that the Commr should retain direct charge of Chingleput or indeed supervision of any other Salt Division & they do not think such direct supervision should devolve on the Native Assistant under any ordinary circumstances. One of the reasons that induced the Board to recommend that there should be 3 Deputy Commissioners instead of two only was that by this arrangement all necessity for leaving a Division under the direct supervision of the Commissioner would be avoided. This is an important consideration & there are others already stated which the Board would invite

reconsideration

as they are respectfully of opinion that the entertainment of 3 Dy Commissioners instead of 2 only will add very materially to the efficiency of the new Departt - This arrangement will also meet Mr Bliss' objections

/True Extract/

A Secretary.

To

The Secretary to Government R.D.

with copy of letter

No. 1,457.

PROCEEDINGS OF THE BOARD OF REVENUE, dated 29th May 1878.

Read the following letter from H. W. BLISS, Esq., Commissioner of Salt Revenue, to C. A. GALTON, Esq., Acting Secretary to the Board of Revenue, dated Madras, 28th May 1878, No. 185 :—

I HAVE the honor to request that Government may be moved to expedite the passing of orders on the Board's Proceedings, No. 1,341, dated the 17th instant, and submitting proposals for the office establishments of myself and of the proposed Deputy Commissioners of Salt Revenue; and also to grant me authority to proceed at once, in anticipation of the orders of the Government of India, to entertain such Clerks and Accountants, with effect from the 1st of July, as they may decide my establishment should consist of.

2. It takes time to select men and to obtain sanction to their transfer from the offices in which they may be employed at the time; and if I am not authorized to begin this work at once, I do not see how it will be possible for me to have my office in working order by the 1st July.

3. For the same reason I request that Government may be moved to appoint, or to authorize me to appoint, my Native Assistant at once. I require the services of such a person more urgently in the month which remains before the date fixed for me to take charge of the department from Collectors than I suppose I shall ever do in any other one month in the future. As it is, I do not even know with whom this appointment will be; whether it is the intention of Government to keep it in their own hands, or to leave it to the Board, or to entrust it to me. I believe that the Director of Revenue Settlement appoints the officers of similar position who is employed in his office, and I therefore presume that the same rule will apply to me. I am not however anxious to clutch at patronage, which always involves great responsibility and often is more of a burden than a pleasure. But something ought to be decided about it without further delay.

4. There should also be no more time lost in disposing of the question whether fresh legislation is necessary to legalise my position as head of the Salt Department. I cannot myself see how it can be avoided. Without it it seems to me that I shall have no legal position at all, and there is now but little time left before the 1st July to draft and pass an Act and to obtain to it the sanction of the Governor-General.

SUBMITTED to Government with the request that early orders may be passed on the Board's Proceedings quoted.

2. The Board think the selection of the Native Assistant may be left in the Commissioner's hands.

(A true Copy and Extract.)

C. A. Galton

Acting Secretary.

To the Secretary to Government, Revenue Department.

Copy to the Commissioner of Salt Revenue.

Exd. W. J. Lewis.

Revenue Department

No. 1457

Proceedings of the Board of Revenue.

Dated 29 May 1878.

Read the following

No. 185.

From H. W. Bliss Esqr
Commissioner of Salt Revenue

To C. A. Galton Esqre
Secretary to the Board of Revenue.

Sir,

I have the honor to request that Govt may be moved to expedite the passing of orders on the Board's Proc. No. 1341 of the 17 instant and submitting proposals for the office Establishments of myself and of the proposed 2d Commissioners of Salt Revenue; and also to grant me authority to proceed at once, in anticipation of the orders of the Govt of India to entertain such clerks and accountants, with effect from the 1st of July, as they may decide my establishment should consist of.

2. It takes time to select men and to obtain sanction to their transfer from the offices in which they may be employed at the time; and if I am not authorized to begin this work at once I do not see how

1878.

Board of Revenue,

MADRAS.

PROCEEDINGS, 29TH MAY 1878, No. 1,457.

Encl.

Received 31/5/78

MAY.

No. 1,457.

Office Establishment — of Commissioner and Deputy Commissioners of Salt Revenue.—Requesting Government to pass early orders on Board's Proceedings, 17th May 1878, No. 1,341, regarding the —, and expressing opinion that the selection of the Native Assistant may be left in the Commissioner's hands.

how it will be possible for me to have my office in working order by the 1st July.

3. For the same reason, I request that Govt may be moved to appoint, or to authorize me to appoint my Native Assistant at once. I require the service of such a person more urgently in the month which remains before the date fixed for me to take charge of the Department from Collectors than I suppose I shall ever do in any other one month in the future. As it is, I do not even know with whom this appointment will lie - whether it is the intention of Govt to keep it in their own hands, or to leave it to the Board or to entrust it to me. I believe that the Director of Revenue Settlement appoints the officer of similar position who is employed in this office, & I therefore presume that the same rule will apply to me. I am not however anxious to clutch at patronage, which always involves great responsibility and often is more of a burden than a pleasure. But something ought to be decided about it without further delay.

