

**MEMORANDA ON THE STATE RAILWAY SERVICE FOR SUB-  
MISSION TO THE ROYAL COMMISSION ON THE  
PUBLIC SERVICES IN INDIA.**

**PRELIMINARY NOTE.**

In submitting the attached memoranda in compliance with the request received by me, I desire to explain that my service in India has been as briefly summarized here:—

- 1898. Joined the Public Works Department (on recruitment from the R. I. E. College, Cooper's Hill) as an Assistant Examiner of Accounts. Employed at first in the Public Works Department, Bombay.
- 1900. North-Western Railway. Assistant Examiner of Accounts.
- 1901. South Indian Railway. Deputy Government Examiner.
- 1903. Rohilkund and Kumaon Railway. Government Examiner.
- 1904. Great Indian Peninsula Railway. Deputy Government Examiner.
- 1905. Southern Mahratta Railway. Government Examiner.
- 1905. B. G. J. P. Railway. Examiner of Accounts and Secretary, Board of Control. (Officiating Manager for four months).
- 1907. On seven months leave.
- 1908. Southern Mahratta Railway. Government Examiner of Accounts.
- 1908. Eastern Bengal Railway. Attached to Audit Office.
- 1908. Assistant Accountant General, Public Works Department.
- 1909. Oudh and Rohilkhand Railway. Attached to Audit Office.
- 1910. Assistant Accountant General, Railways.
- 1913. Appointed (May) to officiate as Secretary to the Railway Board.

Any opinions expressed by me, therefore, in respect of the Government railway services to which my evidence relates are necessarily based upon a limited personal State railway experience, supplemented largely by impressions gained on non-State Railways, at Head Quarters, and by what I have gathered in conversation with other officers.

The views to which I have given expression represent my personal opinions, and Government is in no way a party to, or responsible for, them.

2. The following Memoranda are submitted:—

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3. I may remark that no mention is made of the Audit Department as the Audit Officers employed on Railways are members of the Indian Finance Department.

SIMLA;

The 7th November 1913.

T. RYAN,

Offg. Secretary, Railway Board.

## (1) MEMORANDUM ON THE ENGINEER ESTABLISHMENT.

I. *Methods of recruitment.*—The Superior Engineer Establishment of State Railways is divided practically into three classes, *viz* :—

- (a) The Imperial Engineer Establishment.
- (b) The Provincial Engineer Establishment.
- (c) The Temporary Engineer Establishment.

The officers included in (a) and (b) count against the sanctioned permanent cadre of 181 permanent officers. There is not at present a definite rule prescribing the division of the cadre between these two classes. It is the existing practice to recruit two provincial engineers per annum. Proposals are however under consideration for an increase of the cadre to 200, divided into 139 Imperial and 61 Provincial Engineers. The recruitment would of course be so regulated as to work up ultimately to this strength. The actual existing division is as follows :—

IMPERIAL ENGINEERS.		Provincial Engineers.	Total actual.	Cadre.
Royal Engineers.	Civil Engineers.			
38	119	26	183*	181

and 58 Temporary Engineers are employed at present.

As regards the employment of Royal Engineers, it should be explained that the Railway Department provides appointments for 50 Royal Engineers in all, this number is not divided by rule among the Engineer Establishment and others. At present there are 38 employed as Engineers, as above, and the rest are distributed among the Traffic and Agency Departments—

- (a) Recruits for the Imperial Service are appointed by the Secretary of State from England, and by the Railway Board from among junior officers of the Royal Engineers borne on the Indian Establishment.

Assistant Engineers are sent out annually from England according to the requirements of the Public Works and Railway Departments. The conditions of appointment are shown in Appendix I, page 25.

- (b) The Provincial Service is recruited from qualified students of the Thomason Civil Engineering College, Roorkee, and from the Upper Subordinate Establishment of the Engineering Department. Two passed students of the College are appointed to railways every year after a course of practical training, and one Upper Subordinate is promoted every alternate year to the Engineer Establishment.

- (c) Temporary Engineers are picked up as required in the open market in India.

The Railway Department requires a large staff of the most efficient and reliable engineers for the (i) maintenance and execution of works on existing open lines, (ii) surveys, (iii) new construction, (iv) for the appointments of Government Inspectors, and (v) for appointments at the Railway Board's headquarters. The existing sanctioned permanent cadre is as marginally shewn.

Chief Engineers ...	...	5	In addition to the permanent staff (the actuals being 183*) who count against this cadre there are employed at present 58 Temporary Engineers who mostly hold the
Superintending Engineers ...	...	15	
Executive and Assistant Engineers ...	...	161	
Total	...	181	

\* The excess of 2 is due to over recruitment by the Secretary of State in anticipation of sanction to an increase of the cadre.

position and draw the pay of Assistant Engineers. This makes a total present strength of 241 Engineers.

This is at a time when there are no important surveys in hand, and there is in hand little construction of new lines by the agency of the State.

I regard the fact that in these circumstances it is necessary to employ so many temporary men, as a plain indication that the existing permanent cadre is entirely inadequate. The cadre should, in my personal opinion, be revised on the following lines :—

It should take account of the probable permanent requirements of the existing railways, and of lines shortly to be opened, of the special posts enumerated under heads (iv) and (v) *ante*, and should make a reasonable allowance for a probable *average* amount of survey, construction, and other special work, a sufficient addition being made for a reserve for officers on leave.

A reasonable cadre of permanent engineers could thus be fixed which would admit of the employment of a proper number of officers of the necessary qualifications sufficient to meet the normal requirements of Government. If in particular years it should prove necessary for Government to carry on more work than the existing sanctioned cadre permitted then, and then only, should deficiencies be filled by the employment of the best available temporary engineers. A careful revision of the cadre on these lines would, I believe, probably reveal a case for an increase not merely of the total permanent cadre but also of the number of supervising and executive engineers' charges included in it. If this were so, there probably would be no ground for the complaint, for which there would otherwise be occasion, that the increase would lead to a block of promotion into these classes.

The chief objection to the scheme which I think might be raised is that it would lead to a considerable surplus of Government engineers in excess of requirements in years when there was less than an average amount of work to be done—this would be apt to occur chiefly when owing to financial difficulties the supply of funds for construction of railways had to be much restricted. It appears to me that this difficulty could easily be obviated by the extension of the policy of the construction of railways for private companies by the State, or otherwise by freely lending, temporarily, the services of the surplus Government staff particularly in those cases in which it might be proposed that the lines when constructed should be worked for the owners by, or on behalf of, Government. This would be a plan decidedly to the benefit both of Government and of the other parties concerned. The possible objection on the score of considerably increased cost of the permanent cadre which this revision would involve is one which, I should think, could be easily met on the ground that there must be a much more serious loss to Government, at present, owing to so large a reliance upon a class of engineers which, though doubtless numbering some good officers is, as I understand, regarded by those who are competent to judge as being generally much less efficient than the permanent staff.

I may add here that the lowest number of temporary engineers sanctioned at any one time during the past six years was 55 the largest being 77. Were the permanent cadre to be enlarged, as I have suggested it should be possible, I think, to absorb the best of the temporary engineers now in the service, and the others should be got rid of gradually as the permanent cadre was worked up to. Acceptance of these suggestions would involve an increase of the permanent cadre much in excess of the figure at present under consideration, *viz.*, 200 which however has been arrived at on different considerations. I should think the permanent cadre should not be less than about 230, and might very probably be larger if the requirements were calculated as I have suggested.

II. *System of training and probation.*—Members of the Imperial Service appointed by the Secretary of State are as a rule trained engineers and are appointed permanently, but they are required to pass a departmental examination dealing with local methods of working, within three years of appointment, and an examination in the vernacular within two years of appointment, failing which their increments of pay are liable to be stopped. The system of training for engineers of the Provincial Service is as follows. Each year four

qualified students of the Roorkee College are posted to railways as apprentices for a year's practical training during which they are not counted against the cadre. At the end of this time two of the four students are appointed to the Provincial Service as Assistant Engineers, the selection being made according to their fitness for appointment. These engineers also have to pass the departmental examination. In the event of all four proving equally fit, selection is made according to the order of merit in passing out of College, the others being discharged with a certificate or given temporary employment.

III. *Conditions of service.*—Recruits are appointed as Assistant Engineers, and under the time scale of pay continue as such until the 11th year of service, when they pass to the rank of Executive Engineer if considered fit for the charge of a division. No officer in the executive class may draw more than the lowest pay of that class, except as a purely temporary arrangement, unless he actually holds a divisional charge, or a charge of equal importance. I understand that there is a movement for the abolition of this rule on the ground that it may cause a block in promotion. I am not aware of any serious block having occurred yet, but one appears to be probable in the future. Executive Engineers, if not blocked, rise to the maximum pay of their class in the 20th year of service, and thereafter are eligible for promotion by selection to Administrative rank as Superintending Engineer and Chief Engineer. There are three classes of Superintending Engineers and two of Chief Engineers. Provincial Executive Engineers who are not promoted to the higher ranks are eligible for a special further increment of Rs. 50 after the completion of five years service on the ordinary maximum pay (Rs. 850) of this grade. Retirement is compulsory at the age of 55.

IV. *Conditions of salary.*—Until the year 1908 the Engineer Establishment on State Railways was divided into grades. But in 1908 the Secretary of State sanctioned the introduction of time-scales for the Imperial and Provincial Services, the latter scale being subsequently revised in 1912. The graded rates that existed in 1890 and 1900 and the time-scale rates that exist to-day for both Imperial and Provincial Services are given below for the purpose of comparison. (It is correct to say, as a general rule, that the Imperial or English appointed Engineers drew, and the Provincial or India appointed Engineers did not draw, Exchange Compensation Allowance; hence this allowance has been added in the Imperial columns under the heads 1890 and 1900. The allowance is not drawn now by either Imperial or Provincial Engineers on the time-scale.) :—

Classes and grades.	1890.		1900.	
	NO PROVINCIAL SERVICE EXISTED.		IMPERIAL AND PROVINCIAL SERVICES WITH DIFFERENT RATES OF PAY INTRODUCED.	
	English recruits (this is the same scale with E. C. A. added.)	Indian recruits.	Imperial (including E. C. A.)	Provincial.
1	2	3	4	5
	Rs. A. P.	Rs.	Rs. A. P.	Rs.
<b>Assistant Engineers :—</b>				
3rd grade ... ..	...	250	371 14 0	250
2nd „ ... ..	371 14 0	350	478 2 0	350
1st „ ... ..	531 4 0	500	584 6 0	400
<b>Executive Engineers :—</b>				
4th grade ... ..	637 8 0	600	...	...
3rd „ ... ..	743 12 0	700	743 12 0	475
2nd „ ... ..	850 0 0	800	903 2 0	550
1st „ ... ..	1,009 6 0	950	1,062 8 0	650

Classes and grades.	1890.		1900.	
	NO PROVINCIAL SERVICE EXISTED.		IMPERIAL AND PROVINCIAL SERVICES WITH DIFFERENT RATES OF PAY INTRODUCED.	
	English recruits (this is the same scale with) E. C. A. added	Indian recruits.	Imperial (including E. C. A.)	Provincial.
I	2	3	4	5
	Rs. A. P.	Rs.	Rs. A. P.	Rs.
<b>Superintending Engineers :—</b>				
3rd class ... ..	1,168 12 0	1,100	1,168 12 0	750
2nd „ ... ..	1,434 6 0	1,350	1,434 6 0	900
1st „ ... ..	1,700 0 0	1,600	1,700 0 0	1,050
<b>Chief Engineers :—</b>				
3rd class ... ..	1,912 8 0	1,800	1,912 8 0	1,800
2nd „ ... ..	2,125 0 0	2,000	2,125 0 0	2,000
1st „ ... ..	2,638 14 3	2,500	2,638 14 3	2,500

## Present time-scale—

		Imperial rates of pay.	Provincial rates of pay.
		Rs.	Rs.
Assistant Engineer, 1st year of service ... ..		380	250
Ditto 2nd ditto ... ..		420	275
Ditto 3rd ditto ... ..		460	300
Ditto 4th ditto ... ..		500	325
Ditto 5th ditto ... ..		540	350
Ditto 6th ditto ... ..		580	375
Ditto 7th ditto ... ..		620	400
Ditto 8th ditto ... ..		660	425
Ditto 9th ditto ... ..		700	450
Ditto 10th ditto ... ..		750	475
Executive Engineer, 11th ditto „ ... ..		800	535
Ditto 12th ditto ... ..		850	570
Ditto 13th ditto ... ..		900	605
Ditto 14th ditto ... ..		950	640
Ditto 15th ditto ... ..		1,000	675
Ditto 16th ditto ... ..		1,050	710
Ditto 17th ditto ... ..		1,100	745
Ditto 18th ditto ... ..		1,150	780

	Imperial rates of pay.	Provincial rates of pay.
	Rs.	Rs.
Executive Engineer, 19th year of service ... ..	1,200	815
Ditto 20th and following years ... ..	1,250	850
Superintending Engineer, 3rd class ... ..	1,500	1,200
Ditto 2nd " ... ..	1,750	1,400
Ditto 1st " ... ..	2,000	1,600
Chief Engineer, 2nd class ... ..	2,500	2,500
Ditto 1st " ... ..	2,750	2,750

V. *Conditions of leave.*—These are laid down in part III of the Civil Service Regulations. Generally speaking civilian officers appointed in England come under the European Service Leave Rules, which are summarised on page 31 below.

