

(Confidential.)

NORTH WESTERN RAILWAY

DELHI
N.-W. F. P.
U.P. (Western Districts)



SIND
PUNJAB
BALUCHISTAN

MEMORANDUM FOR THE ROYAL COMMISSION ON LABOUR 1929

[With Addendum]

Not for general circulation

ADDENDUM.

Subsequent to the printing of this memorandum the Railway Board requested that information on the following points should also be incorporated. This will be found at the pages shown against each question :—

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FOREWORD

By the Agent, North Western Railway, to the Memorandum for the Royal Commission on Labour.

1. **Sphere.**—The North Western Railway, as its name implies, covers the whole of North-West India.

The line serves six of the provinces of India, namely, the Punjab, Sind, the North-West Frontier Province, Baluchistan, Delhi and the western portion of the United Provinces.

First in importance comes the Punjab with its virile agricultural population and with its wide irrigated plains dotted with important towns and cantonments, then Sind, in which is situated Karachi, the port of the Punjab, and where an extensive irrigation project based on the Sukkur Barrage is nearing completion. On the frontier the North-West Frontier Province is served by a number of broad and narrow-gauge lines, while Baluchistan is traversed by strategic lines through the Bolan Pass, the Khojak Tunnel and the Chappar Rift, with a lengthy extension to the Persian Border. The North Western Railway serves the Imperial capital of Delhi, in the province of that name, and also serves, with a mountain railway from Kalka, the summer capital of Simla. Finally, the line traverses the western districts of the United Provinces.

Junction is made with the East Indian Railway at Saharanpur, Meerut and Ghaziabad, and with the Great Indian Peninsula Railway near Delhi. The Bombay, Baroda & Central India Railway's metre-gauge system links up with the North Western Railway at Delhi, Hissar and Bhatinda, and the Jodhpur and Bikaner railways (also metre-gauge) connect at Hyderabad (Sind) and Bhatinda, respectively.

2. **Size.**—The North Western Railway on the 31st March 1929 consisted of 6,830 route-miles, with a track mileage, including sidings, of 9,702 miles. Covering as it does an area greater than that of the British Isles, the North Western Railway exceeds the next largest railway in India (namely, the East Indian Railway) by some 2,700 route-miles, and in magnitude bears comparison with the largest systems in other parts of the world. Of the 6,830 route-miles, 5,198 miles are owned by the State, 1,286 miles by various private companies, and 346 miles by Indian States, the whole being worked by the North Western Railway. On the purchase of the Southern Punjab Railway in December, the State-owned and company-owned mileages will become 6,224 and 360, respectively. The North Western Railway, which is State-worked, is thus almost entirely also State-owned. The greater portion of the line (6,140 miles) is of M.R.C.—2.

broad-gauge (5'-6")—the Indian standard gauge—the remainder (690 miles) being of 2'-6", largely in hilly country.

During the year 1928-29, the North Western Railway carried over 89 million passengers, and over 15 million tons of goods. Its gross earnings in 1928-29 amounted to Rs. 18,27,53,000=(£13,706,475) and the working expenses totalled Rs. 13,29,34,000=(£9,970,050).

The fares charged are as low as any in India and ridiculously cheap compared with those in European countries, as will be seen from the table below :—

				<i>Pies per mile.</i>	<i>In pence.</i>
First	class	{	First 300 miles	18	or 1·69
			Any additional distance	12	or 1·12
Second	do	{	First 300 miles	9	or ·84
			Any additional distance	6	or ·56
Intermediate	do	{	First 50 miles	5	or ·47
			Any additional distance	4½	or ·42
Third	do	{	First 50 miles	3½	or ·33
			From 51 to 300 miles	2½	or ·23
			Any additional distance	1½	or ·14

There are over 122,400 employees on the pay rolls, exclusive of contractors' labour or labour on new constructions, which at times have totalled 25,000 men.

The capital outlay of the entire system is close on Rs. 140 crores or over £100 million.

3. **Commercial and military sections.**—A unique feature of the North Western Railway is that for financial purposes the line consists of two sections, namely :—

(a) Commercial

and

(b) military.

Of the 6,830 route-miles, 1,863 miles form the military section and have been constructed solely for strategical purposes, the vital importance of which

can be realized as they serve the whole of the famous North-West Frontier from the Malakand via the Khyber, Waziristan, the Zhob and the Bolan to Seistan. These strategical lines are for the most part unremunerative, owing to the sparse population, but they have a wonderful civilizing effect, while serving their original purpose of affording lines of communication to the main points on the frontier.

4. **Races and creeds.**—From the Census Report of 1921, the latest available, the population of the Punjab, Sind, Baluchistan, the North-West Frontier Province and Delhi Province, totalled approximately 32 millions. Of this number 1,335,000 or 4·1% only were literate in vernacular.

In the area served by the North Western Railway, there are three major communities—Mahomedans, Hindus and Sikhs. The latter largely have their homes round Amritsar in the Central Punjab. Among the other two communities are considerable divergencies according to the provinces in which they live. There are also various languages and scripts, though Urdu is generally understood and English is used for administration.

Amongst the employees, are, in addition to men of these three major communities, a proportion of Europeans, Anglo-Indians, Indian Christians and Parsis.

While the proportion of literates in their own vernacular is small, the proportion of those literate in English is still smaller.

This barrier of literacy in some ways forms a gulf as great as caste.

It will thus be understood that the divergent personnel of an Indian railway introduces complications which are not found in European countries.

5. **Organization.**—The headquarters of the North Western Railway are situated at Lahore.

From the 1st October 1924, the old departmental system of administration was changed to a divisional organization as more suitable to a railway of this size and largely combining the advantages of both decentralization and centralization.

The main features of the North Western Railway organization are—

- (1) the Headquarters Office is amalgamated under the Agent and works with a Central Registry on common files. The principal officers, namely, the Chief Engineers, the Chief Operating Superintendent, the Chief Mechanical Engineer, the Chief Commercial Manager, the Controller of Stores, and to a limited extent the Chief Accounts Officer, are the technical officers and dispose of the business of

their branches in accordance with the policy of the Railway Board and of the Agent. This extent of centralization ensures certain advantages in co-ordination of effort and in utilization of technical experience.

(2) the line is divided into seven operating divisions with headquarters at Lahore, Delhi, Ferozepore, Rawalpindi, Multan, Karachi and Quetta, at each of which is a divisional superintendent with extensive powers and a staff of executive officers for the various branches, engineering, transportation, rolling-stock, commercial and personnel. The decentralization into divisions has obvious advantages.

(3) a separate branch has been formed to deal with personnel, thereby ensuring that questions concerning the human element are dealt with by a body of experts of suitable temperament. This branch is controlled by a deputy agent directly under the Agent's orders.

6. Workshops.—While the majority of the open line staff of 122,400 is scattered over the large area covered by the railway at or between its 1,042 stations, there is the labour employed in the mechanical workshops and amounting to about 12,000 which is largely concentrated in Moghalpura near Lahore. The mechanical workshops are also organized as a division under the Superintendent, Mechanical Workshops.

The present locomotive shops at Moghalpura give occupation to some 4,600 employees, and are capable of overhauling 480 engines a year. The carriage and wagon shops employ more than 4,800, and have an annual building capacity of over 500 units of coaching stock and repairing facilities for 5,000 units of coaching stock and 12,000 units of goods stock.

Small outstation shops are located at Sukkur and Karachi, the former employing 1,735 men and the latter 730.

A large area at Moghalpura is occupied by the General Stores Depot. The value of the material in stock at any one time may be about 1 crore of rupees= (£750,000), while the turnover during the year approaches 3 crores= (£2,250,000). A large printing press, which is in the same area, gives work to over 400 employees. Mention may also be made of the clothing factory which supplies all uniforms.

7. Labour bureaux and staff committees.—While the formation of the personnel branch in 1924 has marked a notable advance in dealing with the all-important human element and has ensured fairer treatment of the staff in the matter of promotions, leave, transfers, punishment, etc., it has necessarily confined its activities largely to dealing with these matters on files. Long and anxious consideration has meanwhile been given to the provision of means of personal contact between the individual employee or groups of employees and

the administration. This is recognized as essential to ensure the contentment of the staff, but is difficult to achieve owing to their great numbers and divergencies.

The brief reference in para. 4 to the divergencies in the staff may serve to indicate to some extent how the barriers of race, community, creed, caste and illiteracy render ineffective the methods of representation which work in more homogeneous countries.

Staff committees on this railway are now being constituted on the lines of the panchayats or village councils indigenous to India. They give wide representation to the lower grades and allow of discussion free of the controlling presence of officers, the conclusions being recorded by the labour wardens.

Individual contact is facilitated by labour bureaux where individuals or groups can go with their grievances (real or imaginary), requests, etc., and receive sympathetic treatment from the labour warden, who is in no way subject to the man's technical supervisor.

A clearer understanding of the working of labour bureaux can be formed by a visit to those established in Lahore, which show such promising results.

We are indebted for the idea to Lieut.-Colonel Lenfesty who first established one at Ishapur Rifle Factory.

Needless to say labour bureaux do not supplant, but supplement the recognized official channels for appeals.

7. Selection and training.—With a view to the elimination of favouritism and patronage, and to the recruitment of an improved type of recruit, a system of selection boards has been largely adopted. Vacancies and dates of selection are regularly advertised in the press.

Provision has been made in the North Western Railway Training School near Lahore for the training of operating, commercial, and permanent-way recruits, and for periodical refresher courses for these and other categories.

In the school, scouting and sports are encouraged and these are spreading among the staff on the line, the latter as a result of annual tournaments and athletic meetings.

C. WALTON, COLONEL,

Agent,

Dated the 18th September 1929.

North Western Railway

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Statement showing number of absentees during unrest, 1925.

Workshop staff.						Rawalpindi Shops.	Karachi Shops.	Sukkur Shops.	Kalka Shops.	Moghalpura Shops.	Power House.	Signal Shops.
April 23rd	..	..	..	..	..	1,030	..	..	..	9,500	..	214
May 1st	..	..	..	..	..	1,000	2,211	1,936	140	9,500	95	228
Do 8th	..	..	..	..	..	1,000	2,230	2,000	..	9,500	87	109
Do 15th	..	..	..	..	..	1,184	2,250	1,949	..	9,377	87	96
Do 22nd	..	..	..	..	..	988	2,264	1,926	235	8,475	135	74
Do 29th	..	..	..	..	..	816	2,274	1,941	..	7,908	128	83
June 5th	..	..	..	..	..	735	2,280	1,915	..	7,768	137	110
Do 12th	..	..	..	..	..	735	2,285	1,774	..	7,686	143	43
Do 19th	..	..	..	..	..	735	2,284	1,601	..	5,769	..	62

Statement showing number of absentees during unrest, 1925—concl'd.

Other staff.							Rawalpindi Division.	Multan Division.	Karachi Division.	Delhi Division.	Ferozepore Division.	Lahore. Division.
April	23rd	..	..	..	..	..	988	440	835	..	..	765
Do	26th	..	..	..	..	..	..	..	..	..	174	..
May	1st	..	..	..	..	..	1,018	559	1,672	..	195	1,207
Do	8th	..	..	..	..	..	1,308	817	2,145	..	283	1,207
Do	15th	..	..	..	..	..	1,289	1,108	2,361	33	302	1,175
Do	22nd	..	..	..	..	..	1,272	1,098	2,339	148	287	1,138
Do	29th	..	..	..	..	..	1,249	1,189	2,367	311	300	1,102
June	5th	..	..	..	..	..	1,236	1,198	2,364	311	301	1,109
Do	12th	..	..	..	..	..	1,231	1,194	2,326	311	311	1,095
Do	19th	..	..	..	..	..	1,212	1,235	2,288	311	323	1,053

NOTICE.

From date of this notice all absentees from the Locomotive & Carriage Workshops, Rawalpindi, are treated as discharged. The works manager is prepared to consider re-engagement by selection of a limited proportion of those men who have refused work since March 26th from such as offer themselves for re-engagement unconditionally by mid-day, 8th instant.

By Order of Chief Mechanical Engineer.

5th April 1925.

NOTICE.

All shed and running staff of Khanewal now absent from duty without leave, are informed that if they resume duty before 18-0 hours Tuesday, 14th. (three days from first warning), any genuine grievances they may put forward will be carefully investigated.

If they fail to resume duty before 18-0 hours Tuesday, they will be discharged from the service and subsequent re-employment will be by selection.

These are facts; and the staff are advised not to let themselves be led into serious trouble by men who can really do nothing to help them.

MULTAN :

Dated 12th April 1925. }

Divisional Superintendent.

From

To

DIVISIONAL SUPERINTENDENT,

Multan.

Official Notice of Discharge.

Please note that, as already warned, you have been discharged from service as from 18-0 hours on April 14th, 1925.

[*Translation in vernacular.*]

Divisional Superintendent,

Dated 16th April 1925.

Multan.

NOTICE No. 5.

The staff who have been induced to absent themselves from duty are hereby informed that, if they fail to report for work on or before 7-30 hours on Monday, 20th April 1925, they will be DISCHARGED.

The railway will, after this time and date, only RE-ENGAGE by SELECTION such men as the railway requires. The re-engagement will be unconditional.

Works Manager,

Dated 17th April 1925.

Karachi Shops.

NORTH WESTERN RAILWAY.

INSTRUCTIONS FOR DEALING WITH THE STAFF WHO HAVE ABSENTED THEMSELVES DURING THE UNREST OF 1925.

