

Revenue (1897) Department.

PRESS SERIES.

G.O., No. 276

DATED 28th April 1897

[Despatch Abstract.]

Local allowance.

Directing the adoption in future of the mode of compensating officers appointed to unhealthy or costly localities by the grant of a — and the submission of the necessary proposition statement fixing the pay of the Deputy Tahsildar of Kodavikul and Shevarays at Rs 12 with a local allowance of Rs 30 and stating that no change need be made in case of certain establishments at present employed in Malabar and S. Canara the Settlement Department.

BACK PAPERS.

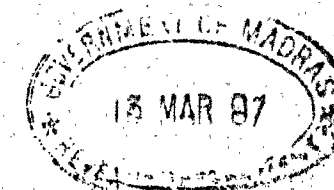
G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

Revenue (1897) Department.

CURRENT No. 2277



The Hon. Mr. George C. S.
 & Hon. Mr. Bliss C. S.

From

The Board of Revenue
 P.W. Settlement & Agric.

No. 869 mis. Madras

For Orders

As to whether in
 the circumstances reported
 the Govt might express its
 concurrence in the Board's
 view. The facts are con-
 cise set forth in the Board's
 Resⁿ and no separate notice
 therefore submitted

Dated 12th March 1897.

Received

Registered

Enclosures /

Spare copies

SUBJECT.

Submitting to Government
 The remarks of the Board
 of Revenue, Settlement & Agric.
 on the question of the rate
 of local allowance for men
 pay given to officers posted
 to Agency posts which is
 uncatchy & living in which
 costly.

Bmm
 23. III. 97

mm
 23/3/97

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

Appendix.

10

Items	Ordinary Party.	Party no: <u>III</u> Malabar	Party no: <u>II</u> South Canara
<u>Office Establishment</u>			
Clerks	3 or 2 on Rs 15	} 5 on Rs 15	
	2 " " 14		
<u>Superior's Establishment</u>			
Clerks	1 " 15	} 2 " " 14	
	1 " 12		
Classifiers	2 " 40	{ 1 on 60 1 on 45	
"	2 " 30		{ 1 " 40 1 " 35
	15 " 24	6 " 30	
	15 " 20	6 " 25	
		12 : 20	
		6 : 15	
<u>Servants</u>			
Peons	36 " 6	42 " 7	36 on 7 Rs

R.V. Srinivasan
Secretary.

Encl
19/10/87



80

Proceedings of the Board of Revenue

(Revenue Settlement, Land Records and Agriculture.)

Dated 12th March 1897.

No. 1869 int.

READ. Proceedings of Government, Rev. Dept.,
dated 28th August 1896 No. 3488 int.

Resolution

With reference to G. O. No. 3488 dated 28th August 1896, The Board in the Settlement Department begs to report That there are a few appointments in the Settlement Parties working in Malabar and South Canara, in which the rates of pay have been fixed somewhat higher than the corresponding rates in other Parties. Details are given in the Appendix.

2. A higher scale of pay was allowed

allowed to Classifiers in the
Malabar Party, chiefly because
the cost of living and travelling
was reported to be higher in
Malabar than elsewhere on the
plains (Vide para 8 of Mr. Castle-
Stewart Stuart's letter dated 3rd
August 1889 disposed of in G. O. No. 756
Revenue dated 5th September 1889.) For
the same reason, the minimum
rate of pay in the establishment
of Clerks under the Special Settlement
Office and of his Supervisor was
fixed at Rs 15 instead of Rs 14 and
Rs 12 prevailing in other Parties (Vide
para 5 of B.P. 6619/21-11-93 disposed
of in G. O. No. 4658/12-12-93 and
para 5 of Mr. Mohesley's letter of
22nd January 1893 disposed of in
G. O. No. 927 dated 6th March 1893)
and the pay of the peon in this and
in the South Canara Party was fixed
at Rs 7 instead of Rs 6. It may here
be

he noted, however, that on
recommendation made by the
Special Settlement Office, the pay
of the last two Clerks in the Supervisor's
Office, Malabar Party, has recently
been reduced to Rs 14, to allow of
unpassed men being employed.
Vide G. O. No. 22 Financial dated 6-1-97.

