# **APPENDICES**

TO THE

# REPORT

OF

# THE TELEGRAPH COMMITTEE,

# 1906-07.



CALCUTTA : E SUPERINTENDENT OF GOVERNMENT PRINTING, INDIA. 1907.

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CALCUTTA GOVDENMENT OF INDIA CENTRAL PRINTING OFFICE, 8, HARTINGS STREET.

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# APPENDICES.

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### APPENDIX A.

#### TOUE PROGRAMME OF THE TELEGRAPH COMMITTEE FROM THE 28TH SEP-TEMBER 1906 TO 10TH APRIL 1907.

(TOUR OF THE WHOLE COMMITTEE).

	()	LOVA UP	140	" HOIM			тыс).
19	06						
Septembe	er 28th to	7					TT 1/ 01 1
October	26th	5	•	•	•	•	Halt Simla.
"	27th			• •			Depart "
23	29th		•		•	•	Arrive Karachi.
<b>`</b> ,,	S0th and S	Blst	•	•	•		Halt.
Novembe	r lst		•		•	•	Depart Karachi.
,,	3rd		•		•	•	Arrive Bombay.
"	4th to 10t	h	•		•	•	Halt.

.

#### (PRESIDENT'S PARTY).

"	llth	•		•		Depart Bombay.
	12th					Arrive Ahmedabad.
,,	13th		•	•		Halt.
и	14th	•	•	•	•	Depart Ahmedabad.
	16th	•		,	•	Arrive Secunderabad.
	17th to 19th	•			•	Halt.
33	20th			•		Depart Secunderabad.
 ມ	21st	•				Arrive Madras.
	<b>22nd to 25</b> th	•	•	,	•	Halt.

#### (MR. PORTER'S PARTY).

<b>3</b> )	llth	•	•	•		Depart Bombay.
	12th		•	•		Arrive Belgaum,
21	13th		•		•	Halt.
	14th	•	•	•		Depart Belgaum.
	15th			•		Arrive Bangalore.
23	16th to 18th	•	•		•	Halt.
	19th		•		•	Depart Bangalore.
22	20th			•		Arrive Madras.
,,,	21st to 25th	•	•	•	· •	Halt.

#### (MR. LEACH'S PARTY).

3)	26th	•	•	•	•	Depart Madras.
<b>3</b> 3	27th	•	•	•		Arrive Calicut.
28	28th and 29th		•	•	•	Halt.
31	<b>30th</b>	•	•	•	•	Depart Calicut.
December	2nd		•		•	Arrive Coconada.
33	3rd		•		•	Halt,
13	4th		•	•	•	Depart Coconada.
31	5th	•			•	Arrive Calcutta.

. . .

3

19	0 <b>6</b>		(MR.	PORTER'S	PARTY	·),
November	26th		•	•		Depart Madras.
**	27th	ł		•		Arrive Trichinopoly.
"	28th	*	•	• ·	• •	. Depart "
,,	28th			•		Arrive Madura.
3)	29th		•	•		Halt,
37	<b>8</b> 0th			•	• •	Depart Madura.
December	lst		, <b>•</b>	•	•. •	Arrive Madras.
	2nd		•	•		Depart "
13	4th			•		Arrive Calcutta.
" 190 January	4th to )7 6th	]	} .	٠	•	. Halt.

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TOUR OF TWO MEMBERS.

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- 19						
December	23rd	•		•	•	Depart Calcutta.
,,	24th	•	٠	•	•	Arrive Chittagong.
53	25th	•	•	•	•	Depart "
"	<b>2</b> 6t <b>h</b>	•		٠		Arrive Akyab,
,,	27th		•	•	•	Depart "
>>	<b>29</b> th		•	•		Arrive Rangoon.
,,	<b>29</b> th	•		•		Depart "
19	30th			•	•	Arrive Maymyo.
	81st	•			•	Halt.
1907						
January	lst	•		•	•	Depart Maymyo.
51 -	2nd	•		•	•	Arrive Lashio.
52	2nd			•	•	Depart "
17	3rd	•		•	•	Arrive Maymyo.
29	4th			•		Depart "
,,	5th	•	•		•	Arrive Myitkyina.
1)	6th	•			•	Depart "
<u>,</u>	7th	•	•	•		Arrive Bhamo.
<b>3</b> 2	8th	••••	•	•	•	Depart "
33	9th	•	•	•	•	Arrive Mandalay.
*)	9th	•	•	•	•	Depart "
"	10th	•		•	•	Arrive Rangoon.
#3	11th to 18th		•	1		Halt.
1) 1)	l4th	•		•	•	Depart Rangoon. 🐔
1)	17th	•			•	Arrive Calcutta.

### (PRESIDENT'S PARTY).\*

t e	<b>6th</b>	•	•	•	•	Depart Calcutta.
,,	8th	•	•	•		Arrive Rangoon.
33	9th to 12th	•				Halt.
,,	18th -			•	•	Depart Rangoon.
"	14th	• •				Arrive Mandalay.
	15th to 19th			•		Halt.
**	20th	•	•			Depart Mandalay.
"	21st			5		Arrive Rangoon.
	21st	•			•	Depart "
<b>33</b>	<b>24th</b>	•	•	•		Arrive Calcutta.
**	25th	٠	•	•		Halt.

\* During the interval January 2nd to January 5th the President visited Barki and Sibpur.

# (PRESIDENT'S PARTY)- (continued).

1907						
January	<b>2</b> 6th			•	•	. Depart Calcutta.
<b>~</b> ,,	27th		•	•		. Arrive Allahabad.
33	28th and	29th	•	•		. Halt.
л	30th	۰.		•	- <b>-</b> -	. Depart Allahabad.
` . <b>;</b>	<b>30th</b>	•	•	•	•	. Arrive Cawnpore.
19	Slet	2				<b>TT</b> 1.
February	let	5	•	•	•	. Halt.
**	2nd		•	•		. Depart Cawnpore.
,,	2nd		•	•	•	. Arrive Lucknow,
33	3rd			٠	•	• Halt
<b>3</b>	4th		•	•	•	. Depart Lucknow.
38	5th			٠	•	. Arrive Delhi.

### (MR. PORTER'S PARTY).

,

January	18th	•	•	•	• Depart Calcutta.
53	20th	•	•		. Arrive Umballa Cantonment.
29	21st and 22nd		د	•	• Halt.
<b>3</b> 2	23rd	•	•	•	. Depart Umballa Cantonment.
"	23rd	•	•	•	. Arrive Lahore.
18	24th to 29th	•	• .	•	. Halt.
. 33	30th	•		•	. Depart Lahore.
<b>3</b>	80th	•	•	•	. Arrive Rawalpindi.
" February	81st lst	•	•	•	. Halt.
33	2nd	•	•	•	• Depart Rawalpindi.
11	2nd	٩	•	•	. Arrive Peshawar.
D	3rd and 4th	•	•	•	. Halt.
>>	5th	•	•	•	, Depart Peshawar.
**	6th	•	•	•	. Arrive Delhi.

### (TOUR OF THE WHOLE COMMITTEE).

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ы	6th to 13	th		• 、	•		Halt at Delhi.
a) (	14th		•	•	•	•	Depart "
**	15th		•	•	•		Arrive Agra.
33	16th and	17th	•	•	٠		Halt.
"	18th		•	•		•	Depart Agra.
	19th		•	•	•	•	Arrive Delhi.
" March	20th to 4th	}	•		•	•	Halt.
33	5th	-	•	•	•		Depart Delhi.
Ð	7th	-	•	•	•	•	Arrive Calcutta.
" April	7th to 10th	}	•	•	•	•	Halt.

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#### APPENDIX B.

#### QUESTIONS FRAMED BY THE COMMITTEE.

#### Questions for Divisional Superintendents.

In answering these questions it should be assumed that Telegraph Circles will be constituted, each Circle being in charge of an officer with large powers delegated by the Direction and comprising a number of Divisional 'charges.'

1. Please give your opinion on the question whether in the distribution of work any clearer distinction should be made in the case of (1) the Superior Staff, and (2) the Upper and other Subordinate Staff, between (a) administration, traffic and inspection on the one hand, and (b) construction, engineering and line maintenance on the other. Is it your general experience that officers in Divisional and Sub-Divisional charge have been adequately trained in (a) and (b), and notwithstanding any change of duties fully maintain their capacity both for traffic administration and telegraph engineering? If there are any defects in training or capacity what remedies would you propose?

2. In particular do you consider the existing system of recruitment, training and duties of the Upper Subordinate Establishment satisfactory, and if not, what changes would you advise?

3. It has been suggested that a Technical Branch should be created to consist of the Electrician and 10 or 12 Assistant Electricians thoroughly qualified as Electrical Engineers and not merely as Telegraph Engineers. The officers in this Branch would be quite separate from the main body of Telegraph Engineers, and not liable to change of duty or eligible to rise to the Direction. They would ordinarily be recruited from home by special selection. It has further been proposed that this Technical Branch should be supplemented by a Subordinate Technical Branch composed of signallers and Telegraph Masters, possessing special qualifications, who have gone through special courses of training in advanced electrical engineering, and who would receive extra rates of pay. What is your opinion on these proposals? What work would be performed by the branches so constituted? Would there be enough of such work to justify their existence, and would it be of a character which the Telegraph Department could undertake consistently with its main objects?

4. It has been proposed that when Circles are created the number of Superintendents' charges in each should be fixed at about four or five, thus reducing the average size of Divisions considerably, and that Sub-Divisional Officers should no longer exist as such with separate offices, but should be attached to the offices of Superintendents to assist them.

By this system much correspondence would be saved, the despatch of business would be expedited and the Superintendent would be in closer touch with his assistants than at present. Please give your views on these proposals.

5. Do you consider that each Circle should have an Assistant attached solely for construction purposes, and another solely for traffic work? Please give reasons for your answer.

6. How-many days have you found it practicable to spend on tour during the last twelve months, excluding prolonged halts at hill stations sanctioned by the Director-General, and do you consider that the amount of inspection and touring that you have been able to perform has sufficed for efficient administration?

7. Main lines having already been constructed, what are the prospects of further construction or of re-construction? To what extent would the progress of construction in a Division add to the work of the Divisional Officer? Is such construction work usually entrusted, along with their other duties, to existing Sub-Divisional officers, or are special officers deputed for such work? When do you think it desirable that a construction work should be the sole charge of one officer? 8. What is your opinion as to the efficiency of Sub-Assistant Superintendents (General Branch) as a class with special reference  $t_3(a)$  construction, and (b) other Sub-Divisional work? Are their relations with the officers of other Departments satisfactory?

9. Have you any suggestions to offer for promoting closer relations between the Post Office and the Telegraph Department in the matter of combined offices ? Are there in your Division any Departmental offices which you would convert into combined offices and *vice versá*? If so, please give reasons fully and describe generally, and in as much detail as may be practicable, the points which in your opinion should be satisfactorily established in order to justify (a) the opening of a combined office and (b) the conversion of offices from Departmental to Combined or from Combined to Departmental. Are there, in your experience, difficulties in the opening of combined offices, and if so, what are they?

In your opinion is the present method of calculating whether a combined office is likely to pay its way satisfactory? If not, have you any suggestion to offer?

10. Do you personally know the majority of officers of the Local Government and of all other Departments with which you correspond and do you personally discuss telegraph matters with them?

11. In your opinion is the system of combined offices capable of rapid extension? Are there many Post Offices in your Division which could be converted into remunerative combined offices? Mention any such offices at places in your Division visited by the Committee.

12. Would it be a convenience to the Telegraph Department if the Postal and proposed Telegraph Circles were coterminous and had the same headquarters so that you would have to correspond with one Postal officer only whom you would also be able to consult personally? Is your work as Superintendent with the Post offices or with Railways the more important, and with which of these Departments have you the greater amount of correspondence?

13. Name of the offices of observation in your Division, if any, and state which of them are not testing offices. Would there be any objection to placing the offices which are not testing offices in charge of the Post Office?

14. Is it necessary for any Telegraph officials to inspect 3rd class combined offices oftener than once in two years unless there are batteries or unless tests of the circuit show that conduction, resistance or insulation of the circuit is abnormal? If not, to what extent would the inspection of 3rd class offices now prescribed be reduced?

15. Does it happen that the traffic in combined offices is often delayed owing to the large number of offices on one circuit or from any other cause?

16. Have you any remarks to offer on the relations of the Telegraph Department with (1) Railways and (2) Canals, and the work done for them? Should that work continue to be performed by the Telegraph Department, or should Railways and Canals be required to make their own arrangements for the whole or any part of it in future?

17. Is any inconvenience experienced through Departmental and Railway wires both being carried on the same posts? As the Railway demand for increased wires is steady, is it likely, in the near future, that the Railway wires will be sufficient for one line of posts? If this be so, should the contingency be provided for, and if so, how? And if the Railway wires occupy one line of posts, should the control of their own wires then be made over to the Railway?

18. Does the Telegraph Department find inconvenience from the class of signallers employed by Bailways? If so, to what is this inconvenience due? And what measures could you suggest to remedy it?

19. It has been suggested that accountants should be attached to Divisional offices. If Sub-Divisions are abolished, do you consider that assistance in accounts work will be necessary for Divisional officers? If so, should the assistants be regular graded Public Works Department accountants, or would accounts clerks suffice and what work should be required of them?

20. Can the present system of accounts be simplified in any way, and is the number of certificates required excessive? What improvements do you suggest? Should you have advocated the appointment of an accountant or accounts clerk to a Divisional office, would be still be necessary if the accounts were simplified?

21. What is your opinion of the comparative efficiency of Local and General Scale men? Is the class of recruit for both scales satisfactory, and which scale is the more popular in your Division? What improvements would you recommend in the organisation of the signalling establishment? In particular—

- (i) It has been suggested that the pay of the General Scale signallers should be raised on enlistment, and that power should be taken to order compulsory retirement on proportionate pension at 25 years' service or any later period. If you think that the pay on enlistment should be raised what figure would you consider appropriate?
- (ii) Do you consider that annual tests in signalling are essential to efficiency and must be maintained?
- (iii) It is urged that the general examination for the Superior and Good Grades has become cumbersome. Can you suggest any other means of selection for promotion?
- (iv) It has been stated to be a serious defect that signallers not promoted to be Telegraph Masters have little inducement to exertion after fifteen years' service when their maximum pay is attained. Would it be practicable to re-adjust the system of increments, so that they should be greater in amount, fall due at longer intervals and be spread over the whole length of service up to 25 years, or to spread the increments over the 25 years in any other way ?
- (v) If you have had any experience of the present system of pie-money, please give your opinion on its results and value. Is not 80 messages a day a somewhat low standard before pie-money begins to be earned? It is believed that the system is considered suitable for offices where there is a large amount of traffic, as for instance those dealing with over 50,000 messages per month. Do you agree in this view? Is it practicable to apply in all offices any similar principle? For instance, it has been suggested that signallers on recruitment should be paid Rs. 30 per month as a retaining fee and 2 pies for every message sent and received, which is calculated to give them on an average Rs. 30 more per month. They would be eligible for increments and additional allowances for special qualifications. What is your opinion on a scheme of this kind? Have you any analogous scheme to suggest?

22. Can you suggest any measure for accelerating the disposal of telegraph traffic? In your opinion are the existing arrangements for controlling work and expediting traffic in signal offices satisfactory? The Government of India have decided that the growth of work must be partly met by a rise in efficiency and an improvement in the outturn of the individual signaller? Have you any suggestions to make for giving effect to these principles?

23. Would you modify the conditions under which "overtime fees" are at present granted to signallers, clerks and peons (*cide* Government of India letter No. 1200-137, dated 13th February 1906)? Please state the circumstances in which you consider that overtime work should be ordered, whether it should be compulsory and the rates at which it should be paid. It is understood that the present rules require that extra night duty shall be demanded from the staff only when absolutely necessary to prevent serious delays to traffic, and if there are no volunteers the staff must be ordered to work overtime in rotation within a limit of two hours at a time and subject to a maximum of six hours a week. Do you concur in this arrangement?

24. Have you any suggestions to offer for the automatic increase of the signalling establishment in proportion to the actual increase of the traffic, the

strength of Telegraph Masters' establishment being increased in fixed proportion to the increase in signallers or as may be found necessary in consequence of that increase? If you take a traffic basis for automatic increase how many messages or how many thousand words per day would you fix as the outturn of a whole-time signaller? In the case of sudden rushes of traffic or of gradual expansion of traffic, when the balance does not suffice to justify the entertainment of whole-time signallers, would it be practicable to meet the influx of traffic by piece work, the operators being engaged temporarily and paid only for the work actually performed either by the hour or at so much for so many messages or so many thousand words? The temporary hands so employed might be either pensioners or probationers, and probationers doing well would, on satisfying needful tests, be drafted into the permanent strength on the occurrence of vacancies.

25. Do you think that the principle of automatic increase of establishment in proportion to increase of traffic could be applied to the case of signal office clerks? If so, have you any suggestions as to the method of its application?

26. It has been suggested that the designations of Telegraph Officers should be changed as follows :---

For Chief Superintendent	•.	Superintending Telegraph Engineer.
For Superintendent	•	Divisional Telegraph Engineer.
For Assistant Superintendent	•	Assistant Telegraph Engineer.
For Sub-Assistant Superintendent	•	Sub-Assistant Telegraph Engineer.

Have you any remarks to offer on this suggestion?

27. Have you any suggestions to offer on the subject of the decentralisation of telegraph work in large cities; for example, as regards the traffic or delivery arrangements of local offices?

28. It has been proposed that a special branch should be created for Telephone work. What are your views on this subject?

29. Do you consider any modification in the existing store procedure of the Department necessary with a view to prevent accumulation of stores and unnecessary freight charges? Have you any remarks to make regarding the manner in which stores are supplied under the orders of the Superintendent of Stores, Calcutta? When submitting estimates do you bring to notice any spare divisional stores which you may have available for the work? Is there any reason to suppose that when stores are under issue articles of the description required already at Store Branch agencies in your Division are lost sight of?

30. When indenting for stores and tools are you in a position to know what stores and tools are available in your Division-

(1) In Store Branch agencies,

(2) In the maintenance stock of your Division?

31. Are local markets and the Railway and Public Works Department Store Depôts in your Division ever utilised for such stores and tools, especially digging tools, as are obtainable and suitable for telegraph work? If not, would it facilitate work and save freight charges if a Divisional Superintendent or Circle Officer had power to purchase them from the market and depôts as above?

32. If the Circle scheme is introduced, do you think it would be best that each Circle Officer should indent on one particular Store Depôt?

33. Do you consider that Store Branch Agenta should report to the Superintendent of Stores whenever they receive or issue stores instead of only making a monthly report of these receipts and issues, the Superintendent of Stores being thus enabled to know any time the balance of Stores at Store Branch agencies ?

34. Do you consider that the store accounts of Store Branch agencies might be incorporated in the books of the nearest Store Depôt, and that the store vouchers might be sent to the Store Depôt keeper instead of to the Superintendent of Stores ? 35. Do you think it would be desirable to have Code words signifying the different sorts of stores so that when stores are urgently required inquiries might be made by telegrams of moderate length as to whether they were available at specified Store Branch agencies?

36. Do you think it would be desirable for the Superintendent of Stores or an officer working under his orders to inspect Store Depôts and Store Branch agencies instead of this duty having to be done by the Deputy Director of Construction or Divisional Superintendent or Sub-Divisional Officer, as at present?

37. Would signallers' quarters be more readily occupied if arrangements were made for greater privacy for unmarried men, either by substituting cubicles for dormitories or in any other way?

39. Are your present powers regarding establishment and other matters sufficient? If not, what changes do you propose?

#### Questions for Sub-Divisional Officers.

1. What do you consider a fair sized Sub-Division in mileage of wire and number of offices of each kind?

2. Have you the greater amount of correspondence with the Railways or the Post Office ?

8. Can you suggest any improvements in your relations with the Post Office?

Do you personally discuss cases regarding combined offices with the postal officers or do you settle them merely by correspondence?

4. Are there (a) any yearly or quarterly or monthly returns in your Sub-Division which you consider of no value, or (b) any unauthorised forms or returns in use not in accordance with the standing orders of the Codes P If so, explain the origin of (b) and specify with reasons any forms which you consider valueless.

5. If a Division and not a Sub-Division were made the unit of charge and if the officers who now come under the designation of Sub-Divisional Officers were attached to the head-quarters of the Divisional Superintendent as his assistants, could you as one of them carry out part of the executive work of the Division as efficiently as is possible under the present system? You should bear in mind that your part of executive work would then be "Construction" only, or "Traffic" only, or "General" only, and that you would be relieved praotically of all official correspondence. Inspecting Telegraph Masters and Inspecting Signallers would be stationed as at present or wherever they would be most required.

6. What proportion of your working time is now occupied in office work, and what proportion of your correspondence is with the Divisional Superintendent?

7. Are you with your present duties able to give as much time to the subject of message traffic and its efficient handling and disposal as is commensurate with the importance of the matter? Do you, for instance, keep up any statistics showing the traffic on each circuit and the traffic between any two offices on that circuit?

8. Have you to perform any duties which could be equally well done by Inspecting Telegraph Masters and Inspecting Signallers or clerks? If so, name them.

9. Is your establishment of Inspecting Telegraph Masters and Inspecting Signallers sufficient? How many offices do you consider each should be able to look after under ordinary conditions?

10. Is your clerical staff sufficient? Does the pay you give them enable you to secure good men? If not, what scale do you recommend? And how many hours duty do they each do daily on an average?

11. Has the construction duty you have had to do in the last year or two interfered with the efficient and economical carrying out of maintenance repairs? If so, to what extent? 12. Does the scale on which your line establishment is calculated give you sufficient (1) Sub-Inspectors, (2) Linemen, for the duties that have to be performed? If not, what scale do you think desirable?

13. Are you able to obtain a sufficiently good class of men for Linemen on the standard rate of pay? If not, what scale do you recommend?

14. Is much delay experienced in getting sanction for an increase of Line Maintenance establishment calculated on the usual scale when such increase becomes necessary owing to new lines having been constructed?

15. Is it your experience that Sub-Assistant Superintendents, given to assist you in carrying out large construction works, have been properly trained in construction duty?

16. What is your opinion as to the relative efficiency of the Construction Branch Line establishment and the Divisional Line establishment?

17. Are the Line Maintenance Numerical Store Accounts convenient to keep up and do they enable you to see the balance of available stores at a glance? Who has charge of these stores, issues them, and keeps up the Store accounts ?

Questions for Superintendents in charge of Presidency offices and for Traffic Sub-Assistant Superintendents and Telegraph Masters in charge of offices.

1. What is your opinion regarding the present system of granting pie-money? Would you propose to amend it and, if so, how? Do you think it would be an improvement to grant pie-money according to the work done per watch instead of per 24 hours?

What in your opinion should be the minimum number of messages per diem (or per watch) per signaller before pie-money is earned,—

(1) on the main lines,

(2) on a group of local or non-main circuits,

and would it be possible in your opinion for a signaller to earn sufficient piemoney on the latter?

What is your opinion on the effect of pie-money generally as regards the rapid disposal of traffic, speed and acouracy?

2. Would you modify the conditions under which overtime fees are at present granted to signallers, clerks and peons (vide Government of India letter No. 1200—137, dated 13th February 1906)? Please state the circumstances in which you consider that overtime work should be ordered; whether it should be compulsory and the rates at which it should be paid. It is understood that the present rules require that extra night duty shall be demanded from the staff only when absolutely necessary to prevent serious delays to traffic, and if there are no volunteers the staff must be ordered to work overtime in rotation within a limit of two hours at a time and subject to a maximum of six hours a week. Do you concur in this arrangement?

3. Does it happen that the traffic of combined offices is often delayed owing to the large number of offices on one circuit or from any other cause?

4. If women are employed, what duties would you assign to them? Do you consider their employment would be a success?

5. Are your instruments so grouped that all local circuits are together, thus enabling one signaller to attend promptly to more than one circuit?

6. Can you suggest any measures for accelerating the disposal of telegraph traffic in your office? In your opinion are the existing arrangements for controlling and supervising work and expediting traffic in that office satisfactory? The Government of India have decided that the growth of work must be partly met by a rise in efficiency and an improvement in the outturn of the individual signaller. Have you any suggestions to make for giving effect to these principles?

7. Have you any suggestions as to reducing clerical labour and accelerating the booking of telegrams tendered by the public?

8. Would it be an advantage if a separate Traffic Branch were organised consisting of men trained in traffic work in England, though not necessarily recruited there, and employed all their service in traffic work exclusively, without being eligible for promotion to the post of Circle Officer or any higher appointment, such men to be employed either as Traffic Inspectors or in subordinate charge under Superintendents of Presidency or similar offices ? If so, . how should such a service be recruited and paid ?

As an alternative, would you take special measures, and if so what, to train Assistant Superintendents in traffic work, their status being unaltered ?

9. It has been suggested that a Technical Branch should be created to consist of the Electrician and 10 or 12 Assistant Electricians thoroughly qualified as Electrical Engineers and not merely as Telegraph Engineers. The officers in this Branch would be quite separate from the main body of Telegraph Engineers, and not liable to change of duty or eligible to rise to the Direction. They would ordinarily be recruited from home by special selection. It has further been proposed that this Technical Branch should be supplemented by a Subordinate Technical Branch composed of signallers and Telegraph Masters possessing special qualifications, who have gone-through special courses of training in advanced electrical engineering, and who would receive extra rates of pay. What is your opinion on these proposals? What work would be performed by the branches so constituted? Would there be enough of such work to justify their existence, and would it be of a character which the Telegraph Department could undertake consistently with its main objects ?

10. Do you consider annual tests in signalling are essential to efficiency and must be maintained ?

11. What are your office hours and are you able to close punctually every For 2nd and 3rd night?

12. Do you consider your office is undermanned? If so, why, and what in your opinion should be its full complement, and how do you propose the staff of your office should be calculated? Are there any duties done by signallers which could be efficiently performed by clerks? Do you find much difficulty in granting privilege leave to the signalling, clerical and menial establishment of your office?

13. Have you any suggestions to offer for the automatic increase of the signalling establishment in proportion to the actual increase of the traffic, the strength of Telegraph Masters' establishment being increased in fixed proportion to the increase in signallers or as may be found necessary in consequence of that increase? If you take a traffic basis for automatic increase, how many messages or how many thousand words per day would you fix as the outturn of a whole-time signaller? In the case of sudden rushes of traffic or of gradual expansion of traffic, when the balance does not suffice to justify the entertainment of whole-time signallers, would it be practicable to meet the influx of traffic by piece-work, the operators being engaged temporarily and paid only for the work actually performed, either by the hour or at so much for so many messages or so many thousand words? The temporary hands so employed might be either pensioners or probationers, and probationers doing well would, on satisfying needful tests, be drafted into the permanent strength on the occurrence of vacancies.

14. Do you think that the principle of automatic increase of establishment in proportion to increase of traffic could be applied to the case of signal office clerks? If so, have you any suggestions as to the method of its application P

15. With reference to the possibility of taking so many thousand words as a traffic basis, it is practicable to record the number of words in Inland telegrams of all classes in addition to Press telegrams, and would there be any, and if so what, extra expenditure, and in what offices ?

16. How are the watches arranged in your office? Do you consider the For let class effices present arrangements suitable, or do you think there should be four watches <sup>ouly</sup> (including instead of three? If so, give your reasons, and state what increase of establishment would be required. 17. What is your system of meal reliefs? Does it cause delays to traffic, and, if so, what alternative arrangement would you suggest which would be suitable and acceptable to the men?

18. Do you maintain a statement of the number of messages disposed of on each circuit daily in your office and of the average number of messages disposed of per effective signaller?

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19. What is your opinion of the system of Check Office fines for errors in messages? If the system were abolished, would the number of errors be likely to increase, and have you any alternative system to suggest?

20. What rules obtain in your office regarding the occupation of Government quarters by signallers? Is it the fact that many signallers object to live in the Government quarters provided for them? If so, what are the objections? Would signallers' quarters be more readily occupied if arrangements were made for greater privacy for unmarried men, either by substituting cubicles for dormitories or in any other way? Do signallers ever complain that no quarters – are provided for them?

21. In fixing the signalling establishment of your office, what percentage do you consider should be allowed as a reserve to replace casualties (privilege and sick leave casualties)?

22. If the "task work" system of delivery is in force, state the rates of remuneration. Do they need any modification?

23. Have you any suggestions to offer on the subject of the decentralisation of telegraph work in large cities : for example, as regards the traffic or delivery arrangements of local offices ?

24. Is the transit traffic of your office heavy? Can it be reduced? If so, in what way?

25. Are your present powers regarding establishment and other matters sufficient? If not, what changes do you propose?

#### Questions for Railway Officers.

1. With the exception of the Madras Railway all wires along Railways are the property of the Telegraph Department and leased to the Railways. Has this arrangement proved satisfactory, or are delay and difficulty experienced before new wires wanted are erected ?

2. In some cases the instruments are the property of the Telegraph Department and in others of the Bailway. Which do you consider is the more suitable arrangement? If the Bailway owns the instruments, has it to maintain any special staff to look after them?

3. Is any inconvenience experienced through both Railway and Telegraph Department wires being carried on the same posts? Is it likely in the near future that the Railway wires alone will be sufficient to occupy one line of posts? When this happens, should the Railway then take over control of its own telegraph lines?

4. It has been stated that there is general complaint of great delay in the transmission of telegrams carried over Railway wires. What is the cause of this delay? Is it due to the Railway work fully occupying the Railway wires, or to the staff provided being only sufficient for such work?

5. It has also been stated that Railway signallers are less expert than Telegraph and Postal signallers. What standard do you require from your signallers and do you insist on their qualifying by the required standard before their employment? What are their rates of pay? How are they recruited and trained and are both recruitment and training satisfactory? Do they meet all Railway requirements or is it recognised that a superior class of men will be necessary? What steps are taken to ensure that the efficiency of your signallers is maintained.?

6. If delay of telegrams is due to congestion on Railway wires, would this congestion be overcome by employing more expert signallers, and would the employment of such men obviate the necessity for increased wire mileage? 7. (1) Do you think that further facilities are required for the transfer of messages between Railway and other offices? If so, what would you propose in the case of your own Railway system?

(2) Have you any objection to the opening of postal telegraph offices on or close to Railway stations which have a large traffic in public messages?

8. Do signallers remain long as such, or do most of them pass on to other posts? Would it be to the advantage of the Bailway to retain men for the greater part of their service on signalling duties only?

9. Railway signallers are nearly all natives. In view of the strike of signallers on the Great Indian Peninsular Railway and the late strike of certain employés on the East Indian Railway, is it desirable for the Railways to have a certain proportion of Europeans and Eurasians among their signallers? It must be remembered that the Telegraph Department cannot undertake to come to the help of a Railway in the event of a strike of signallers.

10. If your Railway passes through the charge of more than one Divisional Superintendent of Telegraphs, is difficulty felt in ascertaining to which Superintendent communications should be addressed?

11. Generally, have you any remarks to offer on the relations of your Railway to the Telegraph Department, and do you consider that the Telegraph Department should continue to perform the work it now does, or should your Railway take over such wires, instruments and telephones as are now rented from the Department and make its own arrangements in future?

12. What are the average initial earnings (i.e., Pay and Allowances) of a European or Eurasian subordinate recruited in this country for employment on your Railway? Is difficulty found in recruiting men of the required class and stamp?

#### Questions for Post Masters General.

1. Have you any suggestions to offer for promoting closer relations between the Telegraph Department and the Post Office in the matter of combined offices? Can you suggest any means of reducing correspondence between the officers of the two Departments?

2. In your opinion is the system of combined offices capable of rapid extension? Are there many Post Offices in your Circle which could be converted into remunerative combined offices? Can you name any such offices at places in your Circle which have been or are to be visited by the Committee?

Do you have many differences of opinion with Telegraph Superintendents regarding combined offices and, if so, to what subjects do they chiefly relate?

3. Complaints have been made that the Postal signallers are not sufficiently trained. Is this your opinion? If the period of training is raised from 6 to 9 months, will it still be possible to get suitable men to undergo the training without remuneration? If not, what do you propose in the matter?

Would it improve the class of Postal signallers if the Telegraph Department agreed to take a number of picked. Postal signallers permanently into their service every year?

4. Are there in your Circle any Departmental Telegraph Offices which in your opinion should be converted into combined offices? If so, for what reasons would you propose the conversions? Can you suggest any principles to govern the opening of Departmental offices and the conversion of combined offices into Departmental and *vice versa*?

5. Would it be a convenience to the Post Offices if the Postal and Telegraph Circles were comminces, so that you would have to correspond with one Telegraph Officer only f

#### Questions for the Comptroller, Post Office.

I. What were the chief reasons which led to the decentralisation of the postal audit and accounts work?

II. Has the decentralisation proved an entire success and in what respects P And relatively is it less or more costly than the previous system ?

III. Is the present decentralisation sufficient or is it recognised that in time there will have to be further decentralisation ending eventually in an audit office for each Circle? Should this last be a recognised possibility, is it likely to happen within the near future?

IV. Would the amalgamation of the Postal and Telegraph Accounts Offices cause any direct saving of work? If so, in what respects and to what extent?

