

Bombay Finance Department.  
Special Officer on Duty (Retrenchment)

Report.



REPORT OF  
Shri K. P. MATHRANI, I.C.S.,  
Officer on Special Duty (Retrenchment),  
Finance Department, Bombay

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DEPARTMENT, BOMBAY.**

On Tuesday, February 21st, 1950, the Honourable Finance Minister, introducing the Budget Estimates for 1950-51 of the Government of Bon.bay in the Legislative Assembly, announced as follows:—

“Foreseeing the changes likely to come about in our administrative structure, Government appointed in 1947 the Administrative Enquiry Committee, which submitted its report in 1948. Comprehensive as the Committee's recommendations were, their examination took some time. Information has, however, been submitted to the Legislature, from time to time, about the manner in which the recommendations were being disposed of. One of these recommendations related to the carrying out in the Secretariat in each of the administrative departments of Government, and in the offices in the districts an inquiry by competent officials to determine the volume and nature of work, to examine if this could be curtailed and to ascertain if there was scope for retrenchment. Need for action on this recommendation has become urgent now, in view of the growth in the responsibilities that Government have assumed for themselves and the corresponding increase in the staff that has gone on in recent years in a somewhat un-co-ordinated manner. It may be noted, however, that the expansion which has taken place in expenditure in administrative departments has kept pace with the total outlay of funds by Government. In gauging the growth of expenditure, account has also to be taken of the increases in the pay-scales of the lower grades of Government staff and the new conditions of service in which they carry on their duties. Nevertheless, the fact remains that even a welfare State, as we wish to become, must limit its scale of expenditure on the purely administrative machinery. For this purpose, Government proposes to undertake an immediate investigation, so that, by reorganisation of the system of day-to-day working, better co-ordination of effort may be ensured, the elimination of needless formalities may be secured, the volume of work may thus be reduced and retrenchment of the right type may be effected.”

“The retrenchment so undertaken will, it is expected, involve a curtailment of not less than (i) 6½ per cent. of the expenditure on the officers and staff of Government, (ii) 6½ per cent. of the expenditure on grants-in-aid given to various institutions, semi-Government and other, towards

their establishment charges and (iii) 12½ per cent. of the expenditure on contingencies and on travelling (by elimination of relatively unessential travelling, on tour or transfer). These three measures, for the implementation of which, with effect from 1st April 1950, steps will be taken as soon as possible, are estimated to result in a total saving of Rs. 268 lakhs credit to which extent has been taken under different heads of the budget. In addition, in the process of formulation of the budget, individual items of expenditure, too numerous to relate, have been curtailed or eliminated, resulting in an aggregate saving of Rs. 182 lakhs. Together, these amounts cover the revenue deficit of Rs. 450 lakhs."

In pursuance of this announcement, Government was pleased to appoint me as Officer on Special Duty (Retrenchment) under Government Resolution, Finance Department, No. 7983/33, dated 29th March 1950, with effect from 1st April 1950, with instructions to "submit proposals for retrenchment so as to secure the objectives outlined in the Honourable Finance Minister's Budget Speech". It was also announced that the proposals submitted by the Officer on Special Duty (Retrenchment) would be considered by a Committee consisting of the Honourable Ministers for Revenue and Finance and the Chief Secretary to Government.

2. After the passing of the budget by the legislature orders were issued by the Finance Department imposing a lump cut of 12½ per cent. in contingent expenditure and travelling allowance other than permanent travelling allowance and of 6½ per cent. in establishment charges (i.e. pay of officers and establishment and dearness allowance) and impressing on all officers the need for observing strict economy with a view to accommodating the expenditure within the reduced grants. In order to implement the cut under "pay of officers" and "pay of establishment" it had been ordered that as far as possible no vacant posts in regular establishment should be filled or appointments made to posts newly sanctioned by Government pending the investigation which I was to carry out. Detailed measures were also prescribed for ensuring the enforcement of the stipulated cut on contingencies and travelling allowance, and accordingly orders were issued in Government Circular, Finance Department, No. 7983/33-II, dated 27th March 1950 and Government Letter, Finance Department, No. 7983/33-R.I, dated 10th April 1950, directing that—

- (i) Articles of special contingencies and new furniture should not be purchased though sanctioned by the competent authority, without a further review and fresh approval of the Heads of Departments ;
- (ii) Only minimum quantities of articles of contingencies necessary for immediate requirements should be purchased ;

- (iii) Articles which are supplied by the Superintendent, Government Printing and Stationery, should not be purchased directly ;
- (iv) Expenditure on telegrams, telephone and trunk telephone calls as also on stationery and postage stamps should be reduced to the absolute minimum ;
- (v) Orders issued by Government pointing out ways of effecting economy in contingent expenditure should be observed ;
- (vi) Expenditure on travelling allowance should be curtailed by avoiding injudicious transfers, or transfers at short intervals, of Government servants ; -
- (vii) Touring officers who are not in receipt of fixed travelling allowance should plan their tours properly and should not return frequently to headquarters except on grounds of public work.

3. Out of the provision made for the curtailment of expenditure to the extent of Rs. 268 lakhs a saving of Rs. 68 lakhs was provided for in respect of expenditure on contingencies and travelling allowance (Rs. 53,00,000 in respect of contingencies and Rs. 15,00,000 in respect of travelling allowances), while the remaining reduction to the extent of Rs. 2 crores was anticipated in regard to expenditure on pay and dearness allowance of officers and establishment. It may be added that the figure of Rs. 2 crores was made up of two items. Rs. 1.55 crores being the anticipated saving in expenditure on pay and dearness allowance of Government officers and establishment and Rs. 45 lakhs being the reduction in the provision of grants-in-aid educational bodies. So far as the saving in regard to the expenditure on travelling allowance and contingencies is concerned, as has been already mentioned, strict instructions have already been issued about the enforcement of reduction by observing economies on the lines already mentioned. The implementation of these measures is being watched in the Finance Department by obtaining periodical returns of expenditure on contingencies and travelling allowance from the Heads of Departments and the Accountant General and control is being exercised in regard to expenditure in respect of special items of contingencies and unusual and unnecessary transfers.

*Procedure.*

4. It should be made clear at the outset that the main purpose of the investigation which has been assigned to me was to investigate forthwith the scope for reorganisation of the existing structure of departments with a view to greater

economy, reduction of work or elimination of unnecessary work and removal of surplus staff on the basis of the work and duties which the staff is called upon to perform.

5. In examining the scope for reduction in expenditure on staff I have taken the year 1938-39 as the basis for comparison. The expansion of the administrative machinery of Government commenced from the end of the year 1939 : for the first six years on account of reasons attributable to war and administrative problems arising therefrom, and since 1946 on account of the expansion in the activities of the State due to its gradual metamorphosis into a "Welfare State". With a view to indicate the growth of expenditure on pay of officers and establishment I have prepared a statement from the material available with the Finance Department and the Accountant General (Annexure I). The statement shows separately expenditure on pay of officers and establishment for the years 1938-39, 1948-49, 1949-50 and budget provision for the year 1950-51. The expenditure on permanent and temporary establishment is shown separately in this statement. (It is not possible to give similar information in respect of the pay of officers as these figures are not separately compiled in Government accounts).

6. The following summary will give a general idea of the extent of increase in expenditure on these items during the last 12 years :—

[Figures in thousands.]

Year.	Item.			Total expenditure on pay of officers and establishment.
	Pay of Officers.	Pay of establishment.		
		Permanent.	Temporary.	
	Rs.	Rs.	Rs.	Rs.
1938-39 .. ..	1,13,55.0	2,71,64.0	16,24.0	4,01,43.9
1948-49 .. ..	1,79,88.4	5,97,34.6	3,12,20.6	10,89,43.6
1949-50 .. ..	2,01,55.4	7,00,60.6	3,93,58.6	12,95,74.6
1950-51 .. .. (Budget)	2,29,26.4	6,86,67.8	5,69,15.9	14,85,10.1

These figures point to certain interesting conclusions—

- (i) the expenditure on pay (excluding dearness allowance to which a reference will be made later) of the entire Government staff has increased by 2.7 times as compared to the year 1938-39 ;

- (ii) the expenditure on pay of officers has increased by only 100 per cent. during this period while expenditure on establishment has increased by 335 per cent. Further in 1938-39 the expenditure on the pay of officers was  $\frac{2}{5}$ ths of the expenditure on pay of establishment while in the current year expenditure on pay of officers is about  $\frac{1}{6}$ th of the expenditure on pay of establishment. Even allowing for the fact that the pay scales of non-gazetted staff have been liberalised in a larger proportion than the pay scales of gazetted officers during the recent revision of 1948, I think, it is fairly well established that, as should be expected, there has been greater expansion in the case of the subordinate staff than in the case of officers. I therefore think that the allegation which has frequently been made that the administration as a whole is top-heavy cannot be seriously maintained ;
- (iii) the rate of growth in expenditure during the last two years has been particularly noticeable. The expenditure on this account has increased by about Rs. 4 crores—or roughly 36 per cent. during these two years. This is due to the fact that the developmental schemes of Government which were in the stage of preparation in the earlier years of the present Government are now being executed at an increasing speed ;
- (iv) during the year 1950-51 the budgeted expenditure on temporary establishment is almost equal to that on permanent establishment. In actual fact, as will be seen from Annexure II, to which a detailed reference will be made later, the number of temporary posts existing at present is larger than the number of permanent posts. A large number of temporary posts has been created on account of the merger of States and is likely to be made permanent while probably an even larger number has been sanctioned in connection with the Civil Supplies Schemes and developmental programme. This position where over half the number of Government servants are temporary and have the feeling that their services may be terminated is not satisfactory either from the point of view of the employer or the employees ;
- (v) in addition to the expenditure of Rs. 14.85 crores budgeted for in respect of Government staff, there is also a budget provision of Rs. 9.43 crores on account of dearness allowance during the current year. The total expenditure on pay and dearness allowance is thus Rs. 24.28 crores which is five times more than the total expenditure on staff in 1938-39 ;



(vi) for the purpose of computing a saving of Rs. 2 crores in respect of establishment, expenditure on grant-in-aid establishment—mainly engaged in primary and secondary schools—has also been taken into account. This is estimated at over Rs. 7.5 crores—thus bringing the total of Government expenditure on establishment to about Rs. 32 crores. The saving of Rs. 2 crores has been calculated at 1/16th of this amount.

7. As additional staff had been sanctioned from time to time during the last 11 years for various additions to duties or additional items of work in a somewhat *ad hoc* manner and in many cases without an exact assessment of the volume of work, it was obvious that there was a clear case for reduction in establishment. This, in my view, could be done in three ways in respect of individual offices and departments :—

- (i) By reorganisation of the structure of the office or department ;
- (ii) By reduction in the volume of work by eliminating unnecessary items of work and rationalising the system of working ; and
- (iii) By removal of surplus staff.

In order to carry out an inquiry on these lines it was necessary to acquaint myself with the structure and exact functions of each department and sections under it and to obtain a clear picture of the structural and functional growth of the various departments and the increase in the volume of work. For this purpose, I took the year 1938-39 as the basis for comparison and called for the following information and suggestions from all heads of departments :—

- (i) a brief note describing the structure of the department and the functions performed by each well-defined section under it ;
- (ii) statistics relating to staff and volume of work in 1938-39 (or the date of creation of the office whichever was later) and similar statistics for 1949-50 separately in respect of each office with reasons for increase in permanent and temporary staff during this period ;
- (iii) consolidated summary of the entire staff in the department ;
- (iv) suggestions for prescribing standard units of staff for the territorial units, viz.,
  - (a) taluka, (b) sub-division or prant, (c) district and (d) division, circle or range.
- (v) concrete suggestions for reorganisation of the departments or retrenchment in staff with a view to effecting the maximum possible economy.

I also called for statistics of work done by individual clerks in offices in Bombay City and in some of the selected district headquarters with a view to finding out the work load on each member of the clerical staff.

8. It was evident that the detailed investigation on the basis of which I was to make proposals for retrenchment would take some time and that there was therefore every likelihood of the earlier part of the financial year escaping the effects of the cut of 6½ per cent. imposed on the current year's budget provision under pay of officers and establishment and dearness allowance leaving thereby a bigger gap to be covered during the latter part of the financial year. Some sort of immediate, though *ad hoc* reduction was therefore inevitable and orders were accordingly issued, with the approval of the Retrenchment Committee, in Government Resolution, Finance Department, No. 7983/33, dated 5th May 1950, imposing an immediate reduction of 5 per cent. in each cadre or class of posts in all departments. This percentage could be lower than 5 in the case of essential services and posts and be raised up to 10 in the case of clerks and peons. No permanent posts were to be abolished in this preliminary retrenchment. Discretion was given to the heads of departments to effect smaller retrenchment in regard to posts which were considered to be essential.

9. The information received from the heads of departments showed that there had been in recent years, a considerable and disproportionate increase in the staff in most departments. But, before I could make concrete suggestions for retrenchment or apply myself to evolve standard units of staff for various territorial charges, it was necessary to have a clear idea of the exact nature and volume of work in a few representative offices and to elicit the opinion of the officers on the spot. In order to conduct such sample enquiries, I accompanied the Honourable Minister for Home and Revenue during his visit to Government offices in Belgaum and Ahmedabad. This enabled me to study at first hand the working of subordinate offices. I also had an opportunity of discussing with the heads of departments and offices at these places the scope of reorganisation and retrenchment in their offices in particular and their departments in general.

10. While sample surveys during my visits to Ahmedabad and Belgaum were useful for the purpose of determining the possibilities of retrenchment in the case of most subordinate offices I considered it desirable to have a careful examination of the nature and volume of work in the offices of the Heads of Departments having jurisdiction over the whole State and some of the important subordinate offices. I accordingly deputed the Under Secretary (Shri Ranganekar) and Special Officer, Political and Services Department (Shri Warden) to carry out detailed

inspections of a large number of offices in Bombay and Poona and they made a table to table inspection in all these offices. Later I myself visited most of the offices of the heads of departments at Bombay and at Poona and after inspection had detailed discussions with these officers with a view to finalising my proposals for retrenchment in regard to their own and subordinate offices. The conference of Collectors which met in Bombay during the 3rd week of July gave me an opportunity to elucidate the opinion of the Commissioners and the Collectors in the matter and enabled me to evolve standard units of staff for District, Prant and Taluka offices. I also took advantage of the conference of Superintending Engineers held in Bombay. This helped me considerably in evolving standard units for the P. W. D. Sub-divisions, Divisions and Circles.

11. During the course of my examination of the information furnished by the departments and my discussions with the heads of departments, I have, in the first instance, examined whether any alterations in the existing structure of the department at any level are necessary or warranted with a view to greater efficiency or economy. Since the Administrative Enquiry Committee had already made recommendations in regard to the general structure and organisation of departments and these had been considered and in many cases implemented by Government, there is not much scope for any large scale reorganisation in their structure. Nevertheless, during the course of my enquiries, I have found that in the case of some departments some structural alterations at lower levels would conduce towards efficiency and economy. These cases have been discussed in detail in the reports submitted by me in respect of individual departments and will be referred to again in subsequent paragraphs which deal with some of my proposals in respect of those departments. Instances of my suggestions for reorganisation will be found in the Revenue Department, Police Department, Public Works Department, Co-operative Department, Education Department, etc. In the case of the Revenue Department, after careful scrutiny, especially in the light of my experience in regard to the readjustment of taluka boundaries in connection with the merged States areas, I have suggested reduction or reorganisation in the number of prants, talukas or mahals. So far as the Police Department is concerned, the scope for reorganisation is very limited. Nevertheless, some reduction in the number of sub-divisions and police stations has been possible. In the case of Public Works Department, my proposals include reorganisation of certain circles, divisions and sub-divisions. The Co-operative Department is an instance where considerable reorganisation at the district level has been feasible by integration and rationalisation of the village industries and industrial co-operative section and the Co-operative Department proper. In regard to the Education Department,

some reorganisation has been suggested in the office of the Director of Public Instruction which appears to me to be top heavy. But the more important suggestion in regard to this Department relates to the elimination of dual machinery of Attendance Officers under the District School Boards and Assistant Deputy Educational Inspectors under the Deputy Educational Inspectors by abolition of the entire cadre of over 400 posts of Attendance Officers and the allocation of their duties to the Assistant Deputy Educational Inspectors and school masters. These and other instances of the structural changes will be referred to in subsequent paragraphs relating to the individual departments.

12. For a detailed scrutiny of the adequacy or otherwise of the existing staff, it was necessary to investigate whether it was possible to rationalise the basis on which staff should be sanctioned for different units and offices under the various departments. In each department there are several offices of the same type with similar responsibilities, such as mahal offices, taluka offices, prant offices and Collectorates in the Revenue Department; sub-divisional offices, divisional offices and circle offices in the Public Works Department; range offices, divisional offices and circle offices in the Forest Department; district offices and range offices in the Police Department and so on. It was found, during the course of my enquiries, that the strength of staff, especially the clerical staff, in different offices of the same type in various departments varied considerably even though their work and responsibilities are similar. This state of affairs is partly due to the fact that various offices have been created at different times under different circumstances and therefore while the proposals for the creation of these offices have received adequate scrutiny, in many cases, little attempt has been made at securing uniformity of the strength of staff of these offices. Subsequently additional staff has been sanctioned for these offices from time to time due to an increase in the volume of existing work or to additional items of work, with the result that at present there are considerable variations in the strength of different offices of the same type. It is true that the size of the charges such as Collectorates, police districts, judicial districts, etc., varies appreciably and therefore a strict uniformity in the matter of the strength of staff for these offices would not be feasible. There is, nevertheless, a considerable scope for rationalisation of the various offices. I have, therefore, attempted to evolve "standard units of staff" for normal offices of the same type throughout the State. These standard units have been worked out by me in respect of Revenue Department for the Collectorates, prant offices, taluka offices (both normal and light) and mahal offices. Similarly, standard units have also been evolved for various Public Works Department offices.

Police offices, Forest offices, district offices under the Agricultural Department, and so on. These standard units have been evolved not on any *a priori* or theoretical basis but on an examination of the nature and volume of work done by each member of the staff in representative types of various offices, the staff at present sanctioned for those offices and the special feature of the various departments. Thus while working out standard units, allocation of duties amongst various members of the establishment has been worked out and duty lists prepared for each member of the staff in typical offices. These standard units have been prepared in close consultation with the heads of departments and heads of representative offices. In this manner an attempt has been made at rationalisation and streamlining of the administrative machinery of Government. This standardisation is useful not only for the immediate purpose of retrenchment but for the purpose of future guidance when proposals for the creation of similar offices at some later date are considered in the Secretariat.

13. The strength of individual offices has been examined by me in consultation with the heads of departments in the light of these standards and reductions in the strength of the staff proposed on that basis. In applying these standards full weight has been given to the size of the individual offices, volume of work in those offices and other local conditions or peculiarities which may justify a departure from the standards. In a few cases where I have found that offices were undermanned and that the strength was considerably short of the standard units, I have, on the recommendations of the heads of departments and in some cases on my own, suggested additional staff or the revival of posts which were retrenched by some offices during the preliminary retrenchment. Thus, it will be clear that these standard units have not been enforced in an arbitrary manner merely with an undue rigour for the purpose of effecting retrenchment.

14. My proposals for retrenchment and other recommendations in respect of various departments and offices are contained in the individual reports which have been submitted to the Retrenchment Committee separately. These proposals have been finalised either on the basis of standard units of staff prescribed in consultation with the heads of departments or after making an assessment of the volume of work involved and the requirements of the departments. Laying down of standard units of staff was possible only where the territorial charges were uniform or their requirements similar as in the case of taluka, prant and district offices in the Revenue Department or sub-divisional, divisional and circle offices in the P. W. D. Where the territorial charges varied from one another their needs had to be evaluated independently on individual merits. Efforts have also been made, wherever possible, to link up the

staff requirements with some easily assessable factor. For example it was possible to evaluate the needs of Sales Tax Department on the basis of the number of registered dealers (e.g. 1 Sales Tax Officer for 1500—2000 registered dealers; 1 clerk for 400 registered dealers). Similarly it was found that the number of typists required in Secretariat Departments can be assessed on the basis of the number of words typed per day.

15. In finalising the proposals I have always kept in mind the imperative need to leave the efficiency of the administrative machinery unaffected. I have, therefore, considered it important and made it a point to ascertain the views of heads of departments before submitting my proposals for retrenchment to Government and I have the satisfaction to say that most of the proposals made by me have the concurrence of the heads of departments. As the proposals for retrenchment were formulated in close consultation with and in most cases in agreement with the heads of departments it has been possible to give effect to a very substantial proportion of the retrenchment proposed simultaneously with the formulation of these proposals. The proposals in respect of which I could not see eye to eye with the heads of departments are few and far between and I have submitted such proposals for the consideration of Government only when I am completely satisfied that they are reasonable.

16. While my investigations were mainly directed towards determining whether the existing staff was adequate or surplus, I have, during the course of my enquiries, also looked into various other matters for the improvement of administrative machinery especially in regard to office procedure and manner of disposal of work. I have made several suggestions for the organisation of registries in individual offices, the manner of submission of cases and disposal of work in my reports pertaining to the individual departments. My general suggestions in this connection will be discussed in the subsequent paragraphs. Wherever possible I have tried to introduce the practice of maintaining worksheets and submission of weekly arrears lists so that a closer watch can be kept by the heads of offices and departments on the disposal of work of each individual member of the staff. In the individual reports I have also touched on certain other incidental points for reduction in the individual items of work, delegation of powers and in some cases increase in revenue with a view to making certain activities of commercial or "service" nature self-supporting. These reports deal with various matters relating to reorganisation and retrenchment in some detail and reference is invited to them for a fuller appreciation of my proposals. It would perhaps be useful to give here a general idea of the salient features of my proposals in regard to the structural changes and reorganisation in the various departments. I therefore propose to give a summary of my

general suggestions in regard to important departments of Government in the succeeding paragraphs. I do not, however, propose to deal in detail with the actual retrenchment and saving carried out, in these paragraphs. Annexure II to which a reference is made later gives a summary of my proposals in this behalf.

## Review of Departments.

### 1. SECRETARIAT DEPARTMENTS.

17. The Administrative Enquiry Committee had made various suggestions regarding the reorganisation of the structure of the various Secretariat Departments and for the improvement of the office procedure in the Secretariat. These suggestions have been largely implemented by Government. Thus the Labour and Housing Department and the Development Department have been newly created on the advice of the Administrative Enquiry Committee, the functions of Secretary to Government and the Chief Engineer have been separated in the case of the Public Works Department and recommendations of a Committee appointed by Government with a view to reviewing the registry system in the Secretariat have already been implemented. Further the organisation of the various departments and the strength of staff in those departments have been the subject of constant review by the departments themselves and, when proposals for additional staff are formulated, by the Finance Department also. In regard to the disposal of work, constant supervision and check is kept by the Secretaries and officers under them by the scrutiny of arrears lists and work sheets periodically submitted to them. Under these circumstances I find from the detailed enquiries into the working and the strength of staff in the department that there is very little scope for further reorganisation or for any radical reduction in staff. In any case it would be too early to judge whether the reorganisation already carried out in the form of creation of the new Development Department and the Labour and Housing Department, and the separation of the administrative head and the Secretariat head in the case of the P. W. D. is working satisfactorily. Further experience may show that there is a scope for reduction in the number of Secretariat Departments.

18. While enquiring into the work of these departments, I have, as in the case of other departments, examined whether any reduction in the gazetted staff is feasible. Some retrenchment has already been carried out in this behalf in the Finance Department where the posts of Under Secretary and Assistant Secretary have been abolished and in the Public Works Department where the posts of Special Officer (Ports) and a Deputy

Engineer have been retrenched. Further I have proposed the abolition of a post of Under Secretary in the Labour and Housing Department and of Assistant Secretary in the Revenue Department. There appears to me to be very little scope for further reduction beyond what has already been carried out or has been indicated above at present. It may however be possible to retrench one post of Assistant Secretary in the Development Department if, after further experience, it is found that the additional work assigned to Shri Pardasani on account of planning is not substantial. Similarly, it may be feasible to reduce a post of Assistant Secretary in the Local Self-Government and Public Health Department after the work on account of municipal corporations and village panchayats has stabilised. I also envisage the possibility of reducing a post of Assistant Secretary in the Agriculture and Forest Department if the present tempo of work on account of "Grow More Food Campaign" shows a slackening on account of the non-availability of funds or any other reason.

19. I have also examined whether some uniform rule could be laid down for the allocation of work between Assistant Secretaries on the one hand and Under and Deputy Secretaries on the other. At present there is no uniformity of practice in this direction. While in some of the departments, Assistant Secretaries are entrusted with routine work such as supervision of office, maintenance of discipline, disposing of routine cases and signing of fair copies of unimportant drafts, in some other departments Assistant Secretaries are assigned more responsible work such as noting and passing of orders on more important cases. In this connection I would also invite reference to the recommendations of the Administrative Enquiry Committee that the practice laid down in the Secretariat Instructions should be followed and "that the Assistant Secretaries should primarily attend to office supervision, control of staff and accounts and should not ordinarily do any noting work unless specially requested by a higher officer to note on a particular subject". The recommendation has been partially accepted by Government but there is no uniformity of practice in the various departments. The present diversity of practice in the distribution of work between Assistant Secretaries, Under Secretaries and Deputy Secretaries in different departments is however undesirable and I would respectfully suggest that some uniformity should be achieved as the conditions in the various departments, except possibly Finance Department and Legal Department, are generally similar. I feel that having regard to the fact that an appreciable proportion of the staff is inexperienced and in some cases staff is not easily amenable to discipline and also the fact that in many cases superintendents are very junior and are therefore not in a position to discharge their supervisory duties properly, a closer supervision by Assistant Secretaries in regard to office routine is



essential. The Assistant Secretaries are however not in a position to exercise this supervision as in many cases they are kept fully busy in dealing with cases. The present practice under which an officer on somewhat lower pay, *viz.*, Assistant Secretary—does virtually the duties of an Under Secretary may be more economical in certain cases but it is not conducive to efficiency. It would be desirable to ensure that at least one or two Assistant Secretaries (depending on the size of the department) should be almost entirely in charge of office routine and accounts supervision. They would, in addition, of course, attend to routine work such as disposal of routine cases, signing of fair copies in respect of unimportant drafts and of confirmation of orders in the Finance Department. I suggest therefore that the practice in different departments may be examined and a uniform policy laid down in this matter.