I. As regards absentees who do not offer themselves for re-engagement, or whose services are no longer required for any of the following reasons :—

- (a) Inefficiency,
- (b) Unprofitableness,
- (c) Reduction of staff,
- (d) Want of vacancies,

the procedure will be as follows :—

- (i) They will be considered as discharged from the date on which they absented themselves, and should be settled up to, and including the last day on which they worked.
- (ii) Provident fund bonus will be paid, except when special circumstances warrant any other course being adopted, in which case the previous sanction of the Agent must be obtained.
- (iii) Gratuity will be granted, or partially or wholly withheld, according to the merits of each case in accordance with the Gratuity Rules.
- (iv) Any man whom it does not appear profitable to employ on his previous rate of pay should not be re-rated, but should be finally settled up.
- (v) Men who are settled up will receive settlement passes according to the rules.

II. Those absentees who have been efficient and profitable servants, whose posts have not been filled by suitable men, and whom the railway administration is prepared to take back into the service, will be dealt with as follows, provided that, without delay, they apply personally for re-engagement at their time office or other place where they normally report for duty and are accepted for re-engagement before June 1st, 1925 :—

- (i) They will be re-engaged on the rates of pay which they were drawing at the time they absented themselves.

- (ii) In the case of men whose conduct proves satisfactory during a probationary period of six months, the period of absence will be treated as *dies non* and the notice of discharge will be cancelled so as to avoid a break in service for leave and gratuity.
- (iii) Periods of unauthorized absence from duty will not count for leave, gratuity and increment.
- (iv) Every absentee who is permitted to return to the service on the conditions mentioned herein, will be debarred from the privileges of passes and privilege ticket orders for a period of three years from the date on which he is permitted to return to work. The Agent reserves to himself the right to reduce the period of forfeiture in special individual cases brought to his notice by officers concerned through the regular administrative channel.

III. In the future, in regard to allotting railway quarters to any particular class of staff, preference will be given to men of that class who have worked continuously through the period of unrest.

LABORE :
Dated May 3rd, 1925. }

Agent.

NORTH WESTERN RAILWAY.

INSTRUCTIONS IN CONTINUATION OF THOSE DATED 3RD MAY 1925, FOR DEALING WITH THE STAFF WHO HAVE ABSENTED THEMSELVES DURING THE UNREST OF 1925.

- I. (1) Recruitment will proceed along with re-engagement, selection being applied to both methods in order to fill most efficiently the vacancies remaining.
- (2) Any man who, subsequent to 31st May has left, or may leave his work without authority, and whose absence is not covered by rules, will not be re-engaged.
- (3) In order to minimize hardship for absentees who cannot be taken back for want of vacancies, or the other reasons stated in Section I of the Instructions, dated 3rd May 1925, special arrangements have been made to proceed with expeditious preparation and auditing of settlement papers of all absentees not re-engaged.
- (4) Those absentees failing to be re-engaged who are not subscribers to the provident fund, and who have not earned a gratuity under the rules, can be settled up at once on their applying at their usual place of payment.
- (5) Provident fund where due, and gratuity where granted, will be paid on application at the usual place of payment as soon as the papers are completed.

II. (1) To absentees re-engaged before 1st June, the concession of the grant of privilege ticket orders under the rules is hereby restored, but the remaining items of Section II of the Instructions of 3rd May will remain in force, and continue to be applied to them.

(2) Absentees selected, and accepted for re-engagement on 1st June, and up to a date which may be fixed by the Agent without previous warning, will be dealt with according to Section II of the Instructions of 3rd May.

(3) After the termination of the limited period for which re-engagements are open under para. (2) above, no absentees will be re-engaged.

(4) Applications for re-engagement or transfer to any other station to fill vacancies will be considered from suitable absentees for whom there is no vacancy at the station at which they were formerly employed.

LAHORE :

Dated the 14th June 1925. }

Agent.

INSTRUCTIONS FOR DEALING WITH THE STAFF WHO HAVE ABSENTED THEMSELVES DURING THE UNREST OF 1925.

With reference to Section II, para. (2), of the Instructions, dated the 14th June, it has been decided that the 15th July will be the last date on which absentees will be accepted for re-engagement under the conditions enumerated in Section II of the Instructions dated 3rd May. After that date, no absentee should be allowed to re-enter North Western Railway employment except as a new employee.

LAHORE :

Dated the 10th July 1925. }

Agent.

(70) Opportunity afforded to employees to represent their grievances.

1. The administration is prepared to give full consideration to representations from employees when made according to the procedure laid down.

The methods for representing grievances are as follows—

- (a) On a matter of principle, when a class or classes of employees are concerned, either through the recognized union, or by means of a memorial.
 - (b) By a direct representation to the subordinate-in-charge, followed by a request to interview the executive officer.
 - (c) By a written representation through the subordinate-in-charge to the executive officer.
 - (d) On divisional superintendent's inspections of his division, the personnel officer accompanies him to listen to any grievances.
2. Any subordinate can, by obtaining permission from the subordinate-in-charge, obtain a personal interview with his executive officer.
 3. Any employee of the mechanical workshops has direct access to the labour bureau, and to the employment officer or his assistant, and it has been

found that since the establishment of the labour bureaux, staff employed in the mechanical workshops have utilized the services of the bureaux for ventilating their grievances in respect of inability to obtain leave, passes, etc.

(71) *Any machinery for the settlement of disputes.*

No machinery has existed hitherto on this railway for the settlement of disputes. The Trade Disputes Act of 1929, which has recently been introduced, will provide adequate means for the settlement of such disputes when they arise.

(72) *Any use made of the Employers' and Workmen's (Disputes) Act, IX of 1860 ?*

No.

XIX.—MANNER IN WHICH QUESTIONS AFFECTING PERSONNEL ARE DEALT WITH.

1. When the railway was worked on the departmental system, each district executive officer administered his own staff under the general control of the head of his department. This resulted in conditions of service varying in different departments. With the expansion of the railway and the increase in the size of districts, executive officers (especially those of the Traffic Department) were unable to cope adequately with staff questions and in some cases considerable confusion arose resulting in hardship to the staff.

2. On the introduction of the divisional organization the opportunity was, therefore, taken to create a personnel branch which would deal, as experts, with all personnel questions, with the result that there is now a uniform policy for all staff as regards recruitment, training, conditions of service, leave, pay and passes, etc. Staff questions are also dealt with much more promptly and correctly, so that the hardships above complained of have been removed.

3. The criticisms against this system are two, viz :—

- (i) that the executive officer loses control over his staff ; and
- (ii) that there is less direct personal touch between the executive officers and their men.

The first objection calls for close and cordial co-operation between the personnel and executive officers and this is usually forthcoming. The answer to the second objection is that in the Traffic Department at least, touch had already been lost owing to the large number of staff each officer had to deal with, and that under present conditions owing to his being set free from staff routine work he has opportunities not less adequate to cultivate personal relationships even though his charge has been greatly extended.

4. The system admittedly depends on co-operation and good feeling between the personnel and other officers. It has undoubtedly resulted in an improvement of conditions, e.g. :—

- (a) prompt payment of dues ;
- (b) fewer outstanding leave applications ; and
- (c) promotions dealt with on an impartial basis.

Generally speaking, staff questions are now dealt with by experts, and the results to be expected from this are being obtained.

APPENDIX "A".

II.—WAGES.

(4) *Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920.*

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
TRANSPORTATION.	Rs.	Rs.	
Running staff.			
Guards.			
Second-guards on probation	Grade 25 30-1-35	Brakemen 24-2-30 On probation 25 Grade I 30-1-35	
Guards "A" class on probation.	Grade 35 40-3-52-4-60	On probation 35 Grade II 40-3-52-4-60-8-68	
Special	68	On probation 70	} Plus mileage allowance earned, except guards on probation. No change since 1920.
Guards "B" class on probation.	Grade 70 75-5-105	Grade III 75-5-105-10-115	
Special	115	On probation 110	
Guards "C" class on probation.	Grade 110 125-10-185	Grade IV 125-10-185-200-210	
Special, first year ..	200	Guards must render three years' satisfactory service on Rs. 60, Rs. 105 and Rs. 185 before promotion to Rs. 68, Rs. 115 and Rs. 200, respectively.	
Over one year in special grade.	210	Guards in Grade IV must render satisfactory service for one year on Rs. 200 before promotion to Rs. 210.	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
TRANSPORTATION— contd.	<i>Per mensem.</i>		
Drivers, shunters, firemen and cleaners.	Rs.	Drivers.	
European and Anglo-Indian drivers on old rules.	260		
Special rates	270	Nil.	
Do do	280		
European and Anglo-Indian drivers on new scales.	First year 140		
	Second do 150		
	Third do 160		
	Fourth do 170		
	Fifth do 180		
	Sixth do 190	Grade IV on new rules .. Rs. 140-10-220-10 two	
	Seventh do 200	years-230.	Plus mileage and overtime
	Eighth do 210		earned.
	Ninth do		
	Tenth do } 220		
	Eleventh do 230		
Special rates			

	First year	115						Racial discrimination eliminated and scales revised from 1st March 1923.
	Second do	125						
	Third do	135						
Parsi drivers	Fourth do	145						
	Fifth do	155	Plus mileage and overtime earned.	Grade III ..	.. Rs. 115-10-175-5 two years-130.	Do	do.
	Sixth do	165						
	Seventh do	175						
	Eighth do							
Special rates	Ninth do	180						
	<i>Per day.</i>							
	<i>Rs. a. p.</i>							
	First year	1 0 0						
Indian drivers	Second do	1 1 0	Do do.	Grade II ..	.. Rs. 38-3-50-5-60-5 two years-75.	Do	do
	Third do	1 2 0						
	Fourth do	1 3 0						

(i) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
TRANSPORTATION— contd	<p style="text-align: center;"><i>Per day.</i> Rs. a. p.</p> <p>Fifth year 1 4 0</p> <p>Sixth do 1 6 0</p> <p>Seventh do 1 8 0</p>	<p>Grade I .. Rs. 31-3-46-5-51-5 two years-61-7 two years-68.</p> <p>NOTE (a).—Drivers, Grade I, shall be eligible for promotion to special rate of Rs. 68.</p> <p>Drivers, Grade II, shall be eligible for promotion to special rate of Rs. 75.</p> <p>Drivers, Grade III, shall be eligible for promotion to special rate of Rs. 180.</p> <p>Drivers, Grade IV, on new rules, shall be eligible for promotion to special rate of Rs. 230.</p> <p>.. (b).—Specially selected drivers from Grade III who have completed two years' service on Rs. 175, have a good record and have been light in fuel consumption, will be eligible for transfer to Grade IV and will be rated at Rs. 180 in the latter grade. They will then work their pay up to the maximum of Grade IV, viz., Rs. 230.</p>	<p>Plus mileage and overtime earned ..</p> <p>Only when they fulfil the following conditions:—</p> <p>(i) Character—Recognized as distinctly good.</p> <p>(ii) Freedom from all serious offences for their previous two years.</p> <p>(iii) Technical ability.—Above the average.</p> <p>In cases where fuel consumption is particularly heavy, promotion to the special rates in each grade may be deferred.</p> <p>Racial discrimination eliminated and scales revised from 1st March 1923.</p>
	Indian drivers—concl. ..		

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.			Remarks.																
TRANSPORTATION— contd. Firemen—contd.	Boy firemen in Grade IV.																				
	<i>Age on appointment 16. Age on appointment 17. appointment 18 to 20.</i>																				
		First year ..	Rs. 40 per mensem to be employed in shed.	Rs. 45 per mensem to be employed in shed.	Rs. 50 per mensem to be employed in shed.																
		Second do ..	Rs. 45 per mensem to be employed in shed.	Rs. 50 per mensem to be employed in shed.	Rs. 55 per mensem to be employed in shed.																
		Third do ..	Rs. 50 per mensem to be employed in shed.	Rs. 55 per mensem to be employed in shed.	Rs. 70 per mensem plus overtime earned. To be employed on footplate.																
	<i>Per mensem.</i>	Fourth do ..	Rs. 55 per mensem to be employed in shed.	Rs. 70 per mensem plus overtime earned. To be employed on footplate.	Rs. 80 per mensem plus overtime earned.																
Apprentice firemen	<table border="0"> <tr> <td style="font-size: 2em; vertical-align: middle;">}</td> <td style="vertical-align: middle;">Rs.</td> <td style="vertical-align: middle;">40</td> </tr> <tr> <td style="font-size: 2em; vertical-align: middle;">}</td> <td style="vertical-align: middle;">45</td> <td></td> </tr> <tr> <td style="font-size: 2em; vertical-align: middle;">}</td> <td style="vertical-align: middle;">45</td> <td></td> </tr> <tr> <td style="font-size: 2em; vertical-align: middle;">}</td> <td style="vertical-align: middle;">50</td> <td></td> </tr> <tr> <td style="font-size: 2em; vertical-align: middle;">}</td> <td style="vertical-align: middle;">55</td> <td></td> </tr> </table>	}	Rs.	40	}	45		}	45		}	50		}	55		Fifth do ..	Rs. 70 per mensem plus overtime earned. To be employed on footplate.	Rs. 80 per mensem plus overtime earned.	Rs. 90 per mensem plus overtime earned.	The recruitment of boy firemen in Grade IV has since been stopped.
}	Rs.	40																			
}	45																				
}	45																				
}	50																				
}	55																				
	Sixth do ..	Rs. 80 per mensem plus overtime earned.	Rs. 90 per mensem plus overtime earned.	Rs. 100 per mensem plus overtime earned, only if qualified as a shunter.																	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920— contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
<p>TRANSPORTATION— contd. Firemen—concd.</p>	<p style="text-align: center;"><i>Per day.</i></p> <p style="text-align: center;">Rs. s. p.</p> <p>First year .. 0 7 6</p> <p>Second do .. 0 8 0</p> <p>Third do .. 0 8 6</p> <p>Fourth do .. 0 9 0</p> <p>Fifth do .. 0 9 5</p> <p>Sixth do .. 0 10 0</p> <p>Seventh do .. 0 10 6</p>	<p style="text-align: center;"><i>Per day.</i></p> <p>Grade II .. As. 11-/-/6-12-1-14 plus mileage and overtime earned.</p> <p>Grade I .. As. 8/6-/-/6-10-1-11 do do.</p>	
<p>Indian firemen ..</p>	<p>Plus mileage and over-time earned.</p>	<p>NOTE (i).—Firemen, Grade I, will be eligible for promotion to the special rate of As. 11. Firemen, Grade II, will be eligible for promotion to the special rate of As. 14. Firemen, Grade III, will be eligible for promotion to the special rate of Rs. 80. Firemen, Grade IV, will be eligible for promotion to the special rate of Rs. 100.</p> <p>.. (ii).—In Sind and on the frontier, viz., Quetta Locomotive District and Nushki Extension Railway, the rates of Indian firemen are half-an-anna more throughout.</p>	<p>Only when they have qualified themselves as shunters.</p>