Other officers come under the less favourable rules known as the Indian Service Leave Rules, the differences between which and the European Service leave rules are summarized in the paper annexed hereto as Appendix 2, page 33, (which I have appropriated from another representation addressed to the Royal Commission).

The maxima and minima long leave allowances for these officers are :—

Place of payment.	MAXIMUM.		MINIMUM.	
	Imperial.	Provincial.	Imperial.	Provincial.
1	2	3	4	5
Paid in India ...	Rs. 667 per mensem	Rs. 500 per mensem	Rs. 167 per mensem	Rs. 167 per mensem
Paid in England ...	£800 per annum	£600 per annum	£200 per annum	£200 per annum

The Imperial Civil Engineers have asked in a Memorial to the Secretary of State that the leave allowance sanctioned for the Indian Civil Service and Military Officers subject to the Civil Leave Rules be extended to them. These rules would benefit them chiefly in raising the long leave allowances as follows :—

Maximum	{	Paid in India ...	From Rs. 667	To Rs. 833 per mensem.
		Paid in England ...	£ 800	£ 1,000 per annum.
Minimum	{	Paid in India ...	Rs. 167	Rs. 417 per mensem.
		Paid in England ...	£ 200	£ 500 per annum.

The feeling that there is an urgent case for a raising both of the minima and maxima long leave allowances is, I believe, very general, the grievance of engineers on this head being shared by most of the uncovenanted services. I am not aware of the precise request which the other services are making on this point but they are, I believe, pressing for some considerable improvement of the leave allowances. Personally, I think, that this grievance ranks for redress next after the case for a substantial improvement of the pension rules.

VI. *Conditions of pension.*—Both Imperial and Provincial Engineers are pensionable staff. The rules applicable to them are laid down in Part IV of the Civil Service Regulations and in Section II of Chapter XXX *idem*.

The following is a summary of the present rules regulating the pensions of Imperial Engineers :—

- (1) Ordinary retiring pension after 20 years' qualifying service of one-half of the average emoluments of their last 3 years of service limited to :—
  - (a) Rs. 4,000 or £350 a year if service is not less than 20 years, and
  - (b) Rs. 5,000 or £437·5 a year if service is not less than 25 years, *plus*
- (2) (a) In the case of officers recruited not later than 1898—
  - (i) A special additional pension of Rs. 1,000 or £87·5 a year to officers who have rendered 3 years' approved service as Superintending Engineer.
  - (ii) A special additional pension of Rs. 2,000 or £175 a year to officers who have rendered 3 years' approved service as Chief Engineer.
- b) In the case of officers recruited later than 1898—
 

A special additional pension of Rs. 1,000 or £87·5 a year to officers who have rendered not less than 3 years' service as Chief Engineer or Superintending Engineer, class I, provided further, in the case of officers appointed after 1909, that an officer who retires voluntarily cannot get the special pension unless he has rendered 28 years' qualifying service. To be eligible for this pension an officer's service must have been specially efficient.
- (3) Retirement is compulsory on attaining the age of 55 years, but an officer who on reaching the age of 50 has not attained the rank of Superintending Engineer is liable to be called upon to retire.

The great majority of the officers of the Imperial Service have however asked for enhanced rates of pension in a memorial addressed to the Secretary of State which has been held over pending the consideration of the matter by the Public Services Commission. Sterling rates of pension are asked for *viz* :—

#### *Ordinary Pensions.*

	£
On completing 20 years' service	350
"  21	380
"  22	410
"  23	440
"  24	470
"  25	500
"  26	540
"  27	580
"  28	620
"  29	660
"  30	700

#### *Special Service Pensions.*

They also asked that an additional pension of £40 per year of completed service may be accorded to an officer who has risen to administrative grades subject to a maximum pension of £940 per annum. A final decision upon these memorials has been postponed in view of the appointment of the Royal Commission. I

myself have a personal interest in the decision on this matter. I think that Government might reasonably be expected to improve considerably at least the pensions earned by twenty-five years' service and upwards, which are now entirely inadequate in the case of European officers who wish to live in their own country on retirement.

*VII. Such limitations as may exist in the employment of non-Europeans and the working of the existing division of services into Imperial and Provincial.—*

As regards the 1st part of this question it will be noticed from condition No. 5 of the regulations in Appendix I, page 25, that under the existing rules Natives of India who have been educated in England and are otherwise eligible may be appointed to the Imperial Service, to the extent of 10 per cent of the total number of Assistant Engineers recruited by the Secretary of State. This question has been the subject of discussion with the Secretary of State. The Government of India in 1911 proposed that the Secretary of State should discontinue appointing Indians to the Imperial Service from England and suggested that, instead, deserving Engineers appointed in India and belonging to the Provincial Service should be eligible for transfer to the Imperial Service to the extent of 10 per cent of the appointments of Assistant Engineers made in England by Secretary of State. His Lordship however in a despatch dated 26th July 1912 was of opinion that this was a question for consideration by the Public Services Commission.

2. In the same despatch the Secretary of State pointed out that there were a large number of Indians who went to England for training but were unable to obtain appointment to the Imperial Service. His Lordship accordingly asked whether it would be possible to appoint these and any others who may have been trained in India outside Engineering Colleges to the Provincial Establishment. The Government of India replied that there were several reasons against the adoption of such a practice, the most important considerations being 1st the small number of appointments already guaranteed to students of the Indian Colleges and 2nd that such a system would be prejudicial to the interests of the Indian Colleges, the prospects of the Upper Subordinate Establishment, and the general efficiency of the department. If, however, after considering these views and the recommendation of the Public Services Commission on the question the Secretary of State still wished it, the Government of India would in special cases appoint to the Provincial Service men who qualified outside the Indian Engineering Colleges and the Upper Subordinate Establishment.

3. For the relative number of Indians as compared with Europeans see Appendix 7 at page 46.

The last Royal Commission on the Public Services reported in favour of a division of the Public Works Department (which at that time included railways) into provincial and into imperial services partly on the ground that some of the work requires men of higher qualifications than the rest. This argument possibly still holds good in the case of the Public Works Department, but, in my opinion, no reason for the division of the *Railway* Engineer staff into two services is to be found in the nature of the work. So far as I can judge, the whole of the engineering work on railways, whether in survey, construction, or maintenance, is such as to require staff of the highest qualifications.

*VIII. Relations of the service with the Indian Civil Service and other services.—*The Railway Department does not, like many of the Indian services, include any covenanted Indian Civil servants, and it has probably fewer direct relations with the Indian Civil Service than any other Department. (This observation is of general application to the whole of the Railway services).

*IX. Other observations.—*None with regard to the Engineering Department.



## (2) SUPERIOR TRAFFIC DEPARTMENT.

I. *Methods of recruitments.*—This department is recruited from the following sources :—

- (a) candidates appointed in England ; and
- (b) candidates appointed in India ;
- (c) Royal Engineers ;
- (d) the Subordinate Traffic Establishment ;
- (e) the staff of other railways.

The rules approved by the Secretary of State under which recruits are obtained are given in Appendices 3 and 4, pages 34 and 38. The Indian appointments are made by the Railway Board by selection of suitable candidates. In making these selections they are careful to insist upon high educational qualifications as well as upon other recommendations for appointment. It might possibly be well to prescribe by rule the minimum general educational standard below which applications for such appointments would not be considered.

II and III. *System of training and probation, and conditions of service.*—These are touched on in the rules (Appendices 3 and 4) referred to above. Retirement is compulsory at the age of 55 years. The present rules as to recruitment, training and probation were framed only a short time back, it yet remains to be seen how the Indian recruits fulfil the expectations held as regards them. The recruitment of Indians in this country is a new departure and something of the nature of an experiment.

IV. *Conditions of salary.*—In July 1889 the original incremental scale which was introduced in 1872 and which was altered at the suggestion of the Director of State Railways in 1874, was replaced by a scale of classes and grades on fixed pay corresponding to the rates of pay then in force for the Engineer Establishment. From July 1889 to December 1908 no change was made in the rates of pay. In December 1908 a revised scale of pay for the administrative posts (Heads of Departments and their Deputies) in the Superior Revenue Establishment was sanctioned by the Secretary of State on account of the immense increase in the open mileage of railways that had gradually taken place during the past years, the enormous development of trade, and the growth of the competitive element in the working of traffic and consequently in the increased responsibility of traffic officers. Under the revised scale the pay of Traffic Managers became Rs. 2,000 and that of Deputy Traffic Managers Rs. 1,500 per mensem.

With effect from 1st April 1911 the following revised scale of pay for the District and Assistant Superintendents was sanctioned by the Secretary of State on the recommendation of the Government of India.

*District Superintendents.*

				Rs.
Class II, grade 1	...	...	...	1,100
" " 2	...	...	...	1,000
" " 3	...	...	...	900
" " 4	...	...	...	800
" " 5	...	...	...	700

*Assistant Superintendents.*

Class III, grade 1	...	...	...	550
" " 2	...	...	...	450
" " 3	...	...	...	400
" " 4	...	...	...	300
" " 5	...	...	...	200—250

(No Exchange Compensation Allowance is given).

The reasons for revising the scale were :—

- (1) that an increase of pay for these officers was imperatively called for on account of the need for raising the capacity of the establishment by obtaining a better class of recruit ;
- (2) that the grant of an increase of pay was necessary to allay discontent in consequence of the rise in the cost of living, etc., etc., and the grant of higher rates of pay to members of the Engineer Establishment and other services of Government.

The above rates of pay do not apply to Royal Engineer officers serving in the Traffic Department. Such officers draw pay in the Assistant and District classes according to the scale which would be applicable to them if they were serving in the Engineering Department, while obtaining their promotion from grade to grade according to their positions in the list with their civil confrères. In the Administrative class the Royal Engineers are paid at the same rates as Civilian Traffic officers and this, I understand, is a subject of complaint since they are at a disadvantage here as compared with Royal Engineers in the Engineering branch.

Promotion from class to class in the Traffic Department depends on vacancies, but grade promotion is ordinarily given at intervals of two years. Promotion to the rank of Traffic Manager and Deputy Traffic Manager is made by selection. The rates of pay are perhaps sufficient for the lower grades, but the pay of Rs. 2,000 for the Traffic Manager is lower even than the pay given to officers of corresponding positions in England, and is, I think, inadequate. I believe there is a movement in favour of the introduction of a Rs. 1,250 grade in the district class. In this connexion I would refer to my remarks under head IX following.

V. *Conditions of leave.*—English recruits are subject from the outset to the European Service Leave Rules, Indian recruits to the Indian Service Leave Rules until they attain to pay of Rs. 800, when they come under the more favourable rules. The observations under head (v) on page 6 *ante* (Engineering Department) are generally applicable, and may be referred to. Royal Engineers in the Traffic Department retain their own more favourable leave rules.

VI. *Conditions of pensions.*—The Traffic Establishment is a non-pensionable one. Officers are required to subscribe to the Provident Fund of the Railways to which they are attached, *vide* the note at page 23.

VII. *Such limitation as may exist in the employment of non-Europeans and the working of the existing division of services into Imperial and Provincial.*—The recruitment of Assistant Traffic Superintendents in England and India is in the proportion of  $\frac{2}{3}$ ths and  $\frac{1}{3}$ ths respectively if these proportions are found suitable. No fixed proportions are laid down except as a general guide.

The sanctioned scale is as under :—

Designation.	North-Western.	Eastern Bengal.	Oudh and Rohilkhand.	Total.
Traffic Managers... ..	1	1	1	3
Deputy Traffic Managers ... ..	4	2	2	8
District Superintendents ... ..	17	13	5	35
Assistant Superintendents ... ..	31	25	10	66
Totals ... ..	53	41	18	112

## II

The Appendix at page 46 shows the number of Europeans, Anglo-Indians, Hindus and Mahommedans, at present employed in the Traffic Department.

There are no temporary appointments outside the sanctioned cadre.

VIII. *Relations of the service with the Indian Civil Service and other Services.*—See the note at page 8.

IX. *General remarks.*—In making the preceding remarks I have assumed that no great departure will be made from the existing system of recruiting this department, but I think I should add that it appears to me that while the great importance of the Traffic Department in the Indian railway system is admitted, it is doubtful whether the existing scheme of recruitment will prove quite satisfactory. If the scheme which is being recommended for the re establishment of an Indian Training College in England is approved, then I certainly think that the Traffic Department should be recruited from it. It is probable that the preliminary training in engineering would be of the greatest service to Traffic officers in their career in India.

X. *Any other points within the terms of reference to the Royal Commission not covered by the preceding heads.*—None requiring comment.

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## (3) LOCOMOTIVE AND CARRIAGE AND WAGON ESTABLISHMENTS.

I. *Method of recruitment.*—This Department is practically exclusively recruited from England. The method and conditions of appointment are given in Appendix 5, page 41.

II. *System of training and probation.*—Qualified Mechanical Engineers are invariably appointed by the Secretary of State. The rules on the subject are in Appendix 5, page 41. They are, I believe, satisfactory and no change seems to be necessary.

III. *Conditions of service.*—These are laid down in the rules (Appendix 5).

IV. *Conditions of salary.*—The history of the establishment in this respect is the same as that of the Superior Traffic Establishment. The scales of pay and system of promotion are identical.

V. *Condition of leave.*—These are the same as applicable to Traffic officers. There is, I understand, in both Departments a strong feeling that the leave allowances admissible under the existing rules are insufficient.