20. The office organisations of the Secretariat Departments are divided into branches, *i.e.*, units of clerical staff each dealing with one or more allotted and allied subjects. The size of the branches varies according to the volume of work in the branch, which in turn, depends upon the number and importance of the subjects dealt with in it. For example, there are branches consisting of a Superintendent, 1 Senior Assistant, 1 Junior Assistant and 1 General Duty Clerk and there are also branches consisting of a Superintendent, more than 1 Senior Assistant, 3 to 4 Junior Assistants and 2 General Duty Clerks. Since, as stated above, the size of a Branch depends upon the volume of work arising from the subjects assigned to it, it is not possible to prescribe a standard unit for Branches. It should, however, be possible to say what should be the size of an optimum unit, *i.e.*, the most economical unit. The Administrative Enquiry Committee had held the view that a Superintendent should be able to supervise the work of 2 branches implying that as many as 4 to 6 noting assistants can be placed under the supervision of one Superintendent. This question was examined by the Secretaries Sub-Committee and orders have been issued by the Political and Services Department thereon in Government Resolution, Political and Services Department, No. 3063/46, dated the 21st September 1950. The relevant extract may be quoted :—

“3. Government is further pleased to direct that the question of additional strength in Noting Branches should be considered on merits of each individual case. If and when additional strength in Noting Branches is required, it should, as a rule, take the form of increasing the strength of individual branches and not of adding to the total number of branches. If a satisfactory case is made out for strengthening a branch it should suffice if one more Junior Assistant only is added to its strength. Increase in the number of branches should

essential. The Assistant Secretaries are however not in a position to exercise this supervision as in many cases they are kept fully busy in dealing with cases. The present practice under which an officer on somewhat lower pay, viz., Assistant Secretary—does virtually the duties of an Under Secretary may be more economical in certain cases but it is not conducive to efficiency. It would be desirable to ensure that at least one or two Assistant Secretaries (depending on the size of the department) should be almost entirely in charge of office routine and accounts supervision. They would, in addition, of course, attend to routine work such as disposal of routine cases, signing of fair copies in respect of unimportant drafts and of confirmation of orders in the Finance Department. I suggest therefore that the practice in different departments may be examined and a uniform policy laid down in this matter.

20. The office organisations of the Secretariat Departments are divided into branches, i.e., units of clerical staff each dealing with one or more allotted and allied subjects. The size of the branches varies according to the volume of work in the branch, which in turn, depends upon the number and importance of the subjects dealt with in it. For example, there are branches consisting of a Superintendent, 1 Senior Assistant, 1 Junior Assistant and 1 General Duty Clerk and there are also branches consisting of a Superintendent, more than 1 Senior Assistant, 3 to 4 Junior Assistants and 2 General Duty Clerks. Since, as stated above, the size of a Branch depends upon the volume of work arising from the subjects assigned to it, it is not possible to prescribe a standard unit for Branches. It should, however, be possible to say what should be the size of an optimum unit, i.e., the most economical unit. The Administrative Enquiry Committee had held the view that a Superintendent should be able to supervise the work of 2 branches implying that as many as 4 to 6 noting assistants can be placed under the supervision of one Superintendent. This question was examined by the Secretaries Sub-Committee and orders thereon in Government Resolution, Political and Services Department, No. 3063/46, dated the 21st September 1950. The relevant extract may be quoted :—

“3. Government is further pleased to direct that the question of additional strength in Noting Branches should be considered on merits of each individual case. If and when additional strength in Noting Branches is required, it should, as a rule, take the form of increasing the strength of individual branches and not of adding to the total number of branches. If a satisfactory case is made out for strengthening a branch it should suffice if one more Junior Assistant only is added to its strength. Increase in the number of branches should

not ordinarily be taken up for consideration until a stage is reached when each branch has at least a complement of 1 Superintendent, 1 Senior Assistant and 3 Junior Assistants".

21. While the above orders are adequate for immediate purposes I feel that eventually the branches should be of even larger size and may consist of 1 Superintendent, 2 to 3 Senior Assistants and 3 to 4 Junior Assistants. As there is still a tendency on the part of the departments to frame proposals for the creation of new branches on account of additional or increased work, I suggest that the directive contained in the Political and Services Department Government Resolution referred to above should be strictly enforced. The suggestion to expand the size of branches is based on the assumption that Superintendents should devote greater attention to the work of supervision of the Assistants under them. Superintendents may, in the earlier stages, when the branches have not reached optimum size of 6 to 7 Assistants, do some original work themselves but when the branches have reached that size Superintendents should do original work only as an exception in very rare cases and should confine themselves to supervision only. In this connection it is relevant to note that the Political and Services Department resolution referred to above has clearly enumerated the duties of Superintendents but, during my visit to the departments, I observed that in many cases these instructions are not being fully observed at present.

22. The Administrative Enquiry Committee had recommended, after scrutinising the report of Messrs. Ibcn Limited, that the registry branch in each department of the Secretariat should be reorganised and the work of indexing and keeping record of movements of cases hitherto done in the Registry should be done in the branches themselves. The manner in which the recommendation of the Administrative Enquiry Committee should be implemented was referred to a Sub-Committee of Secretaries which suggested detailed procedure for the classification of files and recommended the introduction of the new system as an experimental measure in three departments of the Secretariat, viz., Education Department, Development Department and Public Works Department. I have examined the working of the new filing system in these departments. Under the new filing system the Registry works with an attenuated staff while the branches are strengthened with additional hands to facilitate the work of indexing and of keeping record of movements in the branches themselves. The number of clerks attached to branches for this purpose is however excessive. The Administrative Enquiry Committee had envisaged that one general duty clerk would be able to attend to all the receipt, searching, movement and filing work in a

not ordinarily be taken up for consideration<sup>e</sup> until a stage is reached when each branch has at least a complement of 1 Superintendent, 1 Senior Assistant and 3 Junior Assistants".

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branch, but I am inclined to think that that is probably an underestimate except in the case of very light branches with not more than three noting hands. In my view two clerks will be necessary for branches with more than three noting hands and very heavy branches may require three clerks. Further experience will show what exact staff will be required for branches of different sizes but for the present I would suggest that two clerks should be sanctioned for branches up to noting strength of 5 hands and that above that strength 3 lower division clerks may be allowed. I have examined the strength of clerical staff in the Development Department, Education Department and Public Works Department branches on this basis and, even after allowing for a reserve of 3 clerks in addition to the strength admissible on the basis of the above formula to cope with seasonal rush in different branches, I find that there is scope for reduction of 3 to 4 clerks in each of these departments. Further under the new system it is, in my view, not necessary to have a Superintendent in charge of the attenuated registry and a Senior Assistant should suffice.

23. The new system appears to have worked fairly well in its experimental stage and my provisional view is that it should be extended to other departments of the Secretariat. I envisage that in this manner it will be possible to downgrade the post of Superintendent in charge of the Registry to that of Senior Assistant and to retrench 3 to 4 lower division clerks in all the departments. (In the case of Local Self-Government and Public Health Department it will be feasible to retrench a larger number of lower division clerks as the registry in that department is at present more liberally staffed than in other comparable departments.) The question is, however, to be reviewed by Secretaries at the end of the experimental period and their views in this regard may be awaited.

## 2. REVENUE DEPARTMENT.

### *(Collectorates.)*

24. The revenue administration presents the picture of a well-trying and established organisation which has undergone little structural change with the exception of the abolition of the Commissioners' posts but which yet has grown enormously since 1938-39. The growth of the Revenue Department is due mainly to (i) the Civil Supplies and (ii) reconstruction activities and reforms entrusted to it, which have necessitated large temporary additions to the permanent cadres. In addition some additional staff has been sanctioned from time to time on

account of the increase in volume of ordinary and normal work. The following figures illustrate the expansion of the staff under the Collectorates in the Districts :—

Class of Government servants.	1939		1950	
	Per.	Temp.	Per.	Temp.
Gazetted Officers (Deputy Collectors and Mamlatdars).	276	44	396	367
Class III staff ...	6,028	1,124	9,622	11,445
Class IV staff ...	2,250	551	3,678	3,383
Total ...	8,554	1,719	13,696	15,195
	10,273		28,891.	

The increase in strength shown above is due also to the merger of a large number of the former Indian States which has resulted in the creation of 7 new districts and the expansion of some of the old districts.

25. I have devoted particular attention to certain general questions affecting the Department as a whole, in addition to examining the needs of individual Collectorates. These questions are :—

- (i) whether any of the existing units of administration, viz. Prants, Talukas and Mahals, are superfluous or admit of abolition or amalgamation with other units ;
- (ii) whether the posts of Personal Assistants and Additional Personal Assistants to the Collectors should be continued in all the Districts in which they exist at present ;
- (iii) what should be the standard unit of staff for a Collector's Office, a Prant Office, a Taluka Office and a Mahal Office ;
- (iv) whether the posts of Deputy Collectors or Mamlatdars sanctioned for certain special branches of work such as Land Acquisition, District Soldiers', Sailors' and Airmens' Board, District Rural Development Board, etc. could be downgraded to lower grades or combined with other posts or abolished.

26. I have discussed the abovementioned questions in my introductory report on the Revenue Department. One of the main lines of approach to the question of retrenchment has been to find out the requirements of a normal or average district, prant, taluka or mahal and to devise a standard unit of staff for each of these. I discussed the question of fixing standard units of staff with the Commissioners of Divisions during my visits to Belgaum and Ahmedabad and later in

considerable detail, with the Collectors and Commissioners in conference, who met at the Secretariat towards the end of July 1950. As a result of these discussions, standard units of staff have been fixed for the following offices and branches :—

1. *Collector's Office*—

- (1) Chitnis Branch.
- (2) General or Head Clerk's Branch.
- (3) Deputy Chitnis Branch.
- (4) Rural Development Board Branch.
- (5) Miscellaneous Section (or Record and Registry Section).
- (6) Treasury Branch.
- (7) Supply Branch.
- (8) Supply Accounts Branch.

2. *Prant Office*.

3. *Taluka Office of a normal size taluka*—

- (1) Aval Karkuns, clerks and class IV staff for revenue work.
- (2) Aval Karkuns, clerks and class IV staff for supply work.
- (3) Circle Officers, Circle Inspectors and Talathis for (a) revenue work and (b) supply work.

4. *Taluka Offices of a small size taluka*.—With suitable changes under sub-items (1) and (2) under item (3) above.

5. *Mahal Offices*.—A detailed discussion of these standards, and the duties allotted to the various members of the staff, will be found in my introductory report on the revenue department. As stated therein, the standard units have not been applied with undue rigour but have been relaxed in several cases on the basis of the special circumstances of those cases.

27. A considerable degree of reorganisation of territorial units such as Prants, talukas and mahals has been effected partly as a measure of retrenchment and partly with a view to a more rational alignment of boundaries. The following are the main items of reorganisation proposed by me (most of which have already been given effect to as indicated below).

28. *Districts*.—The Collectorates of Bombay and Bombay Suburban District, which are at present two distinct charges under one Collector are proposed to be amalgamated resulting in rationalisation and also appreciable saving. As a consequence, one post of Deputy Collector is proposed to be abolished.

29. *Prants or Sub-Divisions*.—(i) The Idar Sub-Division in Sabar Kantha District has been abolished.

(ii) Baroda City Prant has been abolished.

(iii) Mehsana Sub-Division in Mehsana district has been abolished and the talukas and Mahals in the district have been redistributed among the remaining three sub-divisions.

(iv) I have suggested that the existing number (viz. 3) of Prants in Panch Mahals district should be reduced to two, by placing Godhra Prant in charge of the Personal Assistant to the Collector and re-distribution of talukas, as the district is not heavy.

(v) Similarly I have suggested that the number of Prants in Kolaba District should be reduced from three to two by re-distribution of talukas and allotting one taluka to the Personal Assistant.

30. *Talukas and Mahals.*—(i) Ranpur Mahal in Ahmedabad District has been abolished.

(ii) (a) The Baroda City taluka has been amalgamated with the Baroda taluka, as a separate taluka for the City is not justified.

(b) Sinor taluka in Baroda district has been reduced to a Mahal.

(iii) Bhadran Mahal has been amalgamated with Borsad taluka and Attarsumba taluka, with Kapadwanj taluka, in Kaira district.

(iv) Palsana taluka in Surat district has been reduced to a Mahal.

(v) I have proposed that Katkol Mahal in Belgaum district should be abolished and included in Ramdurg taluka, that Belgaum and Shahapur talukas should be amalgamated and Chandgad Mahal should be converted into a taluka. These proposals have been accepted by Government and are being implemented.

(vi) Panhala taluka in Kolhapur district has been converted into a Mahal.

#### *Personal Assistants to Collectors.*

31. The posts of Personal Assistants to Collectors have been abolished in the districts of Satara South and Amreli, as the size of these districts does not justify these posts. Similarly the posts of Additional Personal Assistants have been abolished in the districts of Mehsana and Baroda and I have suggested that similar posts in Dharwar, Kolhapur and Thana should also be abolished.

32. In addition to the reorganisation of the administrative units referred to above, very substantial savings have been achieved by the rationalisation of offices on the basis of the standard units suggested by me. I may add that the axe has fallen not only on the class III and class IV staff but on the officers' cadres as well, as a result of these and other



proposals made by me. This will be apparent from the following summary of retrenchment in the 28 districts of this State :—

	No. of posts retrenched or proposed to be retrenched.			
	Revenue staff.	Supply staff in Collectors' and taluka offices.	Rationing and Godown staff.	Total.
	1	2	3	4
Deputy Collectors. ...	9	...	...	9
Mamlatdars. ...	15	21	...	36
Class III staff ...	3,073	403	953	4,429
Class IV staff ...	1,349	76	552	1,977
Total ...	4,446	500	1,505	6,451

33. Officers holding the posts of Deputy Collectors and Mamlatdars which were abolished have reverted to lower posts so that the persons actually discharged belong to class III and class IV services. The actual number of persons discharged and likely to be discharged hereafter is 3,182 which is distributed as follows :—

Class III Government servants	...	...	2,153
Class IV Government servants	...	...	1,029
		...	3,182

34. The financial effect of the retrenchment is indicated below :—

	Saving during the current year.	Annual Saving.
	Rs.	Rs.
Saving under Revenue heads viz. 7-Land Revenue, 25-General Administration, 27-Administration of Justice, 33-A-Dangs and 57-Miscellaneous.	28,18,441	46,44,442
Saving under 47-Miscellaneous Departments (in respect of supply staff in Collectors' and Taluka Offices) ultimately transferable to the Capital head, 85-A-Capital Outlay, etc.	4,71,407	7,99,060
Saving in respect of Rationing and Godown staff, under 47-Miscellaneous Departments and 85-A-Capital Outlay, etc.	11,93,181	16,34,500
Total ...	44,83,029	70,78,002

## 3. LAND RECORDS DEPARTMENT.

35. The expansion in this department has been due to the merger of States and implementation of the Scheme for consolidation of holdings. There are at present 3 territorial Superintendents of Land Records and in addition there is a Superintendent for the merged States areas in Gujarat and the Deccan States. Further the Personal Assistant to the Settlement Commissioner is in charge of three districts, viz. Poona, Kolaba and Thana. I have suggested that these Circles should be re-organised on a permanent basis and there should be 4 Superintendents of Land Records at Poona, Belgaum, Nasik and Ahmedabad. After the re-organisation, the Personal Assistant to the Settlement Commissioner will be relieved of the territorial charge and will be a full-time Personal Assistant. It is proposed to place him in charge of Alienation Office and abolish the post of Alienation Officer.

36. At present the Land Records and Survey Section of the Bombay Suburban District is entirely distinct from that of Bombay City. As I have proposed the amalgamation of the two Collectorates into one of Greater Bombay, I have also suggested that the post of District Inspector of Land Records, Bombay Suburban District, should be abolished and the work entrusted to the Superintendent of Survey, Bombay City (or Greater Bombay). Pending the consideration of this suggestion, I have recommended that the post of District Inspector of Land Records, Bombay Suburban District, should be down-graded to that of Assistant District Inspector of Land Records.

37. There is a separate staff for the work connected with the consolidation of holdings. There are Consolidation Officers who are in the grade of S. L. Rs. and who supervise the consolidation work and below them there are Assistant Consolidation Officers who are in the grade of District Inspector of Land Records. The Assistant Consolidation Officers, however, receive a special pay of 20 per cent. in addition. but in my opinion this special pay is not justified, as the area in which they operate is very small, and I have, therefore, recommended that it should be discontinued.

38. I have suggested that the number of surveyors under each Assistant Consolidation Officer should be 7 instead of 5. With the increase in this number, the out-turn of basic work will be more and the Assistant Consolidation Officers will be kept fully occupied. For the same out-turn of work, fewer Assistant Consolidation Officers and Consolidation Officers should, therefore, suffice. In my opinion, 8 Assistant Consolidation Officers and 2 Consolidation Officers can be reduced in this manner. I have requested the Revenue Department to examine

this aspect of the question and added that this point should be borne in mind in sanctioning staff for the next year in case it is decided not to make changes this year.

#### 4. PROHIBITION AND EXCISE DEPARTMENT.

39. With the introduction of total prohibition from 1st April 1950, the Prohibition and Excise Department, until recently known as the Excise Department, has been reorganised and considerably attenuated. The policy of gradual prohibition necessitated a review of the requirements of staff and functions from time to time. Thus, while till September 1948, the department was responsible for the prevention and detection of excise crime the responsibility therefor has since been transferred to the Police Department and bulk of the Excise executive staff has either been transferred to the Police Department or retrenched. Further, taking account of the gradual falling off in work the Director himself effected certain amount of retrenchment in his Department, reducing 1,333 posts of different categories in the process of yielding a saving of Rs. 12.74 lakhs during the current year and Rs. 16.21 lakhs annually. The real savings will, however, be of the order of Rs. 1.82 lakhs during the current year and Rs. 2.61 lakhs annually as against the savings under "8-State Excise" indicated above there will be additional expenditure on account of the additional police strength sanctioned for the enforcement of prohibition. This factor as also the fact that excise is no longer a revenue earning department, necessitated a further review of the organisation with a view to seeing that no superfluous staff is allowed to remain in any unit in the set up of the Excise Department and that at no stage any duplication of machinery or work is allowed to continue. With this end in view, and on the basis of actual requirements, I have, in my report on the Prohibition and Excise Department, recommended retrenchment to the following extent :—

	No. of posts retrenched.	Savings during the current year.	Annual savings.
A. Office of the Director of Prohibition and Excise.	5	Rs. 1,005	Rs. 7,320
B. Office of the Chief Accounts Officer.	8	2,240	13,440
C. Secretary Prohibition Board.	26	12,465	54,780
D. District Prohibition Officers.	152	19,105	1,68,540
E. Superintendent, Prohi- bition and Excise.	3	1,320	5,280

	No. of posts retrenched.	Savings during the current year.	Annual savings.
		Rs.	Rs.
F. Divisional Superintendents.	27	8,325	33,300
G. Nasik Distillery	... 3	1,035	4,140
	224	45,495	2,86,800

40. My detailed recommendations in regard to the different sections have been discussed in my report on the Excise Department. I would at this stage make a brief mention of some of the salient features :—

(a) On account of the prohibition policy of Government and transfer of work relating to prevention and detection of excise crime to the Police Department, there has been a considerable decline in the work relating to accounts. In the context of these changed circumstances, I have recommended that this separate section under the Chief Accounts Officer should, subject to my suggestions for immediate retrenchment, be wound up by December 1951 and the intervening period should be utilised for completing the process of winding up.

(b) The district organisation under the Excise Department consists of 25 Divisional Superintendents each in charge of a District, except the Districts of Dangs, Amreli, Bombay Suburban and Satara South which are attached to the Divisional Superintendents in charge of Surat, Ahmedabad, Thana and Satara North. Of these, 6 are in the Class I scale and 19 in Class II. In the present circumstances, I am by no means certain that this elaborate machinery which once constituted the backbone of the excise organisation is quite necessary. The excise revenue has virtually disappeared and the work on this account is small. The work of prevention and detection of excise crime has been transferred to the Police Department. The excise staff is, however, still responsible for the supervision of bonded laboratories, neera centres, etc., inspection of liquor and drugs depots, and excise licenses and has to associate in an increasing measure with the ameliorative and social side of Prohibition. But it seems to me that having regard to the volume and type of work, a Superintendent for almost each district, when a Superintendent, albeit of higher status, for two districts was adequate in the past, is not necessary now. Further experience will show what will be the most suitable and economical form of organisation for this Department. But, provisionally, I am

of the view that having regard to the greatly reduced work, the duties of Superintendents could be entrusted to Revenue Officers—e.g., Prant Officers,—and the small excise staff placed under them. In any case, one Superintendent for two or three districts should quite suffice. However, as it was pointed out to me that during the early stages of prohibition a responsible officer with initiative and imagination is required for conducting social and ameliorative work, I have not suggested any immediate reduction in the cadre of Superintendents or any basic change in the structure of the District organisation for the present, but have recommended that the whole position be reviewed before the end of 1951-52, by which time it would be possible to evaluate with some precision the nature and volume of regular duties of the Prohibition and Excise Department under the new policy.

(c) The Prohibition and Excise Department had an independent publicity organisation with about 21 vans with the attached staff and a fortnightly magazine called *Sanjeevan* with a separate staff. With the Director of Publicity already having a wide organisation, a separate organisation was considered unnecessary and therefore, with a view to having one unified machinery for all publicity matters the publicity work of the Prohibition and Excise Department has been transferred to the Director of Publicity. The publication of *Sanjeevan* has accordingly been discontinued and the staff sanctioned for the purpose retrenched. The publicity and propaganda matter in connection with prohibition is included in the regular publications of the Director of Publicity.

#### 5. FOREST DEPARTMENT.

41. There were six Circles in charge of Conservators of Forests on the 1st April 1950. Out of these, one Circle, viz. Utilization and Engineering Circle, was closed on the retirement of Shri T. K. Mirchandani, Conservator in charge of the Circle. The functions of the Circle have been distributed amongst the Chief Conservator, who has been placed in charge of allocation of timber, Conservator of Forests, Research and Working Plans, who has been allotted the forests utilisation side of the area, and Conservator of Forests, Southern Circle, who has been assigned the Dandeli Saw Mill and Wood Preservation Division. Two Deputy Engineers have been placed under Conservator, Southern Circle, and North-Western Circle, for assisting in forest engineering works. In this manner, substantial economy in higher posts has been carried out.

42. On the other hand, I had received a proposal from the Agriculture and Forest Department for the creation of a new territorial circle in the Northern region by re-adjusting the

charges of the existing North-Eastern and North-Western Circles, which, owing to the inclusion of the large merged State areas, have become extremely unwieldy. I have examined the proposal carefully in consultation with the Chief Conservator of Forests and have suggested its acceptance, with a few minor changes, in the interest of efficiency and in order to avoid loss of revenue.

43. At the same time, I have suggested the abolition of Sub-division and three ranges which were too small to be continued as separate independent units. The net result of the structural changes in the Circles, sub-divisions and ranges will be a small saving.

44. Standard units of staff for 'abnormally heavily worked' divisions, 'heavily worked' divisions, 'normally worked' divisions and independent sub-divisions have been suggested by me in consultation with the Chief Conservator of Forests and Conservators of Forests, Central Circle, and Research and Working Plans Circle. The existing divisions have been classified into three categories after taking into account the volume of work and other factors, such as revenue and area. The standard units have, however, not been rigidly applied and combined strength of Junior and Senior Accountants in the various Divisions has only been taken into account.

## 6. REGISTRATION DEPARTMENT

45. On the merger of former States in this State, a large number of sub-registry offices were sanctioned and the staff provided at those places is also on somewhat more liberal scale than at similar offices in the old Bombay areas. Further on account of the enactment of legislation in connection with the agricultural debt relief, money lenders and tenancies, the volume of registration work has gone down substantially. In view of these reasons, 37 sub-registry offices have been closed and the Inspector-General is investigating the feasibility of closing down some more offices in the light of the actual requirements. Further out of seven Inspectors of Registration, one post at Surat is proposed to be abolished.

## 7. MOTOR VEHICLES AND TAXATION DEPARTMENT.

46. The Motor Vehicles and Taxation Department is a revenue earning Department of the State and therefore the question of retrenchment in it has to be examined with a certain amount of caution. The Department is a growing Department in the sense that the total number of vehicles registered in the State always tends to increase. The possibility of curtailment in the staff of the Department is, therefore, naturally limited. There are at present in all 7 Regional Transport Offices, one

each at Bombay, Ahmedabad, Poona, Nasik, Belgaum, Thana, Baroda and a Sub-Regional Office at Kolhapur. It has not been possible to prescribe standard unit of staff for the regional offices as they vary in area, number of motoring public, the volume of motor transport work and prosecution. I have, therefore, examined the scope of retrenchment in various offices on merits. The retrenchment already carried out by the States Transport Officer and the further retrenchment proposed by me is expected to yield an annual saving of Rs. 55,020 which works out to 6 per cent. of the annual expenditure.

