

REPORT

OF THE

TELEGRAPH COMMITTEE

1921.



SIMLA :

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TERMS OF REFERENCE.

“To enquire into the questions set out in the Memorandum submitted by the deputation of the Indian Telegraph Association to the Hon'ble Commerce Member on the 19th February, and its annexures, excluding all claims for re-revision of rates of pay which were revised in 1920. Claim of Second Division to retrospective effect from 1st December 1919 and method of bringing on to new scale will not be regarded as re-revision, but will be considered by Committee.”

MEMBERS OF THE COMMITTEE.

President.

Rao Bahadur TIRUVENKATA RANGACHARIAR, M.L.A.

Members :

W. SUTHERLAND, Esq., V.D., M.I.E.E.,

Chief Engineer, Telegraphs.

Lieutenant-Colonel H. A. J. GIDNEY, M.L.A.

A. F. L. BRAYNE, Esq., I.C.S.,

Deputy Secretary to the Government of India,

Finance Department.

H. BARTON, Esq., M.L.C.

General Secretary, Indian Telegraph Association.

Secretary.

C. G. HAMILTON, Esq.,

Assistant Secretary to the Government of India,

Commerce Department.

Indian Telegraph Association, Limited.

To

THE DIRECTOR-GENERAL, POSTS AND TELEGRAPHS, DELHI.

SIR,

The following Memorandum, with Annexures comprising the questions which it is desired to discuss with the Hon'ble the Commerce Member at Delhi, is respectfully submitted. I might add that the Memorandum is based on the resolutions passed at the recent Conference of the Association.

Respectfully yours,

H. BARTON,

General Secretary.

MEMORANDUM.

I am directed by my Committee to respectfully point out that the resolutions have been arrived at after the fullest consideration, and to ask that they may have the sympathetic and early consideration of Government. By way of justifying this fresh representation so soon after the findings of the recently appointed Telegraph Committee of Inquiry, we desire to explain that the claims set out in our Memorandum were placed at an exceedingly moderate figure so as to obtain immediate relief and thereby check the growing agitation which might otherwise have grown to proportions beyond our control. It was in fact rendering a service to Government at a critical moment, the intention being to renew our claims later. May we be permitted to state that more than one Member of the Telegraph Committee expressed satisfaction that the men had taken the revision "so quietly," implying that we might safely have held out for a great deal more. We knew this too, but we also knew that at that particular time, we had as a loyal body to divide our attention between Government and the men. Apart from this, the cost of living since January 1920 has further increased, rendered worse by the Exchange problem so that what was admitted by the Committee as an increase of 250 per cent. might, just now, well be placed at 350 per cent., a fact which has actuated Railway Companies in granting a further increase to their men.

Operators.—In submitting our claims on behalf of the operating staff, apart from what has been remarked in the foregoing paragraph, it is desired to specially draw attention to what is considered to be an abnormally liberal provision for military wireless operators whose duties cannot be held to be in any way more important than those of the civilian staff, a view which is supported by the attitude of the department itself towards departmental civilians doing wireless duties, but who were not compensated half as liberally as the military wireless operators referred to.

- The wide difference between the initial pay of a departmental civilian operator of Rs. 80 and of a military wireless operator of Rs. 250 is, it is respectfully submitted, too glaring to escape notice and must naturally give place to dissatisfaction, while the position is aggravated by the fact that a military wireless operator can attain a maximum pay of Rs. 350 in the short space of 10 years as against a maximum of Rs. 250 by departmental civilian operators in a prolonged period of 20 years. Considered from the standpoint of pay only, it is felt that the difference between the two classes of workers is out of all sense of proportion, justifying the claim by the Conference as set out in the resolution. Apart from this, it is respectfully submitted, that the position of the Association all along has been that the initial pay of an operator should not be less than Rs. 100 which will still leave a wide difference as compared with the initial pay of a military wireless operator, and which the Conference has decided should be pressed for. This claim being established, it naturally follows that the maximum pay of the operator should be proportionately increased.

Women Workers.—Regarding women workers it is respectfully submitted that the difference in pay between them and the male workers is too excessive. It was accepted by the Telegraph Committee as a sound argument that although women workers do not perform night duty they put in a full 50 hours a week, their services being employed during the heaviest hours of work, as against 44 real hours per week performed by male operators. It will be seen, therefore, that women workers make good for the non-performance of night duty to an extent which entitles them to a higher scale of pay than that now operating and it is in consideration of this fact which weighed so much with the Telegraph Committee, that the resolution for increased pay was passed by the Conference in advocating the claims of women workers.

Telegraph Masters.—Regarding Telegraph Masters a point lost sight of even by the recent Telegraph Committee is that they cannot add to their earnings as telegraphists do by way of overtime and pie money, nor has any regard been paid to the position arising as between a Telegraph Master on his initial pay and a max Telegraphist in charge of an office by which the former receives Rs. 275 and the latter Rs. 270 *plus* overtime and other earnings. For this reason the resolution provides for a difference of Rs. 50 as between the initial pay of a Telegraph Master and the maximum pay of a Telegraphist.

The Station Service.—The Conference desires to point out there is no justification for the introduction of such a service. That its discussion by the Committee at all was entirely outside the terms of reference by Government. Such a service is opposed to the claims of the Association and the staff, as also to the arguments and acceptations by the Committee, all of which point to one direction which is that the scales of pay prior to the revision were intensely inadequate, stress being laid on the multiplied difficulties in Presidency and large stations. If the previous initial and maximum pay of Rs. 75 and Rs. 200, respectively, was considered too low, and viewed from the standpoint of the Association claims that there should be only one General Service, as also from the standpoint of living conditions, quite outside the question of permanent location at any particular station, the Committee's action in recommending a service in which the scale of pay is so much less, is highly inconsistent, apart from their having overstepped their bounds in bringing such a service under discussion. It will be seen from the Committee's Report that the circumstance under which Station Service men are required to accept a liability for transfer are (1) Field Service (2) in time of war or (3) National emergency. This is specific and literally means they are restricted to conditions which are hardly likely to arise. But Government in dealing with the question of transfer of such men, render them liable in case of "grave public emergency." It is respectfully submitted that there is a wide difference between "national" and "public" emergency, and it was for this reason the Committee clearly defined the conditions so as to guard against expanding their meaning which may be done from the standpoint of a "public" emergency. For instance, the denudation of an office staff by plague, a strike either by the employees of other services or by men of the Telegraph service, which added to the conditions set out in the Committee's Report, would mean a transfer of these men at any moment and more frequently than otherwise. As an example, we take field service or war conditions, which from experience, we know will necessitate transfers outside station limits lasting for years, would Station Service men meet the conditions? The very argument advanced by the Committee for creating such a service will, at the time of emergency, be its undoing; the men will resign in numbers and the service will be disorganised. Taking the intention of the Committee literally, if the catch is to keep men anchored permanently at the station of their choice and it is a choice taking peace conditions, it is not difficult to foresee what will happen should the emergency conditions arise. The term "grave public emergency" may mean anything, and if Government intend to make it as elastic as possible, the men will refuse to accept it as an emergency justifying their transfer. Apart from all this, the creation of such a service opens the way for its expansion in subsequent years to an unlimited extent which means the conversion of the service into one for purely economic purposes which is a temptation to all administrators seeking notice, overlooking the hardship it must entail on the workers and that at a time when the cost of living will have gone up by leaps and bounds. We owe a duty to the workers who follow and as an Association we are pledged to see that a service in which, perhaps, the descendants of telegraph

subordinates will be forced to seek employment is kept free of innovations which mean penury and misery in years to come. For the reasons set out, the Association respectfully submits that the creation of such a service is not justified and is pledged to oppose its retention by every available means at its disposal. It is prayed that this matter have the serious consideration it deserves.

The Local (or Circle) Service.—It is respectfully submitted that the arguments advanced by the Association and supported by the Telegraph Committee for the abolition of the Local Service further strengthened by the Committee's recommendation that such abolition should be given effect to, justifies the complaint that gradual abolition constitutes a grave injustice to those members of the Local Service who, though willing to accept General Service, are required to wait for vacancies which means waiting for many years after the sanctioned absorption takes place. Apart from this the Department is pledged to certain schools to provide appointments for their boys in the General Service which means shutting out Local Service men to the extent of recruitment from such schools, thereby aggravating the injustice.

The findings of the Committee clearly show that the Local Service (Circle) is so different from the General Service, that the disabilities attaching to them are identical, and in view of which it is highly inconsistent and unfair to provide for only a partial remedy by gradual and prolonged absorption which leaves a large number of men labouring under an admitted wrong, for which reasons it is claimed that the absorption recommended by the Committee be given effect to *en bloc*. In this respect your attention is respectfully drawn to my telegraph, dated 20th December 1920.

Superior Branch, 2nd Division.—The claims of this branch have already been set out in frequent representations and finally by the Deputation that waited on you at Calcutta. It is respectfully requested that the scheme submitted be expedited. It is also desired to draw attention to the retrospective benefits which this branch has been denied, treatment quite inconsistent with that meted out to the other branches of the service.

Electrical and Engineering Supervisors.—Apart from the question of pay and allowances, it is important to know how the men now filling these appointments will be affected in respect of promotion as a result of the new conditions of recruitment opening the way for very junior men for whom, it is laid down, promotion to the higher grades will be made. Will those now in the grade of Electrical and Engineering Supervisors be superseded in promotion? This has not been made clear.

Technical Branch generally.—It is respectfully submitted in view of the restricted advancement affecting this branch, some definite provision should be made for their promotion to the Superior service as with the Traffic and Engineering branches. The evidence produced before the recent Telegraph Committee, testifying to the exceptional qualifications and ability required of this branch, was so convincing as to elicit much surprise at their being so shut out and was viewed as a grave injustice. It is felt that a large number of Superior 2nd Division appointments should be created and that a special 1st Division Technical branch should be introduced providing for at least five appointments on Rs. 850—20—1,000—25—1,200, such appointments being filled by two officers in the Electrician's office and the other three by officers in the Bombay, Calcutta and Madras offices, or such offices as the Director-General, Engineering, considers most important.

Clerical Establishment.—The frequent representations dealing with the hard case of these men affords sufficient data to go upon. In both the revisions, these men have been badly provided for. The second revision was a poor attempt to remedy matters. The provision by which 461 temporary clerks were brought on to the time-scale, is small compensation for the number of years they worked on a fixed pay, so small that it was a mere pittance, overlooking the fact that the needs of the Department required a permanent establishment to which these men should have been first appointed. The treatment they received not only precluded them permanently from advancement, but has denied them the benefits as affecting pension and such increments as would have come to them under the respective revisions. The limitation of the number of increments to four in the proportion of one increment for every three years' service, as compared with the grant of increments in keeping with actual service to other branches of the service as also to other

departments which have had a revision is so obvious that it is a matter for surprise how the Committee could have decided it as a just recommendation, or how the Government could have failed to notice the wrong that was being inflicted on this branch by so invidious a distinction. Then, too, the provision recommended by the Committee under class I, while securing benefits to the four special appointments and the 13 appointments, leave the 11 appointments exactly in the position in which they were prior to the revision. It is now sought to deprive these men of the small benefits provided in the recent revision on the plea that if advanced in keeping with the Committee's proposals, some of them would receive an abnormal increase making for discontent amongst those of longer service.