VI. *Conditions of pension.*—The staff is non-pensionable. As to the provident fund see the note at page 23.

VII. *Such limitations as may exist in the employment of non-Europeans and the working of the existing division of service into Imperial and Provincial.*—European recruits are invariably sent out by the India Office and it is doubtful whether any Indian trained in England has ever been a candidate for appointment.

The sanctioned scale of appointments is :—

*For the Locomotive Department.*

Designation	North-Western.	Eastern Bengal.	Oudh and Rohilkhand.	Total.
Locomotive Superintendents ...	1	1	1	3
Deputy Locomotive Superintendents ...	2	2	...	4
District Locomotive Superintendents ...	14	6	4	24
Assistant Locomotive Superintendents ...	18	7	4	29
Totals ...	35	16	9	60

*For the Carriage and Wagon Department.*

The following is the scale of establishment on the North-Western and Oudh and Rohilkhand Railways. The establishment on the Eastern Bengal Railway is included in the Locomotive Department—

Designation.	No. th-Western.	Oudh and Rohilkhand.	Total.
Superintendents ...	1	1	2
Deputy Carriage and Wagon Superintendent ...	1	...	1
District Carriage and Wagon Superintendents ...	5	2	7
Assistant Carriage and Wagon Superintendents ...	5	2	7
Total ...	12	5	17

(As a temporary measure the Carriage and Wagon Superintendentship has been replaced, on the Oudh and Rohilkhand Railway, by an additional Deputy known as the Deputy Locomotive and Carriage and Wagon Superintendent.)

VIII. *Relations of the service with the Indian Civil Service and other Services.*—See the note at page 8.

IX. *Other remarks.*—None.

## (4) AGENCY OR MANAGERIAL ESTABLISHMENT.

I. (1) *Method of recruitment.*—The appointments, which are few, are filled purely by selection from officers of the other railway establishments, most frequently they are drawn from the Engineer list. Such officers are seconded for employment in Agency and remain on their own departmental list (to which they may return at any time) receiving *pari passu* promotion with their contemporaries in ordinary course, until permanently promoted to the rank of Agent. While employed in Agency they draw the rates of pay sanctioned for the posts of Agent and Deputy Agent respectively.

II. (2) *System of training and probation.*—There is none, as only experienced officers are appointed, who have a good general knowledge of railway working and possess the necessary qualifications for dealing with the public and the staff. There are no other restrictions and an officer of any department and any nationality is eligible for appointment. No change in this method of filling the appointments of Agent and Deputy Agent, State Railways, appears to be necessary.

III. *Conditions of service in Agency.*—(i) Advancement depends on the reports received on officers' work and conduct, and also on occurrence of vacancies.

(ii) Officers are liable to be employed on any of the State Railways.

(iii) Officers retain their position as members of the pensionable or non-pensionable establishment to which they belong substantively. Only members of the Engineer Establishment are pensionable and their pension rules are discussed in the memorandum dealing with that establishment. All other open line officers are borne on the non-pensionable establishment in connexion with which the note at page 23 may be read.

IV. *Conditions of salary.*—The original scale for the Superior Revenue Establishment (which besides Agency or Management includes all Departments except Engineering) was an incremental one on rates of pay varying from Rs. 250 to Rs. 1,200. In 1874 it was slightly altered at the suggestion of the Director of State Railways. In 1889 the scale was modified to correspond with the then rates of pay of the Chief and Superintending Engineer Establishment and the following rates were introduced for Managers and Deputy Managers:—

	Managers (maximum pay). Rs.	Deputy Managers. Rs.
North-Western Railway	2,500	1 on 1,350 1 on 1,100
Eastern Bengal Railway	1,600 <i>plus</i> 250 special local allowance for residence in Calcutta.	1 on 1,100
Oudh and Rohilkhand Railway	1,600	1 on 1,100

In 1902 in order to attract and retain the best men, the pay of Managers was assimilated to that of Chief Engineer, 1st class, and the maximum for each of the three posts was fixed at Rs. 2,500.

Again in February 1908 the rates were revised as follows:—

	Rs.
Managers, North-Western and Eastern Bengal Railways	3,000 each.
Manager, Oudh and Rohilkhand Railway	2,500 „
2 Deputy Managers (one for North-Western and the other for Eastern Bengal Railway).	1,750 „
2 Deputy Managers (one for North-Western and the other for Oudh and Rohilkhand Railway).	1,500 „

These rates are still in force.

V. *Conditions of leave.*—These follow the rules applicable to the service to which the officers belong.

VI. *Conditions of pension.*—Pensionable officers (*i.e.* officers of the Engineer Establishment) serving in the Agency Department retain their own departmental pension rules. Three years' service as a Deputy Agent or Agent renders a Civil Engineer officer eligible for an additional pension of Rs. 1,000 or Rs. 2,000, respectively, in the case of officers appointed to the service before 1899.

VII. *Such limitations as may exist in the employment of non-Europeans, and the working of the existing divisions of services into Imperial and Provincial.*—There are only seven appointments in the Agency Department as noted below:—

- 1 Agent, North-Western Railway.
- 1 Agent, Eastern Bengal Railway..
- 1 Agent, Oudh and Rohilkhand Railway.
- 2 Deputy Agents, North-Western Railway.
- 1 Deputy Agent, Eastern Bengal Railway.
- 1 Deputy Agent, Oudh and Rohilkhand Railway.

—  
Total ... 7

There is no division between Imperial and Provincial, and there is no limitation by rule in the employment of non-Europeans. All that is necessary is that an officer for appointment should be a specially good all round railway man. The present incumbents are Europeans and are all Engineer Officers; they comprise 5 Royal Engineers and 2 Civil Engineers.

VIII. *Relations of the service with the Indian Civil Service and other Services.*—See the note at page 8.

IX. *Other remarks.*—None.

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## (5) SUPERIOR STORES ESTABLISHMENT.

I and II. *Method of recruitment, training and probation.*—Officers are appointed locally in India under the following arrangements :—

- (1) Probationers of not more than 22 years of age, good education, and suitable social position are selected by the Railway Board, as occasion may arise, to undergo a two years' course of training in the work of the Stores Department.
- (2) They are appointed Assistant Storekeepers, on probation, on the non-pensionable establishment on a salary of Rs. 150 or 200 per mensem for the first year of service.

Probationers who during the first year's service show aptitude for the work of the Stores Department, and prove satisfactory in other respects, receive a salary of Rs. 250 per mensem during the second year's service and on being reported by the Chief Storekeeper and the Agent of the railway on which they are employed, to be fully qualified to perform the duties required of them, are confirmed as Assistant Storekeepers upon a 3 years' agreement the terms of which continue in force by mutual consent for the rest of their service.

- (3) The Railway Board reserve to themselves the power to make appointments in India from the Superior Stores staff of companies railways, or other sources, on such rates of pay as the qualification and experience of the candidates for employment may warrant, and to promote from the subordinate grades of the State Railway Establishment men of good character and education who have proved their fitness for advancement to the superior grades of the Stores Department.

III. *Conditions of service.*—The conditions of service for officers of the Stores Department are similar to those of Indian recruited staff in the Traffic Department. They are non-pensionable, but are subscribers to the Provident Fund; they come under the Indian Service Leave Rules until they attain the pay of Rs. 800 when they come under the European Service Leave Rules. Retirement at the age of 55 years is compulsory.

IV. *Conditions of salary.*—The scale of pay of this establishment, with the exception of the pay of Chief Storekeepers, corresponded from time to time with that in force in the Traffic and Locomotive Departments, prior to the introduction of the revised scale of pay of District and Assistant Officers of those Departments from 1st April 1911. The present scale is reproduced below :—

<i>Storekeepers.</i>						Rs.
Class II, grade 1	...	...	...	...	...	950
" " 2	...	...	...	...	...	800
" " 3	...	...	...	...	...	700
" " 4	...	...	...	...	...	600
<i>Assistant Storekeepers.</i>						
Class III, grade 1	...	...	...	...	...	500
" " 2	...	...	...	...	...	400
" " 3	...	...	...	...	...	350
" " 4	...	...	...	...	...	200—250

The officers of the establishment, excepting Chief Storekeepers, are eligible for Exchange Compensation Allowance.

The maximum pay attached to the appointment of a Chief Storekeeper was Rs. 950 till 1904 when the pay of Chief Storekeeper, North-Western Railway, was raised to Rs. 1,100. The pay of the other two Chief Storekeepers was also raised to Rs. 1,100 in 1908.

In August 1913 the pay of the Chief Storekeepers of the three State Railways was revised as follows:—

	Rs.
Chief Storekeeper, North-Western Railway ...	1,500
"    "    Eastern Bengal Railway ...	1,400
"    "    Oudh and Rohilkhand Railway ...	1,250

The sanctioned scale of appointments is:—

Designation.	North-Western.	Eastern Bengal.	Oudh and Rohilkhand.	Total.
Chief Storekeepers ...	1	1	1	3
Storekeepers ...	4	2	1	7
Assistant Storekeepers ...	3	3	2	8
Totals ...	8	6	4	18

V. *Conditions of leave.*—These are as stated under head III *ante*.

VI. *Conditions of pension.*—The staff are non-pensionable. Reference may be made to the note on the Provident Fund at page 23.

VII. *Such limitations as may exist in the employment of non-Europeans, and the working of the existing division of services into Imperial and Provincial*—The Appendix at page 46 shews the number of Europeans, Anglo-Indians and non-Europeans employed in this department, at present. The division is not regulated by rule.

For the rest I would refer to my remarks under head IX following.

VIII. *Relations of the service with the Indian Civil Service and other Services.*—See in this connexion the note at page 8.

IX. *Any other points within the terms of reference to the Royal Commission not covered by the preceding heads.*—The recent increase of pay of the Chief Storekeepers, referred to under head IV *ante*, was sanctioned in recognition of the importance of the charges and with the object of improving the prospects of the service, and thereby securing a better class of recruit. The importance of the work for which the Stores Department is responsible may be gauged by the following figures:—

Railway.	Total stores balance in charge of Stores Department on 31st December 1912.	Annual purchase of stores (Budget for 1913-14.)	Pay of the Chief Storekeeper per mensem.
	Rs.	Rs.	Rs.
North-Western ...	1,48,31,000	4,56,60,000	1,500
Eastern Bengal ...	56,84,000	1,38,77,000	1,400
Oudh and Rohilkhand ...	26,62,000	1,13,71,000	1,250



It appears to me that there would be decided advantages to the State in the following radical alteration of the existing system of recruitment and payment. I would abolish the existing gazetted Stores Establishment as a separate list. The existing posts of Assistant Storekeepers might suitably be converted into superior subordinate posts, and be filled permanently either by promotion from the lower ranks, or by the local selection of competent men. For each necessary higher post I would fix suitable liberal rates of pay, and instead of recruiting separately for this staff, I would transfer specially suitable members of the Engineer, or Locomotive, and Carriage and Wagon staff to fill the appointments. (The system would be similar to that for recruiting the Agency Department.)

Such transfers might conveniently be made for a term of years, say 3 or 4 ; and, that officers so transferred might not be dissatisfied with the probably less congenial work of the Stores Department, I would as a rule so arrange selections for the posts that the transfers might be decidedly to their pecuniary advantage until such time as they might suitably revert to their regular line. This plan would have the great advantage of securing for the Stores Department officers of the best class and ability such as, I fear, are unlikely to be attracted by the inducements now held out by the present small self-contained cadre. Officers who have a practical knowledge of the use of the stores of which they are in charge could, I am sure, do much both to secure economy, and to reduce differences between the supplying and the consuming departments, while the practical experience of the working of the Stores Department which they could take back with them on reversion to their own Departments would further make for mutual understanding and easy working. It follows from the suggestion I have made that I have no proposals to make separately with regard to the employment of Indians in this department.

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## (7) SUPERIOR ELECTRICAL ENGINEER ESTABLISHMENT.

I. *Method of recruitment.*—Recruits are obtained from England and from local candidates possessing English or American qualifications.

II. *System of training and probation.*—Trained officers are appointed to this establishment permanently.

III. *Conditions of service.*—These are similar to those applicable to officers of the Superior Revenue Establishment, *e.g.*, Traffic and Locomotive and Carriage and Wagon Department. The appointments are borne on the Locomotive Department Cadre.

IV. *Conditions of salary.*—Ordinarily officers are appointed on the scale of pay applicable to the Superior Locomotive Establishment.

V. *Conditions of leave.*—The same as those mentioned under head V of the memorandum relating to the Traffic Department, page 10.

VI. *Conditions of pension.*—This is a non-pensionable establishment, and the members are required to subscribe to the State Railway Provident Fund, see note at page 23.

VII. *Such limitations as may exist in the employment of Non-Europeans and the working of the existing division of Services into Imperial and Provincial.*—There are at present only three appointments of this class, one on each line. All of them are filled by Europeans.

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(8) MINING ENGINEER AND METALLURGIST, STATE RAILWAYS.

I. *Method of recruitment.*—This post was created in October 1910. Mr. R. W. Church, B.Sc., F.G.S., the incumbent of the post, was appointed in India by the Railway Board. He has English experience and training.

II. *System of training and probation.*—Trained officers only would, I presume, be appointed permanently.

III. *Conditions of service.*—Those applicable to officers of the Superior Revenue Establishment of State Railways.

IV. *Conditions of salary.*—The pay of the post is Rs. 900—50—1,500. The present incumbent draws Rs. 2,000 *plus* half fees for work undertaken for private concerns, and for work paid for from State controlled funds such as Port Trusts, etc.