3. The total additional pay
granted in the cases referred to
above amounts to Rs 121 per
mensem, so that the effect of
replacing it by local allowances
will be a saving, eventually of
about Rs 60 in pension when the
present incumbents retire. The
Board, however, observes that
these higher rates of pay will be
continued only so long as the
Parties work in the two districts,
which will be only for a few
years more. The Board, therefore,
while agreeing in the soundness
of the general principle of
substituting

Substituting local allowances
for increased pay in cases of
the kind, considers that it is
unnecessary and ~~and~~ undecidable
to apply the principle at present
to the appointment referred to in
those proceedings.

(True extract)

R. V. Simwanan
Secretary.

The Secretary to Government,
Bur. Dept. with appendix

Recd
14/2/57

Through
C. S. 2277
(2277)

See Mr. Huss. C. S.
See Mr. Bliss. C. S.

The grant of a local allowance
is the proper mode of compensating
officers appointed to exceptionally

Read again G. O. 392692-1056
4918-52-12-56
also C. S. 2277-497
For orders

In para 2 of its order
No 1227 dated 24-7-95, the Govt
expressed the opinion that the
additional allowances to be given
to officers posted to stations
such as those in the Agencies as
compensation for the exceptional
unhealthiness of the localities
or the ~~condition~~ costliness of living
in them, should take the form

NOTE FOR THE Secretary.

Arctostaphylos

19.
Thapra has not much

Chancy 1/2 hour 20 corned

Chambers
2 W. W. have been 20 years
of our time. Dr. J. J. Thayer.
11/14/187.

NOTE FOR THE SECRETARY.

NOTE FOR THE SECRETARY.

perusal of the warrants
of the H. M. upon the
Office, & Talor

Present
Get the rest
of the
I have
my book
The question is whether
Salem-
has a
one
the
the
the

The Question is whether
 he would have been the proprietor
 of this firm to a substantial
 on Rs 150 has he not been
 getting an exceptional pay of
 1500 Rs as Dr Datta of Mr Shevarao
 If he would not - then the
 firm seem to think his pay
 should be commensurate into the ordinary
 pay of a Dr Datta 120 Rs + 30 Rs L Allee
 (13.4.99)

116
13.4.9)

Dan. W. Bliss. C. S.
 Dan. W. Bliss. C. S.

The grant of a local allowance is the proper mode of compensating officers appointed to exceptionally unhealthy or costly localities & must be adopted universally in future, if only to give satisfaction who are put in to act the full allowance. The case of the Settlement Parties in Malabar & S. Canara is exceptional. The man will only draw the extra pay for a few years, & their appointments in soon be abolished. No change should be made with regard to present incumbents, but to men appointed hereafter the extra pay should be granted as a local allowance. Mr. D. F. of the Shivanog Hills was appointed in Nov. '94, & it is possible he may not have been promoted to the rank of a Daro, or R 150 because he was holding an office of equal value, or may be

C. 8/4/97

Paid again - C. 392672 - 1056.
 491872 - 1256
 also C. 422277 - 797
 For order

Impara 2 of its order
No 1227 dated 24-7-96, the Court
expressed the opinion that the
additional allowances to be given
to officers posted to stations
such as those in the 3rd generic, as
compensation for the exceptional
unhealthiness of the localities
or the ~~costliness~~ costliness of living
in them, should take the form
of a local allowance rather
than an enhancement of the
substantive pay, as such a
course would have the advantage
of leaving the pensionary and
leave allowances of such officers
unaffected. In passing these
orders, the Hon Mr. Belin remarks
I think the Revenue Department
should ^{be asked to} take up the question and
deal with it in all such cases
under its cognizance, and
the Hon Mr. Coprose who pointed
the principle to be reasonable
direct

direct

directed that the opinion of the Board be taken. The question was accordingly referred to the Board of Revenue in all its Departments for report as to whether the principle may not be adopted generally.

