

Revenue (1897) Department.

PRESS SERIES.

G.O., No. 580

DATED 16<sup>th</sup> July 1897.

[Despatch Abstract.]

Revision of the office Estab<sup>t</sup>. of the Conservator  
of Forests.

Passing orders on Board's Progs. subm<sup>g</sup>.  
proposals for the —, and a list of amend-  
ments to the Forest Code as called for  
in G.O. No. 417 of 1896.

# BACK PAPERS.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
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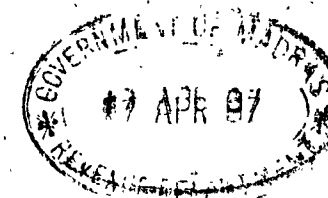
# FURTHER PAPERS.

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Revenue (1897) Department.

through the Accountant-General

CURRENT No.



From The Board of Revenue  
Land Revenue  
Forest Branch

Order

No. 107

Dated 13 March 1897

Received 7<sup>th</sup> April

Registered 8<sup>th</sup>

Enclosures 2.

Spare copies

## SUBJECT.

Gubing to Govt (1) proposals for the revision of the office establishment of the Conservators of Forests, and (2) a list of amendments to the Forest Code, as called for in G.O. No. 419, Revenue, dated 25<sup>th</sup> August 1896.

BACK

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| G.O. | No. | Department. | Date. |
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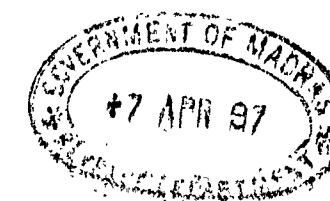
REVENUE DEPARTMENT.

1897.

Board of Revenue

(Land Revenue),

MADRAS.



Printed March th.

Proceedings, Forest No. 107, 13th March 1897.

MARCH.

Submitting to Government (1) proposals for the revision of the office establishments of the Conservators of Forests, and (2) a list of amendments to the Forest Code, as called for in Government Order, No. 419, Revenue, dated 25th August 1896.

PROCEEDINGS OF THE BOARD OF REVENUE  
(LAND REVENUE).

READ—again Proceedings of the Board of Revenue (Land Revenue), Mis. No. 450, dated 29th September 1896.

READ—also the following letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, to the Secretary to the Commissioners of Land Revenue, dated Coimbatore, 20th October 1896, No. 1508 :—

With reference to Government Order, No. 419, Revenue, dated 25th August 1896, of which you have favoured me with an advance copy for my guidance in disposing of applications for sanction of works, I presume that Board will pass orders re-arranging the office staff consequent on the increased work in the Circle offices.

2. For their assistance in this matter, I would mention that the draughtsman's post in the Conservator's office carries with it the pay of Rs. 50 per mensem and the work of Rs. 20 might be employed towards paying the additional clerk who would be available for checking estimates, &c., and generally to do the extra work now to be entrusted to Conservators.

3. I would, at the same time, ask the Board to take the opportunity of entirely reorganising the Circle office staff and to give the men who work hard and well some office lists and beyond the hard-worked managerships reduced to Rs. 100 per mensem they cannot rise.

4. In the last few years, the executive staff drawn from the same class and with the same educational attainments have been formed into a Provincial Forest service in which salaries range up to Rs. 600 per mensem.

The District Forest clerks look to tahsildarships and the numerous Revenue Department posts open to district officials, while the emoluments and status of the Forest clerkships have been directly improved.

Meanwhile, the only steps taken with reference to Circle office clerks have been to reduce their number and the pay of the higher posts, and to my knowledge in the Northern circle we have in consequence been unable to secure satisfactory recruits.

5. It would instil some hope and encouragement into our clerks if the Forest member, as head of the service, would consider favourably their hard case. Some good to the junior clerks would ensue if the staff were amalgamated with the Board's Forest office; and if Government would allow the appointment of deserving managers to posts of Extra Assistant Conservator or first grade Ranger, the senior men's prospects would be brightened.

The only other alternative that suggests itself to me is for the Managers to be given an increment to their fixed salary after periods of exceptional service.

Reference on the above, dated 30th October 1896.

Forwarded to the Conservator of Forests, Northern Circle, for remarks, which should be submitted through the Conservator of Forests, Central Circle.

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

To the Conservator of Forests, Northern Circle,  
with Mr. Hooper's letter in original, to be returned.

Endorsement by A. W. Peet, Esq., Conservator of Forests, Northern Circle (through the Conservator of Forests, Central Circle), dated Anantapur, 9th November 1896, R. C. No. 877.

A few figures may help us in this inquiry :—

|                                                     | Revenue.  | Expenditure. |
|-----------------------------------------------------|-----------|--------------|
|                                                     | RS.       | RS.          |
| Revenue and Expenditure for the Presidency were ... | 4,86,715  | 3,51,999     |
| In the year 1884-85 ... ..                          | 11,62,689 | 9,13,186     |
| " 1890-91 ... ..                                    | 17,95,405 | 12,59,284    |
| " 1894-95 ... ..                                    | 19,77,182 | 14,54,295    |

Of course all the additional revenue is not new revenue, because some portion was formerly credited to Land Revenue under other heads; but the whole record is one of increasing transactions.

During this time of expanding business, however, there is one fixed and immutable item at least, that of the Conservator's office. The Northern Circle office was fixed at Rs. 225 at the reorganisation in 1891-92, and remains at the same figure now with the prospect of a reduction of Rs. 25 when a new Manager is appointed. Besides this establishment of a—

|                   | RS. |
|-------------------|-----|
| Manager on ... .. | 125 |
| Tour clerk ... .. | 50  |
| One clerk ... ..  | 30  |
| One " ... ..      | 20  |
| Total ... ..      | 225 |

there is a draughtsman on Rs. 50, and the proposal now is to reduce his pay to Rs. 30 to provide for an additional clerk. Personally and with reference to my present draughtsman, I strongly deprecate the proposal; and with reference to the Northern Circle, I do not think that a satisfactory draughtsman can be got for a lower salary. During a Conservator's tours, the draughtsman must be trusted a great deal to carry on his work without check, and he should be more than a mere copying machine, but should be capable of making plans and checking estimates, and computing areas, which mere copyists cannot be trusted to do. Personally I think that my present draughtsman earns his salary, and I do not think that a satisfactory substitute could be got for Rs. 30.

Further, I would ask that the Manager's future pay may be left at Rs. 125 or be worked up to by increments, and that the principle of increments be adopted with the other clerks. The scheme which we once tried to work out was to have the office clerks graded in the executive lists and to have them liable for district work. I forget the objections, but it seems to me that this proposal is likely to afford more relief than any other. If, however, this principle of interchanging office and executive hands is considered objectionable, I would propose that office service should count for promotion after fixed terms of years. It is the want of prospects of promotion that produces listless work. The highest post in the office branch, outside of the Board's office, might be fixed at Rs. 150, the salary of a first-grade Ranger with his allowance.

For the present I think that an extra clerk is very necessary.

Endorsement by E. P. POPERT, Esq., Conservator of Forests, Central Circle, dated Manaparai, 2nd December 1896, No. 806.

Forwarded. It cannot be questioned that the powers with which Conservators have lately been re-invested and the preparation of the budget have increased the work in Conservators' offices and the responsibility of the Manager. I strongly support Mr. Peet's suggestion that the pay of the Manager may range from Rupees 100 to Rs. 150, to be worked up to by annual increments of Rs. 5. I am opposed

to the suggested reduction of the draughtsman's pay. I know from experience a trustworthy and capable draughtsman is unobtainable upon less pay in Madras. For the Central Circle no increase in the office establishment is at present necessary. I agree with Mr. Peet that the principle of annual increments should be adopted with regard to the other clerks unless the Board is willing to grade Conservators' clerks with those in the Forest branch of the Board's office and will fill vacancies in its office from Conservators' offices. As matters stand, clerks in the latter offices have little or no prospect of promotion.

READ—also the following letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, to the Secretary to the Commissioners of Land Revenue, dated Coimbatore, 11th February 1897, Ref. on No. 1508:—

In continuation of my letter, No. C 1508, dated 20th October 1896, bringing to the notice of the Forest Member the urgency for increasing the staff of the Circle office to cope with the increased work devolving upon Conservators under the terms of Government Order, No. 419, Revenue, dated 25th August 1896, and pointing to the necessity for improving the prospects of the office staff, I have now the honour to bring again to notice the disadvantage the office suffers under from the delay in affording the necessary relief, the office hands being unduly hard worked since it is no where contested that, prior to the Government Order, they were insufficiently employed.