V. What is the strength of officers attached to the Postal Accounts Department and their rates of pay?

VI. If the Postal and Telegraph Accounts Offices and the Check Office were amalgamated, would an increase be necessary in the number of existing postal audit officers? If so, what additional officers do you think would be necessary?

VII. If the accounts offices are amalgamated, in your opinion is there likely to be any great saving in the clerical establishment now employed in the three offices? If you anticipate any, how would this saving be brought about?

VIII. If the accounts offices are amalgamated, could the combined establishments be accommodated in the buildings now used by the Postal Accounts Department? If not, what increased accommodation would be necessary and roughly what would you estimate the cost of this accommodation to be?

IX. Assuming that the amalgamation of these offices and the decentralisation of the telegraph audit and accounts work are sanctioned, do you advocate the formation of local audit offices in *each* Circle, these offices doing both postal and telegraph work and having but one officer attached, or do you think three or four offices subordinate to the head office would suffice for some years to come ? Please give reasons for your answer.

X. If the Accounts Branches are amalgamated what rates of pay do you think the officers should receive?

XI. If the accounts offices of the Post Office and Telegraph Department and the Check Office were amalgamated, would the work and responsibility of the officer in charge be as heavy as that of an Accountant-General of a Province?

XII. Generally, the Committee will be pleased to learn any ideas you may have on this matter, and to know of any scheme you may have thought of.

#### Questions for the Director-General of the Post Office of India.

1. What measure should be taken to promote closer and more intimate relations between the Post Office and the Telegraph Department in the matter of combined offices?

2. Should a grant be placed at the disposal of the Director-General of the Post Office, yearly for all expenditure on fixed establishment of combined offices? If so, how would you fix this grant?

3. Would you recommend that a grant should also be given to cover all contingent expenditure on combined offices? If so, how would you fix it?

4. Are you in favour of the proposal that the Local Scale of departmental signallors (corresponding roughly with the native staff of signallers) should be recruited from the combined office signallers?

It is thought that this arrangement would stimulate postal officials to learn signalling, would afford good signallers the opportunity of remaining as signallers throughout their service, would make postal signallers more anxious to satisfy the Telegraph Officers and would improve the class of postal candidates by reason of the better prospects offered.

It might be necessary to increase the reserve of postal signallers somewhat in order that no inconvenience should result from the transfer of signallers to the Telegraph Department.

5. It is proposed to make postal signallers qualify by a 20 word test, so that a course of nine months would be required, and to give them an allowance while under training. Please give your views on these proposals. What allowance would you propose and what do you estimate would be the annual expenditure incurred in giving this allowance?

6. Does the Post Office lose under the existing arrangement for working combined offices on average charges? If so, how much did it lose during the past year?

7. It has been represented to the Committee that complaints made by Telegraph Officers regarding the working of combined offices are not promptly dealt with by Postal Superintendents, in many cases because they do not understand the technical work. Would it be possible to arrange that all Superintendents of Post Offices should be instructed sufficiently in technical work to enable them to deal with such cases promtly? This, it is thought, would prevent signallers from submitting incorrect explanations for bad working and would lead to an improvement in discipline.

8. Can you give a rough estimate of the cost of improving the pay of postal signallers to the extent which you consider is necessary?

9. In your opinion should the accounts and audit department of the Telegraph Department and the Check Office be amalgamated with the Post Office audit offices?

10. Do you consider any measures can be taken by you to ensure that postal controlling officers shall take the same interest in combined offices work as in postal business proper?

11. In your opinion could a large number of combined offices be opened throughout the country at once without loss to Government?

Can you indicate what Provinces or tracts of country at present afford the greatest scope for opening new combined offices which would prove remunerative?

#### Questions for the Examiner of Telegraph Accounts.

1. Do you consider the present system of accounts—Divisional, Sub-Divisional and Signal Office—is open to simplification in any way? If so, state generally in what direction, and illustrate your reply. Particularly, are the certificates required to be submitted in support of payments and the accounts all necessary? If not, which could be abolished?

2. It is understood that under the present system, vouchers for all payments, however small, or certificates in lieu, have to be submitted to the Examiner. It has been proposed that vouchers under Rs. 10 should not go beyond the Divisional Superintendent, who should satisfy himself as to them, destroy them and submit instead to the Examiner a certificate to the effect that he has examined them and approved of the payments they support. What do you think of this proposal and what form of certificate would you suggest?

3. You have suggested that Public Works Department graded accountants should be attached to the office of each Divisional Superintendent. Specify what particular duties you would require of such men and are these duties such as, in your opinion, an accounts clerk trained in your office cannot perform?

4. It is under contemplation to introduce eight Telegraph Circles, corresponding with the territorial limits of Provinces, each Circle being divided into four or five Divisions, these Divisions then to be the unit of charge and Sub-Divisions as now constituted to cease to exist. Do you consider that with such an arrangement, each Division will still require a Public Works Department graded accountant and that the benefit to be gained would be commensurate with the cost? In answering it must be remembered that under the proposed arrangement there will be about 39 Divisions instead of 24 as now.

5. What control have you over the audit and accounts work of the Check Office? Are you in any way responsible for the correctness of the accounts as submitted by that office? Should it be decided to abolish the Check Office as a separate charge and to place it under your control, what extra assistance would you require?

6. In your opinion is it desirable to decentralise in any way the work now done by the Check Office? The Post Office have decentralised their audit and accounts work and have three separate offices at Calcutta, Nagpur and Delhi under Deputy Comptrollers who deal with the inland postal work. Is it feasible to decentralise the inland telegraph work in a similar way? In your opinion would such an arrangement facilitate disposal of work and be a convenience to the public? Would it involve much extra cost?

7. Please give statistics showing the strength and cost of your office during each of the last ten years. In your opinion is the accommodation for your office sufficient? If not, what additional accommodation is required? Do you think that an increase to the staff of your office will be necessary during the next few years? If so, say roughly what this increase probably will be.

8. Please submit a statement showing-

- (a) The sections and sub-sections into which your office is divided.
- (b) The work done in each section and sub-section, stated generally.
- (c) The number of men in each section and sub-section, distinguishing between accountants and clerks.

9. Could the work now done in your office be decentralised? In your opinion, if the Circle scheme be introduced, would there be any advantage in such an arrangement, and would it involve much extra cost?

10. Do you think the present system of stores accounts can be simplified in any way, and are all the forms used necessary and suitable?

11. What is your opinion on the present method of accounting for line maintenance stores? Is a numerical account all that is wanted, and are the store account forms kept by Sub-Divisional Officers entirely suitable?

12. Have you any remarks to make on the existing stores procedure of the Department, particularly as regards accumulations of stores, freight charges, and articles in depôts and Store Branch agencies being lost sight of ?

13. The existing procedure of each Store Branch agency sending its separate store accounts to the Superintendent of Stores lends itself, it is believed, to stores at Store Branch agencies being sometimes lost sight of when the Superintendent of Stores has to order the issue of stores. Do you think this would be obviated if Store Branch agencies sent their store accounts to the nearest stores depôt to be there included in the balance of stores reported to the Superintendent of Stores?

14. If this were done, would it not be advantageous if Store Branch agencies reported to their store depôt whenever they receive or issue stores (by sending the stores depôt a copy of the store voucher which already has to be made out) instead of only reporting their receipts and issues monthly, as at present?

15. Under existing procedure the Superintendent of Stores is responsible for the Store Branch portion of estimates and for the expenditure incurred against this portion of the estimates. Is there any reason to think that this dual control over the expenditure against an estimate tends to extravagances? As Rate Lists of stores are issued, would it not be possible for a Divisional Superintendent himself to price the stores he wants for a work, freight charges being taken as a percentage on the value of stores, the Divisional Superintendent afterwards being responsible and accounting for all expenditure on a work? Would such a change be advantageous P

16. In your opinion is sufficient use made of Railway Stores depôts? Would it be possible for the Telegraph Department to stock only such stores as are peculiar to the Department, obtaining all general stores by local purchase and from Railways who would be advised of probable requirements? Would there be much economy in such an arrangement, and would it reduce to any great extent the stores balances of the Telegraph Department and save freight charges?

17. If the Circle Scheme be introduced, do you think a store depôt should be formed in each Circle, or what arrangement of depôts would you suggest? Further do you think the officers in each Circle should be instructed to indent on one depôt, it being left to the Depôt officer to arrange for the supply of the stores?

18. Do you think it desirable for the Superiotendent of Stores or an officer working under him to inspect store depôts and branch agencies, instead of this duty having to be done by the Deputy Director of Construction, a Divisional Superintendent, or a Sub-Divisional Officer, as at present?

19. It has been suggested that the present arrangement of appointing a Divisional Superintendent as Superintendent of Stores is not suitable, and that a separate Stores Department as on Railways, manned by men trained in stores work, is disirable. What is your opinion on this proposal? If you think the formation of a separate Stores Branch is necessary, what do you consider its strength and constitution should be?

Do you maintain proper Capital and Revenue accounts for the Telegraph Department? Would it be an advantage if the present head "16—Telegraphs" were divided into two, (a) for Capital, (b) for Revenue expenditure?

21. In what respect can Superintendents of Divisions exercise audit control over signal office cash accounts which you cannot, provided of course all sanctions of Superintendents are attached to the cash accounts? Do you consider the signature of a Superintendent of a Division on such cash accounts is necessary and, if so, why?

### APPENDIX C.

.

### DISTRIBUTION OF OFFICERS UNDER THE CIRCLE SCHEME. Statement A.

Distribution of gazetted officers and Sub-Assistant Superintendents (General) in the Circle Scheme.

Designation, Director-General . Deputy Director-General Directors . Chief Superintendents . Superintendent for Traffic ,, P. A. TOTAL Superintendent for Work- shops. Superintendent for Stores	Ultir Street 1 1 2 2 4 1 1 1  1	nate agth,	Designation. Director-General . Directors of Traffic and Construction. Directors of Circles . Superintendent for P. A. TOTAL . Superintendent for Workshops.	Bire:	igth.	There will be no Superintendent for Traffic and the appoint- ment thus absorbed will be atilised in providing the eighth Cirole Director.
Deputy Director-General Directors Chief Superintendents Superintendent for Traffic """P. A. TOTAL Superintendent for Work- chops. Superintendent for Stores	1 2 3 4 1 1 1 	13	Directors of Traffic and Construction. Directors of Circles . Superintendent for P. A. TOTAL . Superintendent for	2 8 1	12	for Traffic and the appoint- ment thus absorbed will be atilised in providing the sighth
Deputy Directors Chief Superintendents Superintendent for Traffic """P.A. TOTAL Superintendent for Work- shops. Superintendent for Stores	2 4 1 1 1 	13	Directors of Circles . Superintendent for P. A. TOTAL . Superintendent for	1	12	for Traffic and the appoint- ment thus absorbed will be atilised in providing the eighth
Chief Superintendents . Superintendent for Traffic ,, P. A. TOTAL Superintendent for Work- shops. Superintendent for Stores	4 1 1  1	19	P. A. TOTAL . Superintendent for		12	for Traffic and the appoint- ment thus absorbed will be atilised in providing the eighth
Superintendent for Work- ehops. Superintendent for Stores	1 1	19	Superintendent for		12	
shops. Buperintendent for Stores	1			1		
Superintendent for Stores			Workshops.			
	1					The present Superintendent's appointment for charge of Stores to be abolished on ap- pointment of a special Stores Officer.
Superintendent for Check Office.			•	,		'The present Superintendent's appointment for charge of Check Office to be abolished on appointment of a Deputy Examiner for Check Office.
Saperintendent for Elec- trioian.	1	•				The present Superintendent's appointment for charge an Electrician to be abolished on formation of the separate Technical Branch.
TOTAL .		- 4	Total .		1	
Other Superintendents and Assistant Superin- tendents on Rs. 700.	89		Superintendents for Divisions and Offices.	88		One appointment of Assistant Superintendent, 1st grade, to be abolished on formation of the separate Technical Branch.
TOTAL .		89	TOTAL .		88	
Assistant Superintendents on Rs. 550 and less.	46			48		Four Assistant Superintendents' appointments to be abolished on formation of the separate Technical Branch. These 42 appointments will be
		-	Assistant Superin- tendents.	•2		distributed as follows
		• • •				sional Superintendents; 23 for leave vacancies, special construction work, ete
TOTAL .	+++	46	TOTAL .	+=1	42	
TOTAL .		101	TOTAL .		93	
Sub-Assistant Superin- tendents (General).	78	73	Sub-Assistant Super- intendents (General).	68	68	Four Sub-Amistant Superinten- dents will be absorbed for the Store Branch. These 68 will be divided thus : 60 for Assistants to Divisional Superintendents. 6 for Personal Amistants to Circle Officers.
GRAND TOTAL .		173	GRAND TOTAL .		161	

#### Statement B.

#### Regrading of the administrative and executive officers of the Telegraph Department.

Out of the 101 appointments tenable by the Superior Staff of the Telegraph Department it is proposed that two (Superintendent of Stores and Superintendent of the Check Office) should in future be held by outsiders, and that six should be transferred to the Technical Branch. The proposed grading of the remaining 93 appointments is shown in the tabular statement below and compared with the grading of the existing 101 appointments.

Prysent.			Proposed.		
<u>, , , , , , , , , , , , , , , , , , , </u>			Ra.		· Re.
1 Director-General 1 Deputy Director-General	•	:	<b>3,000</b> 2,000	1 Director-General	8,000
2 Directors			1,800	3 Directors, 1st class	2.250
2 Deputy Directors			1,600	• 'e_l	2,000
2 Chief Superintendents, 1st class	:		1.400	9 0.1	1,750
9 <sup>-</sup> 9nd		-	1,250	S 4th	1.500
23 Superintendents, 1st grade	-		1.000	21 Superintendents, 1st grade	1,000
13 _ Zod _ ·	-		850	11 n 2nd	650
9 Assistant Superintendents, 1st grade	-	-	700	8 Amistant Superintendente, 1st grade	700
10 9nd	•	:	550	18	550
18	•	-	450	19 9-1	450
14 <i>" 4</i> 4b	•		850	12 441	850
14 p p 460 p	•	•	~~~	10 g 17 460 g 1	400
101				93	

#### Statement C.

Distribution in Divisions under the Circle Scheme of 78 Assistants (i.s., 18 Assistant Superintendents and 60 Sub-Assistant Superintendents (General).

Circles and Divisions.		1 7	n ber of stants,	Circles and Divisions	•	Num of Andet	
Bengal Circle.			[	Eastern Bongal Cit	rie.		
ankipore Division		. 8	}	Chittagong Division .		3	
haragpur ,		. 3	1	Daoma ", ,		9	
alcutta "	•	. 4	1	Dibrugarh "		5	
arjeeling "	•	• •••		Shillong 🔐 🔸	• •	2	
alcutta Office	•	• •			Total .		8
2	Total		10				
				Madras Circle			
Bombay Circle.			1	Bangalore Division		2	
hmedabad Division	• .	. 3	1	Calicut or Mangalore		2	
elgaum "	•	2	1	mut at the second se		3	
ombay "	•	. 3	[		• • •	ŝ	
arachi "	•			Vizagapatam " Madras Office	• • •		
ombay Office	٠	• •••					
	п. с т		10		Total .		12
	Total	• • • •		Punjab Circle.			
Burna Circle.			1	Labore Divis	012	8	
kyab Division .		. 2	1	0.44	•	ŝ	
2 3 4	:	3		Rawalpindi or Peshawar		2	
·		. 2		Srinagar			
laymyo "		2	{	Umballa or Delhi			
angoon .		. 3	1		· · ·		
	•	-	1		Total .		12
1	Total	• •••	12				
				United Provinces C	ircle.		
Central Provinces Ci	rcle.	1.		Agra Division		5	
jmer Division		. 2	1	Allahabad "		8	1
ubbulpore "	•	. 2	1	Lucknow		2	1
agpur "	•	. 2	1			8	l
	Dai - 1		Ϊ.	Agra Office	• • •	•••	
	Total	• •	6		Total .		8
Grand total of this col	amn	• •	38	Grand total of this s			40
	-		1	GLUDG FORM OF PDM 0	eiumn .	***	
		G	1 data1 -	f both columns . 78			

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### APPENDIX D.

je –

DISTRIBUTION AND BATES OF PAY OF CLERKS UNDER THE CIRCLE SCHEME. . Statement A. .

Circle and Divisional clerks' proposed rates of pay and numbers in each grade. .

•	Ŋ	[ADBA8	3,	<b>Rs.</b> [		PUNJAB.	Rs.
Head Clerk	•	•		150-10-200	Head Clerk ,	• •	150-10-200
1 clerk on		•	•	100-10-150	l clerk on .	• •	100-10-150
6 clerks on	•	•	•	80	5 clerks on	<i>,</i> .	80
7 ,, ,,	•		٠	60	8,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		60
8 ,,, ,,	•	•	•	40-4-60	8,, ".	•	40-4-60
7 ". "	•	•	•	80-2-40	8 <sub>22</sub> <sub>22</sub> ,		30-240

. •	-	Bone	AT.	
Head Clerk	•	٠	•	150-10-200
1 clerk on	٠	•	•	100-10-150
5 clerks on	•	. 4	•	80-4-100
7 ,, ,,	•	٠	•	60-4-80
8 " "		•		40-4-60

BENGAL.

•

•

.

•

•

•

.

80-2-40

7

"

. ....

Head Clerk

l clerk on

4 elerks on

**5**3

23

93

6 "

"

J

7

7

23

	-		<b>.</b> ]	BURNA.		
H	ead (	Clerk	•		•	200-10-250
8	clerk	s on	•_	. •	•	100-10-150
5	 93	"	•	•	•	80-4-100
10	n	,,	. •	•	•	60-480
9	n	"	•	•	•	40-4-60

Eastern	BENGAL.

CENTRAL PROVINCES.

	•			_				
	150-10-200	He	ed C	lerk	•	٠	٠	200-10-250
•	100—10—150	10	lerk	on	•	•	٠	100-10-150
	80-4-100	<b>6</b> o	lerke	on	٠	•	٠	80-4-100
•	60-4-80	8	"	"	•	•	•	60-4-80
	40-4-60	8	. <b>3</b> 2	**	٠	•	•	40460
	30240	8	<b>3</b> 3			•	• .	80-2-40

#### UNITED PROVINCES.

Head Clerk	.•	. •	•	150-10-200	Head Clerk		•	٠	150-10-200
l clerk on	•	•	•	-100	l clerk on	•	٠	•	100-10-150
5 clerks on	•	٠	•	80	2 clerks on	•	•	•	80-4-100
<b>6</b> 22 22	•	٠	•	60	8 ,, ,,	•	•	•	60
7 " "	•	•	٠	4060	5 22 . 32	•	•	•	40-4-60
7	٠	٠	•	80-2-40	2 ະນຸກ	*•	,	•	30

#### Statement B.

### Statement showing number of clerks required for offices of Divisional Superin. tendents.

Madras	CIBCLS.			PUNJAB	CIRCLE.		
<b>Bangalore</b> Division	• •		8	Lahore Division .	• •		7
Calicut or Mangalore	Division	•	3	Rawalpindi or Peshav	var Division	•	5
Madras Division .	• •		7	Srinagar Division	• •	•	8
Trichinopoly Division	· •	.•	5	Quetta Division .			5
Vizagapatam Divisio	n	•	5	Umballa or Delhi Div	ision .	•	5
	TOTAL	•	23		TOTAL	•	24
BOMBAY	CIRCLE.			BURNA	Circle.		
Ahmedabad Division	• •		5	Akyab Division			4
Belgaum Division	• •	•	5	Kindat Division	•••	•	2
Bombay Division	. • •	•	7	Maymyo Division		-	5
Karachi Division	• •	•	5	Moulmein Division	• •	•	8
			-	Rangoon Division	•••	•	7
	TOTAL	•	22		•••	•	
			-	· · ·	TOTAL	٠	<b>\$</b> 1
BENGAL	CIRCLE.			EASTREN BEN			
Bankipore Division			5	TOTALERN DEN	GAL CIRCLE		
Calcutta Division			1	Chittagong Division	• •	•	5
Kharagpur Division			5	Dacca Division	• •	•	5
Darjeeling Division	• •	-	2	Dibrugarh Division	• •	٠	5
	_	-	-	Shillong Division	• •	٠	, <b>5</b>
	TOTAL	•	19		TOTAL		20
UNITED PROVI	NOBS CIRCL	в.		]			-
Allahabad Division		_	5	CENTRAL PROV	INCES CIRCL	ð.	
Agra Division .	• •	Ţ	5	Ajmere Division .			8
Lucknow Division	• •		5	Jubbulpore Division			8
Meernt Division .	• •	•	5	Nagpur Division	• •	٠	8
	_						
	TOTAL	•	20	ļ	TOTAL	٠	9
		•		<b>I</b> .			

#### Statement C.

Proposition statement showing the proposed reduction in the clerical, peon and menial establishments of the Direction.

•	Prosent scale,		Total mean pay.	Proposed scals.	Totai mean psy.
C	lerical Establishment.			Clorical Establishmont.	
	Re.	R.	Rs. A. P.	Rs. Rs.	Ba. A. F.
1 Chief C 1 Clerk 8 Clerks 8 n 8 n 19 n 18 n	Sterk         SCO-20-400         Mail           200-10-250         "           160-10-200         "           100-10-150         "           80-4-100         "           60-4-80         "           50-2-60         "           40-2-50         "	237-8 187-8 187-8 95	$\begin{array}{c} 875 & 0 & 0 \\ 237 & 8 & 0 \\ 562 & 8 & 0 \\ 412 & 8 & 0 \\ 760 & 0 & 0 \\ 600 & 0 & 0 \\ 690 & 0 & 0 \\ 855 & 0 & 0 \end{array}$	1 Chief Clerk 300-20-400 Mean 375         2 Clerks       200-10-250 , 237-8         4 , 150-10-200 , 187-8         5 , 100-10-150 , 187-8         5 ,	875       0         475       0         750       0         687       8         450       0         885       0
54	T	otal .	4,492 8 0	24 Total .	8,122 8 0
19 Peon	and Menial Retablishmen	at .	169 0 0	14 Peon and Menial Establishment	127 0 0
' -	GBAND TO	<b>Tal</b> .	4,661 8 0	GRAND TOTAL	8,249 8 0

### APPENDIX E.

### POWERS OF SANCTION OF THE DIRECTOR-GENERAL OF TELEGRAPHS.

#### The provise that sanctions are within Budget provision is to be understood in all cases.

No,	Subject.	Present powar.	Proposed.
1	Estimates for construction of telegraph lines, wholly chargeable to Capital.	Rs. 20,000 for each work	B1. 50,000 for each work.
•	Estimates for reconstruction of Telegraph lines, charge- able wholly or partly to Capital.	<ul> <li>Full powers, provided— <ol> <li>the amount chargeable to Capital does not exceed Rs. 20,000; or</li> <li>the estimated total outlay is less than \$ of the original cost of construction, \$.e. (at the assumed rate of original construction less than Rs. <sup>a</sup>2<sup>o</sup>), Rs 150 per mile; or</li> <li>the length of line proposed to be reconstructed or repaired is less than 100 miles.</li> </ol> </li> </ul>	Full powers, provided the amount chargeable to Capital does not exceed Rs. 50,000.
8	Supplementary or revised estimates for construction or reconstruction of Telegraph lines, chargeable to - Capital.	Ten per cent. beyond the original manotion of Government, provided such additional charge does not exceed Rs. 20,000.	Ten per cent. beyond the original sanction of Government, provided such additional charge does not exceed Rs. 50,000.
•	Estimates for construction of additions to and for repairs of buildings to be executed by Public Works Department.	Rs. 2,500 for each building .	To remain unchanged.
5	New civil buildings, including additions and repairs, to be executed by the Public Works Department, and costing more than Rs. 2,500.	Administrative approval up to the limit of Rs. 20,000.	Ditto.
6	Estimates for construction of, additions to and repairs of buildings borne on the books of the Telegraph Department.	Rs. 2,500 for each building	Ditto.
1	Purchase of buildings	R <b>9. 2,5</b> 00	Ditto.
6	Sale or dismantlement of buildings	Temporary buildings erected by the Telegraph Department and perma- nent buildings not in the books of the Public Works Department, cost- ing Rs. 1,000 or less.	<ul> <li>Full powers in the case of temporary buildings erected by the Telegraph Department. In the case of permanent buildings not on the books of the Public Works Department full powers where the buildings cost Rs. 9,500 or less.</li> <li>(N.B No building, either permanent or temporary, should be sold or dismantled without reference first to the local Public Works Department require it.)</li> </ul>
9	Estimates for repairs to the existing lines or for re- construction, chargeable wholly to Revenue.	Fall powers	To remain unohanged.
10	Purchase of country stores .	Full powers under paragraph 4 of Appendix 30 to Volume II, Publio Works Department Code.	Ditto.
11	Purchase of English stores in India (dows not include books and newspapers).	Full powers under paragraph 2 of Appendix 80 to Volume 11, Public Works Department Code.	Ditto.
19	Purchase of stationery locally	Powers to regulate the sole and permit purchases in those cases in which the supply of acticles of a kind which it is not convenient to place in the hands of the Stationery Office is shown to be necessary.	Power to regulate the scale and sanction purchases when the supply of articles of a kind which it is not convenient to place in the hands of the Stationery Office is shown to be necessary. Also small purchases in other cases, subject to a limit of Rs. 50 for each individual purchase or purchases of the same kind of material.
18	Purchase of books and periodicals published in and out of India.	Full powers to arrange with Superin- tendent of Stationery for supply.	To remain unchanged.
14	Furchase of Railway Tariff pamphlets (Coaching and Goods).	Fall powers	Directories and other similar publica- tions to be included under this power.
15	Purchase of live-stock	Can be authorised under power for purchasing stores.	To remain unchanged.
16	Parchase of stores from other Departments	Can authorize under power for pur- chasing stores.	Ditto.
17	Sale of unserviceable and obsolets stores	Full powers; but when the sale results in a loss of over Rs. 20,000 a report should be made for the information of Government,	Ditto.

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# Powers of sanction of the Director-General of Telegraphs—(contd). Babjeet. Present power. Propert.