4. There should also be no more time lost in disposing of the question whether fresh legislation is necessary to legalise my position as Head of the Salt Department. I cannot myself see how it can be avoided. Without it, it seems to me that I shall have no legal position at all, and there is now but little time left before the 1st July to draft and pass an Act and to obtain to it the sanction of the Governor General.

Salt Commrs Office
Madras 28 May 1878.

I have &c
(Sd) H. W. Bliss
Commr of Salt Revs

Submitted to Govt with the request that early orders may be passed on the Board's Proceedings quoted.

2. The Board think the selection of the Native assistant may be left in the Commissioner's hands.

(True copy & Extract)

A. Secretary

To
The Secretary to Government R.D

Revenue 1878 Dept

No. 2328.

Proceedings of the

Board of Revenue

Dated 29th May 1878

Read 31st May 1878

Sd. Odo 1038 - 8 July 1878

Requesting that
early orders may be passed
on Board's Prop. No. 1341
of 17th instant regarding
the office establishment
of Salt Commr.

3 June 78
C. 11
C. 18-6-78. R. 20-6-78.

REVENUE DEPARTMENT.

STATEMENT of Proposition for Revision of Establishment in this Department.

Extract from Home Department, Government of India. No.	Date.	Office to which the Proposition refers.	Nature of Charge. Present Scale. Number.	Designation.	Pay. Minimum.	Pay. Maximum.	Proposed Scale. Number.	Designation.	Pay. Minimum.	Pay. Maximum.	Proposition. Permanent. Increase per Month. Amount.	Proposition. Permanent. Decrease per Month. Amount.	Proposition. Temporary. Increase per Month. Period. Amount.	Proposition. Temporary. Decrease per Month. Period. Amount.	Grounds of Proposition.	Local Government's Recommendation.	Orders of the Government of India. Dept. Remarks.	Financial Department. Remarks.	Financial Department. Orders.
					Rs.	Rs.			Rs.	Rs.	Rs. A. P.	Rs.		Rs.					
		Revenue, Madras Presidency.					1	Assistant Commissioner of Salt Revenue.	500	500	500 0 0					Favorable.—*Vide* letter to the Government of India, No. 1,039, dated 8th July 1878.			
		Office of Commissioner of Salt Revenue.						*Correspondence Department.*											
			1	Head Clerk			1	Head Clerk	*100	150	137 8 0								
			1	Clerk			1	Clerk	50	50	50 0 0								
			1	Do.			1	Do.	40	40	40 0 0								
			1	Indexer and Registrar			1	Indexer and Registrar	35	35	35 0 0								
			1	Despatcher			1	Despatcher	25	25	25 0 0								
			1	Attender			1	Attender	10	10	10 0 0								
								Account Department.											
			1	Head Accountant			1	Head Accountant	150	200	187 8 0								
			1	Accountant			1	Accountant	70	70	70 0 0								
			1	Do.			1	Do.	50	50	50 0 0								
			1	Do.			1	Do.	45	45	45 0 0								
			2	Accountants on Rs. 40			2	Accountants on Rs. 40	80	80	80 0 0								
			2	Do. „ „ 35			2	Do. „ „ 35	70	70	70 0 0								
			2	Do. „ „ 30			2	Do. „ „ 30	60	60	60 0 0								
			2	Do. „ „ 25			2	Do. „ „ 25	50	50	50 0 0								
			1	English Writer			1	English Writer	40	40	40 0 0								
			1	Do.			1	Do.	20	20	20 0 0								
			1	Attender			1	Attender	10	10	10 0 0								
			1	Record-keeper			1	Record-keeper	50	50	50 0 0								
			1	Assistant Record-keeper			1	Assistant Record-keeper	25	25	25 0 0								
			1	Attender to Record-keeper			1	Attender to Record-keeper	10	10	10 0 0								
			1	Cash-keeper			1	Cash-keeper	80	80	80 0 0								
								General.											
			1	Pressman			1	Pressman	15	15	15 0 0								
			1	Ballman			1	Ballman	7	7	7 0 0								
			1	Muchi			1	Muchi	10	10	10 0 0								
			1	Jamadar			1	Jamadar	15	15	15 0 0								
			1	Duffadar			1	Duffadar	10	10	10 0 0								
			4	Peons for Office on Rs. 7			4	Peons for Office on Rs. 7	28	28	28 0 0								
			2	Peons to attend on Assistant Commissioner on Rs. 7.			2	Peons to attend on Assistant Commissioner on Rs. 7.	14	14	14 0 0								
			6	Peons to attend on Commissioner on Rs. 8.			6	Peons to attend on Commissioner on Rs. 8.	48	48	48 0 0								
			1	Massalchi			1	Massalchi	6	6	6 0 0								
			1	Sweeper			1	Sweeper	5	5	5 0 0								
				Total for the Office of the Commissioner of Salt Revenue					1,728	1,828	1,803 0 0								
		Office of Deputy Commissioners of Salt Revenue.					1	Deputy Commissioner of Salt Revenue.	1,200	1,400	1,333 5 4								
								His Establishment.											
			1	Clerk			1	Clerk	50	50	50 0 0								
			1	Do.			1	Do.	25	25	25 0 0								
			1	Do.			1	Do.	20	20	20 0 0								
			1	Duffadar			1	Duffadar	10	10	10 0 0								
			3	Peons on Rs. 8 each			3	Peons on Rs. 8 each	24	24	24 0 0								
			3	Do. on „ 7 „			3	Do. on „ 7 „	21	21	21 0 0								
			1	Massalchi			1	Massalchi	6	6	6 0 0								
			1	Sweeper			1	Sweeper	5	5	5 0 0								
				Total cost of one Deputy Commissioner and of his establishment.					1,361	1,561	1,494 5 4								
				Total cost of two Deputy Commissioners and of their establishments					2,722	3,122	2,988 10 8								
				Grand Total					4,450	4,950	4,791 10 8								

* *Note*—Rs. 125 to present incumbent.