2. In my previous letter, I reported that relief might be afforded by having a draughtsman on Rs. 30 and a clerk on Rs. 20 in place of the draughtsman sanctioned on Rs. 50. I would now inform the Board that in view of the urgency of the matter and on the permanent draughtsman vacating his post, I have, in anticipation of their sanction, appointed a passed draughtsman on Rs. 30 per mensem and am selecting a clerk on Rs. 20 for immediate entertainment to prevent arrear in the despatch of business.

I would therefore solicit the favour of the Board securing the sanction of Government for the splitting up of the Rs. 50 post in confirmation of my action from the 10th February, in order to meet the objection of the Accountant-General which will be raised in the accounts.

3. I have also the honour again to most respectfully impress upon the Forest Member as head of the service the importance and justice of the grievances of the Circle office staff, and to hope that he will induce Government to allow this section of the service to share in the improvement, which has been granted to the other branches of the department, with retrospective effect.

4. The necessary proposition statement is given in the margin.

Proposition statement for the proposed alteration in the scale of the Southern Circle office Establishment from 10th February 1897, pending re-organization.

| Present.                 | Rs. | Proposed.            | Rs. |
|--------------------------|-----|----------------------|-----|
| 1 Manager ..             | 100 | 1 Manager ..         | 100 |
| 1 Clerk ..               | 50  | 1 Clerk ..           | 50  |
| 1 Clerk (Draughtsman) .. | 50  | 1 Draughtsman ..     | 30  |
|                          |     | 1 Temporary clerk .. | 20  |
| 1 Clerk ..               | 30  | 1 Clerk ..           | 30  |
| 1 Do. ..                 | 20  | 1 Do. ..             | 20  |
| Total ..                 | 250 | Total ..             | 250 |

RESOLUTION—Forest No. 107, dated 13th March 1897.

The Board resolves to reply to paragraph 7 of Government Order, No. 419, Rev., dated 25th August 1896, in regard to the revision of the Conservators' office amendments to the Forest Code.

2. The Conservator, Central Circle, requires no additional establishment; but the Conservators, Northern and Southern Circles, report that another clerk is necessary for each of their offices. The Conservators also propose the raising of the managers' pay

and the improving of the prospects of the members of their office establishment by grading them in one list with the executive staff or with the office establishment of the Board's Forest Branch.

3. In 1891, when the present Circle offices were constituted, each of the three Conservators was allowed, as a tentative measure, the marginally-noted scale of establishment, subject to revision after a year's experience. At the same time, the strength and efficiency of the Board's Forest Branch was also improved. The year which followed was the first complete year of the working of the new Conservators' offices, and in the course of this

|                  | Cost per mensem. |                     | Cost per mensem. |
|------------------|------------------|---------------------|------------------|
|                  | RS.              |                     | RS.              |
| 1 Manager ..     | 125              | 3 Peons at Rs. 8 .. | 24               |
| 1 Tour clerk ..  | 50               | 3 Do. " 7 ..        | 21               |
| 1 Draughtsman .. | 30               | 1 Masalchi ..       | 6                |
| 1 Clerk ..       | 30               | 1 Sweeper ..        | 5                |
| 1 Do. ..         | 25               | Total ..            | 356              |
| 1 Do. ..         | 20               |                     |                  |
| 1 Attender ..    | 10               |                     |                  |
| 1 Duffadar ..    | 10               |                     |                  |

year certain powers of sanction, previously vested in Conservators, were withdrawn from them and transferred to Collectors and the Board. At the close of the year, the Conservators reported that no reduction was feasible in their office staff; but the Board resolved to propose certain alterations, which had the effect of—

- reducing the manager's pay from Rs. 125 to Rs. 100 in the case of future incumbents of the office;
- increasing the pay of the draughtsmen from Rs. 30 to Rs. 40; and
- abolishing one clerk on Rs. 25 in each of the Southern and Northern Circle offices and the sweeper in all the Circle offices.

The Government approved of the Board's proposals with a further addition of Rs. 10 to the pay of draughtsmen (*vide* Government Order, No. 58, Revenue, dated 23rd January 1894). This scale continues to be still in force.

4. It is thus clear that when the Conservators' powers were curtailed and their offices reduced in 1892, there was no increase to the strength either of the Board's office or of Collectors' offices, on which some additional work was thrown by the change of policy. It is now ordered that the *status quo ante* should be resumed, and it seems to be the logical consequence of this order that the Conservators' establishments should be raised to their former strength. But it is impossible to draw on the Board's office or on the Collectors' offices for this assistance, seeing that the former change gave them nothing, and that there is therefore nothing to be taken back. As regards the establishments allowed to District Forest-officers, it has, for some time past, been evident to all concerned that some increase to the scale must soon be sanctioned, if the machine is to be kept in working order. As for its own office, the Board has already submitted to Government that all hands are fully employed (*vide* Board's Proceedings, No. 1238, dated 7th September 1896). In these circumstances, the Board is compelled to recommend to Government that the amount which had lapsed to Government by the reductions in the Conservators' offices in 1894 be restored to the extent shown in the margin.

|                                                                            | Northern Circle. | Central Circle. | Southern Circle. |
|----------------------------------------------------------------------------|------------------|-----------------|------------------|
|                                                                            | RS.              | RS.             | RS.              |
| * Amount required to raise manager's pay.                                  | ..               | 25              | 25               |
| Amount required for the entertainment of one clerk previously abolished .. | 25               | ..              | 25               |
|                                                                            | 25               | 25              | 50               |
|                                                                            | 100              |                 |                  |

\* The present manager continues to draw Rs. 125 which is the pay under the scale sanctioned in 1891.

reductions in the Conservators' offices in 1894 be restored to the extent shown in the margin.

5. In the Board's opinion, it will be sufficient to give back to the Conservators the full establishment sanctioned in the Government Orders of 1891 with the exception of three sweepers, the draughtsmen's pay being fixed at Rs. 50 as sanctioned in the Government Order of 1894. Mr. Hooper, as a counsel of despair, proposes to reduce the pay of the draughtsman by Rs. 20 to meet the cost of an additional clerk; but the other two Conservators are opposed to such a measure and the Board strongly supports their

objections. Even when the scale of 1891 was sanctioned, Government doubted whether Rs. 30 *per mensem* would be found sufficient to attract good draughtsmen and it was mainly with a view to secure the services of competent men that the pay was raised to Rs. 50 in 1894. Under the Board's proposals, the cost of each Conservator's establishment will amount to Rs. 371 as noted in the margin against under B "Establishment" in the budget of the ensuing year. A proposition statement is submitted in duplicate for the sanction of Government. In the meantime, the Board requests sanction to the action of the Conservator of Forests, Southern Circle, in having entertained, as a temporary measure from the 10th February 1897, an additional clerk on Rs. 20 by splitting up the draughtsman's pay as indicated in the margin.

|                  | Rs. |                     | Rs. |
|------------------|-----|---------------------|-----|
| 1 Manager ..     | 125 | 1 Duffader ..       | 10  |
| 1 Clerk ..       | 50  | 3 Peons at Rs. 8 .. | 24  |
| 1 Draughtsman .. | 50  | 3 Do. " 7 ..        | 21  |
| 1 Clerk ..       | 30  | 1 Masalchi and      |     |
| 1 Do. ..         | 25  | sweeper ..          | 6   |
| 1 Do. ..         | 20  |                     |     |
| 1 Attender ..    | 10  | Total ..            | 371 |

Rs. 256 sanctioned in 1891. The extra cost will be met from the sanctioned allotment

| Present.                 | Rs. | Proposed.             | Rs. |
|--------------------------|-----|-----------------------|-----|
| 1 Manager ..             | 100 | 1 Manager ..          | 100 |
| 1 Clerk ..               | 50  | 1 Clerk ..            | 50  |
| 1 Clerk (Draughtsman) 50 |     | 1 Draughtsman ..      | 30  |
| 1 Clerk ..               | 30  | 1 Temporary clerk. 20 |     |
| 1 Do. ..                 | 20  | 1 Clerk ..            | 30  |
|                          |     | 1 Do. ..              | 20  |
| Total ..                 | 250 | Total ..              | 250 |

6. The Board observes that the Conservators suggest various ways for improving the prospects of the members of their office. The question of grading the Conservator's office manager with the executive staff has already been negatived \* by Government, and the Board is not prepared to re-open it. Messrs. Hooper and Popert suggest that the members of the Conservator's office may be brought on the same list as those of the Board's Forest Branch, but the Board is not disposed to agree to this proposal, though it is always ready to take into its office, from time to time, a man with experience in a Conservator's office. This course has already been adopted with considerable success, and the former manager of the Conservator's office, Central Circle, on Rs. 125, is now a permanent clerk on Rs. 150 in the Board's office.