V. *Conditions of leave.*—The present incumbent of the post is subject to the European Service Leave Rules.

VI. *Conditions of pension.*—The appointment is a non-pensionable one.

VII. *Such limitations as may exist in the employment of non-Europeans and the working of the existing division of Services into Imperial and Provincial.*—Europeans only would, I imagine, be qualified for appointment to fill this post.

## (9) STATE RAILWAY COAL SUPERINTENDENTS.

I. *Method of recruitment.*—There are no fixed rules. Officers are selected who possess first class English Mine Manager's certificate. Out of 6 officers, two were sent out by the Secretary of State and the rest were recruited in India.

II. *System of training and probation.*—Only qualified men are recruited.

III. *Conditions of service.*—The conditions of service of officers appointed in India are applicable to Coal Superintendents except that officers appointed from home are sent out by the Secretary of State on 5 years' agreement in the first instance.

IV. *Conditions of salary.*—The scale of this establishment with pay is as below :—

				Rs.
1	Coal Superintendent	...	...	950
1	Assistant Coal Superintendent	...	...	600—800
2	„ „ Superintendents	...	...	600 each
2	„ „ „	...	...	400—50—600

an additional appointment in the lowest grade will probably be made shortly.

V. *Conditions of leave.*—These are generally the same as in the Traffic Department.

VI. *Condition of pension.*—The officers of this establishment are non-pensionable, and are required to subscribe to the State Railway Provident Fund.

## (10) SUPERIOR MEDICAL ESTABLISHMENT.

I. *Method of recruitment.*—This establishment consists of only two whole-time medical appointments, both on the Eastern Bengal Railway. One officer was appointed in India, and the other from Home through the Secretary of State.

II. *System of training and probation.*—Only qualified officers are recruited.

III. *Conditions of service.*—So far the officers have been appointed in the non-pensionable scale, *vide* the note at page 23.

IV. *Conditions of salary.*—The salary of the medical officers are regulated according to their qualifications. No fixed rules are laid down in this respect.

V. *Conditions of leave.*—As in head V (page 10) of the Traffic Department.

VI. *Conditions of pension.*—This establishment is a non-pensionable one.

VII. *Such limitations as may exist in the employment of non-Europeans and the working of the existing division into Imperial and Provincial.*—There are only two appointments in this establishment, one of them is filled by an Anglo-Indian appointed in Europe, and the other by an Indian. At the present time the former is in receipt of Rs. 760 per mensem and the latter of Rs. 800 plus Rs. 150 as personal allowance. Both these appointments are on the Eastern Bengal Railway. There is also a temporary appointment on the Lower Ganges Bridge filled by a European officer appointed in India, who draws Rs. 1,100 a month.

VIII. *Relations of the service with the Indian Civil Service and other services.*—See the note at page 8.

IX. *Any other points within the terms of reference to the Royal Commission not covered by the preceding heads.*—The Superior Medical duties on the other two State Railways, *viz.*, North Western and Oudh and Rohilkund Railways, are performed by Civil Surgeons who receive charge allowances fixed according to the number of employés who are entitled to attendance by them. The question of revising the arrangements on the Eastern Bengal Railway is at present under consideration.

## (11) MEMORANDUM ON THE STATE RAILWAY PROVIDENT FUND.

With the exception of the Engineer and Upper Subordinate Engineer Establishment the whole of the State Railway Services are now non-pensionable, the permanent staff being required to contribute to the Provident Fund of the particular railway on which they are employed as follows:—

Officers subscribe to the Fund at the uniform rate of  $\frac{1}{2}$  of salary to which is added half-yearly the bonus noted below:—

- (1) A first sum out of the gross revenue of the railway equal to one-half of such subscriptions;
- (2) A second sum not exceeding one-half of such subscriptions; and also not exceeding one per cent. of net earnings, calculated before any contributions to the fund have been added to the working expenses.
- (3) Interest at the rate of 3 per cent per annum in the case of accounts kept in sterling and at  $3\frac{3}{4}$  per cent. in the case of accounts kept on a rupee basis, is at present allowed on compulsory deposits and bonus, and at rates applicable to deposits in the Government Post Office Savings Bank on voluntary deposits. European and Eurasian subscribers will have the option, to be exercised within six months of joining the Fund, of having their accounts kept in sterling or in rupees. The Government reserves the right to vary the rate of interest allowed on compulsory deposits and bonus.
- (4) The sum which thus accumulates to the credit of an officer is paid to him on quitting the service; or, in the event of his death before retirement, to his legal representatives.

It will be noticed that the bonus which is added by the Railway is limited by rule to a maximum of 100 per cent, and to a minimum of 75 per cent of the subscriber's deposits; it has, in recent years, amounted, as a matter of fact, to—

Railway.	1912		1911		1910		1909		1908	
	1st half	2nd half	1st	2nd	1st	2nd	1st	2nd	1st	2nd
1	2	3	4	5	6	7	8	9	10	11
North Western	100	100	100	100	88	100	96	99	86	75
Eastern Bengal	89	100	75	100	78	100	75	100	75	95
Oudh and Rohilkund.	100	100	100	99	100	84	75	87	89	75

Considerable dissatisfaction is felt with the existing Provident Fund rules. By a recent sanction the cases of officers who have suffered from particularly unfavourable Provident Fund rules in the earlier part of their service will be specially considered pending a final decision upon the question, which has been taken up, of the sufficiency of the Provident Fund rules as they now stand. Consideration of this matter has been deferred until the enquiries which certain railway companies are making into the matter have been completed. In this connexion the attached copy (Appendix 6, page 44) of a recent resolution on this subject may be seen. I may remark that it is the accepted policy of Government in dealing with such matters not to make important alterations in the terms of service on the State Railways without discussing the matter with the Boards of the Companies.

## (12) GENERAL COMMENT ON THE SUBJECT OF APPEALS.

There is one point upon which I may make a general comment. In the case of the Railway Department, which employs so many officers in technical work of one kind or another, only the departmental officers who are in close contact with the individual, and who directly supervise his work, can form a reliable opinion of his merits. I think it should be the recognized policy of Government to rely decidedly on the judgment of such officers in questions of promotion, etc., and that their decisions and recommendations should be systematically upheld as far as possible. I think the existing system under which after appealing unsuccessfully to—

(i) the head of his department,

(ii) then to the Agent,

(iii) then to the Railway Board,

an officer can still refer his case for the consideration of—

(iv) the Viceroy, and

(v) the Secretary of State,

(of which authorities only the first two are in close touch with the executive staff), should be abolished. The disposal of appeals usually involves consideration of facts the evidence in support of which cannot be adequately represented on paper, for instance, questions of professional judgment, tact, energy, control of staff, etc., can be judged only in the light of personal knowledge, and the fact that deficiencies in such matters cannot be absolutely demonstrated in writing should not be allowed to weigh against the judgment of responsible officers who are in a position to form opinions at first hand. If this were the recognized principle, administrative officers would, I think, be more willing than they sometimes appear to be to record their recommendations frankly, and to allow consideration for the real interests of Government to take precedence of individual pretensions. At present I am sure that many an officer sends in colourless reports on, or recommends the promotion "in ordinary course" of, his subordinates, only because he knows that a representation to higher authorities is the certain sequel of an unfavourable report, or a proposed supersession; and that those authorities—(I refer particularly to those higher than the Railway Board)—can form judgments only on the papers. Knowing the practical impossibility of adducing the evidence necessary to justify his action in their eyes, he fears that ultimately he will be overruled, and so only have his authority diminished as the result of his action. The ill-consequences of such a system are obvious in a commercial department.

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## APPENDIX I.

## INDIAN PUBLIC WORKS DEPARTMENT AND INDIAN STATE RAILWAYS.

## REGULATIONS AS TO APPOINTMENT OF ASSISTANT ENGINEERS, 1913.

1. The Secretary of State for India in Council will, in the summer of 1913, make **not less than 23\*** appointments of Assistant Engineers in the Public Works Department of the Government of India.

In making these appointments he will act with the advice of a Selection Committee, including at least one eminent representative of the Engineering profession.

2. Applications for the appointments must be made on a printed form to be obtained from the Secretary, Public Works Department, India Office, Whitehall, London, S.W., and to be returned so as to reach him not earlier than 1st March 1913, or later than **Thursday, the 1st May 1913.**

No applications received after the latter date will be considered.

3. Candidates must have attained the age of 21 and not attained the age of 24 years on the 1st July 1913. To this rule no exception can be made.

[N.B.—*Natives of India must obtain a certificate of age and nationality in the form explained in Annexure II. As the production of this certificate is a necessary condition of appointment, candidates are advised to procure it without delay. The certificate should be forwarded to the India Office together with the candidate's form of application or at the earliest subsequent opportunity.*]

4. Every candidate, except as provided in Regulation 5, must be a British subject of European descent, and at the time of his birth his father must have been a British subject, either natural-born or naturalised in the United Kingdom. The decision of the Secretary of State in Council as to whether a candidate satisfies this condition shall be final. He must also be of good moral character and sound physique.

5. Natives of India who are British subjects, and are not qualified under Regulation 4, are eligible for appointment, and shall be selected to the extent of 10 per cent. of the total number of Assistant Engineers thus recruited, if otherwise duly qualified.

6. Candidates must produce evidence that they have either (1) obtained one of the University degrees mentioned in Annexure I; or (2) passed the A. M. I. C. E. examination; or (3) obtained such other diploma or distinction in Engineering, as may, in the opinion of the Selection Committee, be accepted as approximately equivalent to the degrees mentioned.

It will be for the Selection Committee to decide, in dealing with the applications, whether they will recommend any candidate under head (3).

7. It is advisable that candidates who have been through a college course and obtained one of the degrees mentioned in Appendix I should have had at least one full year's practical experience of Civil Engineering under a qualified civil engineer at the time when they appear before the Selection Committee. Those who have taken no college course should have had a full three years of such practical experience. In the event of any candidate being selected who has not, in the opinion of the Selection Committee, had sufficient practical experience, he may be required to undergo, after arrival in India, a year's probation in charge of works, and his final appointment will be made dependent upon the result of such probation.

\* Some of these appointments will probably be to the Indian State Railways.

8. Candidates must be prepared, if called upon, to attend at the India Office, at their own expense, for a personal interview with the Selection Committee, which will probably take place at the end of May or early in June 1913.

9. They will further be required, before final appointment by the Secretary of State in Council, to appear before the Medical Board at the India Office for examination as to their physical fitness for service in India.

The Regulations governing the physical examination of candidates for the Public Works Department of the Government of India are given in Annexure V.\*

†10. Selected candidates will also be required to satisfy the Secretary of State, in such manner as he may determine, of their ability to ride.

11. They will on appointment be provided with a free first-class passage to India and they will be expected to proceed thither about the end of September 1913.

Their pay will begin from the date of their landing in India, and, if they so desire, they will be able to obtain in India an advance of two months' pay, recoverable by monthly instalments of one-third of salary.

12. They will enter the Service as Assistant Engineers, on a salary of Rs. 4,560 a year (equivalent to 304*l.* a year, when the rupee is at 1*s.* 4*d.*).

13. The instruments required by Assistant Engineers are supplied to them in India.

14. Particulars as to their prospects of pay, pension, etc., are contained in Annexures III and IV.

India Office,

\* Not reprinted.

† Selected candidates will be examined by the Civil Service Commissioners as to their ability to ride and will be required to obtain—

- (a) a certificate from the Civil Service Commissioners that they are able to ride well and to perform journeys on horseback; or
- (b) a certificate from the Civil Service Commissioners of minimum proficiency in riding.

In the latter case they will be subjected, on their arrival in India, to such further tests in riding as may be prescribed by their Government.

Candidates are warned that the certificate of minimum proficiency in riding, without which they will not be allowed to proceed to India, is only granted to those who can qualify in a series of tests, which includes jumping.

The chief tests will be saddling and bridling; mounting and dismounting; trotting and cantering; riding at a trot without stirrups; riding at a trot with stirrups but without reins, jumping a hedge hurdle about 3 feet in height.

Although the examination will, in the main, be confined to these points, the examiner will not be debarred from applying any other tests which may appear desirable.

#### NOTE FOR THE INFORMATION AND GUIDANCE OF CANDIDATES.

The Selection Committee of 1906 drew attention to the subjects which were held to be of most importance for the Public Works Service, *vis.*,

*Pure Mathematics*, including a knowledge of the differential and integral calculus.

*Applied Mathematics.*

*Geometrical and Engineering Drawing.*

*Surveying and Geodesy.*

*Strength of Materials and Theory of Structures.*

*Hydraulics.*

*Heat Engines.*

*Materials used in Construction.*

*Building Construction.*—Wood and metal work, limes and cements, and building with stone, brick, and concrete.

*Knowledge of the principles* of road-making, waterworks, sanitary and railway engineering. (Important.)

The Selection Committee were further of opinion that all candidates should have had some workshop training.

*The following Announcement regarding the recruitment of the Public Works Department in future years is published for the information of intending candidates :—*

*The foregoing Regulations apply only to the appointment of Assistant Engineers in the permanent establishment of the Public Works Department in 1913, but it is the intention of the Secretary of State for India in Council, as at present advised, to recruit the permanent establishment of the Department in succeeding years, on the same general lines as those already laid down.*

*He is, however, unable to give any undertaking that the Regulations will remain unaltered in the future.*

#### ANNEXURE I.

##### LIST OF DEGREES REFERRED TO IN PARAGRAPH 6.

*University of Oxford.*—B. A. (with honours in the Engineering Science Final Honours School).