26

<ul> <li>bit has a separation of the Dever a set of a second seco</li></ul>				
19       Supersions, reignations of all offers, in the superiment of ladie.       May prove a label and a Distance of the superiment of ladie.         19       Supersions, reignations and dismissile       Fell powers as reports sublidhings?         19       Supersions, reignations and dismissile       Fell powers as reports sublidhing?         19       Supersions, reignations and dismissile       Fell powers as reports sublidhing?         19       Supersions, reignations and dismissile       Fell powers as reports sublidhing?         10       Redention is service of all officers, and dismissile       Fell powers as reports sublidhing?         20       Redention is service of all officers, mot directly appoints by the Director sublishing?       Fell powers as reports as and dismissile         21       Appointment being officer, in the superior subblishings of the power of the superior sublishing?       Dite.         23       Withbolling of periodial barrenamis from other than power the sease of differe not payloring officer of the power of the same of trains.       Dite.         24       Coperiodial barrenamis from other than power the sease of differe not prove withing the limiting such and for trains.       Dite.         25       Appointment of Sub-Assistent Superimendents.       Pail power is the same of trains.       Dite.         26       Grant of sub-Assistent Superimendents.       Pail power within the superior of the sublishis for trains.       Pail power within t	No.	Babjeet.	Present power.	Proposet.
<ul> <li>appointed by the Director-Gammal.</li> <li>Bedention is service of all offices, and elling generical of the service of all offices, and elling generical of the service of all offices, and elling services of the service of all offices, and elling services of the service of all offices, and elling services of the service of all offices, and elling services of the service of all offices, and elling services of the service of all offices, and elling services of the service of</li></ul>	18	Promotions, postings and transfers	promotions of officers to or above the rank of Superintendents which require the sanction of the Govern-	May promote all subordinate offi- but not to the rank of Amie
offsore, in the superior metablishment on stiming the go of 65.       Dits.         21       Appointments held by officer, not directly appointed by the Gorernees of Ladie, of which the pay is shared.       If the immemberd of an appointment the pay of which is charged, prover to metable helding, which along the shared of perioded bill be reacted officers not perioded by the Gorern and minimerial or munic officers.       Dits.         28       Withhelding of periodical increments from other that minimerial or munic officers.       Full power is the asses of offerers not perioded by the Gorern and infoluring the public held by the Gorern ment of Ladie.       Dits.         28       Withhelding of periodical increments from other that minimerial or munic officers.       Full power within the limiting eash indext may republic held by the Gorern ment of Ladie.       Dits.         28       Format of sharps allowance to Amistant Gaperintendents, Is and 2nd grades.       Full power within the limiting eash include may republic held by the Gorern ment of Sub-Amistant Superintendents, 1st and 2nd grade.       Full power is partial sub- toed anney of Sub- Training.       Dits.         29       Appointment of Sub-Amistant Superintendents, 1st and 2nd grade.       Full power within the manetimed inter who are in sharpe of Sub- Training.       The remain machanged.         20       Appointment of Sub-Amistant Superintendents, 1st manet in discover to show and signallow       Full power within the manetimed inter who are in sharpe of Sub- Training and the power is an end signallow.         20       Appointment of Sub-Amistant Superintendent	<b>19</b>	Suspensions, resignations and dismissals		May suspend any officers below rank of a Director.
ike Gørerment of India, of which the pay is changed.       the pay of which is changed, prefers to mostly following on the foling on, the shape of pay pay pool will be readed offer.       Ditto.         38       Withholding of periodical increments from other than mostly one of India.       Ditto.       Ditto.         39       Perments of mlaria of officer, they the the state officer.       Ditto.       Ditto.         39       Perments of mlaria of officer, they the they of which is changed, they of the mostly for the they of which is the limiting and their of harge allowance to Amistant Superintendents.       Ditto.         36       Appointment of Sub-Amistant Superintendents. Is and and grade. General list.       Ditto.       Ditto.         36       Graut of Sub-Amistant Superintendents. Is and and grade. General list.       Ditto.       Ditto.         37       Anneal increment to Sub-Amistant Superintendents, Is and and grade.       Pell powers of grade of Sub-Maistant Superintendents, Is and 2nd grade.       Pell powers of grade of Sub-Maistant Superintendents, It and 2nd grade.       Pell powers.       Ditto.         38       Graat of social increment to Sub-Amistant Superintendents, It and 2nd grade.       Pell powers.       To remain unchanged.         39       Great of social increment to Sub-Amistant Superintendents, It and 2nd grade.       Pell powers.       To remain unchanged.         30       Appointendent, Regraph Masters and signallow       Pell powers within the amoutioned integr	20	officers, in the superior establishment on attaining	Full powers	To remain unchanged.
ministerial or menial officer.       directly appointed by the Governmett of Glade.         23       Perments of maining of the original size days of the meanth following are public holidays.       Full powers	21		the pay of which is changed, prefers to retain his old pay, full power to sanction his doing so, the change of the pay of the appointment being	Dic <b>to.</b>
to last working day if the first six days of the month following see public buildays.       Full powers within the limiting seals for holding duperintendents. Superintendents, let and bid down.       Full powers within the subtored ramber of 175, including superintendents, let and Superintendents, Concernal list.       Full powers within the subtored ramber of 175, including superintendents, let and Superintendents, Concernal list.       Full powers within the subtored of the subtored superintendents, let and Superintendents, Concernal list.       Full powers within the subtored of superintendents, Concernal list.         26       Grant of Sub-Divisional allowance to Sub-Assistant Superintendents, Concernal list.       Full powers of subtored of sub- subtored superintendents, Ist and data grades.       Full powers within the subtored of superintendents, let superintendents, Ist and data grades.       Full powers within the subtored superintendents, let superintendents, Ist and data grades.       Full powers within the subtored superintendents, let superintendents, Ist and data grades.       Full powers within the subtored superintendents with subtored strength.         29       Appointment of Sub-Assistant Superintendents, Ist indots, Ist grade, General list.       Full powers within the subtored subtored strength.       Full powers within the subtored subtored strength.       Full powers within the subtored subtored strength.         30       Appointment of Sub-Assistant Superintendents, (nor- manent and importary).       Full powers within the subtored subtored strength.       Ditto.         31       Grant of oharge allowance for Telegraph Mastere or piscallers on on- struction div.       Full powers	83		directly appointed by the Govern-	Ditta.
for holding Superintendent's charges.       Isid down.       Isid down.       Isid down.         26       Appointment of Sub-Amistant Superintendents, 1st and grades, General list.       Withis the sensitioned number of 175, 100 per Sub-Amistant Superintendents, General List, 100 per Sub-Amistant Superintendents, General List, 100 per Sub-Amistant Superintendents, General List, 100 per Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers to grant as allowance of Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers to grant as allowance of Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers of Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers of Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers of Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers of Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers of Sub-Amistant Superintendents, 1st and 2nd grades.       Full powers of Sub-Amistant Superintendents, 1st and 2nd grades.       To remain unchanged.         29       Appointment of Sub-Amistant Superintendents, Traffic List.       Full powers within the manotioned number of 20.       To remain unchanged.         30       Appointment of Clearsph Masters and signallow       Full powers to grant fas. 15000 per anoun.       Ditto.       Forew will depend on the docide to operagraph 60 of this Regard.         31       Bupornet of Tolegraph Masters or signallers on construction divty.       Sub-Amistant forew signal offices.       Full powers.       To remain unchanged.         32       Remonstrue of railway signal off	23	the last working day if the first six days of the month	Fall powers	Ditto.
2nd grades, General list.       including superior offloors, the same fixed statemedents, to same the superior of which is 101.       Baperintendents, to same the superior offloors, the same fixed statemedents, to superintendents, General list.       Baperintendents, to superintendents, General list.       Baperintendents, to superintendents, to superintend	24			Ditto.
Superintendents, General list.       R. So per mensents on barge of Sub-reading of Sub-reading of Sub-reading of Sub-reading of Sub-Assistant Superintendents, Ist and Zad grades.       Full powers on charge of Sub-reading of Su	25		including superior officers, the manc-	Fall powers to appoint Sub-Assis Superintendents, General List, wi the sanctioned strength.
<ul> <li>and 2nd grades.</li> <li>Grant of special increment to Sub-Assistant Superintendents, Traffic list.</li> <li>Appointment of Sub-Assistant Superintendents will care to Traffic number.</li> <li>Appointment of Sub-Assistant Superintendents will care to Traffic number.</li> <li>Appointment of Colograph Masters and signallors</li> <li>Grant of charge allowance to Tolograph Masters (permanent and temporary).</li> <li>Remaneration of Trelograph Masters employed in the technical management of railway and non-departmental coffices.</li> <li>Remolect of Tolograph Masters or signallers on construction duty.</li> <li>Promotion of signallers from grade to grade</li> <li>Promotion of signallers from grade to grade.</li> <li>Full powers on such rates of pay as a strong bio to a second year in cases whore the increment is stopped bi not absolutely forficied.</li> <li>Appointment of native inspecting signallers for Inspecting of the associated.</li> <li>Appointment of native inspecting signallers for Inspecting of the signaller of the same of the factor erromodation that in an cose that for factor erromed.</li> <li>Allowance for training civilian signallers .</li> <li>Appointment of Accountants, 4th grade .</li> <li>Pull powers to grant Es. 10 for each pupil trained within mins monthat.</li> <li>Full powers, the recommendation of the signaph de for the subminer of Tolograph Associated for a case of the signaller of the state erromendation of the signallers of the state erromendation of the signallers of the state erromendation of the signallers of the state erromendation of</li></ul>	26		Rs. 30 per mensem to Upper Sabur- dinates who are in charge of Sub-	Power will depend on the deci arrived at on paragraph 11 of Report.
<ul> <li>tendents, ist grade, General list.</li> <li>Appointment of Sub-Assistant Superintendents, Traffic list.</li> <li>Appointment/of Telegraph Masters and signallors</li> <li>Appointment/of Telegraph Masters and signallors</li> <li>Full powers within the sanotioned strength.</li> <li>Full powers within the sanotioned strength.</li> <li>Full powers within the sanotioned strength.</li> <li>Grant of charge allowance to Telegraph Masters (per- meaner and temporary).</li> <li>Remneration of Telegraph Masters employed in the technical management of railway and non-departmental offices.</li> <li>Full powers to grants.</li> <li>Full powers to grants.</li> <li>Full powers to grant of factors or signallers on con- struction duty.</li> <li>Promotion of signallers from grade to grade.</li> <li>Grant of double increment to a signaller after the sepiration of a second year in case where the increment is stopped bit not absolutely forficid.</li> <li>Appointment of nailway signal offices.</li> <li>Allowance for training civilian signallers <ul> <li>Appointment of Accountants, 4th grade</li> <li>Pull powers to grant Ea. 10 for each pupil trained within mine monttas.</li> </ul> </li> </ul>	27		Full powers	To remain unchanged.
<ul> <li>hst.</li> <li>hst.<td>28</td><td></td><td></td><td>Ditto.</td></li></ul>	28			Ditto.
31       Grant of charge allowance to Telegraph Masters (permanent and temporary).       Full powers within the sanetioned scales and grants.       Bitto.         32       Remaneration of Telegraph Masters employed in the technical management of railway and non-departmental offices.       Full powers to grant obarge allow ances up to a limit of Rs. 18,000 per annum.       Power will depend on the decision to compare annum.         33       Employment of Telegraph Masters or signallers on construction duty.       Full powers       To remain suchanged.         34       Promotion of signallers from grade to grade .       Ditto	29			Telegraph Masters to Traffic   Assistant Superintendents within
manent and temporary).scales and grants.32Remnneration of Telegraph Masters employed in the technical management of railway and non-departmental offices.Full powers to grant obarge allow- ances up to a limit of Rs. 15,000 per annum.Power will depend on the decision to co paragraph 60 of this Heg annum.33Employment of Telegraph Masters or signallers on con- struction duty.Full powers to grant of Rs. 15,000 per annum.To remain suchanged.34Promotion of signallers from grade to gradsDittoFull powers.35Grant of double increment to a signaller after the expiration of a second year in cases where the increment is stopped bit not absolutely forfeited.DittoFull powers on such rates of pay as may from time to time be found suitable, on condition that in no case shall such rates erceed that of a General Service signaller of the sverage grade.Pointment of the words "nine months" sub "the preseribed period of trains37Allowance for training civilian signallorsFull powers on the trained within zine months.Full powers, on the recommondation of the Examiner of Telegraph Ac-For the words "nine months"	<b>3</b> 0	Appointment of Telegraph Masters and signallers .		Power will depend on the deci arrived at on paragraphs 60, 84 85 of this Report.
technical management of railway and non-departmental offices.ances up to a limit of Rs. 18,000 per annum.to or paragraph 60 of this kieg33Employment of Telegraph Masters or signallers on con- struction duty.Full powersTo remain suchanged.34Promotion of signallers from grade to gradeDittoFull powers.35Grant of double increment to a signaller after the is stopped but not absolutely forfieldd.DittoFull powers.36Appointment of native inspecting signallers for in- spection of railway signal offices.Full powers on such rates of pay as may from time to time be found suitable, on condition that in no oase shall such rates exceed that of a General fervice signaller of the average grade.Full powers to grant Es. 10 for each pupil trained within nine months.For the words "nine months" end "the preseribed period of train37Allowance for training civilian signallers.Full powers, on the recommendation of the Kraminer of Telegraph Ac-For the words "nine months"38Appointment of Accountants, 4th grade.Full powers, on the recommendation of the Kraminer of Telegraph Ac-To remain unchanged.	<b>3</b> 1			Ditto.
<ul> <li>struction duty.</li> <li>Promotion of signallers from grade to grade</li> <li>Grant of double increment to a signaller after the expiration of a second year in cases where the increment is stopped but not absolutely forfield.</li> <li>Appointment of native inspecting signallers for inspection of railway signal offices.</li> <li>Full powers on such rates of pay as may from time to time be found suitable, on condition that in no case shall such rates exceed that of a General Cervice signaller of the strenge grade.</li> <li>Allowance for training civilian signallers</li> <li>Pull powers on such rates of pay as may from time to time be found suitable, on condition that in no case shall such rates exceed that of a General Cervice signaller of the strenge grade.</li> <li>Allowance for training civilian signallers</li> <li>Pull powers on the recommendation of the Kraminer of Telegraph Active in the strenge in the commendation in the Kraminer of Telegraph Active in the strenge in</li></ul>	32	technical management of railway and non-departmental	ances up to a limit of Rs. 18,000 per	Power will depend on the decision a to on paragraph 80 of this Report
<ul> <li>85 Grant of double increment to a signaller after the expiration of a second year in cases where the increment is stopped but not absolutely forfeited.</li> <li>86 Appointment of native inspecting signallers for inspection of railway signal offices.</li> <li>87 Allowance for training civilian signallers .</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>86 Grant of double increment is stopped but not absolutely forfeited.</li> <li>87 Ditto.</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>86 Crant of double increment is signallers for inspecting civilian signallers for inspection of railway signal offices.</li> <li>87 Allowance for training civilian signallers .</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>86 Grant of double increment is store and the found is the</li></ul>	33		Full powers	To remain anchanged.
<ul> <li>85 Grant of double increment to a signaller after the expiration of a second year in cases where the increment is stopped but not absolutely forfeited.</li> <li>86 Appointment of native inspecting signallers for inspection of railway signal offices.</li> <li>87 Allowance for training civilian signallers .</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>86 Grant of double increment is stopped but not absolutely forfeited.</li> <li>87 Ditto.</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>88 Appointment of Accountants, 4th grade .</li> <li>86 Grant af double increment is signallers for inspecting signallers for inspecting signallers of the Kraminer of Telegraph Ac-</li> </ul>	34	Promotion of signallers from grade to grade	Ditto	Pull powers.
<ul> <li>spection of railway signal offices.</li> <li>spection of railway signal offices.</li> <li>may from time to time be found suitable, on condition that in no case shall such rates exceed that of a General Service signallar of the service signallar of the service signallar of the per mensem.</li> <li>S7 Allowance for training civilian signallers Full powers to grant Rs. 10 for each pupil trained within nine months.</li> <li>S8 Appointment of Accountants, 4th grade Full powers, on the recommendation of the Examiner of Telegraph Ac-</li> </ul>	<b>8</b> 5	Grant of double increment to a signaller after the expiration of a second year in cases where the increment	Ditto	To remain unchanged, except that words " but not absolutely forfeit should be expunged.
S8       Appointment of Accountants, 4th grade       .       .       Full powers, on the recommendation of the Kraminer of Telegraph Ac-       To remain unchanged.	36	Appointment of native inspecting signallers for in- spection of railway signal offices.	may from time to time be found suitable, on condition that in no case shall such rates exceed that of a General fervice signaller of the	Full powers on such rates of pay may from time to time be for suitable, on condition that in case shall such rates ercood Rs. per mensem.
of the Examiner of Telegraph Ac-	37	Allowance for training civilian signallers	Full powers to grant Rs. 10 for each pupil trained within nine months.	For the words "nine months" substi " the prescribed period of training
	38	Appointment of Accountants, 4th grade	of the Examiner of Telegraph Ac-	To remain unchanged.

Powers of sanction of the Director-General of Telegraphs-(contd.).

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Ko,	Subject.	Present power.	Proposed.
39	Minimum pay of Re. 80 to an Accountant, 4th grade, on probation.	In special cases, on the recommenda- tion of the Examiner of Telegraph Accounts.	To remain unchanged.
<b>40</b>	Promotions of Accountants, 4th, 3rd and 2nd grades .	Full powers, on the recommendation of the Examiner of Telegraph Ac- counts.	Disto.
41	Two periodical increments to Accountants, 1st grade	Full powers .	Ditte.
<b>43</b>	Presidency allowance	To officers stationed at Calcutta and Bombay, including Examiner, Deputy and Assistant Examiners and Ac- countants, in accordance with scale.	Ditto.
43	Grant of an honorarium to an officer for special work and permission to receive fees.	Powers as laid down in Civil Service Regulations, Article 72.	Ditto.
<b>64</b>	Grant of permission to an Assistant Superintendent, 4th grade, to pass an examination by the lower standard in any vernacular other than Hindustani.	Full powers when the Assistant Super- intendent is employed in a district where Hindustani is not spoken.	Ditto.
45	Security deposits : (s) Fixing the amount in the case of cashiers and store-keepers and receiving and despatching clorks.	Fall powers	Full power to fix the amount of security required from classes of officers who are required to furmish it
	(b) Refund or forfeiture of	Fall powers .	To remain unchanged.
	(c) Refund of deposits which have been unclaimed for a period exceeding three years after the re- fund became admissible.	Fall powers	Ditto.
<b>48</b>	Rent of offices, not specifically provided for in the Budget.		<ul> <li>Full powers, provided—</li> <li>(a) the rent of the building does not exceed Rs. 100 per menseen;</li> <li>(b) the Budget grant and allot- ment for fixed establishment and rent is not exceeded.</li> </ul>
	Rent of buildings to be used partly as offices and partly as residences.	The sanction of the Government of India is necessary when the house is intended to be used partly as a residence by the officer in charge and partly as his office.	<ul> <li>Full powers, provided— <ul> <li>(a) the total rent of the building does not exceed is. 100 per mensem.</li> <li>(b) the Budget grant for fixed establishment and rent is not exceeded.</li> </ul> </li> <li>In proportion to areas occupied may assess the rent for the office and for the residence.</li> </ul>
8	Office accommodation for Divisional Superintendents in buildings rented by them.	Full power to sanction rent for the office at Rs. 30 per mensem. In special cases it may be raised to a maximum of Rs. 45.	To remain unchanged.
9	Office accommodation for Sub-Divisional Officers .	Full power to sanction rent up to Rs., 25 per mensem or half the rent of the whole house, whichever is less.	See No. 47 above; also paragraph o the Report, relating to the abolition Sub-Divisions.
0	Grant of rewards for specially courageous and meritorious services to officers of the Department other than gasetted officers.	No powers	Full powers up to a maximum of Rs. 50 in each case, subject to a tota limit of Rs. 1,000 per annum.
1	Actual extra expenditure incurred in working postal combined offices.	Full power to sanction charges to be debited by the Postal to the Tele- graph Department.	To romain unchangel.
8	Grant of liveries and warm clothing to measurgers and other inferior servants.	Full powers as laid down in para- graphs 237-241, Chapter P, Tele- graph Code.	Ditto.
3	Admission of persons to the superior qualifying service after the age of 25 years.	Full powers in respect of officers under his orders who are not appointed directly by the Government of India.	Ditto.
4	Grant of compensation when quarters are not available to members of the signalling establishment during temporary periods of absence on deputation.	Fall powers, provided the period of absence does not exceed two months.— Telegraph Code, Chapter P, para- graph 161.	Ditto.
5	Grant of compensation for dearness of food	Full powers, subject to the limits specified in the rules in the Telegraph Code, Chapter P, paragraph 168.	Ditto.
6	Grant of exposure allowance to Telegraph Masters and signallers employed in temporary offices.	Fall powers at the rates given in the Code Rules, Chapter P, paragraph 147.	Ditto.
8	Grant of food allowance to European and Eurasian signallers.	Full powers at the rates given in the Code kules, Chapter P, paragraphs 143 and 149.	Ditte.

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## Powers of sanction of the Director-General of Telegraphs-(contd.).

Ra.	Subject.	Present power.	Proposed.
58	Grant of advances to gazetted officers of the Depart- ment for travelling expenses in the case of long and expensive tours.	Fali powers	To remain unchanged.
<del>59</del>	Grant of advances to mounted subordinates in Balu- chistan for purchase of horses or samels.	Full powers up to a limit of two months' pay. The grant may be made either when the men are first engaged or on the loss of an animal. The advance is recovered in six monthly instalments.	Ditto.
60	Grant of an advance to a civil officer on arrival in India on first appointment or on return from long leave or special duty out of India.	Full powers, subject to a limit of two months' pay and also not exceed- ing Rs. 1,000.	Di <b>t</b> to.
61	Grant of an advance of salary or travelling allowance to an officer proceeding on transfer,	Full powers. The advance of pay must not exceed one month's pay.	Diste.
62	Grant of an advance for building a house	Full powers subject to the conditions laid down in Telegraph Code, Chapter P, paragraph 219.	Ditto.
<b>63</b>	Grant of an advance of a month's pay to an officer, under very special circumstances.	Full powers. The Director-General of Telegraph is authorised to deter- mine the nature of the "special circumstances."	Ditto.
64	Grant of an advance to an officer on the permanent establishment for the purchase of a tent on the first occasion of his requiring one.	Fall powers to grant an advance of a reasonable amount.	Ditto.
65	Grant of leave	To civil officers :- All kinds of leave admissible under the Civil Service Regulations. To military officers employed in the Telegraph Department:- Leave in India. To gazetted officers in the Accounts Branch serving in Telegraph Depart- ment -	For "to sivil officers" subsu "to civil officers below the rank Director." Otherwise no change
		Leave on urgent medical certificate.	-
66	Grant of pensions and gratuities	Powers of a Local Government as defined in Civil Service Regulations in respect of all subordinates not appointed directly by the Govern- ment of India.	To remain unchanged.
67	Condonation of break of service of officers (not gazetted)	Full power to condone interruptions of service not exceeding three months in all; but if the pension proposed does not exceed ks. 50 a month, interruptions not exceeding 12 months in all may be condoned.	Ditto.
68	Condonation of deficiency in service of officers (not gasetted).	Full power to condoue deficiencies in service not exceeding one month. If pension is claimed for superior service deficiencies may be condoned not exceeding one-fourth the officer's non-qualifying service (paid from the General Revenues), or, as the case may be, inferior service, and also not exceeding three months.	Ditto.
69	Pension or gratuity admissible on the superior or inferior scale to an officer reduced from the superior to the inferior class for missonduct.	Full power to permit such an officer not appointed directly by Govern- ment of India either to count the whole service as inferior towards pension on the inferior scale, or the superior portion only towards pen- ston on the superior scale.	Ditto.
70	Pension to a Government officer injured or to the family of a Government officer killed in the execution of his duty, and who was not appointed directly by the Government of India.	Under special circumstances full power to sanction up to a limit of Rs. 10 per mensem.	Ditto.
71	Bent of linemen's quarters	Full powers	Ditto.
72	Execution of deeds, contracts on behalf of the Secre- tary of State.	Ditto	Di <b>tto.</b>
73	Execution of leases	Full powers, provided that the rent reserved in such lease does not exceed Re. 500 a month.	Ditto.
74	Printing of new standard forms	Full powers	Ditto.
75	Writing off losses of stores by robbery, fire, storma, flood or any other extraordinary occurrence.	• • • • • •	

io, ·	Subject.	Pressus power.	Propessd.
8	Writing off losses of each caused by the death of an employé or by robbery, fire, storms, flood or any other extraordinary occurrence.	Within a limit of Rs. 1,000	To remain unchanged.
,	Loss of stamp imprest	Full power to write off	Ditto.
ļ	Grants for expenditure from the Fine Fund	Full power to incur expenditure as laid down in Telegraph Code, Chap- ter D, paragraphs 58, 59, 60.	Ditto.
	Medical attendance and medicines	Power to sanction the grant of an allowance, not exceeding Rs. 15 per quarter for any Telegraph Office, to a private medical practitioner for the Telegraph staff at places where there is no Government medical officer or dispensary.	Ditto.
•	Temporary withdrawal of deposits from the Civil Engineers' Provident Fund.	Full powers to permit temporary withdrawals of deposits for the purposes and on the conditions specified in Public Works Depart- ment Code, Volume II, Appendix 3.	Ditto.
	Institution of legal proceedings	Full powers ,	Ditto.
}	Supply of printed maps and mathematical instruments and repairs to latter by the Survey of India Depart- ment.	Fall powers to pass indent on the Survey of India Department.	Ditto.
ļ	Refund of a portion of his security deposit to an officer	Full powers, provided the Examiner	Ditto.
6	proceeding to Europe on leave. Refund of security deposit before six months as required by Telegraph Code, Chapter F, paragraph 43.	furnishes a no-demand certificate. Discretionary powers, subject to the understanding that all necessary precautions will be taken in each case to cafeguard the interests of Government.	Ditto.
i v	Concessions granted to a member of the Department whose pay does not exceed Rs. 30 a month for treat- ment at the Pasteur Institute, Kasauli.	Full powers, subject to the conditions specified in the Telegraph Code, Chapter D, paragraph 66A.	Ditto.
	Grant of cash imprests to an Upper Subordinate	Full powers up to a limit of Rs. 1,000- in each case.	Ditte.
•	Powers of a Losal Government under the Civil Service Regulations.	As laid down in Article 34, Civil Service Regulations (4th Edition), and Appendix No. 1 of the Civil Service Regulations, Entry No. 3.	Ditto.
8	Sanctions to establishment, and modifications and re- distributions, etc., of salaries.	As summarised in letter No. 10184, dated 23nd December 1906, from the Government of India, Commerce and Industry Department, to the Director-General of Telegraphs.	<ul> <li>Full powers, subject to the following - <i>Permanent Establishment.</i></li> <li>I. He may not create or abolish an appointment on a salary exceeding Re. 250 a month or modify the salary of such an appointment of raise the salary of any appointment above this amount.</li> <li>II. He may not modify the rates of pay of any graded service whe these have been fixed by the Govern- ment of India.</li> <li>III. He may not change the proportion have not been fixed by the Govern- made to the number in a grade of grades on pay exceeding Rs. 250 month.</li> <li>IV. He may not create a new gradi of officers on a salary exceeding Rs. 100 a month.</li> <li>In the case of the signalling estab- liahment the powers of the Directo General are subject to the further restrictions enumerated in pars graphs 84 and 85.</li> <li>II. He may not sanction establishment the charges for fixed establishment the charges for fixed establishment the charges for fixed establishment the is appoint establishment permanently and not temporarily as suc- for more than two years, by the em- of which time it must either b</li> </ul>

### Powers of sanction of the Director-General of Telegraphs-(contd.).

Powers of sanction of the Director-General of Telegraphs-(concld.).

Nas	Bubject,	Presant power.	Proposed.
89	Be-appropriations of Budget grants	<ul> <li>Full power to make any re-appropriations that seem to be desirable, subject to the limitations and conditions specified below r— <ol> <li>From the English to the Indian grants. (Transfers from the Indian to the English grants to be reported when made.)</li> <li>From allotments provided for specific railway and departmental lines to any other purpose, ercept to a line entered in the Budget Estimate.</li> <li>IV. To any purpose which woul involve an increase of the balance of stores allowed for in the Budget Estimate.</li> <li>V. To increase the grant for temporary establishment provide for in the Budget Estimate.</li> </ol> </li> </ul>	Indian grants. (Transfer fro the Indian to the Engli grants to be reported wh made.) II. From the grant provided f any Capital work sanction by the Government of India III. Between Capital and Reven except in the case of transfe within the total provision f establishment. IV. From or to the grant for wor ing charges of combin offices. V. May not make any re-app priations which will increa- the grants for fixed or to porary establishments, or ( grant for special rewards.
		<b>N.B.</b> —The powers of sanctioning re- spropriations of Budget oredits are subject to the conditions that the service to which funds are diverted sanctioned by competent authority and that the money can be spared from the service from which it is proposed to be taken.	spropriations of Budget credita subject to the conditions that service to which funds are diverted sanctioned by competent author and that the money can be spa

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### APPENDIX F.

#### POWERS OF SANCTION OF CIRCLE OFFICERS AND DIVISIONAL SUPERINTENDENTS.

The provise that manetions are within budget provision is to be understood in all cases.

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No.	Subject.	Powers of Circle Officer,	Powers of Divisional Superintendent.
. 1	Estimates and Completion Reports for new works and for reconstruction wholly debited to Capital.	Up to Rs. 5,000 which may be in- creased to Rs. 10,000 in the case of specially selected officers.	Up to Rs. 1,000 which may be increase by the Director General of Telegraph to Rs. 2,000 in the case of special selected officers.
2	Estimates and Completion Reports for mixed works, chargeable partly to Capital and partly to Bevenue.	Full powers so long as the portion debitable to Capital does not exceed the amount up to which they may sanction new Capital works.	Full powers so long as the portio debitable to Capital does not excee the amount up to which they ma sanction new Capital works.
. 3	Supplementary or revised estimates for construction, re- construction and mixed works.	May pass excesses on estimates sanc- tioned by himself so long as the total of the revised estimate does not exceed the amount up to which he may sanction new works. On estimates sanctioned by higher authority may pass excesses not exceeding 10 per cent. of the original sanctioned amount, provided such excees does not exceed the amount up to which he may sanction new works.	May pass excesses on estimates san- tioned by himself so long as the tot of the revised estimate does no exceed the amount up to which I may sanction new works. On est mates sanctioned by higher authorit may pass excesses not exceeding I per cent. of the original estimate amount, provided such excees does n exceed the amount up to which I may sanction new works.
4	Construction of and additions to buildings to be executed by the Public Works Department.	May grant administrative approval np to a limit of Rs. 2,500 for each building, provided that the minor works grant allotted to the Circle is not exceeded.	May grant administrative approv up to a limit of Rs. 500 for each building, provided that the min works grant allotted to the Divisi- is not exceeded.
5	Estimates for the construction of additions to and repairs of buildings borne on the books of the Telegraph Department.		Up to Re. 500 for each building.
6	Sale or dismantlement of buildings erected by the Tele- graph Department and on their books.	Full powers, provided the original cost of the building did not exceed Rs. 1,000.	No powers.
		N. BBefore any permanent building is sold or dismantled the local Public Works authorities should be referred to.	
7	Sale or dismantlement of temporary buildings erected by the Telegraph Department and on their books.	Full powers	No powers.
8	Estimates, revised estimates, completion reports for repairs to existing lines or for reconstruction wholly chargeable to Revenue.	Full powers	May canotion repairs, etc., up Rs. 1,000, and in special cases flood damages, etc., up to Rs. 2,00 subject to intimation being given the Circle Officer.
9	Purchase of country stores, and stores from other Departments.	Full powers except in the case of Ordrance stores.	May make purchases up to Rs. 50 : each article, subject to a limit Rs. 250 at a time.
10	Sale of unserviceable and obsolete stores	Up to Rs. 5,000	Up to Rs. 500.
11	Writing off book losses of stores	" Bs. 500	" Ra. 100.
12	Writing off losses of cash	" Re. 25	No powers.
13	Appointment and promotion of all petty and su bordinate line establishments.	Full powers within the scale sans- tioned for the Circle, provided the alletment for the purpose is not exceeded.	authorised to do so by Circle Officer.
14	Potty and menial establishments of offices	Within budget allotment for Circle, full powers to fix the strength of such establishments in offices, and to revise establishments already fixed.	yacan Cies.
15	Appointment and promotion of all clerical establishments of offices, including signal room clerks,	Full powers within scales fixed for the Circle.	May appoint to vacancies in the lowe grade.
16	Temporary establishment	Within the limit of the grant fixed for the Circle may sanction temporary establishment, provided the pay of any one appointment does not exceed Es. 100.	No powers.
<b>17</b>	Suspensions	May suspend any officer under his orders.	May suspend any officer under h orders.
18	Resignations	May accept the resignation of any one whom he is competent to appoint.	May accept the resignation of any a whom he is competent to appoint.

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# Powers of sanction of Circle Officers and Divisional Superintendents-(contd.).

No.	Babiert.	Powers of Circle Officer.	Powers of Divisional Superintendent,
19	Dismissals and reductions	Foll powers, in cases where he is " authorised to appoint.	May dismiss and reduce linemen, cables guards, coxswains, boatmen, battery- man, daftrice, and obaprasies.
. 20	Postings and transfers	Full powers with respect to establish- ment subordinate to him excepting Superintendents in charge of offices,	Full powers with respect to the estab- lishment under him, except Awistant and Sub-Assistant Superintendents.
21	Granting and withholding of periodical increments .	Full powers with respect to all non- gazetted establishment subordinate to	
28	Payment of salaries of officers other than gazetted on the last working day if the first six days of the month following are public holidays.	him. Full powers.	Sub-Amistant Superintendents. No powers.
28	Appointment of signallers	Full powers within the sanctioned scale for the Circle and according to Code rules.	May appoint probationers to the signalling establishment, subject to the Circle Officer's sanction.
24	Grant of charge allowance to Telegraph Masters, per- manent and temporary.	Full powers within Circle allosment, subject to Code rules.	No powers.
25	Remuneration of Telegraph Masters employed in the technical management of railway and non-departmental telegraph offices.	Full power to grant charge allowance within Code rules.	No powers.
26	Employment of Telegraph Masters or signallers on con- struction duty.	Full powers	No powere.
27	Grant of double increment to signallers after the ex- piration of the 2nd year, in cases where the increment has been stopped.		Full powers when the increment has been withheld by the Divisional Superintendent.
28	Appointment of native inspecting signallers for the inspection of railway signal offices.	Full powers to appoint on the same tioned rates of pay.	May appoint to actual vacancies.
29	Allowances for training divilian signallers	Full powers in accordance with Code rules.	Full powers in accordance with Code rules.
30	Presidency allowances	Full powers in accordance with Code rules to officers subordinate to him.	No powers.
<b>31</b>	Fixing the amount of sccurity deposit in the case of cashiers, receiving and despatching clerks, and Store- keepers not under the Chief Store-keeper.	Full powers, subject to Code rules .	No powers.
82	Refund and forfeiture of security deposits	Full powers under Code rules	No powers.
3\$	Grant of liveries and warm clothing to messengers and other inferior servants.	Fall powers, in acordance with Code rules.	Fall powers in accordance with Cole rules.
34	Appointment of message delivery peons	Full powers, subject to the limitations laid down in Code rules.	Full powers, subject to the limitations laid down in Oode rules-
95	Grant of compensation, when quarters are not available, to members of the signalling establishment during temporary periods of absence on departmental duty from places other than Rangoon.	Fall powers, subject to Code rules .	No powers.
36	Grant of compensation for dearness of food	Fall powers, subject to the limitations laid down in Code rules.	No powers.
87	Grant of exposure allowance to Telegraph Masters and Signallers employed in temporary offices.	Full powers at the rates given in Code rules.	No powers.
38	Grant of food allowance to European and Eurasian signallers attached to camp telegraph offices in connec- tion with the Viceroy's and Governor's tours.	Full powers at the rates given in Code rules.	No powers.
<b>39</b> .	Travelling allowance	Is controlling officer for himself and all establishment under him.	Is controlling officer for all establish- ment under him except Assistant and Sub-Assistant Superintendents.
40	Grant of advances to officers of the Department in the case of long and expensive tours.	Full powers	Full powers in the case of all estab- lishment under him.
41	Grant of advances to mounted subordinates in Baluchis- tan for the purchase of horses or camels.	Full powers in accordance with Code rules.	No powers.
42	Grant of advances of salary or travelling allowance to officers proceeding on transfer.	Full powers. The advance of pay must not exceed one month's pay.	Full powers in the case of offices under them and subject to Code rules.
43	Grant of leave to signallers, and to line, petty and office establishments.	Full powers	May grant leave to non-gazetted officers, other than Sub-Assistant Superintendents, not exceeding three months and provided substitutes are not required. May grant leave of all kinds to line,
		• •	clerical, petty and menial establish- ment, provided substitutes are not required.

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# Powers of sanction of Circle Officers and Divisional Superintendents-(contd).

Жо,	Bubject.	Powers of Circle Officer,	• Powers of Divisional Superintendent.
44	Concession to a member of the Telegraph Department whose pay does not exceed Rs. 30 a month and who has to proceed for treatment to a Pasteur Institute in India.	Exercises full powers, subject to condi- tions specified in Code rules.	Exercises full powers, subject to the conditions specified in Code rules, immediate report being made to the Circle Officer.
45	Purchase of railway tariffs	Fall powers	Full powers.
6	Rent of linemen's quarters provided by a railway .	Full powers	No powers.
7	Execution of contracts on behalf of the Secretary of State	Full powers up to Rs. 10,000	Full powers up to Rs. 1,000.
8	Writing off losses of stores by robbery, five, etc	Within a limit of Bs. 1,000, report being made to the Director-General of Telegraphs.	Within a limit of Rs. 100, report being made to the Circle Officer.
Ð	Contingent charges including petty purchases of country stationery.	May pass monthly bills for such charges, excluding all law charges, up to a limit of Rs. 100 per bill.	May incur expenditure, excluding all law and printing charges, up to a monthly limit of Rs. 50.
0	Office rent to a Divisional Superintendent who has pro- vided accommodation for his office in his own house.	Full powers, subject to a maximum of Rs. 80 per mensem or one-third the rent of the house, whichever be less.	No powers.
51	Grant of cash imprest to an Upper Subordinate	Full powers, up to a limit of Rs. 1,000 in each case.	Full powers, up to a limit of Rs. 500 in each case, the imprest being treated as part of the Divisional Superintendent's cash balance.
9	Issue of Licensed Telegraph Codes to Railways and Canale.	Full powers	Fall powers.
58	Installations of telephone and other lines for officials or the public generally, and all questions of rent obarges for the same.	Full powers in respect of all such lines costing not more than Rs. 5,000. In the case of specially selected officers this limit may be raised to Rs. 10,000.	Full powers in respect of all such lines costing not more than Rs. 1,000. In the case of officers specially selected this limit may be raised to Rs. 2,000.
4	Opening combined offices	Full powers, provided the line-	No powers.
		<ol> <li>does not cost more than Rs. 5,000 which limit may be raised to Rs. 10,000 in the case of specially selected officers.</li> <li>(2) is not in a Native State.</li> <li>(3) is to be established without a guarantee.</li> </ol>	· · · · ·
55	Alteration in the class and working hours of combined offices.	Full powers to settle finally with the Post Master General.	No powers.
50	All traffic arrangements of circuits failing wholly within bis circle.	Fall powers	No powers.
57	Estimates and completion reports of first fitting of offices.	Up to Re. 1,000	Up to <b>Bs. 500.</b>
58	Application from Railways for the Traffic Code or Guide	Full powers	Fall powers.
59	Stamp imprests	Full powers	Up to Rs. 250.
60	Indents on the Medical Stores Department for medicines for departmental use.	Fall powers	No powers.
61	Extensions of service beyond 55	Full powers in respect of all clerical, line and petty establishments. Ex- tensions beyond the age of 60 to be sanctioned by the Director-General.	-
62	Appointment of clerks and others over the age of 25	Fall powers with regard to all estab- lishment which he may appoint.	No powers.
63	Fixing of head-quarters	May fix the head-quarters of all subordinates below the rank of Sub- Assistant Superintendent. A Circle Officer may station an Assist- ant Superintendent or Sub-Assistant Superintendent at a place other than the head-quarters of the Division for short periods not exceeding six months. If a longer halt than this is necessary the sanction of the Director-General must be obtained.	dinates below the rank of Sub-Assistan Superintendent.
64	Farniture of quarters	May sanction a new supply in accord- ance with the prescribed scale. May declare furniture to be unserviceable and authorise the purchase of new in place of unserviceable articles.	repairs to all furniture,

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## Powers of sanction of Circle Officers and Divisional Superintendents-(concld).