CALCUTTA,
8th July 1878.
Exd F. R. Bantleman.

(Signed) C. G. MASTER,
Secretary to Governenmt.

REVENUE DEPARTMENT.

Statement of Proposition for Revision of Establishment in this Department.

121 #9

Extract from Home Department, Government of India. No.	Date.	Office to which the Proposition refers.	Nature of Charge. Present Scale. Number.	Designation.	Pay. Rs.	As.	Pay. Rs.	As.	Proposed Scale. Number.	Designation.	Pay. Rs.	As.	Pay. Rs.	As.	Proposition. Permanent. Increase per Month. Amount. Rs.	As.	P.	Decrease per Month. Amount. Rs.	As.	P.	Temporary. Increase per Month. Period.	Amount. Rs.	As.	P.	Decrease per Month. Period.	Amount. Rs.	As.	P.	Grounds of Proposition.	Local Government's Recommendation.	Orders of the Government of India. Dept. Remarks.	Financial Department. Remarks.	Orders.
		Office of Commissioner of Salt Revenue, Madras Presidency.							1	Assistt Commissioner of Salt Revenue	500	—	500	—	500	—	—																	
				Note. Rupees 125 to be = Staff on incumbent						Correspondence Dept.																								
									1	Head Clerk	100	—	150	—	137	8	—																	
									1	Clerk	50	—	50	—	50	—	—																	
									1	Do	40	—	40		40	—	—																	
									1	Indexer & Registrar	35	—	35	—	35	—	—																	
									1	Despatcher	25	—	25	—	25	—	—																	
									1	attender	10	—	10	—	10	—	—																	
										Account Dept.																								
									1	Head accountant	150	—	200	—	187	8	—																	
									1	Accountant	70	—	70	—	70	—	—																	
									1	Do	50	—	50	—	50	—	—																	
									1	Do	45	—	45	—	45	—	—																	
									2	Do on Rs 40	80	—	80	—	80	—	—																	
									2	Do 35	70	—	70	—	70	—	—																	
									2	Do 30	60	—	60	—	60	—	—																	
									2	Do 25	50	—	50	—	50	—	—																	
									1	English Writer	40	—	40	—	40	—	—																	
									1	Do	20	—	20	—	20	—	—																	
									1	attender	10	—	10	—	10	—	—																	
									1	Record Keeper	50	—	50	—	50	—	—																	
									1	Assistt do	25	—	25	—	25	—	—																	
									1	Attender to do	10	—	10	—	10	—	—																	
									1	Cash Keeper	80	—	80	—	80	—	—																	
										General.																								
									1	Peon	15	—	15	—	15	—	—																	
									1	Ballonan	7	—	7	—	7	—	—																	
									1	Punchi	10	—	10	—	10	—	—																	
									1	Jamadar	15	—	15	—	15	—	—																	
									1	Duffadar	10	—	10	—	10	—	—																	
									4	Peons for office on Rs 7	28	—	28	—	28	—	—																	
									2	Peons to attend on Assistt Commr, on Rs 7	14	—	14	—	14	—	—																	
									6	Do do on Commr's on Rs 8	48	—	48	—	48	—	—																	
									1	Massalchi	6	—	6	—	6	—	—																	
									1	Sweeper	5	—	5	—	5	—	—																	
										Total for the Office of the Commr of Salt Revenue	1728	—	1828	—	1805																					

REVENUE DEPARTMENT.

Statement of Proposition for Revision of Establishment in this Department.

121 #9

Extract from Home Department, Government of India.		Office to which the Proposition refers.	Nature of Charge.								Proposition.						Grounds of Proposition.	Local Government's Recommendation.	Orders of the Government of India.			
			Present Scale.					Proposed Scale.														
					Pay					Pay			Permanent.		Temporary.							
											Increase per Month.	Decrease per Month.	Increase per Month.		Decrease per Month.				Dept.	Financial Department.		
No.	Date.		Number.	Designation.	Government.	Municipal.		Number.	Designation.	Government.	Municipal.		Amount.	Amount.	Period.	Amount.	Period.	Amount.			Remarks.	Remarks.	Orders.
					Rs.	a.	p.			Rs.	a.	p.	Rs. a. p.	RS. A. P.		RS. A. P.		RS. A. P.					
		Office of Deputy Commissioners of Salt Revenue						1	Deputy Commrs of Salt Revenue.	1200	—	1400 —	1333 5 4									
									His Establishment.													
								1	Clerk	50	—	50 —	50 — —									
								1	Do	25	—	25 —	25 — —									
								1	Do	20	—	20 —	20 — —									
								1	Duffadar	10	—	10 —	10 — —									
								3	Peons on Rs8	24	—	24 —	24 — —									
								3	Do 7	21	—	21 —	21 — —									
								1	Massalchi	6	—	6 —	6 — —									
								1	Sweeper	5	—	5 —	5 — —									
									Total Cost of one Dep. Commr. and his Esta. b.	136	—	136 —	1194 5 4									
									Total Cost of two Deputy Commissioners and their Establishments	272	—	3272 —	2388 10 8									
									Grand Total	452	—	1450 —	4791 10 8									