*University of London.*—B. Sc. (Engineering).

*University of Cambridge.*—B. A. Honours (Mechanical Sciences Tripos).

*University of St. Andrews.*—B. Sc. (Engineering).

*University of Glasgow.*—B. Sc. (Engineering).

*University of Edinburgh.*—B. Sc. (Engineering).

*Victoria University of Manchester (or Victoria University).*—B. Sc. (with honours in Engineering), and B. Sc. Tech. in "Mechanical" or "Electrical" Engineering (Honours Division in the Final Examination).

*University of Liverpool.*—B. Eng.; provided the degree be obtained by passing the Examinations of the University.

*University of Leeds.*—B. Sc. in Civil or Mechanical Engineering.

*University of Sheffield.*—B. E. (First Class in the Final Examination.)

*University of Birmingham.*—B. Sc. (Engineering); provided that the Engineering Matriculation Examination shall have been passed before entry upon any course of study which forms part of the Degree course; and that a regular course of study, occupying not less than three academical years, shall have been pursued between the passing of such Matriculation Examination and the passing of the Final Examination for the degree.

*University of Dublin.*—B. A. I.

*Royal University of Ireland.*—B. E. and M. E.

*University of Wales.*—B. Sc. (in the Department of Civil, Mechanical, or Electrical Engineering).

*University of Durham.*—B. Sc. in Civil, Mechanical, or Electrical Engineering, or in Naval Architecture; provided that the Matriculation Examination for Engineering and Naval Architecture shall have been passed before entry upon any course of study which forms part of the degree course.

*University of Bristol.*—B. Sc. in Civil or Mechanical Engineering.

*Other degrees.*—Any other degree of a University or College in the United Kingdom which may here after be recognised by the Council of the Institution of Civil Engineers as exempting the holder from passing the examination for Associate Membership.

## ANNEXURE II.

Particulars regarding the Certificate of Age and Nationality to be obtained by Candidates who are Natives of India.

### A.—*Rules for Candidates born within His Majesty's Dominions.*

1. A candidate who is resident in British India must obtain a certificate signed either (a) by the Secretary to Government (or his lawful deputy) of the province in which his family resides, or (b) by the Commissioner (or his lawful deputy) of the District in which his family resides.

2. A candidate who is resident in a Native State must obtain a certificate signed by the highest Political Officer (or his lawful deputy) accredited to the State in which his family resides.

3. The certificate required must be in the following form—

“ I hereby certify that \_\_\_\_\_ has submitted the proofs of his birth detailed below,\* and has satisfactorily shown that he was actually born on or about the date stated, *viz.*, the day of \_\_\_\_\_ 18\_\_\_\_, at \_\_\_\_\_ a place within His Majesty's dominions.”

\* (*Here enter details*).

and the nature of the evidence produced must be such as to satisfy the officer who issues the certificate.

4. The documentary evidence which a candidate may be expected to produce in order to obtain such certificate comprises :—

- (a) The horoscope.
- (b) Family books.
- (c) Tradesmen's account books showing entries relating to the birth.
- (d) The record of admission in the registers of the school in which the candidate was educated, and the record of the candidate's age at various periodical school examinations.
- (e) If the candidate is matriculated, a certified copy of his application to the Registrar in Form A.

Oral testimony from persons able to give relevant evidence will also be taken.

5. If a candidate has proceeded to England without obtaining a certificate, the certificate may be granted to his father or guardian on production of the requisite evidence.

### B.—*Rules for Candidates not born within His Majesty's Dominions.*

6. The rules are the same as the foregoing except that a candidate not born within His Majesty's dominions must also prove that he is the son or grandson of a person born in those dominions, and in his case the form of certificate must be not as in paragraph 3 above, but as follows :—

“ I hereby certify that \_\_\_\_\_ has submitted the proofs of his birth detailed below† and has satisfactorily shown that he was actually born on or about the date stated, *viz.*, the day of \_\_\_\_\_ 18\_\_\_\_, and that he was born at a place without His Majesty's dominions, but that he is <sup>son</sup>\_\_\_\_\_ of a person born <sub>grandson</sub> in those dominions.”

† (*Here enter details*).

## ANNEXURE III.

PARTICULARS REGARDING THE INDIAN PUBLIC WORKS DEPARTMENT  
(EXECUTIVE BRANCH).

*(The arrangements and salaries hereinafter described are subject to revision according to the requirements of the service.)*

1. The Engineer Establishment of the Indian Public Works Department consists of a staff of Engineers, military and civil, engaged on the construction and maintenance of the various public works undertaken by the State in India.

2. The permanent establishment of the Department is recruited from the following sources:—

- (1) Officers of Royal Engineers.
- (2) Persons appointed to the Imperial Service by the Secretary of State by selection from the United Kingdom.
- (3) Persons educated at the Government Civil Engineering Colleges in India, and appointed to the Provincial Services by the Government of India.
- (4) Occasional admission of other qualified persons.

3. The various ranks of the Department are at present as follows:—

			Salary per annum. (Imperial Service.)
			Rs.
Chief Engineer, First Class	...	...	33,000
" " " Second Class	...	...	30,000
Superintending Engineer, First Class	...	...	24,000
" " " Second Class	...	...	21,000
" " " Third Class	...	...	18,000
Executive Engineer, 20th year of service and following years	...	...	15,000
" " 19th year of service	...	...	14,400
" " 18th year of service	...	...	13,800
" " 17th year of service	...	...	13,200
" " 16th year of service	...	...	12,600
" " 15th year of service	...	...	12,000
" " 14th year of service	...	...	11,400
" " 13th year of service	...	...	10,800
" " 12th year of service	...	...	10,200
" " 11th year of service	...	...	9,600
*Assistant Engineer, 10th year of service	...	...	9,000
" " 9th year of service	...	...	8,400
" " 8th year of service	...	...	7,920
" " 7th year of service	...	...	7,440
" " 6th year of service	...	...	6,960
" " 5th year of service	...	...	6,480
" " 4th year of service	...	...	6,000
" " 3rd year of service	...	...	5,520
" " 2nd year of service	...	...	5,040
" " 1st year of service	...	...	4,560

\* Officers of the Assistant Class will ordinarily pass into the executive class in the 11th year of service, but no Imperial Engineer may draw more than Rs. 9,600 per annum unless he holds charge of a division or a charge of equal importance.

4. The increments will be given for approved service only, and in accordance with the rules of the Department.

Exchange compensation allowance will not be granted to future entrants.

5. Promotions above the grade of Executive Engineer are dependent on the occurrence of vacancies in the sanctioned establishment, and are made wholly by selection; mere seniority is considered to confer no claim to promotion.

#### ANNEXURE IV.

##### PARTICULARS RELATING TO PENSIONS, PROVIDENT FUND, AND LEAVE.

[N.B.—*This Appendix is compiled from the regulations for the time being, and is subject to alterations from time to time. The full leave and pension rules are contained in the Civil Service Regulations published by the Government of India.*]

1. The following is a summary of the principal pension rules applicable to Engineers appointed to the Imperial Service by the Secretary of State from the United Kingdom

An officer is eligible for a pension on voluntary retirement after completing 20 years' qualifying service or attaining the age of 55 years. If at an earlier date he is compelled to retire from the Service through ill-health not occasioned by irregular or intemperate habits, he becomes eligible for an invalid pension or a gratuity according to the length of his service.

The amount of pension or gratuity is regulated as follows:—

After a service of not less than 10 years, an invalid gratuity not exceeding one month's emoluments for each completed year of service.

After a service of not less than 10 years an invalid pension not exceeding the following amounts:—

Years of Completed Service.	Maximum Limit of Pension.
	Rs.
10	1,000 a year.
11	1,400 a year.
12	1,800 a year.
13	2,200 a year.
14	2,600 a year.
15	3,000 a year.
16	
17	
18	
19	

After a service of not less than 20 years, a retiring pension not exceeding the following amounts:—

Years of Completed Service.	Maximum Limit of Pension.
	Rs.
20 to 24	4,000 a year.
25 and above	5,000 a year.

Officers who have shown special energy and efficiency during an effective service of three years in certain appointments may, at the discretion of the

Government of India, be allowed an additional pension of Rs. 1,000 a year, subject to the condition that the officer must not retire voluntarily before the completion of a total qualifying service of 28 years.

Subject to certain prescribed conditions, rupee pensions are now issued at the rate of exchange of 1s. 9d. the rupee to pensioners residing in countries in which the Indian Government rupee is not legal tender.

2. A general provident fund to which all Civil Engineers entering the Public Works Department in the future will subscribe has been established for all Civil Engineers of the Department on the following basis:—

- (1) The contribution is compulsory up to  $6\frac{1}{4}$  per cent., on salaries, with not more than a further  $6\frac{1}{4}$  per cent. voluntary contributions. Subscriptions on leave of any kind are optional.
- (2) Compound interest on such payment is annually credited by Government to each officer subscribing, the rate being at present 4 per cent. per annum.
- (3) The sum which thus accumulates to the credit of an officer is his absolute property, subject to the rules of the Fund, and is handed over to him unconditionally on quitting the Service; or, in the event of his death before retirement, to his legal representatives.
- (4) Other forms of life insurance will, however, if they fulfil certain conditions, be accepted in lieu of the contributions in (1).

#### LEAVE.

3. The following is a summary of the principal regulations relating to the leave admissible to Engineers appointed to the Imperial Service by the Secretary of State from the United Kingdom.

##### (a) Short leave.

4. Privilege Leave is a holiday which may be granted to the extent of one-eleventh part of the time that an officer has been on duty without interruption; and it may be accumulated up to three months, earned by 33 months' duty. During privilege leave the officer retains a lien on his appointment, and receives an allowance equal to the salary which he would receive if he were on duty in the appointment on which he has a lien. An interval of not less than six months must elapse between two periods of absence on privilege leave.

Privilege leave may be prefixed to furlough, special leave, or extraordinary leave without allowances. The whole period of leave thus taken in combination is known as combined leave. Combined leave cannot be granted for a shorter period than six months, nor, except on medical certificate, may it be extended beyond two years.

5. Extraordinary Leave without allowances may be granted in case of necessity, and, except in certain specified cases, only when no other kind of leave is by rule admissible. It may be granted in continuation of other leave.

6. Subsidiary Leave in India, usually with half average salary, may be granted to an officer proceeding on or returning from leave out of India, or on retirement, to enable him to reach the port of embarkation or to rejoin his appointment. It is admissible only at the end, and not at the beginning, of combined leave.

7. Short leave is also granted to enable officers to appear at examinations, etc.

##### (b) Long Leave.

8. Furlough and special leave with allowances (see paragraph 15) are admissible to an aggregate maximum amount of six years during an officer's service. The amount of furlough "earned" is one-fourth of an officer's active service, and the amount "due" is that amount less any enjoyed.

Furlough without medical certificate can, if due, be generally taken after eight years' active service, and again after intervals of not less than three years' continuous service. It is limited to two years at a time.

Furlough on medical certificate may be granted (a) to an officer who has rendered three years' continuous service, for not more than two years, but capable of extension up to three years, and (b) to an officer who has not rendered three years' continuous service, up to one year in any case, and up to such longer period, if any (but not exceeding two years), as the officer may have furlough "due" to him.

9. The allowances admissible during furlough are:—

(1) During the first two years of furlough without medical certificate and during so much of furlough with medical certificate as may be "due,"—half average salary subject to certain maximum and minimum limits.

(2) After the expiration of the period for which the foregoing allowances are admissible,—one quarter of average salary, subject to certain maximum and minimum limits.

10. Special Leave may be granted at any time for not more than six months, with intervals of six years' service; allowances, calculated as during furlough, are given during the first six months only, whether taken in one or more instalments.

#### *General Rules.*

11. Leave of absence, whether on furlough or on privilege leave, can never be claimed as of right, and is given or refused at the discretion of Government.

12. After five years' continuous absence from India, an officer is considered to be out of the employment of Government.

13. When leave allowances other than privilege leave pay are paid at the Home Treasury, or in a Colony where the standard of currency is gold, rupees are converted into sterling at the rate of exchange fixed for the time being for the adjustment of financial transactions between the Imperial and Indian Treasuries, unless any other rate has been exceptionally authorised. But for the present the rate of conversion is subject to a minimum of 1s. 6d. to the rupee. Privilege leave pay when issued from the Home Treasury (this is only admissible when privilege leave is combined with other leave) is converted at 1s. 4d. to the rupee.

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## APPENDIX 2.

## COMPARISON OF EUROPEAN AND INDIAN SERVICE LONG LEAVE RULES

EUROPEAN SERVICE.	INDIAN SERVICE.
(1). First furlough, not exceeding <i>two years</i> , may taken after <i>eight years</i> , active service.	(1). First furlough, not exceeding <i>one year</i> , may be taken after <i>ten years'</i> service.
(2). Amount of furlough earned is a quarter of active service.	(2). Amount of furlough earned does not exceed <i>two years</i> , whatever the length of service.
(3). Second and subsequent furloughs may be taken after three years' continuous service.	(3). Second and subsequent furloughs may be repeated at intervals of not less than <i>eight years</i> .
(4). Furlough without medical certificate, not exceeding three months, does not interrupt service for furlough.	(4). Furlough interrupts service for further furlough.
(5). Service for furlough is not interrupted by leave on private affairs.	(5). Service for furlough counts only from the date of return from leave on private affairs.
(6). Leave on private affairs counts as continuous service for furlough.	(6). Leave on private affairs does not count as service for furlough.
(7). Special leave on urgent private affairs may be granted to an officer who has had furlough.	(7). Leave on private affairs cannot be taken by an officer who has had furlough.
(8). Maximum amount of furlough (ordinary or on medical certificate) <i>plus</i> special leave on urgent private affairs is <i>six years</i> .	(8). Maximum amount of furlough, <i>plus</i> leave on medical certificate, <i>plus</i> leave on private affairs, is <i>5 years</i> .

