

ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA.

APPENDIX
TO THE
REPORT
OF
THE COMMISSIONERS.

Volume XIX.

MINUTES OF EVIDENCE
RELATING TO THE
RAILWAY DEPARTMENT
Taken at Delhi, Calcutta, and London,
WITH
APPENDICES.

Presented to both Houses of Parliament by Command of His Majesty.



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T. FISHER UNWIN, LONDON, W.C.

1915.

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APPENDIX I.

(Referred to in paragraph 80,353—Mr. Ryan's evidence.)

INDIAN STATE RAILWAYS.

REGULATIONS FOR APPOINTMENT TO THE TRAFFIC DEPARTMENT.

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

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

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

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

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

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

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

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

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

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

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

8. Selected candidates with the qualification referred to in Clause 5 sub-clause (a), will, in the first instance, be appointed Assistant Traffic Superintendents on

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

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

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

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

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

Rs. 300 or Rs. 400 per mensem, according to their qualifications.

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

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

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

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

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

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

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

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

ANNEXURES.

(The particulars given in these Annexures are compiled from the regulations in force for the time being, which are subject to revision according to the requirements of the Service.)

ANNEXURE I.

Training and Examinations.

1. Assistant Traffic Superintendents mentioned in Clauses 9 and 10 of the Regulations will on first appointment be located at the head-quarters of a District under the orders of the District Traffic

APPENDIX I—continued.

Superintendent, who will superintend their training and will submit quarterly reports on their progress. The necessary instruction will be imparted by competent subordinates of each class deputed for the purpose.

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

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

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

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

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

ANNEXURE II.

Particulars regarding the Superior Traffic Department of Indian State Railways.

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

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

(i) Officers of Royal Engineers.

(ii) Persons appointed by the Secretary of State by selection from the United Kingdom.

(iii) Persons appointed in India.

(iv) Occasional admission of other qualified persons.

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

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

4. Exchange compensation allowance is not granted.

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

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

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

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

ANNEXURE III.

Provident Fund.

The State Railway Provident Fund is established on the following basis:—

(i) The contribution is compulsory up to one-twelfth of salary, to which will be added half-yearly the following bonus:—

(a) A first sum out of the gross revenue of the railway equal to one-half of such subscriptions;

(b) A second sum not exceeding one-half of such subscriptions; and also not exceeding one per cent. of net earnings, calculated before any contributions to the fund have been added to the working expenses.

(ii) Voluntary deposits may also be made up to a limit of Rs. 500 a year, and to Rs. 3,000 in all, exclusive of interest.

(iii) Interest at the rate of 3 per cent. per annum in the case of accounts kept in sterling, and at 3½ per cent. in the case of accounts kept on a rupee basis, is at present allowed on compulsory deposits and bonus, and at rates applicable to deposits in the Government Post Office Savings Bank on voluntary deposits. European and Eurasian subscribers will have the option, to be exercised within six months of joining the Fund, of having their accounts kept in sterling or in rupees. The Government reserves the right to vary the rate of interest allowed on compulsory deposits and bonus.

(iv) The sum which thus accumulates to the credit of an officer is paid to him on quitting the Service; or, in the event of his death before retirement, to his legal representatives.

ANNEXURE IV.

Leave.

The following is a summary of the principal regulations relating to the leave admissible to Officers of the Traffic Department of Indian State Railways appointed by the Secretary of State from the United Kingdom.

(a) *Short Leave.*

1. Privilege Leave is a holiday which may be granted to the extent of one eleventh part of the time that an officer has been on duty without interruption; and it may be accumulated up to three months, earned by 33 months' duty. During privilege leave the officer retains a lien on his appointment, and receives an allowance equal to the salary which he would receive if he were on duty in the appointment on which he has a lien. An interval of six months must elapse between two periods of absence on privilege leave.

Privilege leave may be prefixed to furlough, special leave, or extraordinary leave without allowances. The whole period of leave thus taken in combination is known as combined leave. Combined leave cannot be granted for a shorter period than six months, nor, except on medical certificate, may it be extended beyond two years. Except when privilege leave is combined with other leave, the right to receive privilege leave allowances is contingent on the officer's return to duty at the end of the privilege leave; and he may not resign the service until the lapse of a period of six months from the beginning of any privilege leave granted to him.

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

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

4. Short leave is also granted to enable officers to appear at examinations, &c.

APPENDIX I—continued.

(b) Long Leave.

5. Furlough and special leave with allowances (*see* paragraph 6) are admissible to an aggregate maximum amount of six years during an officer's service. The amount of furlough "earned" is one-fourth of an officer's active service, and the amount "due" is that amount less any enjoyed.

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

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

6. The allowances admissible during furlough are:—

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

(2) After the expiration of the period for which the foregoing allowances are admissible—one quarter of

average salary, subject to certain maximum and minimum limits.

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

General Rules.

8. Leave of absence can never be claimed as of right, and is given or refused at the discretion of Government.

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

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

APPENDIX II.

(Referred to in paragraph 80,853—Mr. Ryan's evidence.)