Miscellaneous.		Rs.	Rs.																												
Motor mechanic and driver, Kalka-Simla Railway, I.		215-15-335	215-15-335																												
Motor mechanic and driver, Kalka-Simla Railway, II.		350-15-425	350-15-425																												
Cleaners	Class I.. 14-1-17	Rs. For Multan, Bah- tinda, Saharan- pur, Ludhiana, Dalbandin, Kun- dian and Kala- bagh Locomotive districts.	Rail motor driver, Kalka-Simla Railway .. 100-10-170																												
			The following rates apply to sheds in Multan, Delhi and Ferozepore divisions and sheds on Ahmedwal-Durdap Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundian, Campbellpur, Kalabagh, Bannu and Tank of Rawalpindi Division:—																												
			Scale I (for illiterate cleaners).																												
			<table border="1"> <thead> <tr> <th>Year.</th> <th>Age on appointment 16. Per mensem.</th> <th>Age on appointment 17. Per mensem.</th> <th>Age on appointment 18 or over. Per mensem.</th> </tr> <tr> <td></td> <td>Rs.</td> <td>Rs.</td> <td>Rs.</td> </tr> </thead> <tbody> <tr> <td>First ..</td> <td>14</td> <td>15</td> <td>16</td> </tr> <tr> <td>Second ..</td> <td>15</td> <td>16</td> <td>17</td> </tr> <tr> <td>Third ..</td> <td>16</td> <td>17</td> <td>Eligible for promotion to fireman Rs. 17 per mensem if not promoted.</td> </tr> <tr> <td>Fourth ..</td> <td>17</td> <td>Eligible for promotion to fireman Rs. 17 mensem if not pro- moted.</td> <td>....</td> </tr> <tr> <td>Fifth ..</td> <td>Eligible for promo- tion to fireman Rs. 17 per mensem if not promoted.</td> <td>....</td> <td>....</td> </tr> </tbody> </table>	Year.	Age on appointment 16. Per mensem.	Age on appointment 17. Per mensem.	Age on appointment 18 or over. Per mensem.		Rs.	Rs.	Rs.	First ..	14	15	16	Second ..	15	16	17	Third ..	16	17	Eligible for promotion to fireman Rs. 17 per mensem if not promoted.	Fourth ..	17	Eligible for promotion to fireman Rs. 17 mensem if not pro- moted.	Fifth ..	Eligible for promo- tion to fireman Rs. 17 per mensem if not promoted.
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Fifth ..	Eligible for promo- tion to fireman Rs. 17 per mensem if not promoted.																												
Cleaners	Class II.. 15-1-19	For Karachi, Suk- kur, Lahore, Kalka, and Rawal- pindi Locomotive districts only and to Locomotive and Electrical shops, Moghal- pura.	Introduced from 1st March 1923.																												
For all boys under 16 years of age.	10-1-13																														
Rates for Quetta District only Cleaners	Class III, 17-2-23		Boys under 16 years of age will be appointed in the scale for boys (Rs. 10-1-13),																												

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.			Remarks.
TRANSPORTATION— contd.					
Miscellaneous— contd.					
Rates for Karachi and Lahore divisions, shed at Kalka and sheds in Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division—					
		Year.	Age on appointment 16. Per mensem.	Age on appointment 17. Per mensem.	Age on appointment 18 or over. Per mensem.
			Rs.	Rs.	Rs.
		First ..	15	16	17
		Second ..	16	17	18
		Third ..	17	18	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.
		Fourth ..	18	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.	Do do.
		Fifth ..	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.	Eligible for promotion to fireman Rs. 19 per mensem if not promoted.
Boys under 16 years of age will be appointed in the scale for boys (Rs. 10-1-13).					

Rates for Quetta Division only, excluding Ahmedwal-Duzdap Section—

Introduced from 1st
March 1923.

Year.	Age on appointment 16.	Age on appointment 17.	Age on appointment 18 or over.	
			Per mensem.	Per mensem.
	Rs.	Rs.	Rs.	Rs.
First ..	17	19	21	
Second ..	19	21	23	
Third ..	21	23	Eligible for promotion to fireman Rs. 23 per mensem if not promoted.	
Fourth ..	23	Eligible for promotion to fireman Rs. 23 per mensem if not promoted.		Do do.
Fifth ..	Eligible for promotion to fireman Rs. 23 per mensem if not promoted.		Do do ..	Do do.

NOTE.—Boys under 16 years of age will be appointed in the scale for boys
(Rs. 10-1-13).

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.																												
TRANSPORTATION— contd. Miscellaneous—contd.		<p style="text-align: center;">Scale II (for cleaners who qualify in English but have not passed the Matriculation Examination).</p> <p>Rates for Multan, Delhi and Ferozepore divisions and sheds on Ahmedwal-Duzdap Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundien, Campbellpur, Kalabagh, Bannu and Tank of Rawalpindi Division—</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Year.</th> <th style="text-align: center;">Age on appointment 16.</th> <th style="text-align: center;">Age on appointment 17.</th> <th style="text-align: center;">Age on appointment 18 or over.</th> </tr> <tr> <th></th> <th style="text-align: center;"><i>Per mensem.</i></th> <th style="text-align: center;"><i>Per mensem.</i></th> <th style="text-align: center;"><i>Per mensem.</i></th> </tr> <tr> <th></th> <th style="text-align: center;">Rs.</th> <th style="text-align: center;">Rs.</th> <th style="text-align: center;">Rs.</th> </tr> </thead> <tbody> <tr> <td>First ..</td> <td style="text-align: center;">17</td> <td style="text-align: center;">18</td> <td style="text-align: center;">19</td> </tr> <tr> <td>Second ..</td> <td style="text-align: center;">18</td> <td style="text-align: center;">19</td> <td style="text-align: center;">20</td> </tr> <tr> <td>Third ..</td> <td style="text-align: center;">19</td> <td style="text-align: center;">20</td> <td style="text-align: center;">Eligible for promotion to fireman Rs. 20 per mensem if not promoted.</td> </tr> <tr> <td>Fourth ..</td> <td style="text-align: center;">20</td> <td style="text-align: center;">Eligible for promotion to fireman Rs. 20 per mensem if not promoted.</td> <td style="text-align: center;">Do do.</td> </tr> </tbody> </table>				Year.	Age on appointment 16.	Age on appointment 17.	Age on appointment 18 or over.		<i>Per mensem.</i>	<i>Per mensem.</i>	<i>Per mensem.</i>		Rs.	Rs.	Rs.	First ..	17	18	19	Second ..	18	19	20	Third ..	19	20	Eligible for promotion to fireman Rs. 20 per mensem if not promoted.	Fourth ..	20	Eligible for promotion to fireman Rs. 20 per mensem if not promoted.	Do do.	
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Fifth .. Eligible for promotion to fireman Rs. 20 per mensem if not promoted. Do do Do do.

Introduced from 1st March 1923.

Rates for sheds in Karachi and Lahore divisions, to shed at Kalka and to sheds at Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division--

Year.	Age on appointment 16.	Age on appointment 17.	Age on appointment 18 or over.	
	Per mensem.	Per mensem.	Per mensem.	
	Rs.	Rs.	Rs.	
First ..	18	19	20	
Second ..	19	20	21	
Third ..	20	21	Eligible for promotion to fireman Rs. 22 per mensem if not promoted.	
Fourth ..	21	Eligible for promotion to fireman Rs. 22 per mensem if not promoted.	Do	do.
Fifth ..	Eligible for promotion to fireman Rs. 22 per mensem if not promoted.	Do	do	Do do.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.					
TRANSPORTATION— contd. Miscellaneous—concl.		Scale II (for cleaners who qualify in English but have not passed the Matriculation Examination)—concl.									
	Rates for Quetta Division only, excluding Ahmedwal-Duzdap Section—										
	Year.	Age on appointment 16. Per mensem.	Age on appointment 17. Per mensem.	Age on appointment 18 or over. Per mensem.							
		Rs.	Rs.	Rs.							
	First ..	20	22	24					Introduced from 1st March 1923.		
	Second ..	22	24	26							
	Third ..	24	26	Eligible for promotion to fireman Rs. 26 per mensem if not promoted.							
Fourth ..	26	Eligible for promotion to fireman Rs. 26 per mensem if not promoted.		Do do.							
Fifth ..	Eligible for promotion to fireman Rs. 26 per mensem if not promoted.		Do do	Do do.							
NOTE.—The above rates are inclusive of English test allowance,											

Indian station masters and assistant station masters.

Assistant station masters .. Rs. 45-5-60

Station masters, "A" class, and assistant station masters, "B" class. 63-3-75

Station masters, "B" class, and assistant station masters, "C" class. 78-4-90-5-95

Station masters, "C" class, and assistant station masters, "D" class. 110-5-140

Special class 150-10-190

Junior station masters and assistant station masters, "E" class—

(Class II) 250-10-300

(Do I) 320-15-350

Plus Rs. 25 charge allowance for certain posts at Rawalpindi, Lahore, Ambala, Saharanpur, Bhatinda, Karachi, Kiamari and Ludhiana.

Station superintendents and station masters—

"F" (Class II) 360-20-400

"F" (Do I) 425-25-500

Rs. 45-5-60-3-75 With efficiency bar at Rs. 60, the bar consists in passing station master's examination. 63-3-75 (Under gradual abolition.)

Grade I .. 78-4-90-5-95

Do II .. 110-5-140

Do III .. 150-10-190

Do IV .. 200-10-250

Do V .. 260-10-300

Do VI .. 320-15-350

Plus Rs. 25 per mensem as charge allowance at Rawalpindi, Lahore, Amritsar, Delhi, Ambala, Saharanpur, Bhatinda, Karachi, Kiamari, Ludhiana and Lala Musa.

Revised from 11th November 1927.

Grade V revised in 1928.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.			Scales of pay on 1st April 1929.				Remarks.
			Rs.				Rs.	
TRANSPORTATION— contd.								
European probationary gaamakers and train examiners.	First year	..	110	Apprentice train examiners	..	..	45-5-65	Revised in 1925.
	Second do	..	120		..	..
	Third do	..	130		..	..
Indian probationary train examiners.	First year	..	50		..	..
	Second do	..	53		..	..
	Third do	..	56		..	..
Train examiners, Class "C"		Rs. 75-5-130		Train examiners, Grade I	..	..	75-5-130	
Do do do "B"		150-10-250		Do do do II	..	..	150-10-250	
Do do do "A"		260-15-350		Do do do III	..	..	260-15-350	
				Do do do IV	..	..	360-20-400	Post created in 1929.
Numbertakers and storemen		31-3-40		Numbertakers and storemen	..	..	31-3-40	
Indian electricians at out- stations—								
Grade I		90-5-100		Grade III	..	..	130-10-170-15-350	

Do II	62-3-82	Do II	90-5-120
Do III	35-3-56	Do I	62-3-82
Do IV	28-3-34		
Train clerks.		Train clerks.	
	Rs.		Rs.
"A" class	33-3-60	Grade I	33-3-60
"B" do	with efficiency bar at Rs. 42.	Do II	66-4-90
"C" do	66-4-90	Do III	105-5-140
"D" do	105-5-140	Do IV	150-10-190
Special class	150-10-190		
Assistant controllers	285-10-325		300-10-350
Deputy do	335-15-350		375
Chief do	400-25-500		400-25-500
		Recorders	33-3-60
			With efficiency bar at Rs. 42.

With efficiency bar at Rs. 42.