7. The following list of amendments in the Forest Code is submitted for the sanction of Government:—

Section 8.—Insert the following as clause 3:—

"Conservators have the power to transfer temporary establishments from one district to another as occasion requires and to make the requisite transfers of allotment under the appropriate budget head or sub-head."

Section 83.—Substitute the following for the second sentence in clause 1 of the section:—

"This plan will ordinarily be framed for the financial year and must be submitted to the Conservator at such time as he may prescribe."

Section 126.—After the words "A.—Conservancy and Works" in lines 1 and 2 of clause 1, add "and B.—Establishments" and strike out the words "and all other transfers" in lines 9 and 10 of the same clause.

Section 148—

(i) Substitute the word "Conservator" for "Collector" in line 8.

(ii) Below "A.—Estimates for the purchase of livestock, furniture and tents" in line 14 and in place of the existing entry "up to Rs. 2,000 by the Board," insert "up to Rs. 500, by the Conservator. Above Rs. 500 and up to Rs. 2,000 by the Board."

(iii) For the table given under "B.—Other Estimates" at the end of the section, substitute "B.—Other Estimates chargeable to 'Capital' expenditure, not exceeding Rs. 2,000, by the Conservator, exceeding Rs. 2,000 but not exceeding Rs. 10,000 by the Board, exceeding Rs. 10,000, by Government."

Section 149.—Substitute for this section—

"Conservators have the power to sanction all usual payments on account of items of 'ordinary' expenditure (as defined in section 144), provided the budget grant is in no case exceeded."

Section 150.—For the second sentence beginning with "nothing in section 146, &c.," substitute "nothing in sections 146 to 149 shall be construed into a permission to purchase stores, tools and plant in small lots, or to carry out in portions any work, alterations or repairs of which the cost in the aggregate would exceed the maximum amounts therein fixed."

Section 151.—In clause 3, line 1, for "sections 3 and 126" read "sections 3, 123, 148 and 149."

Section 154.—For the words "Board of Revenue" in line 9, substitute "Conservator of Forests" and strike out the words "the Board through" in line 10.

Section 155—

(i) For "Collector" in lines 4 and 7 of clause 1, substitute "Conservator."

(ii) In clause 3, lines 4 and 14, substitute "Conservator" for "Collector" and strike out the second sentence of the clause beginning with "in the case of technical forest works" and ending with "if any".

Section 159.—For the second sentence, substitute "refunds of other revenue finally credited to Government under competent authority require the sanction of the Conservator when the amount does not exceed Rs. 500 and of the Board of Revenue when it is above that limit."

The substitution of the word "Conservator" for "Collector" in section 109 has been already carried out in the correction slips issued for the amendment sanctioned in Government Order, M.S. No. 1689, Revenue, dated 4th May 1896.

(True Copy and Extract.)

*Reelun*  
Secretary.

To the Secretary to Government, Revenue Department,  
through the Accountant-General,  
with proposition statement in MS.

"Conservators of Forests.  
Copy to all Collectors, except of Madras."

C. No. 3030 of 97

From the Board of Rev. Land Rev.

The Hon. Mr. Goss C. S.  
The Hon. Mr. Bliss C. S.

Dated 13<sup>th</sup> March 1897.  
Recd 2<sup>nd</sup> April 1897  
FOR ORDERS.

To the Hon. Mr. C. S.  
For Dept for favour  
of counterinitiate

flagged A

Under the circumstances  
set forth in the Note I do not  
think any reduction can be  
made in the officers of the  
Board or Collector. The officers  
of the Conservation must be  
strengthened, & their estab. cannot  
be graded into any other estab.  
It is proposed in the Note that  
the estab. of the 3 conservators  
should all be graded together, but  
this will not be consistent with  
the public interests, & I doubt  
if managers, for instance, will like  
to have to go to a new Circle  
in order to get an increase  
of pay, or if a Conservator

In August last  
the Govt while sanctioning the  
Board's proposals to enlarge  
the financial powers of Con-  
servators and to entrust to  
them the responsibility of pre-  
paring budgets, submitted the  
question of the changes in estab-  
lishment which would be neces-  
sitated thereby for the Board's re-  
consideration in view of the de-  
cision to negative the appointment  
of a professional Forest Secretary  
and the proposal to change the  
limits of the Northern and Central  
Circles. The Govt, at the time, ob-  
served that "no increase in office  
establishment should be necessary  
as the orders passed will merely  
result in transfers of work and  
not in any actual increase in  
business

business, and added that "it would therefore seem possible to meet the cost of such additions as may be necessary to the establishment of Conservators by effecting a corresponding reduction in the offices of the Board and the District Collectors". (G.O. 419 Rev. of 25<sup>th</sup> Aug: 1896).

2. In accordance with the above orders the Board now submits for approval its proposals for the reorganization of the Conservators' Office establishments. To begin with, the Board <sup>points</sup> out that the powers given to the Conservators by the orders of Aug: last were merely what had been possessed by them previous to 1892, that between that year and 1896 ~~on the whole~~ when these powers were taken away from them and transferred to the Board itself and to the Collectors, their establishments of the former were reduced but no increase was sanctioned ~~added~~ to those of the latter two and that it follows therefore that when the statu quo ante is resumed the Conservators' office establishment

# FOR ORDERS.

would like to put into a Manager, whom he knows & who knows the Circle, or take a Manager from he does not know & is entirely ignorant of his Circle. It is desirable, however, that if the flagged A offices are not provided with each other each office should be complete in itself & offer sufficient opportunities of advancement to its members. This will be done if the clerks can rise to Rs 150. The officer want a well paid manager, but the managers need not be so well paid at first if they have good prospects as if they have none. It has been decided that when (as at present) they have no prospects before them their pay must be Rs 125. If they have the prospect of rising to Rs 150

|          |          |            |
|----------|----------|------------|
| not 10's | 996      | Flagged B  |
|          | 22.9.92  |            |
|          | 875      | Flagged C. |
|          | 10.10.93 |            |
|          | 58       | Flagged D  |
|          | 23.1.94  |            |
| 2        | 951      | Flagged E  |
|          | 6.3.94   |            |

I think Rs 60 wd do to begin with & they might have an annual increment of Rs 7. The next official who is a clerk at Rs 50 might then hope to get promoted to the place of a Manager at Rs 80 whereas he can hardly do so if the pay is Rs 125. So far as I can calculate

the average pay of the office will then be  $Rs 80 + \frac{7}{12} Rs 70 = Rs 120 \frac{5}{6}$ . Supposing that the existing managers get increments of Rs 7 (or less in the last year) till they get

Rs 150 their salaries will be about

|                 |                   |
|-----------------|-------------------|
| Northern Circle | Rs 143            |
| Central do      | 134 $\frac{1}{6}$ |
| Southern do     | 134 $\frac{1}{6}$ |
|                 | <hr/>             |
|                 | 411 $\frac{1}{3}$ |

so that the total cost will be Rs 36  $\frac{1}{3}$  more than is proposed by the Board. Eventually the total cost will be Rs 12  $\frac{1}{2}$  less. In other respects I think the Bd's proposals may be accepted. I am convinced that less than Rs 50 will not often secure the proper sort of Draughtsman for any length of time, but Mr Hooper has succeeded in getting one.

JG  
25/5/97

Before going into details, I should like to know what the Board's opinion is against the adoption of the Bd's proposal in para 41 gets

establishments should be raised to their former strength without making any reduction in those of the Board or the Collectors. The Board adds that in its own office, as already pointed out in its Progs under G.O. No 4306 of 2<sup>nd</sup> Nov: 1896, all hands are fully employed.

3. Mr Hooper, the Asst Conservator of Forest, Southern Circle considers that the Draughtsmen's present salary (Rs 50) might be split up, Rs 30 being fixed as their future pay and the remaining Rs 20 utilized in the entertainment of the additional Clerk required. He also <sup>also</sup> thinks that it is high time that the prospects of the Conservators' establishments are improved and he suggests that this may be done by amalgamating their clerical staff with that of the Board and by appointing deserving managers as extra Asst Conservators of Forest. Mr Peat, the Conservator, Northern Circle, is opposed to the redistribution of the Draughtsmen's

Broughtsmen's pay on the ground that competent men cannot be got on for the lower pay suggested by Mr Hooper. He agrees with the latter in considering that the prospects of their establishments should be improved and suggests that this may be done (1) by fixing their managers' salary at Rs 125 or by applying the principle of increment thereto, (2) by adopting this latter principle in the case of the other clerks also, (3) by grading the clerks in the executive list and if this cannot be done by fixing the highest post in the office branch outside the Board's Office at Rs 150 - "the salary of a first grade Ranger with his allowance". Mr Popert has not expressed any opinion on the question of grading the executive clerical with the executive staff but agrees with Mr Peet in all other matters, adding however that in case of the junior clerks' salaries, the principle of annual increments need be applied only if the Board is unwilling to grade the Conservators' establishments with those in the Forest Branch of its

Prof in fo. 1017 -  
27.10.91  
His mind in the matter that this was carefully examined at the time by Govt. but from the right of the Govt. I cannot see any sign of a full answer -  
RS  
2575797

Govt. flagged G  
Govt. flagged D  
+ Mr Hooper has by actually supplying a man in 30th demonstrated that it is possible to get a competent draughtsman for that pay  
15/11/91  
He is a good man - was man a more competent? How long will he stay?  
RS

its own office.  
4. The Board consider it sufficient if the Conservators are given back the establishment they had in 1891 with the exception of the three sweepers and also with the addition of Rs 20 to the draughtsmen sanctioned by Govt in 1894 in order to induce really efficient men to take up the appointment. The present establishments (which are not uniform) and the scale now proposed by the Board for each of the three Conservators are compared in the following statement.

| Northern Circle existing scale |                    |        | Central Circle existing scale |                    |        | Southern Circle existing scale |                    |        | Uniform Scale proposed by the Board for all circles |                    |        |
|--------------------------------|--------------------|--------|-------------------------------|--------------------|--------|--------------------------------|--------------------|--------|-----------------------------------------------------|--------------------|--------|
| No                             | Designation        | Pay Rs | No                            | Designation        | Pay Rs | No                             | Designation        | Pay Rs | No                                                  | Designation        | Pay Rs |
| 1                              | Manager            | 125    | 1                             | Manager            | 100    | 1                              | Manager            | 100    | 1                                                   | Manager            | 125    |
| 1                              | Clerk              | 50     | 1                             | Clerk              | 50     | 1                              | Clerk              | 50     | 1                                                   | Clerk              | 50     |
| 1                              | Draughtsman        | 50     | 1                             | Draughtsman        | 50     | 1                              | Draughtsman        | 50     | 1                                                   | Draughtsman        | 50     |
| 1                              | Clerk              | 30     | 1                             | Clerk              | 30     | 1                              | Clerk              | 30     | 1                                                   | Clerk              | 30     |
| 1                              | do                 | 20     | 1                             | do                 | 25     | 1                              | do                 | 20     | 1                                                   | do                 | 25     |
| 1                              | Attender           | 10     | 1                             | do                 | 20     | 1                              | Attender           | 10     | 1                                                   | do                 | 20     |
| 1                              | Duffadar           | 10     | 1                             | Attender           | 10     | 1                              | Duffadar           | 10     | 1                                                   | Attender           | 10     |
| 3                              | Peons @ Rs 24 each | 24     | 1                             | Duffadar           | 10     | 3                              | Peons @ Rs 24 each | 24     | 1                                                   | Duffadar           | 10     |
| 3                              | do @ Rs 21 each    | 21     | 3                             | Peons @ Rs 24 each | 24     | 3                              | do @ Rs 21 each    | 21     | 3                                                   | Peons @ Rs 24 each | 24     |
| 1                              | Masaldhi & Sweeper | 6      | 3                             | Peons @ Rs 21 each | 21     | 1                              | Masaldhi & Sweeper | 6      | 3                                                   | Peons @ Rs 21 each | 21     |
|                                |                    |        | 1                             | Masaldhi & Sweeper | 6      |                                |                    |        | 1                                                   | Masaldhi & Sweeper | 6      |
| 14                             | Total              | 346    | 15                            | Total              | 346    | 14                             | Total              | 321    | 15                                                  | Total              | 371    |

5. The Board does not <sup>think</sup> consider that the question of grading the clerical with the executive staff which was carefully considered and negatived by Govt in 1891 need now be reopened nor does it consider it advisable to grade the Conservators' office staff with its own. It however adds that it will always be prepared, as it has already done recently, to take into its own office a man with experience in the Conservators' office.

6. It is submitted that the necessity for an increase in the Conservators' establishments having been already recognised by Govt in G.O. n° 419 Rev: the main question for consideration is what should be their scale and whether it is possible to draw it up so as to improve the prospects of the staff without much extra expenditure to the State. The Conservators it will be seen think that their office staff should be graded with that of the Forest Branch of the Board's office but this as the Board points out is objectionable more especially as the Forest

G.O. <sup>1017</sup> 27.10.91 para 15<sup>th</sup> flagged G  
 page of the  
 note flagged G1

Flag A.

G.O. flagged H  
 no 677  
 12.10.95

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average <sup>2</sup> 93  $\frac{3}{4}$   
 increase being by five annual increments <sup>1</sup> 108  $\frac{3}{4}$   
 ③ 143  $\frac{3}{4}$   
 3 356  $\frac{1}{4}$   
 118  $\frac{3}{4}$

In sum effect to this scheme, as at present two managers 100 Rs each + 1 manager Rs 125, one of the two managers on Rs 100 must be held to have got his 25th increment + his salary then Rs 100 + 118  $\frac{3}{4}$  + 143  $\frac{3}{4}$  = 362  $\frac{1}{4}$  or for each office 120  $\frac{5}{8}$  Rs.

This is very complicated

Forest Branch has since been graded with the Board's other establishment. The above opinion of the Conservators would however seem to imply that they <sup>would</sup> have no objection to grading their staffs with those of each other, and in any case it is submitted that it is not seen why this should not be done. The difference in the salaries proposed by the Board for the manager and the Senior Clerk in each office viz. Rs 125 and Rs 50 is so much that the promotion of the clerk to the manager's place is rendered <sup>undesirable</sup> improbable or uneconomical. If the manager's salary is graded as Rs 75-5-100, Rs 100-5-125<sup>②</sup> and Rs 125-5-150<sup>③</sup>, a clerk on Rs 50 can, when a vacancy occurs, be conveniently appointed to the lowest grade managership and expect to rise by promotion in his own Dept. Office to Rs 150 which latter sum and the Forest Conservator's salary should be the highest pay that should be given outside the Board's Office. The overage cost as shown in the margin is also less.

less than that proposed by the Board on the same account. In order to avoid complication it seems undesirable to grade the rest of the Staff. The Senior Clerk on Rs 50 in <sup>the</sup> three offices may be given the junior Manager's place in case his Officer certifies that he is incompetent to carry on the work and a similar procedure may also be adopted in the case of promotions in the Managers' grade. If it is inconvenient to shift the Managers from one office to another on their getting promotion, the Salaries can, it is submitted, be attached to the men according to their Seniority in the service and not to the particular Circle Office which they hold. The Board's other proposals may be allowed to stand. Orders are solicited as to whether the scale above suggested is not better than the Board's ~~scale~~ <sup>whether and if so</sup> ~~used if not how the latter should be modified~~.

7. As the Board points out, the change of policy enunciated in 1892-4 gave nothing in the shape of increased establishments either

11/4/57 J.

This with a fatal objection Mr. Lehm. 11/4/57. J. J. J.

to make change in Managers with inconvenience but then is, I submit nothing like change of clerks to bring to light irregularities" 11/4/57

This is essential. 11/4/57.

The proposed scale meets the complaint about want of prospects which the B's Scheme does not. 11/4/57

see para 16 of go flayed G.

either to its own Office or to the Offices of the Collectors. It must however be stated here that in sanctioning the present scale of the Forest Branch of the Board's Office in 1891, the Govt remarked "the Board justifies this increase by showing that the forest work in its Office has increased largely of recent years and this increase is likely to continue under the revised procedure which it has now been decided to adopt in regard to the preparation of the annual budgets and reports" under the procedure above referred to the Board had to prepare the budgets and reports in its own Office from notes and information furnished by the Collectors and Conservators. This procedure has since been altered by entrusting the work of preparing the report to one of the Conservators. The preparation of the annual budgets has also been rendered easy by the Orders issued in August last. The statements to accompany the report has apparently to be

In other words the  
Objection to the 1st Scheme  
seems to be that the training  
& experience required for  
ministerial & clerical functions  
are distinct from those  
which are acquired in the  
Executive service & vice versa.  
This reason led the Govt of  
India to reject the  
proposal of the Govt. to  
grade the higher ministerial  
appts on the Secretariat scale.

as by collection trips.  
 This last fact was  
 submitted a further influence  
 on the question for if the  
 B's scheme rejected in 91  
 is now accepted 3 ranger  
 post must be added to  
 the subordinate Forest  
 staff the reorganization  
 has been but lately  
 sanctioned by India.

The Board<sup>as</sup> at present  
 constituted ~~not~~ apparently  
 do not recommend the  
 old scheme. If the above  
 objection is not considered  
 fatal perhaps the Board  
 may be asked to reconsider  
 it now, so that Govt  
 may be made fully aware  
 of all pros & cons?

*W.H. 29/5/97*  
 & experience and knowledge gained as a Ranger  
 which would be much useful in a Conservator's  
 Office. If the Ranger did not make a good ally  
 I suppose he would be sent back to a Ranger-shed.  
 It is possible of course that a good Ranger might not  
 be a good clerk and would be therefore unfitted to be an ally.  
 But then the Conservator should not choose such a man.  
 On the understanding that the proposed does not involve the

Vide please para 4  
 of Mr. Hobson's letter  
 dated 9/5/97.  
 I don't see how we can work  
 the 3 extra rangers. It took  
 a great deal of time & trouble  
 to get the present number  
 of rangers.  
 I understand that the question of the Hon.  
 Mr. Bliss would not be whether it would  
 be of advantage to close the ranger-sheds as  
 Ranger-sheds. I know little or nothing of the working  
 of the Conservator's Office. But, my ignorance need  
 not prevent my considering the question from an  
 ordinary practical, common-sense point. I should  
 say it is advisable to be in a position to get for the  
 posts of allies as good men as possible. To obtain  
 this, one should have a wide circle to choose from,  
 and to be able to open to the allies some prospects  
 of further advancement. The proposal put forward  
 by Mr. Bliss would seem to open to us, both these  
 ingredients of improvement. If allies may  
 be chosen from among Rangers, the Conservator will  
 have the whole list of Rangers to choose from, and  
 the allies as chosen would, therefore, have the  
 same prospects which Rangers now enjoy. Moreover,  
 I should say, a challenger, ~~assuming that~~ who had been  
 a Ranger (assuming that he possesses the qualifications  
 needed in a ally), - would be bringing with him  
 experience.

W.H.  
 The Hon. Sir H.W. Bliss K.C.B.  
 Hon. Mr. George C. Forster.  
 (For order in para 9 of the  
 first issue note)

I think the labor direct note in  
 the Conservator's Office may be on the whole  
 proposed by the R.D. - below  
 with a view to the Note at A. I have never  
 heard that the S.A. Dept. found any such  
 difficulty as that anticipated -  
 I have not printed the matter dealt with  
 in para 9 of the first note (revision of the  
 Forest Code) I have had to time to do so  
 but will accept whatever the Hon. Sir H.W. Bliss  
 thinks right to order.  
*W.H. 26/6/97*

The amendment in the  
 Forest Code proposed by the  
 R.D. may be sanctioned.  
*W.H. 29/6/97*

A In this connection it is submitted that  
 if the managers are graded as rangers  
 the office staff below manager will  
 be left without prospects of  
 promotion. In fact they will be  
 worse off than they are at present  
 since at present they may hope to  
 be managers.

As desired by the Hon. Sir  
 H.W. Bliss in his note of 31-5-97  
 the papers have been circulated  
 to the Hon. Mr. George C. Forster & circulated  
 to H.E. the Govt with reference  
 to the question of grading the  
 post of manager in the  
 three circle offices as a  
 ranger post in the execution  
 branch. The Hon. Mr. George  
 C. Forster has agreed to the Board  
 & H.E. A priori we agree  
 with the Hon. Mr. Bliss  
 The papers are now  
 circulated to the Hon. Sir H.W.  
 Bliss for order on the  
 general question of what  
 Establishment the conservator  
 are to have. The matter is  
 set forth in full in the first  
 Office note of 1/5/97 & the Hon. Mr.  
 George C. Forster has passed order thereon  
 when however has not been  
 passed in para 9 of that note  
 as to amendments of the Forest

Code. His submission that  
the amendments proposed  
the Bd may be approved.

Wm  
23/6/97

As regards the financial position I  
w<sup>d</sup> point out that the system  
of paying the clerical staff with  
the force has not worked well  
in the Police. Maybe not, but then see how it has  
been worked in the Police, where the clerks  
have been paid as if they were on a salary  
of pay.

//  
24/6/97

550  
16-7-97  
70/10/100

Conservation Office Establishments

Wd for Secretary order

Circulate Wm  
23/7/97

Es. Haged A.

Hon. Mr. G. C. S.

Hon. Mr. H. W. H. K. C. S.

H. E. The Secy

As I understood it, therefore  
proceeding order, the Bd is to  
be asked whether it thinks  
it advantageous that  
the Manager should be  
granted an allowance.

Es. - And Secretary  
Wd 23  
5/7/97

6/7/97 244 147/97

In August last Government sanctioned  
an extension of the powers of con-  
servators and called on the Board  
to report what additional establish-  
ments would be required.

The Board in replying  
suggested that Conservators should  
have a uniform establishment  
on the same scale as they had  
previous to the enlargement of  
their powers in 1896.

Both the Hon Mr. G. C. S. & the  
Hon Mr. H. W. H. have agreed to this.  
As far as the members of the establishment  
are concerned, the Board however raised  
also the question as to whether  
and how these establishments  
should be reorganised so as  
to give these members then of  
a reasonable prospect of promotion  
the existing staff & the Bd's proposals  
are shown in the table below.

To meet the evil of lack of prospect  
of promotion the Hon Mr. G. C. S. wd  
give the manager pay at Rs 80  
rising by 10 annual instalments of  
Rs 7 to Rs 150. This gives the  
Manager the prospect of an ultimate  
Rs 150 & also gives the junior clerks

Code. chance of rising from to be  
the manager. (from Rs 50 as 2<sup>nd</sup> class to Rs 80 as manager)

The Hon Sir H. Blair on the  
Other hand would meet the evil  
by grading the managers as  
rangers in the executive staff.

The objections to this proposal  
are (1) that it has been once nega-  
tived by Govt (2) that the training  
& experience required for ministerial  
& clerical functions are distinct  
from those which are acquired  
in the executive staff & vice versa.

(3) that for this latter reason India  
has already repudiated a proposal  
to grade ministerial officers in

the Secretariat as Dy. Collector, &c. that  
the proposal will not meet the evil as regards the junior officers.

The Hon Mr. Evans however will  
not object as a ref to the Bd on the  
Subject & H.E. wd a priori agree  
with the view of Sir H. Blair. The  
Hon Sir H. Blair wd remark with regard  
to objection (1) above that no such  
difficulty has been met with in the

Min. & Adm. Dept. It is submitted that the  
difficulty has been avoided in that Dept

by allowing the junior clerks also to enter  
the relation. <sup>of further the connection between the & adl comm & superiors officers gives a regular</sup>  
<sup>gradation of promotion which does not exist in the forest Dept their being no</sup>  
<sup>connection between the conservators & the subordinate officers</sup>

The questions for orders are  
there fore :-

Assimilation system might easily be worked  
in the Min. Dept. H.E.

connection between the conservators & the subordinate officers  
in the forest Dept.

I should say not  
H.E.

I should say yes  
H.E.

I don't see why - These <sup>Note :- if (1) is</sup> decisions in the  
men came to be <sup>affirmative (3)</sup>  
done & get their anti- <sup>must also be</sup>  
finites as others do - <sup>decided in the</sup>  
<sup>affirmative</sup>  
H.E.

I don't see why. Let them go to Dehra  
Dun & get their certificates, something  
can be promoted to Ranger's posts  
H.E.

Para 4 of G.I. letter  
in G.O. 81 of 9th Feb 97  
perhaps herewith

- (1) Are the managers to be  
as rangers forthwith? or -
- (2) is a reference to be first  
made to the Bd?
- (3) if (1), is India to be asked  
to exempt <sup>the present managers</sup> from the  
D.D. R certificate? without this  
certificate the <sup>present</sup> manager cannot  
be made ranger on Rs 125  
or any higher grade?
- (4) if (1), are the junior clerks on  
Rs 50 also to be graded with  
the executive (senior class of rangers)?

| Existing scale<br>North-West Circle |                      | Existing scale<br>Central Circle |                      | Existing scale<br>Southern Circle |                      | Uniform scale<br>for all 3 Offices as<br>proposed by Board |                      | Uniform scale<br>for all 3 Offices<br>Hon Mr Evans |                      |
|-------------------------------------|----------------------|----------------------------------|----------------------|-----------------------------------|----------------------|------------------------------------------------------------|----------------------|----------------------------------------------------|----------------------|
| No                                  | Designation Pay      | No                               | Designation Pay      | No                                | Designation Pay      | No                                                         | Designation Pay      | No                                                 | Designation Pay      |
| 1                                   | Manager 125          | 1                                | Manager 100          | 1                                 | Manager 100          | 1                                                          | Manager 125          | 1                                                  | Manager 125          |
| 1                                   | clerk 50             | 1                                | clerk 50             | 1                                 | clerk 50             | 1                                                          | clerk 50             | 1                                                  | clerk 50             |
| 1                                   | Draftsman 50         | 1                                | Draftsman 50         | 1                                 | Draftsman 50         | 1                                                          | Draftsman 50         | 1                                                  | Draftsman 50         |
| 1                                   | clerk 30             | 1                                | clerk 30             | 1                                 | clerk 30             | 1                                                          | clerk 30             | 1                                                  | clerk 30             |
| 1                                   | do 20                | 1                                | clerk 25             | 1                                 | clerk 20             | 1                                                          | clerk 25             | 1                                                  | clerk 25             |
| 1                                   | attendant 10         | 1                                | clerk 20             | 1                                 | attendant 10         | 1                                                          | clerk 20             | 1                                                  | clerk 20             |
| 1                                   | Duffadar 10          | 1                                | attendant 10         | 1                                 | Duffadar 10          | 1                                                          | attendant 10         | 1                                                  | attendant 10         |
| 3                                   | Peons @ Rs 8 each 24 | 1                                | Duffadar 10          | 3                                 | Peons @ Rs 8 each 24 | 1                                                          | Duffadar 10          | 3                                                  | Peons @ Rs 8 each 24 |
| 3                                   | do @ Rs 7 each 21    | 3                                | Peons @ Rs 8 each 24 | 3                                 | Peons @ Rs 7 each 21 | 3                                                          | Peons @ Rs 8 each 24 | 3                                                  | Peons @ Rs 7 each 21 |
| 1                                   | masalchi & sweeper 6 | 3                                | Peons @ Rs 7 each 21 | 1                                 | masalchi & sweeper 6 | 3                                                          | do @ Rs 7 each 21    | 1                                                  | masalchi 6           |
| 14                                  | Total 346            | 15                               | Total 346            | 14                                | Total 321            | 15                                                         | Total 371            | 15                                                 | Total 361            |

As in Bd  
Scale

I infer that I shd have to

Code...

4.  
I circulate this matter again  
as I find it difficult to express  
exactly the wishes of H. H. I  
had intended this note for Council  
today ~~here~~. I am respectfully  
ask for definite instructions  
on the points noted on the  
top of page 3.

14/7/97

Secy (from orders)

P.S.

Print  
16/7/97

Read again G.O. No 419 P  
25. VII. 96  
also eno. 3030 of 97 A

Order No 580 of 16<sup>th</sup> July 1897.

In the circumstances  
now reported, the Govt agrees  
with the Board in considering  
that the Conservators should  
be allowed the full establish-  
ments sanctioned for them in  
1891 as modified with reference  
to G.O. No 58 Rev. of 28<sup>th</sup> Jan  
1894 and that the strength of  
the Board's or the Collector's Office  
Staff cannot be reduced to meet  
the additional cost involved.  
The question of the prospects  
of the members of these estab-  
lishments and more especially  
of the Managers, on which the  
Conservators lay stress, however,  
requires, in the opinion of Govt,  
further consideration. In modi-  
fication of the views expressed  
in para 15 of G.O. No 1017 Rev.  
of 27<sup>th</sup> October 1891, the Govt  
is now inclined to believe that,  
as in the case of the Salt and  
Abkari Dept, the grading of  
these

these managers with the executive or Rangers' Staff is likely to be the best plan <sup>which</sup> can, under the circumstances, be adopted provided that the Officers in question are qualified for the post of a ranger in the higher grades by the special examination rules prescribed by the Govt of India in that behalf. The Board will be requested to carefully reconsider the question on its merits and to submit a separate report on the subject for the orders of Govt.

2. In the meantime the salaries at present attached to the <sup>posts</sup> of the managers will not be altered and the proposition statement submitted by the Board as modified with reference to the foregoing remarks will be transferred to the Financial Dept for the necessary sanction. The action of the Conservator, Southern Circle, in having entertained as a temporary measure from the 10<sup>th</sup> Feb<sup>y</sup> 1897 an additional Clerk

The Financial Dept  
with proposed list  
in duplicate  
.. Board of Rev: Land Rev:  
.. Asst General.

Despatched 4-8-97

50/5

BMD  
14.VII.97

Clerk on Rs 20 by splitting -  
the draughtsmans pay is approved.

3 The amendment to the Forest Code which the Board has proposed in the last para of its Profs read above are sanctioned

Willy  
16/2/97  
11/4/1897

Government {1897} of Madras.  
REVENUE.

|              |   |       |                     |
|--------------|---|-------|---------------------|
| <i>Recd.</i> | } | 1897. | <i>Enclosures</i>   |
| <i>Regd.</i> |   |       | <i>Spare copies</i> |

G.O., No. 580, 16th July 1897.

JULY.

Revision of the office Establishments of the Conservators of Forests.

Passing orders on Board's Proceedings submitting proposals for the —, and a list of amendments to the Forest Code as called for in G.O., No. 419 of 1896.

## GOVERNMENT OF MADRAS.

## REVENUE DEPARTMENT.

READ—again G.O., No. 419, Revenue, dated 25th August 1896.

ABSTRACT.—Passing orders on papers regarding the enlargement of the powers of Conservators of Forests, and the appointment of a Joint Forest Secretary to the Board of Revenue.

READ—also the following Proceedings of the Board of Revenue (Land Revenue), Forest No. 107, dated 13th March 1897 :—

Read—again Proceedings of the Board of Revenue (Land Revenue), Mis. No. 450, dated 29th September 1896.

Read—also the following letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, to the Secretary to the Commissioners of Land Revenue, dated Coimbatore, 20th October 1896, No. 1508 :—

With reference to Government Order, No. 419, Revenue, dated 25th August 1896, of which you have favoured me with an advance copy for my guidance in disposing of applications for sanction of works, I presume that Board will pass orders re-arranging the office staff consequent on the increased work in the Circle offices.

2. For their assistance in this matter, I would mention that the draughtsman's post in the Conservator's office carries with it the pay of Rs. 50 per mensem and the work would be sufficiently well done by a draughtsman on Rs. 30 per mensem. The saving of Rs. 20 might be employed towards paying the additional clerk who would be entrusted to Conservators.

3. I would, at the same time, ask the Board to take the opportunity of entirely reorganising the Circle office staff and to give the men who work hard and well some chance of getting on, for at present they have none. They are graded in three isolated office lists and beyond the hard-worked managerships reduced to Rs. 100 per mensem they cannot rise.

4. In the last few years, the executive staff drawn from the same class and with the same educational attainments have been formed into a Provincial Forest service in which salaries range up to Rs. 600 per mensem.

The District Forest clerks look to tahsildarships and the numerous Revenue Department posts open to district officials, while the emoluments and status of the Forest clerkships have been directly improved.

Meanwhile, the only steps taken with reference to Circle office clerks have been to reduce their number and the pay of the higher posts, and to my knowledge in the Northern circle we have in consequence been unable to secure satisfactory recruits.

5. It would instil some hope and encouragement into our clerks if the Forest member, as head of the service, would consider favourably their hard case. Some good to the junior clerks would ensue if the staff were amalgamated with the Board's Forest office; and if Government would allow the appointment of deserving managers to posts of Extra Assistant Conservator or first grade Ranger, the senior men's prospects would be brightened.

The only other alternative that suggests itself to me is for the Managers to be given an increment to their fixed salary after periods of exceptional service.

Reference on the above, dated 30th October 1896.

Forwarded to the Conservator of Forests, Northern Circle, for remarks, which should be submitted through the Conservator of Forests, Central Circle.

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

To the Conservator of Forests, Northern Circle,  
with Mr. Hooper's letter in original, to be returned.

Endorsement by A. W. PEET, Esq., Conservator of Forests, Northern Circle (through the Conservator of Forests, Central Circle), dated Anantapur, 9th November 1896, R. C. No. 877.

A few figures may help us in this inquiry :—

|                                                     | Revenue.  | Expenditure. |
|-----------------------------------------------------|-----------|--------------|
|                                                     | RS.       | RS.          |
| Revenue and Expenditure for the Presidency were ... | 4,86,715  | 3,51,999     |
| In the year 1884-85 ...                             | 11,62,689 | 9,13,186     |
| " 1890-91 ...                                       | 17,95,405 | 12,59,284    |
| " 1894-95 ...                                       | 19,77,182 | 14,54,295    |

Of course all the additional revenue is not new revenue, because some portion was formerly credited to Land Revenue under other heads; but the whole record is one of increasing transactions.

During this time of expanding business, however, there is one fixed and immutable item at least, that of the Conservator's office. The Northern Circle office was fixed at Rs. 225 at the reorganisation in 1891-92, and remains at the same figure now with the prospect of a reduction of Rs. 25 when a new Manager is appointed. Besides this establishment of a—

| Manager on | ... | ... | ... | ... | ... | ... | ... | ... | ... | RS. |
|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Tour clerk | ... | ... | ... | ... | ... | ... | ... | ... | ... | 125 |
| One clerk  | ... | ... | ... | ... | ... | ... | ... | ... | ... | 50  |
| One "      | ... | ... | ... | ... | ... | ... | ... | ... | ... | 30  |
|            |     |     |     |     |     |     |     |     |     | 20  |
| Total      | ... | ... | ... | ... | ... | ... | ... | ... | ... | 225 |

there is a draughtsman on Rs. 50, and the proposal now is to reduce his pay to Rs. 30 to provide for an additional clerk. Personally and with reference to my present draughtsman, I strongly deprecate the proposal; and with reference to the Northern Circle, I do not think that a satisfactory draughtsman can be got for a lower salary. During a Conservator's tours, the draughtsman must be trusted a great deal to carry on his work without check, and he should be more than a mere copying machine, but should be capable of making plans and checking estimates, and computing areas, which mere copyists cannot be trusted to do. Personally I think that my present draughtsman earns his salary, and I do not think that a satisfactory substitute could be got for Rs. 30.

Further, I would ask that the Manager's future pay may be left at Rs. 125 or be worked up to by increments, and that the principle of increments be adopted with the other clerks. The scheme which we once tried to work out was to have the office clerks graded in the executive lists and to have them liable for district work. I forget the objections, but it seems to me that this proposal is likely to afford more relief than any other. If, however, this principle of interchanging office and executive hands is considered objectionable, I would propose that office service should count for promotion after fixed terms of years. It is the want of prospects of promotion that produces listless work. The highest post in the office branch, outside of the Board's office, might be fixed at Rs. 150, the salary of a first-grade Ranger with his allowance.

For the present I think that an extra clerk is very necessary.

Endorsement by E. P. POPERT, Esq., Conservator of Forests, Central Circle, dated Manaparai, 2nd December 1896, No. 806.

Forwarded. It cannot be questioned that the powers with which Conservators have lately been re-invested and the preparation of the budget have increased the work in Conservators' offices and the responsibility of the Manager. I strongly support Mr. Peet's suggestion that the pay of the Manager may range from Rupees 100 to Rs. 150, to be worked up to by annual increments of Rs. 5. I am opposed to the suggested reduction of the draughtsman's pay. I know from experience a trustworthy and capable draughtsman is unobtainable upon less pay in Madras. For the Central Circle no increase in the office establishment is at present necessary. I agree with Mr. Peet that the principle of annual increments should be adopted with regard to the other clerks unless the Board is willing to grade Conservators' clerks with those in the Forest branch of the Board's office and will fill vacancies in its office from Conservators' offices. As matters stand, clerks in the latter offices have little or no prospect of promotion.

Read—also the following letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, to the Secretary to the Commissioners of Land Revenue, dated Coimbatore, 11th February 1897, Ref. on No. 1508:—

In continuation of my letter, No. C 1508, dated 20th October 1896, bringing to the notice of the Forest Member the urgency for increasing the staff of the Circle office to cope with the increased work devolving upon Conservators under the terms of Government Order, No. 419, Revenue, dated 25th August 1896, and pointing to the necessity for improving the prospects of the office staff, I have now the honour to bring again to notice the disadvantage the office suffers under from the delay in affording the necessary relief, the office hands being unduly hard worked since it is no where contested that, prior to the Government Order, they were insufficiently employed.

2. In my previous letter, I reported that relief might be afforded by having a draughtsman on Rs. 30 and a clerk on Rs. 20 in place of the draughtsman sanctioned on Rs. 50. I would now inform the Board that in view of the urgency of the matter and on the permanent draughtsman vacating his post, I have, in anticipation of their sanction, appointed a passed draughtsman on Rs. 30 per mensem and am selecting a clerk on Rs. 20 for immediate entertainment to prevent arrear in the despatch of business.

I would therefore solicit the favour of the Board securing the sanction of Government for the splitting up of the Rs. 50 post in confirmation of my action from the 10th February, in order to meet the objection of the Accountant-General which will be raised in the accounts.

3. I have also the honour again to most respectfully impress upon the Forest

Proposition statement for the proposed alteration in the scale of the Southern Circle office Establishment from 10th February 1897, pending re-organization.

| Present.                 | Rs. | Proposed.            | Rs. |
|--------------------------|-----|----------------------|-----|
| 1 Manager ..             | 100 | 1 Manager ..         | 100 |
| 1 Clerk ..               | 50  | 1 Clerk ..           | 50  |
| 1 Clerk (Draughtsman) .. | 50  | 1 Draughtsman ..     | 30  |
|                          |     | 1 Temporary clerk .. | 20  |
| 1 Clerk ..               | 30  | 1 Clerk ..           | 30  |
| 1 Do. ..                 | 20  | 1 Do. ..             | 20  |
| Total ..                 | 250 | Total ..             | 250 |

Member as head of the service the importance and justice of the grievances of the Circle office staff, and to hope that he will induce Government to allow this section of the service to share in the improvement, which has been granted to the other branches of the department, with retrospective effect.

4. The necessary proposition statement is given in the margin.

Resolution—Forest No. 107, dated 13th March 1897.

The Board resolves to reply to paragraph 7 of Government Order, No. 419, Rev., dated 25th August 1896, in regard to the revision of the Conservators' office establishments, and with reference to paragraph 2 of that order to submit a list of amendments to the Forest Code.

2. The Conservator, Central Circle, requires no additional establishment; but the Conservators, Northern and Southern Circles, report that another clerk is necessary for each of their offices. The Conservators also propose the raising of the manager's pay

and the improving of the prospects of the members of their office establishment by grading them in one list with the executive staff or with the office establishment of the Board's Forest Branch.

3. In 1891, when the present Circle offices were constituted, each of the three

|                  | Cost per mensem. |                     | Cost per mensem. |
|------------------|------------------|---------------------|------------------|
|                  | Rs.              |                     | Rs.              |
| 1 Manager ..     | 125              | 3 Peons at Rs. 8 .. | 24               |
| 1 Tour clerk ..  | 50               | 3 Do. " 7 ..        | 21               |
| 1 Draughtsman .. | 30               | 1 Masulchi ..       | 6                |
| 1 Clerk ..       | 30               | 1 Sweeper ..        | 5                |
| 1 Do. ..         | 25               |                     |                  |
| 1 Do. ..         | 20               | Total ..            | 356              |
| 1 Attender ..    | 10               |                     |                  |
| 1 Duffadar ..    | 10               |                     |                  |

Conservators was allowed, as a tentative measure, the marginally-noted scale of establishment, subject to revision after a year's experience. At the same time, the strength and efficiency of the Board's Forest Branch was also improved. The year which followed was the first complete year of the working of the new Conservators' offices, and in the course of this

year certain powers of sanction, previously vested in Conservators, were withdrawn from them and transferred to Collectors and the Board. At the close of the year, the Conservators reported that no reduction was feasible in their office staff; but the Board resolved to propose certain alterations, which had the effect of—

(a) reducing the manager's pay from Rs. 125 to Rs. 100 in the case of future incumbents of the office;

(b) increasing the pay of the draughtsmen from Rs. 30 to Rs. 40; and

(c) abolishing one clerk on Rs. 25 in each of the Southern and Northern Circle offices and the sweeper in all the Circle offices.

The Government approved of the Board's proposals with a further addition of Rs. 10 to the pay of draughtsmen (*vide* Government Order, No. 58, Revenue, dated 23rd January 1894). This scale continues to be still in force.