## APPENDIX 3.

## INDIAN STATE RAILWAYS.

## REGULATIONS FOR APPOINTMENT IN ENGLAND TO THE TRAFFIC DEPARTMENT.

[*Note.*—The arrangements and salaries hereinafter described are subject to revision accordingly to the requirements of the Service.]

1. The Secretary of State for India in Council will, from time to time as may be required, make appointments of Assistant Traffic Superintendents on Indian State Railways.

2. In making these appointments will act with the advice of a Selection Committee, nominated by him.

3. Applications for the appointments must be made on a printed form to be obtained from the Secretary, Public Works Department, India Office, Whitehall, London, S.W., by whom a list of applicants will be kept.

4. Candidates must be British subjects of not more than 25 years of age, and should be unmarried. They must also be of good moral character and sound physique.

5. Candidates must possess one or other of the following qualifications, *viz.*—

(a) Not less than two years practical experience of work in the Traffic Department of a British or Colonial Railway, together with evidence of a sound general education.

(b) A degree or diploma of any teaching University in the United Kingdom granted after not less than three years' study in that University, or a technical diploma or certificate recognised by the Secretary of State.\*

6. Candidates must be prepared, if called upon, to attend at the India Office, at their own expense, for a personal interview with the Selection Committee.

7. They will further be required, before final appointment by the Secretary of State in Council, to appear, also at their own expense, before the Medical Board at the India Office for examination as to their physical fitness for service in India. There is no fee for the medical examination.

A copy of the "Regulations as to the Physical Examination" of Candidates for Indian appointments will be forwarded on application to the Under Secretary of State.

8. Selected candidates with the qualification referred to in Clause 5, sub-clause (a), will, in the first instance, be appointed Assistant Traffic Superintendents on Rs. 300 or Rs. 400 per mensem, according to their qualifications.

\* The following technical diplomas and certificates will be recognised by the Secretary of State :—

(a) A diploma in Engineering or Commerce granted after not less than three years' study in a constituent College of a University ;

(b) A higher Course Diploma in Engineering or Commerce, endorsed by the Board of Education and granted after not less than three years' study in an advanced Course at a Technical College ;

(c) A Diploma in Engineering or Commerce granted after not less than three years' study by a Central Technical or Commercial College in Scotland and endorsed by the Scotch Education Department.

(d) A Diploma or Certificate issued or endorsed by the Department of Agriculture and Technical Instruction for Ireland and granted after not less than three years' study at a Technical or Commercial School approved by the Department.

9. Selected candidates appointed under the foregoing clause on Rs. 300 per mensem will be required to undergo the further training specified in Annexure I, and will be promoted to Rs. 400 per mensem on passing the professional examination referred to therein.

10. Selected candidates with the qualifications referred to in Clause 5, sub-clause (b), will, in the first instance, be appointed Assistant Traffic Superintendents on Rs. 300 per mensem, and they will be promoted to Rs. 400 on passing the professional examination prescribed in Annexure I on the completion of their period of training as Probationers. This period of training will ordinarily extend over one year.

11. Officers will not be entitled to pension or bonus on quitting the Service, but will be eligible throughout their service to the benefits of the State Railway Provident Institution, to which they will be required to contribute. Particulars relating to this Institution, will be found on page 23.

12. Selected candidates will be required to enter into an agreement with the Secretary of State. Officers will be liable to discharge for incompetence or misbehaviour. Subject to such liability and to the termination of their agreement on account of ill-health, their service will be for not less than three years. At the end of that period, or at any subsequent date, the service of an officer may be terminated by notice given by either party six months previously.

Service will be in any part of British India or its dependencies as directed by Government.

A free first class passage to India will be provided ; and a return passage will also be provided if the officer leaves the service at the end of his first three years of service with the approbation of Government, or if he quits the service in India earlier owing to certified ill-health not caused by his own negligence, carelessness, or misconduct.

13. Pay will begin from the date of the officer's landing in India, and, if he so desires, he will be able to obtain an advance of two months' pay, recoverable by monthly instalments of one-third of salary. Of this advance, a proportion not exceeding one-half may be received in England, and the balance can be drawn in India.

14. Particulars as to the pay of officers in the several grades of the Traffic Department and the leave regulations applicable to them are contained in Annexure II.

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## ANNEXURE I.

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### TRAINING AND EXAMINATIONS.

1. Assistant Traffic Superintendents mentioned in Clauses 9 and 10 of the Regulations will on first appointment be located at the head quarters of a District under the orders of the District Traffic Superintendent, who will superintend their training and will submit quarterly reports on their progress. The necessary instruction will be imparted by competent subordinates of each class deputed for the purpose.

2. On the completion of the period of training, Probationers will be required to appear for the final examination to qualify for confirmation as Assistant Traffic Superintendents.

This Examination will be divided into two parts, *viz.* :—

(1) A written examination in the following subjects :—

(1) The general rules for Indian railways and the Revenue Code.

(2) The Traffic Manual, working orders, and station arrangements and working.

- (3) The principle of rates.
  - (4) The general products of the country traversed by the railway and the direction in which these products are working; also the steps necessary for the further development of traffic, both passengers and goods.
  - (5) The general principles to be followed in dealing with claims cases.
  - (6) The preparation of time-tables.
- (ii) A *viva voce* examination lasting about an hour and embracing subjects connected with the general working of the Department, as well as those relating to any branch of work upon which the candidate may have been particularly engaged. This part of the examination, which will be left entirely in the hands of the examining committee, will test the amount of insight gained by the candidate into the practical working of the Traffic Department.

## ANNEXURE II.

### PARTICULARS REGARDING THE SUPERIOR TRAFFIC DEPARTMENT OF INDIAN STATE RAILWAYS:

1. The establishment of the Superior Traffic Department of Indian State Railways consists of a staff of officers, military and civil, engaged on the various railways administered by the State in India.

2. This establishment is recruited from the following sources:—

- (i) Officers of Royal Engineers;
- (ii) Persons appointed by the Secretary of State by selection from the United Kingdom;
- (iii) Persons appointed in India;
- (iv) Occasional admission of other qualified persons.

3. The various ranks of the Department are as follows:—

	Salary per annum.
	Rs.
Traffic Superintendents ... ..	24,000
Deputy Traffic Superintendents ... ..	18,000
<b>District Superintendents:—</b>	
Class II, Grade 1 ... ..	13,200
" Grade 2 ... ..	12,000
" Grade 3 ... ..	10,800
" Grade 4 ... ..	9,600
" Grade 5 ... ..	8,400
<b>Assistant Superintendents:—</b>	
Class III, Grade 1 ... ..	6,600
" Grade 2 ... ..	5,400
" Grade 3 ... ..	4,800
" Grade 4 ... ..	3,600
" Grade 5 ... ..	2,400—3,000

4. Exchange compensation allowance is not granted.

5. Officers while in India will be entitled to travelling allowances according to the rules from time to time in force.

6. Officers with practical experience, who are selected from the United Kingdom for appointment to the Traffic Department, under Clause 5, sub-clause (a) of the conditions of appointment, will be appointed to Class III, Grade 3, or as Probationers to Class III, Grade 4, according to their qualifications.

7. Officers selected as Probationers under the above clause or under Clause 5, sub-clause (b), will be appointed to Class III, Grade 4, until they qualify. As soon as they qualify, they will be posted to Class III, Grade 3, on the usual scale of pay of that grade.

8. No officer appointed from the United Kingdom will receive promotion until reported competent for the work of an Assistant Superintendent, and until he has passed an examination in the vernacular.

## APPENDIX 4.

**Rules for the recruitment in India of the Superior Traffic Department  
of State Railways.**

Appointments in India will be made from time to time as may be required by the Railway Board under the following conditions :—

- (1) Applications of candidates will be invited by public advertisement when necessary. Such applications should, preferably, be made on a printed form to be obtained from the Secretary, Railway Board, Simla.
- (2) Candidates must be over 19 and under 23 years of age, of good education, and suitable social position. They must be prepared, if called upon to attend at the Railway Board's office at their own expense, for a personal interview.
- (3) Candidates will be appointed Assistant Traffic Superintendents on probation in Class III, grade 5, of the Superior Revenue Establishment of State Railways, on a salary of Rs. 200 per mensem for the first year of service, on the non pensionable establishment.

Probationers, who during the first year's service pass two out of the three examinations prescribed in paragraph (8), will receive a salary of Rs. 250 per mensem during the second year's service, and on fully qualifying in the manner prescribed in paragraph (10) and passing the Lower Standard in Hindustani, they will be confirmed as Assistant Traffic Superintendent and promoted to Class III, grade 4, of the Superior Revenue Establishment of State Railways, on Rs. 300 per mensem.

- (4) Should they fail to qualify in two years they will be allowed six months' grace, and if they have not then qualified, their services will be dispensed with.
- (5) Officers will not be entitled to pension or bonus on quitting the service but will be eligible throughout their service to the benefits of the State Railway Provident Fund Institution to which they will be required to contribute. Particulars relating to this Institution will be found on page 23.
- (6) Particulars as to the pay of officers in the several grades of the Traffic Department and the leave regulations applicable to them are contained in Annexure I.

*Training.*

- (7) Assistant Traffic Superintendents will, on first appointments, be located at the head-quarters of a district under the orders of the District Traffic Superintendent, who will superintend their training and will submit quarterly reports on their progress to the Traffic Manager. The necessary instruction will be imparted by competent subordinates of each class deputed for the purpose.
- (8) The course of training in the district office will extend over a year and, under present arrangements, will be divided into the following courses :—

<i>Nature of duties.</i>	<i>Period of training.</i>
(a) Guard	} ... 5 months.
Booking clerk	
Goods clerk	
(b) Assistant Station Master	} ... 5 months.
Station Master ...	
(c) Traffic Inspector ...	} ... 2 months.

and an examination will be held at the end of each period to test their progress and efficiency.

- (9) The course of training during the second year of service, under present arrangements, will be as follows :—

<i>Nature of duties.</i>	<i>Period of training.</i>
(a) Trains and Claims ... ..	... 4 months.
(b) Rates and Time Tables ... ..	... 4 months.
(c) Personal Assistant to District Traffic Superintendent ... ..	... 4 months.

As regards (a), the officers in effective charge, respectively, of the duties in the district office (or in the Traffic Manager's office when claims are dealt with at head-quarters) will be held responsible for the training of probationers, and will submit monthly progress reports to the District Traffic Superintendent or Traffic Manager as the case may be.

As regards (b), the period will be spent in the head office and the Traffic Manager will be required to take a personal interest in the training and progress of probationers.

As regards (c), the probationers will serve as Personal Assistants to the District Officers under whom they had respectively received their previous training. They will receive general instruction in the other branches of his office and will be sent out on the line, on occasions, to investigate cases and to report generally on traffic.

- (10) On the completion of the second period of training probationers will be required to appear for the final examination to qualify for confirmation as Assistant Traffic Superintendents. This examination will be divided into two parts, *viz.*—

(i) A written examination in the following subjects :

- (1) The general rules for Indian railways and the Revenue Code.
- (2) The Traffic Manual, working orders, and station arrangements and working.
- (3) The principle of rates.
- (4) The general products of the country traversed by the railway and the direction in which these products are working; also the steps necessary for the further development of traffic, both passengers and goods.
- (5) The general principles to be followed in dealing with claims cases.
- (6) The preparation of time-tables.

(ii) A *viva voce* examination, lasting about an hour and embracing subjects connected with the general working of the department as well as those relating to any branch of work upon which the candidate may have been particularly engaged. This part of the examination, which must necessarily be left entirely in the hands of the examining committee, will test the amount of insight gained by the candidate into the practical working of the Traffic Department.

#### *General.*

- (11) The Railway Board reserve to themselves the power to make appointments in India from the superior traffic staff of companies railways or other sources on such rates of pay as the qualifications and experience of the persons may warrant. A small proportion of the recruitment in India will, as hitherto, be made by promotion

from the subordinate grades of men of good character and education who have proved their fitness for advancement to the superior grades. Officers of the Corps of Royal Engineers are also eligible for employment in the Traffic Department.

### ANNEXURE I.

#### PARTICULARS REGARDING THE SUPERIOR TRAFFIC DEPARTMENT OF INDIAN STATE RAILWAYS.

1. The establishment of the Superior Traffic Department of Indian State Railways consists of a staff of officers, military and civil, engaged on the various railways administered by the State in India.

2. This establishment is recruited from the following sources :—

- (i) Officers of Royal Engineers ;
- (ii) Persons appointed by the Secretary of State by selection from the United Kingdom ;
- (iii) Persons appointed in India ;
- (iv) Occasional admission of other qualified persons.
- (v) Occasional appointments from the subordinate ranks of the Department.