Revised from 1st December 1924.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.	
TRANSPORTATION—							
contd.							
“ Yard foremen and supervisors.		Yard foremen and supervisors.					
	Rs.				Rs.		
“ A ” class	145-5-60	Grade I			145-5-60		
“ B ” do	63-3-75	Do II			63-3-75		
“ C ” do	78-4-90-5-95	Do III			78-4-90-5-95		
“ D ” do	110-5-140	Do IV			110-5-140		
Special class	150-10-190	Do V			150-10-190		
E. II class	250-10-300	Do VI			250-10-300		
E. I do	320-15-350	Do VII			320-15-350		
		Shedmen.			Rs.		
		Grade I			50-5-70-10-110-15-125	} Introduced from 1st January 1924.	
		Do II			60-5-95-10-115-15-145		
		Do III			175-25-300		
		Do IV			250-25-350-15-365		
		NOTE 1.—Shedmen, Grade I, must render two years' satisfactory service on the following stages before promotion to the next higher stages :— Rs. 65, 80, 100 and 110.					
		NOTE 2.—Shedmen, Grade II, must render two years' satisfactory service on the following stages before promotion to next higher stages :— Rs. 115 and 130.					

Ferry staff employed on steamers "Kalabagh", "F" and "G".

Ferry staff—	Steamer "Kalabagh" Rs.	Steamer "F" Rs.	Steamer "G" Rs.	Steamer "Kalabagh" Rs.	Steamer "F" Rs.	Steamer "G" Rs.
Ferry clerks ..	39-3-60	39-3-60	..	39-3-60	39-3-60	..
Quartermasters ..	32-2-36	32-2-36	32-2-36	32-2-36	32-2-36	32-2-36
Serang ..	80-4-100	..	..	80-4-100	..	..
Blacksmiths ..	60-4-76	..	..	60-4-76	..	..
Lascar tindals ..	33-3-45	33-3-45	33-3-45	33-3-45	33-3-45	33-3-45
Khalassis ..	20-2-24	..	..	20-2-24	..	..
Drivers ..	45-3-60-4-76	60-4-76	60-4-76	45-3-60-4-76	60-4-76	60-4-76
Fitters ..	45-3-60-4-68	..	..	45-3-60-4-68	..	..
Fitter coolies ..	22-2-26	..	..	22-2-26	..	..
Oilers ..	30-2-36	26-2-36	26-2-36	30-2-36	26-2-36	26-2-36
Firemen ..	24-2-26	..	..	24-2-26	..	..
Carpenters ..	45-3-51	45-3-51	45-3-51	45-3-51	45-3-51	45-3-51
Gang tindals ..	30-2-36	..	..	30-2-36	..	..
Motor launch drivers ..	51-3-60-4-74	..	..	51-3-60-4-74	..	..
Boiler tindals ..	45-3-60	..	..	45-3-60	..	..
Donkeymen ..	34-2-36	..	..	34-2-36	..	..
Sweepers ..	15-1-19	..	..	15-1-19	..	..
Gangman ..	18-2-26	..	..	18-2-26	..	..
Hammermen ..	22-2-26	..	..	22-2-26	..	..

No change since 1920.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.			Scales of pay on 1st April 1929.			Remarks.
	<i>Steamer "Kalabagh"</i>	<i>Steamer "F"</i>	<i>Steamer "G"</i>	<i>Steamer "Kalabagh"</i>	<i>Steamer "F"</i>	<i>Steamer "G"</i>	
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
TRANSPORTATION— concd.							
Ferry staff employed on steamers "Kalabagh", "F" and "G"—concd.							
<i>Ferry staff—concd.</i>							
"Evenrude" driver ..	32-2-36	..	..	32-2-36	..	..
Shore gang jemadar ..	30-2-36	..	..	30-2-36	..	..
Flat and pontoon tindals	40-3-46	..	..	40-3-46	..	..
Do do ..	45-3-51	..	..	45-3-51	..	..
Tindals .. ..	..	..	45-3-60	..	..	45-3-60	
Pilots .. ..	..	32-2-88	32-2-38	..	32-2-38	32-2-38	
Stoker tindals ..	..	39-3-60	..	..	39-3-60	..	
Indian masters ..	..	60-4-76	60-4-76	..	60-4-76	60-4-76	
Lascars .. ..	..	23-2-27	22-2-26	..	23-2-27	22-2-26	
Bhandaris .. ..	..	17-2-27	18-2-26	..	17-2-27	18-2-26	

Topas	15-1-19	15-1-19	..	15-1-19	15-1-19
Barge tindals ..	25-2-29	26-2-28	..	25-2-29	26-2-28
Barge lascars.. ..	22-2-24	22-2-24	..	22-2-24	22-2-24
Stokers	24-2-26	24-2-26	..	24-2-26	24-2-26

Ferry off season staff--

Drivers	45-3-60-4-76	45-3-60-4-76	..	45-3-60-4-76	45-3-60-4-76
Oilmen	26-2-30	26-2-30	..	26-2-30	26-2-30
Indianmasters ..	60	60	..	60	60
Pilots	22-2-24	22-2-24	..	22-2-24	22-2-24
Quartermasters ..	22-2-28	22-2-28	..	22-2-28	22-2-28
Lascars	18-1-22	18-1-22	..	18-1-22	18-1-22
Carpenters	45-3-51	45-3-51	..	45-3-51	45-3-51
Topas	15-1-17	15-1-17	..	15-1-17	15-1-17
Bhandaris	18-2-22	18-2-22	..	18-2-22	18-2-22
Barge lascars.. ..	..	18-2-22	..	..	18-2-22

Motor launch driver, Kiamari ..	..	..	..	70-5-85
Boiler tinda, Kiamari ..	..	..	..	45-3-63-2-65
Khalassia, Kiamari ..	..	..	..	25-2-29-1-30

} Posts created in 1928.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks:
COMMERCIAL STAFF.			
Station clerks.	Rs.	Rs.	
"A" Class	33-3-42	} Station clerks, e.g., coaching, goods and ticket collectors, Grade I .. 33-3-60	With efficiency bar at Rs. 42.
"B" do	45-3-60		
"C" do	66-4-90		
"D" do	105-5-140	Station clerks, e.g., coaching, goods and ticket collectors, Grade II .. 66-4-90	
Special class	150-10-190	Station clerks, e.g., coaching, goods clerks and ticket collectors, 105-5-140 Grade III.	
Wharf supervisors at Karachi Port.	200-10-250	Station clerks, e.g., coaching, goods clerks and ticket collectors, 150-10-190 Grade IV.	
Senior ticket collectors (Special class).	210-10-270	Station clerks, e.g., coaching, goods clerks and ticket collectors, 200-10-250 Grade V.	Applies to certain appointments on Karachi Division.
		Station clerks, e.g., coaching, goods clerks and ticket collectors, 210-10-270 Grade VI.	
		NOTE.—Van checkers are started on Rs. 45 per mensem. Female ticket collectors will be graded as station clerks, Grade II.	

Miscellaneous staff.	Rs.
Assistant rates inspectors ..	150-10-190
Claims tracers and hire and haulage tracers.	100-5-140
Outstanding enquiry clerks and hire and haulage tracers.	68-4-80-5-95
Cash witness	100-5-140
Assistant cash witness ..	68-4-80-5-95
Store searchers	68-4-80-5-95
Assistant clock inspectors ..	68-4-80-5-95
Do do	39-3-60
Clock winders	45-3-60
Travelling ticket examiners, Class II, Grade II.	40-4-60
Travelling ticket examiners, Class II, Grade I.	65-5-95
Travelling ticket examiners, Class I, Grade II.	100-5-125
Travelling ticket examiners, Class I, Grade I.	130-10-150
Special appointment of assistant superintendent.	250

Miscellaneous staff.	Rs.
Assistant rates inspectors	150-10-190
Claims tracers and hire and haulage tracers (senior)	100-5-140
Outstanding enquiry clerks and hire and haulage tracers (junior) ..	68-4-80-5-95
Assistant cash witness	100-5-140
Do do	68-4-80-5-95
Store searchers	68-4-80-5-95
Assistant clock inspectors	68-4-80-5-95
Do do	39-3-60
Clock winders	45-3-60
Travelling ticket examiners, Class II	100-10-180
Do do do	50-5-95

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.					Remarks.
	Scales of pay of the staff (both subordinate and menial) of the Stores Branch.						
Subordinate staff, depot.	Rs.					Rs.	
Wardkeepers	100-5-140					100-5-140	
Sub-storekeepers, Class IV..	160-10-200	Grade I	..	..	..	160-10-200	
Do do V..	215-15-275	Do II	..	..	..	215-15-275	
Senior sub-storekeepers, Class VI.	285-15-330	Sub-storekeepers, Grade III	..	..	..	285-15-330	
Assistant timekeeper, Class I	39-3-60	Grade I	..	..	..	39-3-60	
Timekeepers, Class II ..	68-4-80-5-95	Do II	..	..	..	68-4-80-5-95	
Do do III ..	100-5-140	Do III	..	..	..	100-5-140	
Motor lorry drivers, Grade I	40-2-42-3-51			....		40-2-42-3-51	
Do do do II	52-4-60-5-65			....		52-4-60-5-65	
Junior yard foreman, Special class.	42-3-60	Yard foremen, Grade I	..	..	..	42-3-60	
Senior yard foreman, Special class.	78-4-90-5-95	Do do II	..	..	..	78-4-90-5-95	

Watch and ward staff (Stores).					
Gate sergeants, Special class	120-10-150	Grade I	.. .. .	120-10-150	
Senior gate sergeants, Special class.	170-10-220	Gate sergeants, Grade II	.. .. .	170-10-220	Applies to senior gate sergeant.
Jemadars of chowkidars, Special class.	21-1-28		....	21-1-28	
Chowkidars, Special class ..	15-1-20		....	15-1-20	
Chowkidars, Quetta and Chaman, Special class.	17-2-23		....	17-2-23	
Messenger boys ..	12-1-15		....	12-1-15	
Hindu watermen and blishties in head office.	15		....	15	
Hindu watermen and blishties in divisional office.	13		....	13	
Farrashes	16-1-20		....	16-1-20	
Khalasis	16-1-20		....	16-1-20	
Jemadars, sweepers, Moghalpura.	19-2-27		....	19-2-27	
Assistant jemadars, sweepers	18-1-22		....	18-1-22	
Sweepers in divisional offices, except those at Quetta and Lahore.	13-1-15		....	13-1-15	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
Scales of pay of the staff (both subordinate and menial) of the Stores Branch—concl'd.			
	Rs. 20-1-28	....	Rs. 20-1-28
Duffries, depot offices, except those at Quetta and Lahore:			
Packers	22-1-30	....	22-1-30
Challandars	36-2-46	....	36-2-46
Do	25-1-35	....	25-1-35
Shunting jemadars ..	32-2-36	....	32-2-36
Do porters	17-2-23	....	17-2-23
Material checkers ..	25-1-35	....	25-1-35
Jemadar pointamen ..	23-2-31	....	23-2-31
Pointamen	19-2-27	....	19-2-27
Jemadars of permanent coolies	26-1-30	....	26-1-30
Permanent coolies ..	18-1-23	....	18-1-23

Labour Establishment.

	<i>Per day.</i>
	<i>Rs.</i>
Mistria, special.. ..	4/4-4/5/8
Indian mistria	2/10-3/4/2
Do mechanics	1/4-2/2/8
Skilled labour	As. 14-1-Re. 1/2
Do do at Quetta	Re. 1-1/1-1/2
Do do at Karachi	As. 15-1-Re. 1/2
Coolies	As. 10-1-12
Do at Quetta	As. 12-1-15
Do at Karachi	As. 11-1-13
Do at Chaman	As. 14-1-Re. 1

Tailoring Depot.

	<i>Rs.</i>
Assistant master tailor ..	60-5-85
Factory mechanics .. {	75-3-90
	45-3-72
Tailors	45-3-72
Trimmers	39-3-60
Master tailor	90-5-130

	<i>Per day.</i>
	<i>Rs.</i>
Mistria	4/4-4/5/8
Mistria	2/10-3/4/2
Mechanics	1/4-2/2/8
	As. 14-1-Re. 1/2
	Re. 1-1/1-1/2
	As. 15-1-Re. 1/2
	As. 10-1-12
	As. 12-1-15
	As. 11-1-13
	As. 14-1-Re. 1
Head tailor	60-5-85
	75-3-90
	45-3-72
	45-3-72
	39-3-60
Head cutter	100-5-140

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
Office peons.		Scale of pay of menial staff of all branches.	
Jemadar peons in head office.	Rs. 25-1-28	} Office peons. Jemadars in Headquarters Office, all divisional offices and in all offices of heads of branches, except Quetta.	Rs. 25-1-28
Do do in district offices, Lahore, outside Lahore.	22-1-24		
Do do Lahore.	20-1-22		
Assistant jemadars in head office.	21-1-24	Assistant jemadars in the above offices and jemadars in all other offices, except at Quetta.	21-1-24
Peons in all offices at Lahore	16-1-20	Peons in all offices, except at Quetta	16-1-20
Do in offices outside Lahore, except Quetta.	14-1-18	....
Jemadar in district office, Quetta.	24-1-26	Jemadar in divisional office, Quetta	27-1-30
....	....	Assistant jemadars in divisional office, Quetta	24-1-26
Peons at Quetta ..	18-1-22	Peons at Quetta	18-1-22
		Office menials other than peons.	
Lifters	30-1-35	Lifters	30-1-35
Bookbinders	23-1-30	Bookbinders	23-1-30
Duftries and pressmen ..	22-1-30	Duftries and pressmen	22-1-30

Owing to the inauguration of the divisional scheme, the scales applicable to district offices were abolished and the rates fixed for head offices, Lahore, were enforced.