4. It is thus clear that when the Conservators' powers were curtailed and their offices reduced in 1892, there was no increase to the strength either of the Board's office or of Collectors' offices, on which some additional work was thrown by the change of policy. It is now ordered that the *status quo ante* should be resumed, and it seems to be the logical consequence of this order that the Conservators' establishments should be raised to their former strength. But it is impossible to draw on the Board's office or on the Collectors' offices for this assistance, seeing that the former change gave them nothing, and that there is therefore nothing to be taken back.

|                                                                            | Northern Circle. | Central Circle. | Southern Circle. |
|----------------------------------------------------------------------------|------------------|-----------------|------------------|
|                                                                            | Rs.              | Rs.             | Rs.              |
| * Amount required to raise manager's pay.                                  | ..               | 25              | 25               |
| Amount required for the entertainment of one clerk previously abolished .. | 25               | ..              | 25               |
|                                                                            | 25               | 25              | 50               |
|                                                                            | 100              |                 |                  |

\* The present manager continues to draw Rs. 125 which is the pay under the scale sanctioned in 1891.

reductions in the Conservators' offices in 1894 be restored to the extent shown in the margin.

5. In the Board's opinion, it will be sufficient to give back to the Conservators the full establishment sanctioned in the Government Orders of 1891 with the exception of three sweepers, the draughtsmen's pay being fixed at Rs. 50 as sanctioned in the Government Order of 1894. Mr. Hooper, as a counsel of despair, proposes to reduce the pay of the draughtsman by Rs. 20 to meet the cost of an additional clerk; but the other two Conservators are opposed to such a measure and the Board strongly supports their

objections. Even when the scale of 1891 was sanctioned, Government doubted whether Rs. 30 *per mensem* would be found sufficient to attract good draughtsmen and it was mainly with a view to secure the services of competent men that the pay was raised to Rs. 50 in 1894. Under the Board's proposals, the cost of each Conservator's establishment will amount to Rs. 371 as noted in the margin against

|                  |         |                     |        |
|------------------|---------|---------------------|--------|
| 1 Manager ..     | Rs. 125 | 1 Duffadar ..       | Rs. 10 |
| 1 Clerk ..       | 50      | 3 Peons at Rs. 8 .. | 24     |
| 1 Draughtsman .. | 50      | 3 Do. " 7 ..        | 21     |
| 1 Clerk ..       | 30      | 1 Musalchi and      |        |
| 1 Do. ..         | 25      | sweeper ..          | 6      |
| 1 P.O. ..        | 20      |                     |        |
| 1 Attender ..    | 10      | Total ..            | 371    |

Rs. 356 sanctioned in 1891. The extra cost will be met from the sanctioned allotment under B "Establishment" in the budget of the ensuing year. A proposition statement is submitted in duplicate for the sanction of Government. In the meantime, the Board requests sanction to the action of the Conservator of Forests, Southern Circle, in having entertained, as a temporary measure from the 10th February 1897, an additional clerk on Rs. 20 by splitting up the draughtsman's pay as indicated in the margin.

| Present.                 | Rs. | Proposed.            | Rs. |
|--------------------------|-----|----------------------|-----|
| 1 Manager ..             | 100 | 1 Manager ..         | 100 |
| 1 Clerk ..               | 50  | 1 Clerk ..           | 50  |
| 1 Clerk (Draughtsman) 50 |     | 1 Draughtsman ..     | 30  |
| 1 Clerk ..               | 30  | 1 Temporary clerk .. | 20  |
| 1 Do. ..                 | 20  | 1 Clerk ..           | 30  |
|                          |     | 1 Do. ..             | 20  |
| Total ..                 | 250 | Total ..             | 250 |

6. The Board observes that the Conservators suggest various ways for improving the prospects of the members of their office. The question of grading the Conservator's office manager with the executive staff has already been negatived \* by Government, and the Board is not prepared to re-open it. Messrs. Hooper and Popert suggest that the members of the Conservator's office may be brought on the same list as those of the Board's Forest Branch, but the Board is not disposed to agree to this proposal, though it is always ready to take into its office, from time to time, a man with experience in a Conservator's office. This course has already been adopted with considerable success, and the former manager of the Conservator's office, Central Circle, on Rs. 125, is now a permanent clerk on Rs. 150 in the Board's office.

7. The following list of amendments in the Forest Code is submitted for the sanction of Government:—

Section 8.—Insert the following as clause 3:—

"Conservators have the power to transfer temporary establishments from one district to another as occasion requires and to make the requisite transfers of allotment under the appropriate budget head or sub-head."

Section 83.—Substitute the following for the second sentence in clause 1 of the section:—

"This plan will ordinarily be framed for the financial year and must be submitted to the Conservator at such time as he may prescribe."

Section 126.—After the words "A.—Conservancy and Works" in lines 1 and 2 of clause 1, add "and B.—Establishments" and strike out the words "and all other transfers" in lines 9 and 10 of the same clause.

Section 148—

(i) Substitute the word "Conservator" for "Collector" in line 8.

(ii) Below "A.—Estimates for the purchase of livestock, furniture and tents" in line 14 and in place of the existing entry "up to Rs. 2,000 by the Board," insert "up to Rs. 500, by the Conservator. Above Rs. 500 and up to Rs. 2,000 by the Board."

(iii) For the table given under "B.—Other Estimates" at the end of the section, substitute "B.—Other Estimates chargeable to 'Capital' expenditure, not exceeding Rs. 2,000, by the Conservator, exceeding Rs. 2,000 but not exceeding Rs. 10,000 by the Board, exceeding Rs. 10,000, by Government."

Section 149.—Substitute for this section—

"Conservators have the power to sanction all usual payments on account of items of "ordinary" expenditure (as defined in section 144), provided the budget grant is in no case exceeded."

Section 150.—For the second sentence beginning with "nothing in section 146, &c.," substitute "nothing in sections 146 to 149 shall be construed into a permission to purchase stores, tools and plant in small lots, or to carry out in portions any work, alterations or repairs of which the cost in the aggregate would exceed the maximum amounts therein fixed."

Section 151.—In clause 3, line 1, for "sections 3 and 126" read "sections 3, 126, 148 and 149."

Section 154.—For the words "Board of Revenue" in line 9, substitute "Conservator of Forests" and strike out the words "the Board through" in line 10.

Section 155—

(i) For "Collector" in lines 4 and 7 of clause 1, substitute "Conservator."

(ii) In clause 3, lines 4 and 14, substitute "Conservator" for "Collector" and strike out the second sentence of the clause beginning with "in the case of technical forest works" and ending with "if any".

Section 159.—For the second sentence, substitute "refunds of other revenue finally credited to Government under competent authority require the sanction of the Conservator when the amount does not exceed Rs. 500 and of the Board of Revenue when it is above that limit."

The substitution of the word "Conservator" for "Collector" in section 109 has been already carried out in the correction slips issued for the amendment sanctioned in Government Order, No. 1689, Revenue, dated 4th May 1896.

(True Copy and Extract.)

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

To the Secretary to Government, Revenue Department,  
through the Accountant-General,  
with proposition statement in MS.

"Conservators of Forests.  
Copy to all Collectors, except of Madras."

ORDER—No. 580, Revenue, dated 16th July 1897.

Forest No. 119.

In the circumstances now reported, the Government agrees with the Board in considering that the Conservators should be allowed the full establishments sanctioned for them in 1891 as modified with reference to G.O., No. 58, Revenue, dated 28th January 1894, and that the strength of the Board's or the Collector's office staff cannot be reduced to meet the additional cost involved. The question of the prospects of the members of these establishments and more especially of the managers, on which the Conservators lay stress, however, requires, in the opinion of Government, further consideration. In modification of the views expressed in paragraph 15 of G.O., No. 1017, Revenue, dated 27th October 1891, the Government is now inclined to believe that, as in the case of the Salt and Abkari department, the grading of these managers with the Executive or Rangers' staff is likely to be the best plan which can, under the circumstances, be adopted, provided that the officers in question are qualified for the post of a Ranger in the higher grades by the special examination rules prescribed by the Government of India in that behalf. The Board will be requested to carefully reconsider the question on its merits and to submit a separate report on the subject for the orders of Government.

2. In the meantime, the salaries at present attached to the posts of the managers will not be altered and the proposition statement submitted by the Board as modified with reference to the foregoing remarks will be transferred to the Financial Department for the necessary sanction. The action of the Conservator, Southern Circle, in having entertained, as a temporary measure, from the 10th February 1897 an additional clerk on Rs. 20 by splitting up the Draughtsman's pay is approved.

8

No. 580, REVENUE, 16TH JULY 1897.

3. The amendments to the Forest Code which the Board has proposed in the last paragraph of its Proceedings read above are sanctioned.

(True Extract.)

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

To the Financial Department, with proposition statement in duplicate,  
„ the Board of Revenue (Land Revenue).  
„ the Accountant-General.

Exd. Shaik Karim.

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