No,	Sabject.	Powers of Circle Officer.	Powers of Divisional Superintendent.
65	Allowances to signallers acting for permanent Telegraph Masters absent from their appointments on special duty.	May canction the allowances permis- sible under Code rules.	No powers.
66	Locality allowances	Full powers in accordance with Code rules.	No powers.
67	Questions concerning delivery of messages by means of bicycles.	May decide when delivery by means of bioyoles is desirable and the number of bioyole peons to be employed. May authorise the supply of bioyoles.	No powers.
68	Furniture for all offices	May sanction the supply of new articles, provided that the cost of any one article does not exceeds Rs. 100.	May sauction repairs to and the placement of all existing articles furniture. May sauction the supply of new arti provided that the cost of any article does not exceed Rs. 25.
69	Applications from newspapers to be registered under Press rules.	May grant applications, immediate report being made to the Director- General.	No powers.
70	Applications to send bearing Press telegrams	May grant applications, immediate report being made to the Director- General.	No powers.
71	Supply of printed maps from and repairs to mathemati- cal instruments by the Survey of Iudia Department.	May pass indents on the Survey of India Department for maps relat- ing to their Circles and also for repairs to mathematical instruments.	No powers.

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## APPENDIX G.

#### Statement A.

PROPOSED SCALE OF PAY FOR OFFICERS OF THE TECHNICAL BRANCH.

			Rs.	ţ.					Rs.
First year	of ser	vice	. 850 :	a month. During	Tenth year of a	ervio	••	•	750
-				these two years	Eleventh "	<b>37</b>	•		800
				officers will be on probation.	Twelfth "	,,			850
Second			850		Thirteenth "	37			900
Third	"	"	400	1	Fourteenth "	33	•		950
Fourth	33	23	450		Fifteenth "	32	•	•	1,000
Fifth	"	"	500		Sixteenth "	,,,	•	٠	1,050
Sixth	**	"	550		Seventeenth ,,	"		•	1,100
Seventh	29	"	60 <b>0</b>		Eighteenth "	,,,	•	4	1,130
	"	"	<b>6</b> 50	•	Nineteenth ,,	"			1,200
Eighth	,,,	"			Twentieth "	, , , , , , , , , , , , , , , , , , , ,	7		1 950
Ninth	33	"	700	ļ	and thereafter.		3.	٠	1,250

## Statement B.

## COMPARATIVE STATEMENT SHOWING ULTIMATE COST OF THE ORGANISATION OF A TECHNICAL BRANCH.

Present cost.		Proposed cost.
-	Rs.	Bs.
One Superintendent on Bs. 1,000	1,000	OneElectricalEn-(1,500- 50-1,750) Mean.
One Assistant Superinten- dent on Rs. 700 Two Assistant Superinten- dents on Rs. 550 One Assistant Superinten- dent on 450 One Assistant Superinten-	700 1,100 450	gineer-in-Chief (1,750-100-2,250)1,944 Five Electrical Engineers on in- cremental rates shown in state- ment as above. Mean Rs. 777 <sup>1</sup> / <sub>2</sub> 3,887 <sup>1</sup> / <sub>2</sub>
dent on " \$50	<b>350</b>	Rs. 5,83145
	3,600	Three Sub-Assis- tant Superinten-
Eight allowances of Rs. 50 .	<b>400</b>	dents on Rs. 350 1,050
Thirteen allowances of "25	325 	Forty-one allow- ances of Rs. 25 1,025
Total present cost	4,325	7,907

Increase Rs. 3,582 a month or Rs. 42,984 a year. But in addition there will be an increased expenditure on Telegraph Masters' allowances caused by the provision that the men in the Technical Branch should be promoted to Telegraph Masters, 1st, 2nd or 3rd grades, when their immediate juniors in the Traffic Branch receive this promotion. This increase cannot be estimated.

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## APPENDIX H.

## PAPERS CONNECTED WITH THE RECRUITMENT OF THE PROVINCIAL SERVICE AND THE TRAINING OF UPPER SUBORDINATES.

Letter, dated the 25th October 1906, from MAJOR E. ATKINSON, R.E., Principal, Thomason College, Burki, to the President of the Telegraph Committee, re recruitment of Assistant Superintendents of the Telegraph Department.

I have the honour to ask permission to lay before you and the Telegraph Commission a few words regarding the recruitment of Assistant Superintendents for the Telegraph Department from the Thomason College, Rurki.

I must first state that these views are purely personal and not official in any way, and should not be taken as representing the views of the Government of the United Provinces; but I feel that the present opportunity should not be missed of pointing out what in my opinion is a very unsatisfactory state of affairs.

On the formation of a Provincial Service of the Telegraph Department in Government Order No. 156 T. E. of 25th August 1892 a class, called the Electrical Engineer Class, was formed at Rurki for recruiting the new service. One nomination to this class was given to each of the Colleges at Sibpur, Madras, and Poopa for students who had not been in theirrespective Colleges for more than four months, the object of this reservation being to ensure that students passing directly into the class through the Rurki Entrance Examination should not be placed at a disadvantage. It has, however, been found that no students offer themselves for the class through the Rurki Entrance Examination. The class has mainly consisted of two or three Bengali, Madras, or Poona nominees. The main reason for this is, I think, the feeling among Europeans and natives of Northern India that few of them could hope to successfully compete for the guaranteed appointments with the pick of the Colleges of Bengal, Madras, and Bombay. Those that feel they would stand a good chance have an equal chance of obtaining the guaranteed appointments in the Public Works Department which are more numerous and attractive. As the class was so small, it was found impossible to give them a separate curriculum or to spare the services of the members of the staff to specially devote themselves to so few men. The course is now a three years' one, and at present the Electrical Engineer Class work with the Civil Engineer Class for two years and then specialise for the third year in Electrical and Telegraph Engineering. The class has never consisted of more than four students, generally less, and in fact on one occasion only one student joined the class and gained the Telegraph appointment. It is generally pretty obvious in the class which student will gain the appoint-ment, and there has been a total lack of the incentive to work due to competition, which is a marked and beneficial feature of the Civil Engineering Class.

The Principal of the Sibpur College in July last addressed a letter to me and to the Principals of Madras and Poona, objecting to the present system.

His grievance is that the nomination to Rurki for the Electrical Engineer Class is held in his College to be of undue importance. The Engineer Class at Sibpur is filled by nomination, and he finds that many students of superior attainments apply for admission merely on the chance of nomination to Burki, and directly the nomination is made, the rest resign, thus upsetting his class entirely. From 1901 to 1905 out of an aggregate of 210 who joined the Sibpur College, 60 resigned immediately the nomination to Rurki was made; Poona College seldom, if ever, nominates a man. The result therefore is that the Electrical Engineer Class is not really satisfactory. The course is not as it should be and the Telegraph Department get no one but Bengalis or Madrasis.

It is well known that certain races in India are best fitted for certain purposes, some for the Army, some for the Bar, some for Engineering, etc., and I cannot think the Telegraph are getting the class best fitted for their purpose. This College is now being expanded in many ways, and in a year's time the building of new laboratories and the enlargement of the workshops, the provision of new power and electrical installation will place it in a very sound position. As regards scientific and technical teaching, I should like, both for the sake of the College and the Telegraph Department, to place this class on a sounder footing.

If men were prepared for the Telegraph Department alone, unsuccessful students would have no means of earning a livelihood, but I believed that a sound electrical engineering course of three years would be a very suitable one for the Telegraph Department, provided the men were suitable. The present course is a makeshift—two years being spent in Civil Engineering and one in Electrical, and men who do not get into the Telegraph Department find great difficulty in getting any employment partly on account of their hybrid training and partly on account of the race they belong to.

In my own opinion, European lads (statutory natives) who did a real sound three years' course in electrical engineering—three-fourths of which must be Mechanical Engineering—would have no difficulty in finding remunerative employment in India.

I would suggest the formation of a class of at least ten yearly, recruited through the same Entrance Examination as the Civil Engineer Class.

Nominations from other Colleges should cease, and if it is considered desirable that some native recruits should come from Bengal, Madras, or Bombay, special arrangements should be made with those Colleges. At least half the class should be Europeans, as I greatly doubt if natives, even if inhabitants of Northern India, will find it easy at present to get work as Electrical Engineers, the work in this country being mostly in the hands of European firms. I must point out that the present recruits for the Telegraph Department are men with great aptitude for book-learning and for writing examination papers as a rule, being the pick of their respective Colleges, and if this College were thrown open to the whole of India, the inhabitants of Bengal, Madras and Bombay would swamp all others out of it, though these others are the very men who have made the name of Burki carry such a high prestige in India.

The case therefore stands thus. None of the class from which the Rurki Civil Engineer Class are recruited, both European and native, will enter the Electrical Engineer Class at present. The cleverer ones, because they can look forward to guaranteed appointments in the Public Works Department, and those further down on the list, because they think they have little chance of getting a Telegraph appointment in competition with the outsiders, and failing a guaranteed appointment, because they have a better chance of earning a livelihood with the training and certificate of the Rurki Civil Engineer Class, than of the Electrical Engineer Class, as at present constituted. A very great improvement in the status of the class is, I believe, quite feasible by some such method as indicated, and is very important in the interests of the Telegraph Department and of the College. I feel that the report of your Commission and the personal influence of its members would be of the greatest assistance in effecting the change required, and I have ventured therefore to bring the matter to your notice.

I would add that the matter as it affects the Commission can, it appears to me, be summarised somewhat as follows :---

(1) It is extremely desirable that the guaranteed appointment of Assistant Superintendent of Telegraphs given annually should be filled from a capable and hard-working class at Rurki consisting of at least eight or ten students, among whom natives of Northern India and Europeans (statutory natives) should be strongly represented, but it is tolerably certain that if they are put in competition with natives of Bengal, Madras, and Bombay, the latter will always gain the guaranteed appointment, as they are the pick of their Colleges and are by nature superior at examination work. Nomination from other Colleges should therefore cease, and, if necessary, other arrangements be made for recruiting from the provinces named. (2) The Electrical Engineer Class at Rurki in its present state does not realise in any way the ideal indicated in paragraph (1), and it is very desirable the Government of India should be moved to effect such changes in the arrangements for the class as may lead to the result desired.

In conclusion, I am able and should be very glad to give more information on the points raised and others either in writing or before the Commission.

**P.S.**—The Principal, Sibpur College, has to-day informed me that he has asked to have his College relieved of its nomination. If this is sanctioned ordinarily Poona never send a man and Madras seldom—it seems as if there would be few recruits next year for the Telegraph Department.

## Memorandum on the proposed recruitment for the Telegraph Department by MAJOB ATKINSON, Principal, and Mr. F. SEDGWIOK, Professor of Experimental Science, Thomason College, Burki.

[ N.B.-It has not been thought necessary to print the annexures referred to herein.]

The reasons for the present unsatisfactory conditions of the recruitment for the Telegraph Department through Rurki College have been given in my previous letter.

In the following memorandum a proposal is put forward for a system of recruitment, which promises to give the Telegraph Department what it is believed they require. It will be in the first place necessary to briefly set out what it is understood the Telegraph Department do require.

Firstly, they require the right class of man for their work. It will be allowed that different races in India are specially fitted for different classes of work. The recruits for the Telegraph Department should come from a class, which is capable not only of acquiring theoretical knowledge, but of putting that theoretical knowledge to practical use—men capable of physical exertion, of enduring the hardships of out-door life and of commanding the obedience and respect of their inferiors and workmen—in fact from the class from which the Civil Engineer students of this College are now recruited. Loyalty and habits of discipline should also be taken into consideration, as in the event of any serious internal troubles in this country, the loyalty or disloyalty of the Telegraph staff would be a serious matter. There is further little doubt that from the general tone and methods of this College it is eminently fitted to instil into its students habits of discipline and self-reliance.

To make the training of recruits for the Telegraph Department in the College really efficient, it is necessary that the class should be a commercial success. That is to say that sufficient candidates should be forthcoming, and sufficient attractions offered to ensure a healthy competition. No system of nominating candidates to go through a course and to obtain an appointment as a certainty if they qualify should be permitted. We have had sufficient example of this in the present class, in which owing to the paucity of candidates only four men have qualified beyond the number necessary for the guaranteed appointments during the last eight years; and as a consequence of the lack of competition, combined with the natural tendencies of the Bengalis and Madrasis who compose it, the class generally have reduced the matter of doing just enough work to qualify to a fine art. To ensure a sufficient number of candidates it is obvious that the course cannot be a purely "Telegraph" one as in that case the students who fail to gain the guaranteed appointment would have no field for employment.

It is believed that the best course to offer is an Electrical and Mechanical Engineering course. As 90 per cent. of the Electrical and Mechanical Engineering work in India is in English hands, it would be necessary that a large percentage of the proposed class should be English statutory natives as these firms will, as a rule, only take English lads. The Civil Engineer Class of the College consists of 20 students and supplies six guaranteed appointments of Assistant Engineers in the Public Works Department: it is a commercially successful class and the men who qualify, but do not obtain Government appointments, readily get suitable employment; so that the competition for Entrance to the class is very keen. This class therefore has the general characteristics required for the one now proposed, and it is considered that its method of recruitment bears directly on the subject in hand—particulars are herewith given.

There is no system of nomination for this class, but the following qualifications are necessary :---

- Candidates must be statutory natives, i.e., Europeans (these may be from any part of India) or natives whose parents are not domiciled in Bengal, Madras and Bombay.
- (2) Candidates must pass the College Entrance Examination for the class and will be selected by seniority on the results.
- (3) Under 17 or over 21 years of age on the 1st June preceding the College Entrance Examination.
- (4) Qualifying tests before appearance at Entrance Examination, First Arts, or Intermediate Examination or Final or High Standard for European Schools—

Oxford University Responsions.

Oxford Senior Local Pasa.

Cambridge Senior Local Pass.

Cambridge University Previous.

London University Matriculation.

Any United Kingdom University Entrance.

- (5) A medical certificate in terms of the certificate given in the Engineer Class Circular (annexure A).
- (6) A moral certificate.

About 70 candidates come up yearly for 20 vacancies and a large proportion are B.As'. and many of these fail in the Entrance Examination. As it is eminently necessary that students about to undergo a highly technical course should have a thorough knowledge of English to enable them to take advantage of the lectures and laboratory courses, the essay is made a distinctive feature of the Entrance Examination. This paper is usually taken by the Principal and no candidate passed who does not show his ability to clearly and succinotly express his ideas on paper. It is further proposed to add précis writing to the Entrance Examination, the syllabus for which is detailed in annexure A. As there is no system of nomination, in addition to the medical certificate on entrance, a further safeguard exists to ensure that no student is passed out who is not physically and morally fitted for the work of an Engineer.

The whole of the three years' course is divided into six groups and students must qualify in each group as well as the total. Group VI "Physique" is sub-divided into Gymnastics, Athletic Sports, Health and General Fitness, which means tact, temper, character, etc. (vide page 14 of course of study, annexure B).

To qualify in the Entrance Examination a candidate must obtain half marks in English Essay, Mathematics, Drawing and aggregate, but the marks in any paper, in which less than one-quarter of the full number of marks has been obtained, are not allowed to count in the aggregate (vide page 7, annexure A).

A list of the Schools and Colleges from which candidates come is given in annexure C. Every year a number of candidates qualify over and above the number for which vacancies are available in the Engineer Class and these may be and probably are very nearly as good men as some who enter the Civil Engineer Class. At the last College Entrance Examination, six Europeans and 13 natives passed without gaining vacancies; among these it is believed many suitable men for the Telegraph Department could be obtained and there would be no difficulties of recruitment from this Province and the Punjab. It may be noted in this connection that when the class was formed under the orders of the Government of India in 1893, it was decided to have a class of six composed of four Rurki men and two from other Colleges.

It is presumed, however, that the Telegraph Department is to be open to the whole of India, so that the proposed Electrical and Mechanical Engineer Class at the College will differ entirely from the Civil Engineer Class. A system of nomination will therefore be necessary to give any chance of obtaining suitable men and the following arrangements are suggested.

The Director-General of Telegraphs to ask Local Governments to nominate suitable men of good social position, approved loyalty, etc., having the qualifications of education, age, health, etc., required for the Rurki Civil Engineer Class; out of these the Director-General will select such men as he considers fit and grant them permission to aitend the Engineer Class Entrance Examination. They will be marked with a "T" in the Examination Rolls and the men admitted to the Electrical and Mechanical Engineer Class will then be selected by seniority in the Examination list from among the nominated candidates marked "T" who pass the Examination.

Having regard, however, to the probable opportunities of employment for men of the class who do not gain Government appointments with European firms, the class would have better chance of the essential commercial success if the Principal were empowered to depart from the strict order of seniority if necessary in favour of Europeans who have passed, so as to ensure a proportion of 50 per cent. Europeans : this would certainly be a great advantage in establishing the class during its first few years.

Nominated candidates who also comply with the domiciliary restrictions for entrance to the Civil Engineer Class, if they pass high enough would have the option, and no doubt take it, of joining the Civil Engineer Class: this should certainly be allowed in the interests of the Telegraph Department, otherwise many promising Europeans and natives also from this Province and the Punjab would refuse nominations on the ground of its prejudicing their chance of entering the Civil Engineer Class.

To ensure a healthy competition the class should consist of at least eight or ten students and as many attractions as possible should be held out to them. It is suggested that the students who pass out top should be appointed as Assistant Superintendents and the next three, if possible, as Sub-Assistant Superintendents.

The initial pay of the latter class would have to be reconsidered as at present it is too high as compared with Assistant Superintendents. The students who did not gain guaranteed appointments would have had a good sound training to take up work in the Military Works Electrical Services, or in Commercial Work in Electrical and Mechanical Engineering Firms.

It should be noted that the Rurki Civil Engineer Class Entrance is proposed merely as a suitable one for disoriminating between the nominated candidates and testing their fitness for the technical courses to follow: its scope and standard have been carefully and successfully adjusted to the requirements for entrance to the Civil Engineer Class, and men of the same general characteristics are required for training in the proposed Electrical and Mechanical Engineer Class; it would therefore be very much better adapted for the purpose in question than any University Examination. The Examination may perhaps be objected to on the ground of locality, but it should be stated that the Rurki Civil Engineer Entrance is held ordinarily at eight centres-Rurki, Allahabad, Lucknow, Lahore, Rangoon, Nagpur, Shillong and Naini Tal: there would, therefore, be no insuperable difficulty in holding it at two or three other places if desired by the Director-General of Telegraphs.

There seems to be some idea of perhaps dividing up the Government appointments between this College and Sibpur, but the prizes are so few and the success of the class so bound up in the possibility of commercial success that in the interests of the Telegraph Department which are identical with those of the class, it is believed that such a partition would be a mistake. The climate and characteristics of Rurki are such as to attract a large number of European students and natives of Northern India who are the class of men it is suggested that the Telegraph Department require and who are in no way attracted to Sibpur or likely to go there,

It may be pointed out in particular in this connection that at Rurki students are accorded a measure of liberty corresponding as closely to that of undergraduates at English Universities as the different conditions of residences in India admit: thus the European students have their mess which is managed by a committee of students, they engage their private servants and have their own furniture in their quarters, etc., and are subject only to some disciplinary restrictions; the Native students also form their own messes to suit themselves and have their private servants and furniture : it is believed that this system develops self-reliance and other manly qualities and the transition from boyhood to manhood is made under natural and healthy conditions at the College. The Sibpur system is however apparently quite different, see Calendar, 1906, pages 26-28; the student there owns nothing but his clothing and bedding and Europeans and all Hindus must join the College managed messes provided for them and are not allowed private servants or furniture-this system would undoubtedly prevent many suitable natives of this Province from joining, and quite apart from caste feeling, we are assured this system would be extremely repugnant to Europeans and natives of good social position.

The next point is to consider what the course of this proposed class should be.

The present course for the Electrical Engineer Class is detailed in annexure D. As explained in my prevous letter this course is eminently unsatisfactory and is a compromise necessitated by the present unfortunate state of the class. The College is at present building new Chemical, Physical, Electrical, Mathematical and Engineering Laboratories, doubling the workshop accommodation, putting in an additional water supply and an electric light and fan installation, while all machinery in the workshops, press and water works is run electrically.

The officer in charge of the class is Mr. Sedgwick who has lately been to England and gone through a special course in Telegraph work. The only addition to the staff which would probably be necessary is an additional Demonstrator and laboratory attendant.

The proposed course will be a three year one at the College and may be sketched briefly as follows:---

FIRST YEAR.

#### Courses taken with Civil Engineer Class.

Higher Mathematics, Mechanics and Hydrostatics, Strength of Materials, Mechanical Laboratory, Physics with Laboratory work, Chemistry with Laboratory work, Building Material, Carpentry, Masonry, Iron Work, Workshops, Surveying (part), Drawing (part).

#### Special Courses.

Additional mechanical laboratory work. Electricity and Magnetism.

Machine Drawing.

## SECOND YEAR.

## Courses taken with Civil Engineer Class.

Higher Mathematics, Strength of Materials, Mechanism, Chemical Technology, Surveying (part.)

#### Special Courses.

Thermodynamics, including the principles and application to steam gas and oil engines and steam turbines.

Electricity and Magnetism (continued) with laboratory work.

Electrical Engineering with laboratory work.

Machine Drawing continued.

Workshops,

## THIRD YEAR.

#### Courses taken with Civil Engineer Class.

Strength of Materials, Mechanism, Book-keeping, Ferrotype.

#### Special courses.

Workshops, Electrical and Mechanical Engineering with visits to works. Telegraph Engineering.

Special Engineering, project or designs.

The Final Examinations will take place in March and the men for Telegraph Department will then be selected.

The last  $3\frac{1}{2}$  months, till the College closes on July 15th, will be devoted to special technical work; this will be in Telegraph Engineering for the men selected for the Telegraph Department and the remaining men will work on the various installations, etc., at the College: on the required percentage of marks being gained and the satisfactory completion of the  $3\frac{1}{2}$  months' technical course, a certificate will be given, either Honours or ordinary, depending on the marks gained by the students and the aptitude shown in the last  $3\frac{1}{2}$  months.

It is presumed that, as now, the men from the College will first go as apprentices to the Telegraph Department and it is suggested that their pay as apprentices might be made to depend on the certificate, an Honours man getting, say, Rs. 120 per mensem and an ordinary Rs. 80 per mensem, this will provide a direct inducement to work during the last 3<sup>1</sup>/<sub>3</sub> months after the men for Telegraph Department have been picked. The Telegraph Department might detail a Telegraph Master to assist in this practical training.

An important point must now be raised as it is bound up with the question of the commercial success of the proposed clause in which the Telegraph Department is directly interested. After this College course the education of the man taking up Electrical or Mechanical Engineering can only be completed in works under commercial conditions: since one very essential item, it may be termed Engineering Economics, can only be learnt practically under these circumstances. College workshops and installations may undoubtedly be arranged to show clearly the working of any process of Mechanical or Electrical Engineering, but the methods of adapting and selecting from many alternative processes and the organisation and putting through of work all under the governing factor of £.s.d. must be learnt under commercial conditions; the above applies most particularly to the men intended for the superior grade who will be in charge of works and most concerned with engineering economics: the necessity of the commercial training is now fully recognised in England and will be found insisted on by the technical press and in the calendars of most Technical Colleges; these latter now almost universally have special arrangements for placing their higher grade students as apprentices with commercial firms. A full discussion of the question and its application to India would be lengthy and seems out of place till some decision is come to as regards the general question of recruitment for Telegraph Department: it is however strongly recommended, if a class such as proposed is initiated, that inducement should be given to the students, not entering the Telegraph Department, to complete their training on suitable works; this may be effected by Government apprenticeships, as in the Civil Engineer Class, six for the proposed class corresponding to the 12 for Civil Engineer Class; these could be taken at Railway workshops, Military Works electrical installations and selected public companies and private firms.

An objection may be raised to Rurki for an Electrical and Mechanical Engineer Class on the ground that it is not a large engineering centre. In connection with this a distinction should be drawn between "Engineering education" and "Engineering instruction"; the former refers specially to the mind and should be founded in a good general education and a thorough scientific basis, while the latter refers specially to the hands and senses. It is unquestionable that a most important factor in the success of "Engineering instruction" is that it should be given at engineering centres, but this does not apply with nearly the same force to engineering education in locating which other factors such as good climate, suitable environment and educational facilities may be considered more important. It may be pointed out however that an engineering course, that of the Mechanical Apprentice Class, having a large measure of "Engineering instruction," has been very successfully established at Rurki indicating clearly the natural advantages of this place for the purpose of the proposed class: it may also be noted that the Military Works Service electrical workshops and the Canal Foundry at Rurki are both works of special interest to Electrical and Mechanical Engineers.

Finally, as regards the prospects of employment of the passed students not required by the Telegraph Department, who are an essential element in the scheme proposed—there are over 100 Mechanical and Electrical Engineering Firms, many of these practise both branches of engineering, the work is mostly in European hands and the Assistant Engineers employed are mostly obtained from Europe—these should provide employment as well as the Railway workshops and Locomotive Departments, Military Works electrical installations and the large Municipal Water Works, Pumping Stations using steam power, etc. Electric traction and lighting schemes are also now being promoted in most large towns and as well there are the electric transmissions such as at Cauvery and Kashmir, all of which would provide employment for well trained and capable engineers: it is believed therefore there is ample scope for the proposed class if the proper type of man is recruited and he gets a suitable training, and it is believed in addition that some such arrangement as that proposed is the best solution available of the question of recruitment in India of the superior establishment of the Telegraph Department.

I further append replies to such questions asked by the President of the Committee, in the note attached to his demi-official No. 216 of 17th December, as have not been dealt with in the preceding pages.

(1) The correspondence regarding the formation of an Electric Engineering Class at Rurki is given in Education Department, United Provinces and Oudh, Proceeding for May 1893, Nos. 16 to 38—File Heading Reorganisation of the Thomason Engineering College, Rurki (File No. 413-1, Serial Nos. 39 to 56) which I understand the President has obtained from the United Provinces Government.

(2) The return asked for is appended (annexure E). The candidates from the Thomason College only joined the Electrical Class to obtain the guaranteed appointment in the Public Works Department which was reserved for this class as an attraction. As this turned out a failure, the appointment was withdrawn. The correspondence is detailed in Educational Department Proceedings, United Provinces, for January 1905, Nos. 20 to 23—File heading Electric Engineer Class in the Thomason College, Rurki (File No. 413-8, Serial Nos. 33 to 36).

(3) A copy of the letter of the Principal, Sibpur, objecting to the present system, together with the replies from the Principals, Madras, Poona and Rurki, are forwarded (annexure F.)

Questions 4, 5 and 6 have been fully dealt with in the preceding note.

Notes by Mr. B. HBATON, Superintendent, Civil Engineering College, Sibpur, dated Sibpur, 28th March 1907.

## NOTE I.

# The Selection of Provincial Service candidates for the Telegraph Department from the Engineering Department of the Sibpur College.

I have found the present system of giving me a direct nomination to a special Telegraph class at Rurki to act most prejudicially against the interests of the Sibpur College, in that a certain number of students join this College every year solely for the purpose of qualifying themselves for the nomination, and of obtaining it.

It is one condition of the nomination that the candidate must have been admitted to this College, and another that he must not have completed more than 3 or 4 months' study.

The total number of admissions to the Engineer Department is strictly limited to 40 and the effect of partly filling up the vacancies with a number (6 or 7) of candidates who have no intention to study at Sibpur, but are only making use of the College as a temporary convenience, is that on my making the announcement of my nomination these students leave. The average wastage in the first year of this College is 10, of whom the majority are these nomination hunters.

Again a difficulty of a serious nature is created with reference to scholarships. I have 20 to award amongst the students admitted and have naturally to make the slection on account of their educational qualifications. The claims of these 6 or 7 nomination hunters cannot be ignored, as they do not declare themselves in their real rôle, and are only too glad to obtain scholarships even for 8 or 4 months. The province therefore loses the value of these scholarships and the College and other students suffer.

I am therefore very glad to hear that it is the intention of the Telegraph Committee to relieve me of this nomination and J approve of the scheme they propose to substitute. Namely, that the nominations to the Provincal Service of the Indian Telegraph Department shall rest in the hands of the Director-General of Telegraphs, and that he shall make his selection from amongst those that qualify in Mechanical and Electrical Engineering in the Engineer Departments of the Indian Engineering Colleges.

This should give encouragement to the new graduate courses in Mechanical and Electrical Engineering that we intend shortly to open at this College in connection with the Calcutta University, and in my opinion we should be able to provide the Indian Telegraph Department with the class of recruit that they need.

## NOTE II.

# Upon the Training of Probationary Sub-Assistants (General) in Technical subjects at the Sibpur College.

The proposal of the Telegraph Committee, as I understand it, is to depute each year for special training to this College two, three or four Sub-Assistants General who will be selected by nomination from amongst the ranks of signallers and Telegraph Masters. The ages of these men will in general vary from 25 to 85 and it is desired to give them a short course of training of an elementary nature in—

(a) Surveying, (b) Drawing, (c) Calculations of stresses and strains,
 (d) Strength of materials, (e) Elementary Mechanical and
 Electrical Engineering, and (f) Simple Electrical Testing.

This can easily be arranged in connection with the special electrical and mechanical courses of the Engineer Department.

From reasons of College administration and the convenience of the Teaching staff, it is advisable that the officers should attend the full year's Academic session, for then it will be easy to allow them to take such portions of the ordinary College course of instruction as may be laid down, without imposing extra labour on the staff, or needing the appointment of extra Teachers.

- - Annual Examinations 1st week of May, which will be also 2 weeks later.
  - The full Academic year therefore extends from 1st Monday in June to end of Examinations in May and will probably be changed to 8rd Monday in June to end of Examinations at end of May.

The College Annual Vacation lasts from the beginning of August to about the end of October, the Engineer classes are in Survey Camp from November to the end of January, in the case of the 2nd year or the end of December, in the case of the 3rd year.

The Telegraph Sub-Assistants General would probably be taught with the 3rd year; and 2 or 3 weeks would be quite sufficient for their Survey Course, they need not therefore rejoin until the beginning of December, when they would proceed to Camp. The survey course would end on December 21st or 22nd, and the classes reform at Sibpur on January 2nd or ord. The actual attendance of the Sub-Assistants General at the College would therefore probably be (taking the revised dates).

 

 Srd Monday in June to about 1st Monday in August
 11 months

 December to end of May
 6

This could be still further decreased (by 1 month) if they were not required to sit at the College Annual Examinations.

14 days' preparation.

16 ,, Examinations.

The total length of the Course would then be 64 months.

## NECESSARY ABRANGEMENTS.

- I. Course of Instruction.—Should be drawn up in consultation with the Director-General of Telegraphs, should be in as close conformity, as possible to our General Course, and should be adapted to the special requirements of the Telegraph service so far as may be feasible without materially increasing the work of the staff.
- 11. Residential Accommodation.—It would, I think, be necessary to order that the Sub-Assistants (General) should reside at or near the College.

The College hours are 7-11 and 1-4 daily. The College Accommodation is very limited, and in view of the proposal to remove the College it would be unwise to build.

There is a small house just outside the College that might be rented by the Telegraph Department for the purpose. It would be impossible I think for me to reserve any of my present rooms.

When the removal of the College is effected I would propose to build a small house apart from the students' barracks with suitable accommodation for men of such an age, attending the College for special Courses.

- III. Tents for camping will be required, these should be supplied by the Telegraph Department, they could be stored at the College.
- IV. No fees would be charged as the officers are in Government employment, and are deputed by Government to undergo the special course.
- V. The Telegraph Department should pay all travelling allowance to and from the College and Survey Camp.
- V1. The Sub-Assistant (General) will be amenable to the ordinary College discipline and will obey the orders of the Principal or Professor in charge of Survey camp.

## APPENDIX I.

## ANALYSIS OF THE SIGNALLING ESTABLISHMENT AS IT STOOD ON THE 1ST APRIL 1906.

#### Signalling Establishment.

Traffic Sub-Assistants-20 on a fixed pay of Rs. 850. Three have been granted special additional increments of Rs. 50 each.

#### Telegraph Master, 1st grade.

Thirty-two on a fixed pay of Rs. 275. No distinction made between General and Local Service men, presumably all General.