Such a contention, we beg to submit with due respect, is not crediting the Committee with much intelligence. A reference to paragraph 20, sub-clause 3, page 10 of their report, will clearly show that the Committee in making their recommendations were fully aware of this fact as they have taken the pains to discriminate between the 531 appointments on a time-scale of pay and the 461 appointments on a fixed pay of Rs. 30, 40 and 50, knowing full well that in the re-grading of the total number of appointments into 2 classes a large number of men must necessarily receive an immediate great rise in pay. It is not at all likely that the Committee would have overlooked their sense of responsibility to the Government in making such a recommendation, but it goes without saying that they knew exactly what they were recommending, and that they worded their recommendation in such a manner as to guard against any distortion of their real intention, such as is now being applied, and even after the pains taken to make their recommendation clear by further illustrating what they really intended as set out under paragraph 20, sub-clause 5, an explanation which the Government of India thoroughly understand as indicated by their own example in paragraph 2, clause 4. It seems to be overlooked in this connection that whereas prior to the last revision 531 clerks had already been placed on a time-scale of pay of Rs. 30—5—130, this number has been diminished by 131 appointments, which suffer a reduction of Rs. 45, and Rs. 50, respectively, in the max pay according as it affects Mofussil or Presidency offices and that as a result of differentiating between Mofussil and Presidency offices, a large number of the previously sanctioned time-scale appointments operating in the Mofussil must go to the Presidency offices, which explains the situation complained of by which a number of clerks in Presidency offices will receive an abnormally big rise in pay. Whatever the situation may be, what we are chiefly and solely concerned with is that the Committee made a specific recommendation which was accepted by Government, and that a notification issued after the fullest consideration of the scheme both by the Committee and the Government, should be respected.

If it transpires that by giving these men the full benefit of the Committee's recommendations it opens the way for complaint by men of longer years of service, the correct thing would be to provide for the longer service men proportionate to the increases coming to those of lesser years of service which can best be done by placing them on a scale of pay in keeping with their actual number of years of service. It does not, however, justify the attitude now taken up by Government which is virtually turning its back upon a definitely worded notification made on a definitely recommended scheme. We claim that the 400 appointments in class II should be immediately filled.

Indian Inspecting Telegraphists.—The position of these men is the same as that of the clerks, in that they are denied the increase under the revision in keeping with the actual number of years service put in. The same argument in this respect holds good in their case (see under Clerical Establishment). It is also advanced that the same grounds hold good in their case for a duty-allowance as in the case of Engineering Supervisors, and that the grant of such allowance should be considered.

Telephone Operators.—As with the Clerical branch, it is felt that the revision as affecting this branch is utterly inadequate. It is not understood why the case of these men and the Indian Inspecting Telegraphists was referred to a Postal Commission when they were rightly entitled to a hearing by the Telegraph Committee. Besides, they were not afforded representation on the Committee by a

member nominated by themselves as in the case of the other branches of the service. They were at the mercy of the Departmental officers from whom it was expected very little would be received. It does not appear to have been considered that the duties of telephone operators are peculiarly trying, requiring exceptional expertness especially so on exchanges having a large number of wires. Besides, the revised scale of pay has not been drawn up with due regard to exchanges of greater importance than others. The claim set out in the resolution provides for this. The revision prayed for is felt to be reasonable and we submit it as a minimum claim.

Electric Mistries.—It is not understood why the case of these men has not yet come under consideration and with these men we include drivers and motor attendants. The exclusion of any particular branch of the service is an obvious injustice and we respectfully claim that these men should be afforded redress, equally with others. The case of these men was fully set out in the Association Memorandum to the Telegraph Committee, page 12, paragraph 31 (d). We beg to submit that the revision contained in the attached resolution is moderate and deserves consideration.

Linemen and Sub-Inspectors.—The revision as it stands as affecting Inspectors and Linemen and Sub-Inspectors in Mofussil stations is considered adequate for the present. But as regards Presidency and certain large stations, we beg a revision as set out in the resolution.

Accommodation.—It is a matter for surprise that the recommendations of a Committee carrying with them such scathing comments, reaching to the extent of emphasising the regulation in respect of restricted accommodation as “unworthy of a great Government”, should be treated as lightly as is indicated by the cutting down of the increased accommodation as set out in paragraph 26 of the Committee’s Report providing for bath rooms and store rooms in addition to the unit space, but which is being so modified as to include the store room in the unit space, thus justifying the comment by the Committee that the space is insufficient for moderate comfort, for cleanliness and even for common decency. We desire to urge the speedy construction of quarters and to claim adherence to the scale of accommodation as set out in the Report

Exposure Allowance.—The Conference submits as a reasonable claim an exposure allowance for the staff at those places where living under canvas is compulsory. The disabilities associated with tent life are so familiar to every official, more so as affecting family men, that it hardly needs much argument to convince Government of the justice of such a claim. Men compelled to live under canvas for any reason whatsoever should be treated as coming within “camp conditions” and remunerated accordingly. In this respect it is desired to respectfully know what progress if any has been made towards the construction of quarters at places peculiarly affected by the accommodation difficulty?

Re-conversion of important Combined Offices into Departmental Offices.—It is desired to point out that there are a number of combined post and telegraph offices, originally purely departmental offices, which by reason of their importance, both from a Traffic and Technical standpoint, should rightly be re-converted. The Telegraph Committee were very impressed by the evidence in support of this claim and a special note was made of the matter which, it was understood, would be referred to in their Report. The evidence of Mr. Alf Cooper, Deputy Superintendent, Technical, was particularly convincing and it is requested that this might be called for. The combining of these important offices has resulted in depriving the Telegraph staff of charges which should be resorted, not only from the standpoint of remedying a wrong as affecting the men, but as making for that efficiency which has deteriorated since the transfer of such offices to the Postal branch. The Technical branch as a whole will be able to support this claim as a result of their personal experience with such offices.

The Technical Allowance.—The claim for this allowance though rejected by the Telegraph Committee, calls for re-consideration. It is not understood why when provision for such an allowance has been made for the superior Engineering officers of the service who now receive in addition to their pay a technical allowance of

Rs. 75 per mensem, the same provision should be denied the subordinate ranks of the service in which technical knowledge and efficiency is indispensable. We claim, therefore, that the grant of such allowance be extended to all classes of officers technically certificated, which should include the superior second division Traffic, Engineering and Technical branches, all Telegraph Masters and such of the telegraphists as possess the Technical certificate, and that such allowance be fixed proportionate to that granted to the superior Engineering officers. As the grounds for this grant apply equally to all, we feel that a rejection of our claim would constitute a grave injustice justifying keen dissatisfaction. We pray that the matter may be gone into carefully.

Reduction in hours of duty.—The claim for a 42 hours week, excluding Sundays and recognized holidays, though contained in the Memorandum submitted to the Telegraph Committee was not, we regret to say, received with the consideration it deserved. It is surprising that a question which elicited so much discussion and occasioned the searching cross-examination of witnesses, every one of whom were unshaken in their evidence in support of a 42 hours week, should find no mention in the Report. Evidence was produced showing that the 6 hours week system works well with the Bombay Cable Company and that it did not entail so much night duty as that necessitated by the Departmental 50 hours a week including Sundays and holidays. Although the evidence was produced by direct communication with a responsible officer of the Cable Company, it was rejected on the objection by the President that it was not official. We beg to submit that it was up to the President or the Secretary to have verified the evidence officially. Besides, the attitude taken by the official members was clearly antagonistic and prejudiced in that Mr. R. A. Clarke, Office Superintendent, Delhi, was not granted a hearing in respect of the preparation of "Duty Charts" although he was one of the most important witnesses who gave evidence as touching very weighty matters. The request by the Hon'ble Mr. Paton, Mr. Abbott and Mr. Barton, Members of the Committee, that Mr. Clarke should be given a hearing, was overruled by the President on the objection lodged by Mr. Sutherland that the Duty Chart submitted by Mr. Clarke was "cooked up", although Mr. Sutherland, in reply to a direct question by Mr. Barton, whether he (Mr. Sutherland) during his charge of an office had not ever "cooked up" his Duty Charts, said "it had to be done to some extent." We respectfully submit that, in justice to the claims of the Association and the staff, the question be gone into again; that the system of duties obtaining in the Cable office, Bombay, be called for; that all heads of offices be asked to submit Duty Charts drawn up on a 42-hour week basis, excluding Sundays; that a comparative statement be submitted showing the wastage during certain hours, under the present system and the reduction in working the suggested one; that the evidence of Mr. Clarke and the questions and answers bearing on the matter, as recorded by the stenographer, be called for.

Lost increments resulting from the reorganisation of 1908.—The injustice to which every average grade man was subjected as the result of a scheme which was introduced haphazard, has never been fully realised. It has never been satisfactorily explained why a reorganisation in which the revision of pay was the chief feature should have penalised this section of the staff to the extent of putting them down one point thereby subjecting them to the loss of an ordinary increment when they should really have been brought on to a scale of pay in keeping with their actual service. Several reasons were advanced by the Department as justifying this arrangement, reasons which on examination will be found to be fallacious, as may be seen from the following contention as set out in the reorganisation scheme above referred to:—

"If the members of the average grade had been at once given the full benefit of the new scale of pay, it would not have been possible to give any immediate increases to the members of the Good and Superior grades, and the latter would have been deprived wholly or partially of the advantage they gained over their contemporaries by success in the grade examination. It was felt that this would not be equitable, and that some other solution must be found."

The solution, as will be seen, was to penalise the Average grade men by denying them "the full benefit of the new scale of pay" which the resolution in so many

words admits was rightly theirs, and to meet which they were brought upon the new scale a year lower down than they would have reached, if it had been in force when they entered the service, while all those of over five years' service were denied the double increment, a question dealt with in the subsequent paragraph.

The framers of the resolution overlooked the fact that members of the Superior and Good grades (General Scale) obtained an immediate increase in pay on passing the competitive examination and secured prior consideration in respect of promotion, and received additional advantages under the reorganisation in that, Superior grade men came on the new scale at a point four years above the point fixed under the new scale, thereby giving them four additional increments, while similarly, Good grade men were advanced one point and treated as having earned a double increment actually gaining two points and being considered as having passed the efficiency bar. Thus it will be seen that the advantage obtained by Superior and Good grade men were fourfold, in spite of which the Average grade men were denied the full benefit of the scheme on the grounds that their contemporaries in the Superior and Good grades would have lost thereby! The Average grade men were further handicapped in that those who were brought on to the revised initial pay were required to put in five years' service before earning the first increment, so that these men, in addition to the penalties enumerated, were shut out from the examination by which their contemporaries in the Superior and Good grades benefitted, as the examination under those conditions was shut down.

In fairness to such men it is claimed that they should be brought on to a scale of pay in keeping with their actual service as well as compensated in some manner for the increments lost between 1908 and 1920.

In this respect it is necessary to mention that the first condition requiring Average grade men to complete two years' service before earning the first increment doubtless with the object of equalising their position with that of the Average grade men who were put down one point, was subsequently removed, such increment being earned after the first year. We contend that, with the removal of this condition, Average grade men should have simultaneously had the one point restored.

Loss of double increment.—The object of this provision was "to stimulate men at the beginning of their service to make themselves thoroughly efficient signallers at the earliest possible date, five years being regarded as the time usually necessary for this." It appears to have been entirely overlooked by the framers of this clause that up to 1908, Telegraphists were required to pass a signalling test annually, before receiving an increment and that, in ordinary justice to all those who passed these examinations, they should have been treated as having met the condition and given the double increment, regardless of whether they had five years' service or more. An attempt by the Association to have this matter redressed resulted in Government extending the "Double Increment" to those men who were appointed between the 2nd of August 1901 and 2nd of July 1902 (General Service), and between 1st October 1901 and 1st October 1902 (Local Service), by which 64 men were granted the concession.

