

Revenue (1897) Department.

MISCELLANEOUS SERIES.

G.O., No. 1240

DATED 5<sup>th</sup> March

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[Despatch Abstract.]

Declining to accept the proposal of the  
Board of Rev. (Cep. Rev.) regarding the positions  
to be occupied in the establishment list by  
Inspectors and Assistant Inspectors of Salt  
and Akbari Revenue, under certain circumstances.

# BACK PAPERS.

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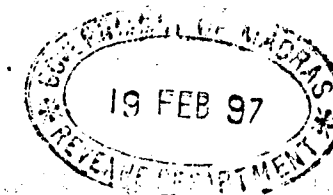
# FURTHER PAPERS.

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## Revenue (1897) Department.

CURRENT No. 1536

The Hon. Mr. Bliss C. D. E.



From

The Secretary to the Commissioning  
Salt, Alkali & Separate Revenue  
Madras

His No. 555

In Orders

Drift. 1/12/97.

The system on which promotion is made  
among Inspectors and Assistant Inspectors  
in the Salt, Alkali & Customs Dept is as follows:-

Inspectors and Asst Inspectors are  
promoted generally with reference to their  
seniority as determined by the date of  
appointment to their respective grades.  
If, for any reason, <sup>e.g. meritorious service,</sup> an Officer is put over  
the heads of his seniors, he continues  
to rank higher, even though the seniors  
may be promoted later on to the same  
grade with himself.

This permanent supercession is considered  
a grievance by the departmental officers  
because they <sup>seniors</sup> might have been passed  
over for no actual fault of their own.  
With a view to remedy this, the Board  
proposes to make a rule that such  
displaced officers shall resume

Dated 12<sup>th</sup> February 1897

Received 19 - 2 - 97

Registered 20 - 2 - 97

Enclosures

Spare copies

## SUBJECT

Requesting <sup>each to accord its</sup> sanction of  
Bd's <sup>to</sup> Government to a certain proposal  
regarding <sup>of the Board in regard to the</sup> positions to be occupied in the  
Establishment List by Inspectors  
and Assistant Inspectors under  
certain circumstances.

1/2 20/2/97 C. 1/3/97  
R. 2/3/97

# BACK PAPERS. 0

their former position on the list with reference to the superseding officer if promoted to the same grade themselves within eighteen months from the date of supersession, this limit of time being extended in cases where there may be no promotions owing to want of vacancies in the higher grades.

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3. It does not appear that any such rule exists in any of the other departments in which there are graded appointments.

In practice it will be difficult to work the rule. Suppose there were three officers in the order indicated, A, B & C, in the third grade of inspectors on the 1st April 190. In the course of two years their position on the list might have been as under, under the B's proposed rule.

### I. 2nd grade

C. 1st April 1891

### 3rd grade

A. 1st April 1890

B. 1st April 1890

### II. 2nd grade

B. 1st Oct 1891 (Promoted in 18 months)

C. 1st April 1891

### 3rd grade

A. 1st April 1890

### III. 2nd grade

A. 1st April 1893 (Promoted in 18 months after the B's)

B. 1st Oct 1891

C. 1st April 1891.

Supposing that promotions were made in Oct 1893, would A have been promoted being the senior in the 2nd grade. Now.

probably not, on the ground that he had not been sufficiently long in the 2nd grade to deserve promotion to the first grade. Would either B or C have been promoted, again superseding A, although there might be no special reason for passing over A ~~the~~ or A and B as on the previous occasions. Should A or B or A & B be again superseded it would be hard on them. But the working of the rule might it is submitted lead to some such anomalies.

It is not often that juniors supersede seniors and where this is the case the promotions must be considered exceptional, i.e., as if outsiders had been appointed straight off to the higher grade.

5. The Board's proposal refers only to promotions among inspectors and Asst Insps and not to Deputy & Asst Comrs.

The effect of this 11th proposal is

to make promotion for good work with much less than it now is and ~~this~~ <sup>this</sup> ~~will be~~ <sup>will be</sup> ~~used~~ <sup>used</sup> ~~of~~ <sup>of</sup> ~~in~~ <sup>in</sup> ~~the~~ <sup>the</sup> ~~future~~ <sup>future</sup> in all promotions.

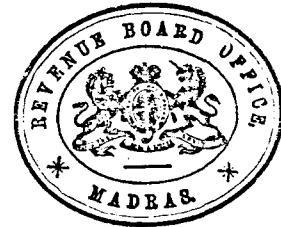
I don't approve the B's proposal

BS

2/3/97

25/2/97

26/2/97



Proceedings of the Board of Revenue

(Separate Revenue.)

Dated 12<sup>th</sup> February 1897.

His No. 555

Resolution.

The Board begs leave to report that at present when an Inspector or an Assistant Inspector is, in consequence of special meritorious service, promoted to a higher grade over the heads of his seniors, these seniors are for the future regarded as permanently superseded and rank in the establishment list below the junior officer who has superseded them. This rule works considerable hardship as the claims of officers for promotion are always considered in the order in which they appear in the list. It also operates in another way to the prejudice of deserving officers.

as the order of merit of the officers near the top of a grade is, not infrequently, more or less in the inverse order of seniority. The 7<sup>th</sup> officer in the list, say, may have thoroughly earned his promotion, both by good work and length of service in the grade, but he is not entitled to permanently supersede the 6<sup>th</sup> and the latter is not good enough to get the same advantage over the 5<sup>th</sup> and so on until an officer is reached who either does not deserve promotion or is temporarily disqualified by a note having been entered against his name in the Confidential Register —

maintained in the Board's Office. The 7<sup>th</sup> officer in this case must either have his promotion deferred or he or one of his seniors must unfairly supersede some one else. To obviate these objections to the present system the Board

No such rule is  
observed in the  
City Police Grade.

Board proposes to make a rule that — Inspectors and Assistant Inspectors who have been passed over by the promotion of a junior for no actual fault of their own shall resume their former positions on the list with regard to the superseding officer if promoted to the same grade themselves within 18 months from the date of supersession. The time mentioned above could be extended where promotion within the prescribed period of 18 months has been impossible owing to want of vacancies in the higher grades. The rule might be brought into force with effect from 1<sup>st</sup> April 1897.

2. The Commissioner has consulted a considerable number of officers in the Department and they all consider that this method of dealing with supersession would give general satisfaction and would do much to remove heart burnings which are too

too common at present. As appointments  
and promotions of Inspectors are made  
by Government the Board, however,  
solicits its sanction before giving effect  
to these proposals.

(True Exhnd)

Emmanuelto  
Assistant Secretary

To

The Secretary to Government,  
Revenue Department.

dp.  
5/3/97.

Read C. No 1536 of 1897

G.O. No. 1240d/5<sup>th</sup> Mar. 1897

The Govt. is unable  
to accept the Board's proposal

11/3/97.

AR  
4-3-97

To the Board of Revenue (Sep. Rev).  
Feb. 9-3-97

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CURRENT No. \_\_\_\_\_

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