

Memorandum explanatory of the organisation, etc., of the technical establishments of the Government of India in the Railway Department (~~Railway Board~~) Secretariat.

In 1905 with a view to the better administration and working of Railways, both Companies and State, the Secretary of State, on the recommendation of the Government of India and as a result of the investigation into the working of Indian Railways made by the late Mr. Thomas Robertson, C.V.O., sanctioned the abolition of the Railway Branch of the Public Works Department of the Government of India and entrusted the control of the railway system of India to a Railway Board consisting of a Chairman and two Members with a Secretary and Secretariat establishment, and working under the control of the Government of India in the Commerce and Industry Department. It was enjoined that the Chairman should be a senior Officer with full experience of railways in India and of tried capacity; that the second member should be selected for experience of management of railways in England; and that the third member should be selected from the railways in India and possess a special knowledge of traffic. The Railway Board was formed accordingly with effect from the 1st March 1905. -

2. Experience showed that the Railway Board were unnecessarily fettered in consequence of being placed under the orders of the Commerce and Industry Department and in 1908, in accordance with the decision of the Secretary of State which was based on the recommendation of the Railway Finance Committee, presided over by Sir James Mackey (now Lord Inchcape) the following changes were introduced with effect from the 1st October of that year—

- (i) The Chairman of the Railway Board became President of the Board with enhanced powers and authority to over-rule the Members who, however, are at liberty to represent their views in writing to Government.
- (ii) The Railway Board with its staff became known collectively as the Railway Department, distinct from and independent of, the Department of Commerce and Industry, though remaining in administrative charge of the Hon'ble Member of the Commerce and Industry Department, as Railway Member, and
- (iii) the President of the Board was given direct access to the Viceroy as well as to the Hon'ble Member of the Department of Commerce and Industry, as if he were a Secretary to the Government of India.

3. The Railway Department remains at the present time as re-constituted in 1908. The offices are filled at present as under :—

Member of the Governor-General's Executive Council in charge of Railways—
The Hon'ble Mr. W. H. Clark, C.S.I., C.M.G.

Railway Board.

President.—The Hon'ble Sir T. R. Wynne, K.C.S.I., K.C.I.E., V.D., pay Rs. 5,000;

Member.—Mr. W. H. Wood, pay (personal) Rs. 4,750;

Member.—Mr. S. Finney, C.I.E., pay Rs. 4,000 and Indian pension of Rs. 7,000 per annum;

Secretary.—Mr. R. C. F. Volkers, C.I.E., pay Rs. 2,000—Rs. 2,500,

and four Assistant Secretaries, Engineering, Establishment, Stores, and Traffic on grade pay *plus* local allowance, and office establishment.

Accountant-General, Railways.

(An Officer of, and responsible to, the Indian Finance Department who, with his staff audits the sanctions of the Railway Board and when required to do so, assists the Board with advice on financial questions.)

Chief Engineer with the Railway Board.

(A Senior Officer of the Railway Engineering Establishment attached to the Railway Board's Office and to whom the Board refer projects and schemes for scrutiny, technical opinion and advice.)

4. The Railway Board are in direct charge of the three State worked railways—the North Western, Eastern Bengal and Oudh and Rohilkhand railways—their position in regard to these lines is somewhat analogous to that of a Board of Directors.

As regards the Company worked lines the Railway Board exercise a controlling authority under the Secretary of State and the Government of India. The lines are worked directly by the Companies' own Boards of Directors who in turn employ in local charge their Agent.

5. As local representatives of the Railway Board in the matter of control under the Indian Railways Act there are seven Government Inspectors of Circles among whom the whole railway system of India and Burma is divided. These officers look to the proper up-keep and working of the lines and safeguard the interests of the travelling public. They are assisted by six Junior Inspectors.

6. As already stated the working of the Companies' lines and of the State owned railways leased to Companies to work, rests with their Boards of Directors.

7. The State worked lines are managed by a general Manager for each line under whom work the Heads of Departments, each responsible for his own charge. Particulars of the establishment of the main departments, *viz.*—

- (i) Management ;
- (ii) Engineering (including Signal and Electrical Engineers) ;
- (iii) Traffic ;
- (iv) Locomotive and Carriage ;
- (v) Stores ;
- (vi) Medical ;
- (vii) Subordinate Engineer and Revenue Establishments, etc., etc.;

are given in the succeeding paragraphs. The audit and accounts service of the State Railways is not under the control of the Railway Board but of the Finance Department. Information in regard to this service will accordingly be found in the memorandum prepared by that Department.

Superior Management Establishment.

8. The original scale for the Superior Revenue Establishment (which besides Management includes all Departments except Engineering) was an incremental one on rates of pay varying from Rs. 250 to Rs. 1,200. In 1874 it was slightly altered at the suggestion of the Director of State Railways.

In 1889 the scale was modified to correspond with the then rates of pay of the Chief and Superintending Engineer Establishment and the following rates were introduced for Managers and Deputy Managers:—

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

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

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

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

These rates are still in force.

The appointments are filled by selection from officers of the Engineer or Superior Revenue Establishments, who for the time being are seconded from their own list.

Traffic and Engineer Officers are employed at Managers' discretion as Assistant Managers: they draw their grade pay only.

Superior Engineering Establishment.

9. The conditions of service of the Engineer Establishment of State Railways are similar in all respects to those of the Engineer Establishment of the Public Works Department, *vide* paragraphs 1-7 of the Public Works Department Memorandum. They form now practically the only pensionable staff of the railways and are divided into the following classes:—

(a) The Imperial Engineer Establishment recruited from England by the Secretary of State, and

(b) the provincial Engineer Establishment recruited from the Thomason Civil Engineering College, Rurki, and the Upper Subordinate establishment.

The Provincial Engineer Service was introduced as a result of the recommendations of the Public Service Commission of 1886-1887. Save in the Chief Engineer Class, the pay of Provincial Service Engineers is two-thirds of the pay of Engineers of the Imperial Service.

The present scales of pay of the two services are as under. They were sanctioned by the Secretary of State so late as 1908 and 1912 respectively—

					Imperial Rates of pay.	Provincial Rates of pay.
					Rs.	Rs.
Assistant Engineer, 1st year of service	...	...	...	...	380	250
Ditto 2nd ditto	...	...	...	...	420	275
Ditto 3rd ditto	...	...	...	...	460	300
Ditto 4th ditto	...	...	...	...	500	325
Ditto 5th ditto	...	...	...	...	540	350
Ditto 6th ditto	...	...	...	...	580	375
Ditto 7th ditto	...	...	...	...	620	400
Ditto 8th ditto	...	...	...	...	660	425
Ditto 9th ditto	...	...	...	...	700	450
Ditto 10th ditto	...	...	...	...	750	475
Executive Engineer 11th ditto	...	...	...	...	800	535
Ditto 12th ditto	...	...	...	...	850	570
Ditto 13th ditto	...	...	...	...	900	605
Ditto 14th ditto	...	...	...	...	950	640
Ditto 15th ditto	...	...	...	...	1,000	675
Ditto 16th ditto	...	...	...	...	1,050	710
Ditto 17th ditto	...	...	...	...	1,100	745
Ditto 18th ditto	...	...	...	...	1,150	780
Ditto 19th ditto	...	...	...	...	1,200	815
Ditto 20th and following year	...	...	...	...	1,250	850
Superintending Engineer, 3rd class	...	...	...	...	1,500	1,200
Ditto 2nd „	...	...	...	...	1,750	1,400
Ditto 1st „	...	...	...	...	2,000	1,600
Chief Engineer, 2nd class	...	...	...	...	2,500	2,500
Ditto 1st „	...	...	...	...	2,750	2,750

In the margin* is shown the permanent Engineer scale sanctioned for State Railways. Temporary Engineers are engaged locally to supplement the permanent staff as occasion demands. They usually hold the position and draw the pay of Assistant Engineers. On State Railways (open line, construction and survey) they number 64 at the present time.

• Chief Engineers ...	5
Superintending Engineers ...	15
Executive and Assistant Engineers ...	161
Total ...	181

Government Inspectors of Railways.

10. These officers replaced to some extent the old Consulting Engineers to the Government of India for Railways in 1908. Their duties are those of Inspecting Officers under the Indian Railways Act but they also carry out investigations into such matters, engineering or traffic, as the Railway Board may from time to time require. Like the old Consulting Engineers, Inspectors are members of the State Railway Engineer Establishment and they draw the pay of their rank as Chief, Superintending, or Executive Engineer, as the case may be.

Superior Signal Engineer Establishment.

11. Prior to February 1909 the Signalling Establishment formed a part of the ordinary Engineer Establishment but as the need for employing specialists became apparent, the Railway Board called upon the three Managers of State Railways to submit proposals for the creation of a separate Signalling Department. The result of a joint report was that a scale of Signal Engineers for the three State railways was sanctioned. As up-to-date knowledge of railway Signalling is essential the Signal Establishment will ordinarily be recruited from Home. The appointments are non-pensionable. The present scale is as follows:—

North Western and Oudh and Rohilkhand Railways.

Designation.	Pay. Rs.
1 Signal Engineer	1,000—1,250
3 Senior Assistant Signal Engineers	700—900
3 Junior Assistant Signal Engineers	400—600
1 Probationary Signal Engineer	250—350

Eastern Bengal Railway.

Designation.	Pay. Rs.
1 Signal Engineer	700—1,000
1 Junior Assistant Signal Engineer	400—600

Since February 1909 no important event has occurred relating to the Signalling Department.

Superior Electrical Engineer Establishment.

12. There are only three appointments of this class. They are borne on the Superior Revenue Establishment and are non-pensionable.

Designation.	Present pay. Maximum. Rs.
Electrical Engineer, North Western Railway	1,100
Ditto Eastern Bengal Railway	600
Ditto Oudh and Rohilkhand Railway	600

Recruits are obtained from England or from local candidates possessing English or American qualifications.

Superior Traffic Establishment.

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

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

District Superintendents.

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

Assistant Superintendents.

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

Exchange Compensation Allowance was absorbed.

The reasons for revising the scale were:—

(1) that an increase of pay for these officers was imperatively called for on account of the need for raising the capacity of the establishment by obtaining a better class of recruit;

(2) that the grant of an increase of pay was necessary to allay discontent in consequence of the rise in the cost of living, etc., etc., and the grant of higher rates of pay to members of the Engineer Establishment and other services of Government.

The Superior Traffic Establishment is recruited from the following sources:—

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

The rules approved by the Secretary of State under which recruits are obtained are given in Annexure A.

The sanctioned scale of the Superior Traffic Establishment is as under :—

Designation.	North Western.	Eastern Bengal.	Oudh and Rohilkhand.	Total.
Traffic Superintendents ...	1		1	3
Deputy Traffic Superintendents ...	4	2	1	7
District Superintendents ...	16	12	5	33
Assistant Superintendents ...	25	21	11	57
Totals ...	46	36	18	100

Superior Locomotive Establishment.

14. The history of this establishment is the same as that of the Superior Traffic Establishment except that the system of recruitment is different. All recruits are obtained through the India Office under rules framed by the Secretary of State, *vide* Annexure B. The scale of pay is similar to that fixed for the Superior Traffic Establishment, but as Locomotive recruits are usually older men and more highly trained, they start now on a minimum of Rs. 400 per mensem ordinarily.

The existing sanctioned scale of appointments is as under :—

Designation.	North Western.	Eastern Bengal.	Oudh and Rohilkhand.	Total.
Locomotive Superintendents...	1	1	1	3
Deputy Locomotive Superintendents ...	2	1	1	4
District Locomotive Superintendents ...	13	5	4	22
Assistant Locomotive Superintendents ...	19	7	3	29
Totals ...	35	14	9	58

Superior Carriage and Wagon Establishment.

15. The separation of the Carriage and Wagon Department from the Locomotive Department on the North Western and Oudh and Rohilkhand railways was carried out in 1907 as a result of increase in work and of the need of officers with special training in Carriage and Wagon work. The pay and grading of officers in this Department are the same as those of the Traffic and Locomotive Departments with the exception that the pay of the Carriage and Wagon Superintendents of the North Western railway and Oudh and Rohilkhand railway is Rs. 1,500 and Rs. 1,750 respectively, and that of the Deputy Carriage and

Wagon Superintendent, North Western railway, is Rs. 1,250 per mensem. The following is the scale of establishment on the North Western and Oudh and Rohilkhand railways. The establishment on the Eastern Bengal railway is included in the Locomotive Department.

Superintendents ...	...	...	...	2
Deputy Carriage and Wagon Superintendent	...	...	...	1
District Carriage and Wagon Superintendents	...	...	...	7
Assistant Carriage and Wagon Superintendents	...	...	...	5

The method of recruitment is dealt with in Annexure B.

Superior Stores Establishment.

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

Storekeepers.

Class II, grade 1	...	...	...	...	Rs. 950
" " 2	...	...	...	...	800
" " 3	...	...	...	...	700
" " 4	...	...	...	...	600

Assistant Storekeepers.

Class III, grade 1	...	...	...	...	500
" " 2	...	...	...	...	400
" " 3	...	...	...	...	350
" " 4	...	...	...	...	200—250

The officers of the establishment are eligible for Exchange Compensation Allowance.

The maximum pay attached to the appointment of a Chief Storekeeper was Rs. 950 till 1904 when the pay of Chief Storekeeper, North Western railway, was raised to Rs. 1,100. The pay of the other two Chief Storekeepers was also raised to Rs. 1,100 in 1908. This Department is recruited locally.

The sanctioned scale of appointments is:—

Designation.	North Western.	Eastern Bengal.	Oudh and Rohilkhand.	Total.
Chief Storekeepers ...	1	1	1	3
Storekeepers ...	4	2	...	6
Assistant Storekeepers ...	3	2	3	8
Totals ...	8	5	4	17

Superior Medical Establishment.

17. There are only two whole time medical appointments on State Railways. The appointments are non-pensionable and are on the Eastern Bengal railway. The pay of the posts is Rs. 600—800. The present incumbents are Messrs. C. C. Bose, M.B., M.S., L.R.C.P., L.R.C.S., L.M. (Edin.) and W. J. Lubeck, M.R.C.S. (Eng.), L.R.C.P. (London), D.P.H. (Cam.). At the present time the former is in receipt of Rs. 800 plus 150 as personal allowance and the latter of Rs. 720. Mr. Bose was appointed in the country and Dr. Lubeck came out from England. The superior medical duties on the other two State Railways, *viz.*, North Western and Oudh and Rohilkhand railways, are performed by Civil Surgeons who receive charge allowances fixed according to the number of employes who are liable to attendance by them.

Mining Engineer and Metallurgist for State Railways.

18. This post was created in October 1910. The duties attached to the appointment are to analyse coal, to superintend the inspection of coal supplies to State Railways, to prepare and keep up to date a report on all Indian Collieries which tender for State Railway coal contracts, to advise the Railway Board in the purchase of iron and steel of Indian Manufacture, etc., etc. The pay of the appointment which is non-pensionable is Rs. 900—1,500 per mensem. The post is at present filled by Mr. R. W. Church, B.Sc., F.G.S. The Mining Engineer also advises, when asked to do so, the several Companies' railways in regard to tenders and contracts for the supply of coal, etc. For this work he is granted a fee of $\frac{1}{4}$ anna a ton, subject to a maximum of Rs. 6,000 a year, from the $\frac{1}{2}$ anna per ton charged to Companies' railways for his services.

State Railway Coal Superintendents.

19. These appointments were created in connection with the scheme for the improvement of the method of inspection of coal supplies for State Railways. The establishment consists of 1 Coal Superintendent on a maximum pay of Rs. 900 and 4 Assistant Coal Superintendents, one on Rs. 500—700 and the others on a maximum of Rs. 500 each. They superintend the supply and despatch of coal in accordance with the contracts concluded with railway administrations by coal companies. They are on the non-pensionable establishment and under the control of the Mining Engineer and Metallurgist.

Superintendents of Local Manufactures.

20. There are two such appointments, one at Calcutta and the other at Bombay. The Superintendents' duties are to inspect materials purchased locally for the three State Railways, *viz.*, North Western, Eastern Bengal and Oudh and Rohilkhand railways. In addition they inspect the building under contract of rolling stock by local firms, girders and other articles locally manufactured. The present incumbents are Messrs. H. A. Musgrave and V. T. Janson. The former is employed wholly on this work and draws Rs. 950. The latter is a member of the engineer establishment and carries on the duties of Superintendent of Local Manufactures in addition to his duties as Junior Government Inspector of Railways. He is in receipt of his grade pay on the engineer establishment.

Upper Subordinate Engineer Establishment.

21. This is a pensionable establishment recruited from the Thomason Civil Engineering College, Roorkee, and the Sibpur Civil Engineering College, Calcutta. The Upper Subordinate classes of these Colleges are guaranteed 3 appointments annually to the Upper Subordinate Establishment of State Railways. The sanctioned scale and pay of this establishment are as follows:—

			Sanctioned scale.	Pay.
Sub-Engineer, 1st grade	...	...	6	400
Ditto 2nd "	...	...	7	300
Ditto 3rd "	...	...	8	250
Supervisor, 1st grade	...	...	14	200
Ditto 2nd "	...	...	25	150
Overseer, 1st grade	...	...	50	100
Do. 2nd "	...	...		80
Do. 3rd "	...	...		60

A Sub-Engineer, 1st grade, may, after 5 years' meritorious service in the grade, receive an increment of Rs. 50 per mensem, and a second increment of Rs. 50 after another 5 years. Selected Upper Subordinates are eligible for promotion to the Divisional Engineer Service.

The service is open to both domiciled Europeans and Indians.

Subordinate Revenue Establishment.

22. This establishment consists of Traffic Inspectors, Station Masters, Telegraph staff, Guards, Drivers, Mechanics and Artificers, Head Clerks, etc., etc. A proportion of the Drivers, Artificers and Mechanics is recruited from England. Traffic Inspectors, Station Masters, Clerks, etc., are wholly recruited in India. The rates of pay for the several classes vary but do not ordinarily exceed Rs. 500. They are all non-pensionable. The number of sanctioned posts on pay above Rs. 250 per mensem is :—

	North Western railway.	Eastern Bengal railway.	Oudh and Rohilkhand railway.	Total.
Management	2	2	1	5
Engineering	25	9	7	41
Traffic	56	22	8	86
Loco and Carriage and Wagon ...	134	39	11	184
Signalling	7	5	...	12
Stores	4	...	2	6
Electrical	3	...	...	3
Medical	2	...	1	3
Miscellaneous	3	13	1	17
Totals ...	236	90	31	357

ANNEXURE A.

REGULATIONS FOR APPOINTMENT TO THE TRAFFIC DEPARTMENT.

Recruitment in England.

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 the Secretary of State in Council, to appear, also at their own expense, before the Medical Board at the India Office for examination as to their physical fitness for service in India. There is no fee for the medical examination.

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

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

9. Selected candidates appointed under the foregoing clause on Rs. 300 per mensem will be required to undergo the further training specified in paragraphs (5) and (8) of the Regulations for recruitment in India 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

* 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.

passing the professional examination prescribed in paragraph (8) of the Regulations for recruitment in India on the completion of their period of training as Probationers. This period of training will ordinarily extend over one-year.

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

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.

Recruitment in India.

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 18 and under 22 years of age, of good education, and suitable social position.
- (3) They 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 (6), 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 (8) and passing the Lower Standard in Hindustani, they will be confirmed as Assistant Traffic Superintendents 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 service will be dispensed with.

Training.

- (5) Assistant Traffic Superintendents will, on first appointment, be located at the head-quarters of a district under the orders of the District Traffic Superintendent, who will be held personally responsible for their training and will submit quarterly reports on their progress

to the Traffic Superintendent. The necessary instruction will be imparted by competent subordinates of each class deputed for the purpose.

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

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

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

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

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

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

As regards (b), the period will be spent in the head office and the Traffic Superintendent 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.

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

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

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

(6) The preparation of time-tables.

- (ii) *vivâ 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.

- (9) 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.
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ANNEXURE B.

Regulations for appointment in England to the Locomotive and Carriage and Wagon Departments.

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

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

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

4. Candidates must be British subjects 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 workshop 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 contractor's shop where engines are only built and where experience in firing, running, and general railway work cannot be obtained.

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

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

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

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

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

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

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

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

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

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

11. Pay will begin from the date of the officer's landing in India, and if he so 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.