Favorable. Vide letter to the Government of India No 1159 dated.

Revenue Department

123

Memo for Orders.

On Board's Proc dated 1st May 1878. No. 1163.
Submitting remarks on papers relating to the
proposals on the subject of the Superior Staff &
Establishments required for the newly constituted
Salt Department

1. The Board submit
further correspondence relating
to the Salt Commissioners
Deputies and Establishments.

2. Mr. Blues wrote this
letter before the issue of G.O.
27th April 1878 No. 625.

3 Mr. Rather objects to
the personal Assistant
being necessarily a native
and would appoint the
best man of whatever
nationality - the Board
adhere.

Yes
Mr. Rather strictly endorses
the views of Mr. Blues in
regard to personal
assistant's nationality

Kept Salt Staff

8-7-78.

adhere to their previously expressed opinion in favor of a native -

4. As to location of dispensaries the Board think the Government intended Cocanada instead of Waltair by oversight. Such was not the case, but will Government reconsider the matter. Waltair would be rather more convenient than Cocanada and a pleasanter residence -

5. It may be as well to await the Commissioner's further report and the Board's review thereof as to the Central Establishment. Perhaps Govt.

Would prefer Waltair but it might stand over for the present

Certainly - Say we do not object to increased travelling allowances

9/5 MM

Govt. will however approve the principle advocated in para 4 of the Board's Proceedings viz that immoral travelling should be compensated for by increased travelling allowance rather than by enhanced pay.

EC

And forward to Dr. Cleghorn for information & remarks

Forwd to Mr. Blair & Dr. Cleghorn

I concur in the Board's opinion as to the native assistant & the provision by Government of a better house for their Comdt. &

I object to Cocanada as the head quarters for the Dispensaries. It is the most central & has a Steamer communication

Yes I agree HC

(4) Memo for Orders
Salt establishments

Revenue Department

127

Memo for Orders.

On Pres Bd of Revenue dated 17th & 20th and 29th May 1878
Nos 1341, 1346 and 1457, enclosing letters from Salt
Commrs, regarding his Establishments &c.

The first of these papers contains the further proposals of the Board of Revenue (with reference to the Establishments necessary for the Salt Commrs and his Deputies) made after consulting Mr Bliss as provided in their previous Proceedings dated 1st May 1878 on which Honble Members have already noted.

2. The Board have accepted nearly all the modifications which Mr Bliss suggest

R.C. 3 dum 18.R.10-6-78 R.C. 1-7-78
C-7-5-78 R 14-5-78 R.C. 18-6-78 R 20-6-78

suggests. As regard however to the Head Clerk in the Comm^rs Office to whom they had proposed Rs 100 rising to Rs 150 while Mr Bliss asked Rs 125 rising to Rs 175 by five annual increments they adhere to the rate named in their Proc dated 1st May 1878 but consent to the present incumbent continuing to draw Rs 125 till the increment raises his pay to a higher figure. For the Head Accountant they consider Rs 150 rising to Rs 200 ample (the Comm^rs proposal was to give 200 rising to Rs 250) and in regard to the pay of the peons they adhere to the rates prevailing in other

Sanction in accordance with the Recommendation - Mr Bliss makes out a good case

	As first proposed	As now modified
	Rs	Rs
Asstt Comm^r Establishment	500	500
	860	1228
	1360	+1728 rising to 1828

What about Light Lamps?

Departments - They agree to Mr Bliss's recommendations for additional Accountants, Writers, Assistant Record Keeper, Cash Keeper, Press Establishment, Jemadar &c. 129

3. The Jabalpur Statement which they submit shows a considerable increase over the first proposal for the Comm^rs Office as in the marginal abstract.

4. The Dy Comm^rs Establishments have been entered as proposed in the Bd's Proc of 1st May 1878 with the addition of a mashalchi & Sweeper, and will cost Rs 161 monthly instead of Rs 130 as originally estimated.

The

5. The total cost of the Commr's Establishment including the Native Assistant and the 2 Deputies and their establishments will be Rs. 4450 rising to 4950 per mensem.

	Min. Rs.	Max Rs.
Asstt Commissioner and Establishment	1728	1828
2 Dy Commissioners & their establishments	2722	3122
	4450	4950

6. The Board & Commr's are agreed that the ordinary rates of travelling allowance should for the Salt Deputies be raised — in the case of clerks 50% over the regular scale — and for peons and menials double rates — Hon'ble Members have already agreed to the principle and will probably accept the amount.

7. The Board approve the proposal made in para 13 of the Salt Commr's letter

× To Servants on Salaries below 8 Rs Rs As 0-1 per diem
Above 8 and below 15 Rs 0-2 - do
" 15 — do — 25 do 0-4 — do —
" 25 — do — 50 do 0-8 — do —
" 50 — do — 100 do 0-12 — do —
" 100 — do — 150 do 1-0 — do
" 150 — do — 200 do 1-4 — do —
" 200 — do — 250 do 1-8 — do
" 250 and upward at the rates fixed for Deputy Collrs, viz:-
1st & 2d Class Dy Collrs 3 Rs per diem
3rd & 4th — do — do — 2 do — do —

Have no objection to mark the travelling allowance as in the case of Salt Deputies as it is in some cases costly — But I conceive this should have to be a special allowance

I think the proposal reasonable

Rs I understand this to be upon clause in Law — 1850 or 52 letter about the Consolidation Bill

Gd. 27th April 1878 No. 625. para 2.

Vide para 8 of Commr's letter dated 23rd February 1878 No. 2 recorded in Gn. 27 April 1878 No. 625.

letter dated 9th May 1878 to call by Collectors in future Assistant Commissioners of Salt Revenue — 131

8. The second paper gives cover to a further letter from Mr Bliss in which he raised objections to the instruction of Govt directing the retention of Singleput by the Commr. in whose absence the supervision is to be entrusted to his Native Assistant.

9. This order had reference to Mr Bliss's own proposition in regard to the 2nd Class Dy Commr. whose appointment he had advocated to act as his Secretary and Personal Assistant "and during my absence on tours

"town would be in charge
"of the Chinglepet District
"which as the most impor-
"tant in the Presidency
"I propose to retain under
"my own immediate con-
"trol."

10. Mr Bliss now presumes that the Govt Order does not mean that he is to be in direct executive charge as the Court now is quite since he could not undertake that in addition to reorganization & administrative duties ~~and that he~~ would it do for his Native Assistant to supervise an Assistant Commr probably much his senior. If he is to be in charge however he would prefer to leave Chinglepet without any direct

direct executive charge

not to be appropriated

Chinglepet is a difficult District and would call for Dept Commr Supervision the rest of the Presidy. We cannot ask appointment as the main post a simple Dist. Should see any serious objection to Mr Bliss retaining the supervision of Chinglepet himself. He will ask one of his Deputies to inspect it occasionally.

It is strong clear that Mr Bliss did contemplate by his original proposal. ~~that~~ this appointment of a Dept Commr to be ~~a~~ District Officer but rather as an Assistant Commr with a Dept Commr in addition to the Commr. to ~~assist~~ relieve him of the Chinglepet District. He has a very good Dept Commr in Mr Richards.

direct supervision when he is on tour. The Board agree that the Commr should not have direct charge or even supervision of Chinglepet or any other Salt Division and that his Assistt should not ordinarily do supervision work, and they take the opportunity of suggesting that the 3d Deputy Commr as first proposed by them, should be added to make the Department complete.

11. Mr Bliss also refers to his desire that his personal Assistt should be on the graded list of Assistant Commrs. The Board do not notice the point. It is submitted that

that it will be time enough to consider that matter when the future proposals about these Asstt Commrs are before Government

12. With the third paper the Board submit a letter from Mr Bliss asking permission to engage such clerks and accountants as he may require in anticipation of the sanction of the Govt of India. There can be no objection to this directly Govt have passed orders.

13. He also asks how his Native Asstt is to be selected and begs that the appointment may be made soon.

The Board think the selection may be left to the Commr. The Govt have already decided that Mr Bliss should submit three names for His Grace to select from — and a demi-official communication has already gone on the subject.

135

Mr Bliss draws attention to the expediency of early legislation — The objects needed & the Consolidation & amendment of existing legislation.

Govt directed him to prepare a draft Bill, in communication with Mr P., with all expedition

4/6 1881

Lastly this was Director at the very first in the course of last August, applying for Legislation.

+ The legislation referred to by Mr Bliss in his letter of 28th May 1878 (Bd Pro 29th May No 145) was noticed in G.O. 18 March 1878 No 414 and the Bd called on the Govt Pleader for a draft (G.O. 2 May 1878 No 843) subsequently Mr Bliss has drawn up a Bill — sent up a Bill

Sanctions his visit

Does not see how Govt can sanction his visit to Europe at present

Explains that Mr Ford was appointed by the Govt. He is anxious that his district shd be placed among them

Govt can do nothing as Legislation under Bill — Bill

Jayne as noted
except as to the
mileage entered for
travelling - I think
if Jurors of nine re
per hour in the said
Statute - to that Extent
an increase might be
recommended because
the travelling being
chiefly confined to said
Stations - the mileage
will not compensate the
cheaper stations - beyond
that however I do not
perceive the necessity
for the increase
K 3016

Memo for Orders
Salt Establishment
Emergent

Do 1903

Revenue Department.

Proceedings of the Madras Government
Under date the 1878

Read the following
Proceedings of the Bd of Revenue
dated 1st, 17th [illegible] and 31 May
1878 Nos 1163, 1341, 1346 & 1457,
submitting letters from Salt
Commr, regarding his retab-
-lishment &c.