RULES FOR THE RECRUITMENT IN INDIA OF THE SUPERIOR TRAFFIC DEPARTMENT OF STATE RAILWAYS.

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

(1) Applications of candidates will be invited by public advertisement when necessary. Such applications should, preferably, be made on a printed form to be obtained from the Secretary, Railway Board, Simla.

(2) Candidates must be over 19 and under 23 years of age, of good education, and suitable social position. They must be prepared, if called upon to attend at the Railway Board's office at their own expense, for a personal interview.

(3) Candidates will be appointed Assistant Traffic Superintendents on probation in Class III., grade 5, of the Superior Revenue Establishment of State Railways, on a salary of Rs. 200 per mensem for the first year of service, on the non-pensionable establishment.

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

(4) Should they fail to qualify in two years they will be allowed six months' grace, and if they have not then qualified, their services will be dispensed with.

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

(6) Particulars as to the pay of officers in the several grades of the Traffic Department and the leave regulations applicable to them are contained in Annexure I.

Training.

(7) Assistant Traffic Superintendents will, on first appointments, be located at the headquarters of a district under the orders of the District Traffic

Superintendent, who will superintend their training and will submit quarterly reports on their progress to the Traffic Manager. The necessary instruction will be imparted by competent subordinates of each class deputed for the purpose.

(8) The course of training in the district office will extend over a year and, under present arrangements, will be divided into the following courses:—

Nature of Duties.	Period of Training.
(a) Guard	} 5 months.
Booking clerk	
Goods clerk	
(b) Assistant Station Master	} 5 months.
Station Master	
(c) Traffic Inspector 2 months.

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

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

Nature of Duties.	Period of Training.
(a) Trains and Claims	4 months.
(b) Rates and Time Tables	4 months.
(c) Personal Assistant to District Traffic Superintendent	4 months.

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

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

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

(10) On the completion of the second period of training probationers will be required to appear for the final examination to qualify for confirmation as

APPENDIX II—continued.

Assistant Traffic Superintendents. This examination will be divided into two parts, viz. :—

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

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

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

(3) The principle of rates.

(4) The general products of the country traversed by the railway and the direction in which these products are working; also the steps necessary for the further development of traffic, both passengers and goods.

(5) The general principles to be followed in dealing with claims cases.

(6) The preparation of time-tables.

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

General.

(11) The Railway Board reserve to themselves the power to make appointments in India from the superior traffic staff of companies railways or other sources on such rates of pay as the qualifications and experience of the persons may warrant. A small proportion of the recruitment in India will, as hitherto, be made by promotion from the subordinate grades of men of good character and education who have proved their fitness for advancement to the superior grades. Officers of the Corps of Royal Engineers are also eligible for employment in the Traffic Department.

ANNEXURE I.

PARTICULARS REGARDING THE SUPERIOR TRAFFIC DEPARTMENT OF INDIAN STATE RAILWAYS.

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

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

(i) Officers of Royal Engineers;

(ii) Persons appointed by the Secretary of State by selection from the United Kingdom;

(iii) Persons appointed in India;

(iv) Occasional admission of other qualified persons;

(v) Occasional appointments from the subordinate ranks of the Department.

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

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

4. Exchange compensation allowance is not granted.

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

APPENDIX III.

(Referred to in paragraphs 80,861-68—Mr. Ryan's evidence.)

INDIAN STATE RAILWAYS.

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

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

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

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

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

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

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

Candidates for appointment in the *Carriage and Wagon* Department must have served as pupils or

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

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

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

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

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

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

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

APPENDIX III—continued.

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

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

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

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

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

ANNEXURE.

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

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

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

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

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

	Salary per annum.
	Rs.
Locomotive Superintendents	24,000
Deputy Locomotive Superintendents	15,000 or 18,000
Carriage and Wagon Superintendents	18,000 or 21,000
	Salary per annum.
	Rs.
Both Departments.	
District Superintendents:—	
Class II, Grade 1	13,200
" Grade 2	12,000
" Grade 3	10,800
" Grade 4	9,600
" Grade 5	8,400
Assistant Superintendents:	
Class III, Grade 1	6,600
" Grade 2	5,400
" Grade 3	4,800
" Grade 4	3,600
" Grade 5	2,400—3,000

4. Exchange compensation allowance is not granted.

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

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

APPENDIX IV.

(Referred to in paragraph 80,965—Mr. Ryan's evidence.)

Supplementary Memorandum by Mr. T. Ryan.

As promised by me in the course of my oral evidence before the Royal Commission on the 13th November 1913, I submit the following supplementary notes, etc.:—

(a) *Figures of the increase of cost due to the introduction of the time-scale of Pay for the Engineering Establishment in 1908.*—The information will be found in Appendix I attached.

(b) *A list of the temporary Engineers now in the Railway Service showing how long each has been continuously employed.*—The information is contained in Appendix II hereto.