Do do do for Quetta.	25-1-33
Do outside Lahore ..	20-1-28
Pressmen, Carriage & Wagon Superintendent's Office.	14-1-23
Coolies	15-1-19
Do (Lost Property Office)	17-8/-18
Office cleaners ..	16-1-20
Cooly jemadar (Lost Property Office).	21
Sweepers at Lahore ..	15-1-17
Do Lost Property Office).	....
Carpenter	45
Watermen bhisty, Lahore ..	15
Do outside Lahore..	13
Do Quetta ..	17
Farrashes and chowkidars at Lahore.	16-1-20
Farrashes and chowkidars outside Lahore, except Quetta.	14-1-18
Farrashes and chowkidars at Quetta.	18-1-22
Sweepers for Quetta ..	17-1-19
Do outside Lahore, except Quetta.	13-1-15

Do for Quetta	25-1-33
Do do Rawalpindi	20-1-28
....	
Coolies	15-1-19
Do (Lost Property Office)	17-8/-18
Do	16-1-20
Cooly jemadar (Lost Property Office)	21
Sweepers	15-1-17
Do (Lost Property Office)	3
Carpenters	45
Watermen	15
....	
Watermen, Quetta	17
Farrashes and chowkidars	16-1-20
Do do do for Rawalpindi	14-1-18
....	
Sweepers for Quetta	17-1-19
Do do Rawalpindi	13-1-15

(4) Statement showing prevailing rates of wages and movements in recent years; i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	Subordinate staff, Works Branch, employed on divisions.		
Sub-inspector of works ..	Rs. 60-2½-105-4-125	.... Rs. 70-3-100-5-130	Revised from 1st April 1923.
Sub-permanent-way inspectors— Literate ..	60-2-90-2½-110	.... *60-2-90-2½-110	
Illiterate ..	45-2-75	.... 45-2-75	
			<p>* (1) Sub-permanent-way inspectors after completing three years' aggregate period as officiating permanent-way inspectors draw Rs. 130 per mensem.</p> <p>(2) Sub-way inspectors are given special pay of Rs. 5 per mensem on passing examination in the duties of permanent-way inspectors and in interlocking course.</p>
Permanent-way mistry (for Kalka-Simla Railway).	36-2-60-2½-65	.... 36-2-60-2½-65	
Signal and interlocking and block assistant inspectors.	Class III 170-10-240	.... 170-10-240	
Sub-assistant inspectors of interlocking and block.	Do IV 65-5-115	.... 75-5-125	Revised in 1928.
Sub-bridge inspectors ..	75-5-125	.... 75-5-125	
Assistant permanent-way munshis.	64-4-116 also draw duty allowance of Rs. 30.	.... 100-5-140	Revised from 1st September 1926 and designation changed to assistant junior sub-storeskeepers, permanent-way.

Timekeepers		35-3-65		35-3-65-5-75	Revised from 1st April 1923 and designation changed to works clerks (1928).
Ballast inspectors ..		35-3-80		35-3-80	
Assistant plantation inspectors		40-2-50		40-2-50	
Sounders	Unclassed		There are no sounders on the line, they have been substituted by sub-inspectors of works.		Revised in 1927.
District store munshis, Sukkur, District store munshis, Jhelum.	} Bridge Department.	100-10-200-10-250 efficiency bar at Rs. 200.	100-10-200-10-250 efficiency bar at Rs. 200.		
Other district store munshis		Do do	Sub-storekeeper, Jhelum .. ..	.. 215-15-275	Revised from 1st January 1928.
Apprentices permanent-way inspectors—					
First year ..	Rs. 65		First year	Per mensem. Rs. 65	
Second do ..	80		Second do	80	
Third do ..	95	} If he has passed the examination, if not Rs. 80.	Third do	95	
Fourth do ..	120		Fourth do	120	
NOTE.—After completing apprenticeship period and when appointed as assistant permanent-way inspector will draw Rs. 135.					

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.								Remarks.
	Subordinate	staff (Works Branch) employed on division—concd.								
Apprentice signal and interlocking inspectors—	<i>Per mensem.</i>	Apprentice interlocking inspectors and assistant block inspectors—								
	<i>Rs.</i>	<i>Per mensem.</i>								
First year ..	65	First year ..	..	..	..	..	..	..	<i>Rs.</i>	65
Second do ..	80	Second do ..	..	..	..	..	..	..	80	
Third do ..	95	Third do ..	..	..	..	..	..	..	95	
Fourth do ..	120	Fourth do ..	..	..	..	..	..	..	120	
	} If he has passed the examination, if not Rs. 80.									
NOTE.—After completing apprentice period and when appointed as assistant signal and interlocking inspector, will draw Rs. 125.										
Apprentice bridge inspectors—		First year ..	..	..	..	..	..	..	65	
During the first year ..	75	Second do ..	..	..	..	..	..	..	80	
Do second do ..	100	Third do ..	..	..	..	..	..	..	95	
		Fourth do ..	..	..	..	..	..	..	120	

Skilled and unskilled monthly labour employed on maintenance of works.

	" A "	" B "	" C "		" A " scale of pay.	" B " scale of pay.	" C " scale of pay.	Quetta Division scale of pay.	Nushki Extension Railway scale of pay.			
	Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	Rs.			
Mates	20-28	22-30	24-34	Mates	20-2-28	22-2-30	24-2-34	24-2-34	20-2-28	} Revised in April 1926. * Carpenters only. † Blacksmiths only. ‡ Masons and painters only.		
				Do Timber Store Depot.	..	27-1-35	..	..	..
Coolies (way)	13-17	14-19	15-22	Coolies (way) ..	13-1-17	14-1-19	15-1-22	18-1-22	14-1-17			
Keymen	14-18	15-20	17-24	Keymen	14-1-18	15-1-20	17-1-18-2-24	22-2-24	17-1-21			
Trollymen	} 15-19	} 16-21	} 17-24	Trollymen } ..	} 15-1-19	} 16-1-21	} 17-1-18-2-24	} 20-2-24	} 15-1-19			
Hammermen				Hammermen }								
Khalassia	15-19	16-21	17-24	Khalassia	15-1-19	16-1-21	17-1-18-2-24	..	..	
Carpenters, blacksmiths, masons and painters.	26-44	36-50	40-60	Carpenters, linesmen, blacksmiths, masons, painters and switchboard attendants. }	} 26-2-44	} 36-2-50	} 40-2-60	* 40-2-60	* 40-2-60			
											† 40-2-60	† 40-2-60
											‡ 40-2-60	‡ 40-2-60
				Boatmen .. ..	..	16-1-17	..	..	..
				Head boatman ..	..	17-1-19	..	..	..

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.			Scales of pay on 1st April 1929.					Remarks.	
Skilled and unskilled monthly labour employed on maintenance of works—concl'd.										
	"A".	"B".	"C".		"A" scale of pay.	"B" scale of pay.	"C" scale of pay.	Quetta Division scale of pay.	Nushki Extension Railway scale of pay.	
	Rs.	Rs.	Rs.	Works and gene- ral coolies and bellowsmen.	Rs.	Rs.	Rs.	Rs.	Rs.	
	13-17	14-18	16-22		13-1-17	14-1-18	16-2-22	18-2-22	14-1-17	
Works and general coolies and bellowsmen.										
Fitters	36-50	40-60	40-65	Fitters	36-2-50	40-2-60	40-2-50-3-65	40-2-50-3-65	40-2-50-3-65	
Mistries	45-70	55-80	60-85	Mistries	45-2-55-3-70	55-2-65-3-80	60-2-70-3-85	..	..
Menial staff (sanitary) on monthly rates of pay other than the above.										
	General scale.		Quetta scale.		General scale.		Quetta scale.	Nushki Extension Railway scale.		
	Rs.	Rs.			Rs.	Rs.	Rs.	Rs.	Rs.	
Sweeper jemadars ..	17-23	23-35		Sweeper jemadars ..	..	..	17-2-23	23-2-35	17-2-23	
Sweepers	14-17	17-23		Sweepers .. ..	..	..	14-1-17	17-2-23	14-1-17	
Do (drain cleaners) ..	15-19	..		Do (drain cleaners) ..	..	..	15-1-19	..	*..	
Bhisties	14-17	17-23		Bhisties .. ..	..	..	14-1-17	17-2-23	14-1-17	
Malis	19-27	23-35		Malis .. ..	..	..	19-2-27	23-2-31	19-2-27	
				Malis at Boston ..	..	..	..	32-2-40	..	

Revised in April 1926.

Menial staff employed at stations and skilled and unskilled staff employed in workshops, if any, attached to divisional offices.

Cabinmen.				Cabinmen.		<i>General scale.</i>	<i>Quetta scale.</i>	
	Rs.					Rs.	Rs.	
"A" Class	15-1-19	Grade I .. ..	.. ..	.. ..	.. ..	15-1-19	17-2-23	
"B" do	17-2-23	Do II .. ..	.. ..	.. ..	.. ..	17-2-23	22-2-28	
"C" do	24-2-30	Do III .. ..	.. ..	.. ..	.. ..	24-2-30	..	
"D" do	32-2-36	Do IV .. ..	.. ..	.. ..	.. ..	32-2-36	34-2-40	
"E" do	37-2-45	Do V .. ..	.. ..	.. ..	.. ..	37-2-45	..	No change since 1920.
Shunting jemadars.				Shunting jemadars.				
"A" Class	24-2-30	Grade I .. ..	.. ..	.. ..	.. ..	24-2-30	..	
"B" do	32-2-36	Do II .. ..	.. ..	.. ..	.. ..	32-2-36	34-2-40	
"C" do	37-2-45	Do III .. ..	.. ..	.. ..	.. ..	37-2-45	41-3-50	
Shunting porters.				Shunting porters.				
"A" Class	17-2-23	Grade I .. ..	.. ..	.. ..	.. ..	17-2-23	22-2-28	
"B" do	19-2-27	Do II .. ..	.. ..	.. ..	.. ..	19-2-27	24-2-32	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.
Manial staff employed at stations and skilled and unskilled staff employed in workshops, if any, attached to divisional offices.						—contd.
Points and line jemadars.		Points and line jemadars.				
				<i>General scale. Quetta scale.</i>		
	Rs.			Rs.	Rs.	
"A" Class	17-2-23	Grade I .. ..	.. ..	17-2-23	..	
"B" do	19-2-27	Do II .. ..	.. ..	19-2-27	24-2-32	
Travelling and intermediate goods van porters.		Travelling and intermediate goods van porters.				
"A" Class	15-1-19	Grade I .. ..	.. ..	15-1-19	..	
"B" do	17-2-23	Do II .. ..	.. ..	17-2-23	..	
"C" do	19-2-27	Do III .. ..	.. ..	19-2-27	..	Applies to jemadars of intermediate goods van porters.

Sweepers.			
"A" Class	..	..	14-1-17
"B" do	..	..	15-1-19
"C" do	..	..	17-2-23
Jemadar sweeper	..	..	19-2-27
Gate-men.			

Class I	..	..	14-1-17
Do II	..	..	15-1-19
Do III	..	..	17-2-23

Watermen, box porters and waiting-room ayahs.

Class I	..	..	14-1-17
Do II	..	..	15-1-19
Do III	..	..	17-2-23

Station peons.

Class I	..	..	14-1-17
Do II	..	..	15-1-19

Sweepers.					
Grade I	..	..	..	..	14-1-17
Do II	..	..	..	..	15-1-19
Do III	..	..	..	..	17-2-23
Sweepers, Grade IV	..	..	..	..	19-2-27

Gate-men at stations as well as on the line.

General scale. Quetta scale. Nushki Extension Railway scale.

Grade I	..	..	..	Rs. 14-1-17	Rs. 17-2-23	Rs. 14-1-17
Do II	..	..	..	15-1-19	..	..
Do III	..	..	..	17-2-23	..	..

} No change since 1920.

Watermen, box porters and waiting-room ayahs.

Grade I	..	..	..	14-1-17
Do II	..	..	..	15-1-19
Do III	..	..	..	17-2-23 for box porters at Quetta.

Station peons.

Grade I	..	..	..	14-1-17
Do II	..	..	..	15-1-19
Do III	..	..	..	17-2-23 for Kalabagh-Bannu Railway.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.
Muzial staff employed at stations and skilled and unskilled staff employed in workshops, if any, attached to divisional offices—contd.						
	Rs.	Malia.			General scales. Rs.	
Class I	14-1-17	Grade I .. ..	.. ..	.. ..	.. 14-1-17	
Do II	15-1-19	Do II .. ..	.. ..	.. ..	.. 15-1-19	
Do III	17-2-23	Do III .. ..	.. ..	.. ..	.. 17-2-23 Jemadaru.	
Lampmen.						
Class I	15-1-19	Grade I .. ..	.. ..	.. ..	.. 15-1-19	
Do II	17-2-23	Do II .. ..	.. ..	.. ..	.. 17-2-23	
Points and signalmen.						
Class I	15-1-19	Grade I 15-1-19	
Do II	17-2-23	Do II 17-2-23	No change since 1920.

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Luggage porters.			Luggage porters.			Goods coolies.			Goods coolies.		
Class I	15-1-19	Grade I	15-1-19
Do II	..	..	17-2-23	Do II	..	..	..	..	..	..	17-2-23
Goods coolies.			Goods coolies.			Goods coolies.			Goods coolies.		
Class I	..	..	15-1-19	Grade I	..	..	..	..	..	..	15-1-19
Do II	..	..	17-2-23	Do II	..	..	..	..	..	..	17-2-23
Watch and ward staff for all branches.			Watch and ward staff for all branches.			Watch and ward staff for all branches.			Watch and ward staff for all branches.		
Class I	..	..	14-1-17	Grade I	..	..	..	14-1-17	Rs.	17-2-23	Rs.
Do II	..	..	15-1-19	Do II	..	..	..	15-1-19	..	..	..
Do III	..	..	17-2-23	Do III	..	..	..	17-2-23	..	..	..
Do IV	..	..	19-2-27 (Gurkhas)	Do IV	..	..	..	19-2-27 (Gurkhas).	..	..	..
Do V	..	..	24-2-30 (Gurkha jemadar).	Do V	..	..	..	24-2-30 (Jemadars).	..	..	..
Do VI	37-2-45 (Gurkha jemadars).	Do VI	37-2-45 (Jemadars).