1. The Board of Revenue have now had full opportunity of conferring the Commissioner of Salt Revenue on the subject of the establishments adverted to in paragraph 3 Gp 27 April 1878 No 625 and submit the result of their deliberations

2. In most respects they have accepted the modifications which Mr Bliss has

C. 3 June/78 R 10-6-78 RC. 5-7-78
R-10
R.C. 18-6-78 R. 20-6-78 R.C. 1-7-78
R 4-7-78

1

has suggested while adhering in a few cases to the rates prevailing in other Departments.

3. The Tabular Statement which they submit* shews a considerable increase over the first proposal for the Commissioner's office.

	As first proposed	As now modified
Asstt Commr	Rs 500	Rs 500
Establishment	860	1228
	1360	*1728 rising to 1828

4. The Dy Commrs Establishments will cost Rs 161 monthly instead of Rs 130 as originally estimated.

5. The total cost of the Commissioner's Establishment including the Salar Assistant and the 2 Deputies and their establishments will be Rs 4,450 rising to 4,950 per mensem.

	Mini Rs	Maxi Rs
Assistant Commr and establishment	1,728	1828
2 Dy Commissioners & their establishments	2,722	3122
	4450	4,950

6. His Grace the Governor in Council is satisfied that the recommendations have been carefully considered and resolves to sanction the scheme subject to the approval of the Govt of India to whom the tabular statement will be forwarded at once with the accompanying correspondance. 141

7. Meanwhile there is no objection to the Commr proceeding to organize his own office on the basis settled in anticipation of formal sanction.

8. The Governor in Council now proceeds to notice other points discussed in the papers above recorded.

9. He agrees with the Board and Commissioner that the ordinary rates of travelling allowance should for the Salt Dept be raised in the case of clerks 50 per cent over the regular scale and for peons and menials to double rates and a recommendation to this effect will be made to the Govt of

* To servants on salaries below 8 Rs Rs as 0-1 per diem
above 8 and below 15 Rs — 0-2 — do —
" 15 — do — 25 do — 0-4 — do —
" 25 — do — 50 do — 0-8 — do —
" 50 — do — 100 do — 0-12 — do —
" 100 — do — 150 — do — 1-0 — do —
" 150 — do — 200 — do — 1-4 — do —
" 200 — do — 250 do — 1-8 — do —
" 250 and upwards at the rates fixed for Dy Colls viz:—
1st & 2d Class Dy Colls 3 Rs per diem
3d & 4th — do — do — 2 do — do —

of India

10. The Govt. are fully in accord with the Board on the question of the appointment of a Native Assistant to the Commissioner as already approved in paragraph 2 GO. 27 April 1878 No 625. Mr Bliss is anxious that this office should be on the graded list of Salt Deputy Collectors or as he wishes them to be called "Assistant Commissioners of Salt Revenue". i.e. he would add one to the sanctioned number of Deputy Collectors. Mr Bliss has elsewhere remarked that a change in designation may require to be legalized and pending the consideration of the Draft Bill which he has submitted and in which the subject is dealt with, the Governor in Council considers that no alteration should be made. The Commissioner

* Letter of 25th May 78 No 143 recorded in GO. 12 June 78 No 899

+ Letter of - in Bk Vol 97-8 June 78

7

not ultimately
place before Gov-
= ernment proposals
relating to
= these of-
= ficers and it will
be time enough
then to consid-
= er whether it
may not be ad-
= vantageous to
include this Na-
= tive Assistant
among them.

As

It is the recommendation of the Deputy Commissioners to the Government that the Salt Duties should be abolished & this subordinate officer's designation no longer retained in the list of Civil Servants.

11. As to the location of the Deputy Commissioners when eventually appointed the Government intentionally named Cocanada instead of Waltair in their order dated 27 April 1878 No 635. They consider Cocanada more central and possessing greater facilities for communicating with the other Salt Stations in the range.

12. The Bliss has raised objections to the instructions of Govt directing the retention of Chittagong Depot by the Commissioner in whose absence it was intended that the supervision should

should be entrusted to the Native Assistant. The order referred to had reference to Mr Blyth's own proposition in regard to the 2d Class Deputy Commissioner whose appointment he had advocated to act as his Secretary and Personal Assistant. The Commissioner is now quite sure that he could not undertake the direct exclusive charge in addition to re-organization and administrative duties and that it would not be appropriate for his Native Assistant to

* G.O. 27 April 1878 No 625 p 2.

to supervise an Assistant Commissioner probably much his Senior. If he is to be in charge however he would prefer to have charge without any direct supervision when he is on tour. The Board agree that the Commissioner should not have direct charge or even supervision of Chittagong or any other Salt Division and that his Assistant should not ordinarily do supervision work and they take the opportunity of suggesting that the 3rd Deputy Commissioners

as

as first proposed by them should be added to make the Department complete.

13. His Grace the Governor in Council is not prepared to ask for the 3rd Deputy Commissioner proposed by the Board. The Commissioner must be left to arrange as he thinks best for filling up that where he has at present a very good Deputy.