This decision was merely a partial settlement of the question. Had the Government taken a just view of the handicap imposed on Average grade men by shutting down the competitive examination, they could never have entertained proposals which, in addition to the loss of "Ordinary" and "Double Increments" and a demand for longer service for maximum pay, denied to them a similar immediate increase on passing the present examination, as was granted to those who passed the old competitive examination.

It is claimed, therefore, that the double increment should, in addition to the ordinary increment, be now restored to all Average grade men who were deprived of them under the 1908 reorganisation penalty, and that those passing the present examination should also be advanced four points in the scale of pay.

Field Service conditions.—It is desired to respectfully submit that the conditions under which the subordinates of this Department are required to

serve in the "Field" are humiliating beyond words. They are denied the military status which is accorded to Postal employees, who under ordinary conditions are subordinate to Telegraph officers and receive less pay; not only so, but military Telegraphists in civil employ, when on Field Service as Telegraphists, enjoy larger allowance and are invariably given authority over those to whom they are subordinate under ordinary conditions. It was hoped that a revision in the Field Service Manual would be speedily taken in hand to remove this invidious treatment of the Telegraph civilian staff, but so far no move appears to have been made, and it is feared that, unless the conditions are rendered more favourable, it will be difficult, in fact almost impossible, to get the Civil staff to come forward so willingly for Field Service on future occasions.

The question is one which calls for serious consideration.

Improved Pension Rules.—It is respectfully advanced that the provisions of the improved Pension rules to the exclusion of the subordinate ranks of the Government services is an injustice keenly felt. As Government servants we claim that, regardless of rank, the benefits in this respect should extend equally to all. As matters stand, the rules have been revised to benefit those best paid and the resulting position creates a distinction which justly calls for complaint. It cannot be held that the subordinates are less deserving of consideration in this matter, and we beg that the Government of India be pleased to move the Secretary of State to consider the extension of the improved Pension rules to all ranks of the Government.

Postal recruited men.—About 256 men have been recruited to the Local Service from the Postal Department on the initial pay of a Local Scale telegraphist. They have had to sacrifice the service they rendered in the Post Office, as a result of which they have lost the benefits of the recent Postal revision, which they would have derived had they remained in the Postal Department.

Their case is one which appeals to us as worthy of consideration.

Signal Office Jemadars, Head Peons, etc.—It is a matter for deep regret that the claims of these men have not up to time had the consideration of any Committee, nor yet of the Department. They are deserving of consideration equally with other servants of Government, and we submit their claims for consideration now. We suggest:—

	Rs.				
Jemadars	..	..	..	..	25—2—45.
Head Peons	..	..	..	..	20—2—30.
Local Office Peons	..	..	..	..	18—1—28.

together with a house rent allowance of Rs. 4 per month.

Respectfully submitted,

H. BARTON,

General Secretary,

Indian Telegraph Association, Limited.

FROM

THE PRESIDENT AND MEMBERS OF THE
TELEGRAPH COMMITTEE,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

DEPARTMENT OF COMMERCE.

Dated Simla, the 27th June 1921.

SIR,

We have the honour to report that, as desired by the Government of India, we have investigated the grievances of the staff of the Telegraph Branch of the Post and Telegraph Department in accordance with the terms of reference reproduced below :—

“To enquire into the questions set out in the Memorandum submitted by the deputation of the Indian Telegraph Association to the Hon'ble Commerce Member on the 19th February and its annexures, excluding all claims for re-revision of rates of pay which were revised in 1920. Claim of Second Division to retrospective effect from 1st December 1919 and method of bringing on to new scale will not be regarded as re-revision, but will be considered by Committee.”

2. The Telegraph Committee of 1920 dealt with the pay and conditions of service of Telegraphists, Telegraph Masters, Deputy Superintendents and Signal room clerks ; and it was left to the Postal Committee of the same year to deal with similar matters relating to other sections of the Telegraph Branch. As the latter Committee made no recommendations with regard to certain sections, the Director-General of Posts and Telegraphs submitted proposals for the amelioration of their position. Notwithstanding the fact that the Government of India dealt with the recommendations of the two Committees and the proposals of the Director-General in a liberal spirit, a feeling of discontent prevailed in the Telegraph Branch, and in February of this year the Hon'ble Commerce Member received a deputation of the Indian Telegraph Association who presented the Memorandum alluded to in the terms of reference. It was then considered advisable to appoint a further committee to investigate and report on all the matters, other than those relating to re-revisions of pay, which were regarded as grievances by various sections of the Telegraph Branch.

3. The Committee held two meetings at Delhi in March which were more or less of a formal character and 13 meetings in Simla where the bulk of the business was transacted.

4. It will be noticed that the terms of reference are extremely general and the Committee had in the first instance to find out for themselves from the Memorandum of the Indian Telegraph Association and the four annexures referred to therein what really are the issues which arise out of them. The Memorandum and annexures covered a very wide field of grievances and were couched in too general language and raised all sorts of main and subsidiary issues including matters of administrative detail as well as broad questions of principle. Some of them relate to the method of application of the recommendations of the Telegraph Committee of 1920 as also of the Postal Committee of 1920, and the Government orders based thereon, and the manner of bringing on the men to the revised grades. Some relate to the construction of the proposals and orders, while others involve a review and re-consideration of the conclusions reached therein. Some more are questions entirely outside either of those reports and involve distinct and fresh issues either left untouched or not referred to them at all.

5. At their first meeting in March, the Committee realized that with a busy Legislative session and the impending move of the Government to Simla, it was not possible to consider the various issues at such short notice and it was therefore

resolved to take up the consideration of the questions in Simla in June with the understanding that in the meanwhile the preparation of a précis of the questions falling within the scope of the enquiry should be undertaken by the President and the Secretary and the list so prepared be circulated beforehand.

6. In order however that the memorialists may not have any just reason to complain and that they may not construe the adjournment as any ruse to gain time, it was definitely resolved that any recommendation the Committee might eventually after enquiry make should also be recommended to have effect from the date of the appointment of this Committee, namely, 15th March 1921, and the Committee recommend accordingly that the recommendations herein made be given effect to as from 15th March 1921 except where it is otherwise stated.

7. After the adjournment, however, Mr. Barton and Colonel Gidney raised an urgent question relating to the filling up of 12 new appointments recently sanctioned in the Engineering Branch and at an urgent meeting held on the 21st Mr. Sutherland undertook that the appointments will not be filled up before the Committee meets and makes its recommendations; therefore, the proceedings were adjourned as originally arranged on the 18th. This undertaking was scrupulously kept and the Committee note with satisfaction to all concerned and both Mr. Barton and Colonel Gidney desire to place on record their grateful appreciation of the way in which the Department have dealt with this difficult question and they recognise that it was not possible to do more under the circumstances.

8. The procedure generally adopted by the Committee was to take up each question as noted on the list of questions enclosed which was treated as a sort of agenda, to read the representations contained in the references noted against each, *Vide A.* to get Mr. Barton and Colonel Gidney to state the case of the men at length and to hear Mr. Sutherland or Mr. deMonte, as the case may be, to explain the point of view of the Department and to examine witnesses wherever it was found necessary or convenient to do so, and after discussion to record the decision of the Committee on each point in the form of Minutes of Proceedings for each day.

9. Instead of adopting the usual procedure of writing a consolidated report, the Committee consider that it will be a useful method to adopt in this case, having regard to the nature and number of points involved, to tabulate the points raised by giving an abstract of the same and giving the decision of the Committee on each point against it in another parallel column with such remarks in the last column as may be found necessary to explain more fully the conclusion reached.

It is hoped this method will be found more useful by the Government inasmuch as each question raises more or less unconnected and independent issues.

10. The Committee note with satisfaction that the officers and men serving in the Telegraph Department have received very liberal treatment within the last three years. In many of the cases, the men have had the benefit of two revisions, and some branches of the service of even three revisions, so much so that some of the grievances which this Committee had to deal with arose out of the way in which previous revisions were undertaken and given effect to piecemeal, as regards interchangeable divisions, and some on account of pay having been taken up apart from allowances. Consequently, a natural struggle arose for equalization between the Traffic and Engineering sections and also between Deputy Superintendents and Second Division officers.

11. The Committee have not gone into the question of the financial effect of their proposals, but each question was considered on its merits with due regard to national economy and no recommendation was accepted unless the Committee were satisfied that it was absolutely essential from the point of view both of Government and of the men belonging to such an important branch of the public service.

12. From the Minutes of the Proceedings it will be noticed that some of the points gave the Committee considerable trouble. When the Committee proceeded to recommend the displacement of one anomaly, other anomalies arose therefrom, for, between the dates of the various revisions, the respective rank and position of the men had changed.

13. The Committee did not undertake local enquiries which would have been necessary to deal satisfactorily with the questions of house rents, hill allowances and local allowances, as they were not satisfied that such was really the intention of Government. The Committee add that they have received various communications from Lahore, Karachi, and other places like Burma urging claims for locality allowances.

14. The Committee had to deal with major and minor questions of all sorts and in dealing with all of them, their anxiety was to arrive at a decision which should satisfy reasonable men in the service, while at the same time guarding the public revenues against unnecessary expenditure.

15. The Committee desire to draw the attention of all the men on the Telegraph staff to the substantial increase in the pay and emoluments already and to be granted on these recommendations and to the vast improvement in the conditions of service. The Government have already incurred an additional expenditure of nearly 32 lakhs per annum since November 1919 over this Branch and another 130 lakhs per annum on the Postal Branch. These present proposals are likely to make a substantial addition. It is now up to the men to continue to respond loyally to this generous treatment by more and more efficient output in their work.

16. The Committee were greatly assisted in their labours by Mr. C. G. Hamilton, whose experience and wide and detailed knowledge of the rules and procedure of the department were placed at their disposal ungrudgingly, although all the time he was in indifferent health.