2. In reply the Board in the Land Revenue Department submits a statement showing the increased emoluments given to officers of that Department posted to stations similar to those in the Agri. It will be seen from it that with the exception the emoluments have taken the shape of a local allowance. The Board invites attention to G.O. No. 871 of 27.7.85 and G.O. 1089 of 23.12.93 and remarks that the plan hit upon followed in such cases has been to fix the pay of the officers at the rates fairly payable on the plains and to grant the additional emoluments in the form of a local allowance in view of the fact that an enhancement of pay

have depend on leave in the expected of getting leave allowances based on a salary of Rs 150. If so, no change should be made in his time Mr. Stokes will be able to tell us how this matter stands. Mr. J. S. Turner has just vacated the office of S. D. of Kodak and the new method is adopted here at once.

JG
12.4.97

The S. D. of the Sheringa & Palni Hills preside over quasi independent charges so that I should have thought it unjustifiable to fix their pay at Rs 150. Mr. Stokes, however, has by experience found inconvenience to result from the Sheringa main pay being Rs 150. I therefore accept his view - further matters I agree with my hon. Colleague.

RS
12/4/97

of pay will affect the pensionary allowances by Government." It also states that the grant of enhancement on account of the unhealthy climate or the costliness of living is inconvenient in another for when the permanent is temporarily transferred to another post or goes on locum tenens gets no compensation for serving unhealthy or costly place. Board is therefore in favour of continuing the system of allowances, but it is the Board's opinion that they should be so arranged as to compensate the incumbents of the office. The exceptions referred to are the cases of Dy Tahsildars Kodak and Sheringa Hills. Each of these officers is paid Rs 150, while the pay of the Dy Tahsildars of the plains is either Rs 100 or Rs 120. The pay of the former was originally Rs 120, but was raised to Rs 150 in consideration of the fact that

and responsibilities ~
 the question upon the constitution
 of Upper and Lower Palms
 into a sub-division. The
 Dept. the latter was fixed at
 to be so early as 1862 not only
 view of the unhealthiness of the
 and expense of living
 bills but also in consideration
 but fact that an efficient
 responsible officer could
 be secured for the place
 than the pay of the
 of the lowest grade.
 and is accordingly of
 except that the special salary
 taken up to these two points -
 allowance left unaffected
 at the option of the general
 of the Board's proposal
 it is submitted; he
 the fact
 such
 pay of
 family,
 and room (left vacant) is
 motion that a local allowance
 in way of dealing with
 of persons posted to
 where the cost of
 living

1754
 7/10/42

living is high but not as in
 cases of those who have to live
 in an unhealthy place. The
 Board, however, that in the latter
 cases officers run the risk of
 taking long sick leave ^{incurring}
 heavy expenditure in connection
 therewith and that the chances
 of their being to receive a pension
 are remote. The Board is therefore
 of opinion that the extra allowance
 in these cases takes the form
 of an increase to the salary
 itself.

The Hon. Secy. also looks to the
 fact that the acting magistrate
 who is posted to an unhealthy
 locality where he is exposed
 on his side, will get ^{approximately} 20% or
 25% of the allowance
 which if it were in the form
 of a local allowance he would
 get the whole of it.

The Board also notes that the
 great Dept. reports that the
 pay of the clerks and class.
 fees of the Malabar Party and

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cost of the pious, in the Pankis
working both in Malabar and
S. Canara have been, on account
of the greater cost of living and
travelling in those districts, fixed
at higher than those of other
conferences employed elsewhere in
the Pres. The total additional
salary ^{thus} paid in the two districts
amounts only to Rs. 121 per
mensem, so that the effect of
substituting a local allowance
for it will be a saving eventually
of not more than Rs. 60 per
mensem. The Board ~~therefore~~ agrees
with the soundness of the general
principle enunciated by Govt. con-
sidering that, in view of the fact that
the higher rates of pay will be drawn
by the establishments in question
only so long as the Pankis work in

the two districts, which will not be
for more than a few years, it is
unnecessary and undesirable
to extend the principle now to
other cases.