(c) *A statement showing how many Assistant Traffic Superintendents have been appointed under the rules quoted in paragraphs 5 (a) and 5 (b) of my memorandum, page 34.*—The rules referred to have been in force since October 1909. Of twenty-seven officers appointed under these rules fourteen were appointed under paragraph 5 (a) and thirteen under paragraph 5 (b).

(d) *An explanation of the fact that the Locomotive Department was much below its cadre strength.*—The question which I was asked on this point is attributable to the fact that the cadre had only recently been increased to its present figure. The officers necessary to complete the sanctioned strength are at present being appointed.

(e) *A comparison of the salaries paid by important Railway Companies to their gazetted staff, with those paid on the Indian State Railways.*—The information will be found in Appendix III to this note.

(f) *A statement showing the proportion of Indians and of members of the domiciled community employed at present, and within the last few years.*—Please see Statement IV below.

(g) *A supplementary explanation regarding the recruitment of Provincial Engineers only from the Thomason Civil Engineering College, Rurki.*—I find that the Civil Engineering Colleges at Sibpur and Poona do train students for superior engineering posts as was suggested, but only one appointment is guaranteed to each College, and those who gain them are appointed to the Public Works Department in Bengal and Bombay respectively. My evidence to the effect that the Indian College trained officers appointed to Railways are recruited only from the Rurki College is correct.

T. RYAN,
Secretary, Railway Board.

SIMLA;
The 23rd December 1913.
(With four appendices.)

STATEMENT I.

As far as can be ascertained the actual number of Engineer Officers in the Railway Department at the time of the introduction of the time-scale of pay in 1908 (excluding those who were not affected by this change) was 164, of whom:—

40 were Royal Engineers
88 were Imperial Engineers.
36 were Provincial Engineers.

Total... 164

Working on these figures and following the method of calculation on actuarial averages employed by Government, the extra cost was that shown in the following table:—

APPENDIX IV—continued.

Class.	Nos.	Before introduction of the Time-Scale.		After introduction of the Time Scale.		Difference extra cost.
		Average cost.	Total cost.	Average cost.	Total cost.	
Royal Engineer Officers	40	Rs. 839-06	Rs. 33,562-40	Rs. 877-90	Rs. 85,116-00	Rs. 1,553-60
Imperial Officers (Executives and Assistants)	88	647-15	56,949-20	820-32	72,188-16	15,238-96
Provincial Officers (Executives and Assistants)	36	461-40	16,610-40	536-16	19,301-76	2,691-36
Total	164	—	107,122-00	—	1,26,605-92	19,483-92

The excess cost as above comes to Rs. 19,484 per mensem or Rs. 2,33,808 per annum.

Should the Royal Commission desire to have precise actual figures, these can be obtained only by reference to all of the several Audit Officers concerned. The reference will be made if required, but would necessarily involve considerable delay.

STATEMENT II.

The following list gives the particulars desired by the Royal Commission regarding temporary Engineers at present employed in the Railway Department :—

Serial No.	Names.	Date of appointment.	Total continuous service (calculated up to November 1913).	Pay.	Remarks.
1	Amesbury, W. A.	July, 1909	Y. M. 4 5	Rs. 550	Has also Public Works Department service it is believed.
2	Angell, C. H. C.	February, 1904	9 9	650	Plus a local allowance of Rs. 65 while employed in Assam.
3	Atherton, P. W.	November, 1911	2 0	500	
4	Bell, W. C.	February, 1913	0 9	250	Has also survey service.
5	Bewlep, W.	October, 1904	9 1	800	Plus a local allowance of Rs. 100.
6	Bibra, F. H.	January, 1896	17 10	1,050	Sanctioned pay Rs. 1,000—50—1,250. Draws in addition Calcutta house allowance, and Rs. 100 while employed as Superintendent of Works.
7	Bose, J. N.	January, 1904	9 10	500	Plus a local allowance of Rs. 50.
8	Bright, A. J.	March, 1912	1 8	400	Has other service though perhaps not continuous.
9	Chatterjee, Bhut Nath	April, 1911	2 7	750	
10	Chowdhury, S. C.	June, 1909	4 5	350	
11	Craker, F. W.	May, 1910	3 6	350	
12	Dass, P. G.	April, 1911	2 7	300	Plus Rs. 65 while in Assam.
13	Delanongerede, R. A.	January, 1902	11 10	1,100	
14	Delanongerede, V. A.	December, 1910	2 11	350	
15	Dutt, Divakar	January, 1912	1 10	250	
16	Edmonds, A. M.	January, 1912	1 10	350	
17	Fitzherbert, A. T.	January, 1907	6 10	400	
18	Gilbert, C. F.	November, 1907	6 0	500	
19	Grant, A. G.	July, 1905	8 4	450	Plus a frontier allowance of Rs. 100.
20	Grant, L. H.	March, 1911	2 8	400	
21	Green, A.	November, 1910	3 0	350	
22	Irani, M. H.	January, 1905	8 10	550	
23	King, A. W.	October, 1898	15 1	600	
24	Korgaokar, H. K.	June, 1912	1 5	250	
25	Lane, T. R. P.	September, 1905	8 2	650	
26	Langley, L. H. L.	March, 1913	0 8	300	
27	LePatourel, P.	August, 1913	0 3	300	
28	Mandhata, H. L.	February, 1911	2 9	350	
29	Marriott, D. A.	June, 1889	24 5	750	
30	Marshall, A. D.	January, 1912	1 10	400	
31	Martin, F. B.	October, 1902	9 1	550	
32	Mayer, J. J.	February, 1902	1 9	600	
33	McInerny, A.	December, 1901	11 11	500	
34	Meares, G. W.	January, 1899	14 10	550	Plus a frontier allowance of Rs. 100.
35	Morgan, C. H.	June, 1912	1 5	600	
36	Nunn, J. W.	November, 1908	5 0	1,000	Has had other service.
37	Newson, H. J.	August, 1913	0 4	300	
38	Oram, F. J.	November, 1899	14 0	500	
39	Parkinson, H. A.	March, 1912	1 8	300	Plus a local allowance of Rs. 50.
40	Patterson, E. J. C.	October, 1906	7 1	450	
41	Pogose, F. D.	February, 1912	1 9	250	
42	Powis, L. J.	July, 1913	0 4	250	
43	Pruce, E. L.	March, 1912	1 8	300	
44	Rego, A. C.	April, 1913	0 7	400	
45	Rosetto, F. A.	July, 1913	0 4	450	Has subordinate service also.
46	Saberwal, B. R.	August, 1912	1 3	250	
47	Sahgal, Har Narayan	September, 1911	2 2	275	
48	Sankey, W. R. W.	June, 1911	2 5	500	
49	Sawhney, B. R.	March 1913	0 8	400	
50	Shaikh Abdul Latif	October, 1913	0 1	250	
51	Sullen, E. S.	April, 1911	2 8	450	
52	Sunder Singh	January, 1912	1 10	600	Probably has other service
53	Waite, C. S.	September, 1911	2 2	600	
54	Watson, H.	May, 1908	5 6	400	
55	Watts, R. W.	March, 1911	2 8	450	
56	Webster, H. J.	March, 1912	1 8	400	(Temporarily employed in the C and W. Department.)
57	Wells, H. S.	May, 1896	17 6	650	

STATEMENT III.

The following Statement affords a ready comparison between the pay given in the chief departments upon State Railways in India and upon the more important Company-worked lines in the same country.

Information regarding the salaries of Railway officers in Great Britain is not available, but reference may perhaps be made to the written evidence tendered to the Commission by Colonel C. A. R. Brown, Agent, Eastern Bengal Railway, in which an article containing certain information upon this head, extracted from the "Railway Gazette," has been quoted :—

Charges or Posts.	State Railways.	East Indian Railway.	Bengal-Nagpur Railway.	Bombay, Baroda and Central India Railway.	Great Indian Peninsula Railway.	Madras and Southern Mahratta Railway.	South Indian Railway.	Remarks.
1	2	3	4	5	6	7	8	9
<i>Agency.</i>	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
Agent	3,000*	3,500	3,500	3,500	3,500	3,000	3,000	*Sanctioned pay of the Agent, Oudh and Rohilkhand Railway, is Rs. 2,500.
Deputy Agent	1,500 and 1,750	—	1,400—1,800	1,800	2,000	1,850—1,500	—	
<i>Engineering.</i>								
Chief Engineer (open Line) ...	1,500—2,750 (1)	2,000—2,500	1,600—2,000	2,000 (Engineer-in-Chief 1,800)	2,500	2,000—2,250	2,000	(1) The officers draw their pay as Superintending or Chief Engineers the pay of which is within the limits shewn here.
Chief Engineer (construction) ...	1,500—2,750 (1)	—	—	1,500—1,750	—	—	—	
Deputy Chief Engineer	1,500—2,000	1,800	1,400—100—1,600	—	1,500—1,800	1,400	1,150—1,350	
District Officers	†800—1,250 ‡535—850	1,200 (Resident Engineers 800—1,000)	700—50—1,200	800—1,250	1,250 (Resident Engineers 600—800)	950—50—1,100 750—50—900	700—50—1,000	†Imperial service. ‡Provincial service.
Assistant Officers	§380—750 250—475	350—600	350—33-5-4—600	400—700	450—500	{ 650 500 400	400—25—600	§Imperial service. Provincial service.
<i>Traffic Department.</i>								
Traffic Manager	2,000	2,000—2,500	1,600—2,000 (Superintendents of Transportation and Goods 1,200—1,400)	2,500	2,500	1,800—2,200	2,000	
Deputy Traffic Manager	1,500	1,600	—	1,500	1,600 and 1,400	1,400 and 1,250	1,150—1,350	
District Traffic Superintendents	700—1,100	800—1,000	700—1,000	700—1,250	1,000	700—1,000	700—1,000	
Assistant Traffic Superintendents	200—550	250—600	250—500	400—600	500—600	350—600	400—600 250—350	
<i>Locomotive and C. and W. Departments.</i>								
Locomotive Superintendent ...	2,000	2,000—2,500	1,600—2,000 (Superintendent of Workshop 1,200— 1,400)	2,000	2,500	1,800—2,200	2,000	
Deputy Locomotive Superintendent.	¶1,500	1,250—1,400	—	1,250	1,400	1,200—1,400	1,150—1,350	¶There is no Deputy Locomotive Superintendent on Oudh and Rohilkhand Railway. North Western, East Indian, Bombay, Baroda and Central India and Great Indian Peninsula Railways have separate Carriage and Wagon Departments and the other Railways have combined Locomotive and Carriage and Wagon Departments.
District Locomotive Superintendent.	700—1,100	720—1,250	700—1,200	700—1,250	1,000—1,250	700—1,100	700—1,000	
Assistant Locomotive Superintendent.	200—550	400—600	450—800	400—600	600	350—600	400—700	
Carriage and Wagon Superintendent.	1,750	1,800	—	1,500	1,800	—	—	
Deputy Carriage and Wagon Superintendent.	1,250	1,000—1,200	—	1,000	1,100	—	—	
District Carriage and Wagon Superintendent.	700—1,100	600—800	—	—	—	—	—	
Assistant Carriage and Wagon Superintendent.	200—550	250—450	—	600	600	—	—	

North-Western Railway.

STATEMENT III.—continued.

Charges or Posts.	State Railways.	East Indian Railway.	Bengal-Nagpur Railway.	Bombay, Baroda and Central India Railway.	Great Indian Peninsula Railway.	Madras and Southern Mahratta Railway.	South Indian Railway.	Remarks.
1	2	3	4	5	6	7	8	9
<i>Stores Department.</i>								
Chief Store Keeper ...	Rs. North Western Railway 1,500, Eastern Bengal Railway 1,400, Oudh and Rohilkhand 1,250.	Rs. 1,200—1,500	Rs. 1,000—1,400	Rs. 1,400	Rs. 1,400	Rs. 1,250	Rs. 1,000—1,200	
Store Keepers ...	600—950	600—1,000	—	600—800	1,000	500—700	550—600	
Assistant Store Keeper ...	200—500	—	250—700	300—450	400—600	200—400	250—500	
<i>Signalling Department.</i>								
Signal Engineer ...	(1,000—1,250 North-Western and Oudh and Rohilkhand Railway) (700—1000 Eastern Bengal Railway).	1,200	(a)	1,000	1,250	—	1,000—1,200	(a) See pay given to District and Assistant Engineers under "Engineering" above.
Senior Assistant Engineer ...	(700—900 North-Western and Oudh and Rohilkhand Railways).	(a)	(a)	650	600—700	—	500—700	
Junior Assistant Engineer ...	400—600	—	—	—	—	—	—	

APPENDIX IV—continued.

STATEMENT IV.

The following statement shows the proportions of Indians and of members of the domiciled community employed at present and within the last few years:—

A.—ENGINEER ESTABLISHMENT.

Year.	Indians.	Anglo-Indians.	Proportion of classes named.
1907	11	28	{ 1 to 2 or 28·2 per cent.
1910	13	25	{ 1 to 2 or 34·2 per cent.
1913	19	26	{ 1 to 1·37 or 42·2 per cent.

These figures both for Anglo-Indians and Indians include men appointed from Cooper's Hill or possessing other English qualifications. All provincial engineers are necessarily Indians or Anglo-Indians.

B.—SUPERIOR REVENUE ESTABLISHMENT.

(1) Traffic Department.

Year.	Indians.	Anglo-Indians.	Proportion of classes named.
1907	2	12	{ 1 to 4 or 25 per cent.
1910	5	20	{ 1 to 6 or 14·2 per cent.
1913	10	22	{ 1 to 2·2 or 31·2 per cent.

(2) Locomotive and Carriage and Wagon Departments.

All Locomotive and Carriage and Wagon officers are recruited from England and comprise Europeans only.

(3) Stores Department.

Year.	Indians.	Anglo-Indians.	Proportion of classes named.
1907	1	5	{ 1 to 5 or 16·6 per cent.
1910	1	7	{ 1 to 7 or 12·8 per cent.
1913	1	10	{ 1 to 10 or 9·1 per cent.

(4) Signal Department.

Year.	Indians.	Anglo-Indians.	Proportion of classes named.
1907	Nil.	Nil.	—
1910	Nil.	1	—
1913	Nil.	1	—

(5) Medical Department.

Year.	Indians.	Anglo-Indians.	Proportion of classes named.
1907	1	Nil.	—
1910	1	1	{ equal shares or 50 per cent.
1913	1	1	{ equal shares or 50 per cent.

APPENDIX V.

(Referred to in paragraphs 80,845 and 80,851—Mr. Ryan's evidence.)

INDIAN PUBLIC WORKS DEPARTMENT AND INDIAN STATE RAILWAYS.

Regulations as to appointment of Assistant Engineers, 1914.

1. The Secretary of State for India in Council will, in the year 1914, make about 30 appointments of Assistant Engineers in the Public Works and State Railway Departments of the Government of India.

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

2. Applications for the appointments must be made on a printed form to be obtained from the Secretary, Public Works Department, India Office, Whitehall, London, S.W., and to be returned so as to reach him not earlier than 1st February 1914,* and not later than Wednesday the 1st April 1914.

3. Candidates must have attained the age of 21 and not attained the age of 24 years on the 1st July, 1914. To this rule no exception can be made.

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

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

* Applications from candidates not resident in the United Kingdom may be submitted before this date and since the India Office can not undertake to correspond with candidates except by letter, such applications should be submitted as early as possible.

He must also be of good moral character and sound physique.

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

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

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

7. It is preferred that candidates should have taken a college course and obtained one of the degrees mentioned in Annexure I. It is advisable that in addition they should have had at least one full year's practical experience of Civil Engineering under a qualified civil engineer at the time when they appear before the Selection Committee. Those whose qualifying diploma has been obtained without a college course should have had a full three years of such practical experience. In the event of any candidate being selected who has not, in the opinion of the Selection Committee, had sufficient practical experience, he may be required to undergo, after arrival in India, a year's probation in charge of works, and his final appointment will be made dependent upon the result of such probation.

8. Candidates must be prepared, if called upon, to attend at the India Office, at their own expense, for a personal interview with the Selection Committee, which will probably take place at the end of April or early in May 1914.

9. They will further be required, before final appointment by the Secretary of State in Council, to appear, at their own expense, before the Medical

APPENDIX V—continued.

Board at the India Office for examination as to their physical fitness for service in India.

The Regulations governing the physical examination of candidates for the Public Works and State Railway Departments of the Government of India are given in Annexure V.

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

11. They will on appointment be provided with a free first-class passage to India and they will be expected to proceed thither about the end of September 1914.

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

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

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

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

India Office, December 1913.

Note for the Information and Guidance of Candidates.

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

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

Applied Mathematics.

Geometrical and Engineering Drawing.

Surveying and Geodesy.

Strength of Materials and Theory of Structures.

Hydraulics.

Heat Engines.

Materials used in Construction.

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

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

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

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

The foregoing Regulations apply only to the appointment of Assistant Engineers in the permanent establishment of the Public Works Department in 1914, but it is the intention of the Secretary of State for India in Council, as at present advised, to recruit the permanent establishment of the Department in succeeding years in the same general lines as those already laid down; see, however, Note to Annexure I.

The Secretary of State is unable to give any undertaking that the Regulations will remain unaltered in the future.

* Selected candidates will be examined by the Civil Service Commissioners as to their ability to, and will be required to obtain either—

(a) a certificate from the Civil Service Commissioners that they are able to ride well and to perform journeys on horse-back; or

(b) a certificate from the Civil Service Commissioners of minimum proficiency in riding.

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

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

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

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

ANNEXURE I.

LIST OF DEGREES REFERRED TO IN PARAGRAPH 6.

Note.—Certain modifications of this Annexure to be applicable to students entering on their University course after June 1914 are under consideration.

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

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

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

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

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

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

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

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

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

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

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

University of Dublin.—B.A.I.

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

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

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

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

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

ANNEXURE II.

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

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

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

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

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

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

* (Here enter details.)

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

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

(a) The horoscope.

(b) Family books.

(c) Tradesmen's account books showing entries relating to birth.

APPENDIX V—continued.

- (d) The record of admission in the registers of the school in which the candidate was educated, and the record of the candidate's age at various periodical school examinations.
- (e) If the candidate is matriculated, a certified copy of his application to the Registrar in Form A. Oral testimony from persons able to give relevant evidence may also be taken.
5. If a candidate has proceeded to England without obtaining a certificate, the certificate may be granted to his father or guardian on production of the requisite evidence.

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

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

"I hereby certify that _____ has submitted the proofs of his birth detailed below*, and has satisfactorily shown that he was actually born on or about the date stated, viz., the _____ day of _____ 18____, and that he was born at a place without His Majesty's dominions, but that he is _____^{son}_____ of a person born in those ______{grandson}_____ dominions."

* (Here enter details.)

ANNEXURE III.

Particulars regarding the Indian Public Works Department (Executive Branch).

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

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

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

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

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

the Provincial Services by the Government of India.

- (4) Occasional admission of other qualified persons.
3. The various ranks of the Department are at present as follows:—

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

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

Exchange compensation allowance will not be granted to future entrants.

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

ANNEXURE IV.

Particulars relating to Pensions, Provident Fund, and Leave.—Not printed.

ANNEXURE V.

REGULATIONS AS TO THE PHYSICAL EXAMINATION OF CANDIDATES FOR APPOINTMENT TO THE PUBLIC WORKS DEPARTMENT OF THE GOVERNMENT OF INDIA.—Not printed.

APPENDIX VI.

(Referred in paragraph 81,308—Mr. S. A. J. Keatinge's Evidence.)

MEMORANDUM BY MR. S. A. J. KEATINGE, CHIEF STOREKEEPER, NORTH WESTERN RAILWAY, REGARDING THE DUTIES OF CHIEF STOREKEEPER AND STOREKEEPERS, STATE RAILWAYS.

1. *Indents on England.*—The duties of the Chief Storekeeper consist of the general administration of the Department. One of his principal undertakings is the preparation, estimating and control of indents for stores submitted on the India Office. He is solely responsible for indents for stores in general use and common to all Departments, and also exercises considerable check over indents for special stores peculiar to Departments and estimated for by them. These indents run into very large figures, and any action due to inefficiency or carelessness results in waste of expenditure. The average annual expenditure on this account on the North Western Railway amounts to

about two crores of rupees. One of the essentials that the Chief Storekeeper should possess in this connection is complete knowledge of the uses of all stores, material, rolling stock and plant, so as to eliminate from estimates such items as are in stock, and which can be made adaptable and utilised.

2. *Purchases in India.*—Besides indenting on England, the Chief Storekeeper is Purchasing Agent in India for large quantities of stores, both of English and country manufacture. English stores are those which have not been provided for in indents on England owing to abnormal demands or unforeseen circumstances. Country stores are those indigenous to the country. In both cases certain standards have to be adhered to, and require more than general knowledge in their selection and purchase. Ignorance as to correct sources of supply, reasonable rates or incorrect

APPENDIX VI—continued.

or inferior articles would result in waste. The variety in country stores is great, both in quality and description. The average annual expenditure on the North Western Railway on account of such purchases in India amounts to 30 to 40 lakhs rupees.

3. *Stocks held.*—In addition to procuring stores from England and purchasing them in India, large stocks have to be maintained to meet current requirements. These have to be correctly accounted for, suitably distributed, and served out to Departments on demands with despatch and accuracy. Organisation must be efficient, otherwise great confusion in accounts and stock ensues, besides delay in meeting requisitions. The stocks dealt with chiefly consist of permanent way material, locomotives and all parts, carriages and wagons and all parts, girders and bridge material, bridge building plant and machinery, workshop machinery, hand tools of almost every description made, electrical plant, electrical tools, electrical lighting and cooling apparatus and parts thereof, roofing material and fittings for buildings, metals of every description both in their raw and finished state, hardware in great variety, water and steam apparatus and fittings, timber of every description in bulk and in scantlings, furniture of all kinds, tents of all kinds, paints and oils in very great variety, cloth, clothing and uniforms, leathers and leather work, printing material, paper, stationery and all forms. These are most of the main heads, but their sub-divisions and diversity are very great. On the North Western Railway there are approximately 25,000 headings in ledgers, showing different descriptions or sizes. The value of stocks held on the North Western Railway at the end of calendar years 1902 to 1912 were as noted below:—

		Rs.
31st December, 1902	...	1,31,16,062
" " 1903	...	1,34,47,037
" " 1904	...	1,51,88,103
" " 1905	...	2,00,90,945
" " 1906	...	2,18,92,022
" " 1907	...	2,31,97,958
" " 1908	...	3,60,56,703
" " 1909	...	2,83,24,471
" " 1910	...	2,43,32,575
" " 1911	...	2,93,62,750
" " 1912	...	2,66,29,621

4. *Control over capital locked up.*—The Chief Storekeeper is required to exercise control over capital locked up in stores, and any reduction can only be accomplished by constant attempts to have stocks utilised by consuming Departments, such, for instance, as when complete vehicles are required; any surplus spare parts in hand are omitted from indents, and are provided in India, or when complete miles of track of permanent way material are wanted, all surplus fittings available in stock are omitted from indents. Sales to the public and transfers to other Railways have also to be effected; these transactions involve large sums, and require considerable resource and general knowledge. On the North Western Railway such sales and transfers will amount to 12 to 13 lakhs rupees before the end of current financial year. The reduction of capital locked up amounted to nearly one crore of

rupees since 1908, as the figures in preceding paragraph show. This was effected notwithstanding considerable growth of the line during that period.

5. *Plant and Stores returned to stock.*—On completion of works large quantities of plant, machinery, tools and stores are returned to Stores to be taken back into stock or otherwise disposed of. The Chief Storekeeper and Storekeepers have to inspect, examine, correctly value and assess depreciation in the case of all such stores, besides arrange to have them completed and repaired, all that are fit for further use. In the case of plant and machinery, these undertakings require considerable practical knowledge to execute efficiently, otherwise false credits are afforded. On large Railways these transactions involve heavy sums. On the North Western Railway they run into 12 to 15 lakhs rupees per annum.

6. *Merchants of the Railway.*—The Chief Storekeeper is practically the supplier or merchant for every article used on a railway, and the various departments are his constituents, but where he differs from the merchant in ordinary business is that the most merchants confine themselves to particular lines of manufacture, whereas the Chief Storekeeper and Storekeepers of Railways have to deal with almost every description of article manufactured in England and in India, and are expected—and should have sufficient knowledge and training to enable them—to transact all business connected with the multifarious descriptions of stores passing through their hands and in their charge. Such abilities are, therefore, more special than ordinary.

7. *Knowledge of Shipping and Port Rules.*—Chief Storekeepers and Storekeepers are required to possess considerable knowledge in regard to shipping and sea port rules. Stores and material landed at Karachi and Calcutta have to be taken over from steamers by Stores Officers located at these ports, and familiarity with all rules and customs of the sea, shipping and ports are essential, as damages to consignments and shortages have to be assessed, which give rise to great difference of opinion and disputes. Unless such cases are carefully handled by men of experience, considerable loss to the Railway can be incurred. The Storekeeper (North Western Railway) at Karachi, under the orders of the Chief Storekeeper, has to take over from ship's side and despatch to respective destinations about 4,000,000 tons of material annually, and frequently 8 to 10 steamers are discharging at the same time stores for the North Western Railway. Besides transacting this business for the North Western Railway, the Storekeeper at Karachi has to do similar work for every Government Department in the Punjab, Sind, Baluchistan, and Northern India.

8. *Discipline of Department.*—Owing to the great responsibilities and nature of their charge, discipline and control exercised by the Chief Storekeeper and Storekeepers has to be stricter and closer than in the case of other Departments, because stores represent money, and losses by damage, thefts, neglect, or embezzlement would be great if any laxity prevailed. On the North Western Railway there are 8 officers, 400 subordinates and clerks, and 3,000 artisans and labourers to be controlled.

APPENDICES VII. AND VIII.

APPENDIX VII.

STATEMENT of the CIVIL APPOINTMENTS on Rs. 200 a Month and over held by EUROPEANS, ANGLO-INDIANS, and INDIANS on the 1st April 1913, in the RAILWAY DEPARTMENT.

Pay.	Number of Employés in each Grade or Class.															
	Total.	Europeans.	Anglo-Indians.	Hindus (including Sikhs and Parsis).										Muhammadans.	Indian-Christians.	Buddhists.
				Brahmans (including Shenvis).	Kshatryas.	Kaiyasthas (including Parbhus).	Baniyas and Vaisyas.	Sudras.	Other Hindus (i.e., other than those shown in cols. 5 to 9).	Total Hindus (cols. 5 to 10).	Sikhs.	Parsis.	Total Hindus, Sikhs, and Parsis (cols. 11 to 13).			
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.
Rs.																
200—300	19	4	3	1	2	1	1	1	1	7	2	—	9	3	—	—
300—400	34	16	9	—	—	2	1	—	5	8	—	—	8	1	—	—
400—500	76	53	18	1	1	1	—	—	1	4	—	—	4	1	—	—
500—600	71	55	12	—	1	1	—	—	1	3	—	1	4	—	—	—
600—700	29	24	5	—	—	—	—	—	—	—	—	—	—	—	—	—
700—800	35	23	8	1	—	—	—	—	1	2	1	1	4	—	—	—
800—900	30	24	3	—	1	1	—	—	1	3	—	—	3	—	—	—
900—1,000	22	18	1	—	1	1	—	—	—	2	—	1	3	—	—	—
1,000—1,200	48	40	6	—	—	—	—	—	1	1	—	—	1	—	1	—
1,200—1,400	36	28	6	—	1	—	—	1	—	2	—	—	2	—	—	—
1,400—1,600	19	17	1	—	1	—	—	—	—	1	—	—	1	—	—	—
1,600—1,800	9	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—
2,000—2,500	11	11	—	—	—	—	—	—	—	—	—	—	—	—	—	—
2,500—3,000	6	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3,000—3,500	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total...	447	330	72	3	8	7	3	1	11	33	3	3	39	5	1	—

APPENDIX VIII.

OFFICIALS AND NON-OFFICIALS WHO FURNISHED WRITTEN EVIDENCE TO THE ROYAL COMMISSION IN CONNECTION WITH THEIR ENQUIRY INTO THE RAILWAY DEPARTMENT BUT WHO WERE NOT ORALLY EXAMINED.

1. Sir Pratul Chandra Chatterji, M.A., D.L., LL.D., Kt., C.I.E., Rai Bahadur, Lahore (on behalf of certain Indian Officers of the Railway Department of the Government of India).
2. D. A. Marriott, Esq., on behalf of the Temporary Engineers of the North Western State Railway.
3. F. S. Old, Esq., Executive Engineer, North Western Railway (on leave).
4. The Gazetted Officers of the Traffic Department, North Western State Railway.
5. The Gazetted Officers of the Locomotive and Carriage and Wagon Departments, North Western State Railway.
6. The Gazetted Officers of the Signal Engineers' Department, North Western State Railway.
7. R. McLean, Esq., B.Sc., Assistant Engineer, Public Works Department (attached to the North Western State Railway, Karachi).
8. H. O. Weller, Esq., Executive Engineer, Eastern Bengal State Railway.
9. Chandrika Prasad, Esq. (Bombay).
10. Babu Motilal Ghosh, Editor, Amrita Bazar Patrika, Calcutta.

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