#### 8. SALES TAX DEPARTMENT.

47. Sales Tax now constitutes the largest single source of revenue. As the Department is in an experimental stage and as the basis of levy of the tax has undergone frequent changes, it is not possible to say what should be the ultimate size of the Department. Assessment cases are heavily in arrears and the number of registered dealers is increasing gradually. In view of these reasons and in view of the fact that any material reduction in the staff might adversely affect its revenue earning capacity, I have refrained from suggesting any considerable retrenchment—the annual saving on account of the retrenchment proposed by me in the Department works out to 1·8 per cent. of the annual expenditure. While examining the scope of retrenchment in the Department, it has been possible to link up the staff requirements of the Department with the number of registered dealers. Thus, it is found that a Sales Tax Officer can manage the work of 1500 to 2000 registered dealers, that a Sales Tax Inspector can deal with the work of 300 dealers in the City or 250 dealers in the mofussil and that 1 clerk is required for the clerical work in respect of about 400 registered dealers.

#### 9. DIRECTORATE OF PUBLICITY.

48. The Directorate has expanded considerably during the last five years, and the organisation today employs every modern medium of publicity, propaganda, instruction and entertainment. It is responsible for the publication of the *people's Raj* and the *Farmer* and the *Police Journal* and in addition issues pamphlets, and other literature which serve as a medium of propaganda and instruction and also carry to the remotest village of the State the details of what Government has done and is doing to improve the lot of the masses. It has an independent film section and the films prepared by it are exhibited to the public through the mobile publicity vans. The organisation has also a rural broadcasting section which maintains over 800 radio sets throughout the State. The Department has 6 regional publicity offices, one each at Ahmedabad, Baroda, Poona, Ahmednagar, Hubli and Kolhapur.

49. Having regard to the functions the organisation is called upon to perform, I have found that there is a limited scope of retrenchment and reorganisation. I have suggested the abolition of certain individual posts which appear to me to be surplus, including a gazetted post of Assistant Information Officer. The annual savings effected on account of the retrenchment carried out by the Director of Publicity and my proposals for further retrenchment works out to about Rs. 30,000 per year, i.e., about 13·4 per cent. of the annual expenditure on establishment.

10. OFFICE OF THE ORIENTAL TRANSLATOR TO GOVERNMENT.

50. The main functions of the Oriental Translator's Office are fourfold :—

- (i) to report to Government by submission of cuttings, summaries or translations about matters appearing in the newspapers, journals or books whether it is objectionable or of interest to Government ;
- (ii) to translate bills, acts, rules and notifications from English into regional languages ;
- (iii) to translate into English petitions and other communications received by Government or any other material of which Secretariat departments desire translations, and
- (iv) to translate into regional languages any replies or other material which the Secretariat departments wish to be translated.

With the opening of the proposed Translation Bureau in the Legal Department for the translation of Bills, Rules and Acts the volume of translation work in the Oriental Translator's Office is likely to decrease considerably and the justification for continuing the office as a separate unit is, therefore, somewhat reduced. As, however, no suitable alternative arrangement is feasible for the disposal of other items of work of Oriental Translator's Office in reporting and translation of material other than Bills, Acts, Rules and Notifications, the office cannot be abolished altogether.

51. In my report in respect of this office I have suggested that the designation of "Oriental Translator to Government" is, under the present conditions, anachronistic and should be changed to "Official Translator to Government". For the purpose of reducing the volume of work in the Office I have also suggested that the translation of petitions and other unimportant material should be done by the Secretariat Departments themselves, except in cases where precise and authoritative translation is desired for legal or official purposes. The retrenchment carried out by the Oriental Translator and further retrenchment proposed by me is expected to yield an annual saving of Rs. 39,000 which comes to about 16 per cent. of the annual expenditure.



### 11. JAILS DEPARTMENT.

52. There is very little scope for reduction in the staff in the various jails. Some saving is, however, proposed to be effected by the reduction of the Central Prison at Kolhapur into a District prison, conversion of the district prison into headquarter sub-jail and the closing down of Sontali (Kolhapur) and Ichalkaranji sub-jails. Further I have requested the Home Department to consider the feasibility of converting the Sangli District Prison into a headquarters sub-jail as it is in close proximity to Kolhapur.

53. There are a large number of "headquarter sub-jails" located at places other than the district headquarters in the merged State areas, which have been taken over from the former States. The necessity for the continuance of so many small and out of the way units is doubtful and I have therefore requested the Home Department to consider the question of rationalisation and reduction in the number of these sub-jails. The dietary charges in sub-jails (other than headquarter sub-jails) and lock-ups are extremely high as compared to the dietary expenses in other jails and sub-jails and I have therefore suggested that closer supervision and scrutiny on these charges should be exercised in respect of various sub-jails and lock-ups.

### 12. POLICE DEPARTMENT.

54. The question of retrenchment in the Police Department has necessarily to be dealt with cautiously, as the role of the police force is vital in the present conditions, internal as well as international. I have suggested standard units of staff for a typical (a) district headquarters, (b) Police Station in the mofussil and (c) the office of a District Superintendent of Police, after discussion with the Inspector-General of Police, Deputy Inspectors-General and several District Superintendents of Police. The existing staff has been examined in the light of these standards and most of the recommendations made by me have the concurrence of the Inspector-General of Police and many of them have already been given effect to. The question of the constabulary force has, however, had to be examined on an *ad hoc* basis, after taking into account the broad facts of the situation. The Inspector-General of Police has carried out a reduction of 2.45 per cent. in the unarmed and 5 per cent. in the armed constabulary force. Similarly, the Commissioner of Police has agreed to surrender 400 posts of unarmed constables in the divisions and 450 of armed constables. In addition certain posts of head constables and constables in other branches in the Department have been proposed for retrenchment.

55. As regards other sections of the Police Force both in Greater Bombay and in the districts, I have suggested retrenchment on the basis of a careful examination of the requirements of each section, after discussion with the Inspector General of Police, Deputy Inspectors General and other officers. The criteria followed in suggesting reduction of posts are the standard units of staff referred to above and the record of crime and other local conditions.

56. The number of Sub-Divisional Police Officers (of Deputy Superintendent's rank) has been reduced by one each in the districts of Panch Mahals, Mehsana, West Khandesh and Nasik, on the basis of the average visitable crime in these districts, while an additional sub-divisional Police Officer has been proposed for Thana and Bijapur Districts, where the number of Sub-divisional Police Officers was inadequate in relation to the number of visitable offences. Similarly, the posts of Home Deputy Superintendents of Police in the districts of Ahmedabad, Baroda, Mehsana, Poona and Sholapur have been converted into Home Inspector's posts, after taking into account the figures of crime as well as the changed circumstances compared with those prevailing when the posts were sanctioned. The posts of Deputy Superintendents sanctioned for the offices of the Deputy Inspectors General of Police in order to assist the Deputy Inspectors General in the inspection of District Superintendents of Police offices and to keep a watch over crime have also been downgraded to the posts of Inspectors.

57. The necessity of continuance of certain police stations has been examined and some of them have been or are proposed to be either converted into out-posts or amalgamated with neighbouring police stations. The police stations proposed to be closed or amalgamated number 10.

58. I may mention that in proposing retrenchment in the executive police strength I have tried to see that no trained person is actually discharged as the training of these men has been effected at considerable expenditure of time and money. Substantial retrenchment is proposed to be effected without the necessity of discharging any trained member of the executive police force because there were a large number of vacancies at the commencement of the current financial year and these vacancies have further increased on account of the orders placing a ban on the filling of vacancies except in essential cases.

59. The following is a summary of the retrenchment carried out or proposed to be carried out:—

*Number of posts retrenched or proposed to be retrenched.*

	District Executive Force.	Greater Bombay Police Force.	Total.
Posts of the rank of Superintendent of Police in Greater Bombay and District Superintendent of Police in the districts ... ..	1	2	3
Posts of Deputy Superintendents and Inspectors of Police ...	13	3	16
Class III posts, i.e., Deputy Inspectors, Sub-Inspectors, Constables, and clerical staff ... ..	2,180	1,257	3,437
Class IV staff ... ..	81	...	81
Total ... ..	2,275	1,262	3,537

60. The number of persons actually discharged is 92 and these are Class III Government servants belonging to the clerical and Class IV establishment. The saving effected is summarised below:—

	Saving during the current year.	Annual saving.
	Rs.	Rs.
District Executive Force ... ..	49,29,413	29,41,192
Greater Bombay ... ..	9,10,052	15,39,156
Total ... ..	58,39,465	44,80,348

### 13. DIRECTORATE OF PARKS AND GARDENS.

61. While scrutinising the establishment under the Directorate of Parks and Gardens, I noticed that some small gardens of local importance at certain places like Dharampur, Devgad-Baria etc. from the merged areas were taken over by the Directorate after the merger. It is apparent that the local bodies are the appropriate agencies responsible for the maintenance and supervision of small gardens of local importance. I have, therefore, recommended that such gardens of local interest should be entrusted to the care of local bodies, Municipalities, etc. Further a separate engineering section was sanctioned for the Directorate. I was of the opinion that the regular Public Works Department should be able to attend to the construction works of the Directorate and according to my suggestion the construction work will now be entrusted to the Public Works Department.

## 14. JUDICIAL DEPARTMENT.

62. At the time of issuing Government Circular, Finance Department, dated 4th April 1950, addressed to the heads of Departments requesting them to submit information regarding the statistics of staff and work in respect of their Department in 1938-39 and 1949-50 and to forward their proposals for retrenchment in this behalf, separate communications were addressed to the Registrar, Appellate Side, and the Prothonotary and Senior Master, High Court, apprising the High Court about the seriousness of the financial position and requesting it for its help and co-operation in the present emergency by agreeing to reduce its expenditure on establishment, travelling allowances and contingencies in the same manner as the other Departments of the State. In regard to the retrenchment to be effected in order to implement 6¼ per cent. cut in the establishment charges, it was presumed that the Honourable the Chief Justice and Judges would prefer to have their own machinery for working out the proposals. But it was suggested to the High Court that in order to ensure uniformity of action I may be given an opportunity of scrutinising the proposals before they were finally approved by their Lordships. Both the officers of the High Court informed me to the effect that the Honourable the Chief Justice and the Judges of the High Court had decided to implement the Finance Department Circular, dated the 27th March 1950, relating to the lump cuts in establishment charges, travelling allowances and contingent grants, and that accordingly instructions had been issued by their Lordships to the Registrar, and the Prothonotary and Senior Master that no vacant post should be filled, unless it was essential to do so, and that instructions regarding economy in expenditure on contingencies and travelling allowances laid down in the Finance Department Circular referred to above should be observed. As regards retrenchment, the Honourable the Chief Justice subsequently informed Government that after obtaining the reports from the Original Side and the Appellate Side, the High Court was of the view that there was no scope for any retrenchment in either the Original or the Appellate Side and that therefore there was no question of any *ad hoc* cut of 5 per cent. so far as the High Court was concerned. In regard to the Original Side it was pointed out that the establishment at present is substantially the same as in 1939 and that the High Court was keeping a constant watch on requirements of staff and had cut down staff as and when it was considered that there was no necessity for appointment to certain posts. Government

was informed that the following posts had been kept vacant:—

		Rs.	s.	p.		
1	Prothonotary's Office ..	2 Associates (Gazetted)	760	0	0	
		5 Clerks.	600	0	0	
					1,360	0 0
2	Official Assignee's Office ..	1st Assistant to the Official Assignee (Gazetted).	470	0	0	
		2nd Assistant to the Official Assignee (Gazetted).	335	0	0	
		5 Clerks.	969	0	0	
					1,774	0 0
3	Taxing Master's Office ..	Assistant Taxing Master (Gazetted).	685	0	0	
		2 Clerks ..	240	0	0	
					925	0 0
4	Insolvency Registrar's Office ..	1 Clerk ..	120	0	0	
					120	0 0
5	Chief Translator and Interpreter's Office.	1 Translator ..	170	0	0	
					170	0 0
					4,349	0 0

Thus an annual saving of about Rs. 52,000 was anticipated during the current year. In regard to the Appellate Side the Honourable the Chief Justice informed Government that there was no scope for any saving at all as, on account of the formation of new Districts, both civil and criminal work had gone up by leaps and bounds and that as a matter of fact additional staff was necessary. It will thus be seen that so far as the High Court is concerned the saving offered during the current year amounts to only Rs. 52,000 on account of vacant posts, as against the provision for a lump cut of Rs. 1,21,208 at 6¼ per cent. of the budget grant on pay and dearness allowance of officers and establishment. In this connection it may be noted that some of the vacant posts referred to above have been lying unfilled for a considerable time. Thus it is stated that two posts of clerks in Taxing Master's Office have been kept vacant for several years. The establishment of the City Civil Court must have resulted in an appreciable relief in work in the High Court and further, the recent increase in the jurisdiction of the City Civil Court should

result in a further decrease in work. It is therefore suggested that the High Court may be requested to review the position again especially in the light of the possible relief in work on account of the increase in the jurisdiction of the City Civil Court. Further the High Court may be requested to consider whether most of the vacant posts cannot be finally surrendered. If this review is undertaken, it may be possible for the High Court also to carry out further reduction in expenditure and thus make a substantial contribution towards the economy drive of Government.

63. In addition to the High Court there are four main judicial establishments in Bombay City:—

- (1) The Office of the Sheriff of Bombay,
- (2) City Civil Court,
- (3) Small Causes Court, and
- (4) Chief Presidency Magistrate's and Presidency Magistrates' Courts.

*Sheriff of Bombay.*

(a) In regard to the office of the Sheriff of Bombay there is no scope for retrenchment as the office is small, consisting of 11 class III and 12 class IV posts, and there has been considerable increase in work on account of the extension of the original jurisdiction of the High Court to Greater Bombay.

*City Civil Court.*

(b) Only 1 class III post has been retrenched by the City Civil Court in pursuance of the orders of 5 per cent. *ad hoc* cut in the establishment giving a saving of Rs. 1,440 per annum. I do not however suggest any additional retrenchment in this Court as the jurisdiction of this Court has been recently increased and it is necessary to review the position after the effects of increased jurisdiction on the volume of work are known.

(c) *Small Causes Court.*—The retrenchment so far carried out in the Small Causes Court consists of only 3 class IV posts giving a saving of Rs. 3,060 per annum. As against 3 Judges in this Court in 1939, there are at present 5 permanent posts and 3 temporary posts of Judges. In my report in respect of this Court I have indicated that there is on the whole an appreciable decrease in the volume of work as compared to 1939 and I have suggested that at least 1 post of Judge along with the staff attached to the post should be retrenched. The savings on this account would be Rs. 33,000 annually.

(d) *Chief Presidency Magistrate's and the Presidency Magistrates' Courts.*—There are 25 Presidency Magistrates including the Chief Presidency Magistrate. But having regard to the enormous volume of work and the large arrears I do not see any prospect of immediate reduction in the number of Courts, 11 posts—7 class III and 4 class IV—have

been retrenched by the Chief Presidency Magistrate in pursuance of Orders regarding 5 per cent. *ad hoc* cut giving a saving of Rs. 13,440 per annum. The staff sanctioned for the various Courts is on a standard pattern and I do not therefore see much scope for further retrenchment. There is however an Accountant in addition to a Cashier in each of the Courts and I have suggested in my report in respect of these Courts that the possibility of combining the two posts may be considered.

64. The mofussil courts however constitute the bulk of the judicial establishment of the State. There were 26 judicial districts on 31st March 1950, but two of them have been abolished by the amalgamation of Sabarkantha with Ahmedabad Judicial District and Banaskantha with Mehsana Judicial District. Many District Judges have carried out retrenchment in pursuance of Government Orders regarding 5 per cent. cut in establishment, but some of the District Judges have not effected any retrenchment on the ground that the volume of work in those districts is heavy and that the staff needs strengthening. The total retrenchment effected in the district courts as a result of the 5 per cent. cut in establishment consists of 379 posts yielding a saving of Rs. 2.80 lakhs during the current year and Rs. 4.08 lakhs annually. I have however examined the scope for further retrenchment in the light of the information furnished by the district judges in regard to the Courts in their districts, especially the figures of "institutions", disosals and arrears, wherever they were available. For the purpose of examining the scope of retrenchment in respect of these courts I have evolved standard units of staff for courts of different types, namely (a) district and sessions courts, (b) Civil Courts (Senior Division), (c) Civil Courts (Junior Division) (i.e. taluka courts), and (d) Civil Courts (Junior Division) for B. A. D. R. work. These standard units have been framed for Courts of normal type in the light of my visit to Belgaum and Ahmedabad Districts and my discussions with the District Judges and Assistant Judges. The strength in each of the courts in the State has been examined on the basis on these standard units suggested by me and proposals for retrenchment have been submitted after taking into account the volume of work, so far as the figures are available, and other special features of the courts. The details of my proposals will be found in my report in respect of Judicial Department. Briefly I have suggested retrenchment of additional 222 posts giving an additional saving of Rs. 3.10 lakhs per year.

65. In addition to the retrenchment of individual posts in the various courts I have also examined the feasibility of closing down certain courts. Owing to the legislation undertaken by Government in respect of agricultural debtors' relief,

tenancy and money lending the figures of "institutions" show a considerable decline in the last two or three years. In some cases, notably Belgaum District, the figures are lower than even those in 1938-39. It is clear therefore that there is a considerable decrease in the volume of *normal* work of the civil courts in the State. There are however considerable arrears, especially in regard to B. A. D. R. applications, which necessitate the continuance of some civil courts which will ultimately not be required. Further the decision of Government to separate the Judiciary from the Executive may necessitate a reorganisation of the courts in the districts. An over-all review of the requirements of the number of courts is therefore difficult at this stage. Nevertheless I have examined each district and the scope of reduction in the number of judicial officers in these courts on the basis of the statistics available to me and I have suggested the reduction of 2 posts of Assistant Judges, 1 Small Causes Court (at Earoda), and 13 Civil Courts, Junior Division. My suggestions in regard to the Judicial organisation are however to some extent tentative as it is necessary to consult the High Court before a final decision can be reached. I have therefore suggested in my report that the Home Department may consult the High Court in this behalf. I understand that the High Court authorities would like to obtain the views of the District Judges on these proposals. In view of this position I have not taken into account the savings on account of the retrenchment proposed by me in respect of judiciary in the figures given in Annexure III. But the hope may be expressed that when the examination of the position by the High Court is completed, savings will be effected as in other branches of the administration.

#### 15. EDUCATION DEPARTMENT.

66. Increased responsibilities have devolved on the Education Department since the passing of the Primary Education Act. More recently, with the merger of the former Indian States, a large number of schools and educational institutions have been taken over by Government and these have to be run as Government institutions until private bodies are found to whom their administration can be handed over. The establishment of the Education Department has been increased in order to cope with these and other problems so that its present strength (*i.e.* strength as on the eve of retrenchment) is as indicated below:—

	Permanent.	Temporary	Total.
Class I posts	... 68	7	75
Class II posts	... 248	54	302
Class III posts	... 3,343	631	3,974
Class IV posts	... 2,011	497	2,508
<b>Total</b>	<b>... 5,670</b>	<b>1,189</b>	<b>6,859</b>



This strength is exclusive of the large number of primary school teachers who are treated as grant-in-aid establishment under the local bodies.

67. The Education Department has come in for considerable criticism for maintaining a dual agency for the implementation of the Primary Education Act, in the shape of (i) Attendance Officers and (ii) Assistant Deputy Educational Inspectors. The question has also been raised in the legislature. It is now proposed to abolish the posts of Attendance Officers, numbering 410 in all, and to transfer a part of their work to Assistant Deputy Educational Inspectors and a part to the school teachers. I have suggested that the cadre strength of Assistant Deputy Educational Inspectors should be fixed according to the ratio of 1 Assistant Deputy Educational Inspector for 55 schools and institutions initially. The ratio should however be raised gradually to 1 Assistant Deputy Educational Inspector for 60 schools and institutions by not sanctioning additional posts in the cadre on account of the opening of new schools, till the ratio is reached. The ratio of 1 : 55 will involve the creation of 24 additional posts of Assistant Deputy Educational Inspectors. The net saving on account of abolition of the Attendance Officers' posts and fixation of the ratio of 1 : 55 is estimated at about Rs. 11·58 lakhs per annum.

68. The Office of the Director of Public Instruction struck me as unduly top heavy compared with the offices of other Heads of Departments. There are 9 posts of gazetted Superintendents in this office, as against none, or at the most, one or two in other offices. One of the reasons for having these gazetted Superintendents is that officers of the inspecting branch of the Education Department should be brought to the Director of Public Instruction's office for some time so that the office might have the benefit of their experience. This does not, however, justify such a large number of gazetted posts of Superintendents, especially as a large part of the work in the office is of a routine nature. I have accordingly proposed reorganisation of the Director of Public Instruction's office, which will involve abolition of 5 posts of Gazetted Superintendents while 2 non-gazetted posts of Heads of Branches will be created instead.

69. The office of the Educational Adviser will be wound up shortly—a measure which was suggested by the Administrative Enquiry Committee. The activities of the office will be integrated with those of the Education Department and only a small part of the present staff of the Education Adviser's office will be retained under the Principal, Secondary Teachers' Training College, Bombay, for the purpose of bringing out certain publications.

## 16. DEPARTMENT OF TECHNICAL EDUCATION.

70. This Department was newly created partly out of the Industries and partly out of the Education Department. It is in charge of all industrial and technical schools, as also the Engineering Colleges including Victoria Jubilee Technical Institute. The functions of the department are chiefly (i) to conduct certain technical examinations and (ii) to inspect the various technical and industrial schools. I am however not sure that a separate head of department on a high scale of salary for this small organisation is necessary. I would suggest for consideration the amalgamation of this section with the Industries Department under the Director of Industries. The functions of the Director of Industries are at present mainly advisory and I am inclined to think that he can take up some more work. The Industries Department is also in charge of weights and measures and industrial statistics but there are separate officers for this purpose at the headquarters. The suggestion may appear somewhat retrograde as 'technical education' was only recently transferred from the Industries Department but I feel that while the inspectorial staff is essential, a full-time head of department for this section is not strictly necessary. I would suggest that the question may be examined separately in the Secretariat.

71. I have recommended the amalgamation of the R. C. Technical Institute with the L. D. Engineering College, Ahmedabad, provided the conditions of the trust relating to the R. C. Technical Institute permit and further provided Government accepts the suggestion to dispose of the building at the most favourable terms.

## 17. MEDICAL DEPARTMENT.

72. A feature of the Medical Department to which I have drawn pointed attention is the unusually large number of merged States institutions taken over. A large proportion of these dispensaries is located in small villages where ordinarily this Government would not have opened any dispensaries at all. Under the Municipal and Local Board Acts, the duty of providing medical relief in the areas rests with the Municipalities and the local boards. The municipalities are generally expected to spend at least 4 per cent. of their revenue on medical relief while district local boards about 10 per cent. It is undesirable either from the financial or the administrative point of view to continue the practice obtaining in the merged states. I have therefore recommended that except for a few hospitals which should be maintained as Civil Hospitals and Cottage Hospitals, all hospitals and dispensaries taken over from the merged States areas should, as far as possible, be handed over to the

appropriate local bodies for management. Some of these local bodies are, it is understood, unwilling to take over their legitimate charge. I have suggested that these bodies should be persuaded to take over these hospitals and dispensaries and pending negotiations in this respect they should be asked to make a contribution to Government to the extent necessary to bring the expenditure incurred by them on medical relief to 4 per cent. in the case of municipalities and 10 per cent. in the case of local boards. In the case of some of the smaller dispensaries where the attendance of patients is particularly small I have suggested their conversion into subsidised Medical Practitioners' Centres.

73. I have examined during the course of my enquiry as to whether the ratios followed for assessing requirements of different categories of hospital staff are suitable or need some modification. Most of the ratios need no revision. In regard to certain categories of staff, such as ward-servants, sweepers, cooks and cooks mates certain modifications are, in my opinion, necessary. These modifications have been discussed in my report on the Medical Department. Particular reference to the ratio of ward servants to patients in the hospitals where 8-hour shift and a weekly day-off have been introduced may be made. In view of the introduction of 8-hour day and a weekly off in Bombay Hospitals and Civil Hospitals at Ahmedabad and Poona, the existing ratio of 1 ward servant for 6 inpatients has proved inadequate. Therefore, I have recommended in consultation with the Surgeon General, that a ratio of 1:5.4 inpatients or number of beds, whichever is higher, should be followed. At other places however the ratio of 1 ward-servant to 6 inpatients is adequate. I have also suggested that in respect of ward servants allotted for certain special departments such as Cardio-graph Department, Dental Department, etc. where there is no question of 8-hour shift and a weekly day-off, except in case of emergencies, the extra allowed for a weekly day-off need not be allowed at the rate of 1/6 but that a rate of 1/10 would meet the requirements.

74. I have examined the requirements of each hospital, dispensary and medical institution in the light of these standards in consultation with the Surgeon General and I must record that except in the case of merged States' areas the scope for retrenchment is insignificant. In the case of the hospitals at Bombay, Ahmedabad and Poona the number of ward-servants and sweepers sanctioned are in excess of the requirements and I have suggested their reduction. But so far as the various categories of medical and nursing staff are concerned, retrenchment is not suggested in respect of the Bombay State areas except in a few cases in respect of individual posts. In regard to the merged States areas however, apart from the general

question, of transferring the hospitals and dispensaries to the local bodies, I find on a detailed examination that the Class IV staff is, even after reorganisation, excessive in many cases. While the former States, with their low salaries, could afford to maintain a large number of servants, often lightly worked, the rates of pay and dearness allowance of this Government make their continuance unduly costly and I have therefore suggested the reduction of a number of Class IV posts, after providing for the actual requirements of those institutions. In the case of certain dispensaries and hospitals in the merged areas the strength of medical officers and compounders is also in excess and I have suggested abolition of surplus posts in some cases and down grading of posts of medical officers in certain other cases. Further in the case of Baroda and Kolhapur Civil Hospitals, I have indicated scope for substantial reduction in the medical staff by suggesting introduction of the system of honoraries.

75. I have also examined the requirements of the various Medical Offices viz., Surgeon General's Office, Haffkine Institute, Drugs Controller etc. and have suggested certain re-organisation and retrenchment. So far as the Haffkine Institute is concerned, Shri Warden made a detailed study of the organisation and has indicated scope for savings of over Rs. 50,000 per year.

76. Thus taking the Medical Department as a whole, I have suggested retrenchment of 705 posts, yielding a saving of about Rs. 2,68,000 during the current year and of about Rs. 8,33,000 annually. A summary of the retrenchment effected or proposed in respect of the various sections of the Medical Department is given in the sub-joined statement :—

1	Posts retrenched or proposed for retrenchment.					Savings.	
	Class I.	Class II.	Class III.	Class IV.	Total.	Current Year.	Annual.
	2	3	4	5	6	7	8
1. Office of the Surgeon General with the Government of Bombay.	1	..	2	2	5	1,270	9,000
1-A. Leave reserve posts B.M.S. (Class III).	..	..	15	..	15	30,600	30,600
2. Bombay Hospitals .	..	1	21	140	162	22,500	1,47,080
3. Haffkine Institute..	1	..	11	13	25	39,875	62,220
4. Civil Hospitals ..	6	16	104	67	193	56,151	2,32,636

1	Posts retrenched or proposed for retrenchment.					Savings.	
	Class I. 2	Class II. 3	Class III. 4	Class IV. 5	Total. 6	Current Year. 7	Annual. 8
5. Dispensaries ..	..	2	77	99	178	53,703	1,96,912
6. Medical Colleges ..	..	6	13	22	41	16,400	59,280
7. Nursing Colleges ..	..	1	8	23	32	23,500	47,000
8. Mental Hospitals ..	..	..	..	26	26	16,990	21,420
9. Cottage Hospital and Mobile dispensaries.	..	..	1	5	6	5,480	6,420
10. Leprosy Hospitals .	..	..	4	18	22	1,975	19,360
Total ..	8	26	256	415	705	2,68,444	8,33,148

77. In addition to the retrenchment indicated above, I may refer to one or two incidental points. The existing leave reserve for the B. M. S. Class III and the Class IV staff is 18 per cent. and 10 per cent. respectively. In view of the revised leave rules and also considering the nature of duties performed, the existing rates of 18 per cent. and 10 per cent. are excessive. I have recommended that a leave reserve of 10 per cent. in the case of B. M. S. Class III Officers would meet the requirements and have requested the Local Self-Government and Public Health Department to consider the question in greater detail. Pending such examination I have accepted the Surgeon General's recommendation to fix the leave reserve at 13 per cent.

78. In the case of Class IV categories, leave reserve, I feel is unnecessary. But even if provision is made for leave reserve, I consider that a leave reserve of about 6 per cent. would be quite adequate as the leave rules for this category of staff are much less liberal than for other classes. I have therefore adopted this percentage for purposes of determining the requirements of the various hospitals in respect of these categories.

79. A great dearth is at present experienced in recruiting suitable persons to the B. M. S. Class III on account of the abolition of the L.C.P.S. course. The difficulty is so acute that the abolition of the B. M. S. Class III cadre and substitution thereof by B. M. S. Class II has been advocated by the Medical

Department. Such a radical suggestion to solve what, in my view, is only a case for prescribing somewhat higher scale is hardly called for. The suggestion appears to be based on the assumption that medical graduates must necessarily be appointed to B. M. S. Class II, an assumption with which I do not agree. In the other technical departments e.g. Engineering, Agriculture and Veterinary departments graduates are recruited to Class III services and I suggest that medical graduates, too, should hereafter be recruited to B. M. S. Class III. As the present scale of pay for B. M. S. Class III may not attract medical graduates, I would suggest the liberalisation of this scale. Thus the B. M. S. Class III scale for medical graduates may be raised to a scale such as Rs. 150—10—220—EB—15—340. If necessary, some higher starting pay up to Rs. 200 may also be given in suitable cases during the next two or three years.....

#### 18. PUBLIC HEALTH DEPARTMENT.

80. There is a large number of Epidemic Medical Officers sanctioned under different schemes. [20 under the shock squad scheme, 29 under the District Health Officers Scheme, 10 under Permanent Epidemic Medical Officers Scheme excluding those sanctioned for Combined Medical and Public Health Units, the Plague Organisation and the Mobile Hygiene Units.] The appointment of such a large medical staff presupposes a high incidence of epidemic diseases throughout the State, an assumption which does not appear to be justified. I have suggested that the staff sanctioned piecemeal should be co-ordinated and the strength determined after an overall appraisal of the requirements of the State. In my opinion, it would suffice, if there is one Epidemic Medical Officer for each district and in addition there is a reserve of 4 Epidemic Medical Officers for Central Registration District and of 5 Epidemic Medical Officers each for the Southern Registration District and the Northern Registration District, which could be utilised for posting in the danger zones or in cases of epidemics. On this basis, I have suggested retrenchment of 19 posts of Epidemic Medical Officers.

81. I have further proposed that, considering the nature of the public health work which is not so pressing in normal times, it would be reasonable to have one District Health Officer for every two Districts instead of one for each District. On this basis it would be possible to reduce about 12 posts of District Health Officers as against a sanctioned strength of 26, and about 20 posts of clerks. The Director of Public Health is, however, not in favour of this suggestion. As a compromise, therefore, I have suggested that the existing 19 posts of District Health Officers, which have been filled, should be utilised for the requirement of the whole State—10 for 10 heavy districts

and the remaining 9 for 18 districts at the rate of one District Health Officer for two lighter districts. The suggestions merit special consideration, particularly as the area of the State has increased substantially on account of the merger of Indian States, and the actual implementation of the principle to have one District Health Officer for each district would entail large additional recurring expenditure.

82. I have also recommended delegation of certain powers to the respective Assistant Directors of Public Health, particularly in regard to making appointments, etc. with a view to relieving the pressure of work in the central office. To facilitate this, a revised territorial distribution of various cadres has been suggested.

#### 19. TOWN PLANNING AND VALUATION DEPARTMENT.

83. At present all final disposal of work of this Department is centralised in the head office. The Consulting Surveyor is appointed as arbitrator in all cases of town planning schemes irrespective of the size of the scheme and all draft awards of Land Acquisition Officers exceeding Rs. 10,000 have to be approved by him. It is necessary to decentralise these functions to some extent if, with the increasing work, a possible breakdown at the head office is to be avoided. With this end in view, I have made the following suggestions:—

(a) The draft awards in excess of Rs. 10,000 and up to Rs. 30,000 may be scrutinised and approved by the Assistant Consulting Surveyors in regard to their areas;

(b) Government should consider the advisability of appointing Assistant Consulting Surveyors and Deputy Assistant Consulting Surveyors as arbitrators in the case of small schemes in the areas within their jurisdiction; and

(c) The Assistant Consulting Surveyors should be given territorial jurisdiction.

#### 20. AGRICULTURAL DEPARTMENT.

84. The Agricultural Department has expanded a great deal since the beginning of the last war on account of the various schemes of agricultural research, extension, education and engineering undertaken by this Government. Some of these schemes are financed partly by the Government of India. As most of the schemes are temporary the proportion of temporary staff is very high in the Agricultural Department as compared to other Departments.

85. I have examined the scope for retrenchment in this Department, keeping in view the essential nature of the activities being carried on by the Department in the context

of the present food shortage and low productivity of Indian agriculture. The retrenchment I have suggested has the concurrence of the Director of Agriculture in most cases. In fact, my proposals are the outcome of discussion held by me with the Director and other officers of the Agricultural Department in the presence of Secretary, Agriculture and Forest Department.

86. As in the case of the Education and Co-operative Departments, I have proposed reorganisation of the office of the Director of Agriculture, which I examined in detail. One of the features of the reorganisation is the reduction in the number of posts of Superintendents from 14 to 9 and the sanctioning of a uniform scale of Rs. 200—10—300 for Superintendents in place of four different scales now existing. I have also suggested some improvements in office organisation and procedure.

87. In regard to the district staff I have proposed that the posts of Assistant District Agricultural Officers which are in the grade of Agricultural Officers, Grade I, and are intended mainly as Personal Assistants to the District Agricultural Officers, should be abolished as the nature and responsibility of work of the District Agricultural Officers does not warrant the retention of these posts.

88. My proposals for retrenchment and reorganisation in the case of this department will result in the abolition of 545 posts—which include 22 gazetted posts—and an annual saving of about Rs. 6,75,000.

## 21. DEPARTMENT OF ANIMAL HUSBANDRY AND VETERINARY SCIENCE.

89. The Department of Animal Husbandry and Veterinary Science was constituted in its present form in 1947 when the four Livestock sections of the Agricultural Department, viz. (i) Livestock (Cattle), (ii) Poultry Development, (iii) Sheep and Goat Development and (iv) Dairy Development Sections, were added to the Civil Veterinary Department. There has been considerable expansion of the Department in the post-war years on account of a number of schemes of livestock development, veterinary extension etc. undertaken by Government. Yet much leeway still remains to be made up in the matter of provision of veterinary aid in rural areas and livestock improvement. The main difficulty in the way of further development has been the lack of trained men, i.e., veterinary assistant surgeons, stockmen etc. Steps have been taken to meet this shortage by the grant of scholarships and other concessions to students at the Bombay Veterinary College and by organising stockmen's training classes which have been closed only recently after the training of an adequate number of stockmen.



90. The activities of the Department fall into five sections : (i) Veterinary Education, (ii) Research, (iii) Disease Control, (iv) Extension and (v) Animal Husbandry and Dairy Development. I have dealt with each of these sections in some detail in my report in regard to this Department. Among the important activities started in recent years are the laboratories and depots under the Superintendent, Biological Products, which have reduced the dependance of this state on other States like Mysore and Madras for the provision of goat virus and Ranikhat disease vaccine ; the various farms for sheep and poultry development and the Milk Supply Schemes for Ahmedabad, Poona and Hubli cities, and other schemes for the promotion of large scale and small scale dairy farms.

91. The extension work of the Veterinary section is conducted under the supervision of seven Divisional Veterinary Inspectors (Class II) who supervise the work of 260 Veterinary dispensaries, and that of the Livestock section, by four Divisional Livestock Officers (Class II), under whom there is a Livestock Officer (Class III) in charge of each district. There are still talukas without veterinary aid and the staff of the Animal Husbandry Section has been sanctioned on a moderate scale from the point of view of the needs of extension work. I have, therefore, found very small scope for retrenchment in this Department. The saving realised by the retrenchment carried out or proposed to be carried out represents 3.5 per cent. of the budget provision for 1950-51 on account of pay and dearness allowance.

## 22. CO-OPERATIVE DEPARTMENT.

92. As I have already mentioned, considerable reorganisation of the Co-operative Department at the district level has been proposed with a view to greater efficiency and some economy. The existing district administration in the Department is rather loosely knit. At present there are 5 Deputy Registrars for 5 divisions. Below them, there is an Assistant Registrar in charge of one or two districts—there being 17 Assistant Registrars for 28 districts. Below the Assistant Registrars, there are District Co-operative Officers for each district who are assisted by the Assistant Co-operative Officers at the headquarters and Additional or Assistant District Co-operative Officers in charge of each revenue sub-division. All these officers (except Assistant Co-operative Officers) function independently and there is a good deal of official correspondence between the various officers at different stages and consequent delays.

93. On the other hand the Village Industries and Industrial Co-operative Section of the Co-operative Department is over-centralised, there being no gazetted officer between the Joint

Director at the headquarters and the District Officers for village industries and industrial co-operatives in the districts. The Deputy Registrars and Assistant Registrars under the Co-operative Department proper do not at present take much interest in this work.

94. With a view to rectify these defects, it is proposed to integrate the district administration of the village industries and industrial co-operative section and of the Co-operative Department proper. Under the reorganization scheme, the Deputy Registrars and Assistant Registrars will be directly responsible for the work relating to cottage and small scale industries and will be delegated certain financial and administrative powers as in the case of the Co-operative Department proper. In order to facilitate closer supervision of both the village industries and industrial co-operative section and the regular co-operative department work, one Assistant Registrar is proposed to be provided for *each* district (with the exception of Dangs which will be under the control of the Assistant Registrar for Surat District) as against 17 Assistant Registrars for 28 districts existing at present. The Assistant Registrars will be assisted by one District Co-operative Officer and one Assistant District Co-operative Officer for the regular Co-operative Department and a District Industrial Officer for Industrial Co-operatives and Village Industries. The entire staff consisting of the Assistant Registrar, District Co-operative Officer, District Industrial Officer and the Assistant Co-operative Officer will act as a single unit sitting in one office. The inspection and touring of the Assistant Registrar and the various officers subordinate to him will be co-ordinated by him and it is expected that in this manner there may be fuller and better integration of the department. This proposal for reorganisation involves abolition of 246 posts and creation of 98 additional posts resulting in an annual saving of Rs. 71,000.

95. I have suggested some reduction in the number of posts of office superintendents in the offices of both the Registrar and the Joint Registrar for Village Industries and Industrial Co-operatives as the supervisory staff for these offices appeared to me to be excessive. I have also proposed the retrenchment of the post of Personal Assistant to the Joint Registrar in the Co-operative Department proper as I consider that one Personal Assistant for the whole office is quite adequate. Further by integration of the district organisation of the village industries and industrial co-operative section with that of the Co-operative Department proper and consequent delegation of powers there will be a substantial relief in clerical work in the office of the Joint Registrar of Industrial Co-operative and Village Industries resulting in the reduction of 8 posts of clerks in the office of the Joint Registrar in addition to the 12 posts of clerks which are found surplus in the present set up.

96. Some of the sales depots under the village industries section are running at a loss and I have therefore requested the Joint Registrar to consider the possibility of closing some of the depots or at least pruning the staff.

97. *Money Lenders' Section.*—This section has also been placed under the Registrar of Co-operative Societies who is designated as Registrar General of Money Lenders. A large staff, mostly clerical and class IV was sanctioned on a permanent basis in the districts under the Collectors and Mamlatdars for this work. Further 8 full-time posts of Registrars and 9 posts of Assistant Registrars were sanctioned for important cities like Bombay, Ahmedabad, Poona, Sholapur, etc. The actual experience has, however, shown that the amount of licensing and other work in connection with the Bombay Money Lenders Act is much smaller than was anticipated and therefore it has been possible to effect retrenchment of 421 posts out of a total of 613 posts, giving a saving of about 60 per cent. of the current year's budget provision. Most of the posts retrenched were permanent but the incumbents were appointed in officiating capacities. This instance shows the need for caution in sanctioning posts on a permanent basis.

### 23. INDUSTRIES DEPARTMENT.

98. Government sanctioned last year a scheme for reorganisation of the district set-up of this department by the integration of the various sections of the district organisation of the department, such as weights and measures section, statistical section and the regular industries section, into one organisation. Thus 5 posts of Assistant Directors of Industries assisted by 5 Industries Officers have been sanctioned for the district organisation for the whole State. I am by no means certain that 5 divisions are necessary for this organisation and I have therefore suggested that, out of 5 posts of Assistant Directors, only three should be filled in substantive capacity and two should be filled on officiating basis.

99. It is proposed to delegate financial and administrative powers to the Assistant Directors and, with this decentralization, the work at the head office is bound to decrease. Therefore some reduction in the clerical staff in the office of the Director of Industries and the Accounts Officer has been proposed and it has also been suggested that the post of Accounts officer should be downgraded to Class II scale. I have also suggested that the producer-gas plant scheme should be discontinued and I have requested the Development Department to examine the question in consultation with the Home Department.

## 24. FISHERIES DEPARTMENT.

100. This department was originally a part of the Industries Department and was constituted into a separate department in 1945. It is a small department with only 12 gazetted officers. There are 5 posts of Superintendents of Fisheries in Class II for territorial charges, in addition to 3 posts at the head-quarters. I have recommended that one post of Superintendent of Fisheries at the head-quarters, for Inland fisheries, and one post of Superintendent at Bulsar should be retrenched.

101. Salt is sold at the fish curing yards at subsidised rates to fishermen; only actual purchase price is recovered and establishment and other incidental charges are borne by Government. I have suggested that the question of reducing the loss on this account, which amounted to Rs. 2.34 lakhs in 1949-50, should be considered and the issue price of salt raised by a small amount.

102. The Fisheries Department has undertaken a scheme for the manufacture and sale of Shark Liver Oil. Though the Scheme is running reasonably well and shows a gross profit, the profit will be considerably reduced and may possibly be converted into a loss if depreciation and interest charges are taken into account. I have, therefore, suggested that consideration of the question of raising of sale price of Shark Liver Oil on the basis of the prevailing market prices should be expedited.

## 25. LABOUR DEPARTMENT.

103. At present the Commissioner of Labour has purely supervisory duties and except for the certification of Standing Orders and advising Government on Labour matters he is not directly responsible for the working of any of the sections under his control, viz., in Labour Information, Labour Administration, Labour Welfare and Labour Section. The Deputy Commissioners under him function as independent officers and therefore there is a large volume of official and unofficial references between the Commissioner and his Deputies and between one Deputy and another. The organisation is, in my view, rather loose-knit. The existence of separate offices at the headquarters can be justified when there is territorial distribution of work or there is considerable and specific delegation of technical or executive powers which cannot be centralised. The Deputy Commissioner in charge of Information Section, besides conducting Socio-economic enquiries and compiling the cost of living index has to collect and to compile statistical information and to publish the three labour publications. The functions of the other two Deputies are chiefly supervisory. I have recommended that this

organisation can be made more compact by centralising the various sections directly under the Commissioner who would be assisted by Deputy Commissioners and Assistant Commissioners. Thus the organisation under the Commissioner would be as shown below:—

1. Conciliation ...	4. Assistant Commissioners.	} Deputy Commissioner.
2. Trade Unions ...	1. Registrar.	
	1. Assistant Registrar.	
3. Labour ...	1 Assistant Commissioner.	} Do
4. Statistics and Information ...	1 Assistant Commissioner.	
5. Welfare ...	1. Assistant Commissioner.	
6. Standing orders.)		} Do
7. General Section (including references from factories and steam boilers section).	1 Assistant Commissioner.	

104. Thus I have proposed only two Deputy Commissioners on the lines of the recommendations of the Administrative Enquiry Committee instead of 3 existing at present. In fact I do not consider that there is a strong justification for a separate Deputy Commissioner for Information and I have indicated in my note on the Information Section that it can function directly under the Commissioner, even if no modifications are made in the structure of the Labour Department. The above is only a rough outline of the centralised structure and details can be worked out by the Department if the principle of centralisation is accepted. It will be observed that so far as the Factories and Steam Boilers sections are concerned these will continue to function as separate offices as at present because the two Chief Inspectors are technical officers with clearly defined powers.

105. During the course of my enquiry I have examined whether it was feasible to make—

(a) the *Labour Gazette*, *Labour Intelligence* and *Industrial Court reporter*; and

(b) the Examination Branch in the office of the Chief Inspector of Steam Boilers and Smoke Nuisances self-supporting. At present there is a large deficit in the production of the three publications. For this the income from the

fees for the examinations conducted by the Chief Inspector of Steam Boilers and Smoke Nuisances (which have remained unchanged since 1924) does not cover the cost of conducting the examinations. I have therefore recommended that—

(i) the price of *Labour Gazette*, *Industrial Court Reporter* should be raised as shown below :—

	Existing price.	Proposed.
<i>Labour Gazette</i> ...	12 0 0	20 0 0
<i>Industrial Court Reporter.</i>	12 0 0	20 0 0

(ii) the *Labour Intelligence* and the *Labour Gazette* should be amalgamated, a step which would result in reduction in the cost of publication ; and

(iii) the examination fees for the various examinations conducted by the Chief Inspector of Steam Boiler and Smoke Nuisances, should be raised to the extent indicated below :—

	Existing price.	Proposed.
1st Class Competency ...	15	20-0
2nd Class Competency ...	10	15-0
1st Class Service Certificate ...	5	7-8
2nd Class Service Certificate ...	5	7-8
1st Class Exchange of Certificate ...	5	7-8
2nd Class Exchange of Certificate.	5	7-8
1st Class Proficiency ...	30	40-0
2nd Class Engineering Examination.	20	25-0

106. The fees levied under the Bombay Boiler Rules, 1924, for the inspection of boilers should ordinarily cover the expenditure incurred on the establishment maintained therefor, but in actual fact there is a deficit of about Rs. 70,000 per annum to Government on this account. I have therefore suggested that the fees under the Act should be raised by 50 per cent. The Labour and Housing Department and the Chief Inspector have agreed to this suggestion and steps are being taken to raise the fees. The enhancement in fees is expected to increase the receipts by about Rs. 71,000.

## 26. BACKWARD CLASS DEPARTMENT.

107. This is a very small department and therefore there is not much scope for reorganisation or for retrenchment. There are however six posts of A.B.C.Os. sanctioned for the whole State. In my view 5 posts would be sufficient and one post of A.B.C.O. is accordingly proposed to be retrenched.

108. Until the year 1947 the Backward Class Officer was also designated as Chief Inspector of Certified Schools and was in addition in charge of the Beggars' Section. A separate organisation has now been set up for these activities under a full time Chief Inspector. I am doubtful if the continuance of two separate departments is strictly necessary. I feel that the Backward Class Officer can take up additional work and I suggest, that the question of re-amalgamation of these two organisations should be considered. If the organisations are re-amalgamated the Juvenile Beggars and Habitual Offenders Department will have the benefit of the supervision of a Senior I.C.S. or I.A.S. Officer at the top and of the district organisation consisting of Assistant Backward Class Officer and Backward Class Welfare Officers. There will thus be some saving in the headquarters staff as also in Inspectorial staff by this re-amalgamation I suggest that the question may be further examined by the Education Department in consultation with the Home Department.

#### 27. STATIONERY AND PRINTING OFFICE.

109. I have inspected the Office of the Superintendent of Government Printing and Stationery and also the Government Central Press. I understand that Messrs. Ibcn, Limited, have been commissioned to make a detailed investigation in regard to the organisation of the Superintendent's Office and they have promised large savings. Their report is awaited. During my inspection I have found that there is scope for improvement in the manner of keeping stock accounts of the stores and the storing of the various articles of stationery. I have, therefore, suggested that a detailed examination by a person having knowledge of stores verification and accounts, should be made. Further at present there is considerable diversity in designs, patterns and colours of the various articles of stationery. In order to facilitate the identification of Government articles of stationery and to minimise their misuse. I have suggested that standard specifications of designs, colours and patterns should be laid down for the various articles of stationery purchased and supplied by the Department and there should be a clear marking on all articles of stationery to indicate that they are Government property.

110. As regards the Government Central Press, the question regarding the adequacy or otherwise of the factory staff needs detailed technical knowledge. The report of the Printing Enquiry Committee shows that there has been a fall in the output during the recent years and I have, therefore, suggested that a careful job analysis and detailed investigation should be carried out by an expert and measures taken to increase the output and reduce the staff in the light of these investigations.

111. Eleven printing presses were taken over from the former States most of which, being small, are being closed. The two printing presses at Kolhapur and Baroda are, however, being retained.

## 28. PUBLIC WORKS DEPARTMENT.

112. (a) *Civil Engineering Section.*—The total provision for works under this section which is by far the largest section of the Public Works Department, for the current year is Rs. 8·26 crores which accounts for 13·3 per cent. of the State's budget. An overall survey of the growth of expenditure of Public Works Department and the growth of Circles, Divisions and Sub-Divisions over the last 13 years reveals that whereas the *real* works expenditure has increased by about 100 per cent., the number of Circles, Divisions and Sub-Divisions has recorded an expansion of 175, 125 and 200 per cent. respectively. Thus, whereas in 1939 there were 4 Circles, 20 Divisions and 75 Sub-Divisions, there were on 31st March 1949, 11 Circles 45 Divisions and 225 Sub-Divisions. Some of this increase was due to the opening of a number of project, survey and designs divisions and sub-divisions, the works expenditure on which is insignificant. Even allowing for this factor, however, the expansion that has occurred in the Public Works Department in the recent years is disproportionately large. During my scrutiny of the details, of the number and strength of the Public Works Department Offices I noticed that there was scope for economy in the following directions :—

- (i) the number of project sub-divisions was unduly large, particularly when it is remembered that many schemes (for which plans and estimates are being prepared at present) may not see the light of the day for a long time;
- (ii) some of the circles, divisions and sub-divisions were so small that their separate existence was not fully justified;
- (iii) the staff in many offices was in excess of the needs;
- (iv) that there was no uniformity of sanction regarding the various categories of staff, e.g., senior clerks, junior clerks, surveyors, computors, tracers, etc.

113. Therefore, in my view, there was scope for (a) reorganisation of the circle, divisional and sub-divisional charges and (b) standardization of the requirements of staff for the circles, divisional and sub-divisional offices. The Public Works Department itself grew conscious of the need for reorganisation with a view to effect economy in the Department, as early as February 1950, as a result of which two circles, (Eastern Circle and Village Water Supply Circle), 4 divisions and 30 sub-divisions were closed. This resulted in a saving of Rs. 15·43



lakhs during the current year and Rs. 19 lakhs annually. There was, however, no budget provision for this expenditure and therefore there was no actual saving on this account so far as the budget for 1950-51 is concerned. Even after this retrenchment, there remained a gap to the extent of Rs. 10 lakhs in the amount asked for by the Public Works Department and the amount actually allotted. I, therefore, examined carefully the scope for further curtailment in staff by a reduction in the number of Public Works Department Offices of different types by laying down standard units of staff for these offices.

114. My detailed recommendations in regard to the reorganisation of the Public Works Department Circle Divisional and Sub-divisional offices have been explained at length in my report in regard to the Public Works Department. I might however indicate here the salient features of these recommendations.

115. Briefly, I suggested the closure of 2 Circles (Koyna Irrigation Circle and South Gujarat Circle), 2 Public Works Department divisions Designs Division and Broach Division—and 27 sub-divisions. The Public Works Department has already implemented or is about to implement, many of these recommendations. Thus 1 Circle Office, *viz.*, Koyna Irrigation Circle and 14 sub-divisions enumerated below have been closed or will be closed shortly :—

- |  |                  |   |
|--|------------------|---|
| (i) 3 River Gauging Sub-Divisions.                                 |                  |   |
| (ii) Prantij Sub-Divisions   | ...              | Sabarkantha Division.                   |
| (iii) Project Sub-Division   | ...              | Surat Division.                         |
| (iv) Amalgamation of Meshawa Weir and Meshawa Canals Sub-Division. |                  | Gujarat Irrigation Circle.              |
| (v) Bhor, Bhigwan and Poona West Sub-Divisions.                    | Poona Division.  | Central Circle.                         |
| (vi) Yawal Sub-Division  | ...              | East Khandesh Division, Central Circle. |
| (vii) Building Projects Sub-Division.                              | Building Project | Division, Central Circle.               |
| (viii) Belgaum Special Projects Sub-Division.                      |                  | Southern Circle.                        |
| (ix) Amalgamation of Kolhapur North and South Sub-Division.        |                  | Southern Circle.                        |
| (x) Special building construction Sub-Division, Dharwar.           |                  | Southern Circle.                        |

After considering the views of the Public Works Department, I do not press for the abolition of the two divisions originally suggested by me for closure or for the liquidation of any additional sub-divisions at this stage, but I suggest that, for

the reasons discussed by me in detail in my report in respect of this Department, the abolition of South Gujarat Circle is feasible.

116. In regard to standardization of staff for the Circle, Divisional and Sub-Division Offices, I have discussed the question with Superintending Engineers in Conference at which the Chief Engineer was present. As a result of these discussions standard units of staff for different Public Works Department Offices, *viz.*, Circles, divisions and sub-divisions, have been evolved. The standards suggested are for normal Public Works Department Circle, Divisional and Sub-Divisional Offices. Deviations from these have been allowed in respect of heavier units and in view of certain special circumstances explained by the Superintending Engineers I have enumerated these deviations in my note on the respective Circles. Apart from these, which have been specifically mentioned, the standards laid down have been followed and retrenchment feasible in the light of these standards has already been carried out.

117. The retrenchment and re-organisation proposals under this Section of the Public Works Department affect 1051 posts and are estimated to yield a saving of Rs. 4,64,000 during the current year and Rs. 12,52,000 annually.

118. (b) *Public Health Engineering Section.*—This organisation deals with all sanitary engineering matters, including the execution and maintenance of water supply and drainage works and advising local bodies in regard to their sanitary schemes. It is headed by the Public Health Engineer to Government, who is of the status of a Superintending Engineer, and consists of 6 Divisions and 30 Sub-divisions employing a staff of 40 gazetted officers, 809 Class III posts and 589 Class IV posts.

119. In pursuance of Government orders regarding 5 per cent. cut in establishment, the Public Works Department has abolished two Sub-divisional charges [*viz.*, Village Water Supply sub-division, Poona, and North Gujarat Sanitation Sub-Division. Boriavi] and has effected a total retrenchment of 184 posts from the different divisional and sub-divisional charges yielding a saving of Rs. 1,45,000 during the current year and Rs. 2,08,640 annually. Despite this, a gap to the extent of about Rs. 64,000 remained in the amount asked for by the Public Health Engineer and the amount allotted and this has necessitated a further review of the establishment sanctioned for the organisation.

120. In examining the scope for further retrenchment, the standard units laid down for the regular Public Works Department charges have been largely followed. Certain departures from these standards have been permitted in view of the special features of the functions and nature of work of the Public Health

Engineer's organisation. Certain additional technical staff such as fitters, water rate collectors, meter readers, etc., have also been allowed for the purpose. In the light of this scrutiny a further retrenchment of additional 60 posts has been recommended thus bringing the total retrenchment in the organisation to 244 posts, giving a saving Rs. 1,33,758 during the current year and Rs. 2,51,688 annually.

121. (c) *Architect to Government*.—The office of the Architect to Government is indeed small comprising a staff of 2 gazetted officers, 5 Senior Draftsmen, 3 Draftsmen (inclusive of a Head Draftsman) and a clerical and Class IV staff of 4 and 3 respectively. On a review of the work on hand I have proposed retrenchment of 1 post of Architectural Assistant, 1 Senior Draftsman, and 1 Head Draftsman and suggested certain other minor changes. Further, in order to avoid waste of labour resulting from insufficient and inaccurate information or preparation of plans and estimates which have little or no chance of being taken up for execution, I have recommended that the feasibility of issuing suitable instructions to departmental heads—

(a) to obtain administrative approval to the scheme before asking for plans and estimates from the Architect to Government, and

(b) to furnish sufficient data regarding site and other physical features,

should be considered by the Public Works Department.

122. (d) *Development Department Chawls*.—There is a small organisation for the management of these chawls and the collection of rent therefore under the Manager, D. D. Chawls (of the status of a Deputy Engineer) who works under the Executive Engineer, Presidency Division, designated as Director, D. D. Chawls, for this purpose. The chawls consist of 207 buildings and 16,500 tenements. As the staff consists mainly of posts of rent collectors—known as Superintendents—peons and sweepers who are sanctioned on a modest scale I have not suggested any retrenchment in respect of this organisation except with regard to two minor posts of a clerk and a peon. I have however suggested that the question of raising the rents should be actively pursued as the existing rents are highly uneconomical and were fixed during the time of depression when the chawls were not popular and there were a large number of vacancies. Further, Superintendents of these chawls are at present paid commission on the basis of recoveries of rent effected and the amount for superintendence comes to approximately Rs. 40 to Rs. 50 per month. This rate of commission was sanctioned at a time when there was considerable

difficulty in effecting recoveries. As the circumstances have now entirely changed, I have suggested that the practice should be abolished and if that is not considered desirable, the rate of commission reduced to half the present rate.

123. (e) *Electrical Engineer to Government.*—The organisation is responsible for the administrative, executive and advisory work pertaining to generation and use of electricity, administration of the Indian Electricity Act, maintenance of electrical installation in Government buildings and running of State owned power houses. It consists of the Electrical Engineer's office in Bombay, 3 Divisional Offices (of which one has not yet been opened) and 11 Sub-divisions employing a staff of 3 Class I, 13 Class II, 291 Class III and 94 Class IV posts. Although there has been considerable expansion in the size of the organisation I find that the scope for retrenchment is extremely small, in view of the fact that there has been an all round increase in work owing to the merger of States and the large number of Government buildings taken over, or under construction, which have or will have electrical installations. The execution of the gride scheme is also likely to throw more work on this organisation. Therefore, in my report on the offices under the Electrical Engineer, I have confined myself to the retrenchment and down grading of a few individual posts yielding a small saving of about Rs. 9,000 per year.

124. (f) *Electric Grid.*—In order to expedite the development of electric supply in the State a separate "Electric Grid" organisation was set up in 1944. The implementation of the North Gujerat and South Gujerat Grid schemes the construction and operation of nursery stations at Bulsar, Ratnagiri, Vengurla, Satara and elsewhere, the maintenance of a large number of power stations taken over from the merged States and investigations in regard to the Jog and Koyna Hydro-Electric Schemes, for which top priority has been assigned, are some of the activities of the department which deserve special mention. The estimated cost of the works on hand is nearly Rs. 14 crores and the Electrical Commissioner reports that most of this will be spent and the schemes will have commenced supply of electricity by 1953. The Koyna Hydro-Electric Scheme alone involves a cost of about Rs. 61 crores. For the preparation of projects and the execution of the various different schemes which have been approved large staff consisting of 1 Chief Engineer, 5 Superintending Engineers, 22 Executive Engineers, 67 Assistant Engineers, 208 Junior Engineers, 7 Senior Draftsmen, 33 Junior Draftsmen, 34 Tracers, 12 Computers, 519 Technical posts, 375 clerks and a class IV staff of 203 has been sanctioned. Although sanction exists for such a large staff, the actual working strength is far less as due

to non-availability of materials and suitable candidates and postponement of some of the schemes about one-third of the sanctioned strength in the various cadres has remained vacant giving a saving of Rs. 3,14,000 during the current year. A clearer picture of the high incidence of vacant posts may be had from the table below :—

Serial No.	Designation	No. of posts sanctioned.	No. of post vacant.
<i>A—Gazetted Staff.</i>			
1.	Electrical Commissioner	1	...
2.	Chief Engineer	1	...
3.	Superintending Engineers	5	1
4.	Executive Engineers	22	5
5.	Assistant Engineers	67	14
6.	Chief Draftsmen	1	1
7.	Accounts Officer	1	
8.	Establishment Officer	1	
	Total	99	21
<i>B—Technical Staff.</i>			
1.	Junior Engineers ...	208	67
2.	Senior Draftsmen, Draftsmen, etc.	39	6
3.	Tracers and Computers ...	46	8
4.	Supervisors ...	5	
5.	Other Technical Staff	519	181
<i>C—Ministerial Staff.</i>			
1.	Ministerial staff ...	375	97
<i>D—Inferior Staff.</i>			
1.	Inferior staff ...	203	100
		1494	459

Many of these posts are likely to remain vacant during the next year also.

125. I have discussed the question of retrenchment in the Grid Organisation with Electrical Commissioner, and later with Secretary, Public Works Department. I pointed out during the discussion that careful planning of the works programme and the establishment asked therefor is essential if for nothing else at least in order to avoid the inclusion of large budget

provision which could be utilised for other pressing schemes. A certain amount of reorganisation is also necessary in the structure of the Grid Organisation which in my opinion is rather top heavy. The Secretary, Public Works Department, however, mentioned that a Separate Grid Board, an autonomous body, is shortly to be formed and that he proposes to review the whole establishment before the Board takes over. The strength of the establishment will be dependant upon the budget provision that is made for the various schemes in the next year and the subsequent years and, since this is under the process of finalisation, it is difficult at this stage to estimate what portion of the sanctioned strength is necessary and what sanctioned posts should be surrendered or retrenched. Since, at present, a large number of posts are vacant, I would suggest that the review by the Secretary, Public Works Department, after the finalisation of the works programme of the electric grid may be awaited.

#### 29. CIVIL SUPPLIES DEPARTMENT.

126. The offices under the Secretariat Department of Civil Supplies mainly deal with implementation of Government's policy in regard to control over supply, distribution and consumption of essential commodities in short supply. Owing to uncertainty of the life of the various control orders the gazetted and non-gazetted establishments of the offices have been created and continued from time to time on a purely temporary basis. The size of the organisation has varied according to the rigour and extent of the controls imposed and the actual requirements of the special jobs undertaken from time to time. The department had reached its peak of expansion by about the end of the last war. Thereafter some reduction in the establishments was effected on account of the withdrawal or relaxation of certain controls and attempts made at rationalisation of the organisation. In December 1947 controls on food-grains and in January 1948 control on cloth, which account for the bulk of the establishment, were lifted. This accounts for the large reduction of staff in the Civil Supplies Department in 1948. The controls were reimposed in about September 1948 with the consequent re-expansion of the organisation.

127. Cloth control was again relaxed early in 1950, and as a result a substantial reduction was made in the textile organisation. The textile organisation cannot however be disbanded as scarcity of cloth continues and therefore in fact departmental trading has to be undertaken. The Provincial Textile Controller has effected retrenchment to the extent of 15·7 per cent. in his budgeted expenditure. There is therefore very little scope for further reduction.

128. The food control organisation is mainly concerned with the storage and movement of food-grains and sugar allotted to this State by the Government of India. This organisation will have to be maintained so long as there is controlled distribution of food-grains in the State. I have suggested about 5 per cent. reduction in the cost of establishment on account of pay and dearness allowance of this organisation.

129. The Rationing Department is mainly concerned with the controlled distribution of essential articles like food-grains, cloth and kerosene. In addition the Department is distributing Penicillin at present. The strength of the staff in this Department is dependent upon the varieties of articles under controlled distribution. With the derationing of cloth the cloth branch in the Controller of Rationing's Office was abolished. Similarly on decontrol of kerosene the surplus staff is being utilised for the distribution of sugar and penicillin. The scope for retrenchment in this organisation was reviewed by a Committee appointed by the Civil Supplies Department and as a result of its recommendation a substantial reduction in the staff was effected resulting in a total saving of about 5.7 per cent. in the current year's budget.

130. The Milk Commissioner is responsible for the procurement and distribution of milk in Bombay City and Greater Bombay. A dairy farm has been opened at Aarey near Goregaon for keeping all dairy cattle at a central place. This should enable the Milk Commissioner to save a large amount which was being spent on the supervision of the various stables in the city. The sale of bottled milk which is being introduced will also enable reduction in some staff at present employed at the milk distribution centres. In view of this position I suggest that the Civil Supplies Department should appoint a Committee to review the working of the Milk Commissioner's organisation with a view to effecting economy and bringing about rationalisation. This should be done when the organisation at Aarey Colony is fully established, in any case within a period of 6 months.

131. The Accounts Section under the Director of Civil Supplies (Accounts) is responsible for the compilation and internal audit of accounts maintained by all the Sections under the Civil Supplies Department. The office of the Director of Civil Supplies (Accounts) was inspected by the Under Secretary (Retrenchment) and Shri Mogre, Establishment Officer, Civil Supplies Department. Both the officers are of the opinion that the staff is not susceptible of reduction for the present. After old accounts which are in arrears are cleared, it will be possible to effect some reduction in the staff. The Civil Supplies Department should investigate the possibility of reduction of staff by  
1st April 1951.

132. The strength of staff in the various sections, the saving during the current year and annual saving that will be made on account of the retrenchment are as shown below:—

Name of the organisation.	Total staff as on 28th Feb. 1950	Posts retrenched or proposed to be retrenched.	Saving during the current year.	Annual savings on account of retrenchment.
			Rs.	Rs.
Civil Supplies Department (main office.)	433	70	42,640	1,10,160
Food Controller's office ..	1206	25	19,835	41,760
Director of Grain Purchase ..	490	26	23,086	56,832
Rationing Department (Bombay City)	2619	230	3,26,260	4,73,040
Rationing Department (Districts).	10671	1505	11,93,000	16,35,400
Provincial Textile Controller ..	741	194	2,43,120	3,37,320
Milk Commissioner ..	2199	171	56,840	2,50,000
Director of Civil Supplies (Accounts).	412	....	....	....

The Budget provision for the whole Civil Supplies Department is made under different heads viz:

25-C.K.—General Administration.

47-H-Miscellaneous Departments.

47-J-P.W.R.

85-A, Capital Outlay, etc.

The total saving during the current year has been Rs. 19,04,781 under the various heads. The expenditure debited to 47-H-Miscellaneous Departments and 47-J-P.W.R. is ultimately transferred to 85-A-Capital Outlay etc. and as such savings effected in the Civil Supplies Department will not bring appreciable relief to the State revenue. But it will indirectly relieve the strain on capital accounts and will, to that extent, help to ease the financial situation.

#### Summary of Retrenchment Proposals.

133. I have prepared a comprehensive statement showing at a glance the summary of the retrenchment effected or proposed and the savings resulting therefrom both during the current year and annual savings in respect of the individual departments for which separate reports have been submitted (Annexure II). The statement is arranged according to the heads of departments and controlling officers. In order to give a comparative idea of the extent of retrenchment, I have given the



total number of sanctioned posts under different classes, viz., Class I, Class II, Class III and Class IV, under each head of department and controlling officer, permanent and temporary posts being separately indicated in columns 4 to 8 of the Statement. I have already referred to the large number of temporary posts existing at present, the temporary posts being slightly more than permanent posts under each of the categories except in Class I posts in which case the permanent posts are slightly more than half the number of temporary posts. There were in all about 198,000 sanctioned posts under this Government prior to retrenchment, out of which about 96,000 posts were sanctioned on a permanent basis and about 102,000 posts on temporary basis. Columns 9 to 13 of the statement show the number of posts retrenched or proposed to be retrenched. These figures, however, do not give a true indication of the number of persons who have been discharged, Columns 14 to 18 furnish this information. It must, however, be emphasised that the information in regard to the number of persons discharged or likely to be discharged is somewhat approximate as the information furnished by some heads of departments does not appear to be quite correct and further it is difficult to say at this stage how many additional persons will be discharged on account of the additional retrenchment still to be carried out. The savings as the result of the retrenchment during the current year are shown in columns 19 to 21 while the annual figures of saving on account of the retrenchment proposals are shown in column 22. In regard to the savings during the current year, I have tried to show separately the saving on account of vacant posts some of which were subsequently retrenched while others have been continued. A summary of Annexure II is given below for ready reference :

	No. of sanctioned posts.	No. of posts retrenched or proposed to be retrenched.	No. of persons discharged or likely to be discharged.	Savings (in thousands)	
				During the current year.	Annual.
Class I	... 1,105	65	1		
Class II	... 3,071	202	7		
Class III	... 1,46,163	12,916	4,251		
Class IV	... 47,871	5,948	2,920		
Total	... 1,98,210	19,131	7,179	2,29,84	2,82,34

It will be of interest to note that out of the total strength of about two lakhs, only 4,200 are gazetted officers, i.e. about 2 per

cent. of the total strength of Government employees. One-fourth of these gazetted officers belong to Class I which for the sake of convenience includes posts of Deputy Collectors which are not classified. It has been alleged that the retrenchment has been carried out only in the lower ranks at the expense of the underdog. But the above figures will show that this allegation is wholly unjustified. For the sake of convenience I give below a summary of percentages of posts retrenched and persons discharged as compared to the total number of sanctioned posts under different categories:—

	Percentage of posts retrenched.	Percentage of persons discharged.
Class I ... ..	5.88	0.09
Class II ... ..	6.57	0.23
Class III ... ..	8.15	2.98
Class IV ... ..	12.42	6.09
Total ... ..	9.65	3.62

It is but inevitable that a larger proportion of posts in lower categories should be abolished because expansion in these posts has been far greater than in the posts of gazetted officers and also because there is greater scope for readjustment and distribution of work amongst the lower categories of posts than amongst higher categories of posts. Nevertheless, about 6½ per cent of the gazetted posts have been retrenched as against an overall percentage of 9.65 for all categories of posts taken together. The retrenchment in the higher posts cannot therefore be said to be unduly small. In regard to the proportion of persons discharged, since the incumbents of Class I and Class II posts, which have been retrenched, have been reverted to lower posts it is but natural that the number of gazetted officers who have been discharged should be few. Thus only 1 class I officer and 7 class II officers were discharged because they had superannuated or were appointed in a purely temporary capacity and could not be absorbed elsewhere.

134. The total number of posts proposed for retrenchment number 19,131, while the number of persons discharged comes to only 7,179. This considerable gap between the number of posts retrenched and the number of persons discharged, which is indeed very fortunate as it has minimised hardship and misery, has been achieved by the issue of orders in March last placing a ban on the filling of vacancies except in exceptional circumstances when the head of department was satisfied that

the filling of the posts was essential. A close watch was kept on the observance of these instructions by obtaining prompt reports from the officers who exercised this discretion of filling vacancies with justification for their action. As a result of these instructions, a large number of vacancies have arisen during the course of the year and therefore, having regard to the number of posts retrenched the number of persons discharged, is comparatively small. Instances of departments where there were large number of vacancies will be found in the Police, Revenue, Agricultural, and Education Departments. In the case of Police Department, as against 3,537 posts retrenched or proposed to be retrenched, only 92 persons have been discharged and these belong to ministerial ranks. So far as the district Police is concerned, there was a very large number of vacancies and some vacancies still remain even after the retrenchment of about 2,000 posts. In regard to the Greater Bombay Police, the number of vacancies is smaller than the number of posts proposed to be retrenched but, I have suggested that the surplus men should be continued until they are absorbed in vacancies in Greater Bombay or the districts.

135. As against a provision for saving in the budget of Rs. 2 crores during the current year, the saving expected on account of these proposals for retrenchment is estimated at Rs. 2.30 crores. The saving thus works out to about 7.18 per cent. of the total cost on establishment (including grant-in-aid establishment under the Education Department). The recurrent annual saving on account of these proposals, if they are accepted in entirety, is computed at Rs. 2.82 crores i.e. 8.81 per cent. of the total cost of establishment.

136. The above figures of retrenchment and saving include posts which are either initially or ultimately debited to Capital Section of accounts viz. "85-A-Capital Outlay on State Trading". Since the lump cut of Rs. 2 crores for the purpose of budget saving during 1950-51 relates only to the revenue section of budget, it will be relevant to give separate figures for retrenchment which either initially or ultimately does not figure under revenue heads of accounts. The details of such retrenchment are given below :—

	Number of posts in			Total	Saving. (in thousands)		
	Class II	Class III.	Class IV.		during current	Annual year	
Collector's Supply Staff	...	21	403	76	500	Rs.	Rs.
Collector's Retention and Godown Staff. ...	...	...	953	552	1605	4,71	7,99
Staff under various C. S. D. Offices at Bombay.	...	...	305	305	323	11,93	16,35
						323	5,79
						2063	30,13

Thus it will be seen that out of the savings indicated above, 20·63 lakhs during the current year and 30·13 lakhs annually is due as savings in respect of expenditure which is ultimately debited to capital account, viz. 85-A-Capital Outlay. After excluding these savings from the total savings indicated above, the net saving under revenue section of budget is 2·09 crores during the current year and 2·52 crores annually. In addition, there will be considerable saving in travelling allowance, ordinary as well as Permanent Travelling allowance, house-rent, compensatory local allowance and other allowances, expenditure on which will disappear along with the staff to which the allowances were admissible, as also saving in contingencies on account of the closure of a number of offices and postponement of schemes as a measure of economy.

137. For the sake of comparison, I have also prepared a separate statement showing savings under the various major heads of accounts, during the current year and annual, and the corresponding budget provision for savings under these heads (Annexure III).

138. As the number of persons discharged or likely to be discharged was expected to be substantial, proposals were submitted to Government for prescribing a definite order in which persons should be discharged, measures for minimising their hardship and for their rehabilitation. It would not be out of place to summarise the various steps taken in that direction.

#### *Order of priority for discharge*

While ordering the reduction of 5 per cent. in each cadre under the preliminary retrenchment it was necessary to ensure that persons were discharged not in an arbitrary manner but according to certain well-defined and equitable principles. The following instructions were accordingly issued for the selection of personnel for discharge:

“Only temporary Government servants should be selected for discharge in the order of juniority, i.e., the juniormost persons should be first retrenched, subject to the following qualifications:—

(i) Re-employed pensioners should be first discharged, irrespective of their length of service after re-employment, except in cases where they cannot be replaced by other persons in the Department.

(ii) Temporary Government servants whose work is so consistently unsatisfactory that to retain them in Government service, while others are discharged from it, would not be justifiable, should be discharged in preference to other temporary Government servants.

(iii) Displaced persons (refugees) should not be discharged under the preliminary retrenchment as the problem of their rehabilitation is already acute and discharge is likely to entail greater hardship on them than those domiciled in this State.

(iv) Permanent employees of the merged States, though they may have been absorbed in Government service in temporary posts, should be treated as permanent Government servants and should not, therefore, be discharged.

(v) Class III and Class IV Government servants belonging to the Backward Classes should not be discharged if their number does not exceed 5 per cent. of the number of posts in the cadre, in the case of clerical cadres, and ten per cent. of the number of posts in the cadre, in the case of other cadres. Where the number of Backward Class Government servants exceeds the percentages mentioned above, those of them holding posts in excess of the percentages may be discharged in accordance with the principles laid down.

(vi) In the case of persons affected by prohibition who are absorbed in Government service in accordance with the orders issued in Government Circular Memorandum, Political and Services Department, No. 3405/34, dated 1st May 1950, half of the service rendered by them in connection with the trade in liquor, toddy, hemp drugs, and opium should be taken into account for the purposes of fixing their juniority for discharge."

Instructions were subsequently issued that this order of priority for selection of personnel for discharge and the exemptions mentioned above were to be observed when carrying out further retrenchment during the current financial year.

#### **Retrenchment Concessions.**

139. In order to mitigate the hardship of the discharged personnel, Government sanctioned certain retrenchment concessions which are outlined below:—

*Terminal leave.*—A temporary Government servant discharged is entitled to all earned leave standing to his credit on the eve of discharge. There is no restriction on his taking up private employment during the period of leave. Re-employment by a local fund as defined in Bombay Civil Services Rule 9(33) will also be permitted but a Government servant re-employed by such a fund while on leave will have the option of drawing his re-employment pay or leave salary, whichever is higher, but not both.

*Gratuity.*—He is also entitled to gratuity at the rate of two-thirds of a month's pay for each completed year of approved service, if his pay does not exceed Rs. 180 per mensem and half a month's pay for each completed year of service subject to a minimum of Rs. 120, if his pay exceeds Rs. 180 per mensem. The above concessions are, however, not admissible to—

- (a) those whose pay exceeds Rs. 1,000 per mensem,
- (b) daily-rated and work-charged employees,
- (c) apprentices; part-time Government servants and persons in the non-continuous employment of Government,
- (d) re-employed pensioners,
- (e) Government servants on contract,
- (f) persons who resign Government service or who are discharged for any fault of theirs.

#### ABSORPTION MACHINERY.

140. The above concessions could only serve as a temporary relief and it was obvious that some further measures were necessary for the rehabilitation of the discharged personnel. Instructions had already been issued in Government Resolution, Finance Department, No. 7983/33, dated 29th March 1950, that no vacancies were to be filled for a period of few months unless the heads of departments considered that it was essential in the interest of work to fill the vacancies. The number of such vacancies was by no means small and further vacancies arose from time to time on account of retirement, death, etc. of Government servants in different departments. I accordingly suggested to the Political and Services Department to consider the question of giving preference to the persons discharged on account of retrenchment in the vacancies in Government offices arising from time to time and of setting up an absorption machinery on the lines of the one set up in 1948 for absorbing the Government servants discharged from the Civil Supplies Department consequent upon the lifting of controls. The suggestion was approved by Government and orders were issued appointing a Special Officer for the Bombay City for the purpose of registering the names of discharged persons and arranging for their absorption in the vacancies arising and posts sanctioned from time to time. All offices in the City were required to report the names of persons discharged or likely to be discharged to the Special Officer for registration through whom they were also required to make recruitment for posts that may fall vacant subsequently. Direct recruitment could be made by an office only when the Special Officer was satisfied that no suitable candidate was available from among the discharged personnel. Similar arrangements were also sanctioned for districts where Collectors were appointed as Special Officers for their respective districts.

141. In order that retrenched persons should not be deprived of the opportunity for re-absorption on account of overage, Government also directed that the condition regarding the age limit should be relaxed in the case of those who were within the prescribed age limit at the time of their first entry into Government service.

142. The above discussion completes the general review of the principles adopted by me in formulating proposals for retrenchment and of the salient features of retrenchment and reorganisation proposed by me in respect of the important departments of the State. The Committee appointed by Government to which I have made a reference in the opening paragraph of the Report met from time to time to consider and pass orders on the recommendations made by me. These recommendations were submitted as and when they were formulated after my investigation into the working of the different departments were finished. It is on the basis of the Committee's orders that action was taken by the departments.

143. Before concluding I should like to acknowledge the extreme co-operation and assistance accorded to me invariably by all Heads of Departments and Controlling Officers and the various heads of offices inspected by me. All of them were appreciative of need for economy and many of them made concrete suggestions for retrenchment and reorganisation in their departments. I need hardly point out that but for their co-operation it would have been difficult to effect any substantial savings while the proposals were still in the process of formulation. I should also like to acknowledge the industry and assistance of the Officers and staff working under me. Under Secretary (Retrenchment) Shri M. D. Rangnekar and Special Officer, Political and Services Department, Shri H. D. Warden, took considerable pains in detailed inspection of various offices and formulation of preliminary proposals on the basis of their scrutiny. Shri Rangnekar who was directly in charge of the Retrenchment Section under me exercised close supervision over the section and over the preparation of material for my proposals. But above all I should like to bring to the notice of Government the special efforts put in by the staff in the two Branches in the Retrenchment Section. In order to cope with the enormous volume of drafting, clerical, computation and typing work they have had to work very much overtime and have had to come to office on almost every Sunday and holiday during the last four months. I suggest that their sincere and arduous labour, which was far more intensive than is required for normal duties, may be suitably recognised.

K. P. MATHRANI,

Officer on Special Duty (Retrenchment),  
Finance Department, Government of Bombay.

Bombay, 8th January 1951.

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ANNEXURE I

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## ANNEXURE

Statement showing the progress of

P=Permanent.

T=Temporary.

Budget Head.	1938-39 (Actuals.)			
	Officers (P & T)	Establishment (P)	Establishment (T)	Total.
1	2	3	4	5
7, Land Revenue .. ..	1,36.9	9,59.5	65.4	11,61.8
8, Provincial Excise .. ..	1,61.4	10,83.6	2,59.3	15,04.3
9, Stamps .. ..	9.7	55.3	....	65.0
10, Forest .. ..	3,73.4	12,04.1	24.1	16,01.6
11, Registration .. ..	9.4	3,49.0	27.4	3,85.8
12, Charges on account of M. V. Acts .. ..	63.0	....	1,11.0	1,79.0
13, Other Taxes, etc. .. ..	8.4	50.7	22.7	81.8
18, Irrigation .. ..	....	....	28.1	28.1
25, General Administration .. ..	27,79.9	51,74.9	65.4	80,20.2
27, Administration of Justice .. ..	23,97.3	26,63.9	66.3	51,27.5
28, Jails and Convict Settlements .. ..	1,53.4	4,77.8	25.1	6,56.3
29, Police .. ..	13,89.8	90,30.7	23.4	1,04,43.9
33A, Dangs, etc. .. ..	....	....	....	....
36, Scientific Departments .. ..	....	....	....	....
37, Education .. ..	11,99.6	16,15.0	59.1	28,73.7
38, Medical .. ..	7,18.3	12,53.3	13.5	19,85.1
39, Public Health .. ..	2,70.2	4,11.8	51.8	7,33.8
40, Agriculture .. ..	2,03.3	3,77.4	37.7	6,18.4
41, Veterinary .. ..	32.2	2,05.9	4.3	2,42.4
42, Co-operation .. ..	96.5	3,12.7	9.8	4,19.0
43, Industries .. ..	93.3	1,81.4	55.9	3,30.6
47, Miscellaneous Departments .. ..	2,60.4	1,11.9	20.0	3,92.3
50, Civil Works .. ..	9,63.5	11,92.2	5,50.3	27,06.0
51, Bombay Development Schemes .. ..	3.8	....	77.8	81.6
52A, Other Revenue, etc. .. ..	....	....	....	....
54A, Famine .. ..	6.6	....	20.8	27.4
56, Stationery and Printing .. ..	19.7	4,53.1	....	4,72.8
57, Miscellaneous .. ..	....	0.7	1.4	2.1
63, Extraordinary Receipts and Charges .. ..	....	....	3.4	3.4
64, Civil Defence .. ..	....	....	....	....
<b>Total</b> .. ..	<b>1,13,55.0</b>	<b>2,71,64.9</b>	<b>16,24.0</b>	<b>4,01,43.9</b>

\* Exclusive of figures for P. W. R. Schemes. (The total expenditure on

† This is the provision for "salaries and establishments" under "54-A".

## I.

*expenditure on establishment.*

[Figures in thousands of Rupees]

1948-49 (Actuals.)

Officers (P. & T.)	Establishment (P)	Establishment (T)	Total.
6	7	8	9
2,32·8	20,70·5	4,97·2	28,00·5
1,81·9	15,62·5	11,54·0	28,98·4
9·6	84·6	17·3	1,11·5
2,92·1	21,38·2	.....	24,30·3
17·5	5,45·7	32·3	5,95·5
55·5	3,75·6	70·4	5,01·5
1,57·6	4,85·0	22·1	6,64·7
1,50·9	31·3	5,61·8	7,47·0
39,43·4	86,22·0	37,71·5	1,63,36·9
35,94·3	41,63·7	8,24·7	85,82·7
1,52·1	7,08·0	1,34·7	9,94·8
22,37·6	2,42,02·4	49,69·4	3,14,09·4
45·6	1,85·0	19·1	2,49·7
9·4	.....	23·4	32·8
14,79·3	32,22·0	2,35·5	49,36·8
9,16·3	31,01·3	2,91·3	43,08·9
3,61·4	11,71·8	13,33·0	28,66·2
3,20·4	5,67·5	*6,20·1	*15,08·0
1,32·2	4,67·6	1,30·6	7,30·4
4,87·7	16,84·5	7,10·6	23,82·8
1,86·5	5,63·0	2,13·6	9,63·1
14,19·0	4,22·5	1,13,90·7	1,32,32·2
11,92·0	25,48·6	17,63·2	55,03·8
2·8	.....	1,79·3	1,82·1
2,79·5	.....	2,76·9	5,56·4
.....	.....	35·9	35·9
32·8	8,08·3	1,54·3	9,95·4
85·7	.....	15,86·1	16,71·8
.....	.....	.....	.....
12·5	.....	2,01·6	2,14·1
<b>1,79,88·4</b>	<b>5,97,34·6</b>	<b>3,12,20·6</b>	<b>10,89,43·6</b>

these schemes is recorded in lump in Accountant General's Books).

Separate figures for "Pay of Officers and Pay of Establishment" are not available.

## ANNEXURE

P=Permanent.

T=Temporary.

		1949-50 (Actuals.)			
Budget Head.		Officers (P & T)	Establishment (P)	Establishment (T)	Total
1		10	11	12	13
7,	Land Revenue .. ..	4,34.8	33,18.0	6,73.1	44,25.9
8,	Provincial Excise .. ..	1,97.7	11,25.2	8,78.1	22,01.0
9,	Stamps .. ..	8.6	72.3	12.8	93.7
10,	Forest .. ..	3,81.6	26,00.4	....	29,82.0
11,	Registration .. ..	19.0	6,03.3	37.8	6,60.1
12,	Charges on account of M. V. Acts .. ..	63.8	3,60.1	1,56.9	5,80.8
13,	Other Taxes, etc. .. ..	1,91.1	6,93.6	0.7	8,85.4
18,	Irrigation .. ..	1,03.4	29.6	2,07.3	3,40.3
25,	General Administration .. ..	44,72.8	95,17.2	48,94.4	1,88,84.4
27,	Administration of Justice .. ..	37,44.4	44,84.8	16,13.5	98,42.7
23,	Jails and Convict Settlements .. ..	1,62.6	8,07.5	2,17.2	11,87.3
29,	Police .. ..	23,79.5	2,69,73.8	65,82.9	3,59,36.2
33A,	Dangs, etc. .. ..	45.3	1,95.1	57.7	2,93.1
36,	Scientific Departments .. ..	20.2	....	47.1	67.3
37,	Education .. ..	19,53.1	53,57.0	17,47.1	90,57.2
38,	Medical .. ..	9,88.6	37,27.0	3,08.6	50,24.2
39,	Public Health .. ..	4,32.1	25,45.1	3,50.1	33,27.3
40,	Agriculture .. ..	3,09.0	6,60.0	*9,11.5	*18,80.5
41,	Veterinary .. ..	1,52.2	5,68.4	1,32.0	8,52.6
42,	Co-operation .. ..	2,89.0	10,24.7	14,31.3	27,45.0
43,	Industries .. ..	2,20.8	4,47.3	3,68.9	10,37.0
47,	Miscellaneous Departments .. ..	16,83.9	4,28.2	1,30,70.7	1,51,82.8
50,	Civil Works .. ..	13,36.8	29,05.6	20,78.7	63,21.1
51,	Bombay Development Schemes .. ..	2.7	1,61.9	13.2	1,77.8
52A,	Other Revenue, etc. .. ..	3,51.7	....	3,74.7	7,26.4
54A,	Famine .. ..	2.3	....	1,66.5	1,68.8
56,	Stationery and Printing .. ..	42.1	14,07.6	2,50.3	17,00.0
57,	Miscellaneous .. ..	1,52.5	....	26,28.3	27,80.8
63,	Extraordinary Receipts and Charges .. ..	....	....	....	....
64	Civil Defence .. ..	13.8	46.9	147.2	207.9
Total .. ..		2,01,55.4	7,00,60.6	3,93,58.6	12,95,74.6

\* Exclusive of figures for P. W. R. Schemes. (The total expenditure on

+ This is the provision for "salaries and establishments" under "54-A".

I—contd.

[Figures in thousands of Rupees]

1950-51 (Budget).				
Officers (P & T)	Establishment (P)	Establishment (T)	Total	Remarks.
14	15	16	17	18
1,59·4	21,07·7	22,50·5	45,17·6	
1,92·4	12,10·8	11,48·1	25,51·3	
11·4	84·4	12·2	1,08·0	
4,31·3	23,24·2	9,27·6	36,83·1	
18·1	8,04·3	24·8	8,47·2	
75·2	3,66·1	1,99·4	6,40·7	
2,67·5	5,41·2	3,95·7	12,04·4	
23·6	35·8	1,70·7	2,30·1	
46,49·7	1,08,20·8	36,37·3	1,91,07·8	
43,59·1	54,35·9	18,23·3	1,16,18·3	
1,93·9	8,63·8	1,73·3	12,31·0	
24,02·7	2,31,98·0	1,57,14·3	4,16,15·0	
47·2	3,23·2	49·5	4,19·9	
15·8	.....	55·6	71·4	
20,44·1	50,56·4	11,75·5	82,76·0	
16,27·1	48,96·3	8,51·3	73,74·7	
5,30·7	22,78·9	15,86·3	43,95·9	
6,87·7	6,19·3	35,07·0	48,14·0	
2,19·7	7,18·3	8,06·6	17,44·6	
3,25·7	11,37·3	13,94·2	28,57·2	
2,49·1	7,48·1	4,97·7	14,94·9	
19,05·1	4,35·1	1,52,48·0	1,75,88·2	
16,92·3	27,44·0	33,02·5	77,38·8	
2·9	1,57·0	13·8	1,73·7	
5,98·8	.....	9,02·1	15,00·9	
.....	.....	†70·0	70·0	
48·0	13,85·5	2,53·8	16,87·3	
1,26·3	.....	6,76·6	8,02·9	
.....	.....	.....	.....	
21·6	75·4	48·2	1,45·2	
2,29,26·4	6,86,67·8	5,69,15·9	14,85,10·1	

these schemes is recorded in lump in Accountant General's Books).

Separate figures for "Pay of Officers and Pay of Establishment" are not available.

## ANNEXURE

## Statement showing Retrenchment

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I£ posts.	Class II£ posts.
1	2	3	4	5
1	The Collector of Bombay and Bombay Suburban District.	7, Land Rev., 25, Genl. Admn., 27, Admn. of Justice, 47, Misc. Deptts., 57, Misc. and 85-A, Capital Outlay, etc.	7 2	2 2
2	The Collector of Ahmedabad .. ..	Do. .. ..	10 5	12 11
3	The Collector of Broach .. ..	Do. .. ..	2 3	7 12
4	The Collector of Panch Mahals .. ..	Do. .. ..	..... 5	5 18
5	The Collector of Kaira .. ..	Do. .. ..	3 5	12 18
6	The Collector of Surat .. ..	Do. .. ..	6 5	18 12
7	The Collector of Amreli .. ..	Do. .. ..	..... 4	..... 8
8	The Collector of Banaskantha .. ..	Do. .. ..	..... 4	..... 15
9	The Collector of Sabarkantha .. ..	Do. .. ..	..... 5	..... 15
10	The Collector of Mehsana .. ..	Do. .. ..	5 1	15 5
11	The Collector of Baroda .. ..	Do. .. ..	6 2	17 7
12	The Collector of Dangs .. ..	.. 33-A, Dangs .. ..	..... 1	..... 3
13	The Collector of Thana .. ..	.. 7, L.R., 25, G. A., 27, Admn. of Justice 47 Misc. Deptts., 57, Misc. and 85-A, Capital Outlay, etc.	5 10 5	4 19 16
14	The Collector of Poona .. ..	.. ..	6	25

II  
ment Effected and Proposed.

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total.	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
96	69	174	1	....	18	7	26
<u>325</u>	<u>47</u>	<u>376</u>					
257	117	396	....	3	219	81	303
<u>1,192</u>	<u>367</u>	<u>1,575</u>					
214	72	295	....	1	153	71	225
<u>697</u>	<u>264</u>	<u>976</u>					
175	63	243	....	1	228	68	297
<u>656</u>	<u>252</u>	<u>931</u>					
366	114	495	1	2	259	84	346
<u>958</u>	<u>364</u>	<u>1,345</u>					
823	229	1,076	....	3	318	107	428
<u>909</u>	<u>335</u>	<u>1,261</u>					
....	....	....	1	1	64	21	87
<u>353</u>	<u>181</u>	<u>540</u>					
486	179	665	....	....	113	21	134
<u>248</u>	<u>132</u>	<u>399</u>					
....	....	....	1	....	50	30	81
<u>616</u>	<u>254</u>	<u>890</u>					
638	240	898	....	1	101	51	153
<u>245</u>	<u>169</u>	<u>420</u>					
683	221	927	2	2	175	72	
<u>562</u>	<u>187</u>	<u>758</u>					
12	14	26	....	....	12	13	25
<u>45</u>	<u>25</u>	<u>74</u>					
379	162	550	....	3	136	69	208
<u>660</u>	<u>326</u>	<u>1,015</u>					
524	152	697	....	1	220	88	309
<u>1,211</u>	<u>426</u>	<u>1,668</u>					

## ANNEXURE

Serial No.	Head of the Department	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
1	The Collector of Bombay and Bombay Suburban District.	7-Land Revenue, 25-General Administration.	.....	.....	10	4	15
2	The Collector of Ahmedabad.	27-Administration of Justice, 47-Miscellaneous Departments.	.....	.....	139	47	186
3	The Collector of Broach ...	57-Miscellaneous and 85-A, Capital Outlay, etc.	.....	.....	67	40	107
4	The Collector of Panch Mahals.	.....	.....	.....	104	29	133
5	The Collector of Kaira ...	Do.	.....	.....	40	17	57
6	The Collector of Surat ...	Do.	.....	.....	222	160	322
7	The Collector of Amreli ...	Do.	.....	.....	15	4	19
8	The Collector of Banaskantha.	Do.	.....	.....	55	14	69
9	The Collector of Sabarkantha.	Do.	.....	.....	29	11	40
10	The Collector of Mehsana.	Do.	.....	.....	.....	35	35
11	The Collector of Baroda ...	Do.	.....	.....	42	15	57
12	The Collector of Dangs ...	33-A, Dangs.	.....	.....	.....	4	4
13	The Collector of Thana ...	7-Land Revenue, 25-General Administration,	.....	.....	129	60	189
14	The Collector of Poona ...	27-Administration of Justice, 47-Miscellaneous Departments, 57-Miscellaneous and 85-A, Capital	.....	.....	134	73	207

II—contd.

Savings as a result of retrenchment.				Serial. No.	Remarks.
During the current year.		Total.	Annual.		
On account of vacant posts.	On account of posts retrenched.				
19	20	21	22	23	24
Rs.	Rs.	Rs.	Rs.		
2,207 .....	21,420 .....	23,627 .....	50,052	1	
.....	1,63,660 36,656	1,63,660 36,656	2,97,108 54,984 *	2	* The second row of figures under each Collector represents saving in respect of Rationing and Godown staff only.
.....	1,55,077 17,496	1,55,077 17,496	2,36,508 26,144	3	
11,433	2,23,257 15,930	2,34,690 15,930	2,93,156 19,116	4	
.....	1,93,546 35,976	1,93,546 35,976	3,24,576 59,736	5	
.....	2,31,464 26,564	2,31,464 26,564	3,99,088 64,608	6	
.....	52,758 2,848	52,758 2,848	90,780 4,272	7	
.....	94,140 5,440	94,140 5,440	1,39,601 8,160	8	
7,796	63,987 .....	71,783 .....	85,284 .....	9	
.....	74,767 24,976	74,767 24,976	1,47,012 37,460	10	
.....	1,33,140 32,212	1,33,140 32,212	2,56,072 55,668	11	
.....	24,314 1,869	24,314 1,869	30,160 2,340	12	
.....	1,21,455 19,140	1,21,455 19,140	2,01,516 29,196	13	
.....	1,46,332 55,818	1,46,332 55,818	2,38,092 88,524	14	



## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I£ posts.	Class II£ posts.
1	2	3	4	5
15	The Collector of Ahmednagar	7, L. R., 25, G. A., 27, Admn. of Justice, 47, Misc. Deptts., 57, Misc. and 85-A, Capital Outlay, etc.	5	14
16	The Collector of East Khandesh	.. Do.	3	10
17	The Collector of West Khandesh	.. Do.	5	13
18	The Collector of Nasik	.. Do.	2	7
19	The Collector of Satara (North)	.. Do.	5	10
20	The Collector of Sholapur	.. Do.	4	4
21	The Collector of Kolaba	.. Do.	4	14
22	The Collector of Belgaum	.. Do.	3	14
23	The Collector of Bijapur	.. Do.	5	12
24	The Collector of Dharwar	.. Do.	2	11
25	The Collector of Satara (South)	.. Do.	5	13
26	The Collector of Kolhapur	.. Do.	1	12
27	The Collector of Ratnagiri	.. Do.	5	12
28	The Collector of Kanara	.. Do.	2	11
			6	8
			4	13
			3	8
			4	10
			3	6
			3	12
			2	6

II—*contd.*

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total.	Class I <sup>E</sup> posts.	Class II <sup>E</sup> posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
535	177	731	....	2	282	96	380
820	297	1130					
509	172	699	....	1	212	54	267
856	234	1099					
422	114	551	....	1	95	54	150
490	230	728					
448	169	635	....	1	208	160	369
669	479	1165					
415	124	556	1	1	242	84	328
631	249	894					
198	145	361	....	1	127	62	190
708	333	1146					
390	173	579	1	....	78	59	138
418	220	649					
180	124	319	....	2	175	126	303
544	432	989					
183	158	358	....	2	198	55	255
512	307	832					
277	172	468	1	2	231	154	388
890	536	1444					
224	116	353	....	2	160	109	280
489	226	725					
547	190	754	...1	3	125	88	217
542	252	805					
330	142	486	....	1	67	52	120
841	535	1385					
407	139	561	....	....	148	43	191
504	129	641					

## ANNEXURE

Serial No.	Head of the Department	Major Head or Head of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
15	The Collector of Ahmednagar.	7, L. R., 25, G. A., 27, Admn. of Justice, 47, Misc. Deptts., 57, Misc. and 85-A, Capital Outlay, etc.	.....	.....	170	33	203
16	The Collector of East Khandesh.	Do.	.....	.....	30	5	35
17	The Collector of West Khandesh.	Do.	.....	.....	1	.....	1
18	The Collector of Nasik ...	Do.	.....	.....	160	142	302
19	The Collector of Satara (North).	Do.	.....	.....	164	33	197
20	The Collector of Sholapur	Do.	.....	.....	136	50	186
21	The Collector of Kolaba ...	Do.	.....	.....	36	53	89
22	The Collector of Belgaum ...	Do.	.....	.....	63	39	102
23	The Collector of Bijapur ...	Do.	.....	.....	115	30	145
24	The Collector of Dharwar.	Do.	.....	.....	71	27	98
25	The Collector of Satara (South).	Do.	.....	.....	32	16	48
26	The Collector of Kolhapur.	Do.	.....	.....	84	42	126
27	The Collector of Ratnagiri.	Do.	.....	.....	47	45	92
28	The Collector of Kanara ...	Do.	.....	.....	48	39	87

## II—contd.

Savings as a result of retrenchment.				Serial No.	Remarks.
During the current year.		Total.	Annual.		
On account of vacant posts. 19	On account of posts retrenched. 20	21	22	23	24
Rs.	Rs.	Rs.	Rs.		
.....	1,74,251 34,988	1,74,251 34,988	3,33,912 67,872	15	
.....	1,22,289 51,352	1,22,289 51,352	1,92,756 77,028	16	
.....	69,160 24,232	69,160 24,232	1,21,860 36,348	17	
.....	1,36,888 1,15,524	1,36,888 1,15,524	2,05,524 1,80,840	18	
.....	1,77,928 24,416	1,77,928 24,416	3,06,756 36,624	19	
.....	1,02,804 30,528	1,02,804 30,528	1,56,828 52,392	20	
.....	82,556 4,320	82,556 4,320	1,42,092 17,400	21	
8,945	1,02,638 89,736	1,11,583 89,736	1,98,648 1,34,604	22	
.....	1,48,003 48,726	1,48,003 48,726	2,21,061 56,736	23	
..... 1,48,934	1,24,680 1,35,292	1,24,680 2,84,226	1,91,136 2,01,116	24	
.....	75,060 1,03,816	75,060 1,03,816	1,41,840 1,56,324	25	
.....	82,237 47,856	82,237 47,856	1,74,420 79,204	26	
.....	60,600 16,112	60,600 16,112	1,06,392 24,168	27	
973	1,00,113 42,424	1,01,086 42,424	1,73,304 63,636	28	

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I£ posts.	Class II£ posts.
1	2	3	4	5
29	The Settlement Commissioner and Director of Land Records.	7-Land Revenue ..	$\frac{1}{-}$	$\frac{24}{44}$
30	The Director of Prohibition and Excise	.. 8-Excise ..	$\frac{9}{4}$	$\frac{9}{24}$
31	The Superintendent of Stamps	.. 9-Stamps ..	-	$\frac{1}{1}$
32	The Chief Conservator of Forests	.. 10-Forest ..	$\frac{30}{12}$	$\frac{14}{32}$
33	The Inspector General of Registration	.. 11-Registration ..	$\frac{-}{-}$	$\frac{4}{-}$
34	The State Transport Officer	.. 12-Charges on account of M. V. Acts.	$\frac{-}{1}$	$\frac{6}{4}$
35	The Collector of Sales Tax	.. 13-Other Taxes etc.	$\frac{11}{3}$	$\frac{18}{33}$
36	The President, Sales Tax Tribunal	.. Do.	...	...
37	The Secretary to H. E. the Governor of Bombay and Comptroller, G. H. E.	25-General Administration.	$\frac{5}{-}$	...
38	The Secretary, Bombay Legislative Department.	Do. ..	$\frac{2}{1}$	...
39	The Chief Secretary to Government, Political and Services Department.	Do. ..	$\frac{2}{4}$	$\frac{-}{-}$
40	The Chief Secretary, Separate Department	Do. ..	$\frac{1}{-}$	...
41	The Secretary, Home Department	.. Do. ..	$\frac{5}{1}$	...
42	The Secretary, Finance Department	.. Do. ..	$\frac{7}{10}$	...

II—*contd.*

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total.	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
355	307	687			170	73	243
<u>2,106</u>	<u>804</u>	<u>2,954</u>	..	..			
1,389	83	1,490			459	211	675
<u>1,196</u>	<u>196</u>	<u>1,420</u>	2	3			
46	33	80	..	..	3	6	9
<u>8</u>	<u>10</u>	<u>19</u>					
905	2,236	3,185			107	335	443
<u>714</u>	<u>1,508</u>	<u>2,266</u>	1	..			
562	220	786	..	..	77	1	78
<u>11</u>	<u>1</u>	<u>12</u>					
227	75	308	..	..	23	20	43
<u>138</u>	<u>34</u>	<u>177</u>					
375	207	611	..	2	13	7	22
<u>421</u>	<u>116</u>	<u>573</u>					
5	3	8	..	..	1	..	1
<u>-</u>	<u>-</u>	<u>-</u>					
18	156	179	..	..	..	3	3
<u>-</u>	<u>7</u>	<u>7</u>					
27	30	59	..	..	..	..	....
<u>6</u>	<u>1</u>	<u>8</u>					
49	12	63	3	..	17	5	25
<u>47</u>	<u>14</u>	<u>65</u>					
57	139	197	1	..	5	7	13
<u>2</u>	<u>8</u>	<u>10</u>					
101	21	127	..	..	7	1	8
<u>48</u>	<u>8</u>	<u>57</u>					
102	22	131	4	..	24	3	31
<u>103</u>	<u>28</u>	<u>141</u>					

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I posts.	Class II posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
29	The Settlement Commissioner and Director of Land Records.	7-Land Revenue.	..	..	100	3	103
30	The Director of Prohibition and Excise.	8-Excise	..	..	171	78	249
31	The Superintendent of Stamps.	9-Stamps	..	..	3	6	9
32	The Chief Conservator of Forests.	10-Forest	..	..	70	137	207
33	The Inspector General of Registration.	11-Registration	..	..	44	..	44
34	The State Transport Officer.	12-Charges on account of M. V. Acts.	..	..	23	13	36
35	The Collector of Sales Tax.	13-Other Taxes etc.	..	..	..	..	..
36	The President, Sales Tax Tribunal.	Do.	..	..	..	..	..
37	The Secretary, to H. E. the Governor of Bombay and the Comptroller, G. H. E.	25-General Administration.	..	..	..	..	..
38	The Secretary, Bombay Legislative Department.	Do.	..	..	..	..	..
39	The Chief Secretary to Government, Political and Services Department.	Do.	..	..	3	2	5
40	The Chief Secretary, Separate Department.	Do.	..	..	..	..	..
41	The Secretary, Home Department.	Do.	..	..	7	1	8
42	The Secretary, Finance Department.	Do.	..	..	3	..	3

## II—contd.

Savings as a result of retrenchment.					
During the current year.		Total.	Annual.	Serial No.	Remarks.
On account of vacant posts.	On account of posts. retrenched.				
19	20	21	22	23	24
2,13,529	1,20,550	3,34,079	2,04,720	29	
23,548	5,14,368	5,37,916	9,86,404	30	
....	3,455	3,455	9,540	31	
54,501	2,53,218	3,07,719	4,21,711	32	
11,800	50,038	61,838	1,09,956	33	
....	27,305	27,305	55,020	34	
71,955	3,805	75,760	31,380	35	
....	1,440	1,440	1,440	36	
....	53,991*	53,991*	5,864	37	*The saving is realised from the various grants.
....	....	....	..	38	
....	** 14,790	14,790	23,660	39	
....	241	27,492	27,733	33,000	40
....	11,440	11,440	17,160	41	
4,400	44,922	49,322	95,880	42	



## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I£ posts.	Class II£ posts.
1	2	3	4	5
43	The Secretary, Revenue Department	.. 25-General Administration.	$\frac{5}{1}$	.....
44	The Secretary, Local Self Government and Public Health Department.	Do. ..	$\frac{2}{3}$	.....
45	The Secretary, Legal Department	.. Do. ..	$\frac{4}{7}$	$\frac{2}{1}$
46	The Secretary, Civil Supplies Department	.. 25-General Administration and 47-Miscellaneous Departments.	$\frac{-}{12}$	$\frac{-}{6}$
47	The Secretary, Agricultural and Forests Departments.	25-General Administration.	$\frac{4}{3}$	—
48	The Secretary, Education Department	.. Do. ..	$\frac{2}{3}$	.....
49	The Secretary, Labour and Housing Department.	Do. ..	$\frac{3}{2}$	....
50	Joint Secretary, Relief and Rehabilitation Department.	Do. ..	$\frac{-}{2}$	....
51	The Secretary, Development Department	.. Do. ..	$\frac{-}{4}$	....
52	The Secretary, Recreation Board	.. Do. ..	..	....
53	The Director, Economic and Statistic Bureau.	Do. ..	$\frac{3}{1}$	.....
54	The Controller of Accommodation	.. Do. ...	$\frac{...}{4}$	.....
55	The Director of Publicity	.. .. Do. ...	$\frac{1}{2}$	$\frac{2}{59}$

II—contd.

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total.	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
97	21	123					
<u>38</u>	<u>10</u>	<u>49</u>	.....	..	5	..	....
65	15	82					
<u>43</u>	<u>6</u>	<u>52</u>	.....	..	12	1	13
42	17	65					
<u>46</u>	<u>12</u>	<u>66</u>	.....	..	..	..	....
—	—	—					
<u>337</u>	<u>78</u>	<u>433</u>	.....	..	63	7	70
65	17	86					
<u>56</u>	<u>13</u>	<u>72</u>	1	..	14	5	20
60	12	74					
<u>37</u>	<u>8</u>	<u>48</u>	.....	..	13	2	15
28	8	39					
<u>31</u>	<u>8</u>	<u>41</u>	1	..	8	3	12
—	—	—					
<u>38</u>	<u>9</u>	<u>49</u>	.....	..	5	..	5
—	—	—					
<u>50</u>	<u>14</u>	<u>68</u>	.....	..	10	1	11
—	—	—					
<u>4</u>	<u>1</u>	<u>5</u>	.....	..	1	..	1
18	8	29					
<u>56</u>	<u>54</u>	<u>111</u>	.....	.....	.....	.....	.....
...	...	...					
<u>69</u>	<u>15</u>	<u>88</u>	.....	.....	3	3	6
23	17	43					
<u>130</u>	<u>109</u>	<u>300</u>	.....	2	34	5	41
		...	...				

ANNEXURE

Serial No.	Head of the Department	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
43	The Secretary, Revenue Department.	25-General Administration.	...	..	....	..	..
44	The Secretary, Local Self Government and Public Health Department.	Do.	.....	..	3	1	4
45	The Secretary, Legal Department.	Do.	.....	..	..	..	..
46	The Secretary, Civil Supplies Department	25-General Administration and 47-Miscellaneous Departments.	...	..	37	5	42
47	The Secretary, Agricultural and Forests Departments.	25-General Administration.	..	..	..	1	1
48	The Secretary, Education Department.	Do.	..	..	4	1	5
49	The Secretary, Labour and Housing Department.	Do.	..	..	3	1	4
50	Joint Secretary, Relief and Rehabilitation Department.	Do.	..	..	3	..	3
51	The Secretary, Development Department.	Do.	..	..	5	1	6
52	The Secretary, Recreation Board.	Do.	..	..	1	..	1
53	The Director, Economic and Statistics Bureau.	Do.	..	..	..	.....	..
54	The Controller of Accommodation.	Do.	..	..	2	.....	2
55	The Director of Publicity.	Do.	..	..	27	3	30

II—*contd.*

Savings as a result of retrenchment.					Remarks.
During the current year.		Total.	Annual.	Serial No.	
On account of vacant posts.	On account of posts retrenched.				
19	20	21	22	23	24
8,760	....	8,760	7,200	43	
4,500	1,150	5,650	21,720	44	
....	10,740	10,740	32,040	45	
....	42,640	42,640	1,10,160	46	
4,400	8,460	12,860	28,440	47	
871	6,790	7,661	25,020	48	
1,020	4,990	6,010	26,160	49	
8,587	4,200	12,787	10,980	50	
3,280	3,388	6,668	20,040	51	
.....	1,360	1,360	2,040	52	
31,685	.....	31,685	.....	53	
.....	4,900	4,900	8,880	54	
.....	32,391	32,391	80,064	55	

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in existence	
			Class I & posts.	Class II & posts.
1	2	3	4	5
56	The Oriental Translator to Government	.. 25-General Administration.	1 — ...	.....
57	The Director of Archives	.. Do.	1 — ...	.....
58	The Secretary, Bombay Public Service Commission.	Do.	1 — ...	.....
59	The Prothonotary and Senior Master, High Court, Bombay.	27-Administration of Justice.	} 36 — 3	.....
60	The Registrar, High Court, Bombay	.. Do.		
61	The Administrator General and Official Trustee, Bombay.	Do.	1 — ...	.....
62	The Chief Presidency Magistrate, Bombay	Do.	16 — 9	.....
63	The Principal Judge, City Civil Court and Sessions Judge, Bombay.	Do.	4 — 4	.....
64	Chief Judge, Court of the Small Causes, Bombay.	Do.	7 — 3	.....
65	Sheriff of Bombay	.. Do.	1 — ...	.....
66	The District Judge, Ahmedabad	.. Do.	5 — 3	8 — 1
67	The District Judge, Sabarkantha	.. Do.	2 — ...	4 — ...
68	The District Judge, Broach	.. Do.	1 — ...	.....
69	The District Judge, Panch Mahals	.. Do.	... — 2	.....

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

II—*contd.*

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total.	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
35	6	42			19	1	20
45	6	51	.....	.....			
9	14	24			3	6	9
13	11	26	.....	.....			
15	11	27			.....	.....	.....
7	...	7	.....	.....			
274	143	453			.....	.....	.....
96	30	129	.....	.....			
18	7	26			3	.....	3
8	...	8	.....	.....			
91	72	179			7	4	11
61	34	104	.....	.....			
2	...	6			1	.....	1
61	32	97	.....	.....			
149	43	199			.....	3	3
8	6	17	.....	.....			
11	12	24			.....	.....	.....
...	...	...	.....	.....			
154	148	315			10	7	17
26	19	49	.....	.....			
37	26	69			40	16	56
27	33	60	.....	.....			
92	64	157			4	3	7
45	27	72	.....	.....			
23	28	51			11	18	29
84	71	157	.....	.....			

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
56	The Oriental Translator to Government.	25-General Administration. }	...	...	19	1	20
57	The Director of Archives.	Do.	...	...	...	...	...
58	The Secretary, Bombay Public Service Commission.	Do.	...	...	...	...	...
59	The Prothonotary and Senior Master, High Court, Bombay.	27-Administration of Justice. }	...	...	...	...	...
60	The Registrar, High Court, Bombay.		Do.	...	...	...	...
61	The Administrator General and Official Trustee, Bombay.	Do.	...	...	3	...	3
62	The Chief Presidency Magistrate, Bombay.	Do.	...	...	7	4	11
63	The Principal Judge, City Civil Court and Sessions Judge, Bombay.	Do.	...	...	1	...	1
64	Chief Judge, Court of the Small Causes, Bombay.	Do.	...	...	...	3	3
65	Sheriff of Bombay	Do.	...	...	...	...	...
66	The District Judge, Ahmedabad.	Do.	...	...	10	7	17
67	The District Judge, Sabarkantha.	Do.	...	...	2	2	4
68	The District Judge, Broach.	Do.	...	...	4	3	7
69	The District Judge, Panch Mahals.	Do.	...	...	7	11	18

II—*contd.*

Savings as a result of retrenchment.				Serial No.	Remarks.
During the current year.		Total.	Annual.		
On account of vacant posts.	On account of posts retrenched.				
19	20	21	22	23	
Rs. .....	Rs. 8,150	Rs. 8,150	Rs. 39,000	56	
14,950	3,130	18,080	4,488	57	
292	.....	292	..... ..	58	
45,720	.....	45,720	.....	59	
			..	60	
.....	2,400	2,400	4,320 ..	61	
.....	8,960	8,960	13,440 ..	62	
.....	960	960	1,440 ..	63	
.....	2,040	2,040	3,060 ..	64	
.....	.....	.....	..... ..	65	
.....	11,960	11,960	17,940 ..	66	
.....	46,740	46,740	62,760 ..	67	
.....	6,600	6,600	9,900 ..	68	
.....	16,800	16,800	25,200	69	



## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in existence	
			Class I£ posts.	Class II£ posts.
1	2	3	4	5
70	The District Judge, Kaira	27, Administration of Justice.	2 — 1	7 — 4
71	The District Judge, Surat	Do.	4 — 1	8 — 3
72	The District Judge, Mehsana and Banaskantha.	Do.  Do.	5 — ... 2 — ...	13 — ... 5 — ...
73	The District Judge, Baroda*	Do.	... — 2	... — ...
74	The District Judge, Thana	Do.	3 — ... 4 — 3	8 — ... 4 — 11
75	The District Judge, Poona	Do.	2 — 1	7 — 8
76	The District Judge, Ahmednagar	Do.	1 — 1	... — ...
77	The District Judge, East Khandesh	Do.	2 — ... 2 — ...	3 — 5 6 — 4
78	District Judge, West Khandesh	Do.	2 — ... 2 — ...	6 — 4 6 — 4
79	The District Judge, Nasik	Do.	2 — ... 2 — ...	6 — 4 6 — 4
80	The District Judge, Satara (North)	Do.	2 — ... 2 — 3	5 — 4 5 — 4
81	The District Judge, Sholapur	Do.	2 — ... 2 — ...	5 — 4 6 — 3
82	The District Judge, Kolaba	Do.	2 — ... 2 — ...	6 — 3 6 — 3

II—*contd.*

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total.	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
111	107	227	...	...	11	0	21
125	87	217	...	...	...	...	...
130	122	264	...	...	...	...	...
33	27	64	...	...	...	...	...
174	168	360	...	...	5	5	10
4	16	20	...	...	...	...	...
86	88	181	...	...	33	19	52
11	8	19	...	...	...	...	...
...	...	...	...	...	...	...	...
121	145	268	...	...	...	...	...
125	106	242	...	...	8	6	14
30	21	51	...	...	...	...	...
139	136	283	...	...	11	27	38
123	101	238	...	...	...	...	...
112	116	237	...	...	10	8	18
83	51	143	...	...	...	...	...
122	127	250	...	...	7	6	13
37	37	75	...	...	...	...	...
93	95	193	...	...	...	...	...
37	21	63	...	...	...	...	...
127	118	253	...	...	9	9	18
60	40	104	...	...	...	...	...
129	95	232	1	1	10	11	23
71	42	118	...	...	...	...	...
98	78	183	...	...	8	8	16
60	43	110	...	...	...	...	...
94	98	200	...	...	4	...	4
24	20	47	...	...	...	...	...

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total
			Class I posts.	Class II posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
70	The District Judge, Kaira.	27, Administration of Justice.	...	...	11	10	21
71	The District Judge, Surat.	... Do.	...	...	...	...	...
72	The District Judge, Meh-sana.	... Do.	...	...	...	...	...
	and Banaskantha	... Do.	...	...	...	14	14
73	The District Judge, Baroda.*	... Do.	...	...	...	...	...
74	The District Judge, Thana.	... Do.	...	...	2	2	4
75	The District Judge, Poona.	Do.	...	...	11	12	23
76	The District Judge, Ahmednagar.	... Do.	...	...	3	5	8
77	The District Judge, East Khandesh.	... Do.	...	...	6	6	12
78	District Judge, West Khandesh.	... Do.	...	...	...	...	...
79	The District Judge, Nasik.	... Do.	...	...	9	9	18
80	The District Judge, Satara (North).	Do.	...	...	10	7	17
81	The District Judge, Sholapur.	... Do.	...	...	2	...	2
82	The District Judge, Kolaba.	... Do.	...	...	3	...	3

II—contd.

Savings as a result of retrenchment.					
During the current year.					
On account of vacant posts.	On account of posts, retrenched.	Total.	Annual.	Serial. No.	Remarks.
19	20	21	22	23	24
Rs.	Rs.	Rs.	Rs.		
.....	14,480	14,480	21,720 .	70	
.....	.....	.....	..... ..	71	
.....	6,200	6,200	9,200..	72	
.....	42,895	42,895	57,540..		
.....	.....	.....	.....	73	*All the staff is sanctioned for a year only for the present.
.....	9,840	9,840	14,860..	74	
.....	24,120	24,120	36,180..	75	
.....	12,560	12,560	18,840..	76	
.....	9,040	9,040	13,560..	77	
.....	.....	.....	.....	78	
.....	8,280	8,280	12,420	79	
.....	26,595	26,595	41,880..	80	
.....	10,960	10,960	16,440..	81	
.....	3,200	3,200	4,800	82	

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I <sup>st</sup> posts.	Class II <sup>nd</sup> posts.
1	2	3	4	5
83	The District Judge, Belgaum ..	.. 27, Administration of Justice.	$\frac{2}{4}$	$\frac{4}{7}$
84	The District Judge, Bijapur. ..	.. Do.	$\frac{2}{1}$	$\frac{5}{5}$
85	The District Judge, Dharwar ..	.. Do.	$\frac{1}{2}$	...
86	The District Judge, Satara (South)	.. Do.	$\frac{2}{1}$	$\frac{5}{3}$
87	The District Judge, Kolhapur	.. Do.	$\frac{1}{...}$	$\frac{4}{...}$
88	The District Judge, Ratnagiri	.. Do.	$\frac{2}{...}$	$\frac{8}{6}$
89	The District Judge, Kanara ..	.. Do.	$\frac{1}{...}$	$\frac{3}{3}$
90	The Inspector-General of Prisons	.. 28, Jails.	$\frac{4}{2}$	$\frac{11}{15}$
91	The Inspector-General of Police	.. 29, Police.	$\frac{49}{13}$	$\frac{212}{293}$
92	The Commissioner of Police, Bombay	.. Do.	$\frac{7}{3}$	$\frac{59}{57}$
93	The Commandant General, Home Guards, Bombay.	.. Do.	*...	*...
94	The Director of Parks and Gardens	.. 36, Scientific Departments.	$\frac{...}{1}$	$\frac{...}{2}$
95	The Director of Public Instruction	.. 37, Education.	$\frac{68}{7}$	$\frac{248}{54}$
96	The Joint Director of Technical Education .. ..	.. 37, Education and 43, Industries.	$\frac{11}{7}$	$\frac{18}{18}$

\* The Officers

II--contd.

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to Retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
102	81	189	...	1	13	2	16
83	68	162	...				
69	67	143	...	...	6	5	11
71	64	141	...				
120	104	225	...	...	7	3	10
86	74	162	...				
103	90	200	...	...	...	...	...
37	19	60	...				
47	206	258	...	...	...	...	...
35	51	86	...				
140	131	281	...	...	8	...	8
74	43	123	...				
66	72	142	...	...	...	...	...
22	17	42	...				
139	1,046	1,200	...	2	25	183	210
146	565	728	...				
31,617	508	32,386	1	13	2,180	81	2,275
22,472	308	23,086	...				
8,087	77	8,230	2	3	1,257	...	1,262
5,051	115	5,226	...				
...	...	...	...	...	4	2	6
296	203	499	...				
...	...	...	...	...	7	13	20
26	111	140	...				
3,343	2,011	5,670	1	19	585	473	1,078
631	497	1,189	...				
252	118	399	1	5	32	29	67
288	168	481	...				

are honorary.

## ANNEXURE

Serial No.	Head of the Department	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I posts.	Class II posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
83	The District Judge, Belgaum.	27 Administration of Justice	...	...	8	...	8
84	The District Judge, Bijapur.	Do.	...	...	5	2	7
85	The District Judge, Dharwar.	Do.	...	...	7	3	10
86	The District Judge, Satara (South).	Do.	...	...	...	...	...
87	The District Judge, Kolhapur.	Do.	...	...	...	...	...
88	The District Judge, Ratnagiri.	Do.	...	...	8	...	8
89	The District Judge, Kanara.	Do.	...	...	...	...	...
90	The Inspector-General of Prisons.	28, Jails.	...	1	11	98	110
91	The Inspector-General of Police.	29, Police.	...	...	67	...	67
92	The Commissioner of Police, Bombay.	Do.	...	...	25	...	25
93	The Commandant General, Home Guards, Bombay.	Do.	...	...	4	2	6
94	The Director of Parks and Gardens.	36, Scientific Departments.	...	...	...	...	...
95	The Director of Public Instruction.	37, Education	...	...	112	128	240
96	The Joint Director of Technical Education.	37, Education and 43, Industries	...	...	...	...	...

## II—contd.

Savings as a result of retrenchment.				Serial No.	Remarks.
During the current year.		Total	Annual.		
On account of vacant posts.	On account of posts retrenched.				24
19	20	21	22	23	
	Rs.	Rs.	Rs.		
..	8,000	8,000	12,000	83	
..	7,640	7640	11,460	84	
..	7,400	7,400	11,100	85	
..	..	..	..	86	
..	..	..	..	87	
..	6,400	6,400	9,600	88	
..	..	..	..	89	
..	71,669	71,669	2,25,372	90	
34,70,046	14,59,367	49,29,413	29,41,192	91	
5,83,215	3,26,837	9,10,052	15,39,156	92	
..	1,845	1,845	22,280	93	
..	1,490	1,490	12,840	94	
54,257	3,67,899 45,00,000	4,22,156 45,00,000	16,55,112 +45,00,000	95	Grant-in-aid establishment.
1,58,036	66,320	2,24,356	1,08,002	96	



## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I# posts.	Class II# posts.
1	2	3	4	5
97	The Director, Sir J. J. School of Art, Bombay.	37, Education	$\frac{1}{\dots}$	$\frac{6}{1}$
98	The Educational Advisor to Government	Do.	$\frac{\dots}{2}$	$\frac{\dots}{2}$
99	The Surgeon General with the Government of Bombay.	38, Medical.	$\frac{41}{1}$	$\frac{261}{26}$
100	The Director of Public Health	.. 39, Public Health.	$\frac{8}{\dots}$	$\frac{24}{23}$
101	The Director of Agriculture ..	.. 40, Agriculture.	$\frac{15}{15}$	$\frac{33}{106}$
102	The Consulting Surveyor to Government	39, Public Health.	$\frac{2}{\dots}$	$\frac{2}{11}$
103	The Director of Animal Husbandry and Veterinary Science.	41, Veterinary.	$\frac{5}{10}$	$\frac{13}{21}$
104	The Registrar of Co-opve. Societies and Director of Agricultural Marketing, etc.	.. 42, Co-operation.	$\frac{6}{2}$	$\frac{20}{22}$
105	The Joint Registrar for I.C. & V.I. of the Co-operative Department.	42-Co-operation	$\frac{\dots}{2}$	$\frac{1}{5}$
106	The President, Co-operative Tribunal	.. Do.	...	...
107	The Registrar General of Money Lenders.	.. Do.	$\frac{13}{\dots}$	$\frac{4}{\dots}$
108	The Director of Industries ..	.. 43-Industries	$\frac{12}{1}$	$\frac{18}{5}$
109	The Director of Fisheries	.. Do.	$\frac{1}{1}$	$\frac{1}{7}$
110	The Commissioner and Deputy Commissioner of Labour.	47-Miscellaneous	$\frac{12}{8}$	$\frac{7}{14}$

## II.—contd

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
35	19	61					11
<u>17</u>	<u>24</u>	<u>42</u>	...	...	6	5	
...	...	...	2	2	8	8	20
<u>10</u>	<u>8</u>	<u>22</u>					
3,517	4,026	7,845	8	26	256	415	705
<u>668</u>	<u>677</u>	<u>1372</u>					
869	1721	2,622	...	21	48	651	720
<u>399</u>	<u>2391</u>	<u>2813</u>					
418	129	595	4	18	403	120	545
<u>4218</u>	<u>751</u>	<u>5090</u>					
32	20	56	...	...	2	4	6
<u>103</u>	<u>56</u>	<u>170</u>					
337	236	591	1	4	43	26	74
<u>940</u>	<u>723</u>	<u>1694</u>					
367	253	646	...	3	119	105	227
<u>1,037</u>	<u>510</u>	<u>1,571</u>					
28	3	32	...	...	51	39	90
<u>491</u>	<u>134</u>	<u>632</u>					
...	...	...	...	...	...	...	...
<u>3</u>	<u>1</u>	<u>4</u>					
331	235	583	7	2	206	206	421
<u>13</u>	<u>17</u>	<u>30</u>					
368	139	537	2	2	111	35	150
<u>186</u>	<u>71</u>	<u>263</u>					
55	64	121	...	1	18	5	24
<u>122</u>	<u>55</u>	<u>185</u>					
58	29	106	6	4	129	21	160
<u>553</u>	<u>187</u>	<u>702</u>					

## ANNEXURE

Serial No.	Head of the Department	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I£ posts.	Class III£ posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
97	The Director, Sir J. J. School of Art, Bombay.	37, Education. ..	...	...	1	3	4
98	The Educational Advisor to Government.	Do.	...	...	8	7	15
99	The Surgeon General with the Government of Bombay.	38, Medical. ..	...	2	58	350	410
100	The Director of Public Health.	39, Public Health.	..	...	30	457	487
101	The Director of Agriculture.	40, Agriculture ..	...	...	54	47	101
102	The Consulting Surveyor to Government.	39, Public Health.	...	...	...	...	...
103	The Director of Animal Husbandry and Veterinary Science.	41, Veterinary. ..	...	1	9	13	23
104	The Registrar of Co-operative Societies and Director of Agricultural etc.	42, Co-operation. ..	...	...	68	63	131
105	The Joint Registrar for I. C. & V. I. of the Co-operative Department.	42-Co operation. .	..	...	7	5	12
106	The President, Co-operative Tribunal.	Do.	..	...	...	...	...
107	The Registrar General of Money Lenders.	Do.	..	...	5	1	7
108	The Director of Industries.	43-Industries. ..	...	...	7	...	7
109	The Director of Fisheries.	Do.	..	...	...	...	...
110	The Commissioner and Deputy Commissioner of Labour.	47-Miscellaneous.	...	...	32	27	59

II—*contd.*

Savings as a result of retrenchment.				Serial No.	Remarks.
During the current year.		Total	Annual.		
On account of vacant posts.	On account of posts retrenched.				
19	20	21	22	23	24
..	7,430	7,430	12,960	97	
..	12,103	12,103	60,960	98	
28,180	2,68,444	2,96,624	8,33,148	99	
3,03,156	5,92,323	8,95,479	8,37,289	100	
2,96,579	3,78,828	6,75,407	6,70,271	101	
36,200	3,065	39,265	10,860	102	
1,75,702	86,234	2,61,936	1,16,088	103	
20,641	1,67,518	1,88,159	2,96,626	104	
25,833	55,968	81,801	1,00,912	105	
...	300	300	900	106	
...	3,02,659	3,02,659	4,31,816	107	
42,324	2,36,206	2,78,530	2,78,442	108	
40,153	9,171	49,324	33,528	109	
16,452	1,35,266	1,51,718	12,21,402	110	

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I & posts.	Class II & posts.
1	2	3	4	5
111	The President, Industrial Court, Labour and Wage Boards.	47-Miscellaneous	...	...
			5	1
112	The Commissioner, the Workmen's Compensation Act.	Do. ...	1	...
			...	...
113	The Secretary, Industrial Conditions Enquiry Committee.	Do. ...	...	...
114	The Chief Inspector of Factories ..	Do. ...	16	7
			11	3
115	The Chief Inspector of Steam Boilers and Smoke Nuisances.	Do. ...	9	...
			1	...
116	The Chief Inspector of Certified Schools and Certified Institutions.	Do. ...	2	2
			...	8
117	The Provincial Iron and Steel* Rationing Officer.	Do. ...	...	...
			3	10
118	The Backward Class Officer ...	Do. ...	1	3
			...	22
119	The Provincial Textile Controller, Bombay.	Do. ...	...	...
			13	...
120	The Director of Grain Purchase ..	Do. ...	...	...
			2	7
121	The Director of Civil Supplies (Accounts) ..	Do. ...	...	...
			4	7
122	The Controller of Rationing .. ..	Do. ...	...	...
			7	...
123	The Assistant Controller of Rationing (G.G.S.)	Do. ...	...	...
			1	1
124	The Food Controller .. ..	Do. ...	...	...
			12	1

II—contd.