#### Telegraph Master, 2nd grade.

These draw their pay as signallers *plus* an allowance of Rs. 50. The men are graded as signallers as follows :---

General Reprise

Baperior.	Good.	Average.
61 on Rs. 195	35 on Ber 162	2 on Re. 130
1 on Re. 159		• •
Local Service—	1	
Superior,	Good.	Average,
5 an Rs. 180	• 6 on Rs. 108	

All these men, except the one on Rs. 159, have reached the maximum of their grade, *i.e.*, have completed 15 years' service. The one exception is in his 18th year.

Of the 100 appointments in this grade of Telegraph Master, 89 are held by General Service men and 11 by Local Service. The average pay of the General Service man is Rs. 180.15 + Rs. 50 = Rs. 230.15, and of the Local Service man Rs. 118 + Rs. 50 = Rs. 168. The average pay of both combined is Rs. 173.82 + Rs. 50 = Rs. 223.82 and the total cost of this grade of Telegraph Masters Rs. 22,332 per mensem.

## Telegraph Master, 3rd grads.

These men receive their pay as signallers *plus* an allowance of Rs. 25. There are 160 sanctioned appointments, and on the 1st April 1906 the men holding them were graded as signallers as follows :--

General Service		
Superior.	Good.	Avinge.
29 on Re. 195	91 on Rs. 162	19 on Rs. 180
Local Service—		
Superior.	Good,	_ Average,
2 on Rs. 180	10 on Rs. 108	4 on Re. 87
Local Service men on General	Service pay-	
Superior.	Good.	Average.
1 an Re. 195	8 on Re 169	1 on Re. 180

All these men had attained to the maxima of their grades, that is had completed 15 years' service. Of these 160 men 139 or 86.87 per cent. were in the General Service and 21 or 13.13 per cent. in the Local. If we include the Local men drawing General Service pay among the General Service men the numbers then become 144 and 16 and the percentages 90 and 10.

Of the General Service men 20.86 per cent. are in the Superior Scale, 65.47 per cent. in Good and 13.67 per cent. in the Average, and the average pay of a General Service Telegraph Master, 3rd grade, is Ks. 164.51 + Rs. 25 = Rs. 189.51.

As the Local Service men drawing General Service pay only receive this because they are serving outside their province, I include them as Local and assume them on Local pay. Of the 21 Local men 14.3 per cent. are in the Superior grade, 61.9 in the Good and 23.8 in the Average, and the average pay of a Local Service Telegraph Master, 3rd grade, is Rs. 106.14 + 25 == Rs. 131.14. Taking both General and Local together the average pay of a Telegraph Master, 3rd grade, is Rs. 166.85 + 25 == Rs. 181.85, treating as on Local pay those Local Service men drawing General pay.

#### Temporary Telegraph Masters.

These men receive their pay as signallers plus an allowance of Rs. 20. On the lst April 1906, there were 207 such men, graded as follows:--

#### General Service men.

Superior.	Good.	Average.
35 on Rs. 195	57 on Rs. 162	16 on Re. 130
5 ,, ,, 189	8 ,, ,, 159	1 ., ., 66
8 ,, ,, 171	5 , 142	<b>9</b>
2 ., , 159	9 ,, ,, 132	1 56
2 ., . 147	1 ,, ,, 122	1 n n 44
1 <sub>10</sub> , 126	<b>3</b> " " 112	-
	1 ,, 😠 105	21
48	<b>3</b> <sub>10</sub> 97	
	2 90	
	1 <sub>11 11</sub> 70	
	81	

Local Service.

Superior.	Good.	Average.
4 on Rs. 130	16 on Rs. 108	4 on Rs. 87
5 " " 121	1 " " 101	1 ,, ,, 48
1 114	1 " " 88	
2 " "106	2 📁 71	5
1 "" 65		
	20	
13	- '	
<b>—</b>		

#### Local Service men drawing General Service pay.

Superiot,	Good.	Average.
3 on Re. 195	6 on Rs. 162	5 on Rs. 130
	1 " " 152	1 <sub>10</sub> 114
	<b>2 "</b> "132	1 ,, ,, 98
	9	7

Of the General Service men 108 were in their 16th year of service and over, 13 in their 15th year, 8 in their 14th year, 4 in their 15th year, 3 in their 12th, 2 in their 11th, 2 in their 10th, 2 in their 9th, 2 in their 8th, 1 in his 7th, 2 in their 6th, 2 in their 5th, and 1 in his 2nd.

Of the Local Service men 38 were in their 16th year of service and over, 7 in their 15th year, 2 in their 14th year, 5 in their 18th year, 1 in his 12th, 2 in their 10th and 2 in their 5th.

Of these 207 men 150 or 72.46 are in the General Service and 57 or 27.54 in the Local counting the men drawing General Service pay, though Local, as Local men. Of the General men 32 per cent. are in the Superior grade, 54 per cent. in the Good and 14 per cent. in the Average. The average pay of the Superior grade man is Rs. 187.31 + 20 = Rs. 207.81, of the Good grade Rs. 152.08 + 20 = Rs. 172.08 and of the Average Rs. 112.66 + 20 = Rs. 132.66, and the average pay of the whole 150 General Service men is Rs. 157.84 + 20 = Rs. 177.84.

Of the Local men 28.7 are in the Superior grade, 50.9 in the Good and 20.4 in the Average, and treating those on General Service pay as if on Local the average pay of the Superior grade man is Rs. 119.44 + 20 = Rs. 139.44, of the Good grade Rs. 102.9 + 20 = 122.9 and of the Average grade Rs. 80.58 + 20 = Rs. 100.58. The average pay of a Local Service temporary Telegraph Master is Rs. 102.84 + 20 = Rs. 122.84.

The average pay of a temporary Telegraph Master, General and Local combined, is Rs. 142.7 + 20 = Rs, 162.7.

#### Traffic Sub-Assistants and Telegraph Masters collectively.

On the 1st April 1906, there were 519 men holding appointments as Traffic Sub-Assistants and Telegraph Masters; of these 430 or 32.85 were General Service men and 89 or 17.15 Local Service, this is assuming the Traffic Sub-Assistants and Telegraph Masters, 1st grade, are General Service men. Of the General Service men, asuming Traffic Sub-Assistants

and Telegraph Masters, 1st grade, are Superior grade men, 181 or 42.09 per cent. belong to the Superior grade, 207 or 48.14 per cent. to the Good and 42 or 97.8 per cent. to the Average. For the Local Service the figures are 24 or 27 per cent. Superior grade, 48 or 54 per cent. Good and 17 or 19 per cent. Average.

### Signallers, other than Telegraph Masters General or Temporary, but including Inspecting Signallers.

Two statements are attached, one for General and the other for Local Service eignallers. Altogether on the 1st April 1906 there, were 2,131 actual signallers; of these 1,332 or 62.5 per cent, were in the General Service and 799 or 37.5 per cent, in the Local. Of the General Service 51 or 3.86 were in the Superior grade, 295 or 22.12 per cent. in the Good grade, 982 or 73.72 in the Average grade and 4 or .3 per cent. in the Indifferent. The average pay of the Superior grade men was Rs. 151.7, of the Good Rs. 128.1, of the Average Rs. 61.8 and of the Indifferent Rs. 63.75, while the average pay of the General Service signaller was Rs. 79.9. These low average rates for the Average grade and for all General Service men are due to the heavy recruitments during the past few years, as out of a total of 1,332 signallers, 749 or 56.2 per cent. had on the 1st April 1906 less than six years' service.

#### Local Service.

Of the 799 Local Service signallers 38 or 4'8 were in the Superior grade, 192 or 24 per cent. in the Good grade, and 568 or 71'l per cent. in the Average. The average pay of the Superior grade man was Rs. 91, of the Good Rs. 74 and of the Average Rs. 51'2, while the average pay of all the Local Service signallers was Rs. 58'5.

The average pay of a General and Local Service signaller compare as follows :----

								-			-		
											General,	,	Local,
•		,									Re.	:	Rs.
'In 1st year	•		٠	•	•		•	•	•		40		85
"2nd "	•				•	•					48-9		87
" Brd "	•				•		•	•	•	•	48-1	ł	39
n 44h m	•	•	•		•		•	•	•		52-5		42-8
"5th "		•	•	· •	- i .			•	•	•	<b>58-8</b>	1	46.8
" 6th "	•	•	•			•			•.	٠	64.1		50-76 I
n 7th n	•	•	•		•	•	•		•		71.5		52-7
"8th "			•		•	•	•	•	<b>'</b> •		79-9	i	54-5
"9th "		•	•	•				•			89	1	60-17
44 1.0th at	•	٠		•	<b>^</b> •	•	· •	•	•		101-1	•	64-8
"11th "		•	٠		•	٠	•		•		98-25		65 '
p 19th p	•	•		•	•	•		•	•	•	107	•	71.65
n 18th m	•	•			•		•	•	•	•	123-8		80-2
. 14th .		•	•	•	` <b>•</b>	•	•	•	•	٠	187.8		847
" 1.5th "	•		•	•				•	•	•	142-56		98
16th year an	d over	•		٠			e	•	•		160*8	,	96-8
											79-9		58-5

General	Service	Signallers.	
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												ł			1							OF MAR OF			
		Year	s of su	rvice.					Super	ior gri	de.		Good g	rade.		Ave	tage g	rade.	Indifferent	gradø,	No.	Percentage.	Average pay of men of this year's service,	Total pay of the men- of the year.	
lu let year .		,		•	•	•	•	•		***				1		323 on	Ra.	40		:	823	84.35	40	Bs. 12,920	
" 2nd " .		•	٠	•	٠	•	•	•		***				• • •		116	5	44	1 on R	. 88	117	8.78	43-9	5,137	
" 8rā " · .		•	•	•	•	•	•	•		•••		1	on Re	• _(	6Q	51	Ψ.	48	·		52	8-9	48.1	\$,508	
., 4th ., .		•	•	•	•	•	•	•	•	•••		8	13		65	40	,,	52	1 on R	. 99	53	8-9	5 <b>2</b> °5	2,782	
"5tb " •		•		•	•	•	•	•	1 or	Rs.	84	15	21	1	70	68	23	56	•••		84	6.3	58-8	4,942	
"6th "		•	•	٠	٠	٠		•	4	<b>\$</b> 3	90	25	11	1	75	91	ม	60	- ese		120	9	64-1	7,695	
"7th "		•	•		•	•	•	•	3	91	99	19	32	Ĩ	82	51 .	n	66			78	5′5	71-5	5,291	
., 8th ,, .		٠	•	, <b>•</b>	•	٠	٠	•	3	,,	<b>108</b> ·	.18		1	90	<b>89</b>	» <sup>*</sup>	72			48	8-6	79-1	8,798	<b>P</b> C
"9th "		•	٠		٠	• `	•	•	5		117	- 16	· 73	- 1	97	25	1)	78			46	8.6	89	4,087	
"10th "		•	٠	٠	٠	*	•	•	6	H	126	10	Þ	10	05	11	p	84			27	2	101-1	2,730	
"11th"		•	•	•	• .	٠	٠	•		•••		6	- 89	1	19	10	<b>3</b> 2	90			16	1.18	98-25	1,752	
"12th " .		•	٠	•	•	٠	٠	•		•••		10	ю	. 19	82	17	<b>n</b> .	98	•••		87	2	107	2,886	
"13th "		•	•	•	•	٠	•	•	<b>9</b> or	Bs.	159	16	12	19	<b>32</b>	11		106	1 on R	. 83	81	<b>2</b> ·25	123-8	3,838	
"14th "		•	•	٠	•	•	•	•	7	54	171	24	15	14	43	<b>14</b> ′ ;	#	144			45	3.59	137-8 -	6,201	
"15th., .		•	٠	•	٠	•	٠	٠	4	3 <b>9</b>	183	33	**	36	52	23	4	122	5 <b>4</b> .0		60	. 45	142.56	8,554	
"16th " and ove	T	•	•	٠	•	٠	٠	•	15	f4	195	104	*	16	32	90	<b>ب</b> و	180	l on Re	. 100	210	15.7	150-9	81,578	
						To			<b>51</b> o	n Re.	7,787	295	on Re	. 87,78	0	98 <b>2 m</b>	Re.	60,666	4 on Re	855	1,992	100-00	<b>141</b>	1,06,444	

		Yes	of MI	Tion.					Superior gr	de.		Good grade.			rerage grad	lo,	– Indifferent grede,	NUMBER OF MES OF THE TRAD'S SERVICE,		Average pay of men of this service.	Total pay.
•																1		20	Percentage.	this service.	
In lat your												_		28	on Re.	35		28	8.2		R
" 20đ "	•	•	•	•	•	•	•		. 494			P4 8		36		87	408	86		96	89
, Srđ ,,	•	•	•	•	•	¢	•	1	***			•••		81	33	<b>3</b> 9	***		4.5	37	1,83
	•	• `	• .	٠	•	•	•	•	í on Re.	<b>61</b>		••• D-			37			81	10-2	89	9,16
" 4th "	•	•	•	•	•	•	•	•	_	61	- I	on Re.	51	40	ħ	41	1 on Re. 31	l.	6.2	42.3	1,98
" 5th "	•	•	•	•	٠	•	•	•	8 "	<b>6</b> 5	34	<b>19</b>	54	104	13	43	•11	146	18-2	46:8	6,82
" 6th "	•	•	• `	٠	٠	•	٠	•	7 "	69	84	ħ	57	59	1)	45	***	100	12.2	5076	5,07
"7th "	•	•	٠	•	•	•	•	•	1 "	73	12	11	60	23	ы	48	944	36	4.5	<b>5</b> 2·7	1,89
, 8th	•	•	•	•	•		•	•			15	63	63	86 -	11	51	***	51	6.3	54·5	2,78
1991h 19	•	•	•	•	٠	•		,	8 on Rs.	81	8	<b>39</b>	67	19	- 15	54	***	30	<b>\$</b> •6	60-17	<b>1,8</b> 0
10th "	•	•			•	•	•		2 ,	85	11	**	71	14	ti.	57		27	8.4	64·8 -	1,74
, 11th <sub>17</sub>	•			•	•		•	•	453		4	IJ	75	8	18	60	. ete	12	1.2	65	78
, 12th "	•	•	•	•	•				1 on Rs.	98	5	*	81	11	U	65	44e	17	8.	71.65	1,21
"13th "		•					•		2 "	106	10	"	88	14	<b>1</b> )	71	***	26	- 3.4	80.3	2,08
, 14th ,		•				•	•		4 "	114	10	*7	95	25	ŧ)	78	116	39	4.9	84-7	3,30
" 15th "	•				_		•	-	4	122	15		101	20	n	81		39	4.9	98	
, 16th , and o	)ver	•	•	•			•		5 "`	130	29		108	50		87	504	84	10.5	96·8	<b>8,62</b> 8,13
						·	-	- -			<b> </b>		<u> </u>								
otal men . otal pay .		•	•	:	:	•	•	•	38 3,454			19: 14,19:	2 R		56 <b>8</b> 29,061		1	790	100.00		••••
verage pay	•			•	•							74	í.	1	51.3		81 31		••• •••	58·5	46,73

Local Service Signallers, including those on General Service pay, their pay being converted back to Local Service.

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Taking all grades, the general comparison of average pays between General and Local Service is as follows :--

								General.	Loui,
								Ra.	Ra.
Traffic Sub-Assistant	•	•	•	•	•	•		850	-44
Telegraph Master, 1st	grade		•	•		•	•	275	
, 2n			• <sup>r</sup>	•		-		230-15	168
" 8re		•	•	٠	•	•	•	189-51	131-16
Tempy. Telegraph M	ator			٠		•	•	177-84	199.84
Signaller .					•			79-9	58·5

The above is based on the pay actually drawn by the establishment as it stood on the 1st April 1906.

## Statement A.

			Genera	L SCALE.		LOCAL BOALE.				
		Superior grade.	Good grade.	Average grade,	Indifferent grade.	Superior grade.	Good grade.	Average grade.	Indifferent grade.	
		Rs.	Rs.	·Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
lst year		60	50	40	80	50	42	85	25	
2nd ,,	•	66	55	44	88	53	45	87	27	
Srd "	•	72	60	48	56	57	48	89	29	
4th "	•	78	65	52	89	61	51	41	81	
.5th ,,	•	84	70	56	42	65	54	48	88	
6th ,,	•	90	75	60	45	69	57	45	85	
7th "	•	99	82	66	52	78	60	48	87	
8th "	•	108	90	72	57	77	63	51	89	
9th "	•	117	97	78	61	81	67	54	41	
10th "	•	126	105	84	66	85	71	57	44	
llth "	•	135	112	90	71	90	75	60	47	
12th "	•	147	122	98	77	98	81	65	61	
13th "	•	159	132	108	83	106	88	71	55	
14th "	•	171	142	114	89	114	95	76	59	
15th "	•	183	152	122	95	122	101	81	68	
16th "	•	195	162	130	100	130	108	87	67	

Statement of existing rates of pay of Signallers. .

The rate of pay proposed for all future entrants to the Department is that of the Good. Grade in both scales. After two years' service on Rs. 162 or Rs. 108 signallers will be eligible for a special increment of Rs. 10 (General Scale) or Rs. 6 ((Local Scale) and after two year's service on Rs. 172 or Rs. 114 for a second special increment of Rs. 13 (General Scale) or Rs. 6 (Local Scale) bringing the maximum pay to Rs. 185 and Rs. 120.

## Statement B.

Present and proposed grading of Telegraph Masters.

-					Present.	Proposed.
lst grade Telegraph .	Master	• •		Consolidated pay of Rs. 275.	32	82
2nd " "	33	٠	•	Consolidated pay of Rs. 275. Pay as signaller and allowance of Rs. 50.	100	143
3rd ,, "	**	٠	•	Pay as signaller and allowance of Rs. 25.	160	286
Temporary "	**	•	•	Pay as signaller and allowance of Rs. 20.	19 <b>3</b>	Nil
Signallers in charge	•	•	•	Ditto ditto .	Nil	24
					485	485

## APPENDIX J.

## STATEMENTS SHOWING THE COST OF THE BEORGANISATION OF THE SIGNALLING ESTABLISHMENT.

## Statement A.

## Cost of establishment at existing rates of pay as calculated by the Examiner of Telegraph Accounts.

COST OF PRESENT GRADING, ADOPTING THE FIGURES ACCEPTED BY GOVERNMENT AS THE COST OF SIGNALLERS.

				St BENGTH.					
		Pay and allowances.	Total.	No.	Total.	Cost.	Total.	Grand Total.	Remarks.
TBLBGBAPH M	ASTERS,	Rs.	Rs.	No.	No.	Re.	Rs.	Rs.	
let grade .	• •	•••	275		32		8,800		
2nd grado-									
(Sup	erio <del>r</del> .	195	245	52		12,740		•••	
General , Goo	d.	162 + 50	212	35	,	7,420		•••	
Ave	rage .	180 J	180	2		360		•••	
Local .	erior .	<sup>180</sup> }+50	180	5		900	•••		
Good Good	đ.	108	158	6		948			
Srd grade-					- 100	· · · · · · · · · · · · · · · · · · ·	22,368		
Supe	erior .	ן 195	220	29	•••	6,380			
General . Good	a.	162 + 25	187	91	•••	17,017		•••	
Aver	age .	180	155	19	•••	2,945	•••	•••	
Supe	orio <b>r</b> .	1807	155	8	•••	465		***	
Local . Good	۱.I	108 + 25	138	13	14.8	1,729	•••	•••	
Aver	age .	87	112	5		<b>56</b> 0		•••	
<b>M</b>	_				160		29,096	•••	
TEMPORARY	r.	50		4	292 	200	•••	•••	1
		- 20		189	•••	8,780	•••	•••	
				193			8,980	•••	Allowances only. Pay included with sig-
Special allowance	× .	10		56			660		nallers.
SIGNALLER								64,804	J
General .	•	•••	104 <del>.9</del>	•••	1,595	1,65,998 <del>4</del> 7	•••		The mean pay adopted here is the same as was adopted in
									March 1904 when the last proposition statement for in- crease of signalling establishments was
Local , ,			72 <b>;</b>	•••	880	64,0414		2,80,042 <del>]</del> \$	submitted to Govern- ment.
GRAND TOTAL		•••		•••	2,767			2,30,0423¥ 2,94,8463\$	

N.B.-Inspecting Telegraph Masters are not included as these are charged to a separate grant. The special allowances of Rs. 50 and Rs 26 for technical qualifications have not been included as these will be absorbed into proposed technical branch.

The Wish March 1907.

G. C. WOLFE, Braminer of Telegraph Accounts.

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## Statement B.

# Cost of establishment at proposed rates of pay as calculated by the Examiner of Telegraph Accounts.

COST OF PROPOSED GRADING, THE PAY OF SIGNALLERS BRING TAKEN AT THE AVERAGE PAY DRAWN DURING 17 YEAR SERVICE.

				SERV	(U) .				
	Pay and		8783	YGTZ.					
Rxr. 230A.	Pay and allowance.	Total.	No.	Total.	Cost.	Total. z	Grand Total.	Røkabes,	
		Rs.	No.	No.	Rs.	Rs.	Rs.		
TELEGRAPH MASTERS	•		[·	ļ					
lst grade .	•	275		32	~·	•••	8,800		
2nd grade-									
General .	· 176±+50	226	95	•••	21,501				
Local .	· 116 + 50	166	48		7,968	•••	29,4693		
				143					
Srd grade-						}			
General .	∫ 176 <sup>1</sup> / <sub>8</sub> + 26	201 <del>]</del>	87		17,516				
General . · ·	162+25	187	104	<b></b> .	19,448				
			191			36,964			
						}			
	116+25	141	48		6,068				
Local	3	198	52		6,916				
			95	286		12,979	49,943		
Signallers in charge	. 20		24	461			480	) Allowances only.	
Special allowances	· 20	••	24 200		•••		2,000	included with nallers.	
Special allowances	•		200			•••			
							. 90,692		
Signallers-									
General .	. 102	••• *	1,587		1,56,774	· · · ·		l	
Local .	. 714		769		5 <b>4,9</b> 83‡				
				2,806			2,11.757‡		
						ſ			
GRAND TOTAL	•			2,767	••••	<b>.</b>	<b>3,02,4</b> 50 <del>1</del>		

## Statement C.

## Cost of establishment at proposed rates of pay as calculated by the Committee.

CONT OF PROPOSED GRADING, THE PAY OF A SIGNALLER BEING TAKEN AT THE AVERAGE PAY DRAWN DURING 20 YEARS' SERVICE.

				<b>95</b> .	BVICE.			
	Pay and allow	Total.		иетн. 	Cont.	Total	Grand Total.	BEMARES.
	no <del>n</del>		No.	Total.			1	- -
	Rs.	Rs.	No.	No.	Rs.	Rs.	Rs.	
TELEGRAPH MASTRES.							:	
st grade	•••	- 275		<b>82</b>	•••	<b>8,80</b> 0	•••	
ind grade-								
Cieneral · ·	176 <b>: + 5</b> 0	226 <b>1</b>	95		21,501	•••		
Local · ·	116+50	16 <b>6</b>	48		7,968			
				148		29,469		
ird grade								
General .	176‡+25	201‡	87		17,516			
General .{	162 <b>+ 25</b>	18 <b>7</b>	104	•••	19,448			
,	116+25	141	43		6,063			
Local .	109+25	191	52		6,916	•••	•••	
•	100+40	199	02		0,710	•••	•••	
۰. ۱	•			286		49,948		
		-						
		-		461			88,212	
ignallers in charge	20		24	•••	480			Allowances only. Pay
pecial allowances	10	***	200		<b>2,00</b> 0			Allowances only. Pay included with signal- lers.
•	-							
		-			-	<b>2,</b> 480	<b>2,4</b> 80	
×.			•				90,692	
ignaller-					•			
General · ·	•••	111	•••	1,537	1,70,607			
Local · ·	•••	76-9	•	769	<b>59,136·1</b>			
		-						
						2, <b>29,74</b> 8·1		
							<b>2,2</b> 9,743·1	
							-	
GBAND TOTAL .	•••	<b></b>		2,767	***	•••	8,20,435.76	

## APPENDIX K.

## CIRCULAR LETTER AND REPLIES FROM EUROPEAN SCHOOLS REGARDING THE RECEVITMENT OF SIGNALLERS.

No. 380, dated Camp, the 15th February 1907.

From-G. BAINY, Esq., I.C.S., Secretary, Telegraph Committee, To-{The Principal. The Head Master.

The Committee which has been appointed to inquire into the organisation Vide Resolution No. 7550-7575-88, dated 25th of the Indian Telegraph Department September 1906, of the Government of India in have devoted a considerable amount of the Department of Commerce and Industry. Attention to the recruitment of the Signalling Establishment. It has been represented to the Committee that it is becoming increasingly difficult to find recruits of the requisite standard of education and physique, and as the Department is at present growing rapidly, the difficulty is felt to be a serious one. It is thought, however, that a substantial improvement could be effected if the Telegraph authorities were in closer touch with European schools throughout India and recruited a larger proportion of the signallers required direct from the schools. The best class of candidates is obtained at present by direct recruitment from the Lawrence Asylums at Sanawar and Ootacamund, and it seems probable that the system might be extended to other educational institutions with advantageous results.

2. Classes in Telegraphy are carried on in the two Lawrence Asylums at present. At Ootacamund the Asylum has its own Instructor (usually a retired Sub-Assistant Superintendent or Telegraph Master of the Telegraph Department) and the Telegraph Department contributes to the Asylum Rs. 70 towards the education of each boy who passes out. The Instructor gets from the Asylum a salary of Rs. 100 per mensem, plus a premium of Rs. 15 for each boy admitted as a signaller into the Department. He receives free quarters and is regarded as a member of the Asylum Staff. At Sanawar the Instructor is a signaller of the Telegraph Department who receives an honorarium of Rs. 15 from the Department, for each successful boy, but no contribution is paid to the Institution itself. This signaller is paid by the Asylum up to Rs. 100, the difference between that sum and his regular departmental pay,—if the latter exceeds Rs. 100,—is paid by the Department. In both cases the class is conducted in the school itself, the period of training extending over one year. At the end of the year the pupils are examined by an officer of the Telegraph Department, but the number who can be admitted into the Department in any one year from each Asylum is limited to twelve. Both the Institutions are supplied with instruments and stores free of charge. A copy of the rules observed in the training of signallers at the Lawrence Asylums at Ootacamund and Sanawar is enclosed.

3. The Telegraph Committee would be very glad to learn whether you would be prepared to consider the introduction into of a system similar to that described in the last paragraph. I am to explain that the object of the Committee in making the inquiry is purely tentative. They are, of course, not in a position to make definite arrangements at present, any scheme which they may formulate being subject to the approval of the Government of India, who might either modify it or negative it altogether. But if the Committee recommend, as they consider it probable they will; direct recruitment from European schools, it will be of the greatest assistance to them to be able to say that a number of educational institutions are ready to have their pupils trained in Telegraphy with a view to their entering the Department.

4. The Committee realise that in considering this question you will feel that the pay and prospects which the Department offers to candidates is a matter of primary importance. In the annexure to this letter will be found a statement of the qualifications required from candidates, the period of training, and the rates of pay which signallers draw. The whole question of the

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pay of the Signalling Establishment is now before the Committee and no guarantee can be given that the existing system will be maintained in its entirety. But the Committee think that it may safely be assumed that however the system may be modified, the pay and prospects of the service will certainly be no worse under any revised scheme than they are at present.

5. I am to enquire specially whether with the existing terms as to pay, etc., you would consider that the Telegraph Department offers a satisfactory career to your pupils and whether you would advise them to enter the Department. If your opinion is adverse the Committee would esteem it a favour to have the reasons stated in detail. In particular they would be glad to learn whether it is the initial pay drawn by signallers or the remuneration which they receive throughout their service that you regard as inadequate, and also what careers are open to your pupils in other walks of life, whether in other Government Departments or in the service of mercantile firms or private individuals which offer better pay and prospects than the Telegraph Department.

6. I am to request the favour of a reply at as early a date as possible, and to ask that it may be addressed to the Secretary, Telegraph Committee, Camp, without the addition of the name of any post town.

## Bules to be observed in the training of signallers at the Lawrence Asylum at Ootacamund and elsewhere.

There will be two classes, the junior for earlier and general education, the senior for final or special training.

2. The pupils attending the classes shall belong to the Lawrence Asylum.

8. No boy shall be admitted into the junior class who is less than 14 years of age, or who is not of a sound and vigorous constitution, with perfect eyesight and hearing, or who fails to pass an Entrance Examination. The Entrance Examination will be held twice a year in March and in September. The test to be dictation from a newspaper with not more than 2 per cent. errors. Arithmetic to proportion and fractions, decimal and vulgar.

4. The course of education in the junior class shall be such as shall be generally useful to the lads in after life combined with special education in the elements of magnetism and electricity and in signalling. The instructions in the former will be by the school's own teachers, in the latter three by an Instructor to be provided by the Telegraph Department.

5. The pupils will be promoted from the junior to the senior class, subject to the approval of the Divisional Superintendent on passing in signalling and receiving 15 words a minute, in the elements of electricity and magnetism, and in the following subjects taught by the school :---

English	•	•	•	Dictation.
Geography	•	•	•	{ Indian. English. General.
Arithmetic	•	•	<b>'</b> •	Vulgar and Decimal fractions. Proportion. Extraction of Square root.
Algebra	÷	٠	•	Up to Simple Equations.

The examination to be held by an officer of the Telegraph Department in March and September every year.

6. The course of instruction in the junior class shall not extend beyond a period of 18 months.

7. On passing out of the junior into the senior class the general education of the boys as far as the school is concerned shall be considered as finished. Their further instruction will be given by the Telegraph Instructor and the course will consist of signalling, practical instruction in the elements of Telegraph construction, and repairs, practical instruction in electrical measurements, signalling instruments and their connections, traffic rules, and office routine, and it shall extend over a period of six months. 8. Admission into the Telegraph Department will be from the senior class, subject to passing in signalling and receiving at the rate of 20 words a minute open and closed circuit, and a qualifying examination in the subjects named in paragraph 7 and subject to the Director-General's approval. The examination to be held by an officer in the Telegraph Department in March and September of each year, the successful boys to come on the strength of the paid establishment on the 1st of the month in which they pass. Signallers who are in other respects qualified to enter the Telegraph Department from the Lawrence Asylum must produce a certificate of good character from the Principal and of good health and constitution from the Medical Officer of the Asylum, ere they can be admitted; no signaller will be admitted into the Telegraph Department until after he has attained the age of 16.

9. The Telegraph Instructor will give in-door instructions in the afternoons to the junior class throughout the week (Saturdays excepted).

10. The mornings will be devoted to teaching Practical Telegraphy and signalling to the senior class, the afternoons will be occupied in studying subjects set for them. Wednesdays and Saturdays will be occupied in learning construction and repairs of lines out of doors.

11. The Divisional Superintendent and the Officer in charge of the Sub-Division will periodically inspect the classes.

12. Pupils in the Telegraph Classes will be subject to all the rules and regulations in force in the Lawrence Asylum.

## INDIAN TELEGRAPH DEPARTMENT.

## GENERAL SERVICE.

Candidates for General Service in the Signalling Establishment will be required to pass an examination in the following subjects :---

English .	•	•	٠	Composition.
Geography	•	•	•	English. General.
Arithmetic	•	•	•	Vulgar and Decimal fractions, Proportion. Extraction of Square root.
Algebra .		•	•	. Up to Simple Equations.
Logarithms	۰.	•	•	. The use of tables.
Electricity an	d Ma	gnetis	m.	. (Elementary). (This subject is non-obligatory).

The dictation paper will contain 200 words, and any candidate who makes five mistakes, or whose writing is not perfectly legible and neat, will be at once disqualified and not allowed to proceed further with the examination. The dictation paper of any candidate disqualified for hand-writing shall, however, be forwarded to the Director-General. No candidate whose age is less than 16 or more than 20 years may be examined without the previous sanction of the Director-General. Certificates of good conduct for two years from an approved educational establishment and of fitness to serve in any part of India and Burma *must* be produced before a candidate is allowed to compete in the preliminary examination.

Successful candidates will be appointed paid Probationers for the General Service and will be required to join a Training Class for instruction in the following subjects, in which they must pass a qualifying examination before being appointed to the Signalling Establishment:----

Knowledge of Instruments.

Traffic Code and Office routine.

Signalling.

Rapid writing from dictation at the rate of 30 words a minute.

Punching tape at the rate of 15 words a minute.

Transcribing from tape at the rate of 15 words a minute.

Electricity and Magnetism.

The signalling test is to be able to signal and receive (both open and closed circuit) plain English Code, and figures at the minimum rate of 20 words per minute according to the standards in paragraphs 15 (o), (b), and (c) of Chapter B of the Telegraph Code.

The probationary period shall be not less than nine months nor more than twelve. On a probationer becoming qualified, he will, if there is a vacancy, be appointed a signaller in the Average Grade, General Scale.