Nasht
Extension
Railway.
Rs.
14-1-17Rs.
17-2-23
for Quetta.

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(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.	
Scales of pay on the Delhi and Karachi divisions on reorganization of the watch and ward staff.							
					Rs.		
		Chowkidars	..	..	..	..	{ (a) 15-1-19 (b) 17-2-23
		Watchmen	..	..	..	..	{ (a) 17-2-23 (b) 19-2-27
		Head watchmen, Delhi	..	..	..	..	33-3-60
		Do Karachi	..	..	..	..	33-2-45-3-60
		Sub-inspector	..	..	..	..	66-4-90
		Assistant sub-inspector, Delhi	..	..	..	..	150-10-190
		Do do Karachi	..	..	..	..	140-5-190
Telegraph peons.	Rs.						Telegraph peons.
Class I	..	..	..	..	..	..	Rs. 14-1-17
Do II	..	..	..	..	..	..	15-1-19
		Grade I	..	..	..	..	14-1-17
		Do II	..	..	..	..	15-1-19
		Do III	..	..	..	..	17-2-23
		Do IV	..	..	..	..	17-2-27
		Do V	..	..	..	..	for jemadars. 19-2-27
							for jemadars.

Miscellaneous.		Miscellaneous.	Rs.
All boys under 16 years of age	10-1-13	All boys under 16 years of age	10-1-13
Bellows boys, waiting-room bearers, and trollymen in district offices.	14-1-17	Bellows boys, waiting-room bearers and trollymen in divisional offices	14-1-17
Store coolies, coupling porters, call boys and searching porters.	15-1-19	Dhobies, stores coolies, coupling porters, call boys and searching porters.	15-1-19
Cranemen, waiting and running-room cooks and bearers and cash safe coolies.	17-2-23	Cranemen, waiting and running-room cooks and bearers and cash safe coolies.	17-2-23
Running room bearers for Quetta District (European running-room).	23-2-35	Running-room bearers for Quetta Division (European running-room)	23-2-35
Running-room cooks and sailmen for guards' running-rooms.	19-2-27	Do cooks and sailmen for guards' running-rooms ..	19-2-27
Running-room cooks for European running-room, Quetta.	34-2-40	Do do for European running-room, Quetta ..	34-2-40
Crane jemadars ..	24-2-30	Do do do do Nushki ..	25-2-35
Painters, fitters and tinkers ..	32-2-36	Crane jemadars	24-2-30
Carpenters	37-2-45	Painters, fitters and tinkers	32-2-36
		Carpenters	37-2-45
		Weighing machine fitters	60-3-75
		Do do coolies	18-1-20
		Do do do Quetta	18-2-24

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	Skilled and unskilled labour	and other menial staff employed at train-examining stations.	
	Rs.	Rs.	
Carpenters, mistries, vacuum fitter-mistries and gas fitter-mistries.	51-3-60	Carpenters, mistries, vacuum fitter-mistries and gas fitter-mistries. 51-3-60 56-3-65 for Quetta.	
Oil enginemen, vacuum, gas, and Washington lamp pipe fitters, brass fitters, blacksmiths, polishers, painters, trimmers, carpenters and tinkers.	41-3-50	Oil enginemen, vacuum, gas and Washington lamp pipe fitters and brass fitters, blacksmiths, polishers, painters, trimmers, carpenters, tinkers and fitters. 41-3-50 46-5-55 for Quetta.	
Gasmakers, train fitters, assistant gas and vacuum fitters, assistant pipe fitters and jemadars.	31-3-40	Gasmakers, train fitters, assistant gas and vacuum fitters, assistant pipe fitters, jemadars and assistant tank fitters. 31-3-40 33-3-42 for Quetta.	
Hammermen, lifters, repackers, wheelmen, assistant jemadars, gas fillers, lampmen, electric coolies, greasers and stencillers.	22-2-30	Hammermen, lifters, repackers, wheelmen, assistant jemadars, gas fillers, lampmen, electric coolies, greasers, stencillers and riveters. 22-2-30 24-2-32 for Quetta.	

Cleaners, chowkidars, bhisties, coolies, sweepers and wrenchmen.	16-1-20	Cleaners, chowkidars, bhisties, coolies, sweepers and wrenchmen, tank coolies and riveting coolies.	16-1-20 16-2-22 for Quetta.	No change since 1920.
		Khalassis .. .. .	.. 15-1-19 17-2-25 for Quetta.
Pointsmen	14-1-17	Pointsmen .. .. .	.. 14-1-17
		Dhobies .. .. .	.. 17-2-23
		Tool checkers .. .. .	.. 23-2-35
		Turntable coolies .. .. .	.. 17-2-23
Oil engine drivers	1/4-2/-Rs. 2	Oil engine drivers .. .. .	.. Re. 1/4-2/-Rs. 2
Shop crane driver	1/4-2/-Rs. 1/8	Shop crane driver .. .. .	.. Re. 1/4-2/-Rs. 1/8

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
The following rates apply to Bhatinda, Saharanpur, Dalbandin, Kundian and Kalabagh districts:—	Rs.	monthly rates of pay employed in sheds and in drivers' running-rooms. The following rates apply to sheds in Multan, Delhi and Ferozepore divisions and to sheds on Ahmedwal-Mirjawa Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundian, Campbellpur, Kalabagh, Bannu, and Tank of Rawalpindi Division:—	
		Rs.	
All boys under 16 years of age. Punkha coolies ..	10-1-13	All boys under 16 years of age } Punkha coolies } Grade I .. 10-1-13	
		Cinder pickers at Kaur (Kalabagh-Bannu Railway) ..	15
		Pointamen at Ferozepore	15 & 16
		Shed messengers	
Shed and fuel chowkidars. Mali coolies ..		Shed and fuel chowkidars	
Bhisties		Mali coolies	
Bhisties		Bhisties	
Running-room box porters.	14-1-17	Running-room box porters } Grade II .. 14-1-17	
Bar setters		Bar setters	
Sweepers		Sweepers	
Turntable coolies ..		Turntables coolies	

Punkha coolies on Multan District only.	15-1-19	Punkha coolies on Multan Division only ..	Grade III .. 15-1-19
Pointmen ..		Box porters for locomotive inspectors ..	
Tube cleaners ..		Tube cleaners	
Ashpit cleaners ..		Ashpit cleaners	
Callmen ..		Callmen	
European running-room bearers.		European running-room bearers ..	
Trollymen ..	Trollymen		
Indian running-room cooks.	17-2-23	Indian running-room cooks	Grade IV .. 17-2-23
Fuel coolies ..		Fuel coolies	
Malis ..		Malis	
Lighters ..		Lighters	
Lampmen ..		Lampmen	
European running-room cooks.		European running-room cooks	
Stores issuers ..	Stores issuers		

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	Labour and menial staff on monthly rates of pay employed in sheds and in drivers' running-rooms—contd.		
The following rates apply to Kundian and Kalabagh districts— <i>concl'd.</i>	to Bhatinda, Saharanpur, Dalbandin, and— <i>concl'd.</i>	The following rates apply to sheds in Multan, Delhi and Ferozepore divisions and to sheds on Ahmedwal-Mirjawa Section of Quetta Division and sheds at Sher Shah, Bhakkar, Mari, Malakwal, Kundian, Campbellpur, Kalabagh, Banna, and Tank of Rawalpindi Division— <i>concl'd.</i>	
Fuel mates ..	Rs. 19-2-27	Cook at Saharanpur	} Grade V .. 19-2-27
Washout coolies ..		Telephone attendants	
Tally clerk on Saharanpur District only.		Fuel mates	
		Washout coolies	
		Tally clerks on Delhi Division only	
		Malis on Nushki Extension Railway	22-1-30
The following rates apply in Rawalpindi districts only and to Locomotive Shops and Electrical Shops, Moghalpura:—	Karachi, Lahore, Sukkur, Kalka and to Locomotive Shops and Electrical Shops— <i>concl'd.</i>	The following rates apply to sheds in Karachi and Lahore divisions, to shed at Kalka and to sheds at Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division:—	
All boys under 16 years of age.	Rs. 10-1-13	All boys under 16 years of age (includes cinder picker at Rawalpindi).	} Grade I .. 10-1-13
Punkha coolies ..		Punkha coolies	
Washermen and women on Karachi Division.		Washermen and women on Karachi Division ..	
		Shed messengers	Grade II .. 14-1-17
Fire carriers on Lahore District, except Lahore Shed.		Box porters for locomotive inspectors	
Shed and fuel chowkidars		Fire carriers on Lahore Division, except Lahore Shed	
		Shed and fuel chowkidars	

Mali coolies ..		Mali coolies	
Punkha coolies, Lahore District.		Punkha coolies, Lahore Division	
Bhisties		Bhisties	
Running-room box porters.		Running-room box porters	
Pointsmen	15-1-19	Pointsmen	Grade III .. 15-1-19
Call boys in Lahore Shed only.		Call boys in Lahore Shed only	
Bar setters		Bar setters	
Sweepers		Sweepers	
Turntable coolies ..		Turntable coolies	
Tube cleaners		Tube cleaners	
Callmen		Callmen	
Running-room bearers for European drivers.		Running-room bearers for European drivers ..	
Fire carriers in Lahore Shed only.		Shunting porters on Lahore Division only ..	
Indian running-room cooks.		Fire carriers in Lahore Shed only	
Ashpit cleaners	17-2-23	Indian running-room cooks	
Malis		Ashpit cleaners	Grade IV .. 17-2-23
Lighters		Malis	
Lampmen		Lighters	
Trollymen		Lampmen	
		Trollymen	
		Hook porters	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
	Labour and menial staff on monthly	rates of pay employed in sheds and in drivers' running-rooms—contd.	
The following rates apply in Karachi, Lahore, Sukkur, Kalka and Rawalpindi districts only and to Locomotive Shops and Electrical Shops, Moghalpura— <i>concd.</i>		The following rates apply to sheds in Karachi and Lahore divisions, to shed at Kalka and to sheds at Rawalpindi, Lala Musa, Kohat and Peshawar of Rawalpindi Division— <i>concd.</i>	
	Rs.	Rs.	
Head callmen in Lahore Shed.	} 19-2-27	Telephone attendants	} Grade V .. 19-2-27
Washout coolies		Head callmen in Lahore Shed only	
Assistant ticket distributors in Lahore Shed only.		Washout coolies	
European running-room cooks.		Assistant ticket distributors in Lahore Shed only	
Fuel coolies		European running-room cooks	
Stores issuers	} 23-2-35	Fuel coolies	} Grade VI .. 23-2-35
Fuel mates		Stores issuers (except Rawalpindi and Kotri sheds)	
		Fuel mates	
		Clerk for pump inspectors, Lahore only	
The following rates apply to sheds in Quetta District :—	Rs.	The following rates apply to sheds in Quetta Division (except those on Ahmedwal-Duzdap Section :—	
All boys under 16 years of age.	10-1-13	All boys under 16 years of age	Grade I .. 10-1-13
Sweepers	}	Box porters for locomotive inspectors	}
Bhisties		Sweepers	
Chowkidars		Bhisties	
		Chowkidars	

Callmen	} 17-2-23	Callmen	} Grade IV .. 17-2-23
Punkha coolies ..		Punkha coolies	
Mali coolies ..		Mali coolies	
Running-room porters. box		Running-room box porters	
Ashpit cleaners ..	} 19-2-27	Telephone attendants	} Grade V .. 19-2-27
Tube cleaners ..		Ashpit cleaners	
Pointsmen ..		Tube cleaners	
Bar setters ..		Pointsmen	
Malis ..		Bar setters	
Stores issuers ..		Malis	
Trollymen ..	} 23-2-35	Stores issuers	} Grade VI .. 23-2-35
Lighters ..		Lighters	
European running-room bearers.		European running-room bearers	
Fuel coolies ..	} 26-2-40	Fuel coolies	} Grade VII .. 26-2-40
Washout coolies ..		Washout coolies	
Fuel mates ..		Fuel mates	
Running-room cooks for Indian drivers.		Running-room cooks for Indian drivers	
Running-room cooks for European drivers.	34-2-40	Running-room cooks for European drivers	34-2-40
		Shed messengers	17-1-20

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.		Scales of pay on 1st April 1929.						Remarks.	
			Mechanical staff.							
			Apprentices in outstation workshops—							
			<i>Lahore shops.</i>	<i>Out-station.</i>					Rs.	
			Rs.	Rs.						
European and Anglo-Indian apprentices in Lahore and outstation shops.	First year	..	50	30	First year	..	..	..	..	40
	Second do	..	60	40	Second do	..	..	..	..	50
	Third do	..	70	50	Third do	..	..	..	..	60
	Fourth do	..	80	60	Fourth do	..	..	..	..	70
	Fifth do	..	100	70	Fifth do	..	..	..	..	80
	Sixth do	..	120	..						
			<i>Per day.</i>	<i>Per day.</i>	Apprentices in the central workshops, Moghalpura—					
			Rs.	Rs.					Rs.	
Indian literate apprentices in Lahore shops and outstations.	First year	..	1/8	-/14	First year	..	..	..	..	50
	Second do	..	1/10	1	Second do	..	..	..	..	60
	Third do	..	1/12	1/2	Third do	..	..	..	..	70
	Fourth do	..	1/14	1/4	Fourth do	..	..	..	..	80
	Fifth do	..	2	1/6	Fifth do	..	..	..	..	90

Revised in 1926.