Figure above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
2	4	6	1	...	11	7	19
<u>54</u>	<u>39</u>	<u>99</u>					
6	3	10	...	...	2	...	2
<u>7</u>	<u>2</u>	<u>9</u>					
...	...	...	...	...	1	...	1
<u>10</u>	<u>3</u>	<u>13</u>					
42	32	97	...	1	2	...	3
<u>14</u>	<u>10</u>	<u>38</u>					
17	11	37	...	...	2	...	2
<u>7</u>	<u>2</u>	<u>10</u>					
18	47	132	...	...	5	44	49
<u>118</u>	<u>219</u>	<u>345</u>					
...	...	...	1	4	47	24	76
<u>165</u>	<u>65</u>	<u>243</u>					
58	34	96	...	1	15	9	25
<u>34</u>	<u>43</u>	<u>99</u>					
...	...	...	2	...	159	33	194
<u>566</u>	<u>162</u>	<u>741</u>					
...	...	...	...	...	21	5	26
<u>411</u>	<u>70</u>	<u>490</u>					
...	...	...	...	...	...	...	...
<u>326</u>	<u>75</u>	<u>412</u>					
...	...	...	...	...	221	9	230
<u>2303</u>	<u>309</u>	<u>2619</u>					
...	...	...	...	...	42	...	42
<u>446</u>	<u>389</u>	<u>837</u>					
...	...	...	...	...	21	4	25
<u>513</u>	<u>618</u>	<u>1206</u>					

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be retrenched.				Total.
			Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
111	The President, Industrial Court, Labour and Wage Boards.	47-Miscellaneous	...	...	...	...	...
112	The Commissioner, the Workmen Compensation Act.	Do.	...	...	1	...	1
113	The Secretary, Industrial Conditions Enquiry Committee.	Do.	...	...	...	...	...
114	The Chief Inspector of Factories.	Do.	...	...	...	...	...
115	The Chief Inspector of Steam Boilers and Smoke Nuisances.	Do.	...	...	1	...	1
116	The Chief Inspector of Certified Schools and Certified Institutions.	Do.	...	...	...	...	...
117	The Provincial Iron and Steel* Rationing Officer.	Do.	...	...	21	12	33
118	The Backward Class Officer	Do.	...	...	...	...	...
119	The Provincial Textile Controller, Bombay.	Do.	...	...	114	...	114
120	The Director of Grain Purchase.	Do.	...	...	...	...	...
121	The Director of Civil Supplies (Accounts).	Do.	...	...	...	...	...
122	The Controller of Rationing.	Do.	...	...	70	...	70
123	The Assistant Controller of Rationing (G. G. S.)	Do.	...	...	40	...	40
124	The Food Controller ..	Do.	...	...	11	3	14

II—*contd.*

Savings as a result of retrenchment.					
On account of vacant posts.	On account of posts retrenched.	Total.	Annual.	Serial No.	Remarks.
19	20	21	22	23	24
.....	17,042	17,042	31,260	111	
1,440	1,740	3,180	3,900	112	
.....	1,025	1,025	.....	113	
16,032	6,700	22,732	11,448	114	
554	3,400	3,954	5,480	115	
16,026	20,210	36,236	42,180	116	
8,800	1,09,333	1,18,133	1,42,673	117	*Staff and retrenchment under Joint Provincial Rationing Officer (Cement) and the Controller of Buildings are included in this entry.
11,800	10,990	22,790	31,020	118	
.....	2,43,120	2,43,120	3,37,320	119	
.....	23,086	23,086	56,832	120	
.....	.....	.....	.....	121	
.....	3,26,260	3,26,260	4,73,040	122	
6,300	6,080	12,380	9,750	123	
16,415	3,420	19,835	41,760	124	



Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I£ posts.	Class II£ posts.
1	2	3	4	5
125	The Milk Commissioner .. ..	47-Miscellaneous ...	$\frac{...}{6}$	$\frac{...}{7}$
126	The Controller of Hotels and Lodging Houses.	Do. ...	$\frac{...}{1}$	$\frac{...}{...}$
127	The Director, Government Transport Service's Office.	Do. ...	$\frac{...}{4}$	$\frac{...}{...}$
128	The Secretary, Public Works Department.	50-Civil Works ...	$\frac{8}{5}$	$\frac{...}{...}$
129	The Electrical Engineer to Government ..	Do. ...	$\frac{2}{2}$	$\frac{6}{7}$
130	The Architect to Government .. ..	Do. ...	$\frac{...}{1}$	$\frac{...}{2}$
131	The Public Health Engineer .. ..	Do. ...	$\frac{1}{...}$	$\frac{3}{3}$
132	The Superintending Engineer, Bombay Circle.	Do. ...	$\frac{3}{3}$	$\frac{11}{15}$
133	The Superintending Engineer, N. G. C., Ahmedabad.	Do. ...	$\frac{3}{3}$	$\frac{7}{22}$
134	The Superintending Engineer, S. G. C., Baroda.	Do. ...	$\frac{2}{4}$	$\frac{5}{17}$
135	The Superintending Engineer, Central Circle, Poona.	Do. ...	$\frac{6}{2}$	$\frac{17}{18}$
136	The Superintending Engineer, Deccan Irrigation Circle, Poona.	Do. ...	$\frac{5}{2}$	$\frac{20}{16}$
137	The Superintending Engineer, Southern Circle, Belgaum.	Do. ...	$\frac{6}{1}$	$\frac{17}{19}$
138	The Superintending Engineer, Koyna Irrigation Circle.	Do. ...	$\frac{...}{3}$	$\frac{...}{8}$

II—contd.

Figure above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.				
Class III posts.	Class IV posts.	Total.	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.
6	7	8	9	10	11	12	13
...	...	...	...	1	108	62	171
<u>1799</u>	<u>387</u>	<u>2199</u>	...	...	...	...	1
...	...	...	...	...	1	...	...
<u>2</u>	<u>1</u>	<u>4</u>	...	...	...	...	40
...	...	...	1	...	3	36	...
<u>89</u>	<u>187</u>	<u>580</u>	...	...	...	...	25
<u>104</u>	<u>28</u>	<u>140</u>	...	1	22	2	...
<u>71</u>	<u>16</u>	<u>92</u>	...	...	...	...	4
<u>172</u>	<u>51</u>	<u>231</u>	...	...	4	...	...
<u>190</u>	<u>43</u>	<u>171</u>	...	...	...	...	3
...	...	...	...	1	2	...	...
<u>12</u>	<u>3</u>	<u>18</u>	...	...	2	152	90
<u>267</u>	<u>241</u>	<u>512</u>	...	...	2	152	90
<u>542</u>	<u>348</u>	<u>893</u>	...	...	...	73	28
<u>199</u>	<u>79</u>	<u>292</u>	...	...	...	73	28
<u>286</u>	<u>133</u>	<u>437</u>	...	...	...	...	...
<u>216</u>	<u>32</u>	<u>258</u>	...	...	1	101	33
<u>400</u>	<u>135</u>	<u>560</u>	...	...	...	...	...
<u>70</u>	<u>33</u>	<u>110</u>	...	...	...	46	20
<u>342</u>	<u>137</u>	<u>500</u>	...	...	...	...	...
<u>425</u>	<u>96</u>	<u>544</u>	...	...	5	130	26
<u>394</u>	<u>76</u>	<u>490</u>	...	...	...	...	...
<u>821</u>	<u>729</u>	<u>1575</u>	...	...	...	125	66
<u>385</u>	<u>230</u>	<u>633</u>	...	...	...	...	...
<u>350</u>	<u>173</u>	<u>546</u>	...	...	4	134	33
<u>430</u>	<u>157</u>	<u>607</u>	...	...	...	...	...
...	...	...	1	1	43	28	73
<u>167</u>	<u>52</u>	<u>230</u>	...	...	...	...	...

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be retrenched.				Total.
			Class I posts.	Class II posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
125	The Milk Commissioner ..	47—Miscellaneous.	...	...	90	9	99
126	The Controller of Hotels and Lodging Houses.	Do.	...	...	1	...	1
127	The Director, Government Transport Service's Office.	Do.	...	...	...	8	8
128	The Secretary, Public Works Department.	50-Civil Works	...	...	4	...	4
129	The Electrical Engineer to Government.	Do.	...	...	4	...	4
130	The Architect to Government.	Do.	...	...	2	...	2
131	The Public Health Engineer.	Do.	...	3	88	82	173
132	The Superintending Engineer, Bombay Circle.	Do.	...	...	60	22	82
133	The Superintending Engineer, N.G.C., Ahmedabad.	Do.	...	...	67	22	89
134	The Superintending Engineer, S.G.C., Baroda.	Do.	...	...	33	10	43
135	The Superintending Engineer, Central Circle, Poona.	Do.	...	...	130	26	156
136	The Superintending Engineer, Deccan Irrigation Circle, Poona.	Do.	...	...	27	64	91
137	The Superintending Engineer, Southern Circle, Belgaum.	Do.	...	...	113	33	146
138	The Superintending Engineer, Koyna Irrigation	Do.	...	...	16	7	23

## II--contd.

Savings as a result of retrenchment.					
On account of vacant posts.	On account of posts retrenched.	Total.	Annual.	Serial No.	Remarks.
19	20	21	22	23	24
.....	56,840	56,840	2,50,000	125	
.....	120	120	1,440	126	
10,831	16,680	27,511	54,200	127	
.....	22,200	22,200	42,840	128	
.....	565	565	9,060	129	
.....	8,923	8,923	14,208	130	
.....	1,33,758	1,33,758	2,51,688	131	
.....	37,732	37,732	1,13,196	132	
.....	52,118	52,118	1,56,354	133	
.....	21,576	21,576	64,728	134	
.....	91,376	91,376	2,26,812	135	
.....	91,968	91,968	1,95,482	136	
.....	71,552	71,552	2,14,656	137	
.....	41,242	41,242	1,02,204	138	

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of posts in Existence	
			Class I£ posts.	Class II£ posts.
1	2	3	4	5
139	The Superintending Engineer, G. I. C., Baroda.	50—Civil-works	...	1
			—	...
			4	16
140	The Superintending Engineer, K. I. C.	.. Do.	...	...
			—	...
			4	19
141	The Director, D. D. Chawls	.. 51-B.D.S.	Nil	...
				—
				1
142	The Electrical Commissioner to Government.	52-A. Other Revenue Expenditure connected with Electricity schemes.	...	...
			—	...
			32	70
143	The Superintendent Government Printing and Stationery.	56—Printing and Stationery.	1	3
			—	—
			...	...
144	The Director of Rehabilitation	.. 57-Miscellaneous	...	...
			—	...
			20	...
			651	1,514
			—	—
			454	1,557

II—contd.

Figures above the lines in columns 4 to 8 represent permanent posts and those below the lines temporary posts.

prior to retrenchment.			No. of posts retrenched or proposed to be retrenched.					
Class III posts.	Class IV posts.	Total	Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	Total.	
6	7	8	9	10	11	12	13	
20	26	47	...	...	3	54	86	
305	118	443	...	...	3	20	67	
...	...	...	...	...	...	...	...	
328	134	485	...	...	...	...	...	
19	275	294	...	...	...	...	...	
8	11	20	...	...	...	...	...	
...	...	...	...	...	...	...	...	
890	608	1,600	...	...	...	...	...	
916	95	1,015	...	...	...	...	...	
457	37	494	...	...	...	...	...	
...	...	...	...	1	91	64	156	
300	185	505	...	...	...	...	...	
71,069	22,808	96,042	65	202	12,916	5,948	19,131	
75,094	25,063	1,02,168						

## ANNEXURE

Serial No.	Head of the Department.	Major Head or Heads of Expenditure.	No. of persons discharged or likely to be discharged.				Total.
			Class I£ posts.	Class II£ posts.	Class III posts.	Class IV posts.	
1	2	3	14	15	16	17	18
139	The Superintending Engineer, G.I.C., Baroda.	50—Civil works.	...	...	21	13	34
140	The Superintending Engineer, K.I.C.,	Do.	...	...	45	20	65
141	The Director, D. D. Chawls	51—B.D.S.	...	...	...	...	...
142	The Electrical Commissioner to Government.	52-A. Other Revenue Expenditure Connected with Electricity Schemes.	...	...	...	...	...
143	The Superintendent Government Printing and Stationery.	56—Printing and Stationery.	...	...	4	5	9
144	The Director of Rehabilitation.	57—Miscellaneous.	...	...	...	...	...
1				7	4,251	2,920	7,179

II—concl'd.

Savings as a result of retrenchment during the current year.		Total	Annual.	Serial No.	Remarks.
On account of vacant posts.	On account of posts retrenched.				
19	20	21	22	23	24
..	30,162	30,162	97,764	139	
..	26,308	26,308	80,604	140	
..	190	190	2,280	141	
3,14,538	..	3,14,536	..	142	
..	74,777	74,157	34,140	143	
..	1,94,454	1,94,454	2,91,040	144	
63,34,472	1,66,40,046	2,29,83,518	2,82,34,036		



## ANNEXURE III.

Statement showing savings effected by retrenchment under each major head of account.

Major Head of Account. Name of Head of Department.	Saving during the current year.	Annual Saving.	Target (Budget provision for saving).	Remarks.
1	2	3	4	5
<i>7-Land Revenue.</i>				
	Rs.	Rs.	Rs.	
The Settlement Commissioner and Director of Land Records.	3,32,424	2,02,740	6,71,000	
All Collectors* .. ..				*Saving in respect of Collectorates is included in "25- General Adminis- tration."
<i>8-State Excise.</i>				
The Director of Prohibition and Excise.	5,37,916	9,86,464	2,98,000	
<i>9-Stamps.</i>				
The Superintendent of Stamps	3,455	9,540	10,000	
<i>10-Forest.</i>				
The Chief Conservator of Forests.	3,07,719	4,21,711	4,50,000	
<i>11-Registration.</i>				
The Inspector General of Regis- tration.	61,838	1,09,956	79,000	
<i>12-Charges on account of Motor Vehicles Act.</i>				
The State Transport Officer ..	27,305	55,020	58,000	
<i>13-Other Taxes and Duties.</i>				
The Collector of Sales Tax ..	75,760	31,380	1,28,000	
The President, Sales Tax Tribunal	1,440	1,440		
	77,200	32,820		
<hr/>				
XVII-Irrigation etc.† ..			93,000	†The savings in- cluded under the appropriate ser- vice head.
18-Other Revenue etc.† ..			79,000	†The savings in- cluded under the appropriate ser- vice head.

ANNEXURE III—*contd.*

Major Head of Account. Name of Head of Department.	Savings during the current year.	Annual Saving.	Target (Budget Provision for saving).	Remarks.
1	2	3	4	5
<i>25-General Administration.</i>				
All Collectors*	Rs. 28,18,521	Rs. 46,61,474	Rs.	*Savings under 7-Land Revenue in respect of C. S. D. and C. I.s and included in this entry.
The Secretary to His Excellency the Governor of Bombay.	53,991	5,864		
The Secretary, Bombay Legislature Department.	.....	.....		
The Chief Secretary, Political and Services Department.	14,790	23,660		
The Chief Secretary, Separate Department.	27,733	33,000		
The Secretary, Home Department.	11,440	17,160		
The Secretary, Finance Department.	49,322	95,880		
The Secretary, Revenue Department.	8,760	7,200		
The Secretary, Local Self-Government and Public Health Department.	5,650	21,720		
The Secretary, Legal Department.	10,740	32,040		
The Secretary, Civil Supplies Department.†	42,640	1,10,160		The Savings under 47-Miscellaneous Departments are included in this entry.
The Secretary, Agriculture and Forests Department.	12,860	28,440		
The Secretary, Education Department.	7,661	25,020		
The Secretary, Labour and Housing Department.	6,010	26,160		
Joint Secretary, Relief and Rehabilitation Department.	12,787	10,930		
The Secretary, Development Department.	6,668	20,040		
The Secretary, Recreation Board.	1,360	2,040		
The Director, Economic and Statistics Bureau.	31,635	.....		
The Controller of Accommodation.	4,900	8,880		
The Director of Publicity ...	32,391	80,064		
The Oriental Translator to Government.	8,150	39,000		

ANNEXURE III—*contd.*

Major Head of Account. Name of Head of Department.	Savings during the current year.	Annual Saving.	Target (Budget Provision for saving).	Remarks.
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
<i>25-General Administration— contd.</i>				
The Directors of Archives ..	18,080	4,488	22,69,000	
The Secretary, Bombay Public Service Commission ..	292	....		
The Settlement Commissioner and Director of Land Records.	1,655	1,980		
	31,88,086	52,55,250		
<i>27-Administration of Justice.</i>				
The Prothonotary and Senior Master High Court, Bombay, The Registrar, High Court, Bombay ..	45,720	....	11,42,000	
The Administrator General and official Trustee, Bombay ..	2,400	4,320		
The Chief Presidency Magistrate, Bombay ..	8,960	13,440		
The Principal Judge, City Civil Court and Senior Judge Bombay.	960	1,440		
The Chief Judge, Court of Small Causes, Bombay ..	2,040	3,060		
The Sheriff, Bombay .. ..	....	....		
All District Judges .. ..	2,79,710	4,07,500		
	3,39,790	4,29,760		
<i>28-Jails.</i>				
The Inspector General of Prisons.	71,669	2,25,372	1,48,000	
<i>29-Police.</i>				
Inspector General of Police ..	49,29,413	29,41,192	53,31,000	
The Commissioner of Police ..	9,10,052	15,39,156		
The Commandant General Home Guard, Bombay.	1,845	22,280		
	58,41,310	45,02,628		

ANNEXURE III—*contd.*

Major Head of Account. Name of Head of Department.	Savings during the current year.	Annual Saving.	Target (Budget provision for saving).	Remarks.
1	2	3	4	5
<i>33-A Dangs.</i>	Rs. ...	Rs. ....	Rs. *30,000	*The saving included under the appropriate service heads.
<i>36-Scientific Departments.</i>				
The Director of Parks and gardens.	1,490	12,840	6,000	
<i>37-Education.</i>				
The Director of Public Instruction.	4,22,156 +45,00,000	16,55,112 +45,00,000	8,04,000 +45,00,000†	†Saving of Rs. 45,00,000 budgeted on account of percentage cut in grant-in-aid establishment has been assumed for the current and future years.
The Joint Director of Technical Education.	1,68,710	97,008		
The Director of J. J. School of Arts, Bombay.	7,430	12,960		
Educational Adviser to Government.	12,103	60,960		
	51,10,399	63,26,040		
<i>38-Medical.</i>				
The Surgeon General to Government of Bombay.	2,96,624	8,33,148	7,48,000	
<i>39-Public Health.</i>				
The Director of Public Health ...	8,95,479	8,37,289	4,91,000	
The consulting surveyor to Government	39,265	10,860		
	9,34,744	8,48,149		
<i>40-Agriculture.</i>				
The Director of Agriculture ...	6,75,407	6,70,271	4,75,000	
<i>41-Veterinary.</i>				
	2,61,936	1,16,088	2,05,000	
<i>42-Co-operation.</i>				
The Registrar of C. S. and Director of Agricultural Market, etc.	1,88,159	2,96,696	2,60,000	
Joint Registrar for I. C. and B. I. Section of the Co-operative Department.	81,801	1,09,912		
The Registrar General of Money Lender.	3,02,659	4,31,816		
The President, Co-operative Tribunal	300	900		
	5,72,919	8,39,324		

ANNEXURE III—*contd.*

Major Head of Account. Name of Head of Department	Savings during the current year.	Annual Saving.	Target (Budget Provision for saving).	Remarks.
1	2	3	4	5
<i>43-Industries.</i>				
The Director of Industries ..	Rs. 2,78,530	Rs. 2,78,442	Rs. 1,54,000	
The Director of Fisheries ..	40,324	33,528		
The Joint Director of Technical Education	55,646	10,994		
	3,83,500	3,22,964		
<i>47-Miscellaneous Departments.</i>				
The Commissioner of Labour ..	1,51,718	2,21,402	5,13,000	*This includes saving in respect of staff expenditure, on which is debited to "85-A" on "47-Misc. Depts" and ultimately trfd. to "85-A".
The President, Industrial Court, Labour Court and Wage Boards.	17,042	31,260		
The Commissioner, the Workmen's Compensation Act.	3,180	3,900		
The Secretary, Industrial Conditions, Enquiry Committee.	1,025	....		
The Chief Inspector of Factories.	22,732	11,448		
The Chief Inspector of Steam Boiler and Smoke Nuisance.	3,954	5,480		
The Chief Inspector of Certified Schools and Certified Institutions.	36,236	42,180		
The Provincial Rationing Officer (Iron and Steel) the Joint Provincial Rationing Officer (Cement) and the Controller of Buildings.	1,18,133	1,42,673		
The Backward Class Officer ...	22,790	31,020		
The Provincial Textile Commissioner, Bombay.	2,43,120	3,37,320		
The Director of Grain Purchase	23,086	56,832		
The Director of Civil Supplies (Accounts)	.....	.....		
The Controller of Rationing ...	3,26,260	4,73,040		
The Assistant Controller of Rationing (Government Grain Shops).	12,380	9,750		
The Food Controller ...	19,835	41,760		
The Milk Commissioner ...	56,840	2,50,000		
The Controller for Hotels and Lodging Houses.	120	1,440		
The Director, Government Transport Service.	27,511	54,200		
Supply staff in Collector's and Taluka Offices.	4,71,407	7,99,060		
Rationing and Godown staff in all the Collector's Offices.	11,93,181	16,34,500		
	27,50,550*	41,47,265*		

ANNEXURE III—*contd.*

Major Head of Account. Name of Head of Department.	Savings during the current year.	Annual Saving.	Target (Budget provision for saving).	Remarks.
1	2	3	4	5
	Rs.	Rs.	Rs.	
<i>50—Civil Works.—</i>				
The Secretary, P. W. D. ..	22,200	42,840	} 6,85,000	
The Electrical Engineer to Govt. . .	565	9,060		
The Architect to Government ..	8,923	14,208		
The Public Health Engineer ..	1,33,753	2,51,688		
All Superintending Engineers. . .	4,64,034	12,51,800		
	6,29,480	15,69,596		
<i>51—B. S. D.</i>				
The Director, D. D. Chawls ..	100	2,280	19,000	
<i>52—A.</i>				
The Electrical Commissioner to Government.	3,14,536	....	1,46,000	
<i>54—Famine.—</i>				
	....	.. ..	4,000†	†Saving included under the appro- priate service heads.
<i>56—Printing and Stationery.</i>				
The Suptd., Govt. Printing and Stationery.	74,777	34,140	1,52,000	
<i>57—Miscellaneous.—</i>				
The Director of Rehabilitation ..	1,94,454	2,91,040	50,000	
<i>64—B—Civil Defence.—</i>				
	....	....	2,000†	
Grand Total ..	2,29,93,513	2,82,34,039	2,00,00,000	