We have the honour to be,

SIR,

Your obedient servants,

T. RANGACHARIAR, *President*.

W. SUTHERLAND,

H. A. J. GIDNEY, *Lt.-Col.*,

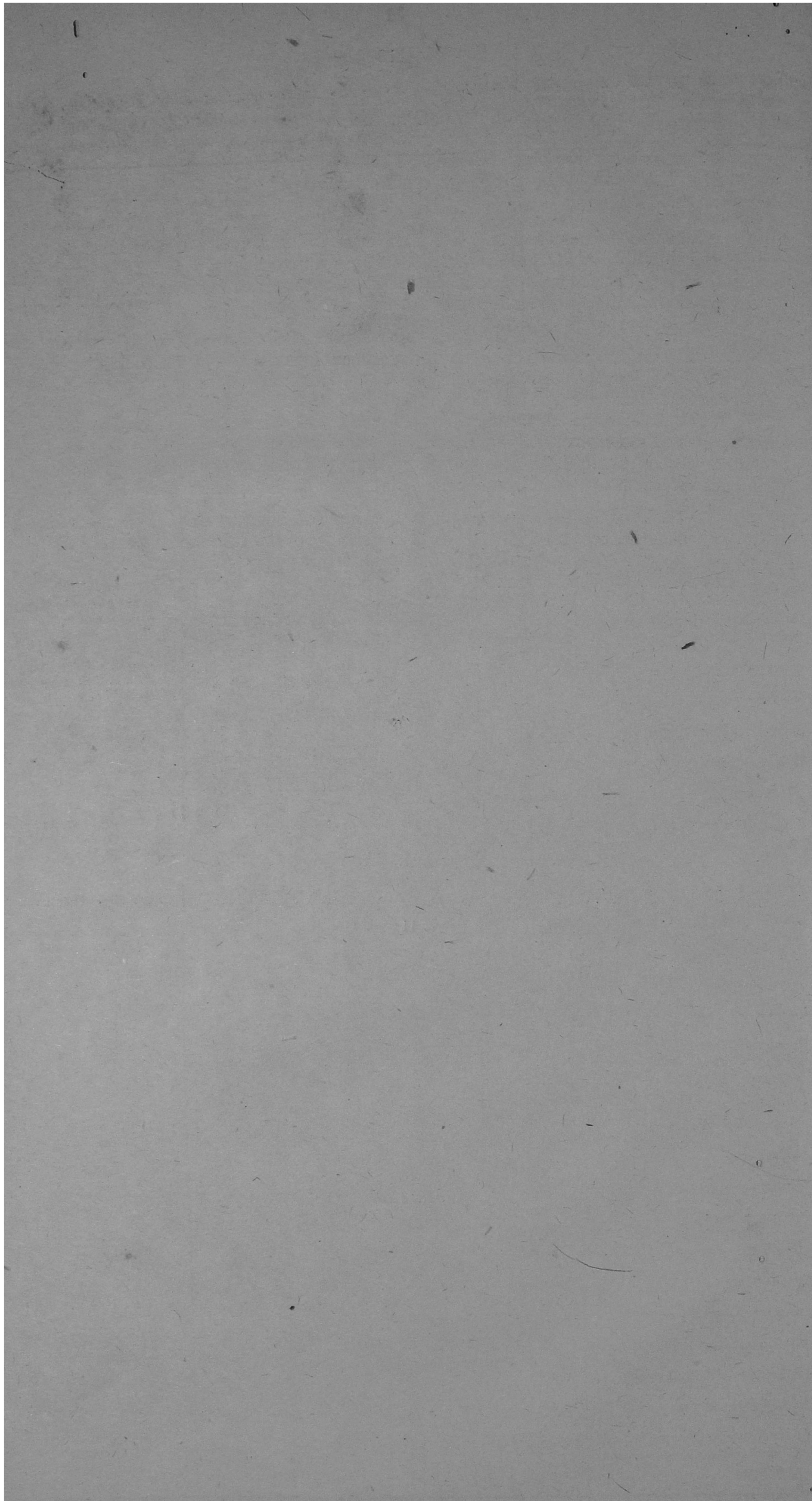
A. F. L. BRAYNE,

H. BARTON,

} *Members.*

27th June 1921.

C. G. HAMILTON, *Secretary*.



SCHEDULE OF AGENDA.

Questions which were set out in the Memorandum submitted by the deputation of the Indian Telegraph Association to the Hon'ble Commerce Member on the 19th February 1921 and its annexures and which, except as indicated in the column for "Remarks," are for discussion by the Telegraph Committee.

Number and subject of question in Annexure I.	Reference to question in Memorandum.	Reference to question in Annexure II.	Reference to question in Annexure III.	Reference to question in Annexure IV.	REMARKS.
1. Male Operators	Pages 1 and 2	..	..	..	Outside scope of enquiry.
2. Women Workers	Page 2 ..	..	..	..	ditto.
3. Old Local Service	Page 3 ..	..	Pages 2 and 3.	..	
4. Station Service	Pages 2 and 3.				
5. Telegraph Masters	Page 2 ..	..	..	..	Outside scope of enquiry.
6. Deputy Superintendents, Class II	} ..	..	..	..	ditto.
7. " " Class I ..					
8. " " Engineering ..					
9. " " Technical ..					
10. Electrical Supervisors and Engineering Supervisors.	Page 4 ..	..	..	..	Only removal of limit of Rs. 350 for pay <i>plus</i> duty allowance to be considered.
11. Clerical Establishment including Engineering Branch.	} Pages 4 and 5.	..	Pages 1 and 2	..	To be considered except as regards further revision of scales of pay.
12. Lower cadre					
13. Munshis					
14. Indian Inspecting Telegraphists ..	Page 5.				
15. Telephone Operators	} Pages 5 and 6.	..	..	..	Only grant of casual leave and overtime allowance to be considered.
16. { Test Operators					
{ Head Operators					
17. Inspectors	..	..	..	..	
18. Electrical Mistries	Page 6 ..	..	..	..	Outside scope of enquiry.
19. Linemen and Sub-Inspectors ..	Page 6 ..	..	..	..	Only grant of house rent allowance to be considered.
20. House rent allowance	..	..	Pages 3 and 4.		
21. Accommodation	Page 6.				
22. Families	..	..	..	..	
23. House rent allowance as affecting Telegraph Masters and Deputy Superintendents when on leave.	..	..	Page 5.		
24. and 25. House rent allowance as affecting other branches.	..	..	Pages 3 and 4.		
26. Delivery staff	..	..	..	..	
27. Locality allowance	..	..	..	..	
28. Presidency towns	..	..	..	..	
29. Hill allowances	..	..	..	..	
30. Hours of duty	Pages 7 and 8.				
• Questions not shown in Annexure I--					
(a) Superior Branch, 2nd Division	Page 4 ..	..	Page 1 ..	The whole.	
(b) Technical Branch generally ..	Page 4.				
(c) Exposure allowance ..	Page 6.				
(d) Re-conversion of important combined offices into Departmental offices.	Pages 6 and 7.				

Number and subject of question in Annexure I.	Reference to question in Mem.andum.	Reference to question in Annexure II.	Reference to question in Annexure III.	Reference to question in Annexure IV.	REMARKS.
(e) The Technical allowance ..	Page 7.				
(f) Lost increments resulting from the reorganisation of 1908.	Pages 8 and 9.				
(g) Loss of double increment ..	Page 9.				
(h) Field Service conditions ..	Pages 9 and 10.				
(i) Improved pension rules ..	Page 10.				
(j) Postal recruited men ..	Page 10 ..	The whole. This also deals with men recruited from the clerical establishment of the Telegraph Department.			
(k) Signal Office Jemadars, head peons, etc.	Page 10.				
(l) Supersessions	..	..	Page 1.		
(m) Presidency allowances ..	..	..	Page 3.		
(n) Baudot examination and, incidentally, examination for Superior Traffic Branch, 2nd Division.	..	..	Page 4.		
(o) Method of transfer of Local Service men to General Service.	..	..	Pages 4 and 5.		
(p) Delivery peons and Kutnee allowance.	..	..	Page 5.		
(q) Re Superior 2nd Division increments.	..	..	Page 5.		
(r) Manner of filling 11 additional appointments in executive grade of Superior Engineering Branch recently sanctioned by Secretary of State.	..	..	..	Paragraphs 3 and 7 and item 1 in "Summary of demands" (indirectly).	
(s) Manner of bringing Local Service Telegraph Masters on to the General Service scale.	..	Referred by the Department of Commerce			

Schedule of agenda and Resolutions thereon.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

3. *Old Local Service.*

4. *Station Service.*

The old Local Service should be abolished *en bloc* and immediately.

The Station Service should also be discountenanced and there should be only one service, *viz.*, the General Service.

Apart from the above claims, the strength of the General Service has not yet been increased up to 4-5ths of the total signalling staff as recommended by the Telegraph Committee, 1920, and accepted by Government.

(Items 3 and 4 in Annexure I, pages 2 and 3 of Memorandum and pages 2 and 3 of Annexure III.)

The questions raised under this head are :—

1. That the Station Service should be abolished and all service should be General Service.
2. That if the Station Service is to be retained it should never exceed 1-5th of the total strength and that the proportion of 4-5ths to General Service and 1-5th to Station Service should be made to apply to future additions to the staff.
3. That the proposal by the Telegraph Committee of 1920 to absorb qualified men in the Local Service into the General Service is not being carried out.

A further question was raised by Mr. Barton that over 400 outsiders are employed on Telegraph duty, which fact diminishes the strength of the permanent cadre and so delays the prospects of the Local Service men to enter the General Service. Mr. deMonte, while not admitting that the number so employed is so large, states that the Government are obliged to employ these outsiders for two reasons, namely, meeting of temporary emergencies and insufficient outturn of work by the sanctioned strength. Such arrangements are inevitable. Both these factors will be periodically examined and the Government will revise the strength of the cadre from time to time to meet changed conditions. The President rules that the point raised under this head could not be taken up as the strength of the cadre is not one of the subjects referred to the Committee.

On the three points noted above, the Committee are of opinion that, as the system of Station Service has been in force only for a short time, it is premature to consider the question whether it should be retained or not. The Telegraph Committee of 1920 after enquiry advocated it and the Government after mature consideration have accepted it. No strong objection on principle is urged against it. It has the merit of being more economical than the General Service. The Committee see no reason to urge a reconsideration of this question. Mr. Barton and Colonel Gidney are willing to let this question lie over for some time, but they would strongly maintain that the proportion should be fixed, namely, 4-5ths of the cadre, present and future, should always be General Service, and should not be less. There are obvious objections to accepting that recommendation. What exact strength under each head will be needed can only be determined after the system now introduced has been tried for some years. The proportion of 4-5ths and 1-5th as suggested by the Telegraph Committee of 1920 was only a suggestion as an approximate figure to suit existing conditions and protect the interests of men already in the service, both General and Local.

The requirements of the department and the inclinations of men who enter service can be the only tests and proportions cannot be determined with reference to the interests of men who are yet to enter the department. It is quite right to safeguard existing interests. The proportion will have to vary either way as conditions change. The Committee therefore are not prepared to accept the suggestion that this proportion should be maintained for all time or for future additions. The Committee, however, recognise the claims of qualified men in the Local Service to be taken on to the General Service to the extent of the vacancies in that service, that is, if they are willing and qualified. Such transfers should be given as early as possible subject to the

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

10. *Electrical Supervisors and Engineering Supervisors.*

- (1) The existing incumbents of these appointments should not be superseded for promotion to the grades of Deputy Assistant Electrician and Deputy Assistant Engineer, respectively, by junior men recruited under the new conditions.
- (2) The limit of Rs. 350 for pay plus duty allowance should be removed.

(Page 4 of Memorandum and item 10 in Annexure I.)

11. *Clerical Establishment including Engineering Branch.*

12. *Lower Cadre.*

13. *Munshis.*

The 400 appointments in the new class II which were recommended by the Telegraph Committee, 1920, and sanctioned, in the first instance, by Government should be filled up immediately.

Existing incumbents should be given credit for the whole of their past service for the purpose of increments on the new scales of pay.

reservations (c) the number promised to certain institutions being kept open for them, (b) some candidates were taken on for training for General Service both before and after the Report of the Committee. Such promises should be adequately safeguarded.

Similarly, some men were taken on for training for the Local Service. In their case also they should be entertained as Local Service men subject to the rights, privileges and disqualifications of that service. Beyond the promise to be observed in the case of certain institutions, fresh recruits to the General Service should not be taken so as to prejudice the chances of qualified Local Service men.

On the first question herein, it was stated by Mr. Sutherland that apart from individual merit the new conditions of recruitment will not affect the existing Electrical and Engineering Supervisors in the matter of their promotion to the grades of Deputy Assistant Electrician and Deputy Assistant Engineer, respectively. Accepting that statement, the Committee proceeded to consider the next point and resolved that having regard to the fact that this allowance of Rs. 40 was originally granted as compensation for loss of pie money, overtime allowance and officiating Telegraph Master's allowance and not as duty allowance, though it is now treated as a duty allowance, and as no case for compensation could arise at the stage when their pay is Rs. 310, they could not see their way to recommend the withdrawal of the maximum limit of Rs. 350.