The Board's reasoning
is it is submitted, very clearly
understood, unless it be that
the Settlement establishment
being

It is local in this sense
that it is for
the two districts
only so long as the Pankis work in
the two districts, which will not be
for more than a few years, it is
unnecessary and undesirable
to extend the principle now to
other cases.

being merely quasi-permanent
and liable to be abolished at the
end of the settlement
term, it is unnecessary to
apply to it the general principle
intended for application to
permanent establishments pro-
per. For this latter reason and
also for the reason that such
of those who have been drawing
the higher rates of pay may
feel it a hardship if these rates
are now disturbed, the Board's
proposal may perhaps be ac-
cepted. It is however a question
whether in the case of their
successors the application of
the general principle already
referred to should not be made
on and the difference in the
higher and lower rates of pay
treated as local allowance to be
drawn ^{only} so long as ^{the men} they are employed
in Malabar and S. Canara.
Malabar & South Canara are not
unhealthy, and therefore the increased
pay can only be justified on the score
of the comparatively greater cost of
living. In such case the system
of granting a higher pay has the
two great disadvantages pointed
out viz (1) that it gives the recipients

10/11/97
S. IV. 97

a higher pension & (2) that an acting man is not sufficiently compensated, even though the pay is local & will not be drawn by the same man if he is transferred to another district.

It all comes therefore when it is intended to compensate officers for the high cost of living in a particular locality the compensation should be in the shape of a local allowance & not in the shape of increased pay. It will then not affect pension and the proper person whether acting or permanent will always be compensated. In cases however when it is intended to compensate for the unhealthiness of the locality the arguments adduced by the Board in the Sep. Revenue department seem to apply. In such cases the compensation may take the form of an increase to the salary itself though this will entail the disadvantage that an acting man will not get the full benefit of the compensation.

Ull
6/4/97

I think that for what was recommended in the case of pay being to be fixed that the plan of giving a local allowance that be adopted. It has been so except in the case of the D. D. of Kod. Kanad & Gersand & in this document I can speak from personal experience when I say that a local allowance will be much more convenient in the case of Gersand & I think local allowances which would in the case of the D. D. of Kod. Kanad & Gersand. As to the D. D. of Kod. Kanad & Gersand I submit that they should not be interfered with at present but that in future the general principle should be applied to them as well as to all other Districts.

1/7/4/97

The Hon. Mr. G. P. C. S.

P. 7/4/97

27.4.97

1/10
Read again C.P. 3488 d. 28-8-97
" " C.P. 3936 d. 2-10-97
" " C.P. 4915 d. 2-12-97
" also C.P. 2277/97

C.P. No. 276 d. 28th April 1897.
After a careful consideration of the papers read above, W.S. the Government in Council ~~conclude~~ has arrived at the conclusion that the grant of a local allowance is the proper mode of compensating officers (both permanent and acting) appointed to exceptionally unhealthy or costly localities and accordingly resolves to direct that ^{this suggestion} be adopted universally in future.

2. The Govt. sees no reason why any exception should be made in the case of the Deputy Tahsildars of Kodakanab and Shevaroy Hills. The pay of these appointments will accordingly be fixed at Rs 120 with a local allowance.

26/4/97

Government (1897) of Madras. REVENUE.

Recd. } 1897. Enclosures
Regd. } Spare copies

G.O., No. 276, 28th April 1897.

APRIL.

Local Allowance.

Directing the adoption in future of the method of compensating officers appointed to unhealthy or costly localities by the grant of a — and the submission of the necessary proposition statement fixing the pay of the Deputy Tahsildars of Kodaikanal and Shevaroy at Rs. 120 with a local allowance of Rs. 30 and stating that no change need be made in the case of certain establishments at present employed in Malabar and South Canara in the Settlement Department.

of Rs 30 ~~in~~ in each case with effect from the 1st May 1897. The necessary Proposition statement should be submitted to Govt.

3. no change need be made in the case of the clerks & classifiers at present entertained on the settlement party in Malabar, nor in the case of the peons of the Malabar and South Parties in Malabar & South Canara. In the case of future incumbents, however, the extra pay should be ~~given~~ granted in the shape of a local allowance

11/11/97

11/11/97

To the Bd of Rev (L.R.)
a (sett)
4 (S.R.)
Fini. kept:
Acct. General

13-5-97

8/6

22-4-97
Forwarded

15/4/97

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

Read—again the following G.O., Mis. No. 3488, Revenue, dated 28th August 1896:—

Read—also the following G.O., No. 1227, Judicial, dated 24th July 1896:—

Read—the following letter from W. O. HORNE, Esq., Acting Agent to the Governor, Vizagapatam District, to the Chief Secretary to Government, dated 20th April 1896, R.C. No. 85:—

In G.O., No. 1750, dated 17th August 1888, the pay of the head clerk of the Deputy Tahsildar's office, Rayaghada, was raised from Rs. 15 to Rs. 25, but the present incumbent was not given the increase as it is laid down in paragraph 2 of the Government Order that the grant of the higher rate of pay to present incumbents is subject to their having passed the prescribed examinations.

2. Kommajosula Suryanarayana, the present incumbent, who is not a passed candidate, has been head clerk since September 1888 and has discharged his duties satisfactorily. Before coming to this office he held a permanent appointment on Rs. 20 in the Gunupur Amin's office, but he preferred Government service probably in the expectation that he would get promotion in the usual course notwithstanding he was an unpassed man, as the examination rules have not generally been applied to the Agency tracts. But by the passing of the Government Order above referred to soon after his entertainment, his promotion was barred.

3. As he is reported by two Divisional Officers and all the Deputy Tahsildars since 1888 to be a competent man and has discharged his duties satisfactorily, I recommend that he be allowed to draw the full pay allotted to the post, viz., Rs. 25.

Order—No. 1227, Judicial, dated 24th July 1896.

In G.O., No. 1750, Judicial, dated 17th August 1888, the Government fixed the establishments of the nine Agency Sub-Magistrates in the Vizagapatam district on the marginally-noted scales and rules that where the pay of an appointment was enhanced in these scales the higher rate of pay should be given to existing incumbents only when they were passed men. In his letter read above, the Agent now recommends that the head clerk of the Rayaghada Deputy Tahsildar's office, an unpassed candidate who held the post when the above orders were received, may be allowed to draw the increased rate of pay sanctioned for the post—Rs. 25—on the ground of his efficiency.

2. On reconsideration of the whole subject, His Excellency the Governor in Council is of opinion that the additional allowances to be given to officers posted to

stations such as those in the Agencies as compensation for the exceptional unhealthiness of the localities or the costliness of living in them, should take the form of a local allowance rather than an enhancement of substantive pay. The adoption of this course will have the advantage of leaving the pensionary and leave allowances of such officers unaffected.

The Agents to the Governor in Ganjam and Vizagapatam and the Government Agent, Gódvári, will accordingly be requested to submit, through the Accountant-General, proposals, together with the necessary proposition statements, for the revision upon this principle of the Sub-Magistrates' establishments in the Agencies in their respective charges.

(True Extract.)

(Signed) W. FRANCIS,
for Chief Secretary.

To the Agent to the Governor, Vizagapatam.
" Agent to the Governor, Ganjam.
" Government Agent, Gódvári.
" Revenue Department, with copy of Honourable Member's notes.
" Financial Department.
" Accountant-General.

Order—Mis. No. 3488, Revenue, dated 28th August 1896.

The question whether the principle enunciated in paragraph 2 of the above order may not be adopted generally will be referred to the Board of Revenue for remarks.

(True Extract.)

(Signed) A. T. ARUNDEL,
Secretary to Government.

To the Board of Revenue (Land Revenue).
" " " (Revenue Settlement,
" " " Land Records and Agriculture).
" " " (Separate Revenue).