Miscellaneous.	Per mensem. Rs.	Miscellaneous.	Per mensem. Rs.	
Chargemen and mechanics ..	130-10-170-15-350	Chargemen in shops and sheds .. .. .	.. 185-15-350	Revised from 1st August 1925.
Head timekeeper and senior gate sergeant, Class V.	215-15-275	Senior gate sergeant, Grade V .. .. .	.. 215-15-275	
Senior gate sergeants at Lahore.	170-10-220	Head timekeeper, Grade IV 160-10-200		} Separated in 1929.
Senior gate sergeants at out- stations.	160-10-200	Senior gate sergeants at outstations .. .. .	.. 160-10-200	
Junior gate sergeants at Lahore and outstations.	120-10-150	Junior gate sergeants at Lahore and outstations .. .. .	.. 120-10-150	
European apprentices, work- shops, Moghalpura.	50-10-80-20-120	Apprentices, central workshops, Moghalpura .. .. .	.. 50-10-90	
Apprentices, outstation staff	30-10-70	Apprentices, outstation staff .. .. .	.. 40-10-80	
Electrical Power-house, Moghalpura.		Electrical Power-house, Moghalpura.		
Shift chargemen ..	200-15-350	Shift chargemen	} 185-15-350	Revised from 1st August 1925.
Chargemen, construction ..	200-15-350	Chargemen, construction		
Do repair ..	200-15-350			
Do locomotive ..	610-10-200-15-245	Chargemen, locomotive		
Do carriage and wagon.	160-10-200-15-245	Do carriage and wagon		
Meter inspector ..	140-10-170-15-275	Meter inspector		

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.	
		Mechanical staff—concd.					
		Electrical Power-house, Moghalpara—concd.					
	<i>Per mensem.</i> Rs.				<i>Per mensem.</i> Rs.		
Senior switchboard attendant	90-10-140	Senior switchboard attendant	..	..	..	100-10-170	Revised from 1st August 1925.
Junior switchboard attendant	35-5-50-10-80	Junior switchboard attendant	..	..	..	35-5-50-10-80	
	<i>Per day.</i>	Boiler-house chargemen	..	..	..	} 185-15-350	
		Armature winder chargemen	..	..	..
Junior sub-station attendant	1/4 to 2	Junior sub-station attendant	..	..	..	30-4-50	
	<i>Per mensem.</i>						
Assistant chargemen, outdoors.	130-10-170-15-350	Assistant chargemen, outdoors	..	..	..	185-15-350	
	<i>Per day.</i>						
Head drivers	2/10 to 4/2	Head drivers .. ..	..	..	..	65-5-105	
Drivers	2 to 2/8	Drivers .. ..	..	..	..	50-3-65	
Junior sub-station attendant	1/4 to 2/8	Senior sub-station attendant	..	..	..	35-5-50-10-80	Revised from 1st August 1925.
Assistant drivers	1/4 to 1/14	Assistant drivers .. ..	..	..	..	30-4-50	
Head firemen	2/2 to 3	Head firemen .. ..	..	..	..	55-5-80	
Firemen	1/4 to 2	Firemen .. ..	..	..	..	0-4-50	

Assistant firemen and greasers.	-/14 to 1/2	Assistant firemen and greasers	20-2-30	
Head pumpman ..	2 to 2/8	Head pumpman	50-3-65	
Pump driver	1/4 to 2	Pump driver	30-4-50	
Mechanical power-house.		Mechanical power-house.		
	<i>Per month.</i>		<i>Per month.</i>	
	<i>Rs.</i>		<i>Rs.</i>	
Senior gate sergeants in shops outside Lahore.	160-10-200	Watch and ward (shops) and fire brigade staff, head timekeeper and senior gate sergeant (Mughalpura shops).	215-15-275	
Junior gate sergeants in shops outside Lahore.	120-10-150	Senior gate sergeants on districts	160-10-200	
Senior fire master ..	250-20-325	Junior gate sergeants	120-10-150	
Assistant fire master ..	140-10-240	Senior fire master	300-20-400	Revised in 1924.
Jemadar-chowkidar ..	21-1-28	Assistant fire master	140-10-240	
Shop do	15-1-20	Jemadar-chowkidar	21-1-28	
Motor fitter	75	Shop do	15-1-20	
Jemadar, firemen ..	36-1-42	Motor fitters	51-3-75	Revised in 1928.
Firemen	26-1-35	Jemadar, firemen	36-1-42	
Motor drivers	75	Firemen	26-1-35	
Saloon attendants ..	25-1-30	Motor drivers	51-3-75	Revised in 1928.
Motor lorry drivers ..	41-3-50	Saloon attendants	25-1-30	
		Motor lorry drivers	41-3-50	

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
Labour and menial staff	on daily rate of pay in Locomotive and Carriage, Electric, Engineering (Signal Engineer's and Bridge Engineer's) workshops, Gas	Factory and running sheds.	
		Masons and fitters in gas factories ..	
Mochis	} Re. 1/4-2/-Rs. 2/8 per day.	Mochis	} Re. 1/4-2/-Rs. 2/8 per day.
Mechanics		Mechanics	
Workshop jemadars ..		Workshop jemadars ..	
Head yard cooly jemadars in large workshops.		Head yard cooly jemadars in large workshops.	
Assistant workshop jemadars		Assistant workshop jemadars ..	
Shunting jemadars ..		Shunting jemadars	
Shed jemadars ..		Shed jemadars	
Cleaning jemadars ..		Cleaning jemadars	
Washing out jemadars ..		Washing out jemadars	
Workshop engine drivers ..		} Re. 1/4-2/-Rs. 2 per day.	
Pump engine drivers ..		Pump engine drivers	
		Crane jemadars, Quetta*	
Steam or electric crane drivers		Steam or electric crane drivers ..	*Created in 1928. No change since 1920.
Stores issuers and checkers in shops.		Stores issuers and checkers in shops ..	

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Shop crane drivers ..	} Re. 1/4-2/-1/8 per day.	Shop crane drivers ..	} Re. 1/4-2/-1/8 per day
Yard cooly jemadars ..		Yard cooly jemadars ..	
Workshop engine firemen ..	} As. 14-1-Re. 1/2 per day. As. 15-1-Re. 1/2 per day for Karachi District. Re. 1-1/1-1/2 per day for Quetta District.	Workshop engine firemen ..	} As. 14-1-Re. 1/2 per day .. As. 15-1-Re. 1/2 per day for Karachi Division. Re. 1-1/1-1/2 per day for Quetta ..
Pumping do do ..		Pumping do do ..	
Fire droppers in sheds ..		Fire droppers in sheds ..	
Coolies	} As. 10-1-12 per day. As. 11-1-13 per day for Karachi District. As. 12-1-15 per day for Quetta District.	Coolies	} As. 10-1-12 per day As. 11-1-13 per day for Karachi Division As. 12-1-15 per day for Quetta Division.
Pump coolies		Pump coolies	
Gas coolies		Gas coolies	
Turners, firemen and lighters in Lahore Shed only.	As. 14-1-Re. 1/2 per day	Turners, firemen and lighters in Lahore Shed only.	As. 14-1-Re. 1/2 per day.
Tool checkers in Lahore Shed only.	Re. 1/4-2/-Rs. 2 per day	Tool checkers in Lahore Shed only ..	Re. 1/4-2/-Rs. 2 per day.
		Tool checkers in Rohri, Rawalpindi and Kotri sheds.	Re. 1/4-2/-Rs. 2 per day.
		Tool checkers	Re. 1/8-2/-Rs. 2/12 for Quetta Division.
		Steam crane firemen (Quetta Division)	As. 14-2-Re. 1/4 per day.
Daily-rated shed and shop Indian special mistries.	Re. 4/4-4/-5/8 per day	Daily-rated shed and shop Indian special mistries.	Rs. 4/4-4/-5/8 per day.
Daily-rated shed and shop mistries.	Rs. 2/10-3/-4/2 per day	Daily-rated shed and shop mistries ..	Rs. 2/10-3/-4/2 per day.
		Do do do ..	Rs. 3/4-4/-5/8 per day for Quetta Division.

APPENDIX.

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.	Remarks.
Labour and menial staff on daily rates of pay in Locomotive, Carriage, Electric, Engineering (Signal Engineer's and Bridge Engineer's) Factory and running sheds—concl'd.			workshops, Gas
Daily-rated shed and shop mechanics.	Re. 1/4-2/-Rs. 2/8 per day ..	Daily-rated shed and shop mechanics Re. 1/4-2/-Rs. 2/8 per day. Do do do Re. 1/10-2/-Rs. 3/4 per day for Quetta Division.	} No change since 1920.
Daily-rated shed and shop skilled labour.	As. 14-1-Rs. 1/2 per day.. ..	Do do skilled labour As. 14-1-Rs. 1/2 per day. Do do labour at Quetta Re. 1-1/1-1/2 per day, including crane coolies. Do do do at Karachi As. 15-1-Rs. 1/2 per day.	
Coolies	As. 10-1-12 per day	Coolies and watermen, Moghalpura and Kalka shops, As. 10-1-12 per day for hot weather only.	
Do at Quetta	As. 12-1-15 per day	Coolies at Quetta As. 12-1-15 per day.	
Do at Karachi	As. 11-1-13 per day	Do at Karachi As. 11-1-13 per day.	
Shop boys	As. 14-1-Rs. 1/2 per day.. ..	Shed shop boys As. 14-1-Rs. 1/2 per day. Do do literate As. 14-2/-Rs. 1/6 per day.	
		Improvers Re. 1/2-2/-1/6 per day.	
		Shop messengers As. 10 per day. Do do As. 11 per day, Karachi. Do do As. 12 per day, Quetta.	

		Printing	Press Establishment.			Miscellaneous.	
Miscellaneous.		Rs.				Rs.	
Computer, D class	..	40-3-100	Computer	..	..	..	68-4-80/5-95 Revised in 1927.
Correction checker, K Class	..	40-2-60	Correction checker	..	..	..	40-2-60
Head computer, D Class	..	100-4-120	Press order clerk	..	..	..	100-5-140
			Gestetner operator and typist	..	..	..	110-10-150 Created in 1927.
Reading staff.					Reading staff.		
Readers, F Class	..	50-2/8-60	Readers, Grade I	..	..	..	50-2/8-60
Do F do	..	75-3/8-110	Do do II	..	..	..	75-3/8-110
Do O do	..	110-5-140	Do do III	..	..	..	110-5-140
Do A do	..	140-10-200	Do do IV	..	..	..	200-10-250 Revised in 1922.
Reviser	..	50-2/8-60	Reviser	..	..	..	50-2/8-60
Copyholders	..	25-2-40	Copyholders	..	..	..	30-2-40 Revised in 1927.
Composing staff.					Composing staff.		
Foreman	..	90-5-120	Foreman	..	..	..	110-10-150 Revised in 1926.
Assistant foreman	..	64-4-84					

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.				Remarks.
		Printing Press Establishment—contd.				
Composing staff—concl'd.		Composing staff—concl'd.				
	Rs.				Rs.	
Sectionholders	50-4-70	Sectionholders .. ..	..	..	65-1-75	
Impositors	20-2-30	Impositors .. ..	..	..	20-2-30	
Galley pressmen	20-1-30	Galley pressmen .. ..	..	..	20-1-30	
Proof pressmen	20-1-30	Proof pressmen .. ..	..	..	20-1-30	
Inkmen	15	Inkmen .. ..	..	..	Up to Rs. 15 each	
Forme carriers	16-1-20	Forme carriers .. ..	..	..	16-1-20	
		Cleaner coolies .. ..	..	..	16-1-20	
Sectionholder-distributor ..	50-4-70	Head distributor .. ..	..	..	50-4-70	
Distributor-in-charge standing matter.	30-2-40	Distributor, job type .. ..	..	..	20-1-25	} Created in 1922.
		Do rule dresser .. ..	..	..	20-1-25	
		Type suppliers .. ..	..	..	15-1-20	
		Compositors .. ..	..	..	30-1-40	
Compositors .. ..	....	Do on piece system, As. 3/2 to 4/11 per hour.	..	..
		Distributors on piece system As. 1/4 to 1/8 per hour.	..	..
Machine staff.		Machine staff.				
Assistant foreman	64-4-84	Assistant foreman .. ..	..	..	64-4-84	
Machine jemadar	65-1-75	Jemadar .. ..	..	..	65-1-75	
Roller caster	45-3-60	Assistant jemadar .. ..	..	..	45-3-60	} Post created in 1927.
Assistant roller caster	26-2-30	Machinemen (senior) .. ..	..	..	30-1-40	
Do do	16-1-20	Do (junior) .. ..	..	..	21-1-30	} Created in 1922.
Machinemen	15-1-40	Assistant machineman .. ..	..	..	15-1-20	

Do	13-1-15	Routing machinemen	21-2-25	
		Furniture casters	20-1-25	Post created in 1922.
		Chippers	13-1-15	
Cleaner coolies ..	16-1-20	Cleaner coolies	16-1-20	
		Mono staff.		
		Sectionholder	65-1-75	} Post created in 1926, plus bonus on outturn.
		Keyboard operators	45-1-60	
		Caster attendants	40-1-50	
		Caster assistant	16-1-20	
		Ticket manufactory.		
Ticket manufactory.		Card cutting machineman	30-2-40	
Card cutting machineman ..	30-2-40	Assistant cutting machineman	20-1-30	
Assistant cutting machineman	20-1-30			
Calendaring machineman ..	20-1-30			
Boardmaker	20-1-30	Card trimmer	20-1-30	
Packers	20-1-30	Packers	20-1-30	
Bundlers	16-1-20	Bundlers	16-1-20	
Pastecooker	20-1-30	Ticket checkers	7-1-12	
Coolies	16-1-20	Coolies	16-1-20	
Pressers	20-1-30			
Pasters and hangers ..	16-1-20			

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—contd.

Category of staff.	Scales of pay on 1st April 1920.	Scales of pay on 1st April 1929.						Remarks.
		Printing Press Establishment—concl'd.						
Menial staff.	Rs.	Menial staff.						
							Rs.	
Duftri	22-1-30	Duftri .. ..	..	..	..	..	22-1-30	
Peons	16-1-20	Peons .. ..	..	..	..	..	16-1-20	
Bhishti	15	Bhishti .. ..	..	..	..	..	15	
Hindu waterman ..	15	Hindu waterman ..	..	..	..	..	15	
Jemadar, cleaners ..	25-1-30	Jemadar, cleaners ..	..	..	..	..	25-1-30	
Wastepaper jemadar ..	45-3-60	Wastepaper jemadar ..	..	..	..	..	45-3-60	
Do sorters ..	16-1-20	Do sorters ..	..	..	..	..	16-1-20	
		Ticket Printing staff.						
		Readers .. ..	..	..	..	..	45-3-75	} Revised in 1922.
		Compositors .. ..	..	..	..	..	25-2-55	
		Ticket printers .. ..	..	..	..	..	15-1-24-2-40	
		Do do .. ..	..	..	..	..	45	
		Do do .. ..	..	..	..	..	50	
		Checking staff.						
		Ticket checker, Grade I ..	..	..	..	..	30-2-40	}
		Do do do II ..	..	..	..	..	41-1-45	

			Miscellaneous.						
			Bookbinders	..	..	..	..	30-2-40	} Revised in 1922.
			Packers	..	..	..	..	22-1-30	
			Peons	..	..	..	..	16-1-20	
			Cleaner coolies	..	..	..	..	16-1-20	
Workshop staff.			Workshop staff.						
Head fitter	100-5-140	Head fitter	..	..	..	..	100-10-170
Assistant head fitter	64-4-80	Assistant head fitter	..	..	..	..	64-4-80
Fitters	45-3-60	Fitters	..	..	..	..	40-2-60
									45-3-60
									64-4-80
Carpenters	45-3-60	Carpenters	..	..	..	..	45-3-60
				Belters	..	..	..	..	30-1-40
				Factory mechanics	..	..	..	..	75-3-90
				Special mistries	..	..	..	..	100-10-170
Paid apprentices	7-1-12	Paid apprentices	..	..	..	..	7-1-12
Oiler	20-1-26		..	..	..	..	.....

(4) Statement showing prevailing rates of wages and movements in recent years, i.e., since 1920—concl'd.

Category of staff.	Scales on pay of 1st April 1920.	Category of staff.	Scales of pay on 1st April 1929.	Remarks.
Scales of pay of staff (both subordinate and inferior) employed in the Medical Department.				
	Ra.		Ra.	
Civil assistant surgeon	225-15-450	Civil assistant surgeon	225-15-450	
		Railway do do	200-15-425-25-450	
Military sub-assistant surgeons in Baluchistan	75-5-145-160-5-175-200	Military sub-assistant surgeons in Baluchistan	75-5-145-160-5-175-200	
		Civil sub-assistant surgeons in other places ..	70-4-130-150-175	
Civil subordinate medical service officers (in Sind).	60-7-200	Civil subordinate medical service officers (in Sind).	60-7-200	
Civil sub-assistant surgeons in other places ..	70-4-130-150-175	Railway sub-assistant surgeons	75-5-150	
		Railway senior sub-assistant surgeons (Selection grade).	160-10-200	
Nurses	100-10-150	Nurses	100-10-150	
Compounders in Sind	25-5/2-75	Compounders in Sind	25-5/2-75	
Do in Baluchistan	30-10/4-40-5/5-55-70	Do in Baluchistan	30-10/4-40-5/5-55-70	
Dispensers in the Punjab	20-25-5/4-30-5/5-35-5/5-40-50	Dispensers in the Punjab	20-25-5/4-30-5/5-35-5/5-40-50	
Nursing orderlies in Baluchistan ..	20-4/4-24-4/5-36	Nursing orderlies in Baluchistan ..	20-4/4-24-4/5-36	
Dressers in Sind	24-2-30	Dressers in Sind	24-2-30	
Ward servants in Sind and the Punjab ..	17-2-23	Ward servants in Sind and the Punjab ..	17-2-23	
Do do in the Punjab	15-1-19	Do do in the Punjab	15-1-19	

Hospital coolies in Sind and the Punjab ..	{	15-1-19 17-2-23 19-2-27	Hospital coolies in Sind and the Punjab ..	{	15-1-19 17-2-23 19-2-27
Bhishties	{	14-1-17 15-1-19 17-2-23	Bhishties	{	14-1-17 15-1-19 17-2-23
Sweepers	{	14-1-17 15-1-19 17-2-23 19-2-27	Sweepers	{	14-1-17 15-1-19 17-2-23 19-2-27
Malis	{	14-1-17 15-1-19 17-2-23	Malis	{	14-1-17 15-1-19 17-2-23
Cooks for European patients in Sind and the Punjab.		24-2-30	Cooks for European patients in Sind and the Punjab.		24-2-30
Cooks for European and Indian patients in the Punjab.		17-2-23	Cooks for European patients in Baluchistan ..		45 fixed
Cooks for Indian patients		15-1-19	Cooks for European and Indian patients in the Punjab.		17-2-23
			Cooks for Indian patients		15-1-19
Chowkidars	{	14-1-17 15-1-19 17-2-23 19-2-27 for Gurkhas.	Chowkidars	{	14-1-17 15-1-19 17-2-23 19-2-27 for Gurkhas.
Peons in Sind and the Punjab ..	{	15-1-19 16-1-20 18-1-23	Peons in Baluchistan	{	18-1-23
Do in Baluchistan	{		Do in Sind and the Punjab	{	15-1-19 16-1-20

I.—RECRUITMENT.

- (1) *Whether labour is locally recruited or imported ; if latter, from where, and the extent and effects of disturbance of family life.*

The North Western Railway Administration has never found any difficulty in recruiting its labour locally inasmuch as a sufficient supply is always forthcoming attracted by the wages, privileges and other amenities attaching to railway service.

In these circumstances, the question of having to import labour to meet the requirement of the railway does not arise.

- (2) *Extent of employment of women and boys, the branches in which employed, and the special protective measures adopted in their behalf.*

Workshops and printing press.—No women are employed by the North Western Railway Administration in any of its workshops, but boys over 15 years of age are employed by the administration, who are classed as "adults" under the provisions of the Factory Act.

Women are employed in the Transportation, Commercial, Engineering and Medical branches of the railway in the following categories:—

- (a) as sweepers under sanitary inspectors ;
- (b) on permanent-way special renewals ;
- (c) as waiting-room ayahs ;
- (d) as lady ticket collectors ;
- (e) as matrons and nurses in railway hospitals.

Women working in the above categories are generally employed on light work, and up to date the administration has not found it necessary to introduce special protective measures on their behalf.

Boys are employed in the following categories:—

- (a) as messengers ;
- (b) as cinder pickers ;
- (c) shed and shop boys in locomotive sheds ;
- (d) punkha coolies ;
- (e) fitter coolies.

(3) *The number of employees in each of the following classes :—*

(i) *Workshops.*

The following give the figures for labour (coming within the scope of the enquiry) employed in the various workshops on the North Western Railway which are governed by the provisions of the Factory Act :—

Locomotive Workshops, Moghalpura	4,801
Carriage & Wagon Shops, Moghalpura	5,168
Locomotive and Carriage Shops, Sukkur	1,854
Wagon Shops, Karachi	788
Locomotive and Carriage & Wagon Shops, Kalka	146
Locomotive Shed Workshop, Quetta	78
Printing Press, Moghalpura	448
Clothing Factory, Moghalpura	40
Signal Shops, Lahore	850
Creosoting Sleeper Depot, Dhilwan	199
Gas Factory, Karachi	76
Bridge Workshops, Sukkur	119
Bridge Workshops, Jhelum	698
Electrical Workshops and Gas Factory, Moghalpura	519
	15,784

N.B.—The above figures include all temporary staff employed in workshops and printing press governed by the provisions of the Factory Act.

(ii) *Labour employed in each colliery.*

There are no collieries worked by the North Western Railway.

(iii) *Labour employed in locomotive sheds at train-examining stations and under divisional electricians, on the North Western Railway.*

Figures for the above are as under :—

(a) In locomotive sheds	13,661
(b) At train-examining stations	4,743
(c) Under divisional electricians	814

(iv) *Labour employed in the maintenance of permanent-way.*

The North Western Railway employs 29,797 labourers on the maintenance of its permanent-way.

(v) *Labour employed as gatekeepers.*

There are 2,274 gatekeepers employed by the North Western Railway.

(vi) *The number of inferior employees employed at stations on the North Western Railway such as porters, pointsmen, watermen, sweepers, etc.*

These are as detailed below :—

Shunting jemadars	625
Do porters	1,463
Points jemadars	359
Pointsmen	4,689
Cabinsmen	746
Crane jemadars (working transportation cranes)	22
Cranemen (Do do)	54
Waiting-room bearers	79
Lampmen	209
Station peons	450
Telegraph peons	261
Luggage porters	1,559
Watermen	1,815
Sweepers	1,380
Call boys	62
Running-room staff bearers	60
Do do cooks	204
Do do box bearers	147

III.—QUARTERS.

(4) *The approximate percentage of subordinate employees housed by the railway.*

The following is the approximate percentage of subordinate employees (excluding supervising subordinates and clerical establishment employed in administrative and executive offices) housed by the North Western Railway Administration :—

	Rent free	On payment of rent.	Home allowance in lieu of free quarters.
Superintendent, Mechanical Workshops	2·1%	4·7%	Nil.
Printing Press	Nil.	Nil.	Nil.
Signal Branch	3%	Nil.	Nil.
Electric Branch	9%	9%	Nil.
Bridge Branch	10·3%	4·5%	Nil.
Stores Branch	6%	5%	Nil.
Other staff employed on divisions	60·8%	9·13%	2·82%

XV.—HEALTH.

(5) *The diseases generally prevalent among the employees and any measures to combat them.*

1. The diseases which prevail to the greatest extent among employees are malaria and diseases of the eyes. Diseases of the respiratory organs are the next most prevalent disorders. Injuries (general and local) form a large group by themselves.

2. Malaria is the result of infection by malaria-carrying mosquitoes. Owing to the water-logged conditions of vast tracts of the country through which the railway passes and also to the lack of natural drainage, mosquitoes have the chance of breeding in large numbers. The lowered resistance of the people may be caused by the intense heat of the summer and the relaxing climatic conditions of the rainy season, as well as by adverse economic and social conditions, and they fall easy victims once infection occurs.

3. Diseases of the eyes are caused mainly through frequent irritation by the dust particles floating in the air. A great part of the railway runs through sandy areas where dust-storms are common. The glare of the sun is also a recognized factor.

4. Respiratory diseases can be attributed to the irritation of the throat and lungs by dust and also by the great variations in the temperature between the hot and cold seasons. In some places the daily variations in temperature are great, the heat of the day being followed by a cold night. Lowered resistance to infections of the lungs is directly connected with economic and social conditions.

5. Injuries, general and local, cannot be completely avoided in a mechanized industry on account of the personal factor. Their prevention lies in safety-first propaganda and the training of the men in the proper handling of tools.

6. The chief means to combat the above are organized medical arrangements which must provide for prompt, efficient and popular medical aid to every person employed. Anti-malarial measures such as improved drainage, filling up of water collections, clearance of jungles and undergrowth near human habitations, oiling or otherwise treating water collections that cannot be removed, together with improved housing conditions and other sanitary measures are being undertaken all over the line.

Early treatment of eye diseases is encouraged by the provision of dispensaries within easy reach of the employees. The periodical examinations for visual acuity also help in discovering early troubles in the eyes and prevent a great many persons from losing their sight, since they receive expert advice regarding their vision at such examinations.

Improved knowledge in domestic and personal hygiene prevents the spread of most respiratory infections and general sanitary measures such as housing and drainage schemes are useful adjuncts to provision of facilities of treatment of such disorders in suitable hospitals.

The administration has at present in hand a scheme of medical reorganization, under which steps are being taken to provide well-equipped railway hospitals at certain centres throughout its system to augment the existing medical arrangements, and also to provide for considerable improvement in the public health arrangements by increasing the health staff, so that sanitary schemes, such as drainage, etc., can be given more detailed attention, consistent with the financial limitations to which the administration is subject.

COLLIERIES.

(6) *Give a brief co-ordinated account of labour employed in collieries.*

There are no collieries worked by the North Western Railway Administration.

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