3. The various ranks of the Department are as follows :—

	Salary per mensem.
	Rs.
Traffic Managers ... ..	2,000
Deputy Traffic Managers ... ..	1,500
<b>District Superintendents :—</b>	
Class II, Grade 1 ... ..	1,100
„ Grade 2 ... ..	1,000
„ Grade 3 ... ..	900
„ Grade 4 ... ..	800
„ Grade 5 ... ..	700
<b>Assistant Superintendents :—</b>	
Class III, Grade 1 ... ..	550
„ Grade 2 ... ..	450
„ Grade 3 ... ..	400
„ Grade 4 ... ..	300
„ Grade 5 ... ..	200—250

4. Exchange compensation allowance is not granted.

5. Officers will be entitled to travelling allowances according to the rules from time to time in force :—



## APPENDIX 5

## INDIAN STATE RAILWAYS.

## REGULATIONS FOR APPOINTMENT TO THE LOCOMOTIVE AND CARRIAGE AND WAGON DEPARTMENTS.

[Note.—The arrangements and salaries hereinafter described are subject to revision according to the requirements of the Service.]

1. The Secretary of State for India in Council will, from time to time as may be required, make appointments of Assistant Superintendents in the Locomotive and Carriage and Wagon Departments of Indian State Railways.

2. In making these appointments he will act with the advice of the Consulting Engineer to the India Office.

3. Applications for the appointments must be made on a printed form to be obtained from the Director-General of Stores, India Office, Whitehall, London, S.W., by whom a list of applicants will be kept.

4. Candidates must be British subject of about 24 years of age, and should be unmarried. They must also be of good moral character and sound physique.

5. Appointments in the *Locomotive* Department will generally be made from men trained in locomotive workshops in Europe. Candidates must have had a good general and technical education, followed by at least three year's training in the shops of a railway company and six months' training in the running sheds and firing, as distinguished from training in a contractors' shop where engines are only built and where experience in firing, running, and general railway work cannot be obtained.

Candidates for appointment in the *Carriage and Wagon* Department must have served as pupils or apprentices in the carriage and wagon or locomotive shops of a railway company, or in the carriage shops of a large rolling stock builder, followed in either case by at least a year's experience as Outside Assistant in the Carriage and Wagon Department of a British railway.

All candidates must have a thorough understanding of applied mechanics and the nature and composition of all materials used in shops, and should be able to design and to calculate the stresses on the parts of the machines. Some actual drawing office experience is also desirable.

6. Candidates must be prepared, if called upon, to attend, at their own expense, at the India Office, or for a personal interview with the Consulting Engineer, Sir A. M. Rendel, K.C.I.E., 13 Dartmouth Street, Westminster, S.W.

7. They will further be required, before final appointment by the Secretary of State in Council, to appear, also at their own expense, before the Medical Board at the India Office for examination as to their physical fitness for service in India. There is no fee for the medical examination.

A copy of the "Regulations as to the Physical Examination" of candidates for Indian appointments will be forwarded on application to the Under Secretary of State.

8. Selected candidates will in the first instance be appointed Assistant Superintendents on Rs. 300, Rs. 400, Rs. 450, or Rs. 550 per mensem, according to their qualifications.

9. Officers will not be entitled to pension or bonus on quitting the Service, but will be eligible throughout their service for the benefits of the State Railway Provident Institution, to which they will be required to contribute.

10. Selected candidates will be required to enter into an agreement with the Secretary of State. Officers will be liable to discharge for incompetency or misbehaviour. Subject to such liability and to the termination of their agreement on account of ill-health, their service will be for not less than three years. At the end of that period, or at any subsequent date, the service of an officer may be terminated by notice given by either party six months previously.

Service will be in any part of British India or its dependencies as directed by Government.

A free first class passage to India will be provided; and a return passage will also be provided if the officer leaves the service at the end of his first three years of service with the approbation of Government, or if he quits the service in India earlier owing to certified ill-health not caused by his own negligence, carelessness, or misconduct.

11. Pay will begin from the date of the officer's landing in India, and, if he so desire, he will be able to obtain an advance of two month's pay, recoverable by monthly instalments of one-third of salary. Of this advance, a proportion not exceeding one-half may be received in England, and the balance can be drawn in India.

12. Particulars as to the pay and conditions of service of officers in the several grades of the Locomotive and Carriage and Wagon Departments, are contained in Annexure I.

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### ANNEXURE I.

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#### PARTICULARS REGARDING THE SUPERIOR LOCOMOTIVE AND CARRIAGE AND WAGON DEPARTMENTS OF INDIAN STATE RAILWAYS.

1. The establishments of the Superior Locomotive and Carriage and Wagon Departments of Indian State Railways consists of officers engaged on the various railways administered by the State in India.

2. These establishments are recruited from the following sources:—

- (i) Persons appointed by the Secretary of State by selection from the United Kingdom;
- (ii) Persons appointed in India;
- (iii) Occasional admission of other qualified persons.

3. The various ranks of the Departments are as follows:—

	Salary per annum.
	— Rs.
Locomotive Superintendents ... ..	24,000
Deputy Locomotive Superintendents ... ..	15,000 or 18,000
Carriage and Wagon Superintendents ... ..	18,000 or 21,000

						Salary per annum.	
						Rs.	
Both Departments.	District Superintendents :—						
		Class II, Grade 1	...	...	...	13,200	
		„ Grade 2	...	...	...	12,000	
		„ Grade 3	...	...	...	10,800	
		„ Grade 4	...	...	...	9,600	
		„ Grade 5	...	...	...	8,400	
		Assistant Superintendents :—					
		Class III, Grade 1	...	...	...	6,600	
		„ Grade 2	...	...	...	5,400	
		„ Grade 3	...	...	...	4,800	
	„ Grade 4	...	...	...	3,600		
	„ Grade 5	...	...	...	2,400—3,000		

4. Exchange compensation allowance is not granted.

5. Officers while in India will be entitled to travelling allowances according to the rules from time to time in force.

6. No officer appointed from the United Kingdom will receive promotion until reported competent for the work of an Assistant Superintendent, and until he has passed an examination in the vernacular.

## APPENDIX 6.

No. 1822-R.E.

GOVERNMENT OF INDIA.

RAILWAY DEPARTMENT.  
(RAILWAY BOARD.)*Simla, the 9th June 1913.***Gratuities on retirement to members of the superior non-pensionable staff of Indian Railways.**

## READ—

Government of India, Public Works Department, Circular No. XIV Railway, dated 5th November 1894.

## READ ALSO :—

Despatch to the Secretary of State, No. 53 Railway, dated 20th October 1910.

Despatch from the Secretary of State, No. 5 Railway, dated 20th January 1911.

Government of India, Railway Department (Railway Board), Circular No. 2263-R.E., dated 8th September 1911.

Despatch from the Secretary of State, No. 57 Railway, dated 26th July 1912.

Despatch to the Secretary of State, No. 307 Financial, dated 31st October 1912.

Despatch from the Secretary of State, No. 25 Railway, dated 28th February 1913.

**RESOLUTION.**—In Railway Department (Railway Board), circular letter No. 2263-R.E., dated 8th September 1911, it was stated that the Government of India had had under consideration the following measures which had been proposed with the object of improving the position on retirement of railway employes in India :—

(a) the grant of gratuities on retirement :

(b) the improvement of Provident Funds.

2. After a full consideration of the case the Government of India sanctioned the grant of gratuities on retirement to the subordinate employes in India of all Company-worked and State-worked railways, or to their widows and children dependent on them, for good, efficient, faithful and continuous service, in terms of the rule in paragraph 3 of the circular letter of 8th September 1911.

3. With regard to the proposals relating to the Provident Funds of Railways, the Government of India called for further evidence as to the need for an investigation into the question, and for details on certain specific points. Much of this information has been submitted by railway administrations but certain actuarial conclusions still remain to be received. Until it has been determined by experts what the amount is which a non-pensionable employe who has served his full time and received normal promotion may reasonably expect to receive on retirement from the Provident Fund, the Government of India will not be in a position to form any definite opinion as to whether the existing rules are or are not sufficient.

4. In the meantime representations have been received from railways urging the extension of the rule sanctioned in Railway Board letter No. 2263-R.E., dated 8th September 1911, to superior officers of Company-worked railways. The Government of India are, however, of opinion that the proposal cannot be considered independently of the question of the adequacy of the Provident Fund, since if the Provident Fund is found to make sufficient provision for officers on retirement, the general claim of railway officers to receive gratuities in addition to the benefits of the fund, cannot be substantiated.

5. Pending settlement of the general question as to whether the benefits derived from the Provident Fund under existing rules are adequate or otherwise, the Government of India have had under consideration the question of affording relief to deserving members of the superior staff who admittedly suffer pecuniarily on retirement by reason of the non-existence or inferiority of the Provident Fund during the early years of their service. They have also had under consideration the question of treating, as far as possible, the non-pensionable officers of State-worked railways in the same manner as officers on Company-worked railways in respect of gratuities on retirement, having regard to the fact that their conditions of service are practically identical.

6. With the approval of His Majesty's Secretary of State for India, it is now ruled that, for the present, gratuities may be allowed to all members of the Superior non-pensionable establishment of State and Company-worked railways by way of compensation for inadequate Provident Fund benefits, as well as in the other cases mentioned in Public Works Department Circular No. XIV of 5th November 1894. (Copy attached.) It is further ruled that, for the present, the general provisions of the circular shall apply to both classes of gratuity save that "good and faithful service" shall be substituted for "special" and "exceptional services" in the conditions for the grant of compensation gratuities. In any case, however, in which the non-existence or inadequacy of a Provident Fund during the early years of an officer's service is put forward as the ground for granting him a gratuity, the gratuity—besides being limited as in paragraph 6 of the Resolution of 1894—shall not exceed the difference, so far as it can be calculated, between the benefits actually received by the officer from the Provident Fund and those which he would have received if the rules of the Fund in existence at his retirement had been in force during the whole of his service.

7. On the conclusion of the examination of the existing Provident Fund Rules of Railways and the issue of orders on the subject, the grant of compensation gratuities under these rules will be discontinued and the foregoing orders withdrawn.

8. These orders have effect from the 17th March 1913 and the Railway Board will be prepared to consider applications for the grant of gratuities under them in the case of officers retiring on or after that date.

The Agents; North-Western, Eastern Bengal and Oudh and Rohilkhand Railways.

The Agents; Assam-Bengal, Bengal and North-Western, Bengal-Nagpur, Bombay, Baroda and Central India, Burma, East Indian, Great Indian Peninsula, Madras and Southern Mahratta, Rohilkund and Kumaon, and South Indian Railways.

The Examiners of Accounts, North-Western, Eastern Bengal and Oudh and Rohilkhand Railways.

The Government Examiners of Accounts, Assam-Bengal, Bengal and North-Western, Bengal-Nagpur, Bombay, Baroda and Central India, Burma, East Indian, Great Indian Peninsula, Madras and Southern Mahratta, Rohilkund and Kumaon and South Indian Railways.

ORDER.—Ordered that this Resolution be communicated to the officers noted in the margin for information and guidance.

T. RYAN,

*Offg. Secretary, Railway Board.*

No. 1823-R.E., dated the 9th June 1913.

Copy forwarded to the officers named in the margin for information and communication to :—

- (i) Secretary to the Government of Bombay, Public Works Department.
- (ii) Secretary to the Government of Bengal Public Works Department (Railway).
- (iii) The Hon'ble the Chief Commissioner of Assam.
- (iv) The Hon'ble the Agent to the Governor-General, Rajputana.
- (a) The Hon'ble the Agent to the Governor-General, Central India.
- (vi) The Hon'ble the Resident at Hyderabad.

- (i) the railways under the control of the Government of Bombay,
- (ii) the railways under the control of the Government of Bengal,
- (iii), (iv) and (v) the railways under his control,
- (vi) the Agent and Manager of His Highness the Nizam's Guaranteed State Railways Company.

By order,

B. STANLEY,

*for Secretary, Railway Board.*

APPENDIX 7.

ment of establishment in the Railway Department showing the nationality and pay as it stood on 1st April 1913.

NUMBER OF EMPLOYÉS IN EACH GRADE OR CLASS.														
Pay.	Europeans.	Anglo-Indians.	HINDUS INCLUDING SIKHS AND PARSIS.										Muhammadans.	Indian Christians*
			Brahmans (including Shenvis).	Kshatryas.	Kaiyasthas (including Parbhus).	Bainyas and Vaisyas.	Súdras.	Other Hindus (i.e., other than those shewn in columns 4 to 8).	Total Hindus (columns 4 to 9).	Sikhs.	Parsis.	Total Hindus, Sikhs, and Parsis (columns 4 to 12).		
I	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>ENGINEERING ESTABLISHMENT.</b>														
27 ENGINEER, CLASS I.	2,750	...	...	...	...	...	...	...	...	...	...	...	...	...
27 ENGINEER, CLASS II.	2,500	...	...	...	...	...	...	...	...	...	...	...	...	...
SUPERINTENDING ENGINEER, CLASS I.	2,000	...	...	...	...	...	...	...	...	...	...	...	...	...
SUPERINTENDING ENGINEER, CLASS II.	1,750	...	...	...	...	...	...	...	...	...	...	...	...	...
SUPERINTENDING ENGINEER, CLASS III.	1,500	...	3	I	I	...	...	...	I	...	...	I	...	...
OFFICERS ON TIME SCALE.														
EXECUTIVE ENGINEERS (IMPERIAL).	1,250	...	24	5	...	I	I	...	2	...	...	2	...	...
1,200	...	3	I	...	...	...	...	...	...	...	...	...	...	...
1,150	...	4	...	...	...	...	...	...	...	...	...	...	...	...
1,100	...	4	I	...	...	...	...	...	...	...	...	...	...	...
1,050	...	3	I	...	...	...	...	...	...	...	...	...	...	...
1,000	...	2	...	...	...	...	...	...	...	...	...	...	...	1 (Cingalee).
950	...	3	...	...	...	...	...	...	...	...	...	...	...	...
900	...	5	I	...	...	...	...	...	...	...	I	I	...	...
850	...	6	...	...	...	...	...	...	...	...	...	...	...	...
800	...	3	...	I	...	...	...	I	2	...	...	2	...	...
Carried over	...	74	10	...	3	...	I	...	I	5	...	I	6	...

Statement of establishment in the Railway Department showing the nationality and pay as it st.  
1st April 1913—contd.

Pay.	NUMBER OF EMPLOYEES IN EACH GRADE OR CLASS.													
	Europeans.	Anglo-Indians.	HINDUS INCLUDING SIKHS AND PARSIS.										Muhammadans.	Indian C
			Brahmins (including Shenvis).	Kshatryas.	Kaiyasthas (including Parbhuis).	Bainyas and Vaisyas.	Sudras.	Other Hindus (including other than those shown in col- umns 4 to 8).	Total Hindus (columns 4 to 9).	Sikhs.	Parsis.	Total Hindus, Sikhs and Parsis (columns 10 to 12).		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

ENGINEERING ESTABLISHMENT—contd.

Brought forward ...	74	10	...	3	...	1	...	1	5	...	1	6	...	
<b>ASSISTANT ENGINEERS (IMPERIAL):</b>														
Rs. 750 ...	6	...	...	...	...	...	...	...	...	...	1	1	...	
Rs. 700 ...	7	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 660 ...	11	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 620 ...	8	1	...	...	...	...	...	...	...	...	...	...	...	
Rs. 580 ...	2	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 540 ...	6	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 500 ...	7	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 460 ...	8	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 420 ...	6	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 380 ...	4	...	...	...	...	...	...	...	...	...	...	...	...	
<b>EXECUTIVE ENGINEERS (PROVINCIAL):*</b>														
Rs. 850 ...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 815 ...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 780 ...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 745 ...	...	1	...	...	...	...	...	...	...	...	...	...	...	
Rs. 710 ...	...	1	...	...	...	...	...	1	1	...	...	1	...	
Rs. 675 ...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 640 ...	...	1	...	...	...	...	...	...	...	...	...	...	...	
Rs. 605 ...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 570 ...	...	1	...	...	...	...	...	...	...	...	...	...	...	
Rs. 535 ...	...	...	...	...	...	...	...	...	...	...	...	...	...	
<b>ASSISTANT ENGINEERS (PROVINCIAL):*</b>														
Rs. 475 ...	...	4	...	...	1	...	...	...	1	...	...	1	...	
Rs. 450 ...	...	1	...	...	...	...	...	...	...	...	...	...	...	
Rs. 425 ...	...	1	...	...	...	...	...	1	1	...	...	1	...	
Rs. 400 ...	...	1	...	...	...	...	...	...	...	...	...	...	...	
Rs. 375 ...	...	1	...	...	...	...	...	1	1	...	...	1	...	
Rs. 350 ...	...	...	...	...	...	...	...	1	1	...	...	1	...	
Rs. 325 ...	...	2	...	...	...	...	...	...	...	...	...	...	...	
Rs. 300 ...	...	1	...	...	...	...	...	1	1	...	...	1	1	
Rs. 275 ...	...	...	...	1	...	...	...	...	1	1	...	2	...	
Rs. 250 ...	...	...	1	...	...	1	...	...	2	...	...	2	...	
Grand total ...	139	26	1	4	1	2	...	6	14	1	2	17	1	

\* Members of the Provincial Service must be Indians or statutory natives of India though some of the latter may claim descent.

ment of establishment in the Railway Department showing the nationality and pay as it stood on 1st April 1913—contd.

Pay.	NUMBER OF EMPLOYEES IN EACH GRADE OR CLASS.													
	Europeans.	Anglo-Indians.	HINDUS INCLUDING SIKHS AND PARSIS:										Muhammadians.	Indian Christians.
			Brahmans (including Shenvis).	Kshatriyas.	Kaiyasthas (including Parbhus).	Bainyas and Vaiyas.	Sudras.	Other Hindus, (i.e., other than those shown in columns 4 to 8).	Total Hindus (columns 4 to 9).	Sikhs.	Parsis.	Total Hindus, Sikhs and Parsis (columns 10 to 12).		
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.

TEMPORARY ENGINEERING ESTABLISHMENT.

1,100	...	...	1	...	...	...	...	...	...	...	...	...	...	...
1,000	...	2	...	...	...	...	...	...	...	...	...	...	...	...
800	...	1	...	...	...	...	...	...	...	...	...	...	...	...
750	...	1	...	1	...	...	...	...	1	1	...	2	...	...
650	...	2	1	...	...	...	...	...	...	...	...	...	...	...
600	...	3	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 550	...	3	...	...	...	...	...	...	...	...	1	1	...	...
Rs. 500	...	4	2	...	1	1	...	...	2	...	...	2	...	...
Rs. 450	...	2	2	...	...	...	...	...	...	...	...	...	...	...
Rs. 400	...	4	2	...	...	...	...	...	...	...	...	...	...	...
Rs. 350	...	3	1	...	...	1	...	...	1	2	...	2	...	...
Rs. 300	...	...	3	...	...	1	1	...	1	3	...	3	...	...
Rs. 275	...	...	...	...	1	...	...	...	1	...	...	1	...	...
Rs. 250	...	...	2	...	...	1	...	...	1	2	1	3	...	...
Total Temporary Engineers	25	14	1	2	4	1	...	3	11	2	1	14	...	...



Statement of establishment in the Railway Department showing the nationality and pay as it stood on 1st April 1913—contd.

Pay.	NUMBER OF EMPLOYEES IN EACH GRADE OR CLASS.													
	Europeans.	Anglo-Indians.	HINDUS (INCLUDING SIKHS AND PARSIS).										Muhammadans.	Indian Christians.
			Brahmins (including Shenvis).	Kshatriyas.	Kaivasthas (including Patbhhus).	Bainyas and Vaisyas.	Sudras.	Other Hindus (i.e., other than those shown in columns 4 to 8).	Total Hindus (columns 4 to 9).	Sikhs.	Parsis.	Total Hindus, Sikhs and Parsis (columns 10 to 12).		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

SUPERIOR REVENUE ESTABLISHMENT OF STATE RAILWAYS.

AGENCY DEPARTMENT.														
<i>Agents.</i>														
Rs. 3,000 ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 2,500 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
<i>Deputy Agents.</i>														
Rs. 1,750 ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 1,500 ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...
Total ...	7	...	...	...	...	...	...	...	...	...	...	...	...	...
TRAFFIC DEPARTMENT.														
<i>Traffic Managers.</i>														
Rs. 2,000 ...	3	...	...	...	...	...	...	...	...	...	...	...	...	...
<i>Deputy Traffic Managers.</i>														
Rs. 1,500 ...	6	...	...	...	...	...	...	...	...	...	...	...	...	...
<i>District Traffic Superintendents.</i>														
Rs. 1,100 ...	9	2	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 1,000 ...	4	1	...	...	...	...	...	1	1	...	...	1	...	
(a) Rs. 900 ...	3	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 800 ...	5	3	...	...	1	...	...	...	1	...	...	1	...	
Rs. 700 ...	2	3	...	...	...	...	...	...	...	...	...	...	...	
<i>Assistant Traffic Superintendents.</i>														
Rs. 550 ...	12	8	...	...	...	...	...	1	1	...	...	1	...	
(b) Rs. 500 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	
(c) Rs. 515 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	
(b) Rs. 460 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 450 ...	10	3	1	...	...	...	...	...	1	...	...	1	1	
Rs. 400 ...	5	2	...	1	...	...	...	...	1	...	...	1	...	
Rs. 300 ...	6	...	...	...	...	...	...	...	...	...	...	...	...	
Rs. 250 ...	2	...	...	...	...	...	1	...	1	...	...	1	1	
Rs. 200 ...	1	...	...	...	...	...	...	...	...	...	...	...	2	
Total ...	71	22	1	1	1	...	1	2	6	...	...	6	4	
LOCO. DEPARTMENT.														
<i>Locomotive Superintendents.</i>														
Rs. 2,000 ...	3	...	...	...	...	...	...	...	...	...	...	...	...	
<i>Deputy Locomotive Superintendents.</i>														
Rs. 1,500 ...	5	...	...	...	...	...	...	...	...	...	...	...	...	
Carried over ...	8	...	...	...	...	...	...	...	...	...	...	...	...	

(a) One of them is a Royal Engineer Officer who draws pay on Engineer scale of pay.  
 (b) These posts are held by Royal Engineer Officers who draw pay on Engineer scale of pay.  
 (c) This post is held by a Royal Engineer Officer.

Statement of establishment in the Railway Department showing the nationality and pay as it stood on 1st April 1913—contd.

Pay.	NUMBER OF EMPLOYÉS IN EACH GRADE OR CLASS.													
	Europeans.	Anglo-Indians.	HINDUS (INCLUDING SIKHS AND PARSIS).									Muhammadans.	Indian Christians.	
Brahmans (including Shenvis).			Kshatryas.	Kaiyasthas (including Parbhus).	Bainyas and Vaisyas.	Sudras.	Other Hindus (i.e., other than those shown in columns 4 to 8).	Total Hindus (columns 4 to 9).	Sikhs.	Parsis.	Total Hindus, Sikhs and Parsis (columns 10 to 12).			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

SUPERIOR REVENUE ESTABLISHMENT OF STATE RAILWAYS—contd.

Brought forward ...	8	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>strict Locomotive Superintendents.</b>														
Rs. 1,100 ...	4	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 1,000 ...	3	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 900 ...	3	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 800 ...	7	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 700 ...	4	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>Assistant Locomotive Superintendents.</b>														
Rs. 550 ...	9	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 450 ...	6	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 400 ...	5	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>Total</b> ...	<b>49</b>	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>CARRIAGE AND WAGON DEPARTMENT.</b>														
<b>Carriage and Wagon Superintendents.</b>														
Rs. 1,750 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>District Carriage and Wagon Superintendents.</b>														
Rs. 1,100 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 900 ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 800 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>Assistant Carriage and Wagon Superintendents.</b>														
Rs. 550 ...	3	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 450 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 400 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 350 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 300 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>Total</b> ...	<b>12</b>	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>STORES DEPARTMENT.</b>														
<b>Chief Storekeepers.</b>														
Rs. 1,100 ...	3	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>Storekeepers.</b>														
Rs. 950 ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 700 ...	1	2	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 600 ...	...	2	...	...	...	...	...	...	...	...	...	...	...	...
Carried over ...	5	4	...	1	...	...	...	...	1	...	...	1	...	...

Statement of establishment in the Railway Department showing the nationality and pay as it stood 1st April 1913—concl'd.

Pay.	NUMBER OF EMPLOYÉS IN EACH GRADE OR CLASS.													
	Europeans.	Anglo-Indians.	HINDUS (INCLUDING SIKHS AND PARSIS).										Indian Christi.	
			Brahmans (including Shenvis).	Kahatryas.	Kniyasthas (including Parbhias).	Baiyas and Vaisyas.	Sudras.	Other Hindus (i.e., other than those shown in columns 4 to 8).	Total Hindus (columns 4 to 9).	Sikhs.	Parsis.	Total Hindus, Sikhs and Parsis (columns 10 to 12).		Muhammedans.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

SUPERIOR REVENUE ESTABLISHMENT OF STATE RAILWAYS—concl'd

Brought forward	5	4	...	1	...	...	...	...	1	...	...	1	...
<b>ASSISTANT STOREKEEPERS.</b>													
Rs. 400	1	2	...	...	...	...	...	...	...	...	...	...	...
Rs. 350	...	1	...	...	...	...	...	...	...	...	...	...	...
Rs. 200	1	1	...	...	...	...	...	...	...	...	...	...	...
Total	7	8	...	1	...	...	...	...	1	...	...	1	...
<b>SIGNALLING DEPARTMENT.</b>													
Rs. 1,200	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 1,000	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 700	2	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 550	2	1	...	...	...	...	...	...	...	...	...	...	...
Rs. 450	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 400	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 350	1	...	...	...	...	...	...	...	...	...	...	...	...
Total	9	1	...	...	...	...	...	...	...	...	...	...	...
<b>MISCELLANEOUS APPOINTMENTS.</b>													
Rs. 2,000	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 1,650	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 1,400	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 950	1	...	...	...	1	...	...	...	1	...	...	1	...
Rs. 850	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 760	...	1	...	...	...	...	...	...	...	...	...	...	...
Rs. 550	1	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 500	4	...	...	...	...	...	...	...	...	...	...	...	...
Rs. 425	1	...	...	...	...	...	...	...	...	...	...	...	...
Total	11	1	...	...	1	...	...	...	1	...	...	1	...
<b>GRAND TOTAL</b>	<b>166</b>	<b>32</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>...</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>...</b>	<b>...</b>	<b>8</b>	<b>4</b>