14. The Commissioner has already been desired to submit names of suitable persons in order that a selection may be made for the post of Native Assistant.

149

Revenue Secretariat, ~~Madras~~,

8 July 187 8.

153

Dear Sir William

In accordance with instructions in Council I have amplified paragraph 7 of the accompanying draft on Salt Establishments — as to travelling allowance being increased in favor of the travelling Establishments of the Govt & his Deputies. Please see if it will

nearly all the modifications which

Rec. 3.7.78.

do- If you approve I will despatch once as time pres.

155

Also please see draft letter to C. J. forwarding the Proceedings-

Yours sincerely

J Thomas

nearly all the modifications which

o. 18-6-78. Rec- 3.7.78.

Petitions to Sec.

Draft

Draft. w. Encl.

Dear Master

The Draft appears all
the terms is included
Seattle – but discussion
will cause delay. So I wont
cause it –

8/7

T M.

From the answers
noted on my query
as to travelling Expenses
it seems that there is no
precedent in Bombay for the
system lately suspended –
I am unable to see the
justification for the suspension
in this case –
The Note of the Solicitor
appears to be reasonably
accurate by rail. Canals
& Indus Steam vessels from
Kurrachee to Umrutsur

nearly all the modifications
which

Pelusium to Suez

Draft w. line

canal communication
Bitter Lakes. Bay of Suez
the seas are not one
for seas Inundations and
Malaria Cannon
the Inundations are
Partial shoots distance of
coast
South of Pelusium the
rail road pierces many
accepts as far as

Negapatam
Pt. Calimere is accessible
Egmore the seas by
Canal and the
only Portion of coast
apparently not so well
accessible appears to be
between Devipatam
Pt. Calimere and Nagore
Island identify the

159

nearly all the modifications
which

c. 18.6.78. Rec. 3.7.78.

Relating to Salt

Draft in Sec

Question of the Salt-works
Commissioner Thompson to
recommend that an Inspector
Date be given to the Salt Office
&c. Steam to Steam
Establishments travelling in
Same districts Collectors
Police &c

Rec 4/7

c. 10-6-78. Rec. 3.7.78.

Revenue Department.

No 1038

161

Proceedings of the Madras Government
Under date the 8 July 1878

Read the following
Pros of the Bd of Revenue
d/ 2nd 17th and 27th May 1878
Nos 1163, 1341, and 1346 & 1457
relating to Salt Establishments.

The proposals above recorded contain the discussion between the Bd of Rev and the Commr of Salt Revenue with reference to the establishments necessary for that officer and his deputies and the final conclusion at which the Board have arrived upon the matter referred for their consideration in Go. of April 1878 No 625

2. The Bd accept nearly all the modifications which

JRM
217

Rec 4/7

Subject to alteration as Travelling allowances

Rec

which Dr Bliss has suggested with a few exceptions where adherence to the rates prevailing in other departments is considered advisable.

3. The Tabular Statement which they submit shows a considerable increase over the first proposal for the Commrs Office.

4. The Dy Commissioners Establishments will cost Rs 161 monthly instead of Rs 130 as originally estimated

5. The total cost of the Commrs establishment including the Retired Asstt and the 2 Deputies and their establishments will be Rs 4.450 rising to Rs 4.950 per mensem.

His Grace the Governor in Council considers that the establishments and rates of pay proposed are

	As first proposed	As now modified
	Rs	Rs
Apt. Comrs Establt	500	500
	860	1228
	1360	1728 rising to 1828

	Mini Rs	Maxt Rs
Apt Commissioner and Establt	1728	1828
2 Dy Commissioner and Establts	2722	3.122
	4450	4950

c.10

Revised Para 3

The Board and Commissioner are agreed that the ordinary rate of travelling allowance allowed for the Salt Department be raised in the case of clerks 50% over the regular scale, & for peons and menials to double the rates. The Govt requote in accordance with the Board's that enhancement of pay is not the proper way of compensating for considerable extensive travelling such as will be required of the employer accompanying the Commissioner & his Deputies over their extensive ranges. But besides the distance involved the Board observe that there are special difficulties entailed involved in travelling through the Concan & inhospitable regions where salt is made from the nature of the country - made up chiefly of mangrove & sand banks - tra

* To Servants in salaries below Rs 15 Rs a 0-1 per diem
Above 8 and below Rs 15 - 0-2 per diem
" 15 - do - 25 - 0-4 - do
" 25 - do - 50 - 0-8 - do
" 50 - do - 100 - 0-12 - do
" 100 - do - 150 - 1-0 - do
" 150 - do - 200 - 1-4 - do

* Para 4 Pro 2 May 1878 No 1163

is laborious & while the absence of bazaars in many of the small villages on the coast make the supply of daily wants no easy matter. The subordinates concerned are likely to be much overworked & need special consideration at a distance from their headquarters. Special rates are not unprecedented in the case of remote & inaccessible tracts and in the present instance the Govt. consider the proposed increase necessary & have accordingly recommend its adoption on behalf of the travelling Establishments of the Commissioner & his deputies. The No change will be made as regards District Establishments.