Read—again the following G.O., Mis. No. 3936, Revenue, dated 2nd October 1896:—

Read—the following Proceedings of the Board of Revenue (Separate Revenue), Mis. No. 3862, dated 12th September 1896:—

Read—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 3862, dated 12th September 1896.

With reference to the Government Order read above, the Board is of opinion that a local allowance is a fair way of dealing with the cases of persons posted to a locality where the cost of living is high but not so in the cases of those who have to reside in an *unhealthy* place. In the latter case, the officers run the risk of being compelled to avail themselves of sick leave, possibly for long periods and having to incur heavy expenditure in connection therewith. It must also be remembered that Government incurs much smaller pensionary liabilities in the case of servants resident in unhealthy localities. The chances of a man earning his pension in the only localities for which special allowances are likely to be granted are remote and those of his living any considerable time to enjoy it are still more so. So far as the Acting Commissioner can remember there is hardly a pensioner alive at present who has earned his pension in the Vizagapatam Agency. The small addition to pensions which result from the extra allowance for any part of the salary may well be allowed as some small set off for the disadvantage.

(True Copy and Extract.)

(Signed) EDMUND MILLETT,
Assistant Secretary.

To the Secretary to Government, Revenue Department.

Order—Mis. No. 3936, Revenue, dated 2nd October 1896.

Recorded pending receipt of replies from other departments of the Board.

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

Read—again the following G.O., Mis. No. 4915, Revenue, dated 2nd December 1896:—

Read—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 5158, dated 16th November 1896:—

Read—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 5158, dated 16th November 1896.

In the paper read above, Government calls for the Board's report on the advisability of adopting generally the principle enunciated in paragraph 2 of G.O., No. 1227, Judicial, dated 24th July 1896 (viz.), that the additional allowances to be given to officers posted to stations such as those in the agencies as compensation for the exceptional unhealthiness of the localities or the costliness of living in them should take the form of a local allowance rather than an enhancement of substantive pay.

2. The appended statement shows that the increased emoluments given to officers of the Land Revenue department posted to stations similar to those in the agencies have taken the shape of a local allowance except in the case of the Deputy Tahsildars of Kodaikānal and Shevaroy Hills. From paragraphs 1 and 2 of Board's Proceedings, No. 1892, dated 24th June 1885, recorded in G.O., No. 871, Revenue, dated 27th July 1885, and from paragraph 1 of G.O., No. 1089, Revenue, dated 23rd December 1893, it will be seen that the plan hitherto followed in such cases has been to fix the pay of the officers at the rates fairly payable on the plains and to grant the additional emoluments in the form of a local allowance, in view of the fact that an enhancement of pay will affect the leave and the pensionary allowances payable by Government. The grant of enhanced pay on account of the unhealthiness of climate or the costliness of living is inconvenient in another way; for when the permanent incumbent is temporarily transferred to another post or goes on leave, the *locum tenens* gets no adequate compensation for serving in an unhealthy or a costly place. The Board is therefore in favour of continuing the system of local allowances which should be so regulated as to compensate the actual incumbent of the office.

3. The Deputy Tahsildars of Kodaikānal and Shevaroy Hills referred to above are paid Rs. 150 each, while the salary of Deputy Tahsildars on the plains is either Rs. 100 or Rs. 120. The pay of the former officer was originally Rs. 120, but it was raised to Rs. 150 in 1891 in consideration of the increased duties and responsibilities consequent on the constitution of the Upper and Lower Palni Hills into a sub-division (*vide* G.O., No. 405, dated 6th May 1891). The pay of the Deputy Tahsildar of Shevaroy Hills was fixed at Rs. 150 so early as 1862 not only in view of the unhealthiness of climate and expense of living on the hills, but also in consideration of the fact that an efficient and responsible officer could not be secured for the place on less than the pay of a Tahsildar of the lowest grade (*vide* G.O., No. 1754, dated 19th August 1862). The Board is of opinion that the special salary attached to these two posts should be left unaffected by the adoption of the principle above alluded to.