A signaller is subjected each year to an annual test in signalling, and the receipt of his annual increment is dependent on his passing this test. Promotion from grade to grade is granted on the result of a general examination which, under present arrang-ments, is held every five years. The number of appointments in the Superior Grade is limited to 10 per cent. and in the Good Grade is limited to 30 per cent. of the total strength of the Signalling Establishment, and vacancies in each grade are filled up from the men who have obtained the required proportion of marks in the general examination. Signallers are eligible for promotion to the rank of Telegraph Master after 18 years' service. The pay of the grades of Telegraph Masters are as follows :--

Temp	orary	Telegraph	Master,	pay as a	signall	er and	allowance of	•	Rs. 20
Srd G	rade	21	33	11	22	30	97	•	25
2nd	n	**	27	22	"	31	**	•	50
lot	"	v		conso	lidated	salary o	of Rs. 275.		

From the 1st Grade Telegraph Masters are selected the Traffic Sub-Assistant Superintendents (twenty appointments) who draw a consolidated salary of Rs. 350. Another avenue of promotion is open to the Signalling Establishment in the Sub-Assistant Superintendents (General Branch) (seventytwo appointments) all of whom are selected from signallers or Telegraph Masters between the ages of 28 and 35. Sub-Assistant Superintendents (General) are divided into two grades, (1) Rs. 250 rising by annual increments of Rs. 5 to Rs. 275, and (2) Rs. 275 rising by the same number of increments to Rs. 350 in five years.

They are also eligible for two further increments of Rs. 50 each for specially approved service.

Number of years' service.	Indifferent Grade.	Average Grade.	Good Grade.	Superior Grade
<u></u>	Rs.	Rs.	Rs.	Rs.
0	80	40	50	60
1	83	44	55	66
2	\$6	48	60	72
2 3	39	52	65	78
4	42	56	70	84
<b>4</b> 5	45	60	75	90
6	52	66	82	99
7	57	72	90	108
7 8 9	61	78	97	117
9 <sup>.</sup>	66	84	105	126
10	71	90	112	185
11	77	98	122	147
12	88	106	182	159
18	89	114	142	171
14	95	122	152	183
15	100	180	162	195

' Scale of pay for General Service.

#### I.—Replies which sufficiently welcome the proposal.

(1) St. Gregory's School, Dacca.

- (2) Stanes' High School, Coimbatore.
- (3) St. Aloysius' School, Vizagapatam.
- (4) American Baptist Mission European School, Mandalay.
- (5) Catholic Male Orphanage, Calcutta.
- (6) St. Michael's High School, Coorji (Bankipore).
- (7) St. Joseph's European Boys' High School, Calicut.
  (8) St. Aloysius' High School, Jubbulpore.
- (9) Bishop's High School, Poona.
- (10) St. Peter's College, Agra.
- (11) St. George's High School, Agra.
- (12) Colvin Free School, Allahabad.

## Dated Dacca, the 20th March 1907.

From - The Mauager, St. Gregory's School,

To-The Secretary, Telegraph Committee.

In answer to your No. 372-79, dated the 15th February instant, I beg to state ---

- (1) I would be very pleased if a telegraph training class would be established in our school. The managers of this school were lately considering the advisability of applying to the Telegraph Department for aid in establishing such a class.
- (2) I think that the pay, etc., offered by the Telegraph Department would influence many to join the Department.
- (3) At present candidates from Dacca are obliged to go to Calcutta to join the training class. This prevents the greatest number from joining the Department, since they have no place to put up in Calcutta and are thrown as strangers among strangers and are thus exposed to all the evils of a metropolis.
- (4) St. Gregory is the only school under European Code in Dacca.

Dated Coimbatore, the 12th March 1907.

From-R. STANES, Esq., Manager, Stanes' High School,

To-The Secretary, Telegraph Committee, Camp.

In reply to your circular No. 380 of February 15th, 1907, I beg to state I should be pleased to establish a class in Telegraphy on the lines on which the classes are being conducted at Sanawar and Ootacamund, provided the extra cost be met by Government grant. Our school is now costing me a great deal per annum, and I could not undertake the extra expense which seems to be about Rs. 500 per annum.

Ours is a large and growing school, and I am always glad to recommend our young men to enter the Telegraph Service, and during the last two years five of our youths have entered this Department, and others are studying for the same.

I consider the terms offered should draw a sufficient number of candidates, but I know rumours of a lowered scale of pay are causing some intending students to alter their minds.

Might I suggest that some well-recognised general proficiency certificate be accepted in lieu of your occasional tests. Our form V works for Junior Cambridge examinations, this is of a high standard and should more than cover your requirements, and would help us in keeping the classes together for instruction instead of coaching individuals for some special test.

I may in conclusion add that we draw pupils from Burma, the Godaveri District and all parts of the Madras Presidency, and I believe we should quite justify the establishment of a centre for Telegraphy here.

Euclosing a copy of our last prospectus and report and awaiting your further communication.

From-J. L. CONTAT, Esq., Principal, St. Aloysius' High School, To-G. BAINY, Esq., I.C.S., Secretary, Telegraph Committee.

With reference to your letter No. 380, dated Camp, 15th February 1907.

The suggestion made by the Telegraph Committee is considered by the Manager and Head Master of this Institution as likely to give very good results. Besides the advantages which the circular points out and which concern more particularly the Department, there is another one which will greatly benefit the lads themselves. It has been remarked that those Eurasian boys who are left to themselves at the early age of 16 do not in many cases turn out so well as they should be expected to do. The benefits of school discipline especially during that impressionable age which goes, as I take it, from 12 to 18, cannot be too highly estimated. If the boys were taken direct from the school into the Department they would probably be better men and consequently better servants of the Department.

2. I would be prepared to consider the introduction into St. Aloysius' High School of a system similar to the one existing in the Lawrence Asylums, but on condition that it lay no new burden on the Institution, except as far as the minding of the students and the providing of suitable accommodation go. Any scheme the Committee may devise ought, in my humble opinion, to tend towards making the telegraph class self-supporting. By what way this end can be attained, whether by a grant from the Telegraph Department or the Department of Public Instruction, does not matter in the least. Vizagapatam is the favourite place of retirement of many Government servants and it would perhaps be possible to engage a retired Telegraph Master or Sub-Assistant Superintendent for less than Rs. 100.

3. The St. Aloysius' High School has been sending these past 30 years a good many boys into the Telegraph Department, some of them having held and still holding very good appointments. The two youngest St. Aloysius' schools (Karachi and Bangalore) hail from this Institution. The school is for Europeans and Eurasians and has now 200 boys on its roll. There is no need of urging them to join your Department as they are only too willing to do so. I shall be certainly very glad to advise them to enter the Department. The pay and prospects offered by the Department I consider as very satisfactory. A few among our boys have found the Medical Department and the Accounts Branch more remunerative. But both entail a few years of study more than the Department of Telegraphs.

Thanking you for the interest you take in the European and Eurasian community.

## Dated Mandalay, the 14th March 1907.

From-Revd. C. L. DAVENPORT, Superintendent, American Baptist Mission European School,

To-The Secretary, Telegraph Committee, Camp.

I am sorry not to have been able to reply sooner to your inquiries. I think the plan of having classes in Telegraphy is a very good one and seems feasible.

We would not be able to pay any part of the salary of the signaller who should be appointed to teach the class, as our school at present is very small.

I would suggest that Telegraphy be introduced as an "Optional" study.

As to pay I cannot give an opinion, as the circular giving particulars was omitted in the letter sent me.

Dated Calcutta, the 28th February 1907.

From-Brother J. A. RYAN, Principal, Catholic Male Orphanage, To-G. RAINY, Esq., I.C.S., Secretary, Telegraph Committee.

In reply to your letter No. 380, dated February 15th, I have the honour to state that I shall be quite willing to establish classes in the Orphanage on the lines indicated in the second paragraph of your letter. Regarding the terms of pay, I would suggest the raising of the initial salary from Rs. 40 to at least Rs. 50. The boys would then join the proposed classes more readily and be more keen in preparing for the required examinations.

I may mention that we already pay a signaller of the Telegraph Department who gives instruction to the boys in signalling, punching, etc. We put up the necessary apparatus at our own expense. This instruction has been carried on in the school for the past five years. Our experience is, that most of the youths trained by us in Telegraphy join the Railway Telegraph, and not the Government Telegraph Department. Only last August the Eastern Bengal State Railway took on thirteen of our boys and started them on Rs. 55 per month while undergoing a further training of three months in the Railway Telegraph class.

#### Dated Bankipore, the 8th March 1907.

From—Brother T. B. MOLONEY, Principal, St. Michael's High School, Coorji, To—The Secretary, Telegraph Committee.

In reply to your circular letter No. 380, I have the honour to state that I would be pleased to have a telegraph class established in this school. The school funds, however, would not allow of such a large salary being paid to the Telegraph Instructor as is paid in Sanawar or Ootacamund.

I consider the Telegraph Department offers a satisfactory career for some of our pupils, and these I would advise to enter the Department. Our other pupils would not be satisfied with either the initial pay drawn by signallers or the remuneration they receive throughout their service, These latter pupils after passing the High School examination of the Government Code for European schools enter our College at Naini Tal or some other College of equal standing where they study for the various departments of the Public Service, such as the Civil Engineer Department and the Upper Subordinate Department of Rurki, the Opium, the Salt, Fourth grade Accounts, etc. The majority, however, after passing the High School or the Middle School enter the I.S.M.D., the Jamalpore Workshops or the Telegraph.

#### Dated Calicut, the 7th March 1907.

From-Revd. A. CAVALIERE, S.J., Manager, St. Joseph's European Boys' High School, Calicut, Malabar,

## To-G. RAINY, Esq., I.C.S., Secretary, Telegraph Committee, Camp.

With reference to your letter No. 380, dated Camp, the 15th February 1907, I have the honour to state that I am prepared to have in this school pupils specially trained in Telegraphy (for a period of one or two years) with a view to their entering the Department; provided—

(a) a suitable locality is provided for on the school premises;

- (b) instruments and stores are supplied free of charge;
- (c) instructors, other than school teachers, are provided and paid for by the Telegraph Department. Such instructors should be European or Eurasian Telegraph Masters, possibly on actual service but placed on such special duty, proposed by the Manager and approved of by the Department.

The undersigned is of opinion that the Telegraph Department offers a satisfactory career to our pupils, and that a considerable number of Eurasian lads will readily take it up in preference to other walks in life, provided after passing the required examination they are placed on the Average Grade on Rs. 40 as their initial pay.

#### No. 76-G., dated Jubbulpore, the 3rd March 1907.

From-J. D'Costa, Esq., Principal, St. Aloysius' High School, Jubbulpore, Central Provinces,

To-G. RAINY, Esq., I.C.S., Secretary, Telegraph Committee.

With reference to your letter No. 380, I have the honour to inform you that this school has been sending a large number of boys to the Telegraph

Department since 1901, and should a class be opened in this school on the same lines as the one existing in the Lawrence Asylum, Ootacamund, I think the boys would study better; but the school is too poor to pay a separate master for this department; up to this the Principal himself took this class, but on account of his other occupations he had to neglect these students very much. The school also sends up boys for the medical colleges, both civil and military, a few join the railway service, and so on. I will be pleased therefore to have a class, if you can arrange it on the same system as the one in vogue at Ootacamund.

## Dated Poona, the 8rd March 1907.

From—The Honorary Secretary, Bishop's High School, To—The Honorary Secretary, Telegraph Committee, Camp.

With reference to your No. 380, dated Camp, 15th February 1907, I beg to state that I am (entirely) of opinion that what your Committee propose would afford a very useful opening for many of the boys in our European schools. As you ask for what is practically an immediate reply, there is no time for me to ascertain the views of parents.

The ordinary work of this school would easily meet the requirements specified for the examination of "Candidates for General Service." How far any particular school might be able to entertain the services of a special Instructor, on the terms stated, would be a financial question which might, perhaps, be best considered when the recommendations of your Committee receive the approval of the Government of India.

No. 37, dated Agra, the 25th February 1907.

From-Revd. H. NORMAN, D.D., Principal, St. Peter's College, To-The Secretary, Telegraph Committee.

I have received through the Director of Public Instruction a copy of your Circular No. 380 of the 15th instant. In reply, I have the honour to state that I very highly approve of the suggestion to recrait signallers for the Telegraph Department direct from European schools, and to say that I would be willing to have pupils of St. Peter's College trained in Telegraphy with a view to their entering the Department.

The system of direct recruitment from schools would do away with the many inconveniences of the present system and would thus make the Department more attractive; moreover, if at the same time the initial pay and first prospects of signallers were improved, a larger and a better class of boys would be drawn to join, and I would certainly strongly advise them to do so.

The Telegraph Department should, as at Ootacamund, make a fixed contribution towards the education of each boy trained and passed out by a school, and this contribution should be sufficiently large to encourage the schools to maintain classes in Telegraphy.

No. 192, dated Agra, the 26th February 1907.

From-Revd. W. LOBIMER W. KITCHING, Chaplain of Agra, Honorary Secretary, St. George's High School,

To-The Secretary, Telegraph Committee.

With reference to your circular No. 380 regarding the establishment of special classes in schools for the training of candidates for the Telegraph Department, I may safely say that you can rely on our co-operation in the matter. A large number of our boys in St. George's High School, Agra, join the Telegraph Department. Those, however, who pass the High Standard usually seek more lucrative posts.

I would point out that the formation of such a class in our school would be an additional burden to the expenses of maintaining the present stall, so that it is to be hoped that Government would give substantial help in maintaining the extra teacher required.

. . . . .

## Dated Allahabad, the 13th March 1907.

From-G. E. OLDHAN, Esq., Correspondent, Colvin Free School, Allahabad, To-The Secretary, Telegraph Committee.

With reference to your letter No. 380 of the 13th ultimo and its enclosures, I have the honour to state that the Colvin Free School, Allahabad, would be very glad to have its pupils trained in Telegraphy on the same lines as that at Ootacamund and Sanawar, but it cannot see its way to meet the salary of the Instructor unless aided by Government, nor could it give a guarantee of the number who could be admitted into the Department in any one year.

2. According to the present system of recruiting signallers at Allahabad this Institution has had every facility of drafting its lads into the Department. During the past few years some ten to twelve boys from the Colvin Free School have entered the service.

3. I am of opinion that the initial pay of the signalling staff might be improved and the Department thus made more attractive for the pupils of our schools.

II.-Replies which are lukewarm or not directly in point.

- (1) St. Andrew's Colonial Homes, Kalimpong, Bengal (not prepared to start a class at present).
- (2) Bishop's School, Nagpur.
- (3) Church of England Orphanage, Mussoorie (a school for girls only).
- [(4) Director of Public Instruction, Bengal, willing to support only on certain conditions.]
- [ (5) Acting Director of Public Instruction, Madras.]

From-REVD. J. A. GRAHAM, Honorary Superintendent, St. Andrew's Colonial Homes, Kalimpong,

To -The Secretary, Telegraph Committee.

I thank you for sending me the papers regarding the Indian Telegraph Department. I consider that it offers a good opening for some of the boys of our Homes and we should be glad to take it up after a year or two. At present the number of available boys would hardly warrant the appointment of a Telegraph Master. Our Institution is young and the mass of the children are not yet advanced enough.

The only suggestion I would offer is that the starting salary for the average grade is too low. I should think that a lad (say average grade) should begin at Rs. 60, which seems to me to be a minimum for maintaining himself respectably. With Rs. 40 there would be the danger of his getting into debt.

Dated Nagpur, the 5th March 1907.

From—A. H. READ, Esq., Head Master, Bishop's School, Nagpur, To—The Secretary, Telegraph Committee,

In reply to your circular letter No. 380, forwarded to me through the Director, Public Instruction, Central Provinces, I have the honour to state that I should be glad to have the boys in Standards VII and VIII of this school instructed in Telegraphy, provided the instruction could be given either before or after school hours, *i.e.*, before 9-30 A.M. or after 3 45 p.M. There are not likely to be many learning, as in all there are only about 50 boys in the school.

In my opinion the scale of pay proposed ought to be sufficiently attractive for boys of the class that attend Bishop's School or any other European School in these provinces.

Dated Kalimpong, Bengal, the 3rd January 1907.

## Dated the 26th February 1907.

From-The REVEREND CANON CLARKE, Chaplain of Mussoorie, United Provinces, To-The Secretary, Telegraph Committee.

A copy of your letter No. 380 has been forwarded to me as the Correspondent of the Church of England Orphanage, Mussoorie, by the Director of Public Instruction.

This Institution is now purely a girls' school, and if the Telegraph Committee propose to open the service to girls I shall be glad to hear from you again.

## No. 4620, dated Calcutta, the 5th March 1907.

From-A. EARLE, Esq., I.C.S., Director of Public Instruction, Bengal,

To-The Secretary, Telegraph Committee, Camp.

With reference to your letter No. 372 - 379, dated the 15th February 1907, forwarding copies of a circular letter, with enclosures, and requesting this office to circulate them to such European Schools in this Province as may be likely to consider favourably the proposals put forward therein, I have the honour to state that I have forwarded copies of the circular to certain European Schools in the Province as requested.

2. In paragraph 2 of your letter under reply, you request to be furnished with an expression of my opinion on the matters discussed in your circular. The Telegraph Committee are in favour of the direct recruitment of signallers from European Schools in India. I am in favour of this proposal so long as no attempt is made to introduce the teaching of Telegraphy into what I may call the ordinary curriculum of the school. I am strongly opposed to any attempt to teach a boy special or technical subjects before he has attained to a certain stage of general education. If this principle is accepted. I am willing to do all in my power to encourage facilities for special and technical instruction in European Schools.

3. In this connexion I have to explain that the whole question of the curriculum for European Schools is now under the consideration of Government. I presume that signallers will in the main be recruited either from elementary schools or from those approximating to the higher elementary schools of England. Provision for the teaching of Telegraphy might very well be made as one of the special subjects to be taken up after the elementary school stage has been passed.

4. It is impossible to make definite proposals until Government has passed orders on the general question of the curriculum for European Schools, but, as I have indicated in paragraph 2 of this letter, I hold strongly that there should be no attempt to encourage schools to give instruction in Telegraphy to boys who have not attained to a certain stage of general education. If the proposals which I have submitted to Government are accepted, this stage should be as a minimum the elementary school certificate examination. Under the conditions at present obtaining under the Code of Regulations for European Schools, I do not think that any boy ought ordinarily to be allowed to take up special subjects until he has passed the Middle School Examination.

#### No. 1583, dated 19th March 1907.

From-The Hon'BLE ME. T. T. LOGAN, B.A., Acting Director of Public Instruction, Madras,

## To-The Secretary, Telegraph Committee.

WITH reference to your letter No. 372-379, dated 15th February last, I have the honour to subjoin extracts from a letter from the Inspector of European and Training Schools, Madras, dated 8th March 1907, No. D. 163.

"With reference to your Proceedings, Ref. on C. No 1107, dated 20th February 1907, I have the honour to inform you that I have sent the circulars in question to the following schools :---

- 1. St. Aloysius' High School, Vizagapatam.
- 2. Madras Railway School, Perambore.

- 3. Doveton Protestant College, Madras.
- 4. Bishop Corries Grammar School, Madras.
- 5. St. Mary's European High School, Madras.
- 6. Stanes' High School, Coimbatore.
- 7. St. Joseph's European Boarding Institution, Cooncor.
- 8. St. Joseph's School, Bellary.
- 9. St. Joseph's Poor European High School, Calicut.

**3.** As regards the general question of recruitment of signallers in the Telegraph Department from European Schools, I think that there can be no doubt that the service is attractive to a large proportion of boys in the schools and that telegraph classes in connection with European Schools would be very popular.

4. As you are aware the class at the Lawrence Asylum, Ootacamund, is very successful and the only objection to the establishment of classes in connection with other schools is that it would probably lead to a still further diminution in the number of European boys proceeding to higher education. Whether this would really be disadvantageous to the Eurasian and Anglo-Indian community is, of course, a matter for doubt, but I notice that managers and teachers commonly deplore the diversion of boys' energies from higher studies by the prospect of an immediate living wage held out by the Railway and Telegraph Department."

III-Replies which are on the whole or altogether unfavourable or which dwell on the difficulties and objections.

- (1) St. Mary's Institution.
- (2) Government High School for Europeans, Maymyo.
- (3) St. Xavier's College, Calcutta.
- (4) St. Joseph's High School, Calcutta (but is willing to form a class and has one already).
- (5) Lawrence Military Asylum, Sanawar. (There is a class already so there is no new proposal, but see remarks about the pay and quality of the recruits.)
- (6) Boys' High School, Panchgani.
- (7) Scottish Educational Society's High Schools, Bombay. (This is an important letter.)
- (8) La Martiniere College, Lucknow.
- (9) Bishop Cotton School, Simla.

Dated St. Mary's Institution, the 16th March 1907.

From-The Rector, St. Mary's Institution,

To -The Educational Inspector, European Schools.

In reply to your letter No. 8319, dated 26th February 1907, with reference to a letter of the Secretary, Telegraph Committee, to the Director of Public Instruction, I have the honour to make the following remarks:----

- (1) We are unable to apply for the introduction of a class for Telegraphy as we have no class room to spare.
- (2) There would hardly be a sufficient number of pupils to warrant the expenses necessarily connected with it.
- (3) Some of our pupils have joined the Telegraph Department on leaving school after attending the classes of Telegraphy opened by the Department. This arrangement seems to meet our case especially for orphans.
- (4) There is a difficulty regarding boys who are dependent on their parents. The inducement to join the Department does not seem to be strong enough compared with other lines of employments.

After 15 years' service, the boy is entitled to a salary of Rs. 130 only, which is hardly enough to keep a family alive. He may go to the Superior grade; but the examination is difficult nor the salary of Rs. 162 equivalent. In other avocations the salaries with less hard labour are more promising. In Railway Companies they start with Rs. 45, in customs with Rs. 70 and may go beyond Rs. 200.

5. Therefore we think as matters stand, boys, who have their choice see but little inducement to join the Telegraph Department.

No. 358-8 G., dated Maymyo, the 3rd March 1907.

From-The Head Master, Government High School for Europeans, Maymyo, To-The Secretary, Telegraph Committee.

I have the honour to state below my opinions with regard to the points put forward in your letter No. 380, dated the 15th of February 1907.

I have enquired about the pay and prospects of men joining as signallers, and they appear to hold out very fair inducements, with the exception of the initial pay, which is not enough, I think, to enable the average Eurasian lad to live in comfort. I am also of opinion that this causes the public to form a poor opinion of one's prospects in the Department. My pupils seem to look forward to joining other branches of Government service or to getting into a mercantile firm, but I have not come across any wishing to become a telegraph signaller.

With regard to paragraph 3 of your letter, I doubt whether a Telegraph Class in this school would be a success. My two reasons for making the above statement are :---

- (i) The number of pupils is small compared with the schools in the plains.
- (ii) The parents of the majority of the pupils are in fairly comfortable circumstances, and they would not encourage the training of their boys for the Telegraph Department unless their prospects as signallers are made much better than they are at present. In large towns like Rangoon or Mandalay the classes would be more likely to prove a success.

From-The Rector, St. Xavier's College,

To-The Secretary, Telegraph Committee.

In answer to your No. 380, dated 15th February 1907, I have the honour to state that I have been trying during the last two years to persuade some of our boys to join the Telegraph Department. The objection they always make, and make it seems to me not without reason, is that the start is so low and the promotion slow. To earn Rs. 100 a month, a young man has to wait 15 years in the Indifferent grade, 12 years in the Average grade and nine years in the Good grade. A boy of the same class joining a mercantile firm will often start on Rs. 50 or Rs. 75, and if he works steadily and is a boy of character, especially if he is a European, will in three or four years be drawing Rs. 100 a month.

I am not offering any opinion as I quite understand that a young man giving satisfaction in the Telegraph Department will, if he takes care of himself, be put into one of the good vacancies as they arise. But the boys and their parents will look to the start and if they find a low start combined with technical knowledge, yearly examinations, the possibility of frequent transfers and long hours, one cannot wonder that Government should find it so difficult to get European and Eurasian recruits for the Department. As a matter of fact the boys that join the Department come as a rule from Orphanages. They are *put* into the Telegraph Class. I suppose the experience of other Head Masters of paying schools is the same as mine, *viz.*, a rooted objection on the part of

No. 74 T., dated Calcutta, the 26th February 1907.

the boys and their parents to a Department which is considered so inferior in pay and prospects. We cannot reason them out of this.

I cannot pretend to any intimate knowledge, Sir, of the working of the Department but the complaints I am continually hearing reduce themselves to these three—

1. Low initial pay.

2. Poor prospects.

3. Long hours.

Dated Calcutta, the 7th March 1907.

From-REVD BROTHER J. L. MAHRE, Principal, St. Joseph's High School, To-The Secretary, Telegraph Committee.

I have the honour to state that I am willing to form a signalling class on the lines stated in paragraph 2 of your circular No. 380 of the 15th February 1907. We have a signalling class at present, worked by an Instructor from the Telegraph Department. This class is in our Free Department where none but poor boys are educated. The boys of the Pay school would have nothing to do with it. It is in existence for the last six or seven years.

The Telegraph Department offers a satisfactory career only to an inferior class of boys.

My experience in Calcutta is that no boy of ability possessed of a good education would dream of joining the Telegraph Department.

They don't complain of the initial pay exactly, but of the small yearly increments.

Many of our boys join the Military Department, Foreign Office, Public Works Department, Customs, etc. Many also go in for engineering.

I would advise only a boy of mediocre parts who passed the 6th or 7th standard to enter the service, for the following reasons :---

1. The initial pay and salary too small.

- 2. The hours of night work too long, specially for growing boys.
- 3. Promotion slow, difficult and uncertain.

No. 1466-L., dated Sanawar, the 2nd March 1907.

## From-The REVD. A. H. HILDESLEY, M.A., Principal, Lawrence Military Asylum, Sanawar,

To-The Secretary, Telegraph Committee.

I have the honour to acknowledge the receipt of your No. 380, dated the 15th February 1907. As this Asylum has for many years trained boys for the Telegraph Department it is not clear why your letter has been sent to me.

2. The Telegraph Department does not get the pick of the boys of this Asylum; the Department asks too much and gives too little. It is much more advantageous for the boys to go into the Survey, or the Indian Subordinate Medical Department. A boy who enlists is much better off than one who joins the Telegraph Department. Several of our boys have left the Department to join the army or to take up some appointment in which the pay is higher, the prospects better, and the work less exacting.

Of course, it will be possible to get signallers even if the initial pay is lowered; but you will never get the right sort of signaller until you improve the prospects of these men. As it is, it is necessary to coax the boys into the training class at this Asylum, and then they leave it on the first opportunity. Boys already in the Department frequently come to Sanawar to spend their holidays at their own school, and the account they give of the Department is not, I think, calculated to crowd our training class.

3. I understand the initial rates of pay were sanctioned many years ago, but the cost of living has gone up considerably since then. As a mere matter of business, the pay of the signallers ought to have increased pari passes. But if the initial pay were higher that would not, I think, do much good. The fact is, the prospects are poor. For example: After 15 years' service the pay of a sigualler is Rs. 195, in the Superior grade, and at that it remains until the man is made a Telegraph Master; this promotion takes place after the man has put in 22 years' service, and then he gets a rise of Rs. 25. This is a very poor return. Sub-Assistant Superintendents are selected from signallers or Telegraph Masters, but they must be between the ages of 28 and 35. This causes dissatisfaction. I understand that, 20 years ago, the pay of Rs. 27 a month was given to signallers on the Local Scale, it is now Rs. 30. The man on the list for General Service gets Rs. 40 a month, just what his predecessor drew years ago.

4. On one of the papers that accompanied your letter it distinctly states that a signaller, on the General Scale, can begin on Rs. 60 a month. It would be interesting to know how many of the thousands of signallers who have passed through the Department began on that salary. "Promotion from grade to grade is granted on the result of a general examination which, under present arrangements, is held every five years." Then if a boy joins the Department in 1907 and a grade examination does not take place till 1912, how can he draw the pay for the Good or the Superior grade before the grade examination? The scale of pay appears to me to be misleading.

5. I feel sure that until pay, allowances, and prospects are improved the Telegraph Department will not attract the right stamp of men : who will work well, continuously, and contentedly.

#### Dated Panchgani, the 4th March 1907.

From-REVD. S. C. WILLIAMS, M.A., Principal, Boys' High School, Panchgani, To-The Secretary, Telegraph Committee.

Our pupils are recruited from the upper classes of the Eurasians and the middle class of Anglo-Indians. I do not consider that the subordinate ranks of the Telegraph Department offer a suitable career for any but a very few of our pupils. The scale of pay is insufficient, and the status of such officials is very low. More than half of our pupils go to England each year and qualify for higher appointments than those in question.

Dated Bombay, the 7th March 1907.

From-H. R. H. WILKINSON, Esq., Principal, Scottish Educational Society High Schools, Bombay,

Te-The Secretary, Telegraph Committee.

1 have the honour to acknowledge receipt of your circular letter re the Telegraph Department and to submit the following reply.

2. To the question contained in paragraph 3 of your letter I must reply in the negative. I am not prepared to consider the introduction of the system in question.

3. I must also give a distinctly negative reply to the question contained in paragraph 5. I do not consider that the Telegraph Department offers anything like a satisfactory career to any of classes of the boys attending the schools under my supervision, for the reasons that I shall presently state; and I would not advise any of them to enter it.

4. From time to time notifications from the Telegraph Department have been sent to me and I have duly put them up on the notice boards. But the conditions of service, the emoluments and the prospects offered have not been such as to attract my boys or to make me recommend entry into the department to their serious consideration. Indeed, in the course of a long experience as Vice-Principal and Principal of these schools I have known of only one boy whose parents wished him to enter the department. The lad in question was a Portuguese Eurasian of a class whose entry into these schools we do not encourage. 5. A perusal of these documents has forced the conclusion on me that no matter how brilliant an entrant into the Department might be, he could not hope to become anything but a subordinate; that there was no scope in the Department for the ambition of lads of promise and ability; and that the emoluments are far below what could be had otherwhere by lads of even lower social standing than our boys.

6. I may here state that the pupils of these schools fall into one or other of these grades :--

- (i) those whose parents are of such social standing as to be able to send their boys home for their further education at the age of 12 or 13, if not earlier;
- (ii) those whose parents are not able to afford a European education but can afford to educate and support them in India till they are well out of their teens; and
- (iii) those whose parents can barely afford to keep them at school till they complete their school course. There are not many of this class in my schools.

7. Obviously boys of the first class are outside the scope of your enquiry. So also are those of the second class who train for the professions. But others of this class who enter business firms could make excellent Government servants if Government offered them sufficient inducement to enter its service. But no lad of this class, even of mediocre capacity, would deem of entering a department, such as the Telegraph Department, which offered no scope to his energy and ability. Any one of these lads on leaving school at the age of 16 or 17 can command an initial salary of Rs. 60 or Rs. 70 while yet in his noviciate from business firms requiring lads of such character and social standing to be able to control native subordinates, or to carry out some very confidential The limit of their earnings is in strict prowork. portion to their energy, capacity and value to their employers; and the more thorough their mastery of their work, the higher they can rise. Some of our old boys are earning salaries or incomes running into four figures, and are in positions of great responsibility.

8. There remains but the last class who in many instances are not able to complete their school course owing to the poverty of their parents. To these the need of earning something at an early age is a paramount necessity. Suchlads I encourage to embrace some industrial pursuit, for with a trade in their hands they can always earn a living, and if steady, a very respectable income. After a three or five years' training these lads can command incomes which would make them look very much askance at the "scale of pay for general service" which I have before me. I notice that after ten years' service the minimum salary is Rs. 71 and the maximum salary Rs. 135. Any ordinary lad of this class, on completing his industrial training, could command the salary attached to the Superior grade as a *first step*, and he would be a very poor specimen indeed if he would accept the minimum. It is idle for the Telegraph Department to hope to attract boys of the better sort by the salary offered when the very lowest class of Eurasian could, after a couple of years' training, earn, as a driver of a motor car, what is offered to an average telegraph operative after fourteen years' service. Several motor car drivers are earning more. I know of one who gets Rs. 150 per mensem, who a year ago was getting Rs. 75 from a friend of mine; and that be it remembered for work done only during office hours, vis., 9-30 A.M. to 5 P.M.

9. As a rule our lads do not seek Government service which in this presidency is monopolised by one or two native communities. A small but distinctly appreciable percentage does seek and obtain entry into the Customs Service. The open air life and the comparatively speedy recognition which energy and integrity obtain in that department of the Government service would seem to be the explanation of the fact. The more liberal scale of remuneration and the rewards given for successful detection of fraud must not be lost sight of.

#### No. 319, dated Lucknow, the 10th March 1907.

From-The Principal, La Martiniere College, Lucknow,

To-The Secretary, Telegraph Committee.

In reply to your letter No. 380, dated 15th February 1907, I regret that I have not been able to reply earlier.

1. I am not in favour of introducing into this school a system of training in Telegraphy as it would remove a number of boys from our direct course of study which proceeds by regular gradation through the classes and would necessitate a re-arranging of the quarters as accommodation would have to be provided for instructors and class rooms for this special instruction.

In a school like the Martiniere there are already too many irons in the fire; the school has its full curriculum and there are other classes, as for instance those for singing and gymnastics; and a good deal of time is also given to volunteering.

In my opinion we shall act wisely in schools like this to go on with general education, leaving special and technical training to institutions which profess to give it and are better fitted for this kind of work than we are.

2. I should think it might be practicable and advantageous to introduce a class into the Thomason College at Rurki in connection with the Upper Subordinate Second Grade (Civil Engineer) class in that institution for the training of signallers, just as there is already a superior class in connection with the First or Engineer Department preparing for the provincial service of the Superior Establishment of the Indian Telegraph Department. From this class students are of course eligible for telegraph appointments.

3. As to the enquiry in the fifth paragraph of your letter, I am of opinion that the terms offered, whilst they seem *primá facie* liberal enough for the class of men recruited, are not sufficiently remunerative either in the initial or subsequent stages to attract a thoroughly satisfactory class of candidates. The students in this and probably in other schools would prefer making a start even in the Rurki Upper Subordinate Department or in private mercantile firms.

Boys who could not aspire, with reasonable propects of success, to the Rurki Engineer Department, or the Survey or Salt Departments would, I think, prefer joining business firms and other openings as in fact they do in considerable numbers in Calcutta, Bombay, and Cawnpore. I have more than once been asked by Telegraph Masters for advice as to openings for their sons and when I have suggested their own Department they have been opposed to it.

A boy of very ordinary abilities can without difficulty get into the Muir Mills at Cawnpore and other similar business concerns beginning on a salary of Rs. 75 a month, rising in one year to Rs. 100 a month, and in two years to Rs. 125 a month, with prospects to a really capable young man.

In some of the great firms of Calcutta, such as that of Ralli Brothers, I have known young men who were quite unable to pass into the Rurki Engineer class rise to salaries running into four figures : they could never have done this, I think, in the Telegraph Department under the present regulations.

#### Dated the 30th March 1907.

From-The REVD. MR. H. M. LEWIS, Head Master, Bishop Cotton School, Simla,

To-The Secretary, Telegraph Committee.

I have consulted the Secretary to the Governors of the School about the proposal put forward in your circular No. 380. We are agreed that it would not be desirable in the interests of the school to form a Telegraph class on lines similar to those adopted at the L. M. A. Asylums.

## APPENDIX L.

## CIRCULAR LETTER AND REPLIES FROM LOCAL GOVERNMENTS BEGARDING: THE EMPLOYMENT OF WOMEN.

### No. 122-129, dated Camp, the 26th November 1906.

From-G. BAINY, Esq., I.C.S., Secretary, Telegraph Committee,

To-{ The Chief Secretaries to the Government of Bombay, Madras, Bengal, Eastern Bengal and Assam, Burma, United Provinces and Punjab,

(The Secretary to the Hon'ble the Chief Commissioner, Central Provinces,

Among the subjects referred for investigation to the Telegraph Committee appointed under Resolution No. 7550-7575-88 of the Government of India, Department of Commerce and Industry, dated 25th September 1906, is the question whether women should be employed in the Telegraph Department as signallers, and if so, to what extent and under what restrictions,

2. It appears from circular No. 505, dated Sth August 1899, issued by the International Bureau at Berne, that women are employed in various capacities in the telegraph service of most of the countries which belong to the Union and the inquiries already made by Telegraph Committee show that in the larger towns at any rate there are a considerable number of European and Eurasian women of fair education and of decent position, who are anxious to obtain employment in the Telegraph Department as signallers or elerks. There seems therefere no reason why the experiment of employing women should not be tried in this country.

3. I am therefore directed to request that with the permission of

the Committee may be informed in what places in the experiment of em-

the experiment of em-

ploying women might be tried, and what the conditions of admission and service should be. In the United Kingdom the chief regulations on the subject appear to be the following-

- (a) Candidates must be between 16 (in London, elsewhere the minimum Note—It is probable that in India these limits age is 15) and 18 years of of age would be too low. age; they must be unmarried or widows; and they must be of good health and character.
- (b) Candidates must file a declaration (signed) by their parents or (guardians) that they will live with their parents or guardians or with some approved relation or friend.
- (c) Candidates have to undergo an examination in-
  - (1) writing,
  - (2) spelling,
  - (3) English composition,
    - (short narrative or letter on a simple subject),
  - (4) Arithmetic (including vulgar and decimal fractions and interest), and
  - (5) General Geography.
- (d) Approved candidates receive gratuitous telegraphic training, but draw no pay during that period. In London they have also to learn accounts.
- (e) All first appointments are on probation.
- (f) Women work the same hours as men (8 hours a day or 48 a week); they may be required to work on Sundays; but do not work at night (i.e., between 8 P.M. and 8 A.M.)
- (g) Service is pensionable; but women who marry are obliged to resign their appointment; in such cases they receive a gratuity of one month's pay for each completed year of service.
- (b) Women are (apparently) not liable to transfer (see condition b).
- (i) Women work in the same rooms as men, except in the large offices where there is generally separate accommodation.

4. The question of remuneration is an important one. Male signallers are at present divided into two scales-General and Local-according as they are, or are not, liable to transfer outside the province in which they were recruited. Women would of course have to be borne on the Local Scale, and for this scale the present initial rates of pay are Rs. 35, Rs. 42 and Rs. 50 for Average, Good and Superior signallers, respectively. Pay rises in these classes by annual increments to maxima (after 15 years' service) of Rs. 87, Rs. 103 and Rs. 180. The Local Scale is, however, chiefly manned by natives; and it is doubtful if women of the required class could be obtained on less than Rs. 50 per mensem to begin with. It has been suggested that the pay should be fixed at Rs. 50 rising by annual increments to Rs. 100. I am to ask if these rates are considered suitable.

#### No. 299; XII-438, dated Allahabad, the 18th December 1906.

## From-S. G. DEC. IEBLIND, Esq., I.C.S., Under Secretary to the Government of the United Provinces,

### Te-The Secretary to the Telegraph Committee.

I am directed to reply to your letter No. 122-129, dated the 26th November 1906, on the subject of the employment of women as signallers in the Telegraph Department.

Mussooree, Naini Tal, Dehra Dun, Saharanpur Roorkee, Mearut, Aligarh, Agra, Tundla, Bareilly, Cawnpore, Allababad, Jhansi, Benares, Mogal Sarai, Ghazipur, Chunar Gorskhpur, Mau (Amangarh), Luoknow, Fyzabad, and Gonda.

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2. I am to suggest the marginally noted places as suitable for experiment in this Province. The conditions of admission and service which are in force in the United Kingdom appear to the Lieutenant-Governor to be suitable, except that the ages of entry for India should be

between 18 and 25 years. In the matter of remuneration His Honour considers that the pay should not be less than Rs. 50 rising to Rs. 100. But specially expert signallers might have selection grades of Rs. 110 and Rs. 120.

### No. T.-M.-165, dated Bombay Castle, the 28rd January 1907.

From-The Under Secretary to the Government of Bombay, Public Works Department, To-The Secretary, Telegraph Committee.

In reply to your letter No. 122-129, dated the 26th November 1906, to the address of the Chief Secretary to the Government of Bombay, I am directed to state that this Government consider that Bombay, Poona, and Karachi are suitable places in which to try the experiment of employing women as signallers in the Telegraph Department, and that it is for the Committee to propose the conditions of their admission and service.

## No. 51, dated Lahore, the 23rd January 1907.

From-A. B. KETTLEWELL, Esq., Officiating Chief Secretary to Government of the Punjab,

### To-The Secretary, Telegraph Committee.

In reply to your letter No. 122.129, dated the 26th of November 1906, regarding the proposed employment of European and Eurasian women in the Telegraph Department as signallers, I am directed to say that although there are certain obvious objections to the proposal to employ European and Eurasian women on comparatively slender pay in mixed offices, the Lieutenant-Governor does not think that there would be any objection to trying the experiment in stations where the European population is fairly numerous and the field of selection consequently wide, and also where the employes will have friends or guardians to look after them and safeguard their interests. The places accordingly to which His Honour would confine the experiment in the Punjab are Lahore, Rawalpindi, Simla, and Umbala.

2. With reference to the conditions of service, I am to say that the Lieutenant-Governor thinks that the age for admission might be fixed suitably at between 20 and 30 years, that conditions (b) to (h) of the rules in force in the United Kingdom might be applied to the Indian Service and, as regards

condition (i), that either separate accommodation should be provided for women employés, or that care should be taken to see that the supervision provided is adequate.

3. The rates of pay suggested in paragraph 4 of the letter under reply are in the Lieutenant-Governor's opinion suitable.

#### No. 54-W., dated Madras, the 16th January 1907.

From-The Hon'ble Ma. F. J. WIISON, Secretary to the Government of Madras, Public Works Department,

To-The Secretary, Telegraph Committee.

I am directed to acknowledge the receipt of your letter No. 122-129, dated the 26th November 1906, regarding the employment of women as signallers in the Telegraph Department.

2. In the Madras Government Departments the only women employed on duties analogous to those of telegraph signallers are typists. The scale of pay authorised for typists ranges from Bs. 20 to Bs. 35 a month. A few Eurasian women who have been employed in the Chief Secretariat as typists have done their work satisfactorily, but it is considered that the pay is hardly a living wage for their class.

8. The experiment of employing women as telegraph signallers may be tried in the first instance at Madras. The conditions of employment indicated in paragraph 3 of your letter appear suitable. The rate of pay proposed in paragraph 4 of your letter, *viz.*, Rs. 50 rising by annual increments to Rs. 100 a month, would no doubt be sufficient to attract the class of women required were it not for the proviso regarding resignation on marringe, but the Government think that hardly any salary will attract a good class of Eurasian women if they must resign on marriage.

#### No. 1076-8-T.-1, dated Rangoon, the 26th January 1907.

From-G. F. ABNOLD, Esq., I.C.S.. Officiating Revenue Secretary to the Government of Burma,

## To-The Secretary, Telegraph Committee.

I am directed to acknowledge the receipt of your letter No. 122-129, dated the 26th November 1906, asking that your Committee may be informed in what places in Burms the experiment of employing women in the Telegraph Department as signallers might be tried, and what the conditions of admission and service should be.

2. In reply, I am to say that the Lieutenant-Governor considers that the experiment might be tried in any of the larger towns, principally the headquarters of districts, where there is a European and Eurasian community of any size and where the head of the local Telegraph Office is a European or Eurasian-Rangoon, Mandalay, Akyab, Moulmein and Bassein are all towns in which in His Honour's opinion women might suitably be employed as signallers. The list of towns might be enlarged from time to time if the experiment proved successful.

8. As regards the conditions of admission and service, I am to say that Sir Herbert White considers that having regard to the educational qualifications which it is desirable that women so employed should possess, the minimum age should not be lower than 17 years, and that the maximum might be fixed at 21 years. As an educational test the Director of Public Instruction, who has been consulted, suggests that the European Middle School Examination would be in every way suitable.

4. The rate of pay, suggested in your letter, namely Rs. 50 per mensem rising by annual increments to Rs. 100, is in the Lieutenant-Governor's opinion sufficient to attract the class of women desired. The other regulations in force in the United Kingdom appear to be generally suitable, but Sir Herbert White considers that where practicable, women and men should work in different rooms. He also suggests that probationers while in training should receive pay at the rate of Rs. 25 or Rs. 30 a month.

5. In conclusion, I am to say that the Lieutenant-Governor warmly supports the proposal under suitable conditions and safeguards. He considers it very desirable that as many avenues of employment as possible should be open to educated European and Eurasian women. He trusts that if the experiment is tried, the prospect of advancement beyond the grade of signallers may be open to women employés.

## No. 19-3-T.-1, dated Camp, the 4th February 1907.

From-G. F. ABNOLD, Esq., I.C.S., Officiating Revenue Secretary to the Government of Burms,

To-The Secretary, Telegraph Committee.

In continuation of my letter No. 1076-3-T.-1, dated the 26th January 1907, I am directed to forward, for the consideration of your Committee, the following suggestions with regard to the employment of women signallers which have been received since the despatch of my letter quoted above.

2. The President of the Young Women's Christian Association, Rangoon, suggests that-

- (1) The conditions as to residence might be modified to allow girls to. live at certain recognised institutions, such as the Young Women's Christian Association, Girls' Friendly Society, or similar boarding establishments.
- (2) Women should be employed only at those places at which circumstances allow of two being employed simultaneously in the same office.
- 3. The Bangoon Trades Association consider that-
  - (1) The hours of work should not exceed eight a day and that women should not be employed in admittedly unhealthy stations.
  - (2) Widows who have been employed in the department prior to their marriage should, if sufficiently young, he eligible for re-employment and given a preference over new hands.

No. 200-VIII-7, dated Nagpur, the 2nd February 1907.

From-W. N. MAW, Esq., I.C.S., Second Secretary to the Chief Commissioner, Central Provinces,

To-The Secretary, Telegraph Committee.

I am directed to refer to your letter No. 122-129, dated the 26th November 1906, in which you request that the Telegraph Committee may be informed in what places in the Central Provinces the experiment of employing women as signallers might be tried and what the conditions of admission and

Letter No. 6774, dated 15th December 1906, from the Superintendent of Telegraph, Central Provinces Division.

Letter No. 65, dated 5th January 1907, from

the Commissioner, Nagpur Division. Letter No. 59, dated 4th January 1907, from the Commissioner, Jubbulpore Division.

service should be. In reply I am to forward herewith copies of the mar-ginally noted letters containing the opinions of the officers in Central Provinces who have been consulted on the subject and to communicate the follow-

ing remarks of the Hon'ble the Chief Commissioner.

2. With regard to the first point referred to in paragraph 8 of your letter, I am to say that the experiment of employing women in Central Provinces might be tried in Jubbulpore and Nagpur.

3. As regards the second point, viz., the conditions of admission and service, I am to submit the following reply with reference to the chief regulations on the subject in the United Kingdom given in paragraph 3 of your letter :---

- (i) Condition (a).-In the Chief Commissioner's opinion the age limit should be 18-25.
- (ii) Condition (b).—The Commissioner, Nagpur Division, is of opinion that as this condition implies non-liability to transfer its combined enforcement would cause great irregularities of promotion

in smaller offices. He therefore suggests that it should apply only to the first 15 years of service. The Chief Commissioner does not consider it necessary to adopt this suggestion as it does not appear that the question of promotion would ever arise, if the pay starts at Rs. 50 and rises by annual increments to Rs. 100.

- (iii) Condition (c).—The Superintendent of Telegraphs suggests that "Interest" should be excluded from the examination in Arithmetic. The Chief Commissioner, however, sees no reason for supporting this suggestion.
- (iv) Condition (f).—The number of working hours proposed, viz.
   8 hours a day, is not considered too much.
- (v) Condition (i).—Mr. Miller considers that there can be no objection to starting the experiment by making the women work in the same room as the men: experience only can show whether a separate room is absolutely necessary or not. Where, however, the offices are such as to allow of separate accommodation being provided from the start, this should be done.

4. The Chief Commissioner agrees with the Commissioner, Nagpur Division, that women should not be employed in dealing with the public.

5. With reference to the question of remuneration referred to in paragraph 4 of your letter, I am to say that in the Ohief Commissioner's opinion the rates proposed are suitable.

No. 6774, dated the 15th December 1906.

From-The Superintendent, Central Provinces Division, Government Telegraph Department,

To-The Secretary to the Chief Commissioner, Department of Commerce and Industry, Central Provinces.

With reference to your letter No. 1157-VIII-7, dated the 11th December 1906, I have the honour to say that I consider that :---

- (i) the experiment of employing women in Telegraph Offices might be tried at Jubbulpore and Nagpur ;
- (ii) the conditions in force in the United Kingdom are suitable for India with the following exceptions (a) candidates should be between 18 and 21 years of age, (b) "interest" should be excluded from the examination in Arithmetic, (c) the definition of night in paragraph 3 (b) should be "between 6 P.M. and 8 A.M." in India, (d) as regards paragraph 3 (i) where separate accommodation is not available endeavour should be made to arrange that no woman should be on duty by herself without another woman signaller with her, and that women and men should work at separate tables;
- (iii) the rate of pay proposed in paragraph 4 is suitable.

### No. 65, dated the 5th January 1907.

From-J. WALKER, Esq., C.I.E., I.C.S., Officiating Commissioner, Nagpur Division,

To-The Secretary to the Hon'ble the Chief Commissioner, Central Provinces, Commerce and Industry Department.

In reply to your endorsement No. 1157-VIII-7, dated the 11th December 1906, regarding the employment of women as signallers in the Telegraph Department, I have the honour to say that Nagpur appears to be the only place in this Division where there is scope for such employment of women of the qualifications mentioned. I think that the experiment might with advantage be tried in Nagpur. I presume that the women would be employed as signallers only and not as Booking Clerks dealing with the native public for which work they are not altogether suited. 2. As regards the conditions of admission and service those mentioned as in force in the United Kingdom are generally suitable for application here with some modifications which I would suggest.

3. As regards condition (a) mentioned in paragraph 3 of the Secretary to the Telegraph Committee's letter, I think it is desirable that candidates should be more fully grown up in India than in England before commencing regular duty. I would therefore suggest that the age limit for commencement of service in India be higher—say from 18 to 25.

4. A non-liability to transfer seems necessary from the enforcement of condition (b) as to residence. Both conditions are desirable for junior employees, but it seems to me that it is unnecessary to make them applicable after, say, the first 15 years of service. The employees would then be 85 to 40 years of age and in receipt of a salary on which they could live anywhere, while the continued enforcement of these conditions would be apt to cause great irregularities of promotion in the smaller offices, and might prevent the Department making transfers which were otherwise desirable. I would apply these conditions therefore only to the first 15 years of service.

5. The number of working hours proposed, I believe, compares favourably with those of shop girls in Calcutta and Bombay and is not excessive.

6. As regards the initial salary I think we should compare that received by women typists in Government offices. This, I understand, ranges in Nagpur from Rs. 30 to 50. But the typists' hours of work are generally not more than 6 per diem, their mornings and evenings are free and they get every Sunday off and enjoy all gazetted holidays. Looking to the larger demands on signallers' time I think that an initial salary of Rs. 50 rising to Rs. 100 is required. This is Rs. 15 more than the initial pay of men on the present Local Scale, but the advantage of strengthening the European and Eurasian element in the staff of local signallers seems worth the not very considerable actual cost.

#### No. 59, dated the 4th January 1907,

From-M. W. FOX-STRANGWAYS, Esq., I.C.S., Commissioner, Jubbulpur Division, To-The Secretary to the Hon'ble the Chief Commissioner, Central Provinces, Commerce and Industry Department.

In reply to your endorsement No. 1157-VIII-7, dated the 11th December 1906, forwarding for opinion a copy of a letter from the Telegraph Committee, I have the honour to say that I think that the proposal to employ women signallers offers a good opening to women of the European and Eurasian community, and that the experiment might be tried in the Jubbulpore Office, in which there are at present 12 European, 15 Eurasian, and 3 Native signallers. The Superintendent of Telegraphs informs me that it would not be practicable in the Jubbulpore Office to assign a separate room to women signallers, but I do not think that this is a fatal objection, provided that women are given separate desks or tables and a separate retiring room, and that no woman is required to be on duty by herself, that is without another woman signaller.

2. The initial pay proposed Rs. 50 seems sufficient. As to age, 16-18 is too low. I do not know why it is necessary to fix a maximum lower than the ordinary maximum for Government service, -25. I would suggest 18-25.

From-W. S. MILNE, Esq., Under Secretary to the Government of Bengal, General Department,

To-The Secretary, Telegraph Committee.

With reference to your telegram, dated the 7th instant, regarding the question of the employment of European and Eurasian women in the Telegraph Department as signallers, I am directed to inform you that the following bodies have been consulted by this Government:—

- (1) The Bengal Chamber of Commerce.
- (2) The Calcutta Trades Association.

No. 702, dated the 12th February 1907.

(3) The Young Women's Christian Association.

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(4) The Anglo-Indian Association.

(5) The European and Anglo-Indian Defence Association.

2. Replies have been received from the first three bodies, and I am to enclose copies of their letters. The views of His Honour the Lieutenant-Governor will be communicated when all the replies have been received and considered.

No. 16-1907, dated Caloutta, the 2nd January 1907. From-W. PARSONS, Eeq., Secretary, Bengal Chamber of Commerce, To-The Secretary to the Government of Bengal, General Department.

I am directed by the Committee of the Bengal Chamber of Commerce to acknowledge receipt of your letter No. 2980 of 12th December 1906, under cover of which you forward copy of a letter of 26th November, from the Secretary, Telegraph Committee, on the subject of the employment of European and Eurasian women in the Telegraph Department as signallers. You ask for an expression of opinion on the points raised in paragraphs 3 and 4 of the letter above referred to, which deal with the conditions of admission to the service and the rates of pay.

2. I am directed by the Committee to state that, after giving careful consideration to the matter, the Committee, speaking generally, see no objection to the employment of females in the Telegraph Department, provided that, all things being equal, they are employed on the same terms as male operators of the same class. The utilization of female labour in England at lower rates than that paid for male labour aroused considerable opposition at home owing to the tendency to reduce wages generally. The conditions laid down in the letter from the Telegraph Committee appear to be satisfactory, and the Committee consider that an experiment might, in the first instance, be tried at head offices in Presidency Towns.

Dated Calcutta, the 4th January 1907.

From-G. HICKIE, Esq., Secretary to the Calcutta Trades Association,

To-W. S. MILNE, Esq., I.C.S., Under-Secretary to the Government of Bengal, General Department.

I have the honour to acknowledge the receipt of your letter No. 2981, dated the 12th December 1906, forwarding, for an expression of opinion, copy of a letter from the Secretary to the Telegraph Committee suggesting the employment of European and Eurasian women as signallers in the Telegraph Department.

In reply I am directed by the Committee of the Association to state that they can see no objection to the employment of women in the above capacity; they would therefore recommend that the suggestion placed before the Government be adopted.

Dated Calcutta, the 15th January 1907.

From-Miss M. F. CROSS, Secretary, Young Women's Christian Association, Calcutta,

To-W. S. MILNE, Esq., I.C.S., Under-Secretary to the Government of Bengal.

In reply to your request for an expression of our opinion as an Association for young women, upon the subject of the employment of European and Eurasian women in the Telegraph Department, I will say in regard to the age question under the paragraph S(a) we consider the age limit as quoted too low for Indian women, and it should be at least between 18 and 25. (i) We should advise that if possible women employees be given a separate room to work in especially when there are only native men employed, also that if possible two or more young women be employed to work together. Paragraph 4.—We would advise that the wage limit should be fixed at Rs. 50, rising by annual increments to Rs. 150. No. 208-T., dated Camp Dacca, the 13th February 1907.

- From-W. MACDONALD, Esq., Secretary to Government of Eastern Bengal and Assam, Public Works Department,
- To-The Secretary, Telegraph Committee.

With reference to your No. 122-129, dated the 26th November 1906, and subsequent reminders, the delay in replying to which, although chiefly due to opinions being awaited, is regretted, I am directed to point out that so far as this Province is concerned the experiment must be tentative and dependent on whether suitable women can be found.

2. I am to add that the places at which the experiment might be tried are Shillong, Gauhati, Dacca and Chittagong, and under the following conditions:----

- (i) Educational qualifications such as the Telegraph Department finds necessary.
- (ii) The minimum age to be 19.
- (iii) The services of married women living with their husbands to be transferable only in the case the latter are transferred.
- (iv) Salary while undergoing training to be Rs. 20 per mensem for a period limited to nine months and subsequently from Rs. 50 to Rs. 100 according to merit, with Rs. 30 Assam allowance for stations in Assam.
- (v) Working hours to be seven hours per day and no night work to be required.

No. 1578, dated Calcutta, the Srd April 1907.

From-W. S. MILNE, Esq., I.C.S., Officiating Secretary to the Government of Bengal, General Department,

To-The Secretary, Telegraph Committee.

In continuation of this Government's letter No. 702, dated the 12th February 1907, I am directed to forward herewith copies of the replies received from the Honorary Secretaries to the Anglo-Indian and the European and Anglo-Indian Defence Associations on the subject of the employment of European and Eurasian women in India as signallers in the Telegraph Department.

2. The letter quoted in the first paragraph has already placed before you the opinion of the Bengal Chamber of Commerce, the Calcutta Trades Association, and the Young Women Christian Association, and it will be seen that these bodies, as well as the Anglo-Indian Association and European and Anglo-Indian Defence Association, are in general agreement with the proposals of the Telegraph Committee set forth in your letter No. 122-129, dated the 26th November 1906. The suggestion that the experiment of employing women as signallers should first of all be tried in the Presidency towns or in large centres of European and Anglo-Indian population has received warm and unanimous support. There is, however, a difference of opinion on the questions of the amount of pay which should be given and the age at which employment should commence. The Anglo-Indian Association suggest 13 years as the minimum age at which women should be allowed to begin work, while the Young Women's Christian Association consider that the limit should be fixed at 18. The Lieutenant-Governor is inclined to agree with the latter Association. He observes also that the Telegraph Committee think that 15 years would be too low a limit. It appears to His Honour that it would be reasonable if females were employed after they had attained the age of 16 or 18.

3. The Anglo-Indian Association have put forward the further suggestion that, during the period of gratuitous training, scholarships of Rs. 10 a month might be given to the employés, who, in exceptional cases, should be eligible for promotion to the higher services. The Young Women's Christian Association have also expressed the opinion that the pay should rise from Rs. 50 to Rs. 150 a month and should not stop at Rs. 100 a month as proposed. In this connection it has been ascertained that in some of the larger shops in Calcutta women can earn as much as Rs. 200 a month. The Lieutenant-Governor considers these suggestions to be eminently reasonable, and trusts that they will receive the sympathetic consideration of the Committee.

4. In conclusion I am to suggest that, if possible, arrangements may be made for the European and Eurasian women to work in batches of 2 or 3 together or in a separate room apart from the male signallers.

5. Subject to the modifications indicated above His Honour cordially supports the proposals of the Committee in connection with the experiment of employing European and Eurasian women in the Telegraph Department.

No. 1174, dated Calcutta, the 16th February 1907.

From-W. A. MADGE, Esq., Secretary, European and Anglo-Indian Defence Association,

To---The Under-Secretary to the Government of Bengal, General and Judicial Department.

In reply to your letter No. 2979, dated the 12th December 1906, I am directed to forward herewith a copy of the letter No. 1165, dated the 29th May 1906, previously addressed by this Association to the Government on the subject of the employment of women in the Telegraph Department, and to add that, beyond reaffirming their general approval of the arrangements suggested, they do not desire to submit any further opinion at present to the Government.

No. 1165, dated Calcutta, the 29th May 1906.

From-W. A. MADGE, Esq., Secretary, European and Anglo-Indian Defence Association,

To-The Chief Secretary to the Government of Bengal.

This Association has been requested to support a representation which the Eurasian and Anglo-Indian Association of Mysore and Coorg has made to the British Resident in Mysore, and in which that authority has been solicited to move the Government of India to employ female operatives in the Telegraph and Postal Departments as signallers.

2. The Council have examined the proposals made and the grounds given for them, and find that these rest partly on the desirability of opening out a sphere of employment for young females born and bred in the country, corresponding with that which exists for young women in Britain, but also and chiefly on the ground of economy, and on that of the desirability of having at hand trained hands ready to take the place of the soldiers largely employed in Telegraph Offices, should they be suddenly called away in time of war.

3. These are all grounds on which the Council can support the proposals made which they accordingly commend to the favourable consideration of the Government.

4. The domiciled community is one which has been hardly pressed by the exclusion of its members from various spheres formerly open to them, and though the employment of females has a place of its own in all considerations of labour and wages, it cannot be doubted that any relief afforded to the community at any point will react favourably on the whole.

5. It is realised that the experiment if tried at all must in the first instance at least be limited to large centres of population, which afford facilities for training, and that the necessary training and the separate accommodation and conveniences needed in offices for female workers may involve some little initial expense. As, however, no considerations of this kind have proved probibitive in Britain, it is boped that the solution of all such difficulties may be found equally easy and profitable under the analogous conditions which as regards populous centres exist in this country.

6. It has been publicly reported that Government contemplate a combination of Post Offices with Telegraph Offices in some parts of the country, and it seems probable if that this arrangement were extended to stations where the cost of expenditure may be disproportionate to the work done, the employment of female labour might lead to reductions in expenditure, made possible by such combination. 7. In conclusion, this Association, whilst fully alive to the fact that the standpoint of efficiency must outweigh every other consideration, desires to point out that the present proposals merely involve a tentative and experimental measure which, if found to work well, would create an immense field of honourable employment and honest work for a community which sadly needs practical help, sympathy and encouragement.

#### No. 685, dated Calcutta, the 26th February 1907.

From-The Honorary Secretary, the Anglo-Indian Association, To-The Secretary to the Government of Bengal, General Department.

I am directed to acknowledge receipt of Mr. Milne's letter No. 2978, dated the 12th December 1906, and in reply to submit the following remarks.

2. In recommending to Government in their letter No. 580, dated the 18th April 1906, the employment of Anglo-Indian young women in both the Telegraph and Postal Departments, the Council of this Association have already supported as warmly as they could the principle of the experiment referred to in the letter above quoted. It now, therefore, only remains for this Association to offer their opinion on the details mentioned in Mr. Rainy's letter of the 26th November last.

3. Obviously, as only unmarried girls or widows can be employed, and must reside with parents or relatives, it would, the Council think, be wise in the first instance to limit the experiment to Calcutta, Bombay, Madras, Allahabad, Lahore, Dacca, and other large centres of European and Anglo-Indian population, where, even if these centres were not the actual homes of employés, residence could be more easily obtained by or for them than in small mofussil stations.

4. As girls mature earlier in India than in Europe, and marked ability is sometimes, even if rarely, discovered at 13 and 14 years of age, it is believed that nothing would be lost, while something might be gained, by fixing the minimum age at 13 instead of 15, the more so that individual selection could obviate any of the evils feared from premature admission.

5. As the domiciled community of even humble position has been pronounced by some experts to be as well equipped in elementary education as any in the world, no objection is entertained to any standard of examination which the Government may deem desirable.

6. There is no objection to persons of both sexes working together, as, of course, all suitable arrangements will be made for separate special necessities.

7. The Council fear that an eight hours day has been found somewhat excessive in some drapery and other similar establishments; but hope that, as signallers will remain seated a great portion of their time, the particular evils of which complaint has been made, may be avoided.

8. If some small allowance could be made for specially promising probationers, during the term of their trial, say, in the nature of a scholarship of Rs. 10 a month, not only would some spur be applied to competition, which might thus attract a better class of girls, but it is believed that any little initial indulgence shown in this way would be repaid to the Department in the superior service later on. The salaries mentioned in paragraph 4 of Mr. Rainy's letter seem quite appropriate.

9. The remainder of the proposed conditions are approved.

10. In conclusion the Council think that if, in exceptional cases of proved merit, some opening could be provided into the higher grades of the service from among signallers, neither the Government nor the Heads of the Department would have cause to regret the generous concession.

## APPENDIX M.

## ESTIMATE OF LOSS TO TELEGRAPH DEPARTMENT IF RISK IN OPENING NEW OFFICES WERE SHABED EQUALLY WITH THE GUARANTORS.

			•	•		P4			AIR. By Telegraph Départment,		Fixed guarantees where if receipts are in excess Telegraph Department retains the excess.	
		Бяр	Expenditure, Ea		Barnings, Difference,		To Telegraph Department.					
Guarantors.		No.	Rs.	Re.	Rs.	No.	R.s.	No.	Rs.	No.	Re.	
Private		60	69,764	73,298	+3,535	41	18,488	8	23,023	13	<b>3,</b> 354	
Government	•	35	36,838	16,843		30	19,996		•••	5	1,10\$	
Total	•	95	106,602	90,141	16,461	•••	38,484		22,023		4,457	
Nett Rs.						•••		16,4	61			

If the present system of requiring guarantors to bear entire risk were altered to one in which guarantors and the Telegraph Department equally divide loss or profits, and this change were applied to the figures for 1905-1906, the loss to the Telegraph Department would have been  $\frac{10,460}{2}$  plus  $\frac{4.467}{2}$  or 8,230 plus 2,230 or Rs. 10,460.

# G. C. WOLFE,

Examiner, Telegraph Accounts.\*

The 4th January 1907.

38 8. T. C.

## APPENDIX N.

### MEMORIAL OF SIGNAL OFFICE CLERKS AND LETTER FROM THE DIRECTOR-GENERAL OF TELEGRAPHS REGARDING IT.

No. 11899-T., dated Calcutta, the 17th December 1906.

Memo. by the Director-General of Telegraphs.

The following, together with a copy of the memorial, is forwarded to the Secretary to the Telegraph Committee, for information.

No. 368-E.T., dated the 15th December 1906.

From-SIE SYDNEY HUTCHINSON, KT., M. INST., C.E., M.I.E.E., Director-General of Telegraphs,

To-The Secretary to the Government of India, Department of Commerce and Industry.

I have the honour to forward herewith 87 memorials addressed to His Excellency the Viceroy and Governor-General of India by 87 signal room clerks employed in the Department.

An examination of the memorials shews that they contain 15 distinct prayers, which I will proceed to deal with in order.

Prayers Nos. 1, 2, and 4.— The circumstances are not the same as they were when the late Director-General, Mr. Maclean, forwarded the clerks<sup>\*</sup> memorials in 1903 to the Government of India in the Public Works Department. In many up-country offices, no doubt, clerks are still taken on to do booking work, because they are cheap, and save the more valuable signallers' time from being taken up with minor duties; but in the Presidency and other large offices, clerks have really important duties to perform, in many cases almost as important and trying as a signaller's and requiring as much intelligence. There is no doubt, however, that we shall have to employ men of superior intelligence to those now in the service and pay them a good deal better, in the booking, despatching, and other branches of our largest offices, if the work is to be done in such a way as to satisfy the public. But the men we are actually employing in these branches are not worth more than they get, and would not get more in other services. Good clerks cannot be got for Rs. 15, Rs. 20, Rs. 25, or even Rs. 30 a month in Presidency towns. The memorialists are not of the same educational standard as even Local Service signallers, and it would not be right to bring their pay into line with the Local Scale signallers' pay. Increased work and overtime should be adequately paid for on a piece-work system. If the class of clerk we employ is improved, the pay might well begin at Rs. 40 and rise to Rs. 100.

**Prayer No. 3.**—The fines cannot be abolished. This subject has been threshed out so often that it is not worth while to dwell on it. No other better means of procuring accurate work from clerks has yet been devised.

**Prayer No. 5.**—The reduction of service from 30 to 25 years should certainly not be granted to clerks, nor to signallers for the matter of that. It can easily be proved that though the hours may be long, yet the amount of work done is not excessive. The people of this country work very slowly and by no means assiduously, and the very fact that so many pray for extension of service after 55 years, makes this prayer absurd. People do not stop working and go on pension at 40 to 50 years of age in their native country and in the climate which is natural to them.

*Proyer No. 6.*—No difficulty has ever been made, so far as I am aware, about this, within safe conditions of notice being given, etc.

**Prayer** No. 7.—The transfer of clerks to the Signalling Branch is allowed in cases in which the men themselves are considered fit for that branch and have rendered five years' service. As a rule they are not up to the required standard of education, and it is most undesirable that a clerical post should ever get to be looked upon as a stepping stone to the signalling establishment.

**Prayer** No. 8.—There are too many temporary clerks without doubt, and this will probably be set right very shortly. As Mr. Maclean remarked, though

"it is perhaps a question whether this class of service should be pensionable at all."

Prayer No. 9.—House rent is not granted to men who are locally engaged and rightly so.

Prayer No. 10 (a) and (b).—Some concession of this sort would, in my opinion, be fair; (a) would be the better concession.

Prayer No. 11.—The hill allowance should, in my opinion, be granted to men not locally engaged.

*Prayer No. 12.*—There is a regular sliding scale upon which grants from the Fine Fund are made to all employés' widows, according to the service of the deceased. If it were thought advisable to start Olerks' club, these clubs would, no doubt, obtain grants in the same way as signallers' clubs do. There is no objection to clerks being members of existing office clubs.

**Prayer No. 13.**—This is not possible in the interests of the service. The rule prevents men making a convenience of the Department.

**Prayer No. 14.**—This is a matter which it would be very difficult to take up. It is absolutely necessary that certificates should be granted by gazetted medical officers only, for obvious reasons. Free medicine, or medicine allowance is not given, as far as I know, in any Department.

**Prayer No. 15.-I** consider this prayer should be refused. Postal clerks usually deal with stamps of very small value—ours range up to Rs. 50 in value, and the cost of many single telegrams run into hundreds of rupees. The concession has never been granted, and I see no reason why it should now be granted to the memorialists.

TO HIS EXCELLENCY THE RIGHT HON'BLE SIE GILBERT JOHN ELLIOT-MUERAY KYNYNMOND, EABL OF MINTO AND OF ROXBURGH, VICEROY AND GOVERNOR-GENERAL OF INDIA, P.C., G.C.S.I., G.C.M.G., G.C.I.E.

Through the Director-General of Telegraphs of India.

The humble memorial of Signal-room Clerks of the Signalling Establishment of the Indian Telegraph Department.

MOST RESPECTFULLY SHEWETH :---

I. That your humble memorialists are members of the Clerical Staff of Signal Offices of the Government Telegraph Department who humbly beg to approach Your Excellency for the redress of certain grievances under which they at present labour, in the hope that Your Excellency will, with your characteristic generosity, be graciously pleased to vouchsafe a sympathetic hearing to them.

II. That in laying their grievances before Your Excellency at a time when Your Excellency has been pleased to appoint a Commission for the re-organisation of the Telegraph Department, Your Excellency's memorialists venture to hope that their case will also be included among the subjects for the consideration of which the Commission has been appointed.

(1) That Your Excellency's humble memorialists are generally appointed to these humble but responsible posts by competition and the majority of them are in the first instance taken in on the Temporary Establishment on Rs. 20 to 30 and are not considered entitled to any increase until such time as it is thought fit to bring them (on the Permanent Establishment which is not unoften delayed till a considerable period of their service has elapsed.

(2) That Your Excellency's memorialists at present are in a worse condition in the matter of pay than they were a few years ago. The maximum having lately been reduced to Rs. 60 a month and even this pay is drawn but by a few clerks in the Presidency offices, the majority of signal-room clerks, namely, men employed as booking, despatching, passing and drafts clerk, etc., receive salaries ranging from Rs. 20 to 40 a month by annual increments of Rs. 1 and 2, and out of this scanty remuneration a security deposit of Rs. 150 is deducted both from the permanent as well as temporary clerks.

(3) That while there is thus no chance of any rise in their income beyond the low limit above referred to, the expenses of living have of late years gone up by leaps and bounds, so that with the decrease in their salaries and an increase in the cost of living they hardly know how to make the two ends meet.

(4) That the clerks in other offices having no higher qualifications and no harder or more responsible work to perform are not subject to any such hidebound limitations and might rise to hold even gazetted appointments.

(5) That while on this subject Your Excellency's memorialists may perhaps be permitted to add that while the condition of the clerks in almost every branch of the public service has attracted the notice of the authorities and been more or less improved the sad lot of Your Excellency's unfortunate memorialists alone appears somehow to have been wholly overlooked.

(6) That while the scale of pay specially as regards the maximum has instead of being improved been reduced the work has nearly doubled, specially since the introduction of the four-annas telegram, the deferred telegraph money-orders and the large concessions granted to the press for which no consideration whatever has been shewn and no compensation allowed in the shape of increased pay or allowance. During the last winter in some offices such as Allahabad, etc., the clerks had to keep up for whole nights with signallers without any extra remuneration.

(7) That another grievance which is greatly responsible for the dissatisfaction at present is the continuance of a liberal system of fining resorted to by the Oheck Office for errors in the booking of telegrams, etc., and in addition to this (which is not authorised under the rules) other officers of the Department, such as Divisional Superintendents and Superintendent in charge of signal offices, assume equal authority in establishing a check office of their own and inflicting fines without let or hindrance. These fines in many instances are so rigorously enforced even for the most trivial errors that they not unoften reach to a limit of 5 per cent. to 10 per cent. of their pay. Your Excellency's memorialists venture to affirm that there is hardly any signal room clerk in the Department who escapes being fined every month, the reason being that in addition to his other duties he is also required to attend to the public and this interruption leads him unconsciously to omit collecting charges causing him to lose a good portion of his already scanty pay in making up the uncollected sums. In referring to this question your memorialists may be pardoned for recalling an important declaration made by Your Excellency's predecessor-in-office, His Excellency Lord Curzon, bearing on this question of fine to the effect, viz., " that new rules had been passed and systems introduced about the abolition of fining in all Government Departments," which renders the continuance of this system in all its rigour all the more unaccountable.

(8) That Your Excellency's humble memorialists most respectfully beg to submit that the condition of their pay and prospects be improved by initiating a liberal scale of progressive pay and placing them on a graded system like the signallers with whom they have to work side by side. Your humble memorialists beg that the reorganisation of the entire signal rooms clerical establishments who form an important branch of the signalling establishment be effected, and they take the liberty of suggesting the following for Your Excellency's kind and gracious consideration :--

That the minimum be fixed at Rs. 40 and the maximum at Rs. 130: for the first five years these clerks should get an annual increment at the rate of Rs. 4 per annum, for the second five years at the rate of Rs. 6 per annum and for the subsequent five years at Rs. 8 a year, thus reaching the maximum in 15 years like the signallers with whom they work together. This, Your Excellency's memorialists beg to submit, will to some extent make up for the all too limited prospects in the Department and tend to alleviate the difficulties and hardships under which they at present suffer.

(9) That further Your Excellency's memorialists are not allowed the usual gazetted holidays and have to attend office even on Sundays while their working hours are longer than those in other offices of the Government, besides they have to work during the night which entails loss of sleep affecting injuriously their health and undermining their constitution at a comparatively early age. The hours of duty in other Departments are usually from 10 A.M. to 5 P.M. which works out at the rate of only seven hours per day and is reduced to five hours per day if the holidays be taken into consideration. Your Excellency's memorialists on the other hand work eight hours per day year in and year out, of which four hours per diem fall during night. It therefore follows that the number of working hours for other Departments averages 1,855 hours per annum allowing 100 holidays in the year, whereas the number of hours for Your Excellency's memorialists averages 2,920 hours, out of which 1,460 hours are spent in night work. Taking into account the 100 holidays, the number of days calculated at the rate of seven hours per diem aggregate 265 for other Departments and 417 for Your Excellency's memorialists, from which it is evident that Your Excellency's memorialists render an additional service of 152 days per annum, or in other words they work about 14 times more than the clerks in other offices. In other words they do in 25 years as much service as the other servants of Government do in 85 years, therefore Your Excellency's memorialists humbly pray that the time for full pension be reduced from 30 to 25 years. This circumstance claims from Your Excellency the most sympathetic consideration consistent with public policy.

(10) That as regards ability and general qualifications of your humble memorialists, they respectfully beg to submit that they are in no way inferior to clerks in other offices but no chance is allowed to them of promotion by transfer into other offices of the Department, *viz.*, the Director General Office, Check Office, Divisional Superintendent's Office and the Sub-Divisional Offices or in the offices of other Departments. The veriest outsiders and juniors are admitted to these offices with prospects of receiving in time higher pay according to their merits in preference to Your Excellency's memorialists who, whatever their merits and seniority of service may be, are doomed to rot in their narrow circle.

(11) That Your Excellency's memorialists humbly beg to submit that they have prior and stronger claims for promotion into the signalling branch of the Department in preference to outsiders who have no previous experience of the Department whatever, whereas Your Excellency's memorialists possess a fair knowledge of the system of working of the Department and can discharge the work required more satisfactorily.

(12) That the keeping of the temporary clerks on the temporary establishment even after good many years' service is one of the greatest evils leading to widespread dissatisfaction throughout the Department, and they respectfully beg to request special consideration of this matter and confidently hope that the present temporary clerks will be placed on the permanent establishment as the distinction is naturally keenly felt by the class concerned, for it means that employment of two public servants of equal merit working side by side, who are required to do the same work but on different scales on pay and with unequal advantages and opportunities of preferment.

(13) That Your Excellency's memorialists have to face another difficulty in the disallowance of house-rent which has now considerably increased and is likely to go on increasing in future, and which these poor clerks can hardly pay out of the scanty remuneration given to them. Your Excellency's memorialists therefore respectfully put forward this great hardship for Your Excellency's generous consideration with a hope of being relieved from this unbearable burden by the grant of house rent of 15 per cent. on their pay.

(14.) That Your Excellency's memorialists who are considered entitled to privilege leave experience great difficulty in obtaining privilege leave after a year's hard and unremitting work. Therefore they respectfully pray that temporary as well as permanent clerks be granted 35 days' casual leave in a year and 15 days be given at a time. This privilege exists as a matter of fact in name only at present, for it is denied to the temporary hands who go on working from year's end to year's end without being in any way considered fit to obtain a relaxation from work.

(15) That the clerks in the Presidency offices should be placed on a special footing as regards their pay, those that may be transferred temporarily or located permanently to hill stations such as Simla may be granted the same allowance and advantages as are given to signallers. These poor clerks who have to remain at the hill stations throughout the year or for a season have to encounter severe weather and snow-falls without receiving any compensation in the shape of allowance for clothing, lodging, etc.

(16) That the position of Your Excellency's memorialists is on all fours with that of the signallers and Telegraph Masters in every capacity, nay, in some respects it is more responsible, tedious and arduous with this difference only that they do not operate on instruments. The efficiency of work of the Department, it may be submitted, depends chiefly, if not solely, on these lowpaid clerks who work continuously, whereas a signaller frequently gets a little rest.

(17) That Your Excellency's memorialists beg leave to bring to your notice the existence of a fund in the Department called "Fine Fund," the greater portion of which is accumulated by the injudicious deductions from your humble memorialists, the low-paid clerks. The total receipts of the Fine Fund are not generally known, inasmuch as the accounts are not incorporated in the ordinary accounts of the Department as shewn in the annual budget. It is generally understood that Government have declined to accept the receipts of the Fine Fund as legitimate revenue and directed that the funds accound from this source be disbursed for the benefit of the employés of this Department. Under these orders, grants are from time to time made for reading and recreation clubs for European and Eurasian signallers and Telegraph Masters and also for the relief of the families of the deceased signallers and Telegraph Masters, but to the families of the deceased signalroom clerks, who die at an early age owing to heavy work, never has a loan been given as suggested above though they have prior and stronger claims for grants from this Fine Fund.

The amount now available is believed to be large; it affords a nucleus for building upon the solid foundation of the accumulated receipts a properly organised Provident Fund for the benefit of the families of those from whom the fines are realised. It shall carry its benefit to posterity, and remain a monument of the wisdom and beneficence of Your Excellency's just rule.

(18) That if Your Excellency's memorialists try to better their condition elsewhere they are required to give three months' previous notice, a period for which no vacancy in any office can be kept unfilled, so that in the event of their being offered a better berth elsewhere, this hard rule stands in the way of their securing the chance, therefore Your Excellency's memorialists humbly beg the reduction of time of notice to two weeks.

(19) That there is another difficulty to which your humble memorialists would earnestly beg to bespeak Your Excellency's attention. In cases of illness Your Excellency's humble memorialists are considered entitled to summon the services of an Assistant Surgeon who if he renders any assistance at all renders it in a disinterested manner and not unoften deputes his assistants for the purpose who in his turn is as reluctant as his superior. In order to do away with this hardship, Your Excellency's memorialists beg respectfully to submit that it has even occurred that in cases of serious illness where the Assistant Surgeon was sent for, the request was resented. Your Excellency's memorialists therefore beg to suggest that in cases of serious illness they may be permitted to place themselves under the treatment of passed private medical practitioners of good standing, and the certificates granted by them accepted. It may further be submitted that they can ill afford to meet the cost of medicine, which not infrequently results in death. Therefore they humbly request as a special favour for poor clerks that they may either get some allowance for medicines or some other suitable arrangements be made in order to obtain medicine free of cost.

(20) That the employés of the Postal Department receive commission on postage stamps sold by them which adds something to their pay. Your Excellency's memorialists humbly pray that the same privilege may be extended to Your Excellency's memorialists, poor booking clerks, who as stated above incur losses in dealing with cash. This will serve as some consolation to them for their losses which are often heavy and ruinous.

III. That your humble memorialists in conclusion humbly pray that Your Excellency may be graciously pleased to cause an inquiry to be made into the grievances with a view to :---

- (1) The abolition of the arbitrary limit of pay, and bringing the signal room clerks in line with signallers.
- (2) The grant of adequate remuneration for increased work.
- (8) The abolition of fines.

- (4) The revision of the scale of pay of the signal room clorks, raising their starting pay to Rs. 40 and the maximum to Rs. 130 the maximum being attained after 15 years' service like the signallers.
- (5) The period of service qualifying for full pension being reduced from 30 to 25 years.
- (6) Facilities being afforded to them for transfer into other offices of the Department and also to the office of other Departments.
- (7) The transfer of signal room clerks into the signalling branch of the Department in preference to outsiders.
- (8) The abolition of appointment of clerks on temporary establishment.
- (9) The grant of house-rent at 15 per cent.
- (10) Since they do not get ordinary gazetted holidays and Sundays they be allowed to get privilege leave after nine months instead of after 11 months, or
  - (a) the number of days for which casual leave is allowed in a year be increased to 35 days from 20 days, as at present, and made available for 15 days at one time; or
  - (b) overtime allowed at the rate of a day's double pay for each Sunday's attendance and a day's extra pay for each gazetted holiday.
- (11) The clerks of the Presidency offices being placed on special footing in the matter of pay, and clerks working in hill stations be given allowance, as given to signallers.
- (12) Liberal grants being allowed from the Fine Fund or the establishment of a Provident Fund for low-paid signal room olerks.
- (13) The time of previous notice at present required for being relieved from the service being reduced from three months to two weeks.
- (14) Providing better medical aid and grant of free medicines or some allowance for it.
- (15) The grant of commission on telegraph stamps as is allowed to postal clerks on postage stamps.

And for these acts of kindness Your Excellency's humble memorialists shall, as in duty bound, ever pray.

Ram Narain, Booking Clerk, Telegraph Office, Simla. Manahor Lal, Signal-Room Clerk, Telegraph Office, Simla. Bhag Mal, Despatcher, Government Telegraph Cffice, Simla. Raghu Nand, Signal-Room Clerk, Telegraph Office, Simla. Ram Nath, Signal-Room Clerk, Simla. Kundon Lall, Booking Clerk, Simla. Durga Pershad, Booking Clerk, Simla. Sunkar Das Pun, Sorting Clerk, Simla. Kirpa Ram, Booking Clerk, Simla.

## APPENDIX 0.

91

FORMS OF SENT AND RECEIVED TELEGRAMS.

Proposed Sent Telegram Form (Inland) Front.

PORTION OF FORM IN BLACK TO BE FILLED IN BY SENDER, PORTION IN RED TO BE FILLED IN BY THE TELEGRAPH OFFICE.

INDIAN		TELEGRAPHS. Monthly }
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Cast

Re

A 3.

d a

Space for Telegraph Office name and date stamp.

Receipt for an Inland Telegram booked at Hrs. Mts. Extra of Reply,

#### TELEGRAPHS. Municoder, } INDIAN

Space for postage stamps (may be continued on the corresponding space on the back of the form if necessary).

(Stamps cut, torn, or in any way defaced cannot be accepted.)

Vøyent, Jedinary or Jøjerred.			Niate or Private					
s (Tolegraph Uffice of destination.)			From (Telegraph Office.)					
			Official Instructions, }					
) (Person and Address) may be a 1	registorod '' abbrevia	ted address."	From (Porson and Address) may	j be abbreviated or omitted.				
No. of Words. Day.	Hour,	Mis.	<u> </u>	-				
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			Sent to	Locat No.				

under's Signature and Address or Designation, (Not signalled.)

.44

### 92

### PROPOSED SENT TELEGRAM FORM (INLAND) BACK.

### THE SENDER CAN FILL IN THIS SIDE OF THE RECEIPT FOR HIS OWN PURPOSES.

Fryent, Ordinary or Deferred.	State er Private.	Official Instructions. }	
To (Telegraph Uffice of de	stination.)	To (Person)	

## ADDITIONAL SPACE FOR POSTAGE STAMPS.

(Stamp out, torn, or in any way defaced cannot be accepted.

## NOTHING TO BE WRITTEN ON THIS SIDE : CONTINUE THE TELEGRAM ON ANOTHER FORM IF NECESSARY.

## RATES FOR INLAND TELEGRAMS.

Class.	No. of words,	Bate. Ra.	Each extra word, Ba.	Address,
Urgent	16	2-0	0-4	} Charged for.
Ordinary	16	1-0	0-2	
Deferred	10	0-4	0-1	

If class of telegram is not stated, the telegram will be classed "ordinary" if sufficient money is sent, otherwise "deferred." A telegram will be sent as PRIVATE, unless classed by sender as STATE, and no charge or refund is afterwa admissible.

The ACCURACY of telegrams is not guaranteed: the sender must accept ALL RISKS aris from non-delivery, errors or delays,

Address any complaint regarding this telegram to the Superintendent, Telegraph Check Office, Calcutta, within t months from the date of the telegram, enclosing the receipt or the received telegram.

For detailed rules, see the Telegraph Guide (price 4 annas)

Code No of	PROPOSED RECEIVE	)	
Class. Words. Day.	Hour. Minute.	Official ( Instructions.)	
		From	·
Го		From*	· · · · · · · · · · · · · · · · · · ·
(Person and Address)	•	(Person and Address if signalled)	
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rod. from	Sent to		·····
:1 Hes, Mts, by	As Hos. Mts. by	Tele	graph Ma <del>ster</del> .
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PROPOSED RECEIPT TO BE ATTACHED TO TRANSPARENT ENVELOPES FOR TELECRAMS.

INDI	AN TELE	GRAPHS.
	Name of Office and Dat	e Stamp. •
Received Te	elegram No.	
at Hours	Minutes	·····
and paid {	Bearing Boat charge Rs.	<b>A</b> s.
	Signature	······
	of this telegram is requested to executivery or unauthorised demand	

## REVERSE OF ABOVE RECEIPT.

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No. of Peon		Mts.
· · · · ·	returned Hrs.	Mts.
Address to be fille	ed in by peon in Vernacular	·. ·
	• -	
<u> </u>		
Complaint regard	ling any delay or unauthori	ized demand by peon.

## APPENDIX P.

### ESTIMATE OF THE COST OF REDUCING THE CLASSES OF TELEGRAMS TO TWO AND OF REMOVING THE ANOMALY IN THE RATES FOR EXCESS WORDS IN THE CASE OF DEFENRED MESSAGES.

The Administration Report for 1905-06 shows there were, taking nearest thousands, the following telegrams :---

							Numbers.	Percentage.	Average Receipts.
			<b>_</b>				<u></u>		Rs.
State Urgent		•	•	•			<b>78,0</b> 00	•84	5.87
Private Urgent .	•	•	•		•		<b>4</b> 33,00 <b>0</b>	<b>4</b> ·65	2.5
State Ordinary .		•	•	•	′• .		124,000	1.83	2.14
Private Ordinary	••	•	•		-		1,223,000	13-18	1.12
State Deferred	•	•	•		•		656,000	7.05	1.84
Private Deferred	•	•	•	•	•	•	<b>6,7</b> 97,000	78.00	•42

Now Rs. 5.87 for an Urgent telegram is equivalent to a charge for  $31\frac{1}{2}$  words, and Rs. 2.2 to one for  $16\frac{3}{2}$  words. For an Ordinary telegram Rs. 2.14 is equivalent to a charge for  $25\frac{1}{3}$  words and Rs. 1.12 to one for 17 words. For a Deferred Rs. 1.34 is equivalent to a charge for  $27\frac{1}{2}$  words and Rs. .42 to one for  $12\frac{3}{4}$  words. This does not show that these are the average number of words in telegrams of these classes, as the equivalent words above assume that every message sent at the minimum rate contained the maximum number of words allowed for the minimum charge. The true averages are not known, but it is thought that the equivalents above will be sufficient for the present purpose.

The above equivalents show that the average charge for a State Urgent telegram is equivalent to  $31\frac{1}{2}$  words and for a State Ordinary  $25\frac{1}{3}$ , or a difference of over 6 words. If therefore the Ordinary class is abolished those State telegrams now sent Ordinary, but which will then be sent Urgent, are likely to contain fewer than  $31\frac{1}{3}$  words, so a lower average charge should be taken. Multiplying the number of words of each class by the number of telegrams of the class and striking the mean the result is 27.59 words, the same practically as the equivalent to the average charge for a State Deferred telegram. For the private telegrams the numbers in the Urgent and Ordinary classes are high on account of the minimum, but the mean for all three classes is 15.17 words. It is possible, however, that this number will prove too high for the new Urgent class proposed, and 14 words have been accepted as a safe estimate.

Taking the present three classes, the receipts from ten thousand messages would be :---

State Urgent .	•	•	84×5.87=498.08	ר ו	ł
" Ordinary .	•	•	$133 \times 2.14 = 284.62$	=1728-4	
" Deferred .	•		705 × 1 34 = 944.7		7281.96
Private Urgent .	•	•	465 × 2 2 = 1023 -		
" Ordinary	•	. 1	313 x 1·12 = 1470·56	=5559.56	
" Deferred	•	. 7	$300 \times 42 = 3066$	) _	J

A,

If the Ordinary class be abolished but no change made in the Urgent rates, it is thought that 50 per cent. of the State Ordinary telegrams will be sent Urgent and the remainder Deferred. The percentage is not likely to be as high in the case of private, and may be taken at 20 per cent. Working on these assumptions, and taking the receipts from a State Urgent telegram at Rs. 4.75 for 27 words and from a private Urgent Rs. 2.2, the present average, receipt from this class, then the receipts from 10,000 messages would be :---

State Urgent . 
$$(84 + \frac{133}{3}) \times 4.75 = 150 \times 4.75 = 712.5$$
  
, Deferred .  $(705 + \frac{133}{3}) \times 1.34 = 772 \times 1.34 = 1034.48$   
Private Urgent  $(465 + \frac{1313}{5}) \times 2.2 = 728 \times 2.2 = 1601.6$   
. Deferred  $(7300 + \frac{1313 \times 4}{5}) \times .42 = 8350 \times .42 = 8507$   
5108.6

As compared with present rates this gives a gain of (1746.98-1722.4) 24.58 rupees from the State telegrams and a loss from private of (5559.56-5108.6) Rs. 450.96 on 10,000 messages.

В.

Estimate of the cost of abolishing the Ordinary class and altering the rates for Urgent telegrams to Re. 1 for ten words and annas two for every word above the ten.

Taking 27 words as the average length of a State Urgent telegram then the charge for this number of words by the new Urgent class would be Rs. 3.125, against Rs. 4.75 at the present Urgent rate and Rs. 2.375 at the present Ordinary. Taking into consideration that the telegrams at the reduced charge would go Urgent with the full advantages of that class, it is assumed that the whole of the present State Ordinary will go Urgent and 75 per cent. of the present private Ordinary. On this basis the receipts from 10,000 messages will be—

As compared with present rates this gives a loss from State telegrams of Rs. (1722.4-1622.825) 99.575 and from private of Rs. (5559.56-5378.76) 180.8 on 10,000 messages.

С.

Assuming, however, that only 75 per cent. of the present State Ordinary and 50 per cent. of the present private Ordinary are taken as going by the new Urgent class, then the receipts from 10,000 messages will be :---

State Urgent  $(84 + \frac{153 \times 8}{4}) \times 3.125 = 184 \times 3.125 = 575$  *m* Deferred  $(705 + \frac{183}{4}) \times 1.34 = 738 \times 1.34 = 988.92$ Private Urgent  $(465 + \frac{1819}{3}) \times 1.5 = 1121 \times 1.5 = 1681.5$  *m* Deferred  $(7300 + \frac{1919}{3}) \times .42 = 7957 \times .42 = 3341.94$ 5023.44

As compared with present rates this gives a loss from State telegrams of Rs.  $(1722\cdot4-1563\cdot92)=158\cdot48$  and from private of Rs.  $(5559\cdot56-5023\cdot44)=536\cdot12$  on 10,000 messages.

Comparing A and B on 10,000,000 messages A would give a gain on State messages of Rs. 24,580 and a loss on private of Rs. 4,50,960, being a net loss of Rs. 4,26,380 to the Telegraph Department and of Rs. 4,50,960 tc Government. B on 10,000,000 messages would give a loss on State messages of Rs. 99,575 and on private of Rs. 1,80,800, being a net loss of Rs. 2,80,375 to the Telegraph Department, but of Rs. 1,80,800 to Government. C on 10,000,000 messages would give a loss on State messages of Rs. 1,58,480 and on private of Rs. 5,36,120, being a net loss of Rs. 6,94,600 to the Telegraph Department and of Rs. 5,36,120 to Government.

## ESTIMATE OF COST OF REMOVING THE ANOMALY IN THE DEFERRED BATES.

#### D.

## If the rate were len words for four annas + one anna for every additional two words or less.

The average charge for a State Deferred telegram is equivalent to a charge for 27.5 words. Taking half the telegrams to be of 27 words and the other half of 28, the charge in either case would be as for 28 words, or 13 annas or Rs.  $\cdot$ 8125, and the loss on a State Deferred telegram would be Rs.  $1\cdot34 - \cdot8125$ or Rs.  $\cdot5275$ . Out of 10 million telegrams there are 705,000 State Deferred, and on this number the loss would be Rs.  $705 \times 527\cdot5 = 3,71,887\cdot5$ .

The average charge for a private Deferred telegram is equivalent to a charge for 12.75 words. Taking one-fourth of the telegrams to be of 12 words and three-fourths of 13 words, then the charge for 12 words would be 5 annas (Rs. 3125) and for 13 words as for 14, or 6 annas (Rs. 375). Out of 10 million telegrams there are 7,300,000 private Deferred, and on this number, the present average charge for a Deferred private telegram being Rs. 42, the loss would be—

 $\frac{7,800,000}{4} (\ 42 - \ 3125) + \frac{3 \times 7,300,000}{4} (\ 42 - \ 375) \\= 1,825,000 \times \ 1075 + 5,475,000 \times \ 045 \\= 196,187\cdot5 + 246,875 \\= 442,562\cdot5$ 

To charge 4 annas for the first 10 words and 1 anna for every two additional words or less would mean therefore a loss to the Telegraph Department of (Rs. 3,71,887.5 + 4,42,562.5) Rs. 8,14,450 and to Government of Rs. 4,42,562.5 on 10 million telegrams.

### E.

## If the rate were ten words for four annas + half an anna for every additional word.

Assuming half of the State Deferred telegrams are of 27 words and the other balf of 28, the charge for 27 words would be  $12\frac{1}{2}$  annas or Rs. '78125 and for 28 words 13 annas or Rs. '8125. The present average charge is Rs. 1.34, therefore on 705,000 telegrams, the number of State Deferred in 10 million telegrams, the loss would be—

> $\frac{705,000}{2} (1.84 - .78,125) + \frac{705,000}{2} (1.84 - .8125)$ =  $852,500 \times .55875 + .52,500 \times .5275$ =  $852,500 \times 1.08625$ = 882,903.125

Assuming one-fourth of the private Deferred telegrams to be of 12 words and three-fourths of 13, the charge for 12 words would be 5 annas or Rs. 3125 and for 13 words 51 annas or Rs. 34375. The present average charge is Rs. 42 and out of 10 million messages there are 7,300,000 private Deferred. On this number the loss would be--

$$\frac{7,800,000}{4} ( \cdot 42 - \cdot 3125 ) + \frac{3 \cdot \times 7,300,000}{4} ( \cdot 42 - \cdot 34375 )$$
  
= 1,825,000 × .1075 + 5,475,000 × .07625  
= 196,187.5 + 417,468.75  
= 613,656.25

.

To charge 4 annas for the first ten words and half an anna for every additional word would mean therefore a loss to the Telegraph Department of Rs, (3,82,903 125 + 6,13,656 25) 9,96,559 375 and to Government of Ra. 6,13,656 25 on 10 million telegrams.

## APPENDIX Q.

## COBBESPONDENCE WITH THE INSPECTOR-GENERAL OF IRRIGATION REGARD-ING CANAL TELEGRAPHS.

No. 253, dated Calcutta, the 21st December 1906.

From-G. BAINY, Esq., I.C.S., Secretary, Telegraph Committee, To-The Inspector-General of Irrigation.

I am directed by the Telegraph Committee to enclose a copy of a question \* on which they have invited the opinion of a number of telegraph officers during the course of their investigations. The opinions which have been received up till now have all been to the effect that no change is required in the existing system so far as canal telegraphs are concerned, and the Committee see no reason to question this view of the case. They would be very glad, however, to be favoured with an expression of your views on the subject after such consultation as you may consider necessary with the Provincial Irrigation authorities.

2. The Committee would esteem it a favour if they could be furnished with a reply to this reference by the 20th of January or as soon afterwards as possible. To secure this result it will be necessary that the Provincial authorities should be consulted by telegram, and I am to ask that, if there is no objection, this may be done.

No. 1-I. G., dated Camp Sukkur, the 7th January 1907.

From-J. BENTON, Esq., C.I.E., Inspector-General of Irrigation, To-G. RAINY, Esq., I.C.S., Secretary, Telegraph Committee.

With reference to your letter No. 253, dated 21st December 1906, inquiring whether I have any changes to suggest in the arrangements now in force between Telegraph Department and the Irrigation Branch, Public Works Department, regarding telegraph and telephone lines specially constructed by the former for the latter, I have the honour to state as follows.

2. I have consulted the Governments of the Punjab, United Provinces, Bengal, Bombay, Madras, and Burma and all of these express themselves satisfied with the present arrangements as regards construction, maintenance and working, and none of them have any changes to suggest as regards these matters. However, in the case of the Punjab and Bombay it is represented that if the cost of construction and of maintenance admit of it, the present scale of charges per mile of line and per instrument may be reduced. I am aware from personal knowledge that the scale of rent charges has limited the length of telegraph lines applied for in many canal systems to a considerable extent, and I accordingly beg leave to recommend this subject for the consideration of the Telegraph Committee.

• Question No. 16 of the Questions for Divisional Superintendents (Appendix B).

G. I. C. P. O.-No. 38 S. T. C.-23-5-07.-60-P. M. M.