The case of the clerks has become complicated by various reasons. There was a revision in March 1919 which was defective in that the initial pay for each grade was too low and the benefit of past service was altogether ignored and no immediate relief, which was urgently needed, was given to this class of low-paid subordinates. The attempt to remedy these defects by the Telegraph Committee of 1920, while it remedied the initial pay, fell into the same error of not giving immediate relief in most cases, especially in the case of the class III clerks and those drawing less than Rs. 50 under the old class II. The proposals of that Committee, such as they were, were after careful scrutiny accepted by the Government of India in Resolution No. 1629, dated 30th April 1920, and announced in the Gazette. But while proceeding to give effect to those proposals the Government were induced to modify the original proposals which seriously interfered with the prospects of about 100 men in the old class II in that they were deprived of the absorption in the new class II to which they were entitled under the Government orders of April 1920.

Since then, the case has been further complicated by trying to take up the cases on an *ad hominem* basis and the Director General has taken very great trouble to prepare proposals in long lists of individual cases which again do not adequately deal with the necessities of the situation. In some cases the increase is about 80 per cent. while in other cases it falls to less than 10 per cent.

In the superior grades in the department, in the case of Deputy Superintendents, and men of the Second Division, liberal increases have been given, in some cases even cent. per cent., averaging about 70 to 80 per cent. 50 per cent. excess over what it was in November 1919 is not excessive. The initial pay not having been fixed on a proper basis in the revision of March 1919, there can be no objection to any one getting the initial pay of the grade even if it exceeds the limit of 50 per cent. As a matter of fact, men on Rs. 50 have without objection been taken on to the Rs. 90 grade. When the department came to deal with the cases of men below Rs. 50 in the old class, II the increase to the minimum of Rs. 90 was noticed to be too high. Hence the attempt to deal with them on an *ad hominem* basis. There is not after all such a staggering difference between a Rs. 50 man rising to Rs. 90 and a Rs. 40 or Rs. 45 man rising to Rs. 90. Most of the men thus affected in the old class II were drawing Rs. 40 or 45 in November 1919.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

There was a distinct difference in quality between the old class III and old class II men. Class II men were of a superior order with better qualifications. It is true that some men in class III were drawing more than some of the men in class II, but their prospects also were entirely different. On that view, it is essential that the remaining men in the old class II should be taken on to the new class II to make up the full 400.

In all these cases of men to be taken on according to this recommendation, one uniform rule should be adopted to give the minimum pay of class II and to give the benefit of past service, with effect from the 1st March 1921, but without affecting dates of accrual of increments, in the manner recommended by the former Committee and accepted in the Government order of April 1920. The next question is how to deal with the 130 odd men in the old class II not required in the new class II and to be taken on to the new class III. They are taken down from a superior grade with better prospects to a lower grade with less prospects. There is no need to diminish their prospects of promotion to Rs. 130. As regards these men, the Committee consider that they should enjoy the personal privilege of going up to Rs. 130 in case they continue to be in class III without being promoted to class II. In some cases, in this class and in the old class III, it is shown they did not get any immediate benefit by the revision and it resulted also in their getting less than their pay and allowances in November 1919. Some immediate relief was recognised to be necessary.

The Committee therefore consider that every one should benefit at least to the extent of an addition of Rs. 5 to the existing emoluments as they stood on the 30th November 1919. This is to be without prejudice to more beneficial arrangements, if any, already given effect to and should not affect personal allowance or dates of accrual of increments.

The Committee have perused the recent proposals of the Director-General on an *ad hominem* basis. They are, as already stated, open to the exception that some people get more, some less, and some nothing at all. The Committee's proposals will not disturb the old Committee's recommendations and will give some immediate benefit on a uniform scale without giving room for complaints of differential treatment and will also be found to be more economical.

Their conclusions are :

- I. That effect be given to the recommendation of the Telegraph Committee of 1920 as accepted by the Government order of April 1920, that all the 400 appointments in the new class II be filled up by men of the old class II except to the extent to which the number of appointments has been reduced by taking in 17 men of the old class III as shown in the proposals sent by the Director-General. That in so taking the required number of men to the new class II each one should get at least the minimum of the grade and, subject to conditions as to efficiency bar, and also, where it so happens, get the increments due to past service as per Government order of April 1920. Mr. Brayne dissents.
- II. That the remaining men on the old class II and the men on the old class III be brought on to new class III and they be also given benefit of past service on the terms sanctioned in the Government order of April 1920, subject to the following conditions :—

That in these cases, namely, of men left over in class II to be brought over to class III and also in the case of men of the old class III, all these men should get the immediate benefit of at least Rs. 5 per mensem over and above the amounts they were actually drawing on the 30th November 1919 with effect from the 1st December 1919, i.e., if the revision which took effect then did not give them any benefit or a benefit of less than Rs. 5, they should get an increase which will bring it up to Rs. 5 with effect from the 1st December 1919. This is not to affect the personal allowances they may be getting now or the existing dates of accrual of increments. The class II men so brought on should as a personal privilege be permitted to rise to Rs. 130, subject to the efficiency bar applicable to the class III men. Mr. Brayne would give retrospective effect only from the 1st March 1921.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

No special question arises with regard to munshis.

Mr. Barton wishes to bring up a similar question affecting the Engineering Branch which has arisen out of the recommendations of the Postal Committee, 1920, but the President, while regretting that on the reference as it stands this cannot be considered by the Committee, has no doubt that under similar conditions the course recommended above will be adopted in their case also.

14. *Indian Inspecting Telegraphists.*
 (1) These officials should be given the same duty allowance as is granted to Engineering Supervisors.
 (2) All previous service as Indian Inspecting Telegraphist should be allowed to count for increments on the new scale of pay.
 (Page 5 of Memorandum and item 14 in Annexure I.)

Having regard to the fact that the Indian Inspecting Telegraphists are performing the same duties* as the Engineering Supervisors, (formerly designated Inspecting Telegraphists), the original scope of their duties having also been extended, and having regard also to the fact that Engineering Supervisors who have not passed the examination also get the allowance of Rs. 40, the Committee feel that the allowance, which should be treated as a duty allowance, should not be withheld from them, as they consider that there is no valid reason for making a distinction in this case; and the Committee wish also to draw attention to the fact that this service is to disappear soon and the additional expenditure is not going to be a recurring one for long.

Mr. Sutherland and Mr. Brayne disagree on the ground that the Indian Inspecting Telegraphists were differently recruited and have not the same qualifications and that they are amply paid and have excellent prospects if they pass the examination.

- (2) The Committee consider that the rule recommended in paragraph 5, Chapter I, of the Report of the Postal Committee, 1920, is a safe rule to go upon in this case also and would, therefore, recommend its adoption subject to the 50 per cent. maximum limit on the pay and war allowance the officers would have drawn under the old scale on the 1st April 1920 according to the statement placed before the Committee and subject also to the maximum of the new scale. This recommendation should be given effect to from the 1st March 1921. In the case of any official whose promotion has been stopped, the maximum will be the pay of the stage at which the efficiency bar is applied.

- 15, 16 and 17. *Telephone Operators, Test Operators, Head Operators, and Inspectors.*

These officials should be accorded equal treatment with telegraphists in the matter of casual leave and overtime allowance.

(Pages 5 and 6 of Memorandum and items 15, 16 and 17 in Annexure I.)

The Committee recognise that the matter of granting casual leave is one which should be left entirely at the discretion of the Head of the Department, but as it has been brought out that there is a rule limiting the aggregate period to 12 days in the case of telephone operators, while in the case of other establishment an aggregate period of 20 days is permitted, the Committee strongly recommend that the question be considered of equalising the period.

- (2) The Committee recommend that the scale of overtime allowance for telephone operators should be made the same as that at present applied to signal room clerks.

18. *Electrical Mistries.*

The pay of these men should be revised.

(Page 6 of Memorandum and item 18 in Annexure I.)

The Committee are informed that a revision has since been sanctioned.

19. *Linemen and Sub-Inspectors.*

House rent allowance should be granted to these men where free quarters are not provided.

(Page 6 of Memorandum and item 19 in Annexure I.)

Having regard to the fact that certain men of these classes get either free quarters or house rent allowances and also to the fact that their duties lie outside their stations, the Committee strongly recommend the acceptance of the proposals contained in the Memorandum † put up by the Chief Engineer for granting house rent allowance.

*Vide also separate note by the President (Annexure A).

†Annexure J. to the Report.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

20. *House rent allowance*

24 and 25. *House rent allowance as affecting other branches.*

The scales of house rent allowances recommended by the Telegraph Committee, 1920, should be introduced.

Lahore, Agra, Karachi and all hill stations should be included in Class II.

There should be no distinction between General Service and Local Service men, especially those in Burma on General Service pay, in the matter of house rent allowances.

All Telegraph employees not in receipt of house rent allowances should be granted such allowances.

These items raise important issues. It must be conceded that house rent allowances can be claimed only in cases where Government are bound in the interests of efficiency of the service to provide house accommodation for their employees and they are not able to provide the same. There are certain recognized rules regulating this question. We understand that wherever the duties are such that the employees are compulsorily required to live within the premises of the offices or close to them or that the men are on very low pay or that, as in some places, there is great difficulty of accommodation, these are the factors which are taken into account in giving free accommodation. On the ground that Telegraphists and men in charge of offices are bound to attend at all odd hours, Government have recognized their obligation to provide free quarters or grant house rent allowances in lieu thereof in their case except in certain cases to be referred to later. These considerations are liberal enough and the Committee cannot consistently with public interests recommend any extension of that scope, especially as the Government is a large employer of labour of all sorts all over the country and any extension in this Department will involve the extension in other Departments. Cases have been brought to the notice of the Committee where the necessity of giving free quarters or granting house rents in lieu thereof is admitted and yet the same is denied in practice to certain other sections.

The first of its kind is the case of Local or Circle Service Telegraphists. There are two questions which arise under this head, Local or Circle Service Telegraphists who entered up to 1st March 1913 or after that date.

(1) In the case of the former, a distinction is maintained which we have no hesitation in recommending ought at once to be put an end to. The non-Indian gets free quarters or house rent allowances. The Indian does not. This should no longer be. The Committee recommend that all such Local or Circle Service men remaining in that service without being transferred to General or Station Service should get free quarters or house rent allowances when quarters are not available, subject to the proviso that if any officer refuses to occupy suitable quarters offered by the Department, he shall not draw any house rent allowance. The Committee consider that the decision as to what are suitable quarters must be left to the Heads of the Department who will generally guide themselves by the rules as to accommodation and local conditions and habits.

(2) In the case of Local Service men who entered after 1st March 1913 on the distinct understanding that no free quarters will be given, it is true, as pointed out forcibly by the Telegraph Committee of 1920, that the conditions of service in actual practice are in no way less onerous or irksome than in the General Service and they are also shifted about from place to place, hundreds of miles away from their homes, as often, if not oftener, than the other service men. But that service is to be abolished. Men in that service can get into the General Service or into the newly created Station Service and they were recruited on a distinct understanding. That being so, the Committee are not prepared to make a general recommendation applicable to them. The Committee would, however, recommend that men in the Local Service who are qualified for transfer to General Service and have not been so transferred for no fault of theirs should be so taken as early as possible to the extent of the vacancies in the General Service and should, pending such transfer, also receive house rent allowance.