(True Extract.)

(Signed) R. C. C. CARR,
Acting Secretary.

To the Secretary to Government, Revenue Department,
with a copy of the statement.

ENCLOSURE.

STATEMENT showing the several establishments that are allowed either local allowance or increased rate of pay.

District.	Office.	Ordinary rate of pay.	Special rate of pay.	Local allowance.	Whether on account of unhealthiness of the locality or costliness of living.	Authority.
Nilgiris	Head Assistant Collector's office.	1 Clerk 70 1 " 30 1 " 20 2 Peons, each .. 8 2 " 7 1 Masalchi 6 1 Toti 5		Rs. 35 15 10 8 7 3 2½	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		9 Total .. 161		80½		
Nilgiris—cont.	Deputy Tahsildar, Gudalur.	1 Deputy Tahsildar .. 100 1 Sheristadar .. 50 1 Revenue Inspector .. 50 1 Clerk 30 1 " 25 1 " 20 1 " 15 1 Peon 7 3 Peons 18 1 Masalchi 5		50 25 25 15 12½ 10 7½ 3½ 9 2½	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		12 Total .. 320		160		
Malabar	Deputy Collector's office.	1 Clerk 50 1 " 30 2 Clerks 40 1 Attender 8 3 Peons 21 1 Masalchi 6		25 15 20 4 10½ 3		
		9 Total .. 155		77½		
Malabar	Tahsildar, Wynad.	1 Tahsildar 200 1 Sheristadar .. 60 2 Clerks 50 3 " 60 3 " 45 1 Shroff 20 1 Revenue Inspector .. 60 1 " 50 1 " 40 21 Peons 126 1 Duffadar 8 1 Dufferbund 7 2 Masalchis 10		50 30 25 30 22½ 10 30 25 20 63 4 3½ 6	Unhealthiness of the locality.	G.O., No. 871, dated 27th July 1885.
		39 Total .. 736		318		
Coimbatore	Deputy Tahsildar, Vayitri.	1 Deputy Tahsildar .. 100 1 Sub-Treasurer .. 30 2 Clerks 40 1 Shroff 15 1 Dufferbund 7 4 Peons 24 1 Masalchi 5		50 15 20 7½ 3½ 12 2½	(dispensed with).	
		11 Total .. 221		110½		
Coimbatore	Kollegal taluk.	Tahsildar 150		50		G.O., No. 1876, dated 12th May 1894.
	Satyamangalam taluk.	2 Revenue Inspectors .. 70 1 " Inspector .. 40		20 10	Unhealthiness of the locality.	G.O., No. 288, dated 10th April 1891.
Madura	Deputy Tahsildar's office.	1 Clerk 20 1 " 17½ 2 Clerks, each .. 15 1 Peon 7 2 Peons, each .. 6 1 Masalchi 5	150	5 5 10 2 2 each 2	On account of increased work in the division. Costliness of living.	B.P., No. 118, dated 20th February 1891. G.O., in B.P., No. 289, dated 20th January 1894.

Statement showing the several establishments that are allowed either local allowance or increased rate of pay—*cont.*

District.	Office.	Ordinary rate of pay.	Special rate of pay.	Local allowance.	Whether on account of unhealthiness of the locality or costliness of living.	Authority.
Salem	Shevaroy Hills..	Deputy Tahsildar 100 or 120	150	..	The special pay was fixed in consideration of the costliness of living in the hills in view to securing the services of a duly qualified officer.	

Order—Mis. No. 4915, Revenue, dated 2nd December 1896.

Recorded pending receipt of reply from the Board of Revenue (Revenue Settlement).
(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

READ—the following Proceedings of the Board of Revenue (Revenue Settlement, Land Records and Agriculture) Mis. No. 1869, dated 12th March 1897:—

Raed—G.O., Mis. No. 3488, Revenue, dated 28th August 1896.

Resolution—Mis. No. 1869, dated 12th March 1897.

With reference to G.O., No. 3488, dated 28th August 1896, the Board in the Settlement Department begs to report that there are a few appointments in the Settlement parties working in Malabar and South Canara, in which the rates of pay have been fixed somewhat higher than the corresponding rates in other parties. Details are given in the appendix.

2. A higher scale of pay was allowed to classifiers in the Malabar party, chiefly because the cost of living and travelling was reported to be higher in Malabar than elsewhere on the plains (*vide* paragraph 8 of Mr. Castle Stuart's letter, dated 3rd August 1889, disposed of in G.O., No. 756, Revenue, dated 5th September 1889). For the same reason, the minimum rate of pay in the establishment of clerks under the Special Settlement-officer and of his supervisor was fixed at Rs. 15 instead of Rs. 14 and Rs. 12 prevailing in other parties (*vide* paragraph 5 of Board's Proceedings, No. 6619, dated 21st November 1893, disposed of in G.O., No. 4658, dated 12th December 1893, and paragraph 5 of Mr. Moberley's letter of 22nd January 1893, disposed of in G.O., No. 927, dated 6th March 1893), and the pay of the peons in this and in the South Canara party was fixed at Rs. 7 instead of Rs. 6. It may here be noted, however, that on recommendation made by the Special Settlement-officer the pay of the last two clerks in the Supervisor's office, Malabar party, has recently been reduced to Rs. 14, to allow of unpassed men being employed—*vide* G.O., No. 22, Financial, dated 6th January 1897.

3. The total additional pay granted in the cases referred to above amounts to Rs. 121 per mensem, so that the effect of replacing it by local allowances will be a saving eventually of about Rs. 60 in pension when the present incumbents retire. The Board, however, observes that these higher rates of pay will be continued only so long as the parties work in the two districts, which will be only for a few years more. The Board, therefore, while agreeing in the soundness of the general principle of substituting local allowances for increased pay in cases of the kind, considers that it is

unnecessary and undesirable to apply the principle at present to the appointment referred to in those Proceedings.

(True Extract.)

(Signed) R. V. SRINIVASIAR,
Secretary.

To the Secretary to Government, Revenue Department, with appendix.

APPENDIX.

Items.	Ordinary Party.	Party No. VI, Malabar.	Party No. II, South Canara.
<i>Office Establishment.</i>			
Clerks	Rs. 3 or 2 on 15 2 on 14	Rs. 5 on 15	..
<i>Supervisor's Establishment.</i>			
Clerks	1 " 15 1 " 12 2 " 40 2 " 30	2 " 14 1 " 60 1 " 45 1 " 40	
Classifiers	15 " 24 15 " 20	6 " 30 6 " 25 12 " 20 6 " 15	
<i>Servants.</i>			
Peons	36 " 6	42 " 7	36 on 7

ORDER—No. 276, Revenue, dated 28th April 1897.

Miscellaneous.

After a careful consideration of the papers read above, His Excellency the Governor in Council has arrived at the conclusion that the grant of a local allowance is the proper mode of compensating officers (both permanent and acting) appointed to exceptionally unhealthy or costly localities and accordingly resolves to direct that this method be adopted universally in future.

2. The Government sees no reason why any exception should be made in the case of the Deputy Tahsildars of Kodaikanal and Shevaroy Hills. The pay of these appointments will accordingly be fixed at Rs. 120 with a local allowance of Rs. 30 in each case with effect from the 1st May 1897. The necessary proposition statement should be submitted to Government.

3. No change need be made in the case of the clerks and classifiers at present entertained on the Settlement Party in Malabar, nor in the case of the peons of the parties in Malabar and South Canara. In the case of future incumbents, however, the extra pay should be granted in the shape of a local allowance.

(True Extract.)

(Signed) G. STOKES,
Ag. Secretary to Government.

To the Board of Revenue (Land Revenue).
" the " (Revenue Settlement
Land Records and Agriculture).
" the " (Separate Revenue).
" the Financial Department.
" the Accountant-General.

Esd. Shaik Karim.

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