X X

Telegram dt. 10 June/78

are moderate & necessary and resolves to apply for the sanction of the Govt. of India thereto. He has already authorized the Commr. to organize his own establishment in anticipation of formal sanction and has appointed a Native personal asstt. to the Commr. as it was important to lose no time in commencing work. X X

7. The Bd. and Commr. are agreed that the ordinary rates of travelling allowance shewn for the Salt Deptt. be raised in the case of clerks 50% over the regular scale, and for pioneers & menials to double rates. The Govt. are quite in accord with the Board that

Establishments on salaries below Rs 18.

			Rs As
above 8 and below Rs 15			0-1- per diem
" 15	do	25	0-2 do
" 25	do	50	0-4 do
" 50	do	100	0-8 do
" 100	do	150	0-12 do
" 150	do	200	1-0 do
~~" 200~~	~~do~~	~~250~~	~~1-4 do~~

~~250 & upwards the rates fixed by Collectors~~

~~Pioneers & Bhistees 3 Peons to~~
~~12 & 24 do do 2 do~~

Parah Pass 2d May/78 No 1663

enhancement of pay
is not the proper way
of compensating for ex-
cessive travelling, such
as will be required of
the employés accompany-
ing the Commissioner
and his deputies over
their extensive ranges.
They think that for the
travelling establishments
of these officers, the pro-
posed increase is ne-
cessary & will accord-
ingly recommend it
but the district Estab[t]s
will continue as at present.

8. With reference to
the Bd's remark as to
the location of the Dep[y]
Commr at Waltair in-
stead of Cocanada,
the Governor in Council
prefers the latter as head
quarters believing that
it will be more Central
and

Suggested Insertion

Respectfully Forwarded
that the

and that the question of
increasing salaries
may be taken up with
the Estimates of next year

Para 2 Proc. 2d May 78
No 1165
Approving of the action
circumstances

and afford greater facil-
ities for communication
and inspection. In regard
to the nationality of the
Asstt he concurs with
the Bd that a Native
of the country should
hold that position and
has already given effect
to the decision on this
point X X X

9. With reference to
the Comm[r]s proposal
that his personal Asstt
should be on the graded
list of Salt Dry Collrs or
as he wishes them to be
called Assistant Commrs
of Salt Revenue, the
Govt consider that the
first proposition may
properly lie over pend-
ing the further proposal
which may be submitted
for the organization

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of the upper subordinate grade in the Dept[t]; and that the recommendation for a change of designation may be considered at the same time, and in connection with the Draft Bill submitted with the Bds Pros 8/8 June/78 No 1533. the Commr having already pointed out that the alteration cannot be made without a change in the law

W. In his letter recorded in Bds Pros 17 May 1878 No 1346, the Commissioner raises objections to the instruction of Govt directing his retention of charge of the supervision being entrusted in his absence to his Native Asstt

H. The order in question had reference to Mr Bliss

own

Vide letter recorded with Govt 12 June/78 No 899

Govt. 27 April/78 No 625. para 2

Vide para 4 of Comrs Letter dt. 23 Feby/78 No 2 recorded in Govt 27 April/78 No 665

own proposition in regard to the 2d Class Dy Commr whose appointment he had advocated to act as his Secy and personal Asstt. the Commr is now quite sure that he could not undertake the duties of in charge in addition to reorganization and administrative duties and that it would not be appropriate for his Native Asstt to supervise an Asstt Commr probably much his senior. If he is to be in charge however he would prefer to have charge of the without any direct supervision when he is on tour. The Board agree that the Commr should not have direct charge or supervision of Chingleput

or

or any other Salt Dr^s
that his Asst should
not ordinarily do supervise in work, and they
take the opportunity of
suggesting that the 3^d
Dy Comm^r as first proposed by them should
be added to make the
depth complete.

12. The Lords are not
prepared to (reconsider)
their decision as regards
the 3^d Dy Comm^r. They
are of opinion that
the Comm^rs should ar-
range as he thinks
best for Chemists out
when it has at present
a very efficient Dep^ty
in Dr Richards

13. The Regulations al-
luded to by the Comm^rs
in his letter recorded
in the last paper read
above

the duties
the charge of

Omit. The Act has passed
is this so?
I think there is proviso
upon it the terms of which
will

Above is it is observed
always upon consideration
(in actual progress)

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The Precise in the
draft impleaded stand
the Act is published
before (Council when
it is not

14. To the Board of Revenue Dr 15 July
2 the Commissioners of Sall Revenue
6 the Treasury and Secretary

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Altered (Clarke)
as directed in Coun
cil 5.7.78—

Emergent.

G.O.

Salt Estabt

Note. A draft on this subject was recently circulated but has not been returned & has probably been mislaid. This draft has been drawn as far as possible on the same lines, but as no copy was kept of the first draft there may be some slight differences.

A. 71 @ 75

RC. 8-7-78

1-7-78 R 4/7/78

for copying _____
d _____
ined _____ } 190 .
en supra _____

D AGAIN G.O., No. , DATED
1

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT .. .. .. A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO,

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH IN ORIGINAL.

N.B.—
A = Copy in full.
P = Copy abstract only.
Q = Copy heading only.

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