Mr. Brayne objects to the last clause about paying house rent in the meanwhile. Even in the case of men recruited after 1st March 1913 Mr. Barton would give house rent allowances to all who are willing and qualified to enter the General Service, whether there are vacancies or not. The majority regret, however, that they cannot agree to this.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

- (3) The Committee in this connection also desire to draw attention to another fact brought to their notice during the enquiry. There are 19 Indian Telegraphists at present at Simla, most of them being General Service men are entitled also to free quarters or house rent allowances. Not one of them is provided with Government quarters, while it is stated that all non-Indians who wanted quarters are given the same, the Government having also rented quarters at their own expense. Four private houses have been engaged to accommodate 37 non-Indians at a cost of Rs. 10,950 for this year, although if house rent allowances had been given instead the amount to be paid to those 37 men would be only Rs. 7,987-8-0. While admitting that this generous course is inevitable having regard to the conditions in Simla, the Committee have to draw attention to the same difficulties experienced by Indian Telegraphists and brought to their notice by witnesses examined here and recommend that similar facilities of housing accommodation should also be found for Indian employees. They also have to come up on short notice and experience considerable difficulties in getting accommodation. It may be mentioned, however, that it does not appear that this particular class of men made any representations on the subject.
- (4) The signal room clerks working in Simla are also subjected to the same difficulties. They have to attend at odd hours and live at long distances. Their case also deserves sympathetic consideration, but having regard to the allowance already recommended, the Committee do not make further recommendation under this head.
- (5) Another case is brought to their notice. There are two classes of Inspecting Telegraphists or Engineering Supervisors, the method of recruitment alone being different. They perform identical duties and are subject to the same conditions of service. It is admitted that the nature of the service is one which entails on the Government the duty of providing free accommodation or granting house rent allowance in lieu. One class, the Inspecting Telegraphist, gets free quarters or house rent allowance, the Indian Inspecting Telegraphist does not. The *Committee recommend that all of them should get similar treatment.

The house rent allowances can but be a palliative in cases where free accommodation is considered necessary, especially in places like Simla, where it is exceptionally difficult to obtain quarters reasonably near. In all such cases, it is imperative that a programme for construction or renting premises should as early as possible be carried out in the order of urgency. The Committee recommend to Government that special notice should be taken of this question.

The Committee are not prepared to recommend any further extension of the existing list than the one recommended above of the classes of persons to whom the privilege of free accommodation should be given.

The housing problem is becoming a serious one everywhere in all big towns and affects all classes of public servants. How far the Government can embark upon a huge productive house-building programme by incurring capital expenditure is a general question affecting all branches of the service and this Committee do not feel confident to offer any suggestions under that head. The Committee are not also prepared to recommend any general revision of the figures already adopted by Government in the matter of house rent allowances. The Committee, however, would add a recommendation that the case of Presidency towns, specially that of Bombay, may be sympathetically considered.

Whatever the limit of space may be for the living room, this Committee would adhere† to the recommendations made by the Telegraph Committee, 1920, that the store room and bathroom should be excluded from the calculation in all cases and treated as separate units.

The Committee reiterate the urgency of the question of initiating and pursuing a comprehensive scheme for the purchase and construction of quarters for the operating and supervising staff of the Telegraph Department, and would urge that it should be taken up as soon as possible.

21. Accommodation

The scale of accommodation recommended by the Telegraph Committee, 1920, should be provided without any curtailment.

(Page 6 of Memorandum and item 21 in Annexure I.)

*The President proposes this. The rest are against it.

†Vide also Resolution on house rent allowances—items 20, 24 and 25 of Agenda.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

22. *Families.*

Unmarried telegraphists with widowed mothers and minor sisters and brothers solely dependent on them should be treated as if they were married men for purposes of house rent allowance and free quarters.

(Item 22 in Annexure I.)

23. House rent allowance as affecting Telegraph Masters and Deputy Superintendents when on leave.

The house rent allowances granted to officials of the classes noted above should not be reduced during periods spent by them on privilege or sick leave.

(Page 5 of Annexure III.)

26. *Delivery staff.*

The members of this staff should be granted house rent allowances.

(Item 26 in Annexure I.)

27. *Locality allowance.*

29 *Hill allowances.*

In all Provinces where local allowances are granted under orders of the Local Government, the same allowances should be extended to Telegraph employees.

Hill allowances should be granted at all hill stations and the allowance should be standardised.

(Items 27 and 29 in Annexure I.)

This is apparently based on a general rule regarding travelling allowances and the Committee do not consider that there is any justification for making a difference in this case as desired, so as to include widowed mothers and minor sisters and brothers solely dependent on bachelors.

The Committee do not think that there is any necessity for modifying the rules in paragraph 241 of the Telegraph Manual, Volume II, as the modification desired is likely to prejudicially affect the Telegraphist when he acts as a Telegraph Master.

The Committee strongly recommend that the delivery staff should be given a house rent allowance wherever it is granted to postal peons and would urge a very early settlement of the question.

The Committee desire at the outset to state that they found it difficult to follow what exactly they were expected to deal with under this head but, avoiding all technicality, the Committee adopted a liberal construction and took the reference to mean whether any, and if so what, hill allowances should be given to employees in the Telegraph Department and to what classes of such employees. The Committee examined the following witnesses, namely, Messrs. Brookes, Keshar Ram, Chatterji, and Kapur. Their evidence establishes that the cost of living in Simla is extremely high and persons drawing a salary of Rs. 200 and under and in receipt of no compensation for local conditions must be put to extreme discomfort in making both ends meet. This must be particularly so in the case of persons who do not get free quarters or house rent allowance. The Indian witnesses, both Telegraphists and Clerks, examined complain bitterly that they are not given quarters and that they have to live far away from their place of business, namely, the Telegraph Office, no accommodation being available near, and are also put to considerable hardship in the matter of medical attendance for themselves and members of their family, water-supply, clothing etc., and it is a well-known fact that Simla is a costly place. This is recognised in other Departments where, in the case of similar lower and upper subordinates, Simla allowances at varying rates are allowed, sometimes with free quarters or house rent allowance and sometimes without. The conditions of life in most of the hill stations are more or less similar but this Committee do not consider that without making a local enquiry they can safely offer any definite suggestion as regards all hill stations, and, though the terms of reference are entirely general, the Committee do not feel justified in embarking upon such a costly local enquiry as they feel that this is a matter in which the necessary guidance can be got from the course pursued by Local Governments or the Government of India in other similar Departments and the Committee trust that Government will approve of the action of the Committee in not undertaking such an enquiry.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

The Committee feel they are on safe ground in making definite recommendations regarding Simla about which they have some local knowledge and they have also the assistance of witnesses. One of the witnesses, Mr. Brookes, has furnished a list purporting to show the minimum expenditure to be incurred by men of the class earning Rs. 50 to 180, and according to that estimate men of this class should have at least Rs. 125 per mensem to live with ordinary comfort in Simla. The Committee feel, however, that they cannot make any general recommendation so as to apply to all cases, for different considerations must apply to people who are supplied with decent free furnished quarters and with free lights and free water-supply near the place of business and those without such facilities.

Therefore the Committee proceed to deal with certain classes of cases brought to their notice. The first case calling for attention is that of clerks, local service telegraphists, telephone operators and such other lower subordinates whose pay is under Rs. 180 per mensem and who have neither free quarters nor house rent allowance and are not Station Service men. It has been recognised all along that clerks should get a Simla allowance and they are allowed Rs. 10. The amount was fixed in 1910 or thereabouts. It was also the practice when the minimum pay of the telegraphists was Rs. 50 to allow Simla allowance up to Rs. 25. These people get the same pay whether they work in Simla or any station in the plains. The Committee need not labour the point that such subordinates should get a higher pay when they come up to Simla. In considering the question of the exact amount to be recommended, the Committee consider that the safest rate to adopt will be the one adopted for the sister Department, namely, the Postal, where people under similar conditions draw a Simla local allowance of Rs. 20 or 25; and in some cases where they have been engaged for service in Simla and Delhi, the allowance should be given in Delhi also. The Committee recommend that in the case of all hill stations, with reference to this class of subordinates, some extra allowance should be given and the Director General should be asked to ascertain and submit to Government suitable rates for sanction. In the case of inferior classes of servants such as mistries, linemen, and menial establishments, who receive no enhanced pay or allowance, the Committee would recommend Simla allowance on the same scale as is allowed to inferior servants of the Government of India Secretariat. In the case of menials and inferior establishment, if they are local men locally engaged and are not liable to be transferred, this allowance should not be given. That in the case of upper subordinates working in Simla whose total emoluments including allowance do not exceed Rs. 325, there is also a hardship requiring sympathetic consideration in that they receive the same salary and allowances and free quarters or house rent allowance while in Simla or any station in the plains and undoubtedly the cost of living in Simla even apart from house rents is considerably higher than in Delhi or elsewhere, and as in their case the emoluments are not high enough to live in comfort and not be out of pocket, the Committee consider that they also should get a Simla locality allowance of Rs. 20 or 25 as may be sanctioned for the lower subordinates referred to above. The Committee have given their anxious and full consideration to the point that these people are already in enjoyment of free quarters or house rent allowances and consider that that point, while going a great way to meet the difficulties in Simla, does not go far enough to alleviate the hardships which these people on moderate salaries are put to and the further fact remains that house rent allowance or free quarters are given to them wherever they may be. We have also ascertained that in certain other cases, as, for instance, the Director General's office, both local and house rent allowances are given on the ground that hill allowance should be given where the salary is not fixed with reference also to the probability of a move to Simla as in the case of the Secretariat clerks. While it is true that high prices affect both high and low, it becomes a question of relieving necessity up to a certain stage, and the Committee consider that a limit of Rs. 325 is certainly not an unreasonable or high limit in such cases having regard to the standard of ordinary comfort required for this class of people.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

The reference to this Committee is to "enquire into the questions" contained in the papers referred to. The question so far as locality allowances are concerned is stated only in Annexure I as item No. 27, which runs as follows:—

"*Locality Allowances.*—That in all provinces where local allowances are operating under orders of the Local Government, the same allowances be extended to employees of the Telegraph Department."

The request is too general. We have to find out what each Government including Burma does as regards each locality and that with reference to each class of employees. We have to compare the conditions of service with those of the corresponding classes in the Telegraph Department and then determine whether those allowances should be extended to the employees in the Telegraph Department in whole or in part. All this means an extended touring and prolonged investigation which the Committee doubt whether it was the intention of Government they should undertake. No arrangements have been made for this purpose. The Committee therefore are obliged to refrain from making any recommendations on this question, and they are compelled to reiterate the remarks contained in paragraph 31 of the Report of the Telegraph Committee of 1920 and urge that the question should be speedily taken up and decided as soon as circumstances permit. The Committee understand that the powers of the Local Governments in respect of local allowances will shortly be increased and therefore no useful purpose will be served by any enquiry by them just now.

The request is apparently based on a misapprehension as Lahore is not a Presidency town.

As a question of re-revision of pay, the request is outside the scope of this Committee's enquiry.

This question has been carefully examined in paragraph 28 of the Report of the Telegraph Committee, 1920, and this Committee have nothing to add to the recommendations made therein. In this connection, the Committee desire to draw the attention of Government to the suggestions contained in a communication from one of the staff which was forwarded to the President by the Assistant Secretary, Indian Telegraph Association.

N.B.—Mr. Barton handed in a counter memorandum to the communication referred to above on the 24th, which also may be considered in dealing with the suggestions herein.

The proposals of the Director General for removing the anomaly of a man getting less pay as the result of promotion to the 2nd Division than he would have got if he had remained a Deputy Superintendent by giving him a little more pay than he would have drawn had he not been promoted, as shown in the statements prepared by him, appear reasonable and necessary. This does not, however, apply in the case of men promoted to the 2nd Division after 20th December 1919.

28. *Presidency Towns.*

The women workers in the Lahore office should be brought on to the scale of pay sanctioned for such workers in offices in Presidency towns, because the Punjab has been declared to be a Presidency. (Item 28 in Annexure I.)

30. *Hours of duty.*

The question of reducing the hours of duty to 42 hours a week should be reconsidered.

(Item 30 in Annexure I and pages 7 and 8 of Memorandum.)

(a) *Superior Branch, 2nd Division.*

(g) *Re Superior 2nd Division increments.*

1. Existing incumbents should be brought on to the new scale of pay in such a manner as will prevent them from receiving pay at a lower rate than they would have received if they had not been promoted to the 2nd Division.
2. The dates of accrual of increments should continue to be those on which they earned these before the revision.
3. The revision of pay which was sanctioned from the 27th September 1920 should have retrospective effect from the 1st December 1919, as in the case of the classes of officials whose pay was revised on the recommendation of the Telegraph Committee, 1920.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

(Page 4 of Memorandum, pages 1 and 5 of Annexure III, and Annexure IV. The points other than those dealt with in the resolution in the next column are either outside the scope of the enquiry or are covered by other resolutions.)

(2) The Committee consider* that there is no reason for making a distinction between the Traffic and the Engineering Branches in the matter of the date from which increment in the scale of pay for the 2nd Division should be earned, and that the rule which applies in the case of the Traffic Branch should be made applicable also to the other Branch. We understand from Mr. deMonte that the rule in the case of Deputy Superintendents promoted to the 2nd Division of the Superior Traffic Branch is that the increment is granted on the anniversary of the date on which they previously got it. The Committee feel satisfied that unless the former date of accrual of increments applicable to each officer is taken into account for the purpose of increment under the revised scale, some of them stand to lose in the aggregate and also in their rate of pension, and therefore recommend that those dates might be taken as the dates for the increment under the revised scale. The Committee find that this was the course adopted in the case of Deputy Superintendents, Telegraph Masters, and Telegraphists, etc., as also in the revision of the pay of the 2nd Division in 1919.

Having regard to the fact that other sections of the Telegraph Branch have had the benefit of retrospective effect from 1st December 1919, although they had also had the benefit of a recent revision, and also to the fact that the proposal of the Department was to give effect to this revision from the 1st April 1920, this Committee strongly recommend that the adoption of that date, that is, the 1st April 1920, may be considered as a special case, particularly as the men have been complaining about the matter ever since the revision was sanctioned.

The creation of new superior appointments is a matter which must be left entirely to the Head of the Department, and the Committee cannot make any recommendation on the subject.

(b) *Technical Branch generally.*

A large number of additional appointments in the 2nd Division of the Superior Technical Branch should be created. There should also be at least five new appointments on a pay of Rs. 850-20-1,000-25-1,200 to which officers in the 2nd Division of the Superior Technical Branch may aspire.

(Page 4 of Memorandum.)

(c) *Exposure allowance.*

Men required to live under canvas should be given an allowance to compensate them for the disabilities.

(Page 6 of Memorandum.)

This is a case in which money compensation cannot arise. The Committee, however, urge that as far as possible tent life should be avoided.

Mr. Brookes, who was examined in this connection, stated that there was a certain amount of discomfort to which they were put under tent life and he agreed that the real remedy was to avoid the necessity for such life as soon as possible.

(d) *Re-conversion of important Combined offices into Departmental offices.*

The conversion of important Departmental offices into Combined offices has resulted not only in depriving the Telegraph staff of charges which they ought to hold, but also in reducing the efficiency of the service, and such offices should therefore be reconverted into Departmental offices.

(Pages 6 and 7 of Memorandum.)

Mr. Barton reports that the matter has been dropped.

(e) *The Technical allowance.*

It is pointed out that Superior Engineering officers receive in addition to their pay a Technical allowance of Rs. 75 a month and it is claimed that an allowance of the same class should be granted to all other officers technically certificated, including Telegraphists who possess the technical certificate, the amount of the allowance being fixed proportionately.

(Page 7 of Memorandum.)

Having re-examined this question of the claim of technically certificated officers to technical allowances on the analogy of the allowance of Rs. 75 allowed to Superior Engineering Officers recruited in Europe, the Committee agree with the conclusion arrived at by the Telegraph Committee, 1920, in the last sub paragraph of paragraph 29 of their Report, namely that there is no ground for granting it.

The analogy urged does not apply as the allowance of Rs. 75 is given in consideration of the superior professional qualifications secured by a course of training in the United Kingdom as announced in the Resolution of the Government of India in the Department of Commerce, No. 4874, dated the 4th August 1920.

* Vide Minutes of Proceedings on this question (Appendix to Report).

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

(f) *Lost increments resulting from the reorganisation of 1908.*

The "average grade" Telegraphists who in the reorganisation of 1908 were brought on to the revised scale of pay at a point below that which would have been admissible if they had been given credit for the whole of their service should now not only be given the pay to which they would be entitled if their entire service had been allowed to count, but should also be compensated in some manner for the loss of increments from 1908 to 1920.

(Pages 8 and 9 of Memorandum.)

(g) *Loss of double increment.*

The "Average Grade" Telegraphists who as the result of the reorganisation of 1908 lost the benefit of a "double increment" should now have this restored to them.

(Page 9 of Memorandum.)

(h) *Field service conditions.*

The conditions under which Telegraph subordinates are required to serve in the Field are wholly unsatisfactory and the hope that they would be improved has not yet been realised.

(Pages 9 and 10 of Memorandum.)

(i) *Improved pension rules.*

The improved pension rules should be extended to all ranks of the Department.

(Page 10 of Memorandum.)

Moreover, this allowance is not peculiar to the Telegraph Department being given also to Engineers of other Departments on the same grounds.

Mr. deMonte was examined on this point.

In view of the delay that has taken place since this question arose in 1908 and of the fact that the first complaint only came up in 1913 and was remedied in 1915 in so far as it was considered real, on the express understanding no further question would be raised about it, and also of the fact that a further question was only raised again about 1919 and in view also of the certain result of unsettling the position and status and chances of promotion of other people if this re-adjustment were made, the Committee regret that they are unable to recommend the reopening of this question as the grievance is not of such a substantial character.

Mr. Barton and Colonel Gidney dissent.*

Mr. deMonte, who was examined on this point, states that after 1908 the fact that any person got the benefit of a double increment did not give him any advantage in the matter of seniority over those who did not receive it, all questions of seniority being determined only according to the date of entry in the service. But the men in service who were transferred to the new scales of pay on the 1st July 1908, had, by receiving the advantage of a double increment, their seniority determined according to the amount of their increased pay on that date. This might have resulted in some persons with longer service being superseded by men of shorter service which he admits should not have occurred, but he is not sure that there are such cases.

The Committee recommend to Government that if there are such cases they should be rectified on being brought to notice. As regards the other complaint under this head that men with longer service than 6 years in 1908 were not given the benefit of the concession of a double increment which was allowed only in the case of a telegraphist of recognised skill and good character in the 6th year of his service, the Committee consider that it is not a legitimate grievance. The concession was apparently intended to induce young men to put forth their best efforts in the first years of their service and in such a case we must draw the line somewhere.

Mr. Barton and Colonel Gidney wish to add the following note.

Further† that should there be cases in which men of less service are in receipt of more pay than men of greater service provided the latter have not lost their increments as a result of punishment, their respective salaries should be accordingly adjusted.

As it is reported that the whole of the field service conditions are under reconsideration, the Committee consider that no useful purpose would be served by discussing this question.

The Committee do not consider that the conditions of service in the Telegraph Department are so dissimilar as would justify their recommending the relaxation of the general pension rules in favour of members of that Department. Such difficulties as there are must have been taken note of in fixing their pay and allowances and concessions and there are other Departments labouring under similar difficulties of irregular hours of duty and less number of holidays. The proper remedy in such cases is to provide sufficient staff and to allow a sufficient leave reserve as suggested by the Telegraph Committee of 1920. It is a well-known fact that even in Departments where there are regular hours of duty, both officers and men give their extra time and even night hours without any overtime allowances. The difference as between superior officers and inferior officers in the "improved pension rules" is one applicable to all Departments and the Committee cannot recommend any alteration as regards this Branch alone.

*Vide further notes by Mr. Barton and Colonel Gidney (Annexure B.).

†Vide also further note by Colonel Gidney and Mr. Barton about this (Annexure B.).

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

(j) *Postal recruited men.*

- (1) All Local Service Telegraphists who were recruited either from the clerical line of the Telegraph Branch or from the Postal Branch should be brought on to the Local Service scale of pay at the stage which they would have reached if they had been in it throughout their service.

Or

- (2) The amount of the increments due under the revised scales of pay for signal room clerks or Postal clerks, as the case may be, in respect of the service rendered by them in those capacities should be added to the pay admissible to them as Local Service Telegraphists.

(Page 10 of Memorandum and Annexure II.)

(k) *Signal Office Jemadars, Head Peons, etc.*

The claims of these men to a revision of pay should be considered. The following scales might be introduced :—

Jemadars Rs. 25—2—45,

Head Peons Rs. 20—2—30,

Local office peons Rs. 18—1—28,
with a house rent allowance of Rs. 4 a month.

(Page 10 of Memorandum.)

(l) *Supersessions.*

There is a tendency on the part of officers responsible for ordering promotion to abuse their power of selection with the result that qualified men are superseded.

Except in glaring cases of incompetence supersessions should not be countenanced.

(Page 1 of Annexure III.)

(m) *Presidency allowances.*

There is no justification for the ruling of the Deputy Accountant-General, Posts and Telegraphs, that officers of the 2nd Division of the Superior Engineering and Technical Branches, Deputy Assistant Engineers and Deputy Assistant Electricians are not entitled to draw in addition to house rent allowance at the enhanced rates sanctioned by Government last year, the whole of the Presidency allowances formerly admissible to them, and that the total amount that may be drawn on account of both allowances is limited to Rs. 70 a month.

The Presidency allowances should be granted in full to these officers in addition to the enhanced house rent allowances, and the same rule should be applied to the corresponding officers of the Traffic Branch.

(Page 3 of Annexure III.)

Resolution of the Committee thereon.

Having given their best consideration to this question, the Committee regret that they cannot see their way to support this claim, as most of the men concerned voluntarily elected to enter a Department from what was altogether a separate Department at a time when the prospects in the new Department were decidedly better, and they cannot fairly seek to be treated as if they had remained in the original Department.

In the case of the clerical establishment of the Telegraph Branch who became Local Service Telegraphists, their claim to count their service as clerks for increments cannot also be entertained as the two branches are altogether different and there is no reason in this case to depart from the ordinary rule which has been applied in other cases, *e.g.*, that of the Indian Inspecting Telegraphists.

The Committee are informed that proposals for revising the pay of these people on the lines of the revision sanctioned for the corresponding men in the Postal Branch are before Government and it is not, therefore, necessary to make any specific recommendations.

The matter* is a purely administrative matter and the Committee have no remarks to make.

It is clear from the correspondence that the intention was to abolish the Presidency allowances which were granted only to Deputy Superintendents, Engineering and Technical, employed in Presidency towns and to place them on the same footing in the matter of allowances as Deputy Superintendents, Traffic, by increasing the scale of house rent for the former, and further the Committee understand that there is a proposal† before Government to further increase the house rent in Calcutta and Bombay from Rs. 60 to Rs. 70.

* Vide Resolution on recruitment to General scales item (o) of Agenda.

† The file containing the proposal was subsequently referred to the committee and the proposal was approved of by them.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

(n) *Baudot examination and, incidentally, examination for Superior Traffic Branch, 2nd Division.*

There should be no re-examination of Baudot supervisors.

There should be no examination to test an officer's fitness for the 2nd Division of the Superior Traffic Branch.

(Page 4 of Annexure III.)

(o) *Method of transfer of Local Service men to General Service.*

Senior men should not be passed over for transfer to the General Service on the ground that they cannot pass the signalling test. Their other qualifications should be considered.

(Pages 4 and 5 of Annexure III.)

(p) *Delivery peons and Kutnee allowance.*

Delivery peons are removed from their legitimate duties and employed in the instrument room, and are given in lieu of the task-work money (not subsistence allowance as stated in the complaint) which they in consequence cannot earn, a Kutnee allowance which amounts to less than their task-work earnings.

It is claimed that if the diversion is unavoidable in the interests of the service, the men should either be given both task-work-money and Kutnee allowance or the amount of the latter allowance should be increased to Rs. 1-2-0 a day.

(r) *Manner of filling 11 additional appointments in executive grade of the Superior Engineering Branch recently sanctioned by Secretary of State.*

Twelve appointments in the 1st Division of the Superior Traffic Branch on a pay of Rs. 900—50—1,400 should be created immediately, 8 to be filled by officers of the 2nd Division of the Superior Traffic Branch and 4 by officers of the 2nd Division of the Superior Engineering and Technical Branches pending the creation of 10 similar appointments in the Engineering and 4 in the Technical Branch.

(Paragraphs 3 and 7 and item 1 in "Summary of demands" in Annexure IV.)

(s) *Manner of bringing Local Service Telegraph Masters on to the General Service scale.*

Mr. Barton states that he is satisfied with the arrangements already made by the Department, and there is nothing therefore to consider.

Although the Committee consider that this is a purely administrative matter, yet, in view of the large number of complaints, they recommend that the Director-General of Posts and Telegraphs should be requested to examine the cases of volunteers from the Circle Service for General Service whose claims have been ignored or set aside.

The President having remarked that he had received a number of complaints* from Indians expressing their belief that their claims for promotion and transfer have been discounted on the ground that they are Indians, the Committee wish to state that this belief has been refuted by the Department and, whilst they accept this refutation, yet in view of the existing impression they would bring this matter to the notice of Government.

Mr. Barton reports that the matter has been settled.

The following is a copy of a note recorded by the Committee on the office file of the Director-General of Posts and Telegraphs, and covers this question :—

"The Committee consider that the transfer of Engineering officers now employed on the Traffic side back to the Engineering side in the vacancies which have now occurred is eminently desirable as the men in the Traffic Branch have not had a chance of being promoted to the 1st Division of that Branch for over 7 years and they also consider that the proposal to transfer 5 of these Engineering officers back to the Engineering side is the utmost that in the circumstances can be done at present, and recommend the adoption of those proposals in their entirety."

N. B.—Mr. Barton and Colonel Gidney have added a note on the 17th explaining the exact meaning of the above, which is accepted by the Committee. It is as follows ;—

"The proposals imply that the Traffic Branch get at once two permanent appointments and three officiating appointments in the 1st Division and this irrespective of the two temporary appointments at present held by Messrs Mukerji and Buayan."

The following is a copy of a note recorded by the Committee on a file referred to them by the Department of Commerce and contains the Committee's views and recommendations on the subject :

*Vide Mr. Barton's note referred to in the Minutes of the Proceedings of the 21st June.

Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with.

Resolution of the Committee thereon.

"The Committee having considered the similarity of conditions applicable to Telegraphists and Telegraph Masters and also the respective amounts of increase which they get on transfer to the General Service, they see no reason why the present distinction should be maintained and would therefore recommend that the rule in the case of Telegraphists should be made applicable to that of Telegraph Masters."

T. RANGACHARIAR.

APPENDIX.

MINUTES OF THE PROCEEDINGS.

Proceedings of the meeting of the Telegraph Committee held at Delhi on the 18th March 1921.

PRESENT :

1. Rao Bahadur TIRUVENKATA RANGACHARIAR, M.L.A., *President*.
2. Mr. W. SUTHERLAND, V.D., M.I.E.E.
3. Lieutenant-Colonel H. A. J. GIDNEY, M.L.A.
4. Mr. A. F. L. BRAYNE, I.C.S.
5. Mr. H. BARTON, M.L.C.
6. Mr. C. G. HAMILTON, *Secretary*.

The President briefly outlined the questions referred to the Committee and pointed out that the questions required study of previous papers and correspondence and suggested to the members that in view of the heavy work in the Assembly it would not be possible to do full justice to the work entrusted to them if the meetings were to go on side by side with the Assembly meetings. He also pointed out that the reference alluded to a Memorandum and four Annexures and it required some time to boil down the issues arising therefrom and to eliminate such as are outside the scope of the enquiry. This he proposed to do with Mr. Hamilton's assistance and circulate copies to the members in time for the next meeting which he proposed might be held in June.

The members agreeing, it was resolved :

- (a) to have the next meeting early in June at Simla,
- (b) in view of the postponement, to recommend to Government that any recommendation they may eventually make should have effect from the date of the appointment of this Committee, namely, 15th March 1921.

Proceedings of an urgent meeting of the Telegraph Committee held at Delhi on the 21st March 1921.

PRESENT :

(Same as above.)

In consequence of an urgent letter received from Mr. Barton, in regard to the filling up of the 11 new appointments sanctioned by the Secretary of State and the safeguarding of the claims of the Superior 2nd Division this meeting was called by the Chairman.

Mr. Sutherland undertook that the 11 new appointments will not be filled up till the Committee meets in June and makes its recommendations and on that undertaking the Committee resolved to consider the question at its meetings to be held in June.

Minutes of the Proceedings of the Telegraph Committee held at Simla on the 11th June 1921 at 11 a.m.

PRESENT :

1. Rao Bahadur TIRUVENKATA RANGACHARIAR, M.L.A., *President*.
2. Lieutenant-Colonel H. A. J. GIDNEY, M.L.A.
3. Mr. H. BARTON, M.L.C.
4. Mr. A. F. L. BRAYNE, I.C.S.
5. Mr. W. SUTHERLAND, V.D., M.I.E.E.
6. Mr. C. G. HAMILTON, *Secretary*.

After certain preliminary remarks by the President, the Committee proceeded to consider the items on the agenda in the following order.

On the first question herein, it was stated by Mr. Sutherland that apart from individual merit the new conditions of recruitment will not affect the existing Electrical and Engineering Supervisors in the matter of their promotion to the grade of Deputy Superintendents. Accepting that statement, the Committee proceeded to consider the next point and resolved that having regard to the fact that this allowance of Rs. 40 was originally granted as compensation

Electrical Supervisors and Engineering Supervisors.

Prospects of Promotion and Removal of limit of Rs. 350 for pay plus duty allowance.

against pie money, overtime allowance and officiating Telegraph Masters' allowance and not as duty allowance, though it is now treated as a duty allowance and as no case for compensation could arise at the stage when their pay is Rs. 310, they could not see their way to recommend the withdrawal of the maximum limit of Rs. 350.

Vide Minutes of 14th June.

(Mr. Russell was also later examined at his request as representative of that Branch and he admitted that he was satisfied with the existing rule imposing the limit and his point was that it should be continued to be treated as a duty allowance and he was assured there was no intention to treat it otherwise on the part of the Committee.)

14

Indian Inspecting Telegraphists.

1. Claim to duty allowance as in the case of Inspecting Telegraphists.
2. Claim to benefit of past service as Inspecting Telegraphists in being brought on to new scale already sanctioned.

II. Having regard to the fact that the Indian Inspecting Telegraphists are performing the same duties as the Engineering Supervisors (formerly designated Inspecting telegraphists), the original scope of their duties having also been extended, and having regard also to the fact that Engineering Supervisors who have not passed the examination also get the allowance of Rs. 40, the Committee feel that the allowance, which should be treated as a duty allowance, should not be withheld from them, as they consider that there is no valid reason for making a distinction in this case; and the Committee wish also to draw attention to the fact that this service is to disappear soon and the additional expenditure is not going to be a recurring one for long.

Mr. Sutherland and Mr. Brayne disagree on the ground that the Indian Inspecting Telegraphists were differently recruited and have not the same qualifications and that they are amply paid and have excellent prospects if they pass the examination.

Recorded on the 17th.

The Committee consider that the rule recommended in paragraph 5, Chapter I, of the Report of the Postal Committee, 1920, is a safe rule to go upon in this case also and would, therefore, recommend its adoption subject to the 50 per cent. maximum limit on the pay and war allowance the officers would have drawn under the old scale on the 1st April 1920 according to the statement placed before the Committee and subject also to the maximum of the new scale. This recommendation should be given effect to from the 1st March 1921. In the case of any official whose promotion has been stopped, the maximum will be the pay of the stage at which the efficiency bar is applied.

The Committee adjourned at 2-30 P.M. to 11 A.M. on the 13th.

N. B.—The President has appended a note explaining the majority view.

NOTE.—(The second point arising under this head was after some discussion on the 13th reserved for further consideration pending the receipt of information called for.)

Minutes of the Proceedings of the Telegraph Committee held on the 13th June 1921 at 11 a.m.

PRESENT :

(*As before.*)

Mr. Barton urged for a re-consideration of point No. 1 decided on the 11th, but this was after discussion found unnecessary. The Committee proceeded to discuss the other items.

15, 16 and 17.
Telephone operators.
Test operators.
Head operators.
Inspectors.
Casual leave and overtime allowance.

18
Electrical Mistries.

19
Linemen and Sub-Inspectors.

III. (1) The Committee recognize that the matter of granting casual leave is one which should be left entirely at the discretion of the Head of the Department, but as it has been brought out that there is a rule limiting the aggregate period to 12 days in the case of telephone operators, while in the case of other establishments an aggregate period of 20 days is permitted, the Committee strongly recommend that the question be considered of equalizing the period.

(2) The Committee recommend that the scale of overtime allowance for telephone operators should be made the same as that at present applied to signal room clerks.

IV. The Committee are informed that a revision has since been sanctioned.

V. Having regard to the fact that certain men of these classes get either free quarters or house-rent allowances and also to the fact that their duties lie outside their stations, the Committee strongly recommend the acceptance of the proposals contained in the memorandum put up by the Chief Engineer for granting house-rent allowance.

Before dispersing for the day, the President announced that he had received various communications urging that the question of the revision of the pay of the Civil wireless operators should be brought on the agenda and he stated that he would certainly re-consider the question and that, if on going through the papers again it was not a case of re-revision as he found it to be he would bring it up for consideration.

NOTE.—The decision* was given on the 20th excluding the subject from consideration.

Minutes of the proceedings of the Telegraph Committee held on the 14th June 1921.

PRESENT :

(As before.)

A letter was received by the President from Mr. Russell asking he should be examined in connection with point No. 1 as he thought there was a mistake made in that connection and on his being sent for and examined he admitted that he made a mistake and stated he had no objection to the rule as it stands and urged the allowance should be treated only as a duty allowance,

21
Standard of accommodation or limit of space to be allowed in Government quarters.

VI. Whatever the limit of space may be for the living room, this Committee would adhere to the recommendations made by the Telegraph Committee, 1920, that the store room and bath-room should be excluded from the calculation in all cases and treated as separate units.

The Committee reiterate the urgency of the question of initