

Great Indian Peninsula Railway.

REPORT
FOR THE
ROYAL COMMISSION
ON
LABOUR.



BOMBAY :
THE TIMES OF INDIA PRESS
1929

INDEX

	Page
I. Recruitment - - - - -	1
II. Staff Organisation - - - - -	7
III. Housing - - - - -	13
IV. Health - - - - -	18
V. Welfare - - - - -	22
VII. Safety - - - - -	30
VIII. Workmen's Compensation - - - - -	32
IX. Hours - - - - -	33
X. Special Questions relating to Women, etc. - - - - -	36
XII. Wages - - - - -	37
XIII. Efficiency - - - - -	50
XIV. Trade Combinations - - - - -	51
XV. Industrial Disputes - - - - -	53
XVII. Administration - - - - -	56

I. RECRUITMENT.

(3) Existing methods of recruitment with suggestions for improvement.

(A) WORKSHOPS AND PRINTING PRESSES.

i. Workshop employees may be divided into two categories, *viz.*, apprentices and workmen.

ii. Apprentices for the Mechanical Department are recruited and divided into grades A, B, C and D on the basis laid down in Circular No. 8 which is reprinted here as Appendix A.

iii. Grades A and B are for educated boys who may look to future promotion to the grades of chargemen and foremen. Those in grade C may become chargemen, whilst those in grade D become ordinary artizans and may rise to maistries, these boys usually being the sons of our workmen. The various trades for which apprentices are trained are given in Appendix A.

iv. Apprentices stationed in Bombay are given theoretical training at the Victoria Jubilee Technical Institute, Matunga, on Saturdays and those stationed in Jhansi, at the Government Technical School, Jhansi, for twelve hours per week. Details of the training are given in Appendices B and C.

v. The number of apprentices engaged each year are as follows :—

	Grades A & B.	C.	D.
Parel - - - - -	10	4	20
Matunga - - - - -	12	6	42
Jhansi - - - - -	16	—	40

In addition, arrangements have been made to train a small number of "premium" apprentices on the following terms :—

- (a) That they pay in advance a premium of Rs. 100 per annum.
- (b) That they receive their training without any remuneration in the shape of salary or allowances of any kind.
- (c) That they conform to all rules and regulations of the railway.

Candidates are mostly young men who have studied in a University.

vi. Workmen and unskilled labourers seeking employment present themselves at the commencement of each month at the Workshops and those considered suitable are given a test. If found satisfactory, they are engaged

after passing the regulation medical examination. In some cases unskilled labourers after a certain amount of service are promoted to the grade of semi-skilled labourers such as strikers, lifters, and various grades of assistant workmen. Applicants invariably outnumber vacancies and there is usually no difficulty in obtaining sufficient suitable men for requirements.

PRINTING PRESSES.

vii. Staff is recruited as may be required from trained printers who are always available in ample numbers in Bombay, where they ordinarily receive their training in local presses. Such staff are required to pass the regulation medical examination before employment.

PERSONS EMPLOYED IN MINES.

viii. The G. I. P. Railway administration does not control the working of any mines.

(B) OTHERS, INCLUDING RUNNING STAFF (*i.e.*, GUARDS, DRIVERS, ETC.) ASSISTANT STATION MASTERS, TICKET COLLECTORS, GOODS AND COACHING CLERKS.

ix. The following are the general instructions governing the recruitment and training of subordinate employees of the Transportation and Commercial Departments :—signallers, cabinmen, probationer number takers, guards (where necessary), firemen, candidates for the Commercial Department, ticket collectors.

(a) *Method of Recruitment.*—Candidates for the above posts in the Commercial Department are advertised for in English and Indian newspapers and through the "Weekly Notices" quarterly or half-yearly as required, two months before the date on which selection is to take place. Vacancies in the Transportation Department are filled from applicants presenting themselves for employment.

(b) *Age limit.*—The normal age for recruitment is between 17 and 21 years, discretion being allowed to modify the age limit in the case of candidates with superior educational qualifications or with previous Railway experience.

(c) *Qualifications of candidates.*—The minimum educational qualifications for admission to the competitive examination are as follows, unless otherwise stated :—

<i>Name of University or Board.</i>	<i>Name of examination equivalent to School Leaving Certificate.</i>
Bombay University	Matriculation.
Calcutta	"
Punjab	"

<i>Name of University or Board.</i>	<i>Name of examination equivalent to School Leaving Certificate.</i>
Patna University - - - -	Matriculation.
Assam Board of Intermediate and Secondary Education - - - -	"
Madras University - - - -	" and School Leaving Certificate.
Nagpur " - - - -	" "
Dacca Board of Intermediate and Secondary Education. - - - -	High School.
Aligarh Muslim University - - - -	"
North Western Frontier Provinces - - - -	School Final.
Benares Hindu University - - - -	Admission.

(d) *Examination.*—The candidates selected for examination are set papers in English composition, dictation and arithmetic or as otherwise laid down, not more than four candidates being allowed to compete at the examination for each vacancy.

(e) *Personal interviews.*—Before making final selections, candidates successful in the qualifying examination are interviewed personally with regard to the following :—

- (1) Social standing.
- (2) Physique.
- (3) Character.
- (4) Keeness at games.
- (5) General intelligence.

(f) *Selection.*—Candidates are recruited from every community, and as far as possible the communal proportion prevailing in the country covered by the Divisions is maintained. Other things being equal, sons of Railway employees, or of parents who have rendered special service to the State, are given preference.

(g) *Medical examination.*—The selected candidates are required to undergo examination before a Railway Medical Officer, not below the rank of District Medical Officer for physical fitness, etc., according to the standards laid down for subordinate grades, Indian State Railways.

(h) *Direct appointments.*—The Chief Transportation Superintendent and Chief Traffic Manager have the right to make direct appointments to a limited extent, in order to provide appointments for young men of higher education and good family, or to rectify communal inequalities or for other special reasons.

(i) *Training.*—Training is given to the following classes in the schools before practical training and for the following periods :—

Signallers - - - -	- 8 months.
Cabinmen - - - -	- 3 "
Probationer Number Takers - - - -	- 2 "
Guards (direct recruitment) - - - -	- 3 "

In all other classes practical training is given during the probationary service.

(j) Appendices D, E, F, G, H, I and J show the details of training.

x. Low-paid staff of the unskilled labourer class are recruited as required from applicants who present themselves for employment and those considered suitable, after passing the requisite medical examination, are engaged by the subordinate supervising staff to whom this duty has been delegated.

Recruitment for the Watch and Ward Department is made as far as possible from ex-soldiers of the Indian Army.

xi. Where qualifications have been laid down by the Railway for appointments, it is apparent that adequate facilities exist for the attainment thereof from the fact that duly qualified applicants for such work are greatly in excess of the number of vacancies.

xii. Skilled and unskilled labour employed by the Engineering Department is recruited from applicants who present themselves for employment and no difficulty is experienced in filling vacancies.

xiii. In regard to suggestions for improvement in methods of recruitment, those in force on this Railway have recently been revised and as far as can be judged with satisfactory results. No change is considered necessary.

Number of permanent employees on the rolls of the Railway on the 1st April 1925 and on the 1st April 1929, respectively.

The numbers of permanent employees on the rolls on 1st April 1925, and on the 1st April 1929, exclusive of Officers, supervising and clerical staff, were as follows :—

	1st April 1925.	1st April 1929.
Workshop Staff - - -	18,518	18,209
Other Departments - - -	65,453	71,527

The numbers of employees in each of the classes named are as follows :—

I. Labour employed in each of the workshops—						
Locomotive workshops - - -	-	-	-	-	-	6,600
Carriage and Wagon workshops - - -	-	-	-	-	-	7,291
Electrical - - -	-	-	-	-	-	812
Engineering - - -	-	-	-	-	-	3,506
II. Labour employed in each colliery - - -						
						Nil.
III. Labour employed in shops - - -						
						3,509
IV. Labour employed in the maintenance of permanent way - - -						
						21,218
V. Gatekeepers - - -						
						1,530
VI. Inferior employees at stations such as porters, pointsmen, watermen, sweepers, etc. - - -						
						7,930

Are the services of any employment Agency utilised ?

Employment agencies such as exist in European countries are practically unknown in India. As no difficulty is experienced in obtaining a sufficient supply of labour by direct recruitment, the engagement of staff through such agencies is not necessary.

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

All permanent and temporary labour is recruited locally, except Engineering labour, as follows :—

Parel Division	- - - -	10 per cent. labour imported from Nasik, Jalgaon and Ahmednagar.
Bhusawal Division	- - - -	30 per cent. imported from Itarsi and Allahabad.
Dhond section	- - - -	10 per cent. of permanent gangs imported Canarese labour. 60 per cent. of temporary gangs imported Canarese labour. 30 per cent. of temporary gangs imported U. P. labour.
Sholapur section	- - - -	33 per cent. of labour imported from Raichur side.
Shahabad section	- - - -	10 per cent. of construction labour imported from Raichur side.

Sometimes labour brings its family with it and the women work alongside the men, especially on ballast trains. In other cases, the family is left behind on their fields and the men return after the work is finished.

(7) *Number of men discharged in each class during the last five years otherwise than on grounds of superannuation or physical unfitness. Number discharged on account of reduction of establishment should be shown.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. The information required is not available for five years, nor in regard to each class, but the following statement gives the approximate total of all classes for the year ended 31st March 1929, together with figures of those who resigned voluntarily :—

Dis- charged for offences.	Dis- charged for unau- thorised absence.	Dis- charged on reduc- tion of establi- shment.	Resigned.	Total num- ber of staff, permanent and tempo- rary, exclud- ing officers.
67	1,212*	27	204	16,759

* The majority of these numbers represent low-paid staff who have been registered as discharged for leaving the service without notice, and are of the casual labour class.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

ii. Figures for five years are not available, but the following are the approximate figures of all classes for the year ended 31st March 1929 :—

Department.	Dis- charged for offences.	Dis- charged for unau- thorised absence.	Dis- charged on reduc- tion of esta- blishment.	Resigned.	Total number- of staff, per manent and temporary, excluding officers.
Engineering - -	78	4,183	485	914	52,224
Transportation - -	157	1,792	11	331	35,931
Commercial - -	261	210	5	254	7,644
Stores - -	1	306	48	3	1,356
Total - -	497	6,491*	549	1,502	97,155

Number of appeals received during the last five years and the proportion entertained.

No records having been maintained the information called for cannot be given.

(8) *Unauthorised absence and its ratio to total strength and measures taken to correct it.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. The average of unauthorised absence in Workshops is approximately 4 per cent. Lists of men who have been absent more than three days in the month are furnished by the Time Office to the Officers-in-Charge of the Workshops. Such men are cautioned at least twice and for a subsequent bad month are fined. If the unauthorised absence is persisted in their services are dispensed with.

(B) OTHERS, INCLUDING RUNNING STAFF.

ii. No records have been maintained of unauthorised absence. In so far as the higher-paid staff are concerned, this offence is infrequent. Amongst the lower-paid staff, such as semi-skilled and unskilled labourers and coolies employed in all branches, however, it is a frequent occurrence. It is not possible to give an accurate figure of the ratio of unauthorised absence to total strength, but from practical knowledge it is estimated at about 5 per cent. rising to 10 cent. on days of religious and similar festivals.

iii. In regard to measures taken to correct unauthorised absence, explanations are generally called for from the higher-paid staff and suitable disciplinary measures taken, where necessary. As regards the lower-paid staff, these employees, being nearly all of the illiterate class, lack practically any sense of discipline and stay away from their work for trivial reasons. They lose pay for the period of unauthorised absence and when such absence is frequent, fines are inflicted and if continued, the offender is discharged. Should, however, such absence be due to recognised religious ceremonies, sickness or causes beyond the control of the employee, it is condoned and regularised against any leave which may be due.

* The majority of these numbers represent low-paid staff who have been registered as discharged for leaving the service without notice, and are of the casual labour class.

II. STAFF ORGANISATION.

(11) *Selection of Managing Staff.*

The following applies to all staff including workshop employees.

i. The Managing Staff are Gazetted Officers and supervising subordinates. Certain supervising subordinates were recruited in England under covenant for special branches of the service by the Board of Directors of the late G. I. P. Railway Company and are now recruited by the High Commissioner for India. Those promoted or appointed in India are selected by Heads of Departments concerned, from qualified staff working under them and in exceptional cases from outside the Railway.

ii. Appendix K gives the supervising subordinates under whom each class of employees works and the authorities which control their leave, increments, etc.

(12) *Facilities offered to employees for training and promotion.*

i. Certain grades of staff receive a course of training on appointment and this is detailed in Section I of this report which deals with "Recruitment."

ii. Suitable staff are selected to fill temporary appointments in higher grades during the absence of the permanent incumbents on leave, etc., and those whose work and ability are found satisfactory are promoted to higher grades as vacancies occur. As such opportunities for acting in higher appointments are frequent, much experience is gained, and this perhaps affords the best training for men to qualify for promotion.

(13) *Nature of relations between the Managing Staff and employees.*

The relations between the Managing staff and employees on the whole are harmonious, but in a large organisation such as a railway, complaints of unfairness or hardship must arise. On investigation most of such complaints prove unfounded or grossly exaggerated. Appendix L show the disciplinary powers exercised by the Managing staff.

Extent of, and results obtained from the working of Staff Committees.

i. Staff Councils are in existence on the G. I. P. Railway for the purpose of considering questions governing the conditions of employment and the welfare of the staff generally, and also to provide a regular means of negotiations for issues arising between the Railway and its employees.

ii. The organisation is as follows :—

- (a) Railway Council.
- (b) Divisional Committees.
- (c) Stations Committee at certain selected stations.
- (d) Workshop Committees.

The Railway Council consists of :—

Five members nominated by the Agent (Heads of Departments or senior officers), and

Five representatives of employees, one elected by each Divisional Committee from its own elected members.

Divisional Committees consists of :—

Five members nominated by the Agent (usually District Officers), and five representatives elected by employees in the different departments.

Station Committees consist of :—

Two members nominated by the Agent and eight representatives of employees nominated by the Divisional Committee.

Workshop Committees consist of :—

Five members nominated by the Agent (usually senior officers), and five representatives elected by the employees.

Functions.

iii. The functions of the Divisional Committees are as follows :—

- (a) To provide a recognised means of communication between the employees and the Railway.
- (b) To give the employees a wider interest in the conditions under which their work is performed.
- (c) To consider any matters of interest to their divisions and to make recommendations to Divisional Officers with regard to those that affect them, subject to the right of the Railway Council to veto any recommendation if it be found to involve the interests of other divisions or be, in the opinion of the Railway Council, objectionable.
- (d) To consider any matters sent from the Station Committees, or from the Railway Council.
- (e) To make recommendations to the Railway Council.

iv. Divisional Committees have no executive powers, but it is open to a Divisional Officer to take such action on a recommendation of a Committee as may be within the powers delegated to him by the Administration.

v. The following may be quoted as among the more specific functions falling under (c) above :—

- (a) Suggestions for the satisfactory arrangement of working hours, duties, breaks, time recording, etc.
- (b) Matters in which the Railway and its employees have a common interest, such as co-operation to secure greater efficiency and economy, increased business, the well-being of the staff, such as sanitary and municipal matters, co-operative stores, recreation, institutes, etc.
- (c) The local application and interpretation of any agreement relating to general rules issued by the Railway in regard to salaries, wages, hours of duty, conditions of service, etc.
- (d) Suggestions as to improvements in organisation of work, labour saving appliances, inventions, etc.
- (e) Investigations of circumstances tending to reduce efficiency.
- (f) Correct working of stations, loading of traffic to ensure safe transit and reduction of claims.

vi. The functions of the Railway Council are :—

- (a) To consider questions and recommendations which may be referred to it by Divisional Committees or be raised by its own members.
- (b) To refer to Divisional Committees any subjects for consideration and report.
- (c) To make recommendations to the Agent.

vii. The functions of the Station Committees are to consider any matters, such as those referred to in paragraph (3) above, and to report to Divisional Committees.

viii. The functions of the Workshop Committees are more or less on the general lines of those of the Divisional Committees in so far as the workshops are concerned.

Reserved Matters.

ix. Questions of discipline and of the treatment of any single individual are outside the scope of the Staff Councils.

x. The following figures will give some idea of the results obtained from the working of the Staff Councils during the last two years :—

Recommendations sent to the Railway Council by the Divisional Committees.	Recommendations made to the Agent by the Railway Council.	Recommendations approved of by the Agent.
160	43	34

In addition, Divisional Officers have brought into force on their own divisions recommendations submitted by Station Committees or Divisional Committees under their own powers, without reference to the Railway Council.

xi. As regards the Workshop Committees, the following shows the number of proposals dealt with :—

Proposals put forward.	Number agreed to by the Works Managers.	Number agreed to by the Chief Mechanical Engineer.	Number agreed to by the Agent.
161	31	15	5

xii. The constitution of these Staff Councils under which officers and employees meet together also provides a ready means for discussion of working conditions generally and interpretation of rules, etc.

(15) *Extent and nature of work given on contracts.*

- (a) Extent of sub-contracting.
- (b) Control exercised over working conditions.

i. Contracts are entered into for :—

- (i) Bridges, i.e., masonry and girder work.
- (ii) Earth work.
- (iii) Steel work for sheds, station platforms, etc.
- (iv) Coal handling in Running Sheds.
- (v) Goods loading and unloading.
- (vi) Landing of stores in Bombay.

ii. Contracts vary in extent and nature ; for instance the construction of the Darwha Pusad Railway has been let as an " all in " contract to one firm.

iii. The Contractor may, with the consent of the Railway Administration, sub-let parts of the work to smaller contractors, but he is solely responsible for the carrying out of the work under the terms of the agreement.

iv. In other cases of large works, the contract is sub-divided by the Administration amongst several contractors.

v. The Railway Administration exercises supervision generally over all works let out on contract and the manner in which they are to be carried out is embodied in an agreement signed by the contractor before the work is put in hand.

vi. For contracts where large bodies of men are employed, such as those referred to in (i), (ii) and (iii) above, the conditions governing labour are as follows :—

The Administration will give to the contractor all reasonable facilities for the erection of huts for the accommodation of its staff or for stores upon such Railway land as is available and is not required for Railway purposes.

Huts for staff.

The contractor must conform to all laws, bye-laws, rules and regulations for the time being in force pertaining to the employment of Indian or other labour and must make arrangements to the satisfaction of the Engineer for the proper and sanitary housing of the workmen and persons employed on the works ; and the contractor must take all necessary and proper precautions to ensure and preserve the good health and safety of all such workmen and persons, and in the event of an epidemic or an outbreak of contagious or infectious disease, for the perfect isolation of those affected or infected.

Hygiene.

The contractor shall be solely responsible for the good behaviour and proper and lawful conduct of all persons employed on the works.

Responsibility for employees' conduct.

The contractor shall furnish to the Engineer every week during the continuance of the agreement a classified weekly return of the number of people employed on the works during the week preceding the return.

Return to be furnished by contractor.

The contractor shall also furnish to the Engineer (a) a list of plant on the work which list shall be brought up to date and delivered to the Engineer at the end of each month ; (b) a weekly medical report showing the health of the contractor's camps and the number of persons ill or incapacitated and the nature of their illness and (c) a report of any accident which may have occurred, which report shall be sent at the latest on the day following the day on which the accident occurred.

The contractor agrees to indemnify the Administration in respect of all actions, suits, claims and demands (including fatal accident and Workmen's Compensation claims and any claims in respect of any accident to any workman employed by or under the contractor or to pay compensation in respect of any

Indemnity.

claim arising out of or in the course of the work contemplated by the contract whether made or preferred by or on behalf of workmen of the Administration or of the contractor or of any other Company, firm or person whatsoever and against all costs charges and expenses incurred or suffered by the Administration in or about any such matter) brought or made against the Administration in respect of any matter or thing done or omitted to be done by the contractor in the execution of or, in connection with the contract.

The contractor shall effect and maintain during the period of this section of the contract a policy or policies of insurance with an office approved by the Administration against all liabilities under the Fatal Accident Act, the Workmen's Compensation Act and any amending act for the contractors' workmen engaged in the execution of this section of the contract. Such insurance shall be in all respects subject to the approval of the Administration. The contractor shall upon demand at any time or times, produce to the Administration every such policy and every receipt for the renewal thereof and upon failure to do so the Administration may but shall not be bound to effect such insurance on behalf of the contractor and the contractor shall forthwith repay to the Administration any premium so paid by the Administration.

vii. It may be mentioned that temporary labourers engaged in the construction of new lines or large capital work are, as a rule, employees of contractors. They are not granted by the Railway any of the privileges or concessions given to Railway employees.

viii. In all other contracts the work performed by staff employed by contractors is under the general supervision of railway officials and the contractors are required, in addition to any indemnity provided by Law, to indemnify the Administration against all liability whatsoever, to pay compensation under the Workmen's Compensation Act, 1923, or any amending Act in respect of any accident to any workman employed by or under them or to pay compensation in respect of any claim arising out of or in the course of the work contemplated by the contract, whether made or preferred by or on behalf of workmen of the Administration or of the contractors or of any other contractors of the Administration or of any other Company, Firm or person whatsoever and against all costs, charges and expenses incurred or suffered by the Administration in or about any such matter.

III. HOUSING.

(16) *Extent to which housing is provided by Railways for their employees,*

- (a) *free of rent,*
and
(b) *on payment of rent.*

i. The following notes in regard to this subject refer to all staff :—

ii. Quarters are provided, as far as possible, for staff who are required to live near their work, or where the demand for quarters has not been met by private enterprise, nineteen per cent. of subordinate employees are housed by the G. I. P. Railway.

(a) *Free of rent.*

iii. *All departments.*—Office hamals of the Administrative offices, Bombay.

Engineering Department.—Permanent way inspectors and sub-inspectors, custodian of Victoria Terminus Offices, inspector of works, supervisors at Manmad, bridge inspectors, masonry and iron works inspectors, apprentice platelayers, maistries, overseers, timekeepers, platelayers, gangmen, lorrymen, linemen or regular permanent way labourers, muccadams, sweepers, watchmen, messengers, interlocking maintenance staff, and the chawl superintendent of the menials' chawls at Gunpowder Road, Bombay.

Locomotive Branch.—Steam pumpers (when accommodation is provided alongside their pumps), Indian fire brigade staff on the G. I. P. section, caretaker, and yard foremen.

Carriage and Wagon Branch.—Train examining staff including sick siding staff attached to train examining stations ; Indian fire brigade staff ; augwalla attached to Matunga shops and scavengers attached to Victoria Terminus.

Transportation and Commercial Departments.—Goods inspectors, operative inspectors, chief controllers, deputy controllers, assistant train controllers, traffic inspectors, all traffic station staff (excluding special duty inspectors, district and assistant district commercial inspectors, traffic canvassers, special examiners, shunting inspectors, train inspectors, signal inspectors, lamp inspectors, lamp fitters, ticket inspectors, passenger guides, workshop staff) senior commercial inspector (Head Office) and gate staff, watch and ward staff.

Overhead Equipment.—Line inspectors, head linesmen, linesmen, assistant linesmen, fitters, carpenters, muccadams, coolies, trollymen, flagmen, painters, paint supervisor, paint coolies and bond tester.

Telegraph Staff.—Cabinmen, telegraph inspectors, telegraph overseers and battery men.

Audit Department.—Three units at Jhansi for the use of pay clerks.

Store Department.—Fire brigade staff, sub-storekeeper, gate and assistant gatekeepers, and porters on the G. I. P. Section.

Medical Department.—Resident house surgeon, assistant surgeons, sub-assistant surgeons, compounders, matron, nurses and menials.

Educational Department.—European and Anglo-Indian teachers.

Conservancy Department.—Senior sanitary inspectors, sanitary inspectors, assistant sanitary inspectors, conservancy muccadams and sweepers.

iv. When such free quarters are not available, an allowance in lieu thereof, equal to 10 per cent. of pay, is granted, provided the allowance does not exceed the amount actually paid as house rent. Subject to the same conditions, staff whose headquarters are in the Island of Bombay are given an allowance of 20 per cent. of their pay.

(b) *On payment of rent.*

v. Where staff not entitled to free quarters live in Railway quarters the rents charged are calculated on a plinth area basis as follows, subject to a limit of 10 per cent. on pay in each case :—

(i) Re. 1 per 100 square feet for European and Anglo-Indian staff of the Locomotive Branch of the Transportation Department, signal and interlocking inspectors, assistant and apprentice platelayers, and carriage and wagon European and Anglo-Indian subordinates.

(ii) Annas 12 per 100 square feet for European and Anglo-Indian traffic branch subordinates, and all Indian subordinates, chief clerks and accountants in District Engineers' offices, draftsmen and estimators at Nagpur, Audit and Stores Departments subordinates.

(iii) Annas 8 per 100 square feet for menial staff.

NOTE.—In the case of running staff the limit of 10 per cent. is based on substantive pay plus overtime mileage allowance.

vi. The above rates are calculated on the plinth area of accommodation for single-storeyed houses, the area for upper storeys being obtained by measurements taken outside the walls, including roofed verandahs.

Capital expenditure on staff quarters.

(1) *Incurred since the construction of the Railway.*

(2) *Incurred during the last four years.*

(3) *Contemplated during the next two years.*

(1) The capital expenditure incurred on staff quarters since the construction of the G. I. P. Railway and on Branch lines worked on behalf of the Owners, is as follows :—

	Rs.
G. I. P. Railway - - - -	2,98,80,210
Bhopal State Railway - - - -	10,31,655
Central Provinces Railways - - - -	2,91,941
Dhond Baramati Railway - - - -	40,240
Pachora Jamner Railway - - - -	45,498
Total -	3,12,89,544

(2) During the last four years the capital expenditure incurred was as follows :—

	Rs.
G. I. P. Railway - - - -	66,73,626
Bhopal State Railway - - - -	48,192
Central Provinces Railways - - - -	22,783
Total -	67,44,601

(3) The capital expenditure on quarters contemplated during the next two years (1929-30 and 1930-31) is Rs. 26,71,000, but the carrying out of this programme is dependent on the provision of funds.

(18) *Scale of accommodation provided for different classes.*

The following table gives the accommodation provided for the different classes :—

Type letter.	Tenant.	Accommodation. Plinth area in sq. feet.		Generally allotted to staff drawing monthly salary of.
		Main building.	Out-houses.	
A.	Senior Officer - - - -	4,393	1,638	Rs. 1,325-1,625 and over
B.	Junior Officer - - - -	3,412	1,638	500-1,225
C.	Senior Subordinate - - - -	2,395	446	500 and over
D.	Senior Subordinate - - - -	1,228	294	200 „
E.	Subordinate - - - -	2,250	446	250-499
F.	Junior Subordinate - - - -	2,000	446	Up to 249
G.	Subordinate - - - -	702	-	135-199
H.	Subordinate - - - -	481	-	90-134
J.	Junior Subordinate - - - -	380	-	Up to 89
K.	Menial - - - -	210	-	—

(19) *Whether accommodation supplied is fully utilised by the employees.*

Where Railway quarters are provided they are fully utilised.

(20) *Where rent is charged, the rent charged and the proportion it bears to wages.*

The following examples give the information required under the above heading :—

Designation.	Type of Quarters.	Salary.	Rent recoverable.	Proportion of rent to salary (approximate).
		Rs.	Rs. a. p.	Per cent.
Loco foreman - - -	C	500	24 0 0	5
Driver - - - - -	E	310	22 8 0	7
Guard - - - - -	E	210	16 14 0	8
Indian fireman - - -	K	30	1 1 0	3

NOTE.—Where the plinth area of the accommodation occupied exceeds that shown in the table in para (18) the rent recoverable is correspondingly higher.

(21) *Problems connected with sub-letting and eviction.*

i. No sub-letting is allowed and tenants are not permitted to take in lodgers, whether they are employed on the Railway or not, without the sanction of their departmental superior.

ii. In regard to eviction, Section 138 of the Indian Railway Act of 1890 lays down as follows :—

“ If a railway servant is discharged or suspended from his office, or dies, absconds or absents himself, and he or his wife or widow, or any of his family or representatives, refuses or neglects, after notice in writing for that purpose, to deliver up to the railway administration, or to a person appointed by the railway administration in this behalf, any station, dwelling-house, office or other building with its appurtenances, or any books, papers, or other matters belonging to the railway administration and in the possession or custody of such railway servant at the occurrence of any such event as aforesaid, any Magistrate of the First Class may, on application made by or on behalf of the railway administration, order any police-officer, with proper assistance, to enter upon the building and remove any person found therein and take possession thereof,

or to take possession of the books, papers or other matters, and to deliver the same to the railway administration or a person appointed by the railway administration in that behalf."

iii. It may be mentioned that in practice eviction has seldom to be resorted to.

Where men are not given railway quarters, the conditions under which they live.

i. Living conditions vary with the locality. In Bombay considerable facilities exist owing to the activities of the local authorities and private enterprise, but overcrowding, however, is common, and it is feared that the lower paid staff live under conditions inferior to those who live in Railway quarters, and they pay excessive rents for the accommodation they occupy.

ii. Up-country, advance has been made in hygienic surroundings in many stations, but there is room for much improvement. Conditions are good at certain stations where there are local Municipalities who have interested themselves with the health and welfare of the people. Conditions at Bhusawal and Jhansi, two of the largest stations on the G. I. P. Railway, are unsatisfactory owing to the lack of sanitary arrangements and adequate water supply, and want of ventilation in the houses provided. On the whole the conditions under which the lower-paid staff live in outside quarters must be considered unsatisfactory. Among the better-paid staff it is usually very difficult to obtain outside accommodation as the class of dwellings they would live in are not generally available, and, in consequence, they are overcrowded or live in inferior and unhygienic dwellings.

Whether arrangements exist for staff to live with their families and whether they generally do so.

i. Where staff live in Railway quarters the accommodation provided is sufficient to house them and their families, and as a rule their families reside with them.

IV. HEALTH.

(23) *General condition of health of employees, with figures of mortality, birth rate and infant mortality.*

The following applies to all staff including Workshop employees :—

i. All employees are medically examined before engagement, and with particular reference to the duties they will be called on to perform. There is special danger from infectious diseases on railways in India and this is carefully guarded against by known preventive measures. The health of the staff is generally good ; the Medical Department is staffed by highly qualified Railway Medical Officers and employees who fall ill receives skilled attention.

ii. The reported mortality rate among employees actually in the service for the year 1928-29 was 1.99 per thousand.

iii. The birth rate among the railway population is not available because many births occur outside railway premises.

iv. Infant mortality statistics are only available from 1st January 1929 for those who live in railway premises and for six months ended 30th June 1929, the infant mortality rate was 190.6 per thousand notified births.

(24) and (25). *Medical facilities for employees and extent to which they are utilised.*

The following applies to all staff including workshop employees :—

i. Medical facilities are directed by the Railway Medical Department under the control of the Principal Medical and Health Officer, and District Medical Officers. All employees are given free medical attention and medicines either at Hospitals and Dispensaries, or at their homes. Employees' families are given free medical attendance at Hospitals or Dispensaries and are supplied free with medicines.

ii. The Railway maintains eight Hospitals and 33 Dispensaries. In addition, where railway medical facilities are not available local agencies are employed.

iii. The records for past years show that employees have increasingly availed themselves of the medical facilities provided, and during the year 1928-29, 2,800 were admitted as indoor patients and 115,055 attended as outdoor patients.

iv. The following concessions are granted to staff for anti-rabic treatment at Pasteur Institutes :—

(a) Free treatment at the institute.

(b) Free transit by rail and actual cost of transit by road.

(c) One month's special casual leave, any period in excess being treated as privilege leave, or sick leave as due.

(d) Advance of one month's pay free for staff drawing Rs. 100 per month and under and recoverable in three instalments for men drawing above Rs. 100 per month.

(e) Free attendant with the following allowances :—

European and Anglo-Indians—Re. 1 per diem for the journey and Rs. 2-8-0 for period of stay for treatment at the institute.
Indians—Re. 0-4-0 per diem for the journey and Re. 0-6-0 per diem for period of stay for treatment.

(f) In the case of men drawing less than Rs. 100 substantive pay, if the advance is not sufficient to cover the actual expenses, the difference between actual expenses and the advance is made up from the Fine Fund.

(26) *Sanitary and other conditions in the places of work.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. The G. I. P. Railway has large workshops at Parel and Matunga. The Parel Shops are old (with the exception of the Erecting shops). The buildings are open, airy and light and adequate water-flushed latrine and conveniences are provided. Ample drinking water (and in the Paint shops, water for washing) is ensured by connections with the City mains. The Matunga shops were built during 1910-15, and are lofty, light and well ventilated. Adequate sanitary conveniences with self-contained septic tanks are installed, and water for drinking and washing is provided by connections with the City mains. The shops at Jhansi are older, but similar to those at Matunga. Sanitary conveniences are adequate, but are not water-flushed. The drinking and washing water from the Railway's own supply is adequate.

ii. Besides conforming to the sanitary requirements of the Indian Factories Act, the shops are subject to inspection by the Railway Municipal Committee, and supervision of the sanitary arrangements by a Railway sanitary inspector.

iii. The sanitary conditions in the Printing Press conform to the requirements of the Indian Factories Act. Ample drinking and washing water is supplied from the City mains. The building is light and well ventilated.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

iv. Sanitation on the open line, which includes places where bodies of men work, is directed by the Principal Medical and Health Officer. Five health assistants who are medical men specially qualified in public health work are employed in connection with public health and sanitary matters on railway land, and control the working of 27 sanitary inspectors. The staff have representatives on 45 railway municipalities; these deal with health and sanitary measures of railway quarters, lands, and places of work. At small stations, the station master is responsible for cleanliness and the Medical Department acts in an advisory capacity.

v. At some of the large towns, water for all purposes is obtained from Town mains; at other large depots, the Railway pumps its own supplies from rivers and wells. At small stations, wells are provided from which the staff draw water; on the whole, the water supply is adequate and good. Heavy expenditure has recently been incurred at Bhusawal in the provision of

electrically worked pumps and the installation of Patterson Water Filtration Plant. Similar installations are under construction at Dhond and Puntamba.

vi. Electric lighting of stations, yards, running sheds, etc., is receiving special attention and installations have been put in at several stations.

(29) *Diseases generally prevalent among employees and measures to combat them.*

i. Of selected diseases the following only shew a percentage incidence that entitle them to be described as generally prevalent. The total number of cases recorded in the year 1928-29 is shewn and the percentage incidence against all cases of recorded illness or disability, *i.e.*, against the recorded 117,855 cases of sickness or injury :—

	Total.	Per cent.
Malaria - - - -	23,788	20.2
Diseases of Eye - - - -	5,226	4.4
Influenza - - - -	4,064	3.4
Dysentery - - - -	2,726	2.3

Apart from diseases of general prevalence injuries whether incurred in the course of employment or otherwise account for a substantial proportion of "sickness" *viz.*—

	Total.	Per cent.
Injuries - - - -	19,591	16.6

The figure under diseases of the eye demands special remark as the crude return tends to give a false impression of the incidence of eye disease in this railway as compared with the general civil population. It should be noted that owing to the peculiar importance of minor injuries to the eyes and ocular defects, including refractive errors, in the safe operation of the railway, special attention is given to this group of disabilities and patients are treated who, had they been members of the general civil population, would not have sought medical attention.

ii. Special measures directed to the prevention of diseases prevalent, or that in the absence of special measures might become so, include :—

(a) *Special anti-malarial measures* which have included the progressive drainage of low-lying lands, the treatment for the destruction of anopheline mosquitoes, of breeding places, and systematic medication of the infected. With these objects in view staff are maintained to visit, inspect and report upon drainage, to direct and supervise oiling and to carry out local malarial surveys ; and laboratory facilities for the earlier and more accurate diagnosis of malarial infections have been laterly augmented, the number of laboratory examinations undertaken in the last year for all purposes, a large percentage of which related to anti-malarial work, reaching some 12,442.

(b) *Measures in regard to diseases and injuries of the eyes*—Increasing attention is being directed to the equipment of sections for the examination of eye cases and facilities are accorded for the reference of eye cases for special diagnosis or treatment. The medical staff includes members specially trained and qualified in eye work as a specialism. The "safety first" movement includes consideration of special measures directed to the diminution of the number of preventable industrial ocular injuries in shops and elsewhere. The systematic periodical examination of staff assists in the control of contagious eye disease.

- (c) *Measures in control of influenza*—No special measures have hitherto appeared requisite as the general facilities for the medical supervision and treatment of staff are regarded as adequate: the prevalent type has latterly not been severe.
- (d) *Measures in control of dysentery*.—Within railway properties continuous control of sanitation is undertaken by the adequately staffed Sanitary Section of the Medical Department, with special reference to water supplies, food stalls, milk vendors and the removal and disposal of rubbish and night-soil. The treatment of the infected and known carriers is supervised by the clinical sections of the department assisted by the laboratories now installed at district headquarters.
- (e) *Measures to safeguard staff against industrial injury* are receiving the attention of the committees set up under "Safety First" organisation. A survey has been initiated by the medical department with the purpose of ascertaining the prevalence of special injuries in occupations severally.
- (f) *Vaccination and other prophylactic inoculations*.—Protective inoculation against small-pox has contributed to the relatively low incidence of this malady amongst staff. In 1928-29 the number of vaccinations undertaken were:—

Primary	-	-	-	2,514
Secondary	-	-	-	1,698

Other inoculations carried out include, against:—

Plague	-	-	-	1,728
Cholera	-	-	-	5,439
Enteric	-	-	-	68

Number of notoriously unhealthy places and number of staff employed therein.

- i. The undermentioned stations are classed as unhealthy and a special climatic allowance is paid to staff employed at these stations.

Station.	Designation of staff.	Monthly allowance.	No. of Staff.
		Each. Rs. a.	
Chandni	Station and assistant station master	5 0	2
	Low paid staff	1 0	9
Mandwa	Station and assistant station master	5 0	2
	Low paid staff	1 0	8
Midghat	Station and assistant station master	5 0	2
	Low paid staff	1 0	10
Choka	Station and assistant station master	5 0	2
	Low paid staff	1 0	8
Mussak Bridge	Steam pump drivers and steam pump coolies	1 0	10

- ii. Station and assistant station masters usually work for six months at the stations above named and are transferred at the end of that period.

- iii. Low paid staff, if they desire, can claim transfer after six months but as many are local inhabitants, they are frequently unwilling to go elsewhere and are not compelled to accept transfer

V. WELFARE.

(34) *Institutes.*

i. The principles governing the provision of Institutes are printed in Appendix M.

ii. Institutes are provided at all the principal stations on the G. I. P. Railway. Of these, 27 are for the use of European and Anglo-Indian employees ; 29 for Indian employees and two for all nationalities. Total 58.

iii. Forty-seven Institutes are housed in railway buildings and eleven in hired buildings, rent for such hired buildings being paid by the Administration. All Institutes are provided free of rent, and furniture, tennis courts, etc., are provided free on first equipment.

iv. Institutes are expected to be self supporting in so far as their upkeep is concerned, and are managed by Committees. Officers residing in the station are *ex-officio* members of the Committee, other members being elected from members of the Institute. The Senior Officer in the station is usually elected as President. Membership is open to all employees on payment of a small monthly subscription which is collected, through the paysheets.

v. Institutes provide reading rooms equipped with daily papers and magazines, a circulating library, billiards, and other indoor games, tennis courts, and where there is a large membership, cricket, hockey and football clubs are established. Concerts and dances run by the Institute committees are frequently arranged, and performances by Touring Theatrical Companies are encouraged.

vi. Grants are made by the Agent from the Fine Fund towards the purchase of pianos, gramophones and harmoniums and for the provision of sports equipment, etc.

vii. The membership of these Institutes is at present about 7,650.

(36) *Educational facilities provided for adult workmen and for the children of railway workmen.*

The following applies to all staff, including Workshop employees, except the references to the Railway School of Transportation :

i. Schools for the education of adult workmen do not exist on the G. I. P. Railway, but what may be classed a technical school is established at Bina and is known as the Railway School of Transportation. This school imparts technical instruction and conducts refresher courses in Railway working. A note on the organisation and objects of this school is printed as Appendix N.

ii. Primary schools for the education of children of European and Anglo-Indian employees have been established at twelve stations on the Railway. These schools have at present a total of 636 pupils. The total expenditure incurred by the Administration during the year 1928-29 was Rs. 78,134, against which Rs. 41,977 was received in school fees and from educational grants from local Governments. The capital cost of these schools was Rs. 2,07,408.

iii. In addition to maintaining these schools, the Administration contributes to outside schools at which the children of employees attend. Subsidies are granted to employees who are stationed at places where there are no railway or other good schools, and who send their children as boarders to approved schools. The subsidy admissible is 50 per cent. of the board and tuition fees paid, subject to a maximum of Rs. 15 per mensem per child. This subsidy is also admissible to employees who are stationed at places where there are railway schools, if the children have studied up to the highest standard taught therein and they are sent to boarding schools for further study or to a school in a hill station when sent in the interests of their health, under a certificate of a Railway medical officer. The contributions to outside schools and subsidies during the year 1928-29 amounted to Rs. 91,546.

iv. A School Nomination Fund has been set up with the object of assisting to educate the children of deceased European and Anglo-Indian employees of the G. I. P. Railway. Prior to the Fund being established, a number of nominations to boarding schools had been purchased by the Administration. In 1905 at the desire of the staff a definite fund was established to extend the scheme and increase its usefulness, and employees desiring to do so subscribe to the fund as follows :—

Staff drawing over Rs. 100	per mensem	up to	Re. 1.
" " under Rs. 100	" "	" "	Annas 4.

v. The yearly subscriptions amount to about Rs. 4,500 at present. Thirty-one nominations to various boarding schools have been purchased.

Sports.

The sporting activities on the railway come under three main heads :—

- (i) The Institutes.
- (ii) The G. I. P. Railway Athletic Club.
- (iii) The Inter-Railway Tournaments promoted by the Indian Railways Athletic Association.

(i) Institutes are mentioned in para. (34) above. They are in various stages of development as far as sports are concerned, the European Institutes being more advanced than the Indian. As a general rule, sports grounds are provided and financial assistance is given from the Fine Fund as necessary.

(ii) The objects of the G. I. P. Railway Athletic Club are :—

- (a) The promotion of all forms of athletic sports by organising and conducting tournaments open to members of all the Institutes.
- (b) The promotion of all forms of athletic sports and games for the staff attached to the Head Office at Victoria Terminus. At its inception, cricket was the only game taken up, but subsequently, several championships have been introduced, such as tennis, hockey, football and billiards.

(iii) These tournaments have been started within the last year at the instance of the Railway Board and are now controlled by the Indian Railway Athletic Association. For the organisation, selection, and control of the teams to represent this railway in the various tournaments, a committee has been formed at Headquarters which co-operates with the committees on the Divisions of which the respective Divisional Transportation Superintendents are Presidents. It is hoped by promoting enthusiasm there will be a general impetus to sport and games throughout the railway.

(38) Co-operative Stores.

i. There are now no co-operative stores as such run by the Railway. Many years ago co-operative stores were founded by employees at Igatpuri, Lonavla, Bhusawal and Jhansi. Of these the Bhusawal and Lonavla Stores remain. The Bhusawal Stores are built on railway land for which a nominal yearly ground rent of Re. 1 is paid. The Lonavla Stores are built outside railway boundaries. Shareholders are restricted to railway servants and these stores are managed by committees of railway servants selected by the shareholders, but the Railway Administration exercises no control.

ii. Oilman Stores, with the object of enabling railway employees to obtain provisions, etc., at the lowest possible prices are run in connexion with 25 Institutes. These oilman stores are conducted by small sub-committees appointed by and working under the instructions of the committees of the Institutes. Sales on a cash basis are made to employees of the railway whether they are members of the Institutes or not.

iii. The Administration assists by carrying stores at the home line revenue rate, which is lower than the rates chargeable to the public and represents a substantial concession ; free passes are issued to the Managers to travel between their station and the nearest big centre for the purpose of purchasing stocks. Loans from the Fine Fund are granted free of interest to provide the initial Capital.

Co-operative Credit Societies.

i. The G. I. P. Railway Employees' Co-operative Credit Society was formed with the following objects :—

- (i) To raise funds by means of issuing shares, borrowing money, accepting money on deposit at interest or otherwise.
- (ii) To lend money to shareholders at interest with or without security.
- (iii) To encourage thrift, self help and co-operation among the shareholders.
- (iv) To prevent shareholders falling into permanent indebtedness and to assist them financially in times of difficulty and to help them to get out of debt.

ii. Shareholders are restricted to employees of the railway, those employed by the Society itself, and the staff of the Mutual Benefit Society. A copy of the rules is enclosed.

iii. This Society, which was formed in 1913, has proved a great success. The actual position on 31st March 1929, was as follows :—

Number of shareholders in the Society	- - -	14,939
Number of shares held	- - -	79,007
		Rs.
Amount of shares capital paid up	- - -	7,90,070
Amount of fixed deposits in the Society's hands	- - -	28,27,676
Amount of Reserve Fund	- - -	1,97,340
Amount of Loans issued since commencement	- - -	2,59,27,728
Amount of loans repaid	- - -	2,21,72,860
Amount of loans actually out on 31st March, 1929	-	37,54,868

iv. The Balance Sheet and Profit and Loss Account for the same period are printed as Appendix O.

v. The sum of Rs. 28,27,676 representing fixed deposits indicates that there is a large measure of thrift amongst the staff, although that total includes deposits of sums from employees who have retired from the service and from widows and children of deceased employees, who are permitted to deposit with the Society. That so large a sum as Rs. 2,59,27,728 has been lent since its formation is an indication that the Society is fulfilling object (iv) above. As mentioned in the section of this report dealing with "Indebtedness" without this Society many more of the staff would be at the mercy of money-lenders.

vi. *The G. I. P. Railway Employees' Mutual Benefit Society* was started in 1913 and has for its aims :—

- (i) To provide members with legal assistance in the event of their being prosecuted for an offence or offences under the Indian Railways Act or Indian Penal Code, alleged to have committed by them and arising out of and in the discharge of their duties.
- (ii) To provide members with legal assistance in cases where it may be decided to be necessary for such members to clear their character and in any matters pertaining to their railway duties.
- (iii) To provide certain benefits on termination of service with the G.I.P. Railway, or at death, after ten years membership of the Society.

vii. All permanent employees in the subordinate grade, drawing not less than Rs. 10 per mensem, are eligible for membership. A copy of the rules is enclosed.

viii. During the year ended 31st March 1929, the subscriptions recovered from members amounted to Rs. 95,748-10-0, and the Society defended 70 members who were prosecuted under the Indian Railways Act or the Indian Penal Code. A copy of the balance sheet and accounts for the year ended 31st March 1929, are printed as Appendix P.

ix. *Miscellaneous.*—In order to encourage employees, who are not provided with free quarters, to own their houses, the Administration advances sums to staff to enable them to build or purchase houses for occupation by themselves. Interest at the rate of 5 per cent. is charged on such advances which are limited to an amount equal to 12 months' salary of the employee and are required to be repaid within four years. The rules governing the grant of these advances are given in Appendix Q.

i. *Boy Scouts.*—The formation of a Boy Scouts Association was sanctioned in the year 1914, and duly received a Warrant from Imperial Headquarters. A committee at Bombay consisting of Heads of Departments, with the Agent as Chairman, and an Honorary Secretary, conducts the business of the Association. Troops are formed at all important stations on the Railway where there are sufficient boys. The training and discipline of these troops is entrusted to fully qualified scout masters with the help of a small station committee of which the senior officer in the station is usually the Chairman. Membership of a troop is restricted to the sons and near relations of railway employees. There is no restriction with regard to caste or religion. The training is conducted according to Sir Robert Baden Powell's system of scouting, and the boys are practised once to three times a week. Once a year

a Camp is held for about ten days and the opportunity is then taken to hold competitions, and to conduct a training for scout masters, etc.

ii. A grant of Rs. 15 per head on first application and Rs. 10 per head per annum thereafter is made to troops by the Agent from the Fine Fund with which the scout master equips his troops. Grants from this source to the extent of Rs. 6,000 are made annually. Rs. 3,000 being spent on equipment and the regular training of troops, and Rs. 3,000 on running the yearly Camp. This year an additional sum of Rs. 3,000 has been spent on sending two scout masters to the International Jamboree in England.

Labour exchange, whether arrangements exists for discharged employees to be re-employed at other places where employees may be required.

i. Employees discharged from the service for serious misconduct are seldom re-engaged.

ii. Before employees are discharged on reduction of establishment, efforts are made to find work for as many as possible on other parts of the line. In India there is difficulty with regard to re-employment ; many men are unwilling to go to another District where their own language is not spoken generally, while most of the low-paid workmen are unwilling to leave the district where they were employed before discharge and they prefer to retire to their villages or seek other employment. Retrenched employees are invariably given preference as opportunity of re-employment arises. Registers of names of men desiring re-employment are maintained and many men have been re-engaged.

Any disabilities under which the employees serve ; what they are and what can be done to relieve them.

The following applies to all staff, including workshop employees :—

i. The chief disabilities under which some of the employees serve may be stated briefly as follows :—

- (a) Insufficient suitable housing accommodation near the place of work.
- (b) Lack of elementary education amongst the lower-paid staff and of higher education in the higher grades.
- (c) Having to work at stations where there are no facilities for educating their children.
- (d) The inability of the Administration to grant leave in all cases as and when asked for.

ii. These matters have already been commented upon generally in other parts of this report.

Provision for old age and death.

(a) *Extent to which Provident Fund benefits are allowed.*

(b) *Gratuities.*

It is noted that replies to (a) and (b) are not required from State Managed Railways.

(c) *Any other benefits.*

The following applies to all staff including workshop employees :—

i. A Fund called " The G. I. P. Railway Employees' Death Benefit Fund " has been in existence since 1917 and is registered under the Indian Life Assurance Companies Act VI of 1912. The object of the Fund is to give assistance to the constituted nominees of the members, immediately after the demise of the members, to enable their nominees to defray funeral, religious or other expenses. The Fund is non-official in character and is not subject to any control by the G. I. P. Railway Administration as regards the disposal of its assets, but the Administration assists with a view to reducing the cost of management and safeguarding the Fund's interests.

ii. The Manager is an Assistant Auditor of the Railway who acts in an unofficial capacity, and who receives such monthly allowance from the Fund as sanctioned by the Committee. Office accommodation is provided free by the Railway and the subscriptions are collected without charge through the pay-sheets.

iii. Free passes are issued for journeys performed by persons engaged by the Committee for the assistance of members of the Fund. Free passes are also issued to members to enable them to attend Committee and General meetings, and to members of the Committee for the purpose of any enquiry they may desire to make. When leave is granted to attend meetings, staff are treated as on railway duty. A copy of the rules is enclosed.

Facilities provided or available for going from residence to places of work, when the latter are situated at a considerable distance from the town or quarters.

(A) WORKSHOPS AND PRINTING PRESSES.

i. Parel and Matunga Workshops, on the outskirts of Bombay City, are well served by the Railway train service and the Bombay Electric Tramway Company's services ; two Down trains in the morning and three Up trains in the evening are specially reserved for Workshop employees travelling on workmen's free tickets.

ii. At Jhansi, the workshops are located about three miles from the City. The majority of the workmen live in the City and in surrounding villages, two of which are close to the shops. The railway does not run close to the City, and there is no tramway service.

iii. The Railway Press is situated at Byculla and most of the workmen live in the vicinity of the Press. Ample travelling facilities are available.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

iv. The Locomotive running sheds for Bombay are located at Byculla and train crews and shed staff live close to the shed in railway or outside quarters; guards also live at Byculla in railway or outside quarters, and travel by train or tram.

v. Other staff employed at stations in the Bombay area, usually live near the stations at which they work and those living away are given free passes to travel by train.

vi. A shuttle train service of six trains a day each way is worked between Ajni and Nagpur (two miles apart) for the convenience of staff who have to travel between these two stations to get to their work. A shuttle service of one train per day each way is run between Poona and Ghorpuri for staff working at Ghorpuri.

vii. At practically all other places, the staff live near their work in railway or outside quarters.

VII. SAFETY.

(43) *Existing regulations for the safety of employees, and methods of enforcement.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. Railway workshops in which the machinery is power-driven come under the Indian Factories Act of 1911, amended by the Acts of 1922 and 1926 and all machinery, belts, etc., are protected as required. The shops are visited frequently by the Factory Inspectors and it is seldom that recommendations for improvements are made. The rule that only a qualified machine-man shall operate a machine is enforced in the saw mill where speeds are higher and machines more dangerous than is usual in metal shops.

ii. Coloured pictures are exhibited throughout the works, showing correct and incorrect methods of performing operations. Reliance is mostly placed on supervision, and all supervisors have orders to see that men are corrected if found using dangerous methods.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

iii. The general rules for Open Lines of Indian Railways and the subsidiary rules of the G. I. P. Railway contain instructions regarding the use of safety appliances and for safety in working. The general rules are printed in English and the vernaculars and are supplied to all literate staff concerned. The orders are designed to ensure safety in working generally, and it is the duty of the supervising staff to see that such orders are carried out. Rules for every eventuality cannot be laid down, and consequently much regarding individual safety has to be left to the common sense and vigilance of employees.

iv. All accidents are enquired into and when such are due to carelessness, a warning is given to the person or persons responsible. If due to neglect on the part of another employee, the latter is suitably dealt with. When necessary local orders are issued with regard to methods to be adopted to ensure safety as far as possible.

(44) *Incidence and cause of accidents.*

The following applies to all staff including workshop employees :—

The incidence and causes of accidents for the year ended 31st March 1929 is detailed fully in Appendix R. Table 1 shows that the number of railway servants killed and injured on the G. I. P. Railway by the movement of trains and railway vehicles, exclusive of train accidents, was 83 and 517 respectively. Table 2 shows that the number of railway servants killed and injured in accidents to trains, rolling stock, and permanent way was 1 and 39 respectively. Table 3 contains details of accidents in which the movement of vehicles used

exclusively upon railways was not concerned, which shows that the number of killed and injured was 12 and 2,053 respectively. Table 4 shows, *inter alia*, that the number of servants killed and injured in railway workshop accidents was 3 and 3,273 respectively. Table 5 shows accidents to railway servants caused by the movement of trains and railway vehicles, exclusive of train accidents, classified in respect of primary causes and the percentages.

(46) *Measures taken for accident prevention—Safety First Propaganda.*

The following applies to all staff including workshop employees :—

i. Considerable attention has been given by the Administration to "Safety First" propaganda with a view to the prevention of accidents. Illustrated pamphlets in English and the vernaculars (copies enclosed) have been printed and distributed over the Railway. Articles are published from time to time, in the Railway's Official Weekly Notices, and in the "Indian State Railways Magazine," dealing with "Safety First" methods. An interesting form of "Safety First" propaganda is the specially prepared cinema films which are shown at stations by the Administration's Cinema Car. These films are exhibited before large numbers of employees and form a very effective means of "Safety First" propaganda.

ii. A "Safety First" Council has recently been set up to give effect to the resolution adopted by the eleventh session of the International Labour Conference at Geneva. A copy of the rules, showing the constitution and functions of this Central Safety Council and of the Local Area Committees, is printed as Appendix S.

(48) *First-aid and medical relief.*

i. First-Aid instruction has been given to the staff since 1915. At present 2,293 employees have been trained. There are sub-centres for first-aid work at the headquarters of eight medical districts. A yearly Inter Sub-Centre Competition is arranged and the considerable interest taken has resulted in successes being achieved by the railway teams in the All-India Ambulance Competitions.

ii. During the past year 1,635 cases of first-aid were reported. First-aid equipment is located at important stations, at workshops and at running sheds. 190 first-aid boxes containing medical equipment are provided for use on passenger trains as a part of the guard's equipment. Medical relief accident equipment is located at 21 important stations and medical officers are available at all the more important stations on the railway.

VIII. WORKMEN'S COMPENSATION.

(51) *Number of cases resulting in death ; total disablement and partial disablement and amount of compensation paid under Workmen's Compensation Act during the last five years.*

i. The following applies to all staff including workshop employees :—

(a) Number of cases resulting in death during the years 1924-25 to 1928-29	-	260
(b) Amount of compensation paid on account of deaths during the same period	- - - - -	Rs. 2,20,147 8 0
(c) Number of cases resulting in disablement and partial disablement	- - - - -	157
(d) Compensation paid on account of (c)	- - - - -	Rs. 67,656 9 7

Compensation paid otherwise than under the Act during the last five years.

ii. The amount paid in excess of the maximum laid down under the Workmen's Compensation Act is not available as no record has been kept.

iii. Under the Railway rules a workman is given full pay for the whole period he is absent on account of injuries received on duty, whereas under the Workmen's Compensation Act he is entitled to no pay for the first ten days and thereafter at the rate of half pay. For example, a workman slightly injured in the course of his duties when absent under medical treatment for 16 days, under the Act is not entitled to any pay for the first ten days, but would get half a day's pay for each subsequent day's absence, or a total of three days' pay for 16 days' absence, whereas under the Railway rules he is given full pay for the whole period of absence.

IX. HOURS.

(73) *Hours worked per week and per day.*

- (i) *Normal hours of effective work, i.e., as determined by custom or agreement.*
- (ii) *Actual hours of effective work, i.e., including overtime.*
- (iii) *Spreadover, i.e., relation between hours of effective work and hours of duty during which the worker is on call.*

(A) WORKSHOPS AND PRINTING PRESSES.

(i) The normal hours of effective work in the Mechanical workshops are $8\frac{1}{2}$ hours per day from Mondays to Fridays inclusive, and $5\frac{1}{2}$ hours on Saturdays, or 48 hours per week. A total of 208 hours is a basic full month's work. In some of the smaller workshops outside Bombay, the hours of work are up to nine hours per day for six days per week, or a total of 54 hours per week. All such workmen get a full day off weekly.

(ii) The actual hours of effective work do not differ much from the normal hours of work. The following gives the overtime, in terms of the percentage of men hours worked on the normal total of men hours per month, averaged over six months:

Parel (Loco.)	-	-	-	-	5.65	per cent.
Matunga (Carr. & Wagon)	-	-	-	-	10.66	„
Matunga (Electrical)	-	-	-	-	6.2	„
Jhansi (Loco.)	-	-	-	-	.53	„
Jhansi (Carr. & Wagon)	-	-	-	-	2.73	„

(iii) This does not apply to Railway workshops in view of (ii) above.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

(i) The normal hours of effective work vary considerably for each class of employee. At the larger stations, the normal hours of work are eight per day or 56 per week, but staff in the Goods Branch normally work ten hours per day from Mondays to Saturdays and about five hours per day on Sundays, or 65 hours per week, except at the Goods Depot at Wadi Bunder where the staff work on an average $8\frac{1}{2}$ hours per day and are given a weekly rest day. At the smaller stations, the normal hours of work are twelve per day or 84 per week. The hours of effective work of train crews vary according to whether employed on passenger or goods trains.

(ii) The ordinary working hours of the staff are shown in Appendix T. Overtime is not general but is limited to accident and emergencies. Train crews are not paid overtime on the number of hours worked, but there is a

system of mileage allowances which gives each man an amount above his ordinary basic pay. This is usually referred to as "overtime" though, as it is based on mileage only, it has no connection with hours of duty.

(iii) The hours of effective work for staff employed at large stations are the hours of duty shown above. It is not possible to compute the hours of effective work of staff at smaller stations, and in other grades where work ordinarily is not continuous.

(74) *Weekly rest.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. Staff employed in the Workshops and the Printing Press are given a weekly rest day.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

ii. Staff, with the exception of those referred to below, do not get a weekly rest day. Engineering workmen are given a weekly rest day. Passenger train crews usually have 24 consecutive hours off each week. Goods train crews also get a 24 hours' rest if traffic conditions permit. Staff employed in the goods branch work with a reduced staff on Sundays, which enables a proportion each week to have a day's rest.

(75) *Extent of application of International Labour Conventions relating to :—*

(i) *Hours.*

(ii) *Periods of rest.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. The Workshops staff, including Electrical Branch, come under the Indian Factories Act and are excluded from the application of the Washington and Geneva Conventions. Their conditions of work, however, comply with these Conventions, *i.e.*, their hours of work are within 60 hours per week and they are given a rest day per week.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

ii. The application of the Washington and Geneva Conventions has received considerable attention and the details in Appendix U shows the position on this Railway on the 30th June 1929.

iii. Column (2) shows that 67,369 employees, including Workshop staff, come within the provisions of both Conventions, *i.e.*, 60 hour week and weekly rest day.

iv. Column (3) shows that 14,381 employees come within the provisions of the Washington Convention only. The question of giving these employees a weekly rest day is under consideration.

v. Column (4) shows that 10,266 employees come under the categories of supervising staff and those whose work is of an essentially intermittent nature, and are therefore excluded from the provisions of the Conventions.

vi. Column (5) shows that 13,217 employees are still to be brought within the Conventions by the appointment of additional staff. This is now under consideration.

vii. Column (6) refers to Running staff. The question of bringing these employees within the Conventions has not yet been dealt with. It may, however, be stated that in practice many of these employees do not work more than 60 hours per week and have a weekly rest day.

(76) *Intervals.*

(i) *In relation to fatigue.*

(ii) *In relation to Workers' meal times.*

(A) WORKSHOPS AND PRINTING PRESSES.

(i) The longest continuous period of work is 4½ hours—Mondays to Fridays—and 5½ hours on Saturdays.

(ii) An interval of one hour at noon is allowed for meals and rest.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

Engineering Department.

(i) The longest continuous period of work is about 5 hours, the actual hours varying according to the seasons and locality.

(ii) One hour at noon is allowed for meals and rest, extending to two hours during the very hot weather.

Running Staff.

(i) Running staff are allowed sufficient rest between trips.

(ii) Meals are taken during periods of inaction.

Station Staff, etc.

(i) and (ii) Work is not continuous and periods for rest and meals are mutually arranged, invariably resulting in one hour's break during the period of duty.

Note.—The provisions of the Indian Factories Act are consistently observed in all cases where they apply.

(77) *Possibility of Regulations.—*

Note.—This last item is being dealt with in the Railway Board's Office.

X. SPECIAL QUESTIONS RELATING TO WOMEN, ETC.

Extent of employment of women and boys, the branches in which employed and the special protective measures adopted in their behalf.

Women and boys are employed in the principal departments as follows :—

<i>Department.</i>	<i>No.</i>	<i>Nature of work.</i>
Engineering - -	2,700	Women are employed for weeding grass, breaking ballast, carrying water to gangs and as sweepers. Boys are employed as office peons, water carriers to gangs, bellows and rivet boys in workshops.
Transportation - -	758	Women are employed as shed sweepers, ash carriers, cinder pickers, etc. No boys under the age of 14 years are employed.
Commercial - -	103	Women and boys are employed as sweepers in goods sheds.
Mechanical - -	134	Boys are employed as office peons and rivet and cooly boys in the workshops ; no women are employed.
Medical - -	465	Women are employed as nurses in hospitals and sweepers.
Stores - -	57	Boys are employed as office peons, counting and cooly boys in the printing order section to check books and forms.

No special protective measures, as such, have been adopted in their behalf.

XII. WAGES.

(96) & (97) *Prevailing rates of wages and movements in recent years, i.e., since 1920.*

The following applies to all staff including Workshop employees :—

Statements showing the rates of wages of staff of all Branches of the Railways in 1920 and 1929 are given in Appendix V. In 1919 a general increase of pay was given to all staff to meet the increase in the cost of living caused by the War. Since 1920 no general increase in wages has taken place. The index figures of the cost of living quoted below are from the *Labour Gazette* published by the Government of Bombay :—

PERCENTAGE INCREASE OVER JULY 1914.

MONTHS.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926.	1927.	1928.	1929.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
January - - -	34	82	83	69	73	56	59	57	55	56	54	49
February - - -	34	76	81	62	65	55	56	57	54	55	48	48
March - - -	36	72	77	60	65	54	54	59	55	55	45	49
April - - -	44	67	72	60	62	55	50	58	53	53	44	48
May - - -	47	68	73	67	63	53	50	56	53	52	47	47
June - - -	48	74	81	73	63	51	53	54	55	54	46	47
July - - -	49	86	90	77	65	53	57	57	57	56	47	..
August - - -	53	79	91	80	64	54	61	52	55	57	46	..
September - - -	65	72	92	85	65	54	61	51	55	54	45	..
October - - -	75	74	93	83	62	52	61	53	55	61	46	..
November - - -	75	73	86	82	60	53	61	53	54	50	47	..
December - - -	83	74	81	79	61	57	60	55	56	51	48	..
Yearly average - -	54	75	83	73	64	54	57	55	55	54	47	..

Other allowances and perquisites.

(A) WORKSHOPS AND PRINTING PRESSES.

i. The following allowance is paid :—

		<i>Per mensem.</i>
		Rs. a. p.
Grain compensation allowance. See item (iii) below.	{	Men drawing up to Rs. 16 inclusive - 1 8 0
		„ „ between Rs. 16 to Rs. 30 - 3 0 0
		„ „ Rs. 31 - 2 0 0
		„ „ Rs. 32 - 1 0 0

Purchase of fuel, scrap materials, etc. See item (ix) below.

Free passes and privilege ticket orders. See item (x) below.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

- (i) Free quarters.
- (ii) Local and house allowances.
- (iii) Grain compensation allowance.
- (iv) Uniform clothing.
- (v) Station allowance and special running staff allowances.
- (vi) Travelling allowance.
- (vii) Hutting allowance to staff on outbreak of plague.
- (viii) Washing allowance to menials in administrative and district offices in the Bombay area.
- (ix) Purchase of fuel, scrap material, etc., at reasonable rates.
- (x) Free passes, privilege ticket orders and concession rate season tickets for employees' children attending school.

(i) The rules governing the provisions of free quarters are shown under " III. Housing (16) ".

(ii) Allowances are granted to the clerical, subordinate staff and running staff, whose headquarters are in the Island of Bombay as follows :—

- (a) Local house allowance of 10 per cent. of salary.
- (b) Special local allowance of an additional 10 per cent. of salary for staff drawing Rs. 50 and under per mensem.
- (c) Special local allowance of an additional 5 per cent. for staff whose salaries are over Rs. 50 per mensem and under Rs. 200, provided that the total salary and allowances [under (b) and (c)] do not exceed Rs. 220 per mensem.

- NOTES.—(1) These allowances are not granted to coolies, menials and temporary staff.
- (2) The special local allowances under (b) and (c) are to be regarded as purely temporary and may be withdrawn if and when improvement takes place in the conditions for the relief of which they were granted.
- (3) Employees who occupy Railway quarters or draw an allowance in lieu thereof are not eligible for the local house allowance under (a) above.
- (4) These allowances are not taken into account in calculating contributions to the Provident Fund, but are liable to Income Tax.

In addition to the above, office sepoy and hamals in the Island of Bombay are granted a house allowance of Rs. 4 per mensem in lieu of free quarters.

(iii) Grain compensation allowance is granted to low-paid staff throughout the Railway, under conditions shown in Appendix W, but employees in receipt

of the special Bombay local allowance, as detailed above, are not granted the grain compensation allowance. In effect the allowance at present gives a payment of Rs. 3 per mensem to staff drawing above Rs. 16 but not exceeding Rs. 30 per mensem, and Rs. 1-8-0 to staff whose pay does not exceed Rs. 16 per mensem.

(iv) Uniform (and waterproof clothing to employees stationed between Bombay and Ghoti and Talegaon) is provided to certain staff who come in contact with the public or whose duties make it necessary for them to move about the line during the monsoon, and also to low-paid staff the nature of whose duties causes heavy wear and tear to their clothing. Regulations governing the issue of free clothing are given in Appendix X.

(v) Special station allowances at the rate of Rs. 3 per mensem are given to low-paid traffic yard staff at Bhusawal and Nagpur—at Rs. 2 per mensem at Dhond, Sholapur, Wadi, Ahmednagar, Manmad, Khandwa, Shegaon, Harda, Amla, Itarsi, Wardha, Badnera, Nandgaon, Bina, Jhansi and Kurduwadi. At Re. 1 per month at Poona, Chalisgaon, Jalgaon, Katni Murwara, Gwalior, Agra Cantonment, Muttra and Junnor Deo.

Special allowances are given to locomotive running staff when sent from their headquarters stations to work at other stations in cases of emergency when such duty exceeds three days.

	<i>Per day.</i>
	Rs. a. p.
Drivers and firemen, A and B class	2 0 0
Drivers, C & D class	1 0 0
Firemen, C class	0 12 0
Firemen, D class, and augwallas	0 8 0

In addition locomotive running staff when sent from their headquarters stations to work at other stations, are granted a night allowance as follows:—

	Rs. a. p.
Drivers, A & B class, salary Rs. 130 and upward	1 0 0
Firemen 90 ..	0 12 0
.. .. 55 and up to Rs. 89	0 10 0
.. B class .. 40 and up to Rs. 54	0 6 0
Drivers, C	0 8 0
Firemen, C	0 6 0
Drivers, D	0 6 0
Firemen and augwallas, D class	0 3 0

Guards in similar circumstances are paid mileage at the rate of 200 miles a day, irrespective of the actual mileage run, but not more than 200 miles a day may be charged.

(vi) Travelling allowances are admissible to staff who are absent on duty from headquarters under certain conditions. The rules are reproduced as

Appendix Y. The Night (batta) Allowance rules are applicable to staff who joined the service prior to 1st July 1925, and the Travelling Allowance rules are applicable to those who joined on and after that date.

(vii) Hutting allowances are granted to staff living outside Railway premises who, on the outbreak of plague in epidemic form, are compelled to vacate their houses and have to erect temporary huts on Railway land or elsewhere. The allowance is equivalent to one and a half month's pay of the recipient, subject to a maximum of Rs. 22-8-0. To qualify for this allowance, staff living outside railway land and their families must be inoculated before being allowed to build huts on railway land. Those living outside railway land and building huts *outside* railway land are permitted to draw hutting allowances even when they and their families are not inoculated.

(viii) A washing allowance of eight annas per mensem is paid to office peons employed in the Bombay Administrative and District Offices up to Matunga.

(ix) Fuel is supplied throughout the year in quantities of not less than a quarter of a ton and not more than one ton, at any of the locomotive depots throughout the railway at cost price, plus freight, plus 12½ per cent. for storage. This concession is allowed to railway staff for their own use and is also extended to railway churches, schools, reading rooms and other institutions run in connexion with the railway. Picked ashes or cinders are sold to staff at the rate of Rs. 8 per ton. A uniform rate of Rs. 1-10-0 per cwt. is charged for empty packing cases, and Rs. 5 per ton for scrap wood. Such sales to the staff are at much lower rates than those charged outside.

(x) Subordinate staff, after completion of a year's service, are granted two sets of single journey free passes over the Home line for themselves and families and two dependent relatives yearly and, after completion of two years' service, one set of single journey free passes over Foreign railways for themselves and families and two dependent relatives. Single journey passes are also granted over Home and Foreign lines to children of subordinate staff attending school at places away from their homes. Free residential card passes between residence and places of work are granted to all staff working between Bombay and Kalyan.

The following rules regulate the class for which passes are issued :—

Officers	- - - - -	1st class.
Subordinates in receipt of salaries over Rs. 100 per mensem	-	2nd ..
Subordinates in receipt of from Rs. 50 to Rs. 100 per mensem	Inter	..
Subordinates drawing below Rs. 50 per mensem	- -	3rd ..

Privilege ticket orders are issued over the G. I. P. and Foreign Railways to staff of not less than two years' service, and also to their families and dependent relatives, up to a total of four single journey orders per annum. The charge for tickets issued against privilege ticket orders is one-third the ordinary single fare chargeable to the public.

Employees' children attending schools are given season tickets between Bombay and Kalyan at one-sixth of the public rate.

(101) : (103) *Method of fixing wages. Whether any agreements are made with the employees. The extent of standardisation.*

i. In the early days of Railways, wages were fixed in accordance with the rates prevailing in other industries for similar work. From time to time, these rates have been revised to accord with changed conditions in the cost of living and improved standards of living, but no regular system of fixing wages has been followed.

ii. No definite agreements have been made between the Administration and representative bodies of workmen for the fixation of wages.

iii. Wages are, as far as possible, standardized for all grades of employees in each area, there being minimum and maximum rates of pay for each class in all branches of the service, but owing to the different conditions which exist in various parts of the country, standard rates of pay have not been fixed for the railway as a whole.

(104) *Whether the labour supply is affected by wage changes.*

The labour supply, so far as this Administration is concerned, has not been affected by any changes in wages as the supply has always been in excess of requirements. It has however been found that wage increases to staff, such as semi-skilled and unskilled labourers, have resulted in increased absenteeism. This has only been temporary, as in the course of time the men have returned to normal working. For instance, absenteeism in the Workshops rose from 12 per cent. to 17 per cent. immediately after the wages were paid in 1920 on account of the increases granted with effect from 1919, but in a few months absenteeism became normal.

(105) *Relation of minimum wages given to the corresponding wages in other industrial undertakings in the locality; and to what is generally accepted as the minimum living wage in the locality.*

i. The statement printed as Appendix Z shows the wages paid by the leading engineering firms in Bombay, those appearing against item 8 M. and C. being the rates paid at the Parel and Matunga Workshops of the G. I. P. Railway. These figures indicate that the wages paid by the G. I. P. Railway compare favourably with those paid by other industrial concerns, particularly in view of the indirect benefits given to Railway employees.

ii. Appendix AA gives the minimum wages paid to low-paid staff in the Engineering Department as compared with similar staff in other undertakings in the respective localities.

iii. No comparison can be made for staff, such as Running Staff, etc., as they are specialised Railway servants with no parallel in other undertakings.

iv. So far as can be ascertained there is no generally accepted minimum living wage in any of the localities covered by the G. I. P. Railway. The standard of living varies according to caste and custom and what is a necessity to one is frequently unnecessary to another.

(106) *Extent of deductions on account of fines and what proportion they generally bear to gross wages and to net wages.*

The following applies to all staff including workshop employees :—

i. Deductions from employees' wages on account of fines during the year ended 31st March, 1929, amounted to Rs. 51,898. The gross wages during that year were Rs. 5,11,26,782.

ii. The net wages for this period, *i.e.*, gross wages less deductions on account of Provident Fund subscriptions and Income Tax, were Rs. 4,85,39,590.

iii. The percentage of fines to gross and net wages thus work out to 0.10 and 0.11 respectively.

Offences for which fines are generally inflicted.

(A) WORKSHOPS AND PRINTING PRESSES.

i. Fines are inflicted for bad time keeping, *i.e.*, absence for more than three days in a month, disobedience, breaches of discipline after cautions, neglect of duty, and damaging railway property, etc.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

ii. Fines are inflicted for refusal of duty, disobedience, neglect of orders, absence without leave, negligence, misconduct, neglect of lubrication of engines, appearing late on duty, breaches of rules in connexion with observance of signals or cautious driving restrictions, causing damage to locomotive fittings through mismanagement or carelessness, loss of time through mismanagement, minor line-clear irregularities, failure to carry out rules in regard to train working, bad work in connexion with repair operations, repeated failure to clip or cancel tickets, carelessness in rating, irregular preparations of railway receipts, neglect in maintenance of records and delay in submission of returns, over-carrying consignments, and such like breaches of rules and regulations.

iii. Fines are not resorted to unless the fault is serious. For minor offences a caution is invariably given and fines are only inflicted when the offence is persisted in.

Utilisation of fines.

Fines are utilised for the general benefit of the subordinate staff, including workshop employees, and the following are the main objects for which grants from the Fine Fund are made.—

- (i) Provision and maintenance of Institute billiard tables, musical instruments, sports gear, literature, etc.
- (ii) Annual treats to children of members of Railway Institutes.
- (iii) Rent of buildings occupied by Institutes for which no Railway buildings are available.
- (iv) Wages of malis at certain Institutes.
- (v) Annual treats to children of employees in Railway schools.
- (vi) Purchase of prize books for children in Railway schools.
- (vii) Provision of furniture for Railway school teachers' quarters.
- (viii) Boy Scouts' Association for the children of Railway employees.
- (ix) Grant towards the wages of bandmen for the G. I. P. Railway Regiments (A.F.I.) at Parel and Jhansi.
- (x) Grants to augment subscriptions from the School Nomination Fund for the purchase of nominations to certain boarding schools for the education of deceased employees' children.
- (xi) Supply of spectacles to staff drawing under Rs. 30 who are too poor to supply them themselves.
- (xii) Grant towards Inter-Railway Athletic Tournaments.
- (xiii) Grants to Railway churches for the purchase of organs, etc.

(107) Periods of wage payment and periods elapsing before payment.

Wages are paid throughout the Railway monthly as shown below :—

Class of employees.	Pay period.	Dates of payment	Periods elapsing between the dates of pay earned and payment.
Administrative offices - - -	1st to end of the month.	1st	....
Divisional offices - - - -	do.	Between 2nd and 4th.	1 to 3 days.
Bombay and Wadi Bunder staff (except Engineering gangs).	do.	Between 5th and 7th.	4 to 6 days.
Large stations staff (except Engineering gangs).	do.	Between 9th and 16th.	8 to 15 days.
Small stations staff (except Engineering gangs).	do.	Between 17th and 21st.	16 to 20 days.
Engineering gangs - - -	9th to 8th	Between 23rd and 1st of the month following.	14 to 23 days.
Workshop staff, Parel and Matunga - - -	1st to end of the month.	9th.	8 days.
Workshop staff, Jhansi - - -	do.	12th or 13th	11 or 12 days.

(108) *Indebtedness.*

The following applies to all staff including workshop employees :—

i. Indebtedness amongst the European and Anglo-Indian employees is not unusual. There are many who are thrifty, but on the other hand a comparatively large number are in debt, the reasons being extravagance in living, sickness, marriage before being in a financial position to support a wife and family, and to having to support dependent relatives.

ii. Indebtedness amongst the higher-paid Indian staff is almost general, this being due in a large measure to caste and social customs, including the support of dependent relatives, and the obligation to shoulder debts handed down from father to son.

iii. It is feared that all the low-paid Indian workmen are more or less in debt. Money is usually borrowed at ruinous rates of interest for marriages, religious and caste ceremonies and litigation. As a rule, it is borrowed from the "Bania" who supplies the individual with his requirements of food-stuffs and in the event of failure to keep up payments, supplies are stopped. He has then necessarily to go to other money lenders who charge even higher rates of interest because of the lack of substantial security, and thus becomes more heavily involved.

iv. The G. I. P. Railway Employees' Co-operative Credit Society, referred to elsewhere in this report, was formed with the object, amongst others, of assisting the staff to reduce their indebtedness by obtaining temporary loans at reasonable rates of interest. The facilities of the Society cannot, however, always be availed of to the fullest extent owing to the difficulty in obtaining the necessary sureties.

v. Any general reduction of indebtedness can only come with the spread of education, leading to a change in the habits and customs of the people of this country, in regard particularly to extravagant expenditure in connexion with marriages, deaths and social ceremonies, and possibly legislation controlling the methods of the Indian money lender.

(109) *Any scheme for granting bonuses to employees.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. The only bonus system in force in the Mechanical Workshops is the "Rowan System," which is applied to a limited number of men on the following work at Matunga :—

- (a) Strengthening a class of bogie wagon (temporary work).
- (b) Turning wheel tyres.
- (c) Breaking down logs on two horizontal band saws.

Number of men involved—137.

ii. This bonus system was introduced with the object of increasing the output under (b) and (c), and reducing the cost under (a). The objects were achieved and the men earned up to 25 per cent. bonus on their ordinary pay. The "Rowan" bonus system is based on a particular time being set for each job. The amount of bonus payable is fixed by adding to the time actually taken, a percentage equal in value to the percentage by which the time allowed is reduced.

iii. There is no other bonus or piece-work system in the Mechanical Workshops. The workmen generally are suspicious and resist attempts to introduce any form of piece-work, so that a system of scheduling work through the shops is employed to speed up operations.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

No bonus system is in force for employees coming under this head, although monetary rewards are occasionally given to staff for specially meritorious service.

(110) *Amount of leave admissible.*

(A) WORKSHOPS AND PRINTING PRESSES.

i. Workshop staff who joined the service before the 1st July 1925 come under the G. I. P. Railway Company's leave rules. Section B of these rules apply to European and Anglo-Indian staff, the maximum salary of whose appointments is less than Rs. 300 per mensem, and Section C to non-European employees—not on daily rates of pay. Menial staff are allowed 15 days' leave per year on full pay. A copy of the G. I. P. Railway Company's leave rules is enclosed.

- ii. Staff coming under Section B are eligible for the following leave :—
- (a) Thirty days' leave per year (full pay).
 - (b) Ten days' casual leave per year (full pay).
 - (c) Short periods of sick leave on full pay up to a limit of 60 days per year.
 - (d) After 20 years' approved service, up to a maximum of 18 months' leave prior to retirement on half pay.

Deserving employees coming under this section may also be allowed cumulative privilege leave up to four months, and furlough or sick leave on half pay, or combined leave out of India, under Section A of the leave rules.

iii. Staff coming under Section C are eligible for the following leave:—

- (a) Thirty days' leave per year (full pay).
- (b) Ten days' casual leave per year (full pay).
- (c) Sick leave on half pay to the extent of 30 days for each year's service up to a maximum of 60 days after two years.

Deserving employees, under this Section, with not less than 20 years' service, are also eligible for the following leave :—

- (a) Privilege leave on full pay limited to four months, less leave taken under rule 31.
- (b) Sick leave on half pay limited to 18 months.
- (c) Leave on private affairs on half pay limited to six months.
- (d) Combined privilege and sick leave limited to 18 months.
- (e) Combined privilege leave and leave on private affairs limited to six months.
- (f) Combined privilege leave with commuted sick leave on full pay, subject to the conditions and limitations as applying to furlough in rule 16, Section A, and rule 33.
- (g) The amount of sick leave and leave on private affairs is limited to a maximum of three years in total service. When sick leave is applied for, a medical certificate must be produced.

iv. Workmen on consolidated rates of pay engaged on or after the 1st July 1925 come under the Fundamental Leave Rules and earn leave as follows :—

- (a) One month after eleven months' service (full average pay), subject to a maximum of four months at a time.
- (b) One month after eleven months' service (full average pay) or two months after eleven months' service (half average pay) on production of medical certificate, subject to a maximum of 28 months' at a time.

v. Workmen who are *not* on consolidated rates of pay are eligible for 15 days' full pay leave per year.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

vi. Staff who joined the service before the 1st July 1925 come under the G. I. P. Railway Company's leave rules. Section B of these rules applies to

European and Anglo-Indian staff, the maximum salary of whose appointments is less than Rs. 300 per mensem, and Section C to non-European employees—not on daily rates of pay. Menial staff are allowed 15 days' leave per year on full pay.

vii. Staff coming under Section B are eligible for the following leave :—

- (a) Thirty days' leave per year (full pay).
- (b) Ten days' casual leave per year (full pay).
- (c) Short periods of sick leave on full pay up to a limit of 60 days per year.
- (d) After 20 years' approved service, up to a maximum of 18 months' leave prior to retirement on half pay.

Deserving employees coming under this section may also be allowed cumulative privilege leave up to four months, and furlough or sick leave on half pay, or combined leave out of India, under Section A of the leave rules.

viii. Staff coming under Section C are eligible for the following leave :—

- (a) Thirty days' leave per year (full pay).
- (b) Ten days' casual leave per year (full pay).
- (c) Sick leave on half pay to the extent of 30 days for each year's service up to a maximum of 60 days' after two years' service.

ix. Deserving employees, under this Section, with not less than 20 years' service, are also eligible for the following leave :—

- (a) Privilege leave on full pay limited to four months' less leave taken under rule 31.
- (b) Sick leave on half pay limited to 18 months.
- (c) Leave on private affairs on half pay limited to six months.
- (d) Combined privilege and sick leave limited to 18 months.
- (e) Combined privilege leave and leave on private affairs limited to six months.
- (f) Combined privilege leave with commuted sick leave on full pay, subject to the conditions and limitations as applying to furlough in rule 16, Section A, and rule 33.
- (g) The amount of sick leave and leave on private affairs is limited to a maximum of three years in total service. When sick leave is applied for, a medical certificate must be produced.

x. Staff who joined the service on or after the 1st July 1925 come under the Fundamental Leave Rules and earn leave as follows :—

- (a) One month after eleven months' service (full average pay) subject to a maximum of four months at a time.
- (b) One month after eleven months' service (full average pay) or two months after eleven months' service (half average pay) on production of medical certificate, subject to a maximum of 28 months at a time.

Extent of annual leave taken and percentage of absences on leave to total strength.

(A) WORKSHOPS AND PRINTING PRESSES.

i. The staff employed in the workshops ordinarily avail themselves annually of the 15 days' leave with pay for which they are eligible. In the Parel and Matunga Workshops an average of twelve days' leave without pay is also taken. No records are readily available to show the percentage of absences to total strength but it may be placed at four to five per cent.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

ii. The majority of the staff of the Railway take the leave for which they are eligible. There are exceptions, due to the men not desiring leave and in other cases to its being impossible to spare them at the time they want it. The reason for this is frequently that large numbers ask for leave about the same time, for instance, during the marriage seasons, when it is not possible to spare the large number requiring leave. A leave reserve up to 20 per cent. is provided by the Railway, but even this is not always sufficient owing to men overstaying their sanctioned leave. Cases of staff granted a month's leave and staying away for longer periods are frequent, and this is one of the main causes for others not being spared to go on leave when they apply for it.

iii. It is not possible to collect the information to answer the latter part of this question in the time specified.

Number of annual holidays generally allowed.

- (a) on full pay,
- and
- (b) without wages.

(A) WORKSHOPS AND PRINTING PRESSES.

i. The Workshops are closed on the King-Emperor's Birthday and on Empire Day and the workmen are paid for these days. In each year there are important religious festivals for which the shops are closed. The men are

not paid for these days unless they wish to count the holidays against leave, with pay, due to them. The workshops are officially closed on 15 such holidays (unless the majority of the men ask for the shops to be closed on additional days). As they are allowed 15 days' leave in the year, it is thus possible for them to receive pay for every day in the year except Sundays.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

ii. No annual holidays are granted to staff engaged in the movement of trains. Staff such as goods clerks, etc., are allowed Christmas Day, New Year's Day and Good Friday, for which they are paid. Permanent-way staff of the Engineering Department are given a holiday with pay on the King-Emperor's Birthday, any other gazetted holidays taken being without pay.

XIII. EFFICIENCY.

(112) Comparative changes in efficiency of railway employees in recent years and possible methods of securing increased efficiency.

The following applies to all staff including workshop employees :—

i. It is difficult to compare the changes in the efficiency of railway employees in recent years. It can, however, be stated that there has been progressive improvement and in the following few instances statistics are quoted indicating this :—

	1924-25.		1928-29.		Increase or decrease. %
Total permanent staff	-	88,916	-	94,495	+6.26
Total track miles (including siding)	-	5,165.669	-	5,501.583	+6.50
		L. E.	L. E.	L. E.	
Loaded to empty wagons per train	-	25 12	-	29 10	+16.0—16.7
Percentage of loaded and empty to total	-	68.4 31.6	-	73.4 26.6	+7.31—15.8
Total tons hauled per No. of staff	-	114	-	139	+21.93
Lbs. of coal per 1,000 gross ton miles (coaching)	-	242.1	-	193.2	-20.20
Lbs. of coal per 1,000 gross ton miles (goods)	-	188.2	-	173.8	-7.65
Cos per 1,000 gross ton miles	-	Rs. 8.38	-	Rs. 8.29	- 1.07
Average speed of trains—					
Passenger	-	19.7	-	21.4	+8.63
Goods	-	10.0	-	10.6	+6.00
Mixed	-	12.6	-	13.7	+8.73
Average time to haul 1,000 tons, 100 miles	-	Hours 82	-	59	-28.05
Engine miles per engine day	-	92.3	-	112.8	+22.21
<i>(Only available for last 2 years.)</i>					
		1927-28.		1928-29.	
Time in shops—					
Engines	-	Days. 63	-	55	-12.70
Coaches	-	.. 17	-	16	-5.88
Wagons	-	.. 6	-	6	..
Cost of repairs—					
Engine	-	Rs. 11,898	-	Rs. 10,646	-10.5
Passenger carriage	-	.. 948	-	.. 662	-30.17
Wagon	-	.. 139	-	.. 68	-51.08

ii. The improvements in working shown above are principally due to reorganisation and the employment of modern methods, but unless the efficiency of the staff had increased to keep pace with these methods, it would not have been possible to have achieved such results.

iii. Further efficiency could be secured by the provision of adequate primary educational facilities throughout the country. Also by the provision of more railway quarters and possibly of a better type than those at present provided. This would result in better sanitary conditions and improved health of the staff by their being brought directly under the supervision of the Railway Medical Officers and Railway Municipalities. The provision of more Railway Area Schools, at present in their infancy in this country, would help to increase the general efficiency of railway workers.

XIV. TRADE COMBINATIONS.

- (117) *Extent of organisation among railway employees.*
- (118) *Effect of organisation of employees on their conditions generally.*
- (119) *Nature of activities.*

There is no organisation among employees on the G. I. P. Railway except under the Unions referred to below.

- (120) *History of individual Trade Unions of railway employees.*

Appendix AB gives the history and details generally of individual trade unions on this railway and the dates recognition was granted after registration under the Trade Unions Act, 1926, which was brought into force from 1st June 1927.

Attitude of employees and extent of their control.

i. As will be seen from Appendix AB the number of employees said to be members of trade unions is 46,424 out of approximately 110,000. Whether all these men have paid their subscriptions up-to-date may be doubted, but it is clear that the larger number of railway employees are not connected with the unions. A very large majority of members are from the lower paid staff, but certain of the higher paid employees, such as station masters, have joined.

ii. It is a condition of recognition of a Union that not less than 50 per cent. of the managing body must be railway employees. The extent to which the actual members of the Unions control their policy is doubtful and varies from time to time, but it is certain that outsiders have too great an influence.

iii. The terms and conditions of recognition are given in Appendix AC.

Relations of the Railway Trade Unions.

i. There are these principal unions connected with the G. I. P. Railway : the G. I. P. Railwaymen's Union ; the G. I. P. Railway Staff Union and the National Union of Railwaymen of India and Burma. It is desirable to deal with them separately in this note.

ii. *The G. I. P. Railwaymen's Union* is badly conducted. Three of its most important leaders are at the time of writing under arrest at Meerut. The Union puts forward impossible demands which are represented to the staff as reasonable. When the demands are refused, this is stated to be a sign of the want of sympathy of the Administration. Certain of the speeches made at the Union's meetings and many of the articles in the Union's paper are most offensive.

iii. *The G. I. P. Railway Staff Union* conducts its affairs better than the Railwaymen's Union, but often quite misunderstands its proper functions and sphere of influence, and attempts to interfere in matters beyond its scope.

iv. *The National Union of Railwaymen of India and Burma* displays very little activity at present.

v. *Facilities afforded to Unions.* The Agent receives representations from the Unions on the subject of grievances of the employees, and is prepared to deal with such representations as if they came from individual employees, provided such representations concern the interests of a class of employee, and not the case of an individual or of individual, discipline. The Agent is also prepared to consider cases of individuals, though he does not guarantee to take up each and every case that may be placed before him. In the ordinary course, however, he has enquiries instituted where the case appears to him to warrant such a course.

Complete freedom of action has been granted to the Unions for the recruitment or enrolment of members, so long as there is no interference with the duties of the railway staff. Sanction has been granted in certain cases for meetings of Union members to be held on railway premises.

(121) *Extent to which Trade Unions of railway employees have registered under the Trade Unions Act and have been recognised by the Agent.*

See Appendix AB referred to in question (120).

XV. INDUSTRIAL DISPUTES.

(123) *Causes, including demands by one party or the other, number of employees involved and character, nature of settlement, loss caused to the Railways and to the employees.*

(A) WORKSHOP AND PRINTING PRESSES.

Parel Locomotive Shops.

i. The men went on strike from the afternoon of the 24th May to the 29th May, 1920=5½ days.

ii. Towards the end of 1919 new scales of pay were promised to all grades of workers on the G. I. P. Railway. A large amount of detail work had to be done in revising the rates, working out arrears, etc., and the resultant delay was the principal cause of this strike. The men returned to work on the promise of early payment.

iii. No figures are available from which the cost of the strike to the Railway can be estimated.

iv. The loss of wages to the men is estimated at Rs. 39,627.

v. All men of the shops, except the supervising staff, were involved.

Matunga Carriage and Wagon Shops.

vi. The men struck work from the afternoon of the 25th May to the 29th May 1920=4½ days, for the same reason as in the case of the Parel Locomotive Shops, and returned to work on the same promise of early payment.

Parel Locomotive Shops.

vii. The men went on strike from the 17th August to the 21st September 1921=36 days. The cause in the first place was due to the entrance through the time office having been restricted. This restriction, which had been in force for about two months without any complaint from the workmen, was introduced as the men refused to drop their attendance tickets in the slots in the time office provided for the purpose, but threw them on or under the counters, and the barriers in the time office were extended so as to compel the men to go out in single file.

viii. Subsequently further grievances were put forward in regard to the following :—

- (a) Latrines.
- (b) Smoking to be permitted near latrines.
- (c) Increases should be given to all men.
- (d) Transfer of the Works Manager.
- (e) Recognition of the Union.

ix. In this instance the time office and the Works Manager's and Assistant Works Manager's offices were wrecked and their records burnt.

x. After the grievances had been explained to the men and the repairs to the time office, etc., carried out, the men returned to work, no concessions having been granted.

xi. The damage was estimated at the time at from Rs. 25,000 to Rs. 40,000.

xii. The loss in wages to the men is estimated at Rs. 3,07,152.

xiii. All men, except the supervising staff, were involved.

Matunga Carriage and Wagon Shops.

xiv. The men struck work on the 10th August and resumed duty on the 11th August 1921, at 10 hours. The cause of the strike was the curtailment of the width of the entrances to the time office to prevent unauthorised people entering the shops with the workers.

xv. The trouble was settled by widening the time office entrance by 6 inches, which was a compromise between the original and new widths.

xvi. No records are available of the loss in wages to the men.

xvii. All men, except the supervising staff, were involved.

Matunga Carriage and Wagon Shops.

xviii. The men struck work on the 12th December 1923, and resumed on the 1st January 1924. The cause of the strike was the men's objection to the medical re-examination, which was very unpopular, and complaints against the doctor on special duty were made. The shops were accordingly closed and were re-opened on the 1st January 1924, and the men returned to work.

xix. The regulations regarding medical re-examination have recently been considerably modified.

xx. The loss in wages to the men is not available.

xxi. Loss to the Railway in damages to buildings, etc., was about Rs. 4,000.

Jhansi Shops.

xxii. The men of the locomotive side of the Jhansi combined locomotive and carriage and wagon shops went on strike on the 15th October 1920, and were followed by the Carriage and Wagon workmen on the 19th October 1920. All men resumed duty on the 8th November 1920.

xxiii. The cause of this strike was due to the differences in payment in the locomotive shops as regards overtime as compared with the payment in the carriage and wagon shops, and the differences in the payment for duty on Su days and holidays in the carriage and wagon shops as compared with that in the locomotive shops.

xxiv. After discussion with the workmen, the following settlement was come to and the men returned to work :—

(a) Overtime to be paid for actual number of hours worked without limit.

(b) Overtime on Sundays and holidays to be paid for actual time worked at ordinary rates.

(c) A general increase of 3 per cent. was given on all rates of pay with effect from the 1st February 1920.

xxv. The loss in wages to the men is not available.

(B) OTHERS, INCLUDING RUNNING STAFF, ETC.

xxvi. There has only been one strike during the last nine years and that was at Ajni and Nagpur in April 1927. Owing to the fact that during the hot weather the men in the permanent-way inspectors' gang would not do any work between 11 hours and 14 hours, because of the excessive heat, they were called upon to start work at 6 a. m. instead of 7 a.m., the usual hour. They objected to this on the grounds that it interfered with their morning meal. On matters being explained to them they resumed work, agreeing to start work at 6 a.m. The strike lasted six days at Ajni and four days at Nagpur. The men also raised the question of increased wages, but did not press it. The number of men involved was about 170. The loss to the Railway and of wages to the men cannot be computed.

(124) *Opportunity afforded to staff to represent their grievances.*

The following applies to all staff including workshop employees :—

i. Every opportunity is afforded to the staff to represent their grievances either collectively or individually through correspondence or by personal interviews and through the medium of the Staff Councils (see Section II para. (13) of this report).

ii. For the workshops at Parel and Matunga a Liaison Officer has been appointed whose duty it is to investigate grievances and requests, etc., referred to him by the workmen. The principal intention of this appointment is that workmen can without restraint or formality obtain personal interviews with this officer.

Any machinery for the settlement of disputes.

The following applies to all staff, including workshop employees :—

i. No regular machinery for the settlement of disputes between the Railway and its employees exists.

ii. In the past when disputes have arisen they have been dealt with by correspondence or by interviews with deputations from the staff. In some instances disputes have been settled in consultation with the officials of the Unions.

Any use made of the Employers' and Workmen (Disputes) Act IX of 1860.

So far as is known no use has been made of this Act.

XVII. ADMINISTRATION.

(141) The following applies to all staff, including workshop employees :—

i. The staff, as a whole, are under the control of the Agent, who has delegated certain powers to Heads of Departments and Divisional Officers to deal with questions affecting personnel. The details of these powers will be found in Appendices K and L.

ii. Each department at Headquarters and each Division has an Establishment branch to deal with personnel matters.

iii. Promotions, discharges, etc., etc., of subordinate supervising staff are dealt with by the Head of Department, and all other staff by the Divisional Officers under the powers delegated to them. Cases not coming within the powers of the Divisional Officers or the Head of Department are sent to the Head of the Department or the Agent respectively.

iv. In the matter of discharge, all employees have the right of appeal to an authority higher than the authority which has the power of appointing them. In cases of dismissal, employees have the right of appeal to the Agent and the Railway Board.

v. On any question affecting their Provident Fund or gratuity, employees have the right of appeal to the Agent and the Railway Board.

vi. All appeals must be submitted through the employee's immediate superiors and unless the latter are able to comply with the request the appeals must be submitted to the higher authority addressed.

vii. Personal interviews are granted to employees as far as practicable.

APPENDIX A.
CIRCULAR NO. 8.

Rules for engagement, and terms of service, of Apprentices in the Mechanical Department.

The G. I. P. Railway will employ Apprentices in their Workshops subject to the following conditions :—

AGE.

1. Apprentices shall be between the ages of 16 and 18 years when engaged, but this stipulation may be waived at the discretion of the Chief Mechanical Engineer.

LENGTH OF APPRENTICESHIP.

2. The term of apprenticeship shall be for four years in grades A and B, and for five years in grades C and D.

PHYSICAL FITNESS.

3. Every apprentice must pass a medical examination by a Railway Doctor before sitting for the entrance examination.

ENGAGING OFFICERS.

4. Apprentices will only be appointed in January of each year in Jhansi Shop and in May and November in Parel and Matunga Shops. All apprentices, including Electrical, for A and B Grades, will be selected for engagement by the Chief Mechanical Engineer or his authorised representative. The Electrical Engineer will forward the names of suitable applicants to the Chief Mechanical Engineer for registration. Electrical apprentices will be engaged at Parel only.

Apprentices for grades C and D will be engaged by the Works Managers, Electrical Engineer, and *Deputy Chief Mechanical Engineer, Jhansi, who will have full powers as for other workmen.

GRADES.

5. Apprentices are divided into four grades as follows :—

Grade A—Candidates who possess such educational qualifications as in the opinion of the Chief Mechanical Engineer fit them for this grade. In general, Standard VII will represent the minimum.

Grade B—Candidates who fail to reach grade A, but who have passed Standard V will be eligible for this grade.

*D grade only.

Appendix A—contd.

All candidates for these two grades will be required to pass a written examination in the following subjects in addition to undergoing an oral test :—

Subjects.

1. General knowledge.
2. Mathematics.
3. Composition.
4. Dictation.
5. Drawing.

A candidate who obtains a minimum of 50 per cent. in Mathematics and also in general knowledge with an all round average of 60 per cent. will be treated as an "A" grade apprentice.

A candidate who obtains a minimum of 40 per cent. in general knowledge and also in Mathematics with an all round average of 40 per cent. will be treated as a "B" grade apprentice.

Candidates are subject to the final approval of the Chief Mechanical Engineer.

Grade C—Candidates who are literate in one of the Local Vernaculars and possess a knowledge of English up to Standard II will be engaged in this grade.

Grade D—Candidates who are illiterate but show a capacity for work with reasonable intelligence, will be engaged in this grade.

PAY.

6. The rates of pay for apprentices of all grades shall be as follows :—

Year.	A.	B.	C.	D.
	Rs.	Rs.	Rs.	Rs.
<i>Parel and Matunga.</i>				
1st	45	32	25	16
2nd	60	45	30	20
3rd	75	58	35	24
4th	91	72	40	28
5th	—	—	50	32
<i>Jhansi.</i>				
1st	42	23	16	11
2nd	57	30	20	13
3rd	70	44	24	17
4th	83	68	28	21
5th	—	—	32	26

Appendix A—contd.**INCREMENTS.**

7. No apprentice shall be given an increase of salary unless his attendance, general conduct and application to work are satisfactory. Annual increases may be withheld at the discretion of the Chief Mechanical Engineer. In all cases of bad time-keeping an apprentice may be required to make up the full twelve months' service, subject to the leave allowances laid down in para. 10 following, before being given such increases.

TECHNICAL EDUCATION.

8. Apprentices in grades A and B must attend the Technical classes as directed and failure to do so will render them liable to discharge. Any apprentice who fails to make satisfactory progress at the classes may be discharged at the discretion of the Chief Mechanical Engineer.

PROMOTION FROM GRADE B TO GRADE A.

9. Any "B" grade apprentice can after twelve months' service or longer, apply for promotion to "A" grade, promotion in such cases shall be determined by :—

- (a) his progress in shops for which a report will be submitted by the Executive Officer-in-charge of the Workshops.
- (b) his results in the terminal examination at the Technical Institute. In this case a minimum average of 66 per cent. on the papers set will be required with no paper in which the percentage obtained is lower than 50.
- (c) a personal interview with the Head of the Department.

The decision in regard to promotion shall be made by the Chief Mechanical Engineer personally.

LEAVE ALLOWANCE.

10. All apprentices in grades A, B, C and D will be allowed 15 days' leave with pay in a year.

END OF APPRENTICESHIP.

11. At the expiration of the term of apprenticeship all apprentices shall automatically cease to be in the service of the Railway *unless previous intention to retain them has been intimated*. In this matter the decision of the Chief Mechanical Engineer shall be final.

Appendix A—contd.

Painter—

Lettering	-	-	-	-	-	-	-	-	1 year.
Carriage painting	-	-	-	-	-	-	-	-	1 "
Mixing room	-	-	-	-	-	-	-	-	3 months.
Painting and lining	-	-	-	-	-	-	-	-	1½ years.

Trimmer—

General work	-	-	-	-	-	-	-	-	1 year.
Sewing and marking	-	-	-	-	-	-	-	-	1 "
Bench work	-	-	-	-	-	-	-	-	1 "
Compartment work	-	-	-	-	-	-	-	-	1 "

Saw Mill—

Timber marking	-	-	-	-	-	-	-	-	1 year.
Small machines	-	-	-	-	-	-	-	-	1 "
Large machines	-	-	-	-	-	-	-	-	1½ years.
Vertical band saw	-	-	-	-	-	-	-	-	6 months.

Wagon Erector—

Marking off	-	-	-	-	-	-	-	-	1 year.
Fitting	-	-	-	-	-	-	-	-	6 months.
Rivetting	-	-	-	-	-	-	-	-	6 "
Wagon erection	-	-	-	-	-	-	-	-	2 years.

Electrical Shop—

Machine shop (Mechanical Department)	-	-	-	-	-	-	-	-	12 months.
Electrical fitting	-	-	-	-	-	-	-	-	3 "
Carpentry	-	-	-	-	-	-	-	-	3 "
Wireman's repairs	-	-	-	-	-	-	-	-	3 "
Fan repairs	-	-	-	-	-	-	-	-	3 "
Armature winding	-	-	-	-	-	-	-	-	3 "
Sub-station operation	-	-	-	-	-	-	-	-	3 "
Motor maintenance work	-	-	-	-	-	-	-	-	3 "
Train lighting repairs	-	-	-	-	-	-	-	-	3 "
Electrical installation work	-	-	-	-	-	-	-	-	3 "
Test room	-	-	-	-	-	-	-	-	3 "
Drawing office	-	-	-	-	-	-	-	-	3 "
Office routine work	-	-	-	-	-	-	-	-	3 "

Apprentices in grades C and D will normally remain in the shops suited to their trade throughout their term of service.

14. In all matters the Chief Mechanical Engineer's decision will be considered as final.

APPENDIX B.

VICTORIA JUBILEE TECHNICAL INSTITUTE.

Mathematics.

First Year.

Algebra.	Fundamental operations, substitution. Use of brackets. Simple equations. Problems leading to simple equations. Symbolic expression.
Arithmetic.	Fundamental methods. Vulgar fractions. Conversion of vulgar fractions into decimals. Decimal fractions. Proportional parts. Square root. Approximations.
Units.	Units of volume, weight, mass, &c. Conversion tables.

Second Year.

Algebra.	Resolution into factors (easy). Long multiplication and division. Square root. Laws of indices. Simultaneous equations of first degree. Problems leading to simultaneous equations.
Graphs.	Plotting of simple graphs. Charts from observed values.
Arithmetic.	Decimal fractions. Recurring decimals. Contracted multiplication and division. Time, work and speed. Cube root.

Appendix B—contd.

Mensuration. Rectangle, parallelogram, triangle,
Irregular areas.
Simpson's Rule and other rules.

Third Year.

Algebra. Quadratic equations.
Cube root.
Highest common factor and lowest common factor.
Multiple fractions.

Graphs. Graphical problems.
Velocities and accelerations.
Graphs of statistics.

Logarithms. Use of tables.
Easy multiplication and division.

Mensuration. Areas of circle, segment, sector, &c.
Use of right-angled triangle for examples on slopes, &c.

Fourth Year.

Algebra. Ratio and variation and proportion.
General problem.

Trigonometry. Trig. ratios.
Use of tables.
Conversions of trig. ratios.
Heights and distances.

Logarithms. Fractional expressions.
Powers and roots (easy examples).

Mensuration. Volumes of solids.
Surface areas of solids.
Slide rule and the planimeter—general use.

APPLIED MECHANICS.*First Year.*

Elementary mensuration, motion, velocity, acceleration; straight line motion, circular motion, angular velocity, force, definition of force, unit of force, effects of a force, work, energy, power, horse-power, friction.

Appendix B—contd.*Second Year.*

Moment of a Force, principle of levers, orders of levers bent or bell-crank lever, compound levers, lever safety valve, laws of friction, tractive force, tractive resistance, inclined planes, simple machines, efficiency of a machine.

Third Year.

Graphic representations of forces, components of forces, parallel forces, inclined forces, forces in simple structures, the screw, effort, threads, screw-cutting, inclined plane with friction, combination of lever screw.

Fourth Year.

Transmission of motion and power, belts, ropes, toothed gear, spur wheels, velocity ratio, proportions of teeth, pitches, bevel wheels, screw wheels, worm wheels and worm gearing, reversing motions, centrifugal force, hydraulic machines, work done by locomotive.

MACHINE DRAWING.*First Year.*

Use of drawing instruments, tee-square and set squares; elementary plane and descriptive geometry; drawings of simple parts, like rivets and bolts and nuts from diagrams to full-size scales.

Second Year.

Making drawings of simple engine and machine details to scales other than full-size from dimensioned diagrams; riveted joints, pipe connections, instruction in making freehand dimensioned sketches.

Third Year.

Preparation of complete drawings of engine and machine details from copies from dimensioned hand sketches of actual details; pistons; connecting rod ends, crossheads, crankshafts, stop valves, safety valves, pumps.

Fourth Year.

Making finished drawings in pencil and ink of more complicated engine and machine details from copies and actual examples; assembly drawings, tracing in ink, cylinders, injectors, valve gears.

Appendix B—contd.**STEAM AND THE STEAM ENGINE.***Elementary Class.*

Steam engine in its simplest form, heat, temperature, specific heat, unit of heat, unit of work, mechanical equivalent of heat, horse-power transfer of heat, radiation, connection, conduction, combustion of fuel, heat of combustion, calorific values of fuels, connection of different types of boilers, boiler pressure, gauge pressure, absolute pressure, vacuum, application of heat to water, boiling pressure in an engine cylinder, piston speed, piston displacement, indicated horse power.

Advanced Class.

Heat, formation of steam in a boiler, sensible heat, latent heat, total heat, condensation of steam, saturated steam, superheated steam, admission of steam to an engine cylinder, work done in a cylinder, expansion of steam, initial pressure, back pressure, mean effective pressure, indicated horse power, steam expansion curves, Boyle's law, effect of clearance of cylinder on expansion, priming of cylinder condensation, cut-off, slide valve lap, lead, eccentric angle of advance, travel of valve, link motion, radial valve gear, engine details.

ELECTRICAL LECTURES.*Elementary Class.*

Fundamental and derived units, principles and simple laws of magnets, permeability, hysteresis, simple primary cells, Leclanche, Daniell and Bichromate. Laws of resistance in series and parallel, specific resistance and variation of resistance with temperature, Ohms laws.

Advanced Class.

- (A) D.C. motors, their losses, efficiency B.H.P., &c.
 - (1) series, (2) shunt.
 - Starters calculation of no. of steps and their resistances.
 - Reversing starters and controllers.
 - Drum type controllers.
 - Disc
 - Automatic starters (a) solenoid, (b) centrifugal, (c) relay.
- (B) D.C. generators, their losses, efficiency and H. P.
 - (1) shunt. (2) compound.
 - Field regulations, calculations of no. of steps and their resistance.
 - Automatic regulation voltage.
 - If time permits.
- (C) Accumulators, their charging and discharging.

APPENDIX C.

GOVERNMENT TECHNICAL SCHOOL, JHANSI.

Time Table of Classes.

Section I.			
Monday	-	-	-
		7 to 8	8 to 9
		Trigonometry. Logarithms.	Heat engine.
			9 to 11
			Machine drawing.
Tuesday	-	-	-
		Mathematics.	Mensuration.
Wednesday	-	-	-
		Magnetism and electricity.	Mechanics.
			Machine drawing. Geometrical drawing
Section II.			
Monday	-	-	-
		7 to 9	9 to 10
		Machine drawing.	Logarithms,
Tuesday	-	-	-
		Machine drawing.	Mechanics.
Wednesday	-	-	-
		Geometry (Plane and Solid.)	Mathematics.
			10 to 11
			Algebra. Mensuration. Physics.
Section III.			
Thursday	-	-	-
		7 to 8	8 to 9
		Mechanics.	Algebra.
			9 to 11
			Machine drawing (Scale drawing.)
Friday	-	-	-
		Arithmetic.	Mensuration.
Saturday	-	-	-
		Algebra.	Mechanics.
			Geometry (Plane.) Machine drawing (Rough sketching)
Section IV.			
Thursday	-	-	-
		7 to 8-30	8-30 to 9-45.
		Freehand.	Arithmetic.
Friday	-	-	-
		Freehand.	Mechanics.
Saturday	-	-	-
		Geometry.	Algebra.
			9-45 to 11.
			Algebra. Mensuration. Arithmetic.

APPENDIX D.

TRAINING OF SIGNALLERS.

Minimum educational qualifications.—Seventh Standard.

ENTRANCE EXAMINATION.

English, Reading, Composition, Arithmetic, Dictation and Geography.

COURSE OF TRAINING—*Eight months.*(a) *Telegraph Course.*

- (1) Signalling and receiving on open and closed circuits.
- (2) Telegraph traffic rules.
- (3) Knowledge of instrument and battery connections.
- (4) Method of testing instruments and batteries to localise faults.
- (5) Block rules and a full knowledge of and competency to work the different kinds of block instruments in use on the G. I. P. Railway.
- (6) Manipulation of cabin levers.

(b) *Transportation course.*

- (7) General rules and regulations. Transportation instructions.

(c) *Commercial Course.*

- (8) Coaching and goods work, including station accounts and a knowledge of coaching and goods tariff.

MONTHLY EXAMINATIONS.

Examinations will be held each month. Any pro-signaller who fails to show satisfactory progress after three months will be discharged.

FINAL EXAMINATION.

This examination will be divided into three parts :—

Practical—Oral—Written.

Candidates will be required to pass in signalling and receiving at the rate of 16 (five letters) words per minute ; and obtain 60 per cent. of marks in all other subjects.

The progressive promotion is as follows :—

Signallers.

Grades IV—III—II—I.

Relieving signaller.
Assistant station master.
Relief clerk.
Station master.
Transportation or Commercial inspector.

Signallers.

Assistant head signaller.
Head signaller.
Traffic telegraph inspector.

APPENDIX E.

TRAINING OF CABINMEN.

Minimum educational qualifications—Sixth Standard.

ENTRANCE EXAMINATIONS.

English, Reading, Dictation and Composition.

COURSE OF TRAINING—*Three months.*

Block Instruments.

- (1) Block instruments and a full knowledge of and competency to work the different kinds of block instruments in use on this Railway.

Cabin Appliances.

Knowledge of manipulation of cabin levers and working of other appliances in cabins.

Rules.—General rules and regulations, Transportation instructions.

MONTHLY EXAMINATIONS.

Examinations will be held each month. Candidate cabinmen who fail to show satisfactory progress at the end of two months will be discharged.

FINAL EXAMINATION.

Examination in three parts—Practical, Oral, Written.

Candidates must obtain 60 per cent. of marks in each subject.

The progressive promotion is as follows :—

Cabinmen.

Guards, if selected for this appointment, and thereafter promotion as for Guards.

APPENDIX F.

TRAINING OF NUMBER TAKERS.

Minimum educational qualifications—Seventh Standard.

ENTRANCE EXAMINATION.

English, reading, dictation.

Quick, good hand writing essential.

COURSE OF TRAINING—2 months.

Subjects.

- (1) Method of recording numbers of wagons in hand-book.
- (2) Preparation of way bills for passenger and goods trains.
- (3) Special orders *re* rolling stock and movement.
- (4) Preparation of stock reports.
- (5) Rules regarding pooled and non-pooled wagons.
- (6) General rules and regulations.
- (7) Transportation instructions with special reference to orders regarding definitions of lines and sidings. Rules regarding fixed and hand shunting movements.

MONTHLY EXAMINATION.

Candidates failing to show satisfactory progress at the end of one month are liable to discharge.

FINAL EXAMINATION.

Candidates must obtain 60 per cent. of marks in all subjects.

The progressive promotion is as follows :—

Probationary Number Takers.

Number takers.

Assistant head number takers.

Head number takers.

Yard supervisor.

Selected men are eligible for promotion to guard.

APPENDIX G.**TRAINING OF GUARDS.**

(Direct recruitment.)

Minimum educational qualifications.—Seventh Standard.

ENTRANCE EXAMINATION.

English, reading, dictation, composition, geography.

Course of Training—Three months.

Subjects—

- (1) General rules and regulations.
- (2) Transportation instructions.
- (3) Rules *re* rolling stock and movement.
- (4) Commercial instructions *re* seals, labels procedure in case of fire, misdespatches, etc.
- (5) Block operation and block rules.
- (6) Preparation of journals, summaries and way bills.
- (7) Elementary instructions in vacuum brake working.
- (8) Shunting movements.

MONTHLY EXAMINATION.

Candidates failing to show satisfactory progress at the end of two months are liable to discharge.

FINAL EXAMINATION.

Candidates must obtain 60 per cent. of marks in all subjects.

The progressive promotion is as follows :—

PROBATIONARY GUARD.

Goods guard.

Passenger guard.

Assistant station master or yard controller or train controller.

Station master or yard foreman.

Transportation inspector.

APPENDIX H.

TRAINING OF FIREMEN.

Educational Qualifications :—

“ A ” *Grade*.—Must produce certificates to prove they have passed the Technical College Science course.

Age limit.—Not under 20 years of age.

“ B ” *Grade*.—Possess certificate to show they have passed the Seventh or higher standard of English.

Age limit.—Not under 18 years of age.

“ C ” *Grade*.—Possess certificates to show they have passed the Fifth or a higher standard of English.

Age limit.—Not under 16 years of age.

ENTRANCE EXAMINATION.

English—reading, composition, dictation.

Course of Training :

Nine Months in a running shed.

1st Month.—Cleaning, dropping and lighting fires, bar setting, tube cleaning.

2nd Month.—Cleaning engines and foot plates.

3rd Month.—Washing out boilers and tenders.

4th to 6th Month.—Assisting fitters and boilermakers.

7th Month.—Fitting gauge glasses, gland packing, trimming and oiling shunting engines.

8th and 9th Month.—Firing on shunting engine.

Candidates undergoing this training will work the same ordinary hour as a fitter's day shift in sheds.

The first hour of duty each morning will be devoted to study of the general rules and regulations, Block working and transportation instructions. The Chapters to be studied will be notified by the Loco Foreman.

MONTHLY EXAMINATION.

An oral examination will be carried out by the Loco Inspector or Loco Foreman monthly for the first two months of service and a report submitted on the candidate's abilities to the Divisional Trans. Superintendent. If the report is unfavourable, the candidate will be warned by the Assistant Trans. Superintendent, Power, that his working is not considered satisfactory.

Appendix H—contd.

At the end of the third month an examination will be conducted, part oral and part written, by the Assistant Trans. Superintendent, Power. Candidates failing to obtain 50 per cent. of marks will be liable to discharge. For the fourth and fifth month, the Loco. Foreman will submit a report on the keenness and ability of candidates. Those reported on unfavourably will be given a final chance to do better.

FINAL EXAMINATION.

At the end of the sixth month an examination, part oral and part written, will be carried out by the Assistant Trans. Superintendent, Power. Candidate, who fail to pass this examination, at which 60 per cent. of marks must be obtained in all subjects, will be given a further examination at the end of the seventh month; if they fail to pass this second examination they will be discharged.

At the end of the ninth month, candidates, if satisfactorily reported on, will be sent on the open line.

The progressive promotion is as follows :—

Firemen.

Driver, goods.

Driver, passenger.

Assistant loco. foreman.

Loco. inspector.

Loco. foreman.

APPENDIX I.

COACHING SYLLABUS.

Educational Qualifications—as laid down in para. 5 of the General Instructions.

Entrance Examination—as laid down in para. 7 of the General Instructions.

Courses of training prescribed for untrained candidates in the Commercial Department.

Length of Course three months.

1. A candidate will work for a fortnight with a ticket collector who will explain to him the rules in the coaching guide pertaining to tickets and passes. After a fortnight he will work as a ticket collector independently under the supervision of a permanent ticket collector and he will be required to prepare the returns of collected tickets and of excess fare receipts issued. The candidates will take an opportunity to study the rules in the coaching tariff, the railway geography and the basis for charge for the different classes of passengers, luggage, etc.

2. He will then work for one month as a parcels and luggage clerk under the supervision of a regular parcels and luggage clerk and learn :—

- (a) The rules for dealing with luggage and parcels.
- (b) To book, that is, prepare way bills for parcels and luggage offered for despatch, label the parcels or luggage, prepare abstracts and summaries required for the monthly accounts.
- (c) The rules, for troop traffic, and the rates for luggage and goods pertaining thereto.
- (d) The method of dealing with error sheets, relating to luggage and parcels.
- (e) To calculate wharfage on parcels and luggage.

3. He will next work for one month as assistant coaching clerk under the supervision of the regular coaching clerk, and be required to :—

- (a) Issue tickets for particular trains, and enter up his daily trains cash book and also the blank cards ticket registers.
- (b) Fill up the entries in forms A and C, prepare debit notes, and enter the military warrants in the register.
- (c) Prepare a balance sheet for each week's traffic and also to deal with Audit debits and vouchers.

Appendix I—contd.

4. After three months he will be required to pass an examination in coaching work to be held by the District Commercial Inspector and the Travelling Audit Inspector.

5. If the candidate passes his examination satisfactorily in the coaching subjects and is well reported on and otherwise suitable, he will be permitted to take his training in the goods branch. If he fails, he will be given a further chance of training in the subject in which he shows weakness.

6. A candidate who fails in the examination a second time will be discharged from the service.

The following is the course of training prescribed for candidates in the goods branch :—

Length of Course three months.

7. For three weeks a candidate will work as a loading foreman when he will be taught :—

- (a) To prepare consignment and risk notes,
- (b) To label and seal wagons,
- (c) To maintain records of tarpaulins and of goods registered for despatch, and
- (d) To weigh and mark consignments.

8. For two weeks he will work as an unloading foreman, when he will be taught :—

- (a) How to examine and remove the seals,
- (b) How to act when a wagon with a defective or deficient seal is received,
- (c) How to keep the records of seals and labels,
- (d) What remark is to be passed in the unloading book in case of damage or deficiency, and
- (e) How to send advices regarding damages and deficiencies.

9. For three weeks he will work as a forwarding goods clerk under the supervision of the goods clerk when he will be taught :—

- (a) The classification,
- (b) The basis of class and schedule rates,
- (c) How to find out rates from the tariffs,
- (d) To prepare invoices and grant receipts for goods to be despatched, and
- (e) To prepare abstracts and summaries of outward traffic.

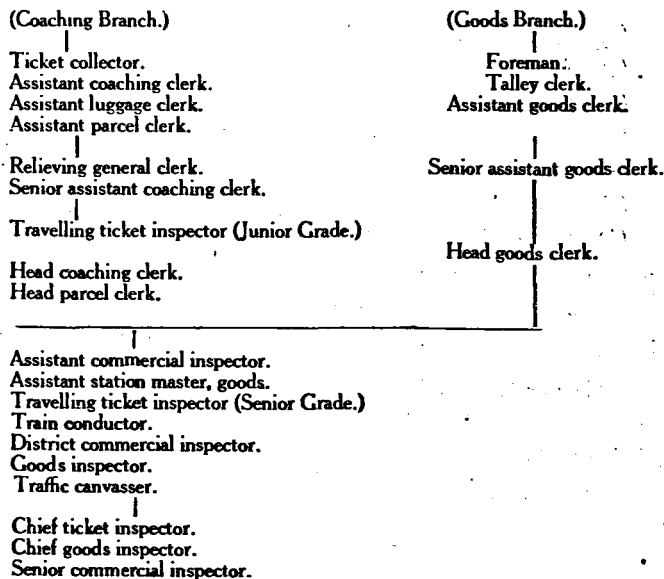
Appendix I—contd.

10. For one month he will work as an assistant goods clerk under the supervision of the goods clerk when he will be taught :—

- (a) How to check invoices,
- (b) How to enter invoices in the warehouse book,
- (c) How to give deliveries and collect cash,
- (d) How to record indemnity bonds,
- (e) How to deal with the audit debits and error and overcharge sheets.
- (f) How to calculate demurrage and wharfage ;
and lastly he will be given an opportunity of writing up the cash book and preparing the balance sheet and returns for inward traffic.

11. At the close of the course of training, *viz.*, after six months, the candidate will be required to undergo an examination in both coaching and goods duties, and if he passes successfully will be promoted to Trained Candidate.

12. The progressive promotion is as follows :—



13. The Station Master under whom an untrained candidate is sent for training will interest himself in his training and submit a fortnightly report to his Divisional Traffic Manager on the conduct and progress of the candidate.

14. The Divisional Traffic Manager will open a personal file for each candidate and watch the progress reports received from the Station Master from time to time.

15. The retention of a candidate under training will depend on satisfactory reports being received from the Station Master or other employee under whom the candidate may be training. If at any time during the period of training an unsatisfactory report on his progress is received, he shall be liable to discharge.

APPENDIX J.

SYLLABUS FOR TRAINING TICKET COLLECTORS.

Educational qualifications—As laid down in para. 5 of the general rules for the recruitment of subordinate staff.

Entrance examination—As laid down in para. 7 of the general rules for the recruitment of subordinate staff.

Course of training one month.

1. The rules which should be impressed on a ticket collector on first appointment are the following :—

(a) Civility to passengers, equal treatment to all, irrespective of the class of tickets on which they travel, their social status or their nationality.

2. They are required to learn the rules in force regarding :—

(a) Travelling without tickets.

(b) Travelling in higher class of carriages.

(c) Expired tickets.

(d) Short journey tickets and over-riding.

(e) Passengers travelling by wrong routes.

(f) Directing passengers at junctions.

(g) Pass holders.

(h) Reserved accommodation.

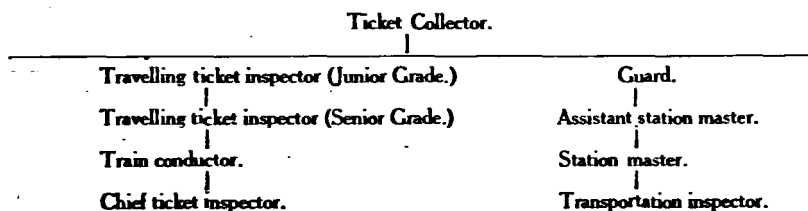
3. They are required to know the different kinds of tickets and passes in force on railways and the period of their availability (they should be shown specimens).

4. They are required to learn how to post up the register of the tickets and excess fares collected and to prepare the daily returns thereof for submission to the Audit Office.

5. They are required to learn how to prepare the excess fare receipts and when an excess charge is recoverable.

6. They are required to know railway geography and the principal junctions on the Indian Railways and the routes from local stations to important towns and places of pilgrimage.

7. The progressive promotion is as follows :—



APPENDIX K.

TRANSPORTATION DEPARTMENT.

Designation.	Supervising Subordinate.	Authority which controls.				REMARKS
		Engagement.	Leave.	Increments.	Transfers.	
Loco. Staff.						
Drivers, Firemen	Loco. foreman	D. V. Supdt.	D.V.S.	D.V.S.	D.V.S.	
Augwallas	do.	do.	Loco. foreman.	do.	do.	
Shed mechanical staff	do.	do.	do.	do.	do.	
Shed menials or coolies	do.	Loco. foreman.	do.	do.	do.	
Traffic Staff.						
Station masters -	Trans inspector	D.V. Supdt.	D.V.S.	D.V.S.	D.V.S.	
Guards and brakemen	Station masters.	do.	do.	do.	do.	
Asstt. station masters	do.	do.	do.	do.	do.	
Signallers, cabinmen	do.	do.	do.	do.	do.	
Traffic menials -	do.	Trans. inspector.	Station master and trans. inspector.	do.	Trans. inspector.	
Station and clerical staff	do.	D.V.S.	D.V.S.	do.	D.V.S.	
Telegraph Maintenance.						
Overscers -	M. Telegraph inspector.	Tele. Supdt.	do.	do.	do.	
Batterymen -	do.	do.	do.	do.	do.	
Menials or coolies	do.	M.T. inspector	M.T. inspector	do.	do.	
Carriage & Wagon.						
Train examiners -	Head train examiner.	D. V. Supdt.	D.V.S.	D.V.S.	D.V.S.	
Asstt. train examiners	do.	do.	do.	do.	do.	
Workmen -	do.	do.	do.	do.	do.	
Menials or coolies	do.	Head train examiner.	Head train examiner.	do.	do.	
Shop Staff.						
Mechanics, all grades	Fitting shop foreman.	D.V.S.	D.V.S.	D.V.S.	D.V.S.	
Menials or coolies	do.	F. S. Foreman	F.S.F.	do.	do.	
Boilermakers -	B. M. foreman	D.V.S.	D.V.S.	do.	do.	
Menials or coolies	do.	B. M. foreman	B.M.F.	do.	do.	

NOTES. •

(1) Supervising subordinates are in general charge of branches of work which are under their control, and are directly responsible to the Divisional Transportation Superintendent for the efficient working of their charge. Control is exercised by the Divisional Transportation Superintendent through the Assistant Transportation Superintendents, Power Establishment, Movement and General, the Divisional Transportation Superintendent being the final deciding authority on the Division.

(2) Divisional Transportation Superintendents engage higher grades of subordinate staff. The engagement of menials or coolies by subordinate Managing Staff is subject to confirmation by the Divisional Transportation Superintendent who checks authority, rate of pay and grade of man engaged before sanctioning engagements.

Appendix K—contd.

(3) Divisional Transportation Superintendent sanctions leave to higher grade staff. Subordinate Managing Staff may in an emergency grant leave in anticipation of sanction by the Divisional Transportation Superintendent. All leave granted by subordinate Managing Staff is subject to check in the Divisional Office and requires formal sanction of the Divisional Transportation Superintendent.

(4) Divisional Transportation Superintendents sanction all increments. Increment applications or increase sheets sent up by subordinate Managing Staff are checked in Divisional Offices before increments are sanctioned. Subordinate Managing Staff cannot withhold due increments, but can recommend such action to be taken if an employee's working is considered unsatisfactory. The Divisional Transportation Superintendent's decision is final on the Division.

(5) All transfers except of Traffic Pointsmen, Porters, etc., are ordered by the Divisional Transportation Superintendent, but Transportation Inspectors may transfer Pointsmen and Porters on their own lengths.

(6) All employees on a Division have the right of appeal to the Divisional Transportation Superintendent in all matters affecting their interests, such appeals to be forwarded through the subordinate supervisor under whom they work. The latter forwards these appeals with this remarks to the Divisional Transportation Superintendent.

N.B.—The procedure detailed above is followed generally in all Departments.

Appendix K—contd.

MECHANICAL DEPARTMENT WORKSHOPS STAFF.

Designation.	Supervising Subordinate.		Authority which controls.			
	Immediate.	Next.	Engagement.	Leave.	Increments.	Transfer.
Artisans and coolies	Maistry or charge-man.	Foreman	Works Manager or Assistant.	<p>Under G.I.P. Rules.</p> <p>Up to 15 days' leave with pay and up to 30 days' leave without pay, sanctioned by foreman. Any excess sanctioned by Works Manager.</p> <p>Under Fundamental Leave Rules.</p>	<p>Ordinary by Works Manager or Assistant.</p> <p>Increases withheld by Works Manager only.</p> <p>Special increases by Chief Mechanical Engineer.</p>	Inter-shop transfers do not take place.
All staff	Maistry or charge-man.	Foreman	Works Manager or Assistant.	Works Manager	do. do.	do.
ELECTRICAL ENGINEER'S STAFF.						
Artisans and coolies	Maistry or charge-man.	Foreman	Electrical Engineer or Assistant.	Electrical Engineer or Assistant.	Electrical Engineer	Electrical Engineer.

Appendix K—contd.

ENGINEERING DEPARTMENT.

Designations.	Supervising Subordinate.	AUTHORITY WHICH CONTROLS.				
		Engagement.	Leave.	Increment.	Transfer.	Passes.
Permanent way labour	P. W. inspector	Resident Engineer.	P. W. inspector up to 5 days. Over 5 days upto 15 days Resident Engineer. Above 15 days Divisional Engineer.	Resident Engineer.	Resident Engineer.	Resident Engineer.
Workshop labour	Inspector of works workshop overseer, or workshop maistry.	Resident Engineer.	Resident Engineer.	Resident Engineer.	Resident Engineer.	Resident Engineer.
Bridge Engineer's Workshop labour.	Structural foreman or general foremen.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.
Bridge Engineer's line staff.	Bridge inspector.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.
Signal and Interlocking line staff.	S. & I. inspector.	S. & I. Engineer.	Asstt. S. & I. Engineer.	S. & I. Engineer.	S. & I. Engineer.	Asstt. S. & I. Engineer.

Appendix K—contd.

COMMERCIAL DEPARTMENT STAFF.

Designation.	Supervising subordinate.	Authority which controls.				REMARKS.
		Engagement.	Leave.	Increments.	Transfers.	
Goods.						
Head goods clerks - - -	Station masters at stations, A. S. M. Goods, Nagpur, goods inspectors at Ghorpuri and Wadi Bunder, head foremen at Byculla and Parel.	Divisional Traffic Managers. Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.	Divisional Traffic Managers.	Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.	Divisional Traffic Managers. Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.	Divisional Traffic Managers. Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.
Asstt. Goods clerks - - -						
Foremen - - - - -						
Hd. tranship clerks - - -						
Asstt. tranship clerks - - -						
Head tally clerks - - - -						
Tally clerks - - - - -						
Weighers - - - - -						
Gate keepers - - - - -						
General clerks - - - - -						
Coaching.						
Head coaching clerks - - -	Station superintendent, V. T. station masters at stations, chief ticket inspectors.	Divisional Traffic Managers.	Divisional Traffic Managers.	Traffic	Divisional Traffic Managers.	Divisional Traffic Managers.
Asstt. head coaching clerks - - -						
Asstt. coaching clerks - - -						
Parcel clerks - - - - -						
Luggage clerks - - - - -						
Passenger guides - - - - -						
Ticket collectors - - - - -						
Miscellaneous.						
Regl. general clerks - - -	Station superintendent, V. T. station masters at stations.	do.	do.	do.	do.	do.
Trained candidates - - -						
Untrained candidates - - -						
Clerks for general purposes - - -						
Menials.						
Jamadars - - - - -						
Porters - - - - -						

Appendix K—contd.
COMMERCIAL DEPARTMENT STAFF.

Designation.	Supervising subordinate.	Authority which controls.				REMARKS.
		Engagement.	Leave.	Increments.	Transfers.	
Muccadums Labellers Motor fitters Trollymen Pointmen Wagon checkers Number markers Hamal muccadums Hamals Sealers Masals Fire brigademem Pasters Sweepers Gatemen Seal chockers Watermen Halalkores Office boys Grain sweeping women Sweeper boys	Station masters, goods inspectors, at Ghorpuri & Wadi Bunder.	Divisional Traffic Managers. Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.	Divisional Traffic Managers. Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.	Divisional Traffic Managers. Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.	Divisional Traffic Managers. Goods Superintendent, Wadi Bunder, for Wadi Bunder staff.	
Watch & Ward. Sub-Inspector, head watchmen and watchmen.	Divisional inspector, Watch and Ward	Supdt. W. & W. or Asstt. Supdt., W. & W.	Superintendent, W. & W. or Asstt. Superintendent, W. & W.	Superintendent, W. & W. or Asstt. Superintendent, W. & W.	Superintendent, W. & W. or Asstt. Superintendent, W. & W.	
Publicity. Photographer, cinema operators, and information bureau staff.	.....	Publicity Officer	Publicity Officer	Publicity Officer	Publicity Officer	
Lost Property Office staff. Clerks	Lost property inspector	Chief Traffic Manager	Chief Traffic Manager	Chief Traffic Manager	Chief Traffic Manager.	

APPENDIX L.
TRANSPORTATION DEPARTMENT.

Designation.	Supervising Subordinate.	Authority which controls.				REMARKS.
		Dismissals.	Discharge.	Suspension.	Fines.	
Loco. Staff.						
Drivers—firemen	Loco. foremen.	D. V. S.	D. V. S.	Loco. foremen.	D. V. S.	
Augwallas	do.	do.	Loco. foremen.	do.	Loco. foremen.	
Shed mechanical staff	do.	do.	D. V. S.	do.	do.	
Shed menials or coolies	do.	do.	Loco. foremen.	do.	do.	
Traffic Staff.						
Station masters	Transportation inspector.	D. V. S.	D. V. S.	D. V. S.	D. V. S.	
Asstt. station masters	do. station master.	do.	do.	do.	do.	
Signallers, cabinmen	do.	do.	do.	Station masters.	do.	
Traffic menials	do.	do.	Trans. inspector.	do.	Trans. inspector.	
Station and clerical staff.	do.	do.	D.V.S.	do.	D.V.S.	
Telegraph Maintenance						
Overseers	M. T. Inspector.	D. V. S.	Tele. Supdt.	M. T. inspector.	D. V. S.	
Batterymen	do.	do.	do.	do.	do.	
Menials or coolies	do.	do.	M. T. I.	do.	M. T. I.	
Carriage and Wagon						
Train examiners	Head train examiner.	D. V. S.	D. V. S.	Head train examiners.	D. V. S.	
Asstt. train examiners	do.	do.	do.	do.	do.	
Workmen	do.	do.	do.	do.	Head train examiner.	
Menials or coolies	do.	do.	Head train examiner.	do.	do.	
Shop Staff.						
Mechanics all grades	Fitting shop foremen.	D. V. S.	D. V. S.	F. S. foremen.	F. S. F.	
Menials	do.	do.	F. S. foremen.	do.	do.	
Boilermakers	B. M. foremen.	do.	D. V. S.	B. M. foremen.	B. M. foremen.	
Menials or coolies	do.	do.	B. M. foremen.	do.	do.	

NOTES.

(1) Supervising Managing Staff are responsible to the Divisional Transportation Superintendent for the maintenance of discipline but all disciplinary action taken by them is subject to confirmation by the Divisional Transportation Superintendent, who delegates certain duties, in this respect to the Assistant Transportation Superintendent, Power, Movement, Establishment and General, but, serious cases involving dismissal or severe punishment require the personal sanction of the Divisional Transportation Superintendent.

(2) Employees can only be dismissed on the personal orders of the Divisional Transportation Superintendent after full investigation.

(3) Employees in the higher grades may be recommended for discharge by Subordinate Supervising staff but discharge can only be sanctioned by an Officer not under the rank of Assistant Transportation Superintendent, generally all such cases are referred to the Divisional Transportation Superintendent for sanction. Subordinate Managing Staff may discharge menials or coolies, but their action is subject to confirmation by the Divisional Transportation Superintendent or his Assistants.

Appendix L—contd.

(4) All grades of staff may be suspended from duty for grave misconduct, such as being under the influence of drink on duty, insubordination or dishonesty, by the Subordinate Official under whom they work, the latter must fully report his reason for taking such action to the Divisional Transportation Superintendent within 48 hours of the occurrence. An employee suspended from duty can only be put back to duty by the Divisional Transportation Superintendent or one of his Assistants. All offences involving suspension from duty are thoroughly investigated and appropriate action taken by the Divisional Transportation Superintendent.

(5) Higher grades of subordinate staff can only be fined by Officers in charge of Power, Establishment, Movement or General and punishments are usually confined by them to amounts not exceeding Rs. 5, all severe punishments are inflicted under the personal sanction of the Divisional Transportation Superintendent. Subordinate Managing Staff may inflict fines up to a limit of Rs. 2, or not to exceed one-eighth of a man's pay in any one month, against menial or coolies staff, but all such punishments are subject to confirmation by the Divisional Officers in charge of the branches under the Divisional Transportation Superintendent.

(6) All staff have the right of appeal to the Divisional Transportation Superintendent against any disciplinary measure taken against them, such appeals to be forwarded through their immediate superiors, who are in duty bound to forward appeals against their decisions to higher authority. Appeals coming within the power of the Divisional Transportation Superintendents are dealt with by him, or are forwarded by the Divisional Transportation Superintendent to the Chief Transportation Superintendent for final decision.

N.B.—The procedure detailed above is followed generally in all Departments.

Appendix L—contd.

ENGINEERING DEPARTMENT.

Designations.	Supervising subordinate.	Authority which controls.				
		Dismissals.	Discharge.	Suspension.	Reductions.	Fines.
Permanent way labour	P.-W. inspector	Chief Engineer.	Divisional Engineer.	Divisional Engineer.	Divisional Engineer.	Resident Engineer.
Workshop labour	Inspector of works, workshop overseer or workshop maistry.	Chief Engineer.	Divisional Engineer.	Divisional Engineer.	Divisional Engineer.	Resident Engineer.
Bridge Engineers workshop labour.	Structural or general foreman.	Chief Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.
Bridge Engineer's line staff	Bridge inspector.	Chief Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.	Bridge Engineer.
Signalling and Interlocking line staff.	S. & I. inspector.	Chief Engineer.	S. & I. Engineer.	S. & I. Engineer.	S. & I. Engineer.	S. & I. Engineer.

Appendix L—contd.

MECHANICAL DEPARTMENT.—Workshop Staff.

DESIGNATION.	SUPERVISING SUBORDINATE.		AUTHORITY WHICH CONTROLS.			
	Immediate.	Next.	Dismissal.	Discharge.	Suspension.	Fines.
Artisans and coolies -	Maistry or chageman.	Foreman	Chief Mechanical Engineer.	Works Manager or Assistant.	Works Manager with immediate report to Chief Mechanical Engineer.	Works Manager or Assistant.
	Electrical Staff.					
Artisans and coolies -	Maistry or chageman.	Foreman	Chief Mechanical Engineer.	Electrical Engineer or Assistant.	Electrical Engineer with immediate report to Chief Mechanical Engineer.	Electrical Engineer or Assistant.

Appendix L—contd.
COMMERCIAL DEPARTMENT.

Designation.	Supervising subordinate.	Authority which controls.				REMARKS.
		Dismissals.	Discharge.	Suspension.	Fines.	
Goods.						
Head goods clerks - - - -	} Station Masters at stations, A. S. M. goods, Nagpur, goods inspectors at Ghorpuri and Wadi Bunder, head foremen at Byculla and Parel.	Divisional Traffic Manager.	Divisional Traffic Manager.	Divisional Traffic Manager.	Divisional Traffic Manager.	
Asstt. goods clerks - - - -						
Foremen - - - -						
Head tranship clerks - - - -						
Asst. tranship clerks - - - -						
Head tally clerks - - - -						
Tally clerks - - - -						
Weighers - - - -						
Gate keepers - - - -						
General clerks - - - -						
Coaching.						
Head coaching clerks - - - -	} Station Supdt., V. T., station masters at stations. Chief ticket inspector.	Divisional Traffic Manager.	Divisional Traffic Manager.	Divisional Traffic Manager.	Divisional Traffic Manager.	
Asst. head coaching clerks - - - -						
Asstt. coaching clerks - - - -						
Parcel clerks - - - -						
Luggage clerks - - - -						
Passenger guides - - - -						
Ticket collectors - - - -						
Miscellaneous						
Relg. general clerks - - - -	} Station superintendent, V. T., station masters at stations. Goods inspector, Ghorpuri.	Do.	Do.	Do.	Do.	
Trained candidates - - - -						
Untrained candidates - - - -						
Clerks for general purposes - - - -						
Menials.						
Jamadars - - - -	}					
Porters - - - -						
Muscadums - - - -						
Labellers - - - -						
Motor Fitters - - - -						
Trollymen - - - -						

Appendix L—contd.

COMMERCIAL DEPARTMENT.

Designation.	Supervising subordinate.	Authority which controls.				REMARKS.
		Dismissal.	Discharge.	Suspension.	Fines.	
Pointmen - - - -	Station masters, goods inspectors, at Ghorpuri and Wadi Bunder.	Divisional Traffic Manager.	Divisional Traffic Manager.	Divisional Traffic Manager.	Divisional Traffic Manager.	
Wagon checkers - - - -						
Number markers - - - -						
Hamal muccadums - - - -						
Hamals - - - -						
Sealers - - - -						
Mahals - - - -						
Fire brigadenen - - - -						
Pasters - - - -						
Sweepers - - - -						
Gatemen - - - -						
Seal checkers - - - -						
Watermen - - - -						
Halalkores - - - -						
Office boys - - - -						
Grain sweeping women - - - -						
Sweeper boys - - - -						
Watch and Ward.						
Sub-Inspector, Head Watchmen, and Watchmen.	Divisional inspector, Watch and Ward.	Supdt., W. & W. or Asst. Supdt., W. & W.	Supdt. W. & W. or Asst. Supdt., W. & W.	Supdt., W. & W. or Asst. Supdt., W. & W.	Supdt., W. & W. or Asst. Supdt., W. & W.	
Publicity.						
Photographer, cinema operators, and information bureau staff.		Publicity Officer.	Publicity Officer.	Publicity Officer.	Publicity Officer.	
Lost Property Office Staff.						
Clerks - - - -	Lost property inspector.	Chief Traffic Manager.	Chief Traffic Manager.	Chief Traffic Manager.	Chief Traffic Manager.	

APPENDIX M.

Summary of existing orders which regulate the incidence of expenditure between the Railway Institute Funds.

1. A Railway Institute should be looked upon as a club provided by the Railway rent free for the benefit of its employees.

2. As a general principle, the Railway should provide everything which a landlord would ordinarily pay and the Institute should pay for all that a tenant would usually undertake.

3. The first cost of the building with necessary furniture, roads, fences, tennis courts and other playing grounds and also the cost of maintenance and any alterations of the same should be borne by the Railway and allocated to Capital and Revenue in accordance with the usual practice in respect to other works.

Note 1.—The term 'furniture' is not intended to include billiard tables, pianos and pictures. It includes lamps, other than billiard table lamps, and locks and keys of almirahs and book boxes.

Note 2.—Maintenance means ordinary engineering repairs of both lawn and *pucca* tennis courts.

Note 3.—Such items as rolling, watering, grass cutting, etc., of the play grounds should not be charged to railway revenue but should be met from institute funds.

Note 4.—If the buildings and playing grounds are provided free the institute should, as a rule, be able to maintain the latter.

Note 5.—Cases in which the enforcement of the above principles imposes too heavy burden upon the institute will be specially considered by the Railway Board.

Note 6.—The capital cost of the electric installations should be met from railway funds, no interest charges being charged to institutes, which should, however, pay maintenance charges of the installations, the cost of the current consumed and the hire of meter.

4. Beyond this, an institute should usually be self-supporting and all expenses in connection with running it including the maintenance of its gardens and ornamental grounds should be borne by the members.

Note.—In special cases, such as during the first few years of a new institute, expenditure, on the laying out and up-keep of gardens and ornamental grounds, may, with the sanction of the Railway Board, be admitted as a charge to Revenue.

APPENDIX N.

RAILWAY SCHOOL OF TRANSPORTATION, BINA.

History of the School.

The G. I. P. Railway School of Transportation, Bina, was opened on the 15th November 1926, as a result of the Railway Board's decision that Area Schools should be opened by the Railways for the instruction of the staff.

Bina was chosen for the temporary location of the Area School of the G. I. P. Railway because the old District Headquarters offices there were lying vacant and could, at small expense, be altered to suit the requirements of a small school for the training of the staff. There were also vacant bungalows which could be used to house the Superintendent, the Instructors and the staff attending the courses of instruction.

The accommodation available was sufficient to start this temporary school with a maximum of 60 students attending courses at one time. It was, therefore, decided to confine the instruction to Refresher Courses for the staff already in the service and not to attempt any training of new recruits.

During the time the School at Bina has been in operation a scheme has been under contemplation for a new school to accommodate about 300 students at a time, situated in a locality with a better climate and at the same time easily accessible to the staff who have to come from all parts of the line to attend courses. This scheme, however, has not yet materialised owing to funds not being available.

OBJECTS OF THE SCHOOL.

The object of the school is to brush up the knowledge of the rules and regulations, particularly those framed to ensure the safe working of traffic, and to give additional information about the construction and working of appliances which the staff are called upon to operate in the ordinary course of their duties. Furthermore the staff are given a general idea of the duties of others with whom they have to work. This has been found to be necessary in order to ensure intelligent co-operation amongst the staff and without it efficient "team work" is impossible.

Those of the staff who have not yet attended the school are apt to look upon it with a certain amount of apprehension. They find, however, on going to the school that their fears are groundless. Certainly the staff are expected to work hard while at the school but the lectures and demonstrations are made as interesting as possible and no pains are spared to teach those who really want to learn.

Appendix N—*contd.**Instructional Staff.—*

The instructional staff of the temporary school at Bina comprises—

- One Superintendent,
- One Senior transportation instructor,
- One Junior transportation instructor,
- One Senior loco. instructor,
- One Loco. instructor,
- One Model room instructor.

*Courses of Instruction.—**Duration of Refresher Courses.*

			<i>Working days.</i>
Locomotive classes	-	-	20 days (including Exam.)
Traffic classes	-	-	17 days (including Exam.).

The hours of work are so arranged that each class has four lectures per day of one hour each. It is found that students cannot concentrate their attention on the lectures for longer periods daily. The remainder of the day is occupied with the preparation of fair note books in which each student writes out his own summary of the lectures for his future reference after he has left school. This work is done in the various Hostels and during this period the students have an opportunity of discussing the lectures among themselves. They gain a considerable amount of knowledge in this way, as the more intelligent students help those who are backward in the solution of any difficulties that may arise.

The courses of instruction for all classes comprise a full and careful series of lectures on the General Rules, Transportation Instructions and Rules for Train Signalling by Electrical Instruments on the Absolute Block System, and their practical application is demonstrated in the Model Room. The Model Room also serves the purpose of making those of the staff, whose work entails the safe operation of trains, familiar with all the types of Block Instruments in use on the G. I. P. Railway. Furthermore, the stations in the Model Room are reproductions of the actual layout of each type of wayside station ordinarily met with on the G. I. P. Railway. The staff thus become familiar with the correct method of working to be employed at each type of station.

In addition to instruction in the Rules, the staff are given extra instruction in important subjects with which they have to deal in their ordinary duties. Also those of the staff who have to operate any apparatus are instructed in the correct methods of its operation and are given a knowledge of its construction sufficient to enable them to detect at once any failure or defect in its working. The steps to be taken to ensure safety when such failure occurs are impressed on all.

Appendix N—*contd.*

The students in the Locomotive class receive instruction in the operation and main details of construction of a locomotive, in fuel economy, lubrication, construction and working of the vacuum brake, defects and failures and how to remedy them and in the correct methods of booking repairs required to be carried out in the locomotive shed.

The Senior class receive instruction in correspondence, statistics, interlocking, correct action to be taken in the case of accidents and the principal causes of accidents and how to detect them.

The Junior 'A' class, being chiefly composed of guards, are instructed in the details and working of the vacuum brake and in train lighting.

The Junior 'B' class are taught only the rules for the safe working of trains and their practical application as demonstrated in the Model Room.

The examinations are conducted by means of written papers and *viva-voce* tests in each subject. This gives the student an opportunity of showing that he has a good knowledge of the subject even though he cannot put ideas down on paper. The vernacular is sometimes used in these *viva-voce* tests when the students' knowledge of English is poor. In fact, every effort is made to find out the student's knowledge of the subject and no 'catch questions' are set. All examination papers, except that on locomotive subjects, are set personally by the Superintendent and are seen by no one but himself until ten minutes before the examination when the copies are made on a duplicating machine. This ensures absolute fairness and that no one can pass the examination by learning up the answers to a few questions only.

Number of students who have attended the school.—

A total of 1,294 students attended the school between 15th November 1926 and 31st March 1929. Out of these 107 had previously attended the school and 56 left before finishing the course on medical certificate or for other urgent reasons. This leaves 1,131 students who have received training at the school and out of these 1,010 have passed the examination.

In addition four examinations have been held at the school for the Engineering Department. Two of these examinations were for the selection of candidates for the post of apprentice platelayer. They were held in April 1927 and October 1928 and were attended by 37 and 33 candidates, respectively. The other two examinations were for promotion to sub-permanent way inspector and were held in November and December 1928. They were attended by thirteen and eleven men respectively.

Appendix N—contd.**HOSTEL ACCOMMODATION.***Arrangement made for the staff when attending courses.—*

While attending courses at Bina the staff are accommodated in hostels which are vacant bungalows that have been altered to suit their requirements. There is one hostel for Europeans, Anglo-Indians and Parsees which accommodates 16 students, another building is divided into two for Indian Christians and Mohamedans, accommodating six and eight students respectively: there are two hostels for Hindus, each accommodating 15 students. This makes a total of 60 students who can be accommodated for each course.

While at Bina the staff receive their ordinary wages without any detention allowances and are given free food by the school. They draw travelling allowance for the journeys to and from the school.

The catering is done by a contractor at a fixed rate per day per head according to the class of food supplied. That is to say, there is one rate for Europeans, Anglo-Indians and Parsees, another for Indian Christians, another for Mohamedans and another for Hindus.

Recreation—

No special provision has been made for recreation. The courses being so short, it is difficult to arrange for recreation in the form of sports, etc. Also the age of the students makes it impossible to have anything like compulsory games. As far as possible such games as cricket, hockey and football are arranged in conjunction with the European and Indian Institutes at Bina for those students who wish to play.

Medical Arrangements—

There are no separate medical arrangements for the school. An Assistant Surgeon is stationed at Bina and he attends to any cases of illness that occur. The hostels are inspected periodically by him.

Advantages of the school—

Although it is too early to give definite figures to prove the utility of the school, it is evident that the staff derive considerable benefit from the courses of instruction. When they return to their normal duties, they are more efficient and take a greater interest in their work because they have learnt the principles underlying the rules framed for their guidance. This being so, it is practically certain that greater efficiency in operation will be obtained and that the class of accident which is due to slackness or carelessness of the staff will become more rare.

APPENDIX O.
G. I. P. Railway Employees' Co-Operative Credit Society, Ltd.
Balance Sheet as on 31st March 1929.

	Rs.	a.	p.	Rs.	a.	p.
Capital authorised 1,00,000 shares of Rs. 10 each.	10,00,000	0	0			
Paid up 79,007 shares of Rs. 10 each				7,90,070	0	0
Reserve Fund				1,97,338	13	11
General Purposes Fund				12,696	2	8
Forfeited Shares				302	0	0
Fixed Deposits with Society				28,27,674	12	3
Interest due on Fixed Deposits				1,25,427	6	0
Security Deposits				37,918	15	9
Employees Provident Fund—	Rs.	a.	p.			
Amount of Provident Fund	49,578	10	3			
Less—Invested with Society as Fixed Deposit	45,049	11	0			
				4,528	15	3
Excess recoveries on loans				22,863	3	5
Unclaimed excess recoveries on loans				488	6	0
Unclaimed interest on Deposits				1,482	4	11
Unclaimed Dividend				21,758	3	6
Unclaimed Shares				6,400	8	0
Unclaimed Security Deposit				1,176	6	0
Suspense				1,775	8	0
Dividend Unpaid				9,615	8	6
Rebate Unpaid				3,202	14	6
Gratuity Fund				6,000	0	0
Super Tax reserve				2,000	0	0
Income Tax recovered from staff				148	12	0
Profit and Loss Account—						
Balance of previous year			Nil.			
Profit for the year			....	94,022	2	3
Total	41,66,890	14	11			

	Rs.	a.	p.
Cash in hand	245	8	0
Cash at Bank in Current Account	37,247	1	11
Cash at Bank as Fixed Deposit	3,30,000	0	0
Interest due on loans and investments.—			
Loans	25,005	9	0
Provincial Co-operative Bank on Fixed Deposits	8,560	1	0
National Bank of India on Current Account	377	12	0
	33,943	6	0
Loans due from Members	37,54,868	5	0
Furniture and Fixtures	3,932	10	0
Less—Depreciation	186	0	0
	3,746	10	0
Kalamazoo Machine	4,200	0	0
Less—Depreciation	210	0	0
	3,990	0	0
Stock of stationery in hand (Forms and Books)	2,850	0	0
Total	41,66,890	14	11

Appendix O—contd.

Profit and Loss Account for the year ended 31st March, 1929.

	Rs.	a.	p.	Rs.	a.	p.		Rs.	a.	p.	Rs.	a.	p.
To Interest on Fixed Deposits—													
Paid - - - -	7,090	4	0										
Due and (payable on 1st April 1929) - - - -	1,25,427	6	0										
				1,32,517	10	0							
Establishment expenses - - - -				52,132	2	0							
Printing and Stationery - - - -	6,307	7	0										
Less—Stock of Books and Forms in hand - - - -	2,850	0	0	3,457	7	0							
General charges (Legal, Audit Fees, etc.) - - - -				1,988	14	0							
Sundry expenses - - - -				44	3	0							
Postage - - - -				300	2	0							
Depreciation of Furniture and Kalamazoo Machine - - - -				396	0	0							
Bad Debts written off - - - -				144	4	0							
Net Profit - - - -				94,022	2	3							
Total Rs.				2,85,002	12	3							
By Interest on loans—													
Received - - - -	2,39,435	10	3										
Accrued but not received - - - -	25,005	9	0										
				2,64,441	3	3							
Interest on Fixed Deposits with the Bombay Provincial Co-operative Bank, Ltd.—													
Received - - - -	9,130	9	0										
Accrued - - - -	8,560	1	0										
				17,690	10	0							
Interest on Current Account—													
Received - - - -	1,439	14	0										
Accrued - - - -	377	12	0										
				1,817	10	0							
Interest forfeited for not giving three months' notice of withdrawal	1,030	5	0										
Fines and Fees - - - -	23	0	0										
Total Rs.				2,85,002	12	3							

APPENDIX P.

G. I. P. Railway Employees' Mutual Benefit Society.

Receipts and Payments Account for the year ended 31st March 1929.

RECEIPTS.	AMOUNT.	PAYMENT.	AMOUNT.
	Rs. a. p.		Rs. a. p.
Cash in hand on 1st April 1928	20 0 0	Benefits	5,392 0 0
Cash at Bank on 1st April 1928	1,935 13 11	Salaries (including Manager)	21,915 4 0
Subscriptions	95,743 10 0	Legal Expenses	30,525 1 6
Interest on investments	16,471 8 0	Contingent Expenses	1,492 14 0
Provident Fund	6,124 10 0	Provident Fund Advances	1,005 0 0
Provident Fund Advances	1,454 0 0	Provident Fund Investment Account	6,540 0 0
Income tax on salaries	1,145 5 0	Income tax on salaries	1,145 5 0
Death Benefit Fund	1,072 8 0	Investment Account (Fixed Deposit)	41,500 0 0
		Reserve Fund	12,500 0 0
		Death Benefit Fund	1,072 8 0
		Cash at Bank on 31st March 1929	859 6 5
		Cash in hand on 31st March 1929	20 0 0
Total	1,23,967 6 11	Total	1,23,967 6 11

96

Appendix P—contd.
Balance Sheet as at 31st March 1929.

LIABILITIES.	AMOUNT.	ASSETS.	AMOUNT.	AMOUNT.
	Rs. a. p.		Rs. p.	Rs. a. p.
Provident Fund due to the staff - - - -	22,956 13 8	Investments—		
Excess of assets over liabilities - - - -	4,02,602 0 9	Cash at the Bombay Provincial		
		Co-operative Bank as Fixed		
		Deposit - - - -	2,87,300 0 0	
		Reserve Fund—		
		Cash at the Bombay Provincial		
		Co-operative Bank at Fixed		
		Deposit - - - -	92,500 0 0	3,79,800 0 0
		Sundry Debtors—		
		Interest accrued on Fixed Deposit		
		with the Bombay Provincial		
		Co-operative Bank - - - -	9,967 3 0	
		Interest accrued on Reserve Fund		
		Deposit with the Bombay Pro-		
		vincial Co-operative Bank - -	3,141 15 0	
		Interest accrued on Current Ac-		
		count, National Bank - - - -	32 12 0	13,141 14 0
		Provident Fund invested with		
		Bombay Provincial Co-operative		
		Bank - - - -	22,325 0 0	
		Interest accrued thereon - - - -	590 3 0	22,915 3 0
		Subscriptions for March 1929 due		
		but not received - - - -		8,794 11 0
		30 per cent. of the salary of the		
		Typist for March 1929 due from		
		E.C.C. Society - - - -		27 12 0
		Cash at Bank - - - -		859 6 5
		Cash in hand - - - -		20 0 0
Total -	4,25,558 14 5	Total -	4,25,558 14	

APPENDIX Q.

Rules governing Advances for House Building purposes.

Advances to employees of the G. I. P. Railway Administration for House building purposes are regulated by the undermentioned rules :—

- (1) Advances repayable with interest at the rate of 5 per cent. per annum will be granted to employees who desire to build or purchase houses for occupation by themselves primarily while in the employ of the Railway, at places where no houses are available, or where house rent is exceptionally high.

Note :—Advances of this kind are not permissible to those employees who are provided with free quarters.

- (2) All such advances must be *bona fide* required for the purpose of building or purchasing a house suitable for the personal residence of employees concerned during their employment by the Railway, and if more is advanced than shall be actually expended for the purpose, the surplus shall be forthwith refunded to the Administration upon the same being ascertained.
- (3) The advances may be made in instalments when considered desirable and when so made, repayment shall commence from the 4th issue of pay after the first instalment is taken but when the advance is taken in one instalment repayment shall commence with the first issue of pay. Repayment of the whole advance shall in both cases be completed in four years from the date of the first repayment.
- (4) No advance shall exceed twelve months' salary of the employee to whom it is made, and not more than one advance to the same employee shall be made for the same house.
- (5) Advance will be recovered by the deduction of monthly instalments, equal to one forty-eighth part of the total advance from the paysheet of the employee concerned. The authority sanctioning an advance may, however, permit recovery to be made in a smaller number of instalments if the employee receiving the advance so desires.
- (6) In order to secure the Administration from loss consequent on an employee dying or quitting the service before complete repayment of the advance, the house so built or purchased together with the land it stands upon, must be mortgaged to the Administration by whom the mortgagor will be released on liquidation of the full amount of the advance.
- (7) The employee must satisfy the sanctioning authority, *viz.*, the Head of the Department in which he is employed regarding his title to the land upon which a house is purchased or is proposed to be built.

Appendix Q—contd.

- (8) After the advance is sanctioned the applicant must execute mortgage bond on prescribed form No. 303 F/B in case of freehold title and form No. 303 F/C in case of leasehold title to the land and have it stamped and registered at his expense at the Sub-Registrar's Office under the jurisdiction of which the land is situated. Unless this is done and the bond and the original title deed are deposited with the Audit Office, payment of the advance will not be made.
- (9) An employee is required to complete construction of the house for which money has been advanced in two years from the date of such advance, and the house must then be fit and suitable for occupation. Failure to comply with this rule will entitle the Administration to demand the immediate repayment of the balance of the advance then outstanding and on the employee's failure to repay such balance the Administration shall be entitled to exercise the power of sale contained in the mortgage bond. The Administration, however, reserve to themselves the option of extending this period by another six months where special unforeseen circumstances warrant it.
- (10) This concession is made on the understanding that applicants will live in the house themselves, and no advance will be made to an employee who is known to be likely to be transferred or to retire before complete recovery of the money advanced. However, if an employee who has been given a building grant is transferred from the station where he has built a house before the whole amount of the advance has been liquidated, he will continue liable to the deduction of his monthly instalment until the advance has been repaid but with the special sanction of the Agent, he may be allowed to dispose of the house, provided he is thereby enabled to clear off at once the whole amount due.
- (11) Applications for advances on the prescribed form (specimen attached) must be made to the Head of the Department through the applicant's departmental superior, who will record his opinion as to the necessity for the assistance solicited.
- (12) Advances will not be granted to employees who have already taken loans from the G. I. P. Railway Employees' Co-operative Credit Society, or from the Provident Fund until such loans are repaid.
- (13) After the principal of the advance is fully recovered, the outstanding balance of the loan should be taken out for each month and simple interest at the rate of 5 per cent. per annum calculated thereon. The total amount of interest thus calculated will be recovered in one or more instalments not exceeding the amount of monthly instalment at which the principal was recovered.

APPENDIX R.
TABLE No. 1.

Number of railway servants reported during the year ending 31st March 1929, as killed or injured on the G. I. P. Railway (open line) by the movement of trains and railway vehicles exclusive of train accidents, and classifying as far as practicable, the nature and causes of the accidents occasioning the death or injury.

RAILWAY SERVANTS.		OTHER ACCIDENTS.
ACCIDENTS WHICH OCCURRED IN CONNECTION WITH THE COUPLING AND UNCOUPLING OF VEHICLES.		
	Killed.	1. Whilst coupling or uncoupling vehicles.
	Injured.	
2 107	Killed.	2. By coming in contact, whilst riding on vehicles during shunting with other vehicles, etc., standing on adjacent lines.
..	Injured.	
3	Killed.	3. Whilst passing over or standing upon buffers during shunting.
..	Injured.	
3	Killed.	4. When getting on or off, or falling off engines wagons, etc., during shunting.
6 11	Injured.	
..	Killed.	5. Whilst braking, spragging or chocking wheels.
28	Injured.	
2	Killed.	6. Whilst attending to ground points, marshalling trains, etc.
3	Injured.	
..	Killed.	7. Whilst moving vehicles by capstans, turntables, props, etc. during shunting.
..	Injured.	
5	Killed.	8. By other accidents during shunting operations not included in the preceding.
18	Injured.	
15	Killed.	9 Total.
173	Injured.	
4	Killed.	10. From falling off engines, etc., during the travelling of trains.
23	Injured.	
2	Killed.	11. By coming in contact with overbridges, or erection on the sides of the line during the travelling of trains.
22	Injured.	
7	Killed.	12. When getting on or off engines, vans, etc., during the travelling of trains.
33	Injured.	
..	Killed.	13. Whilst attending to or by the failure of machinery, etc., of engines in steam.
192	Injured.	
11	Killed.	14. Whilst working on the permanent-way, sidings, etc.
2	Injured.	
..	Killed.	15. Whilst attending to gates at level crossings.
1	Injured.	
35	Killed.	16. Whilst walking crossing or, standing on the line on duty.
36	Injured.	
..	Killed.	17. From being caught between vehicles.
1	Injured.	
1	Killed.	18. From falling or being caught between trains and platforms, walls, etc.
1	Injured.	
1	Killed.	19. Whilst walking etc., on the line on the way home or to work.
7	Injured.	
2	Killed.	20. Miscellaneous.
1	Injured.	
31	Killed.	21. Total.
68 344	Injured.	
83	Killed.	Total, servants.
5	Injured.	

Appendix R—contd.

TABLE NO. 2.

Accidents to trains, rolling-stock and permanent way, etc., reported during the year ending the 31st March, 1929, as having occurred on the G. I. P. Railway (open line) distinguishing the different classes of accidents and the number of railway servants, killed or injured in each class of accidents.

	NO. OF SERVANTS.	
	Killed.	Injured.
1. Collisions between passenger trains or parts of passenger trains	....	....
2. Collisions between passenger trains and goods or mineral trains, engines and vehicles standing foul of the line	....	4
3. Collisions between passenger trains and buffer stops or vehicles standing against buffer stops, due to trains running into stations and sidings at too high a speed	....	....
4. Collisions between goods and mineral trains and parts of goods or mineral trains, engine and vehicle standing foul of the line	....	5
5. Collisions between goods trains and buffer stops or vehicles standing against buffer stops, due to trains running into stations and sidings at too high a speed	....	....
6. Collisions between light engines	....	9
7. Derailments of passenger trains—		
(a) due to trains travelling in the wrong direction through points	....	....
(b) other causes	....	....
8. Other derailments—		
(a) due to trains travelling in the wrong direction through points	....	....
(b) other causes	....	12
9. Accidents due to failures of engines and rolling stock—		
(a) failures of engines due to faulty design, material or workmanship in the Mechanical department—		
(1) boilers and tubes	....	....
(2) machinery, springs, etc.	....	3
(b) failures of engines due to faulty material, workmanship or operation arising from the working of the running staff—		
(1) boilers and tubes	....	....
(2) other causes	....	....
(c) the failure of tyres	....	....
(d) the failure of wheels	....	....
(e) the failure of axles	....	....
(f) the failure of brake apparatus	....	....
(g) the failure of couplings and draft gear	....	1
10. Accidents due to failure of permanent-way, etc.—		
(a) broken rails	....	....
(b) the failure of tunnels, bridges, viaducts, culverts, etc.	....	....
(c) the flooding of portions of permanent-way	....	....
(d) slips in cuttings or embankments	....	....
11. Accidents due to fire—		
(a) fire in trains	....	3
(b) fire at stations, or involving injury to bridges or viaduct	....	....
12. Other accidents—		
(a) passenger trains travelling in the wrong direction through points but not derailed	....	....
(b) trains running over cattle on the line	....	....
(c) trains running over obstructions on the line other than those at level crossings	1	....
(d) trains running over obstructions or vehicles at level-crossings	....	2
(e) miscellaneous	....	....
Total	1	39

Appendix R—contd.

TABLE No. 3.

Return of persons (a) reported during the year ending with 31st March 1929, as having been killed or injured on the G. I. P. Railway by accidents in which the movement of vehicles used exclusively upon railways was not concerned.

	NUMBER OF SERVANTS.	
	Killed.	Injured.
1. While ascending or descending steps at stations - - - -	....	1
2. By being struck by barrows, by falling over packages, etc., on platform - - - - -	....	2
3. From falling off platforms - - - - -	....	1
4. Whilst loading, unloading or sheeting wagons - - - -	2	332
5. Whilst moving or carrying goods at stations, etc. - - -	....	145
6. Whilst working at cranes or capstans - - - - -	....	13
7. By the falling of wagon, doors, lamps, bales of goods, etc.	....	121
8. From falling off, or when getting on or off, stationary engines or vehicles - - - - -	....	65
9. From falling off platforms, ladders, scaffolds, etc. - - -	4	73
10. By stumbling whilst walking on the line or platforms - - -	2	65
11. Whilst attending to stationary engines in sheds - - - - -	....	450
12. By being trampled on or kicked by horses - - - - -	....	....
13. Whilst working on the line or in sidings - - - - -	....	184
14. Miscellaneous - - - - -	4	601
Total	12	2,053

Appendix R—contd.

TABLE NO. 4.

Return of accidents occurring during the year ending the 31st March 1929, on the G. I. P. Railway.

	NUMBER OF SERVANTS.	
	Killed.	Injured.
1. In railway workshops (slight abrasions or bruises which are incidental to a man's ordinary duties need not be entered)	3	3,273
2. On new works not opened for traffic	....	14
3. On lines under construction	5	67
4. On lines not used for the public carriage of passengers animals and goods	....	7
5. The steamers or flats working in connection with the railway.	....	....
Total	8	3,361

Appendix R—*contd.*

TABLE No. 5.

Accidents to railway servants caused by the movement of trains and railway vehicles exclusive of train accidents, classified in respect of primary causes during the year ending 31st March 1929, on the G. I. P. Railway.

Cause.	MOVEMENT CASES.			
	Killed.	Percentage.	Injured.	Percentage.
1. Misadventure or accidental	58	70%	470	91%
2. Want of caution or misconduct on the part of the injured person	23	28%	34	7%
3. Want of caution or breach of rules, etc., on the part of servants other than the persons injured	2	2%	13	2%
4. Defective systems of working, dangerous places, dangerous conditions of work or want of rules or systems of working	..	..	..	..
5. Defective apparatus, appliances, etc., or want of sufficient appliances, safeguards, etc.	..	..	..	..
Total	83	100%	517	100%

APPENDIX S.

CENTRAL SAFETY COUNCIL.

Headquarters.—Victoria Terminus.

President.—Agent.

Executive Committee :—

Chairman.—Deputy Agent, "Works."

The Committee will consist of four other members, one member to be nominated by each Head of Department, *viz.*, Chief Transportation Superintendent, Chief Traffic Manager, Chief Mechanical Engineer and Chief Engineer.

The Publicity Officer will be an *ex-officio* member.

Secretary.—Assistant Transportation Supdt. in charge of Accidents, Chief Transportation Superintendent's Office.

Meetings to be held quarterly—in February, May, August and November.

FUNCTIONS.

1. General supervision of accident prevention work.
2. Formulation of general principles of safe working.
3. Considering reports of accidents and means for prevention.
4. Considering recommendations of local area committees.
5. To make arrangements for supplying posters and pamphlets, etc., and to issue instructions as to the most suitable methods and places for displaying them.
6. To see that First Aid organisation and equipments are maintained in the highest state of efficiency.
7. To analyse accident statistics and suitably classify the same in order to ascertain if any accident is caused owing to preventable reasons and also to notify the cause of accidents to the staff as well as means for prevention through the medium of "Weekly Notices."
8. To keep in touch with Safety First associations in England and also with English Railways.

LOCAL AREA COMMITTEES.

Headquarters.—

Byculla, Sholapur, Bhusaval, Jubbulpore, Jhansi (No. 1), Parel (for Parel and Matunga Workshops), Jhansi (No. 2) (for Jhansi Workshops.)

Appendix S—contd.**COMPOSITION OF LOCAL AREA COMMITTEES.**

Chairman.—Divisional Transportation Superintendent.

Members.—Divisional Engineer and Divisional Traffic Manager.

Five representatives from the staff, representing Engineering, Commercial, Locomotive, Carriage and Wagon and Transportation (Traffic) Branches.

Secretary.—Assistant Transportation Superintendent, "General."

Meetings to be held quarterly—in January, April, July and October.

PAREL COMMITTEE.

Chairman.—Deputy Chief Mechanical Engineer (Loco.)

Secretary.—Works Manager, Parel.

Members.—Works Manager, Matunga, and one representative from each of the following shops :—

Fitting, Parel.

Erecting „

Foundry „

Smithy „

Machine „

Carriage building and repair, Matunga.

Saw mill „

Wagon building and repair „

Paint „

Electrical „

Two representatives, or as decided by the Chief Engineer, from the Bridge Workshops, Manmad.

JHANSI (No. 2) COMMITTEE.

Chairman.—Deputy Chief Mechanical Engineer, Jhansi.

Secretary.—Works Manager, Jhansi.

Members.—One representative from each of the following shops :—

Fitting, Erecting, Foundry, Smithy, Machine, Carriage building and repair, Wagon building and repair, and Electrical.

FUNCTIONS OF THE LOCAL AREA COMMITTEES.

1. To encourage and receive suggestions for the prevention of avoidable accidents.
2. To warn workers against unsafe practices.

Appendix S—contd.

3. To see that dangerous conditions are eliminated.
4. To make periodical inspections of stations, yards, workshops, etc.
5. To consider breaches of safety rules reported to them and to make recommendations as to future avoidance.
6. To refer to the Central Council recommendations involving outlay in operation of plant or premises.
7. To receive and deal with all suggestions made by workers forwarding those relevant with remarks to the Central Council.
8. To consider means for educative or competitive efforts to further Safety First principles.
9. To select competent men to lecture to the workers on the subject of Safety First, lectures to be delivered on different subjects. The lecturers selected should be men conversant with the particular subject they are to lecture on. These lectures should be arranged at regular intervals, and members of the committee should occasionally be present.
10. To arrange for Cinematograph lectures and magic lantern displays on Safety First in consultation with the Publicity Officer.
11. Analysis and classification of accidents in selected areas and branches of work, with a view to furnishing the workers with facts and figures relating to accidents and for impressing on them the necessity for greater caution.
12. To recommend recognition of workers conspicuous in Safety First work.

APPENDIX T.

TRANSPORTATION DEPARTMENT.

Designation.	Hours worked.		REMARKS.
	Per day.	Per week.	
Traffic Staff.			
Station masters "A" grade	8 to 10	56 to 70	) Depends on volume of (work.
" " "B" grade	8 to 10	56 to 70	
" " "CDE" grade	12	84	
Asstt. station masters "A"	8	56	
" " "B"	12	84	A few stations have 8- hours' staff.
" " "C", "D", "E"	12	84	
Yard controllers	8	56	
Yard supervisors	8	56	Large yards.
" "	12	84	Small yards.
Station and office clerks	8	52	Half day off on Sundays.
Head number takers	8	56	
Asst. head number takers	8	56	
Number takers	8	56	
" "	12	84	Small stations.
Probationary number takers	8	56	
" "	12	84	Small stations.
Shunting masters	8	56	
" "	12	84	Small stations.
Muccadam's and asstt. muccadams	8	56	
" "	12	84	Small stations.
Pointsmen	8	56	
" "	12	84	Small stations.
Levermen	8	56	
" "	12	84	Small stations.
Porters	8	56	
" "	12	84	Small stations.
Call boys	8	56	
" "	12	84	Small stations.
Gatemen	12	84	
" "	24	168	Work light, single gates.
W. R. attendants	12	84	
Trollymen	8	56	As required average 8 daily.
Miscellaneous, such as sweepers, bis- tees, watermen, etc.	8	56	Intermittent work.
High-power lamp fitters, high-power, lampmen, ordinary lampmen.	8	56	Special duties: cleaning and fitting lamps in the morning, lighting, etc., at night.
Gas lighting staff	8	56	
Electric lighting staff	8	56	
Loco Shed Staff.			
Clerks	8	52	Half day on Sundays.
Office messengers	8	52	Do. do.
Fitter chargemen	8	56	) Works two hours over (on days.
B. M. chargemen	8	56	
Fitter maistry	8	56	

Appendix T—contd.

Designation.	Hours worked.		REMARKS.
	Per day.	Per week.	
Machinemen	8	56	
Fitters	8	56	
Asstt. fitters	8	56	
Boiler makers	8	56	
Asstt. boiler makers	8	56	
Blacksmiths, painters	8	56	
Tin and coppersmiths			
Carpenters, etc.			
Strikers	8	56	
Fitter and boiler coolies	8	56	
Timekeepers	8	56	
Tallymen	8	56	
Coal checkers	8	56	
Engine turners	12	84	
Muccadums and yard cleaners	9	59	Half day on Sundays.
Engine cleaners, men	9	59	Do. do.
" " boys	9	59	Do. do.
Yard cleaners, men	9	59	Do. do.
" " women	9	59	Do. do.
Canemen	8	56	
Steammen	12	84	
Tubemen	12	84	
Fire lighters and droppers	12	84	
Ashpit cleaners	12	84	
Pointsmen	12	84	
Wash-out men	8	56	
Coalmen and coal breakers	12	84	
Steam pump drivers	12	84	
" " firemen	12	84	} Work intermittent and depends on quantity of water to be pumped.
" " coolies	12	84	
Hand pumpers	12	84	
Shed muccadums	12	84	
Carriage and Wagon Staff.			
Clerks	8	52	} Half day on Sundays.
Train ex. chargemen	8	52	
" " fitters	8	52	} When employed in Carr. and Wagon Workshops at large depots.
" " asstt. fitters	8	52	
" " carpenters	8	52	
" " blacksmiths	8	52	
" " painters	8	52	
" " rivetters	8	52	
" " rimmers	8	52	
" " timekeepers	8	52	
" " tallymen	8	52	
" " store issuers	8	52	
Train examiners	8	56	
" " "	12	84	Small yards.
Asstt. train examiners	8	56	
" " "	12	84	Small yards.
Train ex. coolies	8	56	
" " "	12	84	Small yards.
T.E. wheel gaugers	8	56	
" " "	12	84	Small yards.

Appendix T—contd.

Designation.	Hours worked.		REMARKS.
	Per day.	Per week.	
T.E. lifter, tapper - - -	8	56	} Small yards.
Oiler—Spannermen ; cleaners— sweepers ; coolies, etc.	12	84	
Miscellaneous Staff.			
Running room coolies - - -	12	84	} Work of an intermittent nature.
" " bearers - - -	12	84	
" " boxmen - - -	12	84	
Watchmen and caretakers - - -	12	84	} Work intermittent. " "
Bhistees - - -	8	56	
Watermen - - -	8	56	
Loco Staff.			
Drivers, mail and passenger - - -	8 to 10	60 to 70	} Depends on traffic conditions.
" goods - - -	8 to 11	60 to 77	
" Branch lines - - -	9 to 12	60 to 80	" " "
" shunting - - -	8 to 12	56 to 84	
Firemen, mail and passenger - - -	8 to 10	60 to 70	} Depends on traffic condition.
" goods - - -	8 to 11	60 to 77	
" Branch lines - - -	9 to 12	60 to 80	" " "
" shunting - - -	8 to 12	56 to 84	
Traffic Staff.			
Guards, mail and passenger - - -	7 to 9	49 to 63	} Work intermittent.
" goods - - -	7 to 10	49 to 77	
" Branch lines - - -	8 to 11	56 to 77	
Brakesmen, goods - - -	7 to 10	49 to 77	} Large offices. Wayside stations.
" Branch lines - - -	8 to 11	56 to 77	
Telegraph Staff.			
Overseers, superior grade - - -	8	56	} Work intermittent. Large offices. Wayside stations.
" superior B grade - - -	8	56	
" ordinary - - -	8	56	
Batterymen - - -	8	56	
Tele. peons - - -	12	84	
Head signallers - - -	8	56	
Asst. head signallers - - -	8	56	
Signallers - - -	8	56	
Relieving signallers - - -	8	56	
Tele. and block signallers - - -	8	56	
" " " - - -	12	84	
Cabinmen - - -	8	56	
Relieving cabinmen - - -	8	56	
Telephone operators - - -	8	56	
Electric Traction.			
Chargemen, mechanical - - -	8½	48	Sunday off. Half day Saturday.
" electrical - - -	8½	48	" " "
Leading electric fitter - - -	8½	48	" " "
Fitters, mechanical - - -	8½	48	" " "

Appendix T—contd.

Designation.	Hours worked.		REMARKS.
	Per day.	Per week.	
Fitters, electrical	8½	48	Sunday off, Half day Saturday.
Asstt. fitters, mechanical	8½	48	" " "
" " electrical	8½	48	" " "
Wiremen	8½	48	" " "
Turners	8½	48	" " "
Crane drivers	8½	48	" " "
Blacksmiths	8½	48	" " "
Carpenters	8½	48	" " "
Boilermakers	8½	48	" " "
Tin smith	8½	48	" " "
Muccadums	8½	48	" " "
Coolies	8½	48	" " "
Train examiners	8	56	
Traction inspector	8	56	
Cleaners	8	56	
Office clerical staff	8	48	Sunday off.
Oilers	8	56	
Armature winders	8½	48	Sunday off, Half day Saturday.
Engine examiners	8	56	
Line inspectors	8	56	
Head linesmen	8	56	
Linesmen	8	56	
Trolley-men	8	56	
Flagmen	8	56	
Painters' coolies	8	56	
Painters	8	56	
Painting supervisor	8	56	
Bond tester	8	56	
Sub-station inspector	8	48	One day off.
Sub-station operators	8	52	
Sub-station asstt. operators	8	52	
Cable jointers	8½	48	Sunday off, Half day Saturday.
Cable jointer's mate	8½	48	
Coolies shift	8	52	
Coolies maintenance	8½	48	Sunday off.
Batterymen	8½	48	"
Switchboard attendants	8	56	
Turbine drivers	8	56	
Auxiliary plant attendant	8	56	
Shift washing stokers	8	56	
Stokers	8	56	
Conveyor attendants	8	56	
Machinemen	8	56	
Plumbers	8	56	
Masons	8	56	

Appendix T—contd.
ENGINEERING DEPARTMENT.

Section of line.	Days of Work No.	Hours worked.		No. of hours per day.	No. of hours per week.	REMARKS.
		Forenoon.	Afternoon.			
Parel Division						
Byculla & Victoria Terminus	6	8 to 12	13 to 17	8	48	Workshops and gangs
Lonavia	6	7-30 to 12	13 to 17	8½	51	do.
Igatpuri	6	7 to 12	13 to 16-30	8½	51	do.
Poona Division.						
Dhond	6	7 to 12	13 to 17	9	54	Workshop and gangs.
Sholapur	6	7-30 to 12	13 to 17-30	9	54	From April 2 September hours interval from 12 to 14. do.
Shahabad	6	7 to 12	13 to 17	9	54	do.
Bhusaval Division.						
Manmad	6	7 to 12	{ 13 to 17 14 to 17	9 8	54 48	Workshop. Gangs.
Bhusaval	6	7 to 12	{ 13 to 17 14 to 17	9 8	54 48	Workshop. Gangs.
Khandwa	6	7 to 12	{ 13-30 to 17 14 to 17	8½ 8	51 48	Workshop. Gangs.
Harda	6	7 to 12	{ 14 to 17 14 to 17	8 8	48 48	Workshop and gangs.
Nagpur Division.						
Akola	6	7 to 12	{ 13 to 17 14 to 17	9 8	54 48	Workshop. Gangs.
Yeotmal	6	7 to 12	{ 13 to 17 14 to 17	9 8	54 48	Workshop. Gangs.
Betul	6	7 to 12	{ 13-30 to 17 14 to 17	8½ 8	51 48	Workshop. Gangs.
Nagpur	6	7 to 12	{ 14 to 17-30 14 to 17	8½ 8	51 48	Workshop. Gangs.
Jubbulpore Division, South						
Jubbulpore	6	{ 7 to 11 7 to 12	13-20 to 17	8½ 8	51 48	Workshop. Gangs.
Saugor	6	{ 7 to 11 7 to 12	12-30 to 17 14 to 17	8½ 8	51 48	Workshop. Gangs.
Jubbulpore Division, North						
Mahoba	6	{ 7 to 11 7 to 12	12-30 to 17 14-00 to 17	8½ 8	51 48	Workshop. Gangs.
Sutna	6	{ 7 to 11 7 to 12	12-30 to 17 14-00 to 17	8½ 8	51 48	Workshop. Gangs.
Jhansi Division, South.						
Bhopal week day	W. 5 S. 1	7 to 11 7 to 12-30	12 to 16-30	8½ 5½	42½ 5½	48 Workshop. Gangs.
Saturday	6	7 to 12	14 to 18	9	54	Gangs.
Bina Do.	W. 5 S. 1	7 to 11 7 to 12-30	12 to 16-30	8½ 5½	42½ 5½	48 Workshop. Gangs.
Jhansi Do	W. 5 S. 1	7 to 11 7 to 12-30	12 to 16-30	8½ 5½	42½ 5½	48 Workshop. Gangs.
	6	7 to 12	14 to 18	9	54	Gangs.
Jhansi Division, North						
Jhansi	W. 5 S. 1	7 to 12 7 to 12-30	13 to 16-30	8½ 5½	42½ 5½	48 Workshop. Gangs.
	6	7 to 12	14 to 18	9	54	Gangs.
Cawnpore	W. 5 S. 1	7 to 12 7 to 12-20	13 to 16-30	8½ 5½	42½ 5½	48 Workshop. Gangs.
	6	7 to 12	12 to 18	9	54	Gangs.
Agra	W. 5 S. 1	7 to 12 7 to 12-30	13 to 16-30	8½ 5½	42½ 5½	48 Workshop. Gangs.
	6	7 to 12	14 to 18	9	54	Gangs.
Bridge Department.						
	W. 5 S. 1	7 to 12 7 to 12	13 to 17	9 5	45 5	50 Workshop. Gangs.
	6	7 to 12	14 to 17	8	48	Gangs.
Signal and Interlocking Department.						
	W. 5 S. 1	8 to 12 8 to 12	13 to 17 14 to 18	8 8	48 48	Bombay Division Jubbulpore and Jhansi Division.

Appendix T—contd.

COMMERCIAL DEPARTMENT.

Hours of Work.

Designation.	Hours of work.		REMARKS.
	Per day.	Per week.	
Ticket collectors and coaching clerks at :—			
Victoria Terminus. - - -	8 to 12	56	
Byculla - - - - -	8 to 12	56	
Dadar - - - - -	8 to 12	56	
Kurla - - - - -	8 to 12	56	
Thana - - - - -	8 to 12	56	
Kalyan - - - - -	8 to 12	56	
Ticket collectors at Muttra -	12	72	
Ticket collectors, coaching staff at all other stations -	12	84	Work intermittent.
Goods clerical staff - - -	10 to 12	65 to 70	
Wadi Bunder staff - - -	8 to 8½	48 to 54	
Menial staff, coaching and goods - - - - -	12	84	
Train parcels clerks - - -	12	60	This staff nearly always receive about two days off per week.
Crew staff - - - - -	8 to 12	45 to 50	
Watch and Ward staff - - -	8 to 12	56 to 84	About 45 per cent. of the Watch and Ward staff had been brought under the Washington and Geneva Conventions and work 56 hours per week. The others work 12 hours daily for seven days per week.

APPENDIX U.

Great Indian Peninsula Railway.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
DEPARTMENT.	Number of staff who now come within the provisions of the Washington and Geneva Conventions.*	Number of staff who now come within the provisions of the Washington Convention only.	Number of staff who are not to be brought within the provisions of either Convention such as supervising staff, sweepers, watchmen, etc.	Number of staff who can only be brought within the provisions of the Conventions by rostering or the appointment of additional staff.	Running Staff.	TOTAL.
Agency (including Schools) - - - - -	234	.....	....	....	....	234
Audit (including Cash Office and Printing Press) - -	1,078	....	....	....	....	1,078
Engineering - - - - -	41,793	....	4,873	....	....	46,666
Transportation - - - - -	5,363	14,058	1,480	10,011	5,056	35,968
Commercial - - - - -	1,966	130	1,477	3,206	421	7,200
Mechanical (including Electrical Branch) - - - - -	15,486	....	527	....	....	16,013
Stores - - - - -	1,363	....	54	....	38	1,455
Medical - - - - -	86	193	1,855	....	....	2,134
Total -	67,369	14,381	10,266	13,217	5,515	1,10,748

* This includes employees coming under the Indian Factories Act.

APPENDIX V.

Rates of Wages per month in the Engineering Department in 1920 and 1929.

DESIGNATION.	BOMBAY DIVISION. Bombay—Thana				PAREL DIVISION.				POONA DIVISION.				BHUSAVAL DIVISION.			
	1920		1929		1920		1929		1920.		1929.		1920.		1929.	
	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.
Mates - -	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Keymen - -	19 0	0 25	0 28	0 37	0 16	0 25	0 19	0 37	0 16	0 28	0 16	0 28	0 16	0 24	0 17	0 28
Gangmen - -	15 0	0 19	0 25	0 27	0 12	0 15	0 13	0 27	0 13	0 15	0 13	0 15	0 13	8 15	0 14	0 15
Gatekeepers - -	15 0	0 17	0 24	0 26	0 9	0 12	0 13	0 26	0 11	6 13	13 13	0 11	6 13	13 13	0 12	3 13
	10 0	0 17	0 16	0 21	0 9	0 12	0 13	0 21	0 11	0 14	0 11	0 14	0 11	0 11	8 13	8 14
Trollymen	13 0	0 24	0 22	0 24	0 10	0 12	0 15	0 24	0 12	8 17	0 12	8 17	0 11	0 12	0 14	0 15
Points cleaners	14 0	0 18	0 14	0 18	0 9	0 12	0 14	0 18	0 11	0 15	7 11	0 15	7 11	6 12	3 13	0 13
Ash Pit cleaners	-	-	-	-	9 0	0 12	0 14	0 18	0 11	0 15	7 11	0 15	7 11	6 12	3 12	3 13
Watchmen - -	13 0	0 15	0 19	0 23	0 9	0 15	0 14	0 23	0 10	0 13	0 10	0 13	0 11	0 12	0 13	8 14
Signal watchmen	-	-	-	-	-	-	-	-	11 0	0 13	13 11	0 13	13 11	6 12	3 12	3 13
Tunnel watchmen	-	-	-	-	9 0	0 12	0 14	0 18	0 13	0 13	13 13	0 13	13 13	-	-	-
Flagmen - -	-	-	-	-	9 0	0 12	0 14	0 23	0 11	6 13	13 11	6 13	13 11	-	-	-
Patrolmen - -	12 0	0 17	0 22	0 24	0 9	0 12	0 14	0 24	0 11	6 15	7 11	6 15	7 11	6 12	3 13	0 14
Lookoutmen - -	-	-	22 0	0 24	0 0	-	-	19 0	0 24	0 13	13 15	7 13	13 15	7 15	0 0	-
Steam pump driver	-	-	-	-	-	-	-	37 0	0 65	0 25	0 55	0 25	0 55	0 0	-	-
Steam pump firemen.	-	-	-	-	-	-	-	26 0	0 41	0 17	0 25	0 17	0 25	0 0	-	-
Mallees - -	-	19 8	0 19	0 30	0 9	0 12	0 16	0 30	0 14	0 25	0 14	0 25	0 13	0 14	0 14	10 16
Pumpers - -	-	-	-	-	-	-	-	-	12 3	0 20	0 12	3 20	0 0	-	-	-
Sweepers - -	15 0	0 16	0 15	0 23	0 9	0 12	0 13	0 23	0 11	0 13	0 11	0 13	0 0	-	-	-
Carpenters - -	26 0	0 55	4 0 39	0 0 65	0 20	0 35	0 0 39	0 0 65	0 30	0 55	0 0 30	0 55	0 0 19	8 0 39	0 0 32	8 0 52
Assistant carpenters	-	-	-	-	-	-	-	-	16 4	0 35	0 16	4 0 35	0 0	-	-	-
Blacksmith - -	-	35 12	0 0 65	0 0 20	0 0 35	0 0 39	0 0 65	0 0 25	0 0 55	0 0 30	0 0 55	0 0 26	0 0 39	0 0 32	8 0 52	
Striker - -	19 8	0 24	6 0 16	0 0 26	0 0 10	0 0 12	0 0 16	0 0 26	0 0 15	0 0 20	0 0 15	0 0 20	0 0 14	10 0 22	12 0 16	4 0 22
Bellowmen - -	-	19 0	0 20	0 20	0 9	0 12	0 13	0 20	0 11	5 13	0 11	6 13	0 11	6 13	0 11	6 13
Bellow boy - -	-	-	-	-	-	-	13 0	0 13	0 7	5 0 8	15 0 7	5 0 8	15 0 8	2 0 9	12 0 9	12 0 11

Appendix V—contd.

Rates of Wages per month in the Engineering Department in 1920 and 1929—contd.

DESIGNATION.	BOMBAY DIVISION. Bombay—Thana.				PAREL DIVISION.				POONA DIVISION.				BHUSAVAL DIVISION.					
	1920		1929		1920		1929		1920.		1929.		1920.		1929.			
	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.		
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		
Fitters	26 0	055 4	045 0	065 0	020 0	035 0	039 0	065 0	030 0	055 0	030 0	055 0	021 2	032 0	029 4	052 0	0 0	
Assistant fitters	-	-	-	-	-	-	-	-	25 0	035 0	025 0	035 0	0 0	-	-	-	-	
Valvemén	-	-	-	-	-	-	-	-	15 0	020 0	015 0	020 0	0 0	-	-	-	-	
Khalasis	-	23 0	0 0	-	23 0	014 0	015 0	020 0	023 0	012 3	019 8	014 0	019 8	013 0	015 0	014 0	016 0	0 0
Basket-makers	-	-	-	-	-	-	-	-	11 6	013 13	011 6	013 13	0 0	-	-	-	-	
Bhistees	-	32 8	032 8	035 12	013 0	016 4	032 8	035 12	025 0	030 0	025 0	030 0	014 10	016 4	016 4	019 8	0 0	
Painters	26 0	042 4	039 0	060 0	020 0	025 0	039 0	060 0	030 0	050 0	030 0	050 0	016 4	032 8	022 12	052 0	0 0	
Assistant painters	-	-	-	-	-	-	-	-	25 0	035 0	025 0	035 0	014 10	016 4	016 4	019 8	0 0	
Firemen	-	-	-	-	16 0	020 0	023 0	034 0	020 0	025 0	020 0	025 0	0 0	-	-	-	-	
Netmen	-	-	-	-	-	-	-	-	10 4	019 8	016 4	019 8	0 0	-	-	-	-	
Mason	52 0	065 0	045 0	065 0	020 0	035 0	039 0	065 0	030 0	055 0	030 0	055 0	026 0	045 8	032 8	052 0	0 0	
Sawyers	22 12	046 0	0 0	46 0	015 0	020 0	026 0	046 0	020 0	030 8	020 0	030 8	016 4	019 8	019 8	024 6	0 0	
Tile turners	19 8	039 0	0 0	39 0	015 0	020 0	026 0	039 0	013 0	035 0	013 0	035 0	014 8	019 10	014 10	019 8	0 0	
Messenger boys	-	-	-	-	6 8	09 12	09 12	013 0	0 8	2 013 13	0 8	2 013 13	0 0	-	-	-	-	
Whitewashers	24 6	024 6	0 0	46 0	015 0	020 0	026 0	046 0	016 4	030 0	016 4	030 0	0 0	-	-	-	-	
Coolies carpenter	11 6	019 8	019 8	024 0	0 9	012 0	013 0	024 0	011 6	013 13	011 6	013 13	011 6	012 3	012 3	013 0	0 0	
Coolies fitter	11 6	019 8	019 8	024 0	0 9	012 0	013 0	024 0	011 6	013 13	011 6	013 13	011 6	012 3	012 3	013 0	0 0	
Coolies mason	11 6	019 8	019 8	024 0	0 9	012 0	013 0	024 0	011 6	013 13	011 6	013 13	011 6	012 3	012 3	013 0	0 0	
Coolies blacksmith	11 6	019 8	019 8	024 0	0 9	012 0	013 0	024 0	011 6	013 13	011 6	013 13	011 6	012 3	012 3	013 0	0 0	
Head women	9 12	013 0	013 0	019 8	0 6	8 09 12	013 0	019 8	011 6	013 8	011 6	013 0	0 0	-	-	-	-	
Women and boy coolies.	6 8	09 12	0 9 12	013 0	0 4	1 04 14	0 8	2 013 0	0 8	2 09 12	0 8	2 09 12	0 6	8 08 2	08 2	09 12	0 0	

Cooly muccadam (workshop.)	-	-	29	4	0	32	8	0	9	0	0	12	0	0	24	0	0	32	8	0	16	0	0	24	0	0	16	0	0	24	0	0	16	4	0	19	8	0	19	8	0	26	0	0			
Steam-roller drivers	-	-	-	-	-	52	0	0	20	0	0	35	0	0	39	0	0	52	0	0	30	0	0	55	0	0	30	0	0	55	0	0	32	8	0	32	8	0	39	0	0	39	0	0			
Steam roller firemen.	-	-	-	-	-	32	0	0	15	0	0	20	0	0	26	0	0	32	0	0	20	0	0	25	0	0	20	0	0	25	0	0	16	4	0	16	4	0	19	8	0	19	8	0			
Cartmen	-	-	-	-	-	94	4	0	117	0	0	34	2	0	73	2	0	39	0	0	117	0	0	29	0	0	52	0	0	39	0	0	52	0	0	26	0	0	39	0	0	39	0	0	52	0	0
Drillers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Noghanies	-	-	-	-	-	19	8	0	26	0	0	9	12	0	13	0	0	19	8	0	26	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lime grinders	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	0	0	30	0	0	25	0	0	30	0	0	39	0	0	45	8	0	45	8	0	52	0	0			
Sandmen	-	-	-	-	-	-	-	-	9	0	0	12	0	0	13	0	0	24	0	0	11	6	0	13	13	0	11	6	0	13	13	0	-	-	-	-	-	-	-	-	-	-	-	-	-		
Chippes	-	-	-	-	-	-	-	-	26	0	0	26	0	0	26	0	0	26	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Machinemen	-	-	-	-	-	-	-	-	19	8	0	27	10	0	19	8	0	27	10	0	30	0	0	55	0	0	30	0	0	55	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mochis	-	-	-	-	-	-	-	-	37	6	0	37	6	0	37	6	0	37	6	0	39	0	0	52	0	0	39	0	0	52	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-		
Portable engine drivers.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	39	0	0	52	0	0	17	14	0	55	0	0	17	14	0	55	0	0	-	-	-	-	-	-	-	-	-	-	-	-			
Garden coolies	-	-	-	-	-	19	8	0	19	8	0	19	8	0	19	8	0	19	8	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Ramosee	-	13	0	0	15	0	0	19	0	0	23	0	0	9	0	0	12	0	0	13	0	0	23	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Canemen	-	-	-	-	-	32	0	0	16	0	0	20	0	0	26	0	0	32	0	0	15	0	0	18	0	0	15	0	0	18	0	0	-	-	-	-	-	-	-	-	-	-	-	-			
Tinmen	-	-	-	-	-	60	0	0	20	0	0	25	0	0	35	0	0	60	0	0	25	0	0	45	0	0	25	0	0	45	0	0	-	-	-	-	-	-	-	-	-	-	-	-			
Assistant tinmen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	0	0	20	0	0	15	0	0	20	0	0	-	-	-	-	-	-	-	-	-	-	-	-				
Glazier	-	-	-	-	-	-	-	-	16	0	0	20	0	0	26	0	0	33	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Material checker	-	-	-	-	-	-	-	-	40	0	0	45	0	0	40	0	0	45	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Caretakers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	0	0	27	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Painter coolies	-	-	-	-	-	19	8	0	19	8	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Bandaries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	10	0	16	4	0	14	10	0	16	4	0	-	-	-	-	-	-	-	-	-	-	-	-	-			
Havalgars, headquarters	-	-	-	-	-	-	-	-	25	0	0	30	0	0	25	0	0	30	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Naiks	-	-	-	-	-	-	-	-	22	0	0	25	0	0	22	0	0	25	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Hamals	-	-	-	-	-	-	-	-	17	0	0	23	0	0	17	0	0	23	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Headpeon	-	-	22	0	0	22	0	0	24	0	0	-	-	-	-	-	-	-	-	16	0	0	18	0	0	16	0	0	18	0	0	-	-	-	-	-	-	-	-	-	-	-					
Peon	-	16	0	0	22	0	0	22	0	0	22	0	0	17	0	0	22	0	0	17	0	0	22	0	0	14	0	0	16	0	0	16	0	0	16	0	0	16	0	0	18	0	0	16	0	0	
Chainmen	-	-	-	-	-	23	0	0	17	0	0	25	0	0	17	0	0	25	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Head firemen (Fire Brigade.)	-	-	-	-	-	-	-	-	30	0	0	40	0	0	30	0	0	40	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					

Appendix V—(contd.)

Rates of Wages per month in the Engineering Department in 1920 and 1929—(contd.)

DESIGNATION.	NAGPUR DIVISION.				JUBBULPORE SOUTH DIVISION.				JUBBULPORE NORTH DIVISION.			
	1920.		1929.		1920.		1929.		1920.		1929.	
	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Mates	16 8 0	23 12 0	19 0 0	23 0 0	12 0 0	24 0 0	16 0 0	25 0 0	12 0 0	23 8 0	12 8 0	23 8 0
Keymen	14 0 0	15 0 0	14 8 0	16 0 0	8 8 0	16 8 0	10 0 0	17 0 0	10 8 0	13 8 0	12 0 0	13 8 0
Gangmen	14 0 0	14 0 0	13 13 6	14 10 0	8 2 0	13 6 6	9 12 0	13 0 0	6 13 0	9 11 0	9 12 0	12 0 0
Gatekeepers	11 8 0	12 0 0	14 0 0	15 0 0	4 0 0	13 2 0	7 8 0	13 0 0	6 0 0	9 0 0	8 0 0	12 0 0
Trollymen	14 0 0	15 0 0	14 0 0	16 0 0	8 0 0	15 8 0	11 0 0	14 0 0	9 8 0	10 0 0	9 8 0	15 0 0
Points cleaners	14 10 0	14 10 0	14 10 0	14 10 0	8 0 0	14 0 0	11 8 0	14 0 0	9 11 0	14 10 0	10 4 0	12 0 0
Ash Pit cleaners					7 8 0	15 0 0	9 0 0	15 0 0	7 15 0	12 4 0	10 8 0	13 8 0
Watchmen	9 0 0	9 0 0	13 8 0	15 0 0	5 8 0	14 0 0	8 8 0	14 0 0	8 0 0	11 2 0	10 8 0	15 8 0
Signal watchmen	9 0 0	9 0 0	15 0 0	15 0 0	5 0 0	12 0 0	9 0 0	12 0 0	8 8 0	10 8 0	10 8 0	10 8 0
Tunnel watchmen			14 0 0	14 0 0	12 0 0	12 0 0	12 0 0	12 0 0				
Flagmen					12 0 0	12 0 0	12 0 0	12 0 0				
Patrolmen	15 0 0	15 0 0	15 7 6	15 7 6	10 8 0	15 14 0	11 6 0	14 10 0	12 3 0	13 3 0	13 5 0	15 9 0
Steam pump driver					30 0 0	37 0 0	30 0 0	37 0 0			20 0 0	37 0 0
Steam pump firemen					13 0 0	15 0 0	11 0 0	15 0 0			15 0 0	24 0 0
Mallees	12 0 0	13 0 0	20 0 0	21 0 0	8 0 0	14 0 0	10 0 0	14 0 0	11 0 0	14 10 0	11 0 0	16 0 0
Pumpers			13 0 0	14 10 0	11 6 0	13 8 0	11 6 0	13 0 0				
Sweepers	4 14 0	4 14 0	9 12 0	9 12 0	8 2 0	11 6 0	8 2 0	13 0 0	9 8 0	9 8 0	10 8 0	11 0 0
Carpenters	21 2 0	29 4 0	40 10 0	45 8 0	19 8 0	39 8 0	32 8 0	39 0 0	22 4 0	37 2 0	23 0 0	42 0 0
Assistant carpenters					19 8 0	26 0 0	19 8 0	26 0 0				
Blacksmith	16 4 0	22 12 0	26 0 0	39 0 0	32 8 0	39 0 0	30 14 0	39 0 0	31 9 0	40 3 0	27 0 0	46 0 0
Striker	9 12 0	9 12 0	16 4 0	19 8 0	6 0 0	21 14 0	9 12 0	22 12 0	12 1 0	14 2 0	12 0 0	18 0 0
Bellowmen					5 0 0	11 6 0	8 8 0	10 8 0	11 1 0	11 3 0	12 0 0	16 0 0

Bellow boy	-	-	-	5 11 6	5 11 6	9 12 0	9 12 0	5 11 6	8 2 0	5 11 6	8 2 0	-	-	-	-	-	-	-	-
Fitters	-	-	-	16 4 0	32 8 0	22 12 0	45 8 0	39 8 0	45 8 0	39 8 0	45 8 0	-	-	-	-	-	39 0 0	58 0 0	-
Assistant fitters	-	-	-	-	-	-	-	26 0 0	39 8 0	26 0 0	39 8 0	-	-	-	-	-	-	-	-
Khalasies	-	-	-	-	-	15 0 0	15 0 0	11 6 0	13 8 0	11 6 0	13 8 0	11 3 0	15 0 0	12 0 0	15 0 0	-	-	-	-
Basket-makers	-	-	-	-	-	-	-	16 4 0	19 8 0	16 4 0	19 8 0	-	-	-	-	-	-	-	-
Bhistees	-	-	-	-	-	-	-	10 0 0	12 0 0	10 0 0	12 0 0	11 10 0	11 10 0	10 8 0	14 0 0	-	-	-	-
Painters	-	-	-	22 12 0	22 12 0	24 6 0	45 8 0	32 8 0	39 8 0	32 8 0	39 0 0	15 0 0	31 0 0	15 0 0	41 0 0	-	-	-	-
Assistant painters	-	-	-	-	-	-	-	26 0 0	32 8 0	26 0 0	32 8 0	-	-	-	-	-	-	-	-
Firemen	-	-	-	-	-	-	-	13 0 0	15 0 0	13 0 0	15 0 0	-	-	-	-	-	-	-	-
Mason	-	-	-	16 4 0	27 10 0	34 2 0	45 8 0	32 8 0	39 8 0	32 8 0	39 0 0	19 4 0	32 2 0	23 0 0	37 0 0	-	-	-	-
Sawyers	-	-	-	-	-	19 8 0	21 2 0	14 10 0	22 12 0	13 0 0	26 0 0	12 7 0	21 9 0	20 0 0	24 0 0	-	-	-	-
Tile turners	-	-	-	-	-	19 8 0	19 8 0	13 0 0	14 10 0	13 0 0	14 10 0	-	-	-	-	-	-	-	-
Messenger boys	-	-	-	-	-	9 12 0	9 12 0	6 8 0	8 2 0	6 8 0	8 2 0	-	-	-	-	-	-	-	-
Coolies carpenter	-	-	-	9 12 0	9 12 0	13 0 0	14 10 0	6 8 0	11 6 0	9 12 0	11 6 0	11 3 0	14 1 0	9 12 0	15 0 0	-	-	-	-
" fitter	-	-	-	9 12 0	9 12 0	13 0 0	14 10 0	6 8 0	13 8 0	9 12 0	11 6 0	-	-	9 12 0	15 0 0	-	-	-	-
" mason	-	-	-	9 12 0	9 12 0	13 8 0	14 10 0	6 8 0	11 6 0	9 12 0	11 6 0	8 4 0	11 3 0	9 12 0	15 0 0	-	-	-	-
" blacksmith	-	-	-	-	-	-	-	6 8 0	11 6 0	9 12 0	11 6 0	11 3 0	11 3 0	-	-	-	-	-	-
Head women	-	-	-	6 8 0	6 8 0	16 4 0	16 4 0	-	-	-	-	-	-	-	-	-	-	-	-
Women and boy coolies	-	-	-	5 11 6	5 11 6	8 2 0	9 12 0	4 14 0	6 8 0	6 8 0	8 2 0	6 10 0	6 10 0	-	-	-	-	-	-
Cooly muccadam (Workshop)	-	-	-	13 8 0	14 10 0	25 0 0	25 0 0	16 4 0	19 8 0	16 4 0	19 8 0	12 14 0	18 0 0	15 0 0	18 0 0	-	-	-	-
Steam roller drivers	-	-	-	-	-	43 14 0	43 14 0	50 0 0	70 0 0	50 0 0	70 0 0	-	-	-	-	-	-	-	-
Steam roller firemen	-	-	-	-	-	17 14 0	17 14 0	25 0 0	30 0 0	25 0 0	30 0 0	-	-	-	-	-	-	-	-
Cartmen	-	-	-	39 8 0	39 8 0	47 2 0	50 6 0	39 0 0	58 8 0	39 8 0	58 8 0	45 9 0	45 9 0	-	-	-	-	-	-
Lime grinders	-	-	-	-	-	-	-	11 6 0	13 8 0	11 6 0	13 0 0	-	-	30 0 0	30 0 0	-	-	-	-
Sandmen	-	-	-	-	-	-	-	11 6 0	13 8 0	11 6 0	13 0 0	-	-	-	-	-	-	-	-
Mochi	-	-	-	19 8 0	19 8 0	21 2 0	21 2 0	26 0 0	26 0 0	26 0 0	26 0 0	-	-	28 0 0	28 0 0	-	-	-	-
Canemen	-	-	-	19 8 0	19 8 0	24 6 0	24 6 0	-	-	-	-	-	-	31 0 0	31 0 0	-	-	-	-
Tinmen	-	-	-	22 12 0	22 12 0	45 12 0	45 12 0	-	-	-	-	-	-	-	-	-	-	-	-

Appendix V—(contd.)

Rates of Wages, monthly in the Engineering Department in 1920 and 1929.

DESIGNATION.	JHANSI SOUTH DIVISION.				JHANSI NORTH DIVISION.				SIGNAL AND INTERLOCKING.			
	1920.		1929.		1920.		1929.		1920.		1929.	
	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.	Lowest.	Highest.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Mates - - - -	10 0 0	23 0 0	14 0 0	25 0 0	15 8 0	19 0 0	16 0 0	22 8 0	..	..	..	..
Keymen - - - -	9 0 0	16 0 0	12 0 0	16 0 0	13 0 0	15 0 0	13 0 0	16 0 0	..	..	..	..
Gangmen - - - -	6 8 0	15 8 0	8 15 6	13 0 0	10 0 0	13 0 0	9 12 0	13 6 6	..	..	..	..
Gatekeepers - - - -	4 0 0	10 4 0	8 0 0	13 0 0	9 8 0	9 8 0	10 0 0	10 0 0	..	..	..	..
Trollymen - - - -	8 0 0	15 8 0	10 0 0	16 0 0	11 0 0	12 0 0	13 0 0	16 0 0	Same as	paid on	Division.	..
Points cleaners - - - -	6 1 6	11 8 0	10 0 0	15 0 0	11 0 0	11 0 0	12 0 0	14 8 0	..	..	..	..
Ash Pit cleaners - - - -	5 11 0	11 8 0	10 0 0	13 0 0	8 0 0	10 0 0	12 0 0	13 0 0	..	..	..	..
Watchmen - - - -	5 0 0	14 0 0	8 8 0	14 0 0	7 0 0	7 0 0	10 0 0	10 0 0	Same as	paid on	Division	..
Signal watchmen - - - -	6 0 0	8 8 0	8 0 0	13 0 0	..	..	..	..	..	..	..	..
Patrolmen - - - -	10 0 0	16 8 0	10 15 6	14 10 0	13 0 0	13 0 0	12 3 0	13 13 0	..	..	..	..
Mallees - - - -	6 8 0	13 12 0	9 12 0	15 0 0	9 12 0	9 12 0	13 0 0	16 0 0	..	..	..	..
Pumpers - - - -	10 0 0	10 0 0	13 0 0	13 0 0	..	..	..	..	..	..	..	..
Sweepers - - - -	7 8 0	11 0 0	9 8 0	10 12 0	7 8 0	7 8 0	10 0 0	10 8 0	..	..	..	..
Carpenters - - - -	19 8 0	39 0 0	26 0 0	45 8 0	27 10 0	27 10 0	24 6 0	47 15 0	Same as	paid on	Divisions.	..
Blacksmiths - - - -	18 8 0	35 12 0	28 4 0	45 8 0	26 0 0	30 14 0	34 2 0	38 3 0	do.	do.	do.	..
Striker - - - -	6 8 0	18 0 0	9 12 0	16 4 0	14 10 0	14 10 0	14 10 0	17 1 0	Same as	paid on	Division.	..
Bellowmen - - - -	8 0 0	9 12 0	9 12 0	12 3 6	10 2 6	10 2 6	9 12 0	9 12 0	Same as	paid on	Division.	..
Bellow boy - - - -	4 14 0	9 12 0	6 8 0	9 12 0	..	..	..	..	Same as	paid on	Division.	..
Fitters - - - -	22 12 0	29 4 0	29 4 0	50 6 0	21 2 0	30 14 0	32 8 0	43 14 0	..	..	..	..
Bhistees - - - -	13 0 0	19 8 0	13 0 0	19 8 0	7 5 0	9 12 0	13 0 0	13 0 0	Same as	paid on	Division	..
Kallasis - - - -	11 0 0	12 0 0	12 0 0	14 0 0	..	..	..	..	..	..	..	..

Painters	13	0	0	36	0	0	30	14	0	45	8	0	32	8	0	32	8	0	27	10	0	36	15	6	Same as	paid on	Division.										
Mason	16	4	0	34	2	0	26	0	0	40	10	0	17	14	0	17	14	0	24	6	0	30	1	0	Same as	paid on	Division.										
Sawyers	13	0	0	19	8	0	16	4	0	21	2	0	13	0	0	14	10	0	19	8	0	23	2	6	..	..	..	..					
Messenger boys	4	14	0	6	8	0	6	8	0	7	5	6	..	..	..	..	..	..	..	..	..	..	..	..	Same as	paid on	Division.	..
Coolies carpenters	9	12	0	12	3	0	9	12	0	19	8	0	4	14	0	6	8	0	9	12	0	12	3	0	..	..	..	..					
Coolies fitters	9	12	0	12	3	0	9	12	0	19	8	0	3	4	0	6	8	0	9	12	0	11	6	0	Same as	paid on	Division.	..									
mason	9	12	0	12	3	0	9	12	0	13	8	0	4	14	0	6	8	0	9	12	0	10	2	6	..	..	..	..					
Women and boy coolies	5	11	0	7	5	0	6	8	0	8	2	0	7	5	0	8	2	0	8	2	0	8	8	6	Same as	paid on	Division.	..									
Cooly muccadam (Work Shop)	13	0	0	19	8	0	13	0	0	19	8	0	16	4	0	16	4	0	16	4	0	16	4	0	Same as	paid on	Division.										
Cartmen	32	8	0	39	0	0	32	8	0	39	0	0	26	0	0	26	0	0	35	12	0	35	12	0	..	..	..	..					
Head fitter	52	0	0	71	8	0	56	0	0	75	0	0	
Maintainer	29	4	0	55	4	0	31	0	0	56	0	0	
Assistant maintainer	
Loader	24	6	0	34	2	0	40	0	0	60	0	0
Unloader	26	0	0	35	12	0	40	0	0	60	0	0
Marker	20	0	0	29	0	0	30	0	0	30	0	0
Line Issuer	20	0	0	29	0	0	22	0	0	30	0	0

Appendix V—contd.

Bridge Engineer's Workshop Staff.

Designations.	1920.		1929.		REMARKS.
	Lowest.	Highest.	Lowest.	Highest.	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	
Blacksmith	26 0 0	39 0 0	32 8 0	52 0 0	Blacksmith shop.
Asstt. blacksmith	19 8 0	24 6 0	19 8 0	26 0 0	"
Hammerman	13 0 0	24 6 0	13 0 0	26 0 0	"
Steam hammerman	19 8 0	32 8 0	19 8 0	30 4 0	"
Bolt machineman	19 8 0	45 8 0	19 8 0	40 10 0	"
Blacksmith maistry	53 10 0	91 0 0	52 0 0	84 8 0	"
Fireman	16 4 0	35 12 0	16 4 0	32 8 0	"
Moulding maistry	78 4 0	139 12 0	58 8 0	91 0 0	Moulding shop.
Moulder	42 4 0	65 0 0	39 8 0	58 8 0	"
Asstt. moulder	16 4 0	24 6 0	19 8 0	39 0 0	"
Chipper	13 0 0	24 6 0	13 8 0	16 4 0	"
Carpenter maistry	78 0 0	149 8 0	58 8 0	84 8 0	Carpenter shop.
Leading carpenter	53 10 0	91 8 0	45 8 0	65 0 0	"
Carpenter	32 8 0	68 4 0	19 8 0	39 0 0	"
Asstt. carpenter	19 8 0	32 8 0	16 4 0	26 0 0	"
Carpenter boy	9 12 0	19 8 0	9 12 0	13 0 0	"
Cabinet maker	45 8 0	78 0 0	26 0 0	45 8 0	"
Caneman	39 0 0	58 8 0	19 8 0	39 0 0	"
Sawyer maistry	52 0 0	100 12 0	52 0 0	84 8 0	Sawing shop.
Sawyer	26 0 0	39 0 0	26 0 0	39 8 0	"
Asstt. sawyer	16 4 0	22 12 0	19 8 0	26 0 0	"
Machineman	35 12 0	74 12 0	22 12 0	40 10 0	"
Bellow boy	8 2 0	8 8 6	13 0 0	16 4 0	Structural shop.
Rivet heater (boy)	10 2 6	10 15 6	13 0 0	16 4 0	"
Dolly-man	13 8 0	19 8 0	13 0 0	22 12 0	"
Machinist	..	..	39 0 0	52 0 0	"
Fireman	14 10 0	17 14 0	19 8 0	32 8 0	"
Striker	16 4 0	24 6 0	16 4 0	26 0 0	"
Assembler	..	..	19 8 0	32 8 0	"
Asstt. assembler	..	..	16 4 0	22 12 0	"
Painter	16 4 0	27 10 0	16 4 0	39 0 0	"
Turner	..	..	32 8 0	52 0 0	"
Rivetter	24 6 0	39 0 0	26 0 0	42 4 0	"
Asstt. rivetter	..	..	19 8 0	32 8 0	"
Tinsmith	..	..	19 8 0	32 8 0	"
Driver	45 8 0	65 0 0	52 0 0	78 0 0	"
Mason	..	..	26 0 0	32 8 0	"
Checker	..	..	32 8 0	39 0 0	"
Khalassi	19 8 0	27 10 0	26 0 0	35 12 0	"
Tindal	45 8 0	48 12 0	45 8 0	48 12 0	"
Sarang maistry	..	..	52 0 0	71 8 0	"
Plater	32 8 0	45 8 0	52 0 0	68 4 0	"
Asstt. plater	..	..	19 8 0	32 8 0	"
Asstt. driver	..	..	26 0 0	45 8 0	"
Repairing shop maistry	..	..	78 0 0	87 12 0	"
Machine shop maistry	..	..	78 0 0	91 0 0	"
Chargeman	..	..	84 8 0	97 8 0	"
Fitter maistry	..	..	58 8 0	87 12 0	"
Template maker	..	..	26 0 0	39 0 0	"
Plant repairer maistry	..	..	52 0 0	71 8 0	"
Plater maistry	..	..	52 0 0	68 4 0	"
Nowghawni	9 12 0	14 10 0	9 12 0	14 10 0	General.
Cooly	6 8 0	9 12 0	6 8 0	9 12 0	"
Fitter	19 8 0	39 0 0	19 8 0	39 0 0	"
Asstt. fitter	16 4 0	26 0 0	16 4 0	27 10 0	"
Muccaddam	19 8 0	24 6 0	19 8 0	26 0 0	"

Appendix V—(contd.)

Bridge Engineer's Workshop Staff—(contd.)

Designations.	1920.		1929.		REMARKS.
	Lowest.	Highest.	Lowest.	Highest.	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	
Head fitter - - -	39 0 0	45 8 0	39 0 0	84 8 0	General.
Maistry - - -	39 0 0	45 8 0	52 0 0	68 4 0	"
Head peon of B. E.'s office	16 0 0	18 0 0	16 0 0	18 0 0	"
Peon do. - - -	12 0 0	16 0 0	12 0 0	16 0 0	"
Sarang - - -	48 12 0	58 8 0	48 12 0	58 8 0	Khalasi gang.
Tindal - - -	39 0 0	48 12 0	39 0 0	48 12 0	"
Khalassi - - -	19 8 0	29 4 0	19 8 0	35 12 0	"
Rivetter - - -	24 6 0	39 0 0	39 0 0	42 4 0	Rivetting gang.
Striker - - -	16 4 0	24 6 0	16 4 0	26 0 0	"
Holder - - -	13 0 0	19 8 0	16 4 0	22 12 0	"
Rivet boy - - -	9 12 0	10 15 6	9 12 0	19 8 0	"
Bellows boy - - -	8 2 0	8 8 6	9 12 0	16 4 0	"
Head fitter - - -	39 0 0	45 8 0	39 0 0	58 8 0	Mechanics.
Fitters - - -	26 0 0	39 0 0	26 0 0	39 0 0	"
Carpenter - - -	29 4 0	34 2 0	26 0 0	39 0 0	"
Blacksmith - - -	32 8 0	39 0 0	32 8 0	52 0 0	"
Asstt. fitter - - -	16 4 0	29 0 0	16 4 0	26 0 0	"
Asstt. carpenter - - -	..	..	16 4 0	26 0 0	"
Muccadam - - -	19 8 0	24 6 0	19 8 0	26 0 0	Cooly gang.
Nowghawni - - -	9 12 0	14 10 0	9 12 0	14 10 0	"
Coolies - - -	6 8 0	9 12 0	6 8 0	9 12 0	"
Painter - - -	19 8 0	29 4 0	19 8 0	39 0 0	General.
Chargeman - - -	..	..	65 0 0	97 8 0	"
Maistry - - -	39 0 0	45 8 0	52 0 0	65 0 0	"

Appendix V—contd.

Rates of Wages of Transportation Staff, 1920-1929.

Designation.	Monthly Pay 1920.	Monthly Pay 1929.	REMARKS.
	Max.	Max.	
	Rs.	Rs.	
Station masters, A Grade	395	395	Consolidated Pay.
" " B "	225	225	"
" " C "	125	125	"
" " D "	....	100	"
" " E "	85	85	"
" " F "	80	80	"
Branch line S.M. (1)	70	70	"
" (2)	60	60	"
" (3)	50	50	"
Asstt. station masters, A	345	345	"
" " B	200	200	"
" " C	....	150	"
" " D	100	100	"
" " E	75	75	"
" " F	70	70	"
Yard foremen, A Grade	395	395	"
" " B	200	200	"
Yard controllers " A "	....	345	"
Train controllers " A "	395	395	"
Asstt. " " A "	345	345	"
" " " B "	250	250	"
Yard supervisors	110	110	"
Station clerks	80	80	"
Relief clerks or relieving station masters	80	80	"
Junction verifiers	110	110	"
Head number takers	80	80	"
Asstt. head number takers	65	65	"
Pro. number takers	25	25	"
Shunting masters	75	75	"
Wagon checkers	....	60	"
Boardmen	....	50	"
Telephone clerks	50	60	"
Ladies' waiting room attendants	70	70	"
Line store clerks	....	50	"
Asstt. store clerks	....	35	"
Wagon lockers	....	35	"
Point lockers	45	45	"
Steam crane driver	170	170	Batta Allowance.
" firemen	23	23	"
" " "	24	24	"
Hand craneman	27	27	Consolidated Pay.
Levermen	27	27	"
Shunting muccadams	30	30	"
Asstt. shunting muccadams	24	24	"
Pointsmen	24	24	"
Porters	22	22	"
Relieving pointsmen	22	22	"
Candidate pointsmen	17	17	"
Watermen	15	15	"

Appendix V—contd.

Rates of Wages of Transportation Staff, 1920-29.

Designation.	Monthly Pay 1920.	Monthly Pay 1929.	REMARKS.
	Max.	Max.	
Bhistees - - - - -	15	15	Consolidated Pay.
Sweepers - - - - -	23	23	"
Call boys - - - - -	18	18	"
Office porters - - - - -	18	18	"
Running room cooks - - - - -	26	26	"
Asstt. running room cooks - - - - -	18	18	"
Waiting room ayahs - - - - -	20	20	"
" " bearers - - - - -	20	20	"
Peons - - - - -	18	18	"
Office caretakers - - - - -	....	17	"
Trollymen - - - - -	....	15	"
High power lamp fitters - - - - -	45	45	"
" " mashals - - - - -	23	23	"
Ordinary mashals - - - - -	18	18	"
Running room dhobies - - - - -	14	14	"
" " bearers - - - - -	20	20	"

NOTE.—The figures shown for the Transportation staff in this appendix are the maximum salaries, but they do not apply to all stations on the line. For instance, a pointsman in Bombay is paid up to Rs. 24 per month, whereas up-country the rate varies between Rs. 13 and Rs. 22 per mensem.

Telegraph Staff.

Designation.	Monthly Pay 1920.	Monthly Pay 1929.	REMARKS.
	Max.	Max.	
Divl. Tel. inspectors - - - - -	Rs.	Rs. 500	Batta allowance.
Main. Tel. " - - - - -	250	300	"
Overseers : A Grade - - - - -	..	120	"
" " B - - - - -	..	80	"
" " Ordinary - - - - -	50	75	"
Batterymen - - - - -	18	25	"
Divl. Tel. traffic inspectors - - - - -	..	250	"
Head signallers - - - - -	140	140	Consolidated pay.
Asstt. head signallers - - - - -	100	100	"
Signallers, " A - - - - -	65	65	"
" " B - - - - -	60	60	"
" " C - - - - -	45	45	"
Qualified signallers - - - - -	45	45	"
Cabinmen-in-charge - - - - -	..	100	"
Cabinmen - - - - -	55	65	"
Relieving cabinmen - - - - -	50	50	Batta allowance.
Cabin candidates - - - - -	20	20	Consolidated pay.
Telegraph peons - - - - -	20	20	"
Telephone operators - - - - -	50	60	"

Appendix V—contd.

Rates of Wages of Transportation Staff, 1920-29.

Traffic Running Staff.

Designation.	Monthly Pay 1920.	Monthly Pay 1929.	REMARKS.
	Max.	Max.	
Transportation inspectors	Rs. 500	Rs. 500	Batta allowance.
Passenger guards	210	210	Plus mileage allowance.
Goods guards, special	165	165	"
" " "A"	155	155	"
" " "B"	130	130	"
Branch line guards	70	70	"
Brakesmen	30	30	"

Gas Making and Charging Staff.

Designation.	Monthly Pay 1920.	Monthly Pay 1929.	REMARKS.
	Max.	Max.	
Gas chargemen	Rs. 385	Rs. 385	Consolidated pay.
" makers	130	130	"
" fitters	69	69	"
Masons	50	50	"
Asstt. masons	30	30	"
" gas fitters	39	39	"
Gas chargers	30	30	"
Boiler attendants	39	39	"
Stokers	36	36	"
Gas coolies	25	25	"
Watermen	27	27	"

Appendix V—contd.

Rates of Wages of Transportation Staff, 1920-1929,

Electric Train Lighting Staff.

Designation.	Monthly Pay 1920.	Monthly Pay 1929.	REMARKS.
	Max.	Max.	
	Rs.	Rs.	
Electric train lighting chergemen	315	250	Consolidated pay.
" head fitters	80	80	"
" fitters	61	61	"
Asstt. electric fitters	30	30	"
Electric carpenters	58	58	"
" wiremen	61	61	"
Oil engine drivers	37	37	"
Electric coolies	25	25	"

Loco. Running Staff.

Designation.	Monthly Pay 1920.	Monthly Pay 1929.	REMARKS.
	Max.	Max.	
	Rs.	Rs.	
Loco. inspectors	475	475	Batta allowance.
Fuel inspectors	..	600	"
Shed fuel inspectors	..	400	"
Mail and pass. drivers, A	310	310	Overtime mileage in addition.
" " " B	235	235	"
Goods drivers, A	270	270	"
" " " B	210	210	"
Branch line drivers, C	140	140	"
Shunting drivers, D.	66	72	"
Firemen, "A"	115	115	"
" "B"	90	90	"
" "C"	..	60	"
Engine turning firemen, A	130	130	"
" " " B	110	110	"
" " " C	..	70	"
Engine turning augwallas	41	41	"
Mail and pass. augwallas	30	30	"
Goods and shunting augwallas	24	24	"
English speaking augwallas	38	38	"
Shed muccadams	35	35	Overtime allowance.

Appendix V—contd.

Rates of Wages of Transportation Staff, 1920-1929.

Loco Running Shed Staff.

Designation	Monthly Pay	Monthly Pay	REMARKS.
	1920.	1929.	
	Max.	Max.	
	Rs.	Rs.	
Loco. foremen	600	650	Consolidated pay.
Fitting shop foremen	500	500	"
Boiler maker foremen	475	475	"
Asstt. loco. foremen	..	400	"
Loco. foremen's head clerks	200	200	"
Loco. foremen's office clerks	80	80	"
Office messengers	14	14	"
Head fitter chargemen	385	385	"
Head boiler maker chargemen	385	385	"
Fitter chargemen	360	360	"
Boiler maker chargemen	360	360	"
Fitter maistry	155	155	"
Machine turners	68	68	208-hour month.
Fitters	86	86	"
Apprentice fitters, C	55	55	"
" " D	25	25	"
Asst. fitters	30	30	"
Boiler makers	93	93	"
Apprentice boiler makers, C	55	55	"
" " D	25	25	"
Asst. boiler makers	30	30	"
Carpenters	60	60	"
Asstt. carpenters	30	30	"
Blacksmiths	93	93	"
Asst. blacksmiths	30	30	"
Tinsmiths	93	93	"
Asstt. tinsmiths	30	30	"
Copper smiths	93	93	"
Asstt. copper smiths	30	30	"
Masons	60	60	"
Asstt. masons	30	30	"
Machinemen	86	86	"
Asstt. machinemen	30	30	"
Moulders	57	57	"
Painters	69	69	"
Asstt. painters	30	30	"
Mochees	37	37	"
Strikers	28	28	"
Fitter cooly muccadams	37	37	"
Fitter coolies	25	25	"
Cooly boys	11	11	"
Boiler maker coolies	25	25	"
Stores clerks	80	120	Consolidated.
Head timekeepers	120	120	"
Timekeepers	80	80	"
Tallymen	60	60	"
Coal checkers	40	40	"
Steam crane drivers	75	75	Bhatta allowances.
Cleaner muccadams	35	35	26-day month.
Women muccadams	22	22	"
Coal muccadams	47	47	Consolidated.
Gland packers	30	30	208-hour month.
Canemen	30	30	Consolidated.

Appendix V—contd.

Rates of Wages of Transportation Staff, 1920-1929.

Loco. Running Shed Staff.

Designation.	Monthly Pay	Monthly Pay	REMARKS.
	1920.	1929.	
	Max.	Max.	
	Rs.	Rs.	
Yard cleaners (men) - - - -	35	35	26-day month.
" " (women) - - - -	15	15	"
Steammen - - - -	19	19	"
Tubemen - - - -	19	19	"
Fire lighters - - - -	23	23	"
Fire droppers - - - -	23	23	"
Pointsmen - - - -	23	23	Consolidated.
Stores issuer - - - -	24	24	"
Washoutmen - - - -	23	23	208-hour month.
Coalmen - - - -	19	19	26-day month.
Coal breakers - - - -	19	19	"
Engine cleaner Muccadums - - - -	29	29	Consolidated.
" " (men) - - - -	23	23	"
" " (boys) - - - -	13	13	"
Call boys - - - -	23	23	"
Box boys - - - -	25	25	"
Steampump drivers - - - -	37	37	"
" firemen - - - -	22	22	"
" coolies - - - -	20	20	"
Hand pumpers - - - -	20	20	"
Cinder watermen - - - -	20	20	"
Cinder pickers (women) - - - -	15	15	"

Appendix V—contd.

Rates of Wages of Transportation Staff, 1920-1929.

Carriage and Wagon Staff.

Designation.	Monthly Pay	Monthly Pay	REMARKS.
	1920.	1929.	
	Max.	Max.	
	Rs.	Rs.	
Carriage inspectors - - - -	600	600	Batta allowance.
Train examiner chargemen - - - -	275	275	Consolidated.
" " " fitter maistry - - - -	140	140	"
" " " carpenter maistry - - - -	140	140	"
" " " fitters - - - -	86	86	"
" " " blacksmiths - - - -	93	93	"
" " " carpenters - - - -	74	74	"
" " " painters - - - -	74	74	"
" " " boilermakers - - - -	93	93	"
" " " rivetters - - - -	63	63	"
Asstt. train examiner fitters - - - -	41	41	"
" " " blacksmiths - - - -	41	41	"
" " " carpenters - - - -	41	41	"
" " " painters - - - -	41	41	"
" " " boilermakers - - - -	41	41	"
" " " rivetters - - - -	41	41	"
" " " trimmers - - - -	41	41	"
Head train examiners - - - -	360	360	"
Train examiners - - - -	245	245	"
App. train examiners, A - - - -	75	75	"
" " " B - - - -	50	50	"
Timekeepers - - - -	80	80	"
Tallymen - - - -	60	60	"
Asstt. train examiners - - - -	47	47	"
Store issuers - - - -	..	24	"
Train examiner muccadums - - - -	47	47	"
" " " wheel gaugers - - - -	23	23	"
" " " lifters - - - -	23	23	"
" " " bellowmen - - - -	23	23	"
" " " wheel tappers - - - -	23	23	"
" " " oilers - - - -	23	23	"
" " " greasers - - - -	23	23	"
" " " spannermen - - - -	23	23	"
" " " cleaner - - - -	23	23	"
" " " caretakers - - - -	23	23	"
" " " coolies - - - -	28	28	"
" " " sweepers - - - -	23	23	"
" " " coolie boys - - - -	13	13	"

Appendix V—contd.

Statement showing Rates of Wages for Commercial Department Staff.

Designation.	GRADES OF PAY.				REMARKS.
	1920.		1929.		
	Rate per mensem.		Rate per mensem.		
	Maximum of lower grade.	Maximum of higher grade.	Maximum of lower grade.	Maximum of higher grade.	
	Rs.	Rs.	Rs.	Rs.	
Goods.					
Head goods clerks - -	75	120	75	120	
Assistant goods clerks - -	45	70	45	70	
Foremen - - - -	30	90	30	90	
Head tranship clerks - -	75	100	75	100	
Assistant tranship clerks - -	45	65	45	65	
Head tally clerks - - -	75	100	75	100	
Tally clerks - - - -	45	65	45	65	
Weighers - - - - -	30	90	40	90	
Gatekeepers - - - -	40	90	40	90	
General clerks - - - -	30	75	30	75	
Coaching.					
Head coaching clerks - -	55	110	55	110	
Assistant head coaching clerks - -	80	105	80	105	
Assistant coaching clerks - -	45	75	45	75	
Parcels clerks - - - -	40	100	40	100	
Luggage clerks - - - -	50	60	50	60	
Passenger guides - - - -	120	120	120	120	
Ticket collectors - - - -	50	90	50	90	
Miscellaneous.					
Relieving general clerks - -	65	65	65	65	
Trained candidates - - -	30	30	30	30	
Untrained candidates - - -	25	30	25	30	
Clerks for general purposes - -	25	90	25	90	
Menials (Coaching).					
Jama-dars - - - - -	32	32	32	32	
Porters - - - - -	15	20	15	20	
Muccadams - - - - -	17	20	17	20	
Labellers - - - - -	18	22	18	22	
Motor fitters - - - - -	30	30	30	30	
Trolley-men - - - - -	16	16	16	16	
Pointsmen - - - - -	15	18	15	18	
Menials (Goods).					
Wagon checkers - - - -	23	23	23	23	
Number markers - - - -	15	25	15	25	
Hamal muccadams - - - -	20	30	20	30	
Hamals - - - - -	18	27	18	27	
Porters - - - - -	10	23	10	23	
Sealers - - - - -	12	22	12	22	
Mashals - - - - -	18	23	18	23	
Fire brigademen - - - -	21	21	21	21	
Pasters - - - - -	18	18	18	18	
Sweepers - - - - -	18	18	18	18	
Gate-men - - - - -	15	15	15	15	
Seal checkers - - - - -	15	15	15	15	
Watermen - - - - -	15	15	15	15	
Halalkore - - - - -	15	15	15	15	
Office boys - - - - -	8	10	8	10	
Grain sweeping women - - -	8	8	8	8	
Sweeper boys - - - - -	8	8	8	8	

Appendix V—contd.

COMMERCIAL DEPARTMENT.—Watch and Ward Branch.

This Branch was not in existence in 1920, and the following are the rates of pay in 1929 :—

	<i>Subordinate staff.</i>	Minimum.	Maximum.
Inspectors	- - - - -	-	300—10—350
Assistant inspectors	- - - - -	-	160—10—200
Sub-inspectors	- - - - -	-	80— 5—100
	<i>Menial Staff.</i>		
Head watchmen	- - - - -	-	20 to 50
Watchmen	- - - - -	-	18 to 25

STORES DEPARTMENT.

Designation.	1920	1929
	Rs.	Rs.
Muccadam—		
General Stores, Parel	44	47
Branch Stores, Parel	34	39
Branch Stores, Matunga	34	39
Wharf	34	34
Yard Jamadars—Jhansi	29, 27 & 23	29, 27 & 23
Loaders—		
General Stores, Parel	30	30
Branch Stores, Parel	28	28
Branch Stores, Matunga	28	28
Wharf	28	28
Ramosies—Bombay	25 & 26	25 & 26
Counting boys—Bombay	11	11
Cooly boys	14	14
Coolies—Bombay	23	23
" Jhansi	19	19
Head porters—Bombay	27	30
Porters—Bombay	25	25
" Jhansi	20	20
" Jhansi	25	25
Delivery porters—Bombay	20	20
Sweepers—Bombay	20	20
" Jhansi	12	12
Fire brigade tindal—Bombay	29	30
Fire brigade lascars—Bombay	25	25

Appendix V—contd.
MECHANICAL DEPARTMENT.
Locomotive and Carriage and Wagon Shops.

Class of Workman.	MAXIMUM RATES OF PAY.				REMARKS.
	1920.		1929.		
Covenanted chageman		Rs. 425		Rs. 425	
1st grade "	{ Bombay.	360	{ Bombay.	360	
	{ Jhansi.	315	{ Jhansi.	315	
2nd " "	{ Bombay.	275	{ Bombay.	275	
	{ Jhansi.	215	{ Jhansi.	215	
3rd " "	{ Bombay.	190	{ Bombay.	190	
	{ Jhansi.	165	{ Jhansi.	165	
A grade workman	{ Bombay.	200	{ Bombay.	200	
	{ Jhansi.	170	{ Jhansi.	170	
B " "	{ Bombay.	185	{ Bombay.	185	
	{ Jhansi.	160	{ Jhansi.	160	
C " "	{ Bombay.	140	{ Bombay.	140	
	{ Jhansi.	124	{ Jhansi.	124	
A " maistry	{ Bombay.	140	{ Bombay.	140	
	{ Jhansi.	125	{ Jhansi.	125	
B " "	{ Bombay.	125	{ Bombay.	125	
	{ Jhansi.	100	{ Jhansi.	100	
C " "	{ Bombay.	100	{ Bombay.	100	
	{ Jhansi.	80	{ Jhansi.	80	
		Ordinary.	Superior.	Ordinary.	Superior.
Boilermakers	{ Bombay.	74	93	74	93
	{ Jhansi.	50	68	50	68
Canemen	{ Bombay.	..	..	..	..
	{ Jhansi.	31	42	31	42
Carpenters	{ Bombay.	52	69	52	69
	{ Jhansi.	39	50	39	50
" carriage	{ Bombay.	60	74	60	74
	{ Jhansi.	43	50	43	50
" wagon	{ Bombay.	..	60	..	60
	{ Jhansi.	..	..	..	..
Carriage builders	{ Bombay.	60	86	60	86
	{ Jhansi.	47	64	47	64
" finishers	{ Bombay.	60	86	60	86
	{ Jhansi.	47	64	47	64
Chippers and fettlers	{ Bombay.	..	28	..	28
	{ Jhansi.	20	23	20	23

Appendix V—contd.

MECHANICAL DEPARTMENT.

Locomotive and Carriage and Wagon Shops—(contd.)

Class of Workman.	MAXIMUM RATES OF PAY.				REMARKS.
	1920.		1929.		
	Ordinary.	Superior.	Ordinary.	Superior.	
Coolies - - -	{ Bombay.	Rs. 23	Rs. 26	Rs. 23	Rs. 26
	{ Jhansi.	..	19	..	19
Drivers, steam crane	{ Bombay.	39	58	39	58
	{ Jhansi.	..	39	..	39
,, electric crane	{ Bombay.	35	50	35	50
	{ Jhansi.	..	..	..	..
,, steam hammer	{ Bombay.	39	47	39	47
	{ Jhansi.	20	29	20	29
Electro-platers - -	{ Bombay.	63	75	63	75
	{ Jhansi.	..	..	..	..
Fitters and brass finishers	{ Bombay.	69	86	69	86
	{ Jhansi.	50	68	50	68
Furnacemen - -	{ Bombay.	28	39	28	39
	{ Jhansi.	23	29	23	29
Forgemen - -	{ Bombay.	69	86	69	86
	{ Jhansi.	44	64	44	64
Holder up and helpers	{ Bombay.	..	30	..	30
	{ Jhansi.	22	27	22	27
Laddermen - -	{ Bombay.	..	28	..	28
	{ Jhansi.	..	20	..	20
Lifters - -	{ Bombay.	25	28	25	28
	{ Jhansi.	..	26	..	26
Liners and writers	{ Bombay.	..	..	..	..
	{ Jhansi.	47	57	47	57
Machinemmen - -	{ Bombay.	60	86	60	86
	{ Jhansi.	44	59	44	59
Moulders - -	{ Bombay.	69	86	69	86
	{ Jhansi.	44	76	44	76
Muccadums - -	{ Bombay.	39	47	39	47
	{ Jhansi.	23	29	23	29
Pattermakers - -	{ Bombay.	69	86	69	86
	{ Jhansi.	44	64	44	64
Painters - -	{ Bombay.	50	69	50	69
	{ Jhansi.	39	50	39	50

Appendix V—contd.

MECHANICAL DEPARTMENT.

Locomotive and Carriage and Wagon Shops—(contd.)

Class of Workman.	MAXIMUM RATES OF PAY.				REMARKS.
	1920.		1929.		
	Ordinary.	Superior.	Ordinary.	Superior.	
	Rs.	Rs.	Rs.	Rs.	
Polishers - - -	{ Bombay. 60	74	60	74	
	{ Jhansi. 31	42	31	42	
Rivet Boys - - -	{ Bombay. ..	21	..	21	
	{ Jhansi. ..	..	..	..
Riveters - - -	{ Bombay. ..	63	..	63	
	{ Jhansi. 27	42	27	42	
Sawyers and wood turners	{ Bombay. 50	60	50	60	
	{ Jhansi. 43	47	43	47	
Smiths - - -	{ Bombay. 74	93	74	93	
	{ Jhansi. 44	64	44	64	
Strikers - - -	{ Bombay. ..	28	..	28	
	{ Jhansi. 20	22	20	22	
Timber measurers	{ Bombay. 60	86	60	86	
	{ Jhansi. ..	..	..	..
Toolmakers - - -	{ Bombay. 74	86	74	86	
	{ Jhansi. ..	..	..	..
Trimmers - - -	{ Bombay. 60	69	60	69	
	{ Jhansi. 47	57	47	57	
Tubesmen and tubesmiths	{ Bombay. ..	63	..	63	
	{ Jhansi. ..	..	..	..
Turners - - -	{ Bombay. 74	89	74	89	
	{ Jhansi. 50	68	50	68	
Welders - - -	{ Bombay. 74	89	74	89	
	{ Jhansi. 44	64	44	64	
Yard shunters - - -	{ Bombay. 60	101	60	101	
	{ Jhansi. ..	59	..	59	
Special grade workmen	{ Bombay. ..	112	..	112	
	{ Jhansi. ..	79	..	79	
Assistant workmen	{ Bombay. ..	41	..	41	
	{ Jhansi. ..	31	..	31	
A Grade apprentice	{ Bombay. ..	91	..	91	
	{ Jhansi. ..	83	..	83	
B " "	{ Bombay. ..	72	..	72	
	{ Jhansi. ..	68	..	68	
C " "	{ Bombay. ..	50	..	50	
	{ Jhansi. ..	32	..	32	
D " "	{ Bombay. ..	32	..	32	
	{ Jhansi. ..	26	..	26	

Appendix V—contd.
MECHANICAL DEPARTMENT.
Electrical Branch Rates.

Class of Workman.	MAXIMUM RATES OF PAY.		REMARKS.		
	1920.	1929.			
	Rs.	Rs.			
1st Grade chargemen	- { Bombay. Jhansi.	360 315	360 315		
2nd " "	- { Bombay. Jhansi.	275 205	275 205		
3rd " "	- { Bombay. Jhansi.	190 165	190 165		
A Grade workmen	- Bombay.	200	200		
B " "	- Bombay.	185	185		
C " "	- Bombay.	140	140		
A Grade maistry	- { Bombay. Jhansi.	140 125	140 125		
B " "	- { Bombay. Jhansi.	125 100	125 100		
C " "	- { Bombay. Jhansi.	100 80	100 80		
	Ordinary.	Superior.	Ordinary.	Superior.	
	Rs.	Rs.	Rs.	Rs.	
Armature winders	- { Bombay. Jhansi.	101 ..	125 ..	101 ..	125 ..
Carpenters	- { Bombay. Jhansi.	52 43	66 50	52 43	66 50
Coolies	- { Bombay. Jhansi.	23 ..	25 19	23 ..	25 19
Crane drivers	- Bombay.	35	50	35	50
Electro-platers	- Bombay.	..	63	..	63
Firemen	- { Bombay. Jhansi.	47 39	47 39
Fitters	- { Bombay. Jhansi.	69 61	86 73	69 61	86 73
Liftmen	- Bombay.	..	40	..	40
Machinemen	- Bombay.	60	86	60	86

Appendix V—contd.
MECHANICAL DEPARTMENT.
Electrical Branch Rates—contd.

Class of Workman.	MAXIMUM RATES OF PAY.				REMARKS.
	1920.		1929.		
	Ordinary.	Superior.	Ordinary.	Superior.	
Masons - - - { Bombay.	50	60	50	60	
{ Jhansi.	..	32	..	32	
Muccadums - - - { Bombay.	39	47	39	47	
{ Jhansi.	..	..	..	..
Painters - - - { Bombay.	50	69	50	69	
{ Jhansi.	..	..	..	..
Polishers - - - - Bombay.	52	60	52	60	
Shift drivers - - - { Bombay.	..	86	..	86	
{ Jhansi.	..	79	..	79	
Switchboard chargehands { Bombay.	..	130	..	130	
(main stations). { Jhansi.	..	134	..	134	
Switchboard chargehands { Bombay.	..	86	..	86	
(sub-stations). { Jhansi.	..	79	..	79	
Test room assistants (A grade) Bombay.	..	240	..	240	
Test room assistants (B grade) Bombay.	..	200	..	200	
Turners - - - - Bombay.	74	89	74	89	
Trimmers - - - { Bombay.	..	..	..	..
{ Jhansi.	..	22	..	22	
Wiremen - - - { Bombay.	63	75	63	75	
{ Jhansi.	61	73	61	73	
Asst. fitters and wiremen { Bombay.	..	41	..	41	
{ Jhansi.	..	31	..	31	
Special grade workmen { Bombay.	..	112	..	112	
{ Jhansi.	..	79	..	79	

APPENDIX W.

Grain Compensation.

In supersession of Agent's Circular No. 5, dated 27th November 1917, Grain Compensation may, with effect from 1st March 1929, be granted to low-paid servants of this Railway under the following conditions :—

I. (a) When the price of the common staple food grain of the Taluka, or Sub-division, is dearer than Re. 1 for 12 seers but is not dearer than Re. 1 for ten seers, all whole-time servants of the Railway whose pay does not exceed Rs. 30 per mensem, may receive an extra allowance at rates not exceeding those prescribed below :—

Pay exceeding Rs. 16 but not exceeding Rs. 30 per mensem Rs. 2

Pay not exceeding Rs. 16 per mensem Re. 1

(b) When such grain is dearer than Re. 1 for ten seers, the above allowances may be raised to amounts not exceeding Rs. 3 and Rs. 1-8-0, respectively.

NOTE.—The common staple food of the District, Taluka or other Sub-division means the cheapest grain of any kind commonly used by the people of such tract.

EXPLANATION 1.—In Provinces in which the Districts are very large, the Taluka or other Sub-divisions may be taken as the area for the application of the test prices.

EXPLANATION 2.—Divisional Transportation Superintendents may, at their discretion, take the average of the prices of the principal food grains instead of the price of the common staples food grain of the District as the test, only when the prices of the common staples food grain of the District or Sub-division are not available from the Civil Authorities.

EXPLANATION 3.—All other forms of remuneration besides pay proper, such as acting charge, overtime allowance, fees and pensions are to be taken into account in determining pay for the purpose of these rules.

EXPLANATION 4.—The allowance is to be determined with reference to the rate of pay of the employee and not with reference to the total emoluments drawn in a month as laid down in Note 4 to S.R. 6-A of the Fundamental Rules as approved of by the Railway Board, *vide* their letter No. 6762-E., dated 20th December 1928.

II. The allowance is admissible to men who are officiating or in temporary employment provided that they are drawing rates of salary which have been fixed with reference to normal circumstances, but the allowance is *not admissible to men absent on leave or under suspension* nor to part time servants who are only engaged by Government for specific duties which do not prevent their earning money in other ways.

Note.—The allowance is not admissible to men absent on leave other than full pay or average pay exceeding four months.

III. (a) When the pay of an employee who is otherwise eligible for the grant of grain compensation allowance is more than Rs. 30 but less than Rs. 32 or Rs. 33, he may draw as grain compensation allowance the difference between his pay for the month and Rs. 32 or Rs. 33 according as the rate of grain compensation allowance sanctioned for the particular month to employees in receipt of pay above Rs. 16 but not above Rs. 30 is Rs. 2 or Rs. 3 respectively.

Appendix W—contd.

(b) Grain compensation allowance will be calculated on pay proper and given in addition to Local allowances provided the staff are eligible for it under the rules.

(c) Under the rules for the grant of grain compensation allowances, overtime should be treated as pay and included in the limit of Rs. 30 up to which grain compensation allowance is admissible but the overtime should be excluded from the pay limit of Rs. 30 per mensem. For instance, an Augwalla whose rate of pay is Rs. 15 per mensem and with overtime his emoluments exceed Rs. 16 per mensem, the rate of grain compensation allowance payable would be Rs. 2 or Rs. 3 per mensem, as the case may be. But in the case of an employee whose pay is over Rs. 16 and up to Rs. 30 per mensem, overtime will be excluded and they will be eligible for the grain compensation allowance at Rs. 2 or Rs. 3 as the case may be, irrespective of the amount earned as overtime and mileage.

IV. As regards Native States, the grain compensation allowance sanctioned by Government for their employees working in Native States should be paid to Railway employees working in stations in Native States.

V. The standard grain rates for the previous month which are published in the *Government Gazette* may be taken as applicable to the month of publication. For instance, the rates for November which are published in the *Gazette* for December may be taken as applicable for the month of December.

2. It will be the duty of the Divisional Transportation Superintendent of each Division on the line to keep himself acquainted with the ruling price of the staple food of the District and whenever such price reaches a rate at which grain compensation becomes payable under the above rules, he will immediately advise all Heads of Departments and District Officers accordingly.

APPENDIX X.**Waterproof clothing.**

Waterproof clothing is issued free of charge to such of the following staff in each Department as are exposed to wet weather in the performance of their duties, viz. :—

Agency.

Sepoys and hamals :	Umbrella.	Once a year.
For office use :	Waterproof coats.	Once every three years.

Audit Department.

Pay clerks :	Waterproof coats.	Once every three years.
--------------	-------------------	-------------------------

Engineering Department.

One waterproof coat, one cap and one pair leggings are supplied once every three years to the following staff :—

Custodian, Victoria Terminus ; foreman, Byculla workshop ; chawl superintendent, Gun Powder Road ; P. W. inspectors, apprentice platelayers, signal and interlocking foremen, signal and interlocking inspectors, asstt. signal and interlocking inspectors, apprentice signal and interlocking inspectors, P.W. inspectors, sub-P. W. inspectors, apprentice platelayers, maistries, assistant maistries, timekeepers, relieving timekeepers, assistant timekeepers, inspectors of works, fitter in charge machine shop, Kalyan ; plumber, Victoria Terminus ; overseers, material checkers, ballast checker, assistant to plumber, fitter pipe line, supervisors, surveyors, asstt. foremen, Byculla workshop ; chargeman, hydraulic (engineman) ; sub-storekeeper, signal and interlocking timekeepers, signal and interlocking chargemen, signal and interlocking head fitter, signal and interlocking maintainers, signal and interlocking assistant maintainers' helpers, loading and despatching clerk, Byculla workshop.

One cape and one cap or pugree cover are supplied once every three years to the following staff :—

Peons (office boys), ramossees, trolleymen, watermen on the ghats, watchmen, fire brigade, chowkidars, muccadums and khallasis.

Sepoys, hamals and messengers.	} one umbrella.	Once every year.
Patrolmen, dak runners and medicine carriers.		
	} one country blanket, woollen.	Once every year.

Mechanical Department.

One umbrella is supplied to the following staff every year :—

Sepoys, messenger boys, hamals, gatekeepers, watermen, watchmen, trolleymen, office coolies, watch and ward staff, timekeepers.

One waterproof coat is supplied to the following staff once every three years :—

Watchmen, works managers, laboratory assistants, motor drivers, coolies under electrical inspectors (Stores), drivers, firemen, shunting master, chargemen,

Appendix X—contd.

petrolmen, maistries, caretaker, inspectors (electrical), head timekeeper, wiremen, trimmers, trolley men, muccadums, shunters and asstt. electricians.

One cape supplied to the following staff every year :—

Pointsmen, coolies under electrical inspectors, couplingmen, and one camblee supplied to coolies every year.

Stores Department.

Asstt. wharf superintendent - - - 1 coat waterproof and 1 pair leggings supplied every three years.
 Yard foreman - - - - - { 1 coat waterproof supplied every three years.
 Consignment clerks - - - - - { 1 cape supplied every three years.

Medical Department.

One umbrella is supplied every year to the following staff :—

Sepoys, ward boy, watchmen, sweepers, assistant sanitary inspectors, muccadums and hamals.

One waterproof coat, one cap and one pair leggings are supplied once every three years to the following staff :—

Assistant surgeons, sub-assistant surgeons, senior sanitary inspector and sanitary inspectors.

List of Transportation Staff entitled to free waterproof clothing :—

Designations.	Particulars of clothing supplied.	REMARKS.
Station masters, asstt. station masters, passengers local and goods guards (Main line and Ghat) yard foremen, yard inspectors, yard supervisors, shunting masters, number takers and 1st class brakemen.	} 1 waterproof coat and cap.	Supply to be made every 3 years.
Carriage foremen and asstt. head train examiners, train examiners and asstt. electric chargemen, A.V.B. chargemen, gas chargemen, train examining electricians, electric fitters, fitters and carpenters.		
Loco. foremen, loco. inspectors, drivers, firemen, B. L. drivers, boiler shop foremen, fitters and boilermaker chargemen, crane drivers, S. P. drivers, fitters and boilermaker mistries and oil fuel issuers (Byculla Shed only), low-paid staff.	} 1 water proof coat.	do.
Asstt. fitters, asstt. carpenters (C and W side) shed muccadums, cleaner muccadums, coolie muccadums, coal muccadums, tube cleaner muccadums, pilot and badge muccadums. E. T. augwallas, stores coolies, ramosees, pointsmen, relieving pointsmen, call boys, mashals, breakdown staff, lorrymen, tube cleaners, ashpan cleaners, fire cleaners, ashpit cleaners, cleaners (women), coal breakers, steammen.		
Watchmen, lifters, packers, turn-table coolies, sweepers, levermen, gatemen, watermen, fire lighters, lamp lighters, night messengers, wash-outmen (C and W), sandmen, coolie boys, box boys.	} do.	do.
		To be supplied annually.

Appendix X—contd.

List of Transportation Staff entitled to free uniform clothing. Cotton clothing is supplied yearly and woollen clothing is supplied every alternative year except for augwallas who receive woollen clothing every year.

Designation.	Particulars of free clothing supplied.	Class.
Deputy station superintendents - - - - - Station masters (European) - - - - - Asstt. station masters (European) - - - - - Platform inspectors (European) - - - - -	1 blue serge suit - 3 white drill suits -	A. A.
Station masters (Indian) - - - - - Asstt. station masters (Indian) - - - - - Platform inspectors (Indian) - - - - - Sub.-asstt. station masters - - - - - Train starters - - - - - Relieving signallers - - - - - Relief clerks - - - - -	1 blue serge suit - 2 white drill suits -	B. B.
Car attendants - - - - -	2 white drill suits and 1 peak cap.	
Ladies' waiting room attendants - - - - -	1 serge jacket and skirt. 4 white drill blouses and skirts. 1 leather belt	B. B.
Muccadums, asstt. muccadums, pointsmen, levermen, candidate pointsmen, gatemen, mashals, bhisties, watermen, sweepers, call boys, box boys, bearers, cranemen, badge boys, relieving pointsmen, locking porters, trollymen, etc.	1 coat blue woollen. 1 short blue cotton. 1 coat blue cotton. 1 short blue cotton. 1 turban blue cotton.	
Augwallas, steammen, ashpanmen, breakdown staff -	1 coat blue woollen. 1 trousers blue cotton. 1 cap blue woollen. 1 coat blue drill. 1 trousers blue drill. 1 cap blue drill.	
Tube cleaners, fire lighters, fire droppers, stationary pump drivers, stationary engine firemen, pointsmen, coal breakers, stores coolies, fire bar setters, ashpit cleaners, ashpan cleaners, turn-table coolies, steam pump drivers, steam pump coolies, canemen, ramosees, messengers, etc.	1 coat blue woollen. 1 short blue cotton. 1 cap blue woollen. 1 coat blue drill. 1 short blue drill. 1 cap blue drill.	
Head train examiners - - - - - Electric chargemen - - - - - Gas chargemen - - - - - A. V. B. chargemen - - - - -	1 blue serge suit. 2 white drill suits. 1 turban khaki (for Indian staff.)	
Train examiners and assistants, gas chargers, electric fitters.	1 blue serge suit. 2 khaki drill suits. 1 turban khaki (for Indian staff).	

Appendix X—contd.

Designation.	Particulars of free clothing supplied.	Class.
Train examining menials	{ 1 coat blue woollen. 1 short blue cotton. 1 coat blue drill. 1 short blue drill. 1 turban blue cotton.	
Peons (office)	{ 1 coat long woollen. 2 coats long white. 2 trousers white. 1 turban red.	
Peons (telegraphs)	{ 1 coat cotton khaki. 1 short cotton khaki. 1 turban cotton khaki. 1 kallah cotton khaki. Puttees woollen (1 pair). 1 coat serge khaki. 1 pair short cotton khaki. 1 turban cotton khaki.	

Appendix X—contd.

List of General Staff supplied with full uniform clothing.

Staff.	WOOLLEN.			COTTON.		Turban, red, or cap.	Belts.	BLUE COTTON DRILL.		Blue turban or cap.	KHAKE DRILL.			Overcoat or great coat woollen.	COTTON.		WOOLLEN.	REMARKS.	
	Coats.	Trousers or Shorts.	Caps.	Coats.	Trousers.			Coats.	Trousers or shorts.		Coat.	Trousers or shorts.	Khaki turban or cap.		Series.	Jackets.	Jackets.		
Havildars (Office) -	1	3	3	*1	1	* Yeola for Agent's Office only. Some of the staff are supplied with Blue clothing and some Khaki clothing.
Naiks -	1	..	..	3	3	*1	1	..	..	..	..	..	..	..	..	..	..	..
Peons -	1	..	..	2	2	1	1	..	..	..	..	..	..	..	..	..	..	..
Hamals -	1	..	..	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..
Office boys -	1	..	..	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..
Hookmen -	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Watermen, Hindoo -	1	..	..	..	..	..	..	2	..	1	..	..	..	..	..	..	..	..
Fire brigade lascars -	1	1	..	..	..	..	..	1	1	1	1	1	1	..	..	..	..	..
Messengers' office boy -	1	..	..	..	..	..	..	..	..	..	1	1	1	..	..	..	..	..
Mech. motor driver -	1	1	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	..
Machineman -	1	..	..	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..
Cranemen -	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Custodian -	1	1	1	6	6	..	..	..	..	..	..	..	..	..	..	..	..	..
Trolleyman -	1	1	..	..	..	..	..	..	..	..	1	1	1	..	..	..	..	..
Motor driver -	1	1	..	..	..	..	..	..	..	..	1	1	1	..	..	..	..	..
Gatewoman -	..	..	..	..	..	..	..	..	..	..	1	1	1	..	2	1	1	..

Gatemen	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Watchmen	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Ramosees	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Watchmen on the Ghats	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Watermen	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Muccadam	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Chowkidars	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Mech. coolies, fire brigade	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
.. muccadams, fire brigade	1	..	..	..	..	1	1	1	2	1	..	..	..	..	..	..	..	..
.. coolies (as messenger boys)	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
.. coolies (as peons)	1	..	..	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..
Watch and ward staff	..	..	..	..	..	..	..	2	2	1	..	..	..	..	..	..	..	..
Mech. Watchmen	..	..	..	..	..	..	..	..	..	..	2	2	1	1	..	..	..	..
.. Office Coolies	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
.. Wiremen	1	1	..	..	..	..	..	..	..	..	2	2	1	..	..	..	..	..
.. Trimmers	1	..	..	..	..	..	..	2	2	1	..	..	..	..	..	..	..	..
.. Liftmen	1	1	..	..	..	..	..	..	..	..	2	2	1	..	..	..	..	..
.. Motor lorry drivers	2	2	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	..
.. Furnacemen	1	1	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..
.. Firemen	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
.. Coupling men	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
.. Fire brigade (Indian Staff)	..	..	..	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..
Audit watchmen	1	..	..	..	..	..	..	..	..	..	2	2	1	..	..	..	..	..
Store muccadams	1	1	..	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..
Head porters	1	1	..	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..
Stores loaders	1	1	..	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..
.. Porters	1	1	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..
.. Delivery porters	1	1	1	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..

Appendix X—contd.

List of General Staff supplied with full uniform clothing.—contd.

Staff.	WOOLLEN.			COTTON.		Turban, red, or cap.	Belts.	BLUE COTTON DRILL.			KHAKI DRILL.			Overcoat or great coat woollen.	COTTON.		WOOLLEN.	REMARKS.	
	Coats.	Trousers or Shorts.	Caps.	Coats.	Trousers.			Coats.	Trousers or shorts.	Blue turban or cap.	Coats.	Trousers or shorts.	Khaki turban or cap.		Series.	Jackets.	Jackets.		
Stores Counting and cooly boys	1	1	1	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..
.. Delivery clerks	1	1	1	1	1	..	..	..	..	..	..	..	..	1	..	..	..	..
.. Watchmen	1	1	..	..	..	..	..	..	..	..	1	1	1	..	..	..	..	..
.. Watchmen in Bombay	..	..	..	..	..	..	..	..	..	..	2	2	1	1	..	..	..	..
Augwallas	1	1	..	..	..	..	..	1	1	1	..	..	..	..	..	..	..	..
Pointamen	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
Mech. Watchmen	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
.. Messenger office boys	1	..	..	..	..	..	..	1	2	1	..	..	..	..	..	..	..	..
.. Office boys	1	..	..	..	..	..	..	..	..	..	2	2	1	..	..	..	..	..
.. Messenger boys	1	..	..	..	..	..	..	2	3	1	..	..	..	..	..	..	..	..
.. Gatekeeper	1	..	..	..	..	..	..	2	3	1	..	..	..	..	..	..	..	..
.. Shunting pump drivers	1	1	..	..	..	..	..	1	1	*2	..	..	..	..	..	..	..	..	*One turban and one cap.
.. Oilmen	1	1	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..
.. Trial drivers	1	1	2	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..
.. Crane drivers (steam)	1	1	1	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..
.. Shunting cooly	1	1	..	..	..	..	..	1	1	*2	..	..	..	..	..	..	..	..

NOTES.—Cotton clothing supplied every year.
 Woollen clothing supplied every two years.
 Overcoats supplied every three years.
 Staff supplied with Khaki drill will be supplied with Khaki Woollen clothing.

Appendix X—contd.
COMMERCIAL STAFF.

Staff.	Description of clothing, etc., required to be worn by the staff.	Articles of clothing provided by the railway administration annually.	REMARKS.
<p>A. Goods assistant station masters, luggage inspectors and head ticket examiner, Victoria Terminus (European and Anglo-Indian).</p>	<p style="text-align: center;"><i>For Cold Weather.</i></p> <p>Coat, short, double-breasted, blue serge, square collar well turned down, two rows of electro-plated buttons in front, and three buttons on each cuff, trousers, blue serge.</p>	<p>1 Serge suit</p>	<p>Serge suit to last two years.</p>
	<p style="text-align: center;"><i>For Hot Weather.</i></p> <p>White drill suits (coats and trousers) of the same pattern as above with electro-plated buttons, also as above. Sun hat—White covered Cawnpore Tent Club sun hat with special monogram G. I. P. R. in front. (Monogram provided free). Cap—blue cloth, Artillery pattern curved peak forage cap, with special monogram. Boots—(or shoes) black with blue uniform, and white or brown for white uniform.</p>	<p>4 White drill suits.</p> <p>....</p>	<p>To be provided by the staff at their own cost.</p>

Appendix X—contd.

Staff.	Description of clothing, etc., required to be worn by the staff.	Articles of clothing provided by the railway administration annually.	REMARKS.
<p>B. (1) Goods assistant station masters, ticket collectors, Indian, including Native Christians, Goans, Parsees, and others who usually wear European clothes.</p> <p>(2) Ticket collectors (European and Anglo-Indian).</p>	<p>Buttons—electro-plated, with raised letters G. I. P. R. for coat - - - - - }</p> <p>Collar badge, designation, in silver thread - - - - - }</p> <p align="center"><i>For Cold Weather.</i></p>	<p align="center">....</p>	<p>To be supplied by the Railway free of charge.</p>
	<p>Coat, short, single-breasted, blue serge, buttoned up to the neck with hook and eye. Trousers, blue serge.</p> <p align="center"><i>For Hot Weather.</i></p>	<p>1 serge suit - - -</p>	<p>Serge suit to last two years.</p>
	<p>White drill suits of similar pattern - - - - -</p>	<p>2 White drill suits. -</p>	
	<p>Sun hat—White covered Cawnpore Tent Club hat with special size monogram G. I. P. R. in front.</p>	<p>Ticket collectors on the Bombay Division up to Ghoti and Talegaon are supplied with one water-proof coat and a cap every three years.</p>	
	<p>Cap—blue cloth, Artillery pattern, curved peak forage cap - - -</p>		<p>To be provided by the staff at their own cost.</p>
	<p>Boots (or shoes), European pattern, black with blue uniform and white or brown with white uniform.</p>		
	<p>Collar badge, designation, in silver thread - - - - - }</p> <p>Buttons, electro-plated with raised letters G. I. P. R. for coat - - - }</p>	<p align="center">....</p>	<p>To be supplied by the railway administration free of charge and renewed when necessary.</p>
	<p align="center"><i>For Cold Weather.</i> As above.</p>		
	<p align="center"><i>For Hot Weather.</i> As above.</p>	<p align="center">Ditto.</p>	

(3) Passenger Guide	Same clothing as ticket collectors except head-gear and arm-band.		
(C) Lady ticket collectors (European and Anglo-Indian).	<i>For Cold Weather.</i>		
	Jacket, blue serge, and blue serge skirt	1 Blue serge jacket and skirt.	Serge jacket and skirt to last two years.
	<i>For Hot Weather.</i>		
Blouses, white ; skirts, white drill; belt black leather with black buckle	4 White blouses. 4 White drill skirts.		
Sola topee, broad brimmed, covered white drill, with green lining, and rolled silk pugree.	1 Black leather belt with buckle. 1 Sola topee.		
(D) European, Anglo-Indian and Indian ticket inspectors.	<i>For Cold Weather.</i>		
	Coat, short, blue serge, double-breasted, square collar well turned down, two rows of electro-plated buttons in front and three buttons on each cuff. Trousers, blue serge.		To be provided by the men themselves at their own cost and of quality and pattern selected by the Chief Traffic Manager.
	<i>For Hot Weather.</i>		
	White drill suits (coats and trousers) of the same pattern as above with electro-plated buttons also as above.		
Boots (or shoes) black with blue uniform, and white or brown with white uniform.			
Sun hat—White covered Cawnpore Tent Club hat with "G. I. P. R." monogram in front. (Monogram supplied free).			
Cap—Blue cloth with curved peak, Artillery pattern and monogram. (Monogram supplied free.)	Ticket inspectors on the Bombay Division up to Ghoti and Talegaon are supplied with one water-proof coat and a cap every three years.	Do. do.	

Appendix X—contd

Staff.	Description of clothing, etc., required to be worn by the staff.	Articles of clothing provided by the railway administration annually.	REMARKS.
(æ) European, Anglo-Indian and Indian ticket Inspectors—contd.	Buttons electro-plated "G.I.P.R." for coat - - - - } Collar badge, designation, in silver thread - - - - }		To be supplied free by the railway administration and renewed when necessary.
	<i>For Cold Weather.</i>		
	Coat, blue woollen, with stand up collar and hook and eye - - - - } <i>For Hot Weather.</i>	1 Coat blue woollen		Blue woollen coat to last 2 years.
(E) Muccadams, of luggage, parcel porters, muccadams of hamals and fire brigade, muccadams, station hamals attending passenger trains, gatemen, massals, sweepers, watermen, fire brigade men, porters of luggage and parcel train.	Coat, blue cotton drill, same pattern as above - - - - }	1 coat blue cotton	Menial staff detailed on menial platform duty at large and roadside stations must wear belts with badges and other badges for arms, etc., with designation, and these will be renewed when necessary.
	Shorts, blue cotton to come to knee - - - - - }	1 shorts blue cotton	
	Turban, blue cotton - - - - - }	1 turban blue cotton	
	Badges arm with designation and "G.I.P.R." in red thread on black cloth.		
	Belt-leather with "G.I.P.R." brass badge - - - - -		
	In addition 1 kambal and 1 red cap during monsoon for hamals only -		
	<i>For Hot Weather.</i>		
Coat Khaki drill (British Infantry pattern) - - - - - }	1 Coat.		
Trousers—Khaki drill - - - - - }	1 Pair.		
Pugree—Khaki with lace fringe - - - - - }	1 Pugree.		
Khaki serge overcoat with metal G. I. P. buttons - - - - - }	1 Overcoat every sixth year.		

(F) Watch and Ward	}	Shoulders strap badges, G.I.P. white metal block letters	-	-	....	After the first issue of buttons and badges, shortages will be replaced at the expense of the men.
(1) Sub-inspectors		Buttons, G. I. P. white metal	-	-	....	
		<i>For Cold Weather.</i>					
		<i>NIL.</i>					
		<i>For Hot Weather.</i>					
	}	Khaki drill coat (Sepoy pattern)	-	-	-	1 Coat.	
		Khaki drill shorts	-	-	-	1 Shorts.	
		Woollen Jersey	-	-	-	1 Jersey every third year.	
		Khaki woollen putties	-	-	-	1 Pair.	
		Khaki Pugree	-	-	-	1 Pugree.	
		Brown leather belt with brass buckle plate inscribed "G.I.P.R."	-	-	-	1 belt with buckle.	Leather belts will be renewed every three years.
(2) Head watchmen and watchmen		Overcoat, Khaki blanket	-	-	-	1 Overcoat every sixth year.	
		Shoulder strap badges G.I.P. white metal block letters	-	-	....	After the first issue of buttons and badges, shortages will be replaced at the expense of the men.
		NOTE.—Head watchmen will wear three cotton chevrons (Army Pattern on the right arm.)					
		<i>For Cold Weather.</i>					
		<i>NIL.</i>					
		<i>For Cold Weather.</i>					
(G) Office havildars and naiks	}	Coat, long woollen, with stand up collar with hook and eye and "G.I.P.R." buttons.	-	-	-	1 Coat long woollen, blue.	Coat long woollen to last 2 years.

Appendix X—contd.

Staff.	Description of clothing, etc., required to be worn by the staff.	Articles of clothing provided by the railway administration annually.	REMARKS.
(G) Office havildars and naiks— <i>contd.</i>	<p align="center"><i>For Hot Weather.</i></p> Coats, cotton; Trousers, cotton; Turban, red and Belt, leather with badge. In addition, an umbrella and second-hand waterproof clothing during the rains.	} 3 Coats cotton white } 3 Trousers cotton, do. } 1 Turban red. } 1 Leather belt with badge.	Belt with badge and buttons to be renewed as found necessary.
(H) Office peons, office hamals and office ramosees.	<p align="center"><i>For Cold Weather.</i></p> Coat, long woollen with stand up collar and hook and eye and "G.I.P.R." buttons.	1 Coat long woollen blue.	Coat long woollen to last 2 years.
(I) Goods clerks, coaching clerks including general parcels, and luggage clerks, and trained candidates and candidates under training.	<p align="center"><i>For Hot Weather.</i></p> Coats cotton; Trousers, cotton; Turban, red; Belt, leather with badge. In addition an umbrella and second-hand waterproof clothing during the rains.	} Coats cotton, white. } 2 Trousers cotton, do. } 2 Turban red. } 1 Leather belt with badge. }	Belt with badge and buttons to be renewed when found necessary.
(J) Licensed platform coolies	No uniform, but they must wear a black skull cap at their own cost when on duty with a badge of designation on red thread on black cloth. Coat, short, single-breasted, Khaki cloth with stand up collar and hook and eye. Turban Khaki. Badge, brass arm inscribed "Licensed Cooly" with strap - -	} 1 Coat } } 1 Puggri } on payment } 1 Badge. }	Badge of designation to be supplied free by the railway administration. The cost of these articles should be recovered from these men before the clothing is indented for, from the General Stores.

APPENDIX Y.

Rules for the grant of Night (Batta) Allowance.

All batta bills for night allowance of Heads of Departments shall be certified by the Agent and those of the other members of staff by the Head of Department or the Divisional officer under whom they are employed. Heads of Departments are authorised to accord special sanction to batta bills submitted by the staff for unbroken periods exceeding one month in duration.

Scale of night allowances when travelling on duty.

I. On Home Line—

The following scales of night allowance are in force :—

(a) OFFICERS.	Per night. Rs. a. p.
Agent - - - - -	10 0 0
Deputy Agents - - - - -	7 8 0
Heads of Departments - - - - -	7 8 0
Officers drawing Rs. 1,000 and over - - - - -	7 0 0
" " " 500 and up to Rs. 999 - - - - -	6 0 0
" " " less than Rs. 500 - - - - -	5 0 0
Probationers - - - - -	4 0 0
(b) SUBORDINATES.	
Subordinates holding appointments of Rs. 300 and over - - - - -	4 0 0
Subordinates holding appointments of Rs. 200 to 299 - - - - -	3 0 0
Subordinates holding appointments of Rs. 100 to 199 - - - - -	2 0 0
Subordinates holding appointments of Rs. 50 to 99 - - - - -	1 0 0
Subordinates holding appointments under Rs. 50 - - - - -	0 8 0

- (2) A subordinate acting in a higher grade shall draw allowance at the rate fixed for that grade.

N.B.—These rules are not applicable to the train or running staff and such other cases as are specially exempted.

- (3) Special allowances have been fixed for the following :—

Weigh bridge inspectors, Transportation Department, a fixed allowance of Rs. 25 per mensem, in lieu of night allowance.

Weighing machine inspectors, and their assistants, Transportation Department, on pay of Rs. 100 and under a fixed allowance of Rs. 10 per mensem, in lieu of night allowance.

Station masters of Igatpuri and Lonavla who have to inspect the cabins on the Ghats, a fixed allowance of Rs. 15 per mensem.

Appendix Y—contd.

Signal inspector, Transportation Department, mileage allowance with a maximum of Rs. 3 per night.

Senior train inspector attached to head quarters to draw a night allowance, at the rate of 4 annas for every Rs. 25 or fraction thereof, on the maximum pay of the post.

	Per night.
	Rs. a. p.
Clerk accompanying Agent and clerk accompanying Chief Transportation Superintendent and Chief Traffic Manager when attending the Conference meeting at Simla - - -	4 0 0
Clerks under Rs. 100 per mensem travelling with Agent, Deputy Agents, Secretary to Agent, Heads of Departments or Deputies - - -	2 0 0

(4) Bridge inspectors to draw batta allowance under the following conditions :—

- (i) That their head quarters be considered for the time being as at Manmad.
- (ii) That they be granted the usual night allowance up to twenty nights in each month if their duties are fixed at any one work under orders and at one continuous stretch for twenty nights or more.
- (iii) That if their duties entail absence from head quarters in broken periods for less or more than twenty nights in one month, they should be given batta for as many nights as may be due them under the existing rules.

(5) Allowance to staff deputed on duty to Bombay :—

An allowance of Rs. 5 per night in addition to the ordinary batta may be granted to all officers, and double travelling allowance to all subordinates, and minials deputed on duty to Bombay to enable them to meet the heavy charges for hotel accommodation.

(c) MENIALS.

	Per night.
	Rs. a. p.
Menials on Rs. 25 per mensem and under - - -	0 4 0
Menials over 25 per mensem - - -	0 6 0

(d) Night allowance is admissible only if an employee has been prevented by duty from reaching his head quarters till after mid-night or if he is obliged to leave his head quarters before 4-0 a.m.

Appendix Y.—*contd.*

U. On Foreign Lines—

(i) When travelling on foreign lines, or when halting at stations on foreign lines, officers will draw an allowance at Rs. 5 in addition to night allowance and subordinates will draw double the night allowance.

(ii) Menials when travelling on foreign lines, will be eligible for the allowance at the following scales :—

	Per night.
	Rs. a. p.
Menials drawing Rs. 25 and under	- - 0 6 0
Menials drawing over Rs. 25 per mensem	- - 0 8 0

Rules for the grant of travelling allowance to State Railway staff governed by the Fundamental Rules for journeys on tour.

A daily allowance may be drawn for any day on which an employee governed by the Fundamental Rules is absent from his head quarters for more than eight consecutive hours.

NOTE.—Day means a calendar day, beginning and ending at midnight ; but an absence from head quarters which does not exceed twenty four hours shall be reckoned for all purposes as one day, at whatever hours the absence begins or ends.

2. Daily allowances are ordinarily drawn on the scales laid down in *Supplementary Rule 51 (a)* but the Railway Board has approved the following revised rates of daily allowance for the staff mentioned below :—

Designation.	Rate of daily allowance.
	Rs. a. p.
Agent	- - - - - 10 0 0
Heads of Departments	- - - - - 7 8 0
Deputies	- - - - - 7 8 0
District Officers (Senior Scale Officers)	- - - - - 6 0 0
Assistant Officers (Junior Scale Officers) and Probationers	- - - - - 5 0 0
Subordinates holding honorary rank as Gazetted Officers to be given	- - - - - 5 0 0
Bridge Engineers, Electrical Engineers, Signal and Interlocking Engineers, Telegraph Superintendent, Divisional Transportation Superintendents and other Officers of corresponding status	- - - - - 7 8 0

Appendix Y.—*contd.*

SUBORDINATES.

Designation.	Pay drawn.	Rate of daily allowance.		
		Rs.	a.	p.
Subordinates	- Rs. 501 and over	-	-	- 4 0 0
Do.	- „ 401 to Rs. 500	-	-	- 3 8 0
Do.	- „ 301 to „ 400	-	-	- 3 0 0
Do.	- „ 201 to „ 300	-	-	- 2 8 0
Do.	- „ 101 to „ 200	-	-	- 1 8 0
Do.	- „ 51 to „ 100	-	-	- 1 0 0
Do.	- „ 50 and under	-	-	- 0 12 0
Menials	- Over Rs. 15	-	-	- 0 6 0
Do.	- Rs. 15 and less	-	-	- 0 5 0

NOTE.—The rates of daily allowance of all the employees of the class of Inspectors or Stock Verifiers should be based on the pay drawn subject to a minimum of Rs. 2-8-0 per diem.

3. Temporary Engineers should be regarded as Officers of the 1st grade for the purpose of travelling allowance rules irrespective of the rate of pay which they draw, *i.e.*, their rate of daily allowance will be Rs. 5 per day.

The rates of daily allowance at Calcutta and Bombay.

4. It has been decided that in cases where the special rates of daily allowance sanctioned in *Railway Board's letter No. 744 E-20, dated 16th October 1922, and 9th January 1924, (para 2 above)* are lower than double the ordinary rates admissible under *Supplementary Rules 51 (a)* the latter rate may be drawn.

Daily allowance within a radius of five miles.

5. Daily allowance may not be drawn for any day on which a Government servant does not reach a point outside a radius of five miles from his head quarters or return to his head quarters from a similar point.

APPENDIX AA.

Minimum wages of low-paid staff in the Engineering Department compared with those paid to similar staff in other undertakings in different localities.

Class of Labour.	Parel Division.		Poona Division.		Bhusawal Division.		Nagpur Division.	
	G. I. P. Minimum.	Outside minimum.	G. I. P. minimum.	Outside minimum.	G. I. P. minimum.	Outside minimum.	G. I. P. minimum.	Outside minimum.
Muccadams	Rs. a. p. 19 0 0 p.m.	Rs. a. p. 1 0 0 p.d.	Rs. a. p. 16 0 0 p.m.	Rs. a. p. 0 10 0 p.d.	Rs. a. p. 17 0 0 p.m.	Rs. a. p. 0 10 0 p.d.	Rs. a. p. 19 0 0 p.m.	Rs. a. p. 18 12 0 p.m.
Gangmen	28 0 0 p.m. (a) 13 0 0 p.m. 24 0 0 p.m. (a)	0 14 0 p.d.	0 7 0 p.d.	0 9 0 p.d.	0 7 6 p.d.	0 8 0 p.d.	0 8 6 p.d.	0 7 0 p.d.
Gatemen .. .. .	.....	.....	11 0 0 p.m.	0 8 0 p.d.	.....	.....	15 0 0 p.m.	15 0 0 p.m.
Watchmen	14 0 0 p.m. 19 0 0 p.m. (a)	20 0 0 p.m.	10 0 0 p.m.	0 8 0 p.d.	13 8 0 p.m.	12 0 0 p.m.	13 8 0 p.m.	12 0 0 p.m.
Malles .. .. .	.....	.....	.....	.....	.....	.....	.....	.....
Coolies, men	0 8 0 p.d. 0 12 0 p.d. (a)	0 8 0 p.d.	0 7 0 p.d.	0 9 0 p.d.	0 7 6 p.d.	0 8 0 p.d.	0 8 0 p.d.	0 7 0 p.d.
" Women	0 5 0 p.d. 0 6 0 p.d. (a)	.....	0 5 0 p.d.	0 6 0 p.d.	0 5 0 p.d.	0 4 0 p.d.	0 5 0 p.d.	0 4 0 p.d.
" Boy	0 5 0 p.d. 0 6 0 p.d. (a)	0 3 0 p.d.	0 5 0 p.d.	0 4 0 p.d.	0 5 0 p.d.	0 4 0 p.d.	0 5 0 p.d.	0 3 0 p.d.
SKILLED LABOUR.								
Fitters	39 0 0 p.m. 1 12 0 p.d. (a)	1 8 0 p.d.	1 0 0 p.d.	1 0 0 p.d.	29 4 0 p.m.	45 0 0 p.m.	0 14 0 p.d.	1 0 0 p.d. 18 0 0 p.m.
Carpenters	39 0 0 p.m.	1 4 0 p.d.	1 0 0 p.d.	1 3 0 p.d.	1 4 0 p.d.	1 4 0 p.d.	1 9 0 p.d.	1 4 0 p.d. 18 0 0 p.m.
Blacksmiths	39 0 0 p.m.	1 8 0 p.d.	1 0 0 p.d.	1 4 0 p.d.	1 4 0 p.d.	1 4 0 p.d.	1 0 0 p.d.	1 0 0 p.d. 18 0 0 p.m.
Painters	32 8 p.m.	1 4 0 p.d.	1 0 0 p.d.	1 0 0 p.d.	0 14 0 p.d.	.....	0 15 0 p.d.	1 0 0 p.d. 18 0 0 p.m.
Masons	39 0 0 p.m. 1 12 0 p.d. (a)	1 8 0 p.d.	1 0 0 p.d.	1 0 0 p.d.	1 4 0 p.d.	1 8 0 p.d.	1 5 0 p.d.	18 0 0 p.m. 1 8 0 p.d.
Sawyers .. .. .	.....	.....	.....	.....	.....	.....	.....	.....
Hammermen .. .. .	.....	.....	0 8 0 p.d.	0 11 0 p.d.	.....	.....	0 10 0 p.d.	0 9 0 p.d.
Bellows Boys .. .. .	.....	.....	.....	.....	.....	.....	.....	.....

(a) These figures are minimum rates paid on the G. I. P. between Bombay and Thana to compare with outside rates paid which are for the Thana District.

NOTES.—In addition to minimum rates G. I. P. muccadams and keymen and gangmen are given free quarters. All G. I. P. workmen receive Grain Compensation in addition to the minimum rates given. All the minimum rates shown for outside places are taken from a large town whereas the G. I. P. minimum rate is for a whole Division in each case.

Appendix AA.—contd.

Minimum wages of low-paid staff in the Engineering Department compared with those paid to similar staff in other undertakings in different localities.

Class of Labour.	Jubbulpore South		Jubbulpore North.		Jhanal South.		Jhanal North.	
	G. I. P. minimum.	Outside minimum.	G. I. P. minimum.	Outside minimum.	G. I. P. minimum.	Outside minimum.	G. I. P. minimum.	Outside minimum.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Muccadams	6 0 0 p.m.	0 8 0 p.d.	12 8 0 p.m.	0 8 0 p.d.	14 0 0 p.m.	15 0 0 p.m.	16 0 0 p.m.	11 0 0 p.m.
Gangmen	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	10 0 0 p.m.
Gatemen .. .. .	....	....	....	....	8 0 0 p.m.	9 0 0 p.m.	10 0 0 p.m.	10 0 0 p.m.
Watchmen	8 8 0 p.m.	12 0 0 p.m.	10 8 0 p.m.	12 0 0 p.m.	8 8 0 p.m.	9 0 0 p.m.	10 0 0 p.m.	10 0 0 p.m.
Maloes	10 0 0 p.m.	12 0 0 p.m.	11 0 0 p.m.	12 0 0 p.m.	0 6 0 p.d.	0 7 0 p.d.	0 8 0 p.d.	0 7 0 p.d.
Coolies, Men	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 6 0 p.d.	0 5 0 p.d.
.. Women	0 4 0 p.d.	0 5 0 p.d.	....	0 5 0 p.d.	0 5 0 p.d.	0 4 0 p.d.	0 5 0 p.d.	0 3 0 p.d.
.. Boy	0 4 0 p.d.	0 4 0 p.d.	....	0 4 0 p.d.	0 4 0 p.d.	0 4 0 p.d.	0 5 0 p.d.	0 3 0 p.d.
SKILLED LABOUR.								
Fitters	1 8 0 p.d.	1 8 0 p.d.	39 0 0 p.m.	1 8 0 p.d.	1 2 0 p.d.	1 0 0 p.d.	1 4 0 p.d.	1 0 0 p.d.
Carpenters	1 4 0 p.d.	1 4 0 p.d.	23 0 0 p.m.	1 2 0 p.d.	1 0 0 p.d.	1 0 0 p.d.	0 15 0 p.d.	0 12 0 p.d.
Blacksmiths	1 3 0 p.d.	1 0 0 p.d.	27 0 0 p.m.	1 4 0 p.d.	1 2 0 p.d.	1 0 0 p.d.	1 5 0 p.d.	1 0 0 p.d.
Painters	1 4 0 p.d.	1 0 0 p.d.	15 0 0 p.m.	1 0 0 p.d.	1 3 0 p.d.	1 4 0 p.d.	1 1 0 p.d.	1 4 0 p.d.
Masons	1 4 0 p.d.	1 4 0 p.d.	23 0 0 p.m.	1 0 0 p.d.	1 0 0 p.d.	1 4 0 p.d.	0 15 0 p.d.	0 12 0 p.d.
Sawyers .. .. .	....	....	20 0 0 p.m.	1 0 0 p.d.	0 10 0 p.d.	0 12 0 p.d.	0 12 0 p.d.	0 12 0 p.d.
Hammermen	0 6 0 p.d.	0 8 0 p.d.	12 0 0 p.m.	0 12 0 p.d.	0 6 0 p.d.	0 8 0 p.d.	0 9 0 p.d.	0 10 0 p.d.
Ballows Boys	0 3 6 p.d.	0 4 0 p.d.	....	0 4 0 p.d.	0 4 0 p.d.	0 4 0 p.d.	0 4 0 p.d.	0 4 0 p.d.

(a) These figures are minimum rates paid on the G. I. P. between Bombay and Thana to compare with outside rates paid which are for the Thana District.

Notes.—In addition to minimum rates G. I. P. muccadams and keymen and gangmen are given free quarters. All G. I. P. workmen receive Grain Compensation in addition to the minimum rates given.

All the minimum rates shown for outside places are taken from a large town whereas the G. I. P. minimum rate is for a whole Division in each case.

APPENDIX A.B.

Unions of Railway Employees on the G. I. P. Railway.

Name.	Staff eligible for membership.	When established.	Recognition granted.	Total membership.	Number of members of G. I. P. Railway.
1. All India and Burma Covenanted Non-Gazetted Railway Services Association.	Covenanted Non-Gazetted Railway staff employed on State or Company-worked Railways.	June 1926.	12-6-1928	265	28
2. G. I. P. Railway Staff Union - -	This is a Federation composed of small Union Members of the District and Divisional Unions shall be deemed to be members of this Union. Poona Staff Union, Wadi Bunder Staff Union, Sholapur Staff Union, Audit Staff Union, Administrative Offices Staff Union, Cabin Staff Union, Mechanical Department Office Staff Union, Victoria Terminus Commercial Staff Union, etc., are affiliated to this Union.	1921.	27-11-1928	...	3,321
3. G. I. P. Railway, Wadi Bunder, Staff Union	Staff serving under the Goods Superintendent Wadi Bunder.	1st Jan. 1920.	26-4-1928		Included in item 2.
4. G. I. P. Railway Staff Union, Poona -	Employees serving on the Poona Division.	1927.	1-8-1928		do.
5. G. I. P. Railway Cabin Staff Union. -	Employees serving as Cabinmen, Levermen and Recorders.	1st June 1927	1-8-1928		do.
6. G. I. P. Railway Staff Union, Sholapur	Employees serving at stations between Kurduwadi and Raichur inclusive.	Jan. 1928.	7-12-1928		do.
7. National Union of Railwaymen of India and Burma.	Person employed on any railway in India and Burma.	April 1897.	24-9-1928	1,967	1,075
8. G. I. P. Railwaymen's Union - -	All Staff of the G. I. P. Railway. - -	Aug. 1928.	23-11-1928		42,000 (approximately).
9. *G. I. P. Railway Kamgar Union - -	- - - - -	1929.			

* Not yet registered or recognised.

APPENDIX A.C.

Terms and Conditions of Recognition of G. I. P. Railway Unions.

(1) The Agent will receive representations from the Union on the subject of grievances or welfare of the employees and will deal with them as if they had come from the employees concerned, provided that such representations concern the interests of a class of employees and not the case of an individual or of individual discipline.

(The Agent is also prepared to consider cases of individuals, but as so much depends on the nature of the representation, he cannot guarantee to take up each and every case that may be placed before him. In the ordinary course, however, he would have enquiries instituted where the case appears to him to warrant it.)

All representations should be submitted in writing to the Agent. Should it be mutually agreed that a discussion is desirable, the Agent will meet a deputation of representation of the Union or will arrange for the Head of Department concerned to receive such a deputation.

(2) The Union shall supply for the information of the Agent the rules of the Union and inform him of any alterations or amendments that may be made therein from time to time.

(3) The Agent shall supply the Union with a copy of the Railway rules relating to such subjects as General Conditions of Service, Leave, Passes, Gratuities, Provident Fund and such other subjects as may be subsequently decided upon.

N.B.—The idea underlying this condition is that the Union shall be furnished with copies of rules and circulars which concern the actual interests of the staff represented by the Union.

(4) The Agent or his nominee shall have access, on request being made, to register of membership.

(5) Recruitment or enrolment of members of the Union, meetings of the Union or investigation in connection therewith must be carried out by the Union in such a manner as not to interfere with the duties of the Railway employees.

(6) Leave, passes and privilege ticket orders to employees or officials of the Union who are Railway employees for attending meetings or conducting the affairs of the Union may be granted to the extent to which they may due under the rules, but not as a right, and at the convenience of the Administration. No addition will be made to the amount of leave or number of passes and privilege ticket orders for which an employee is eligible specifically to allow him to attend meetings of the Union or transact its business.

Passes will not be granted to officials of the Union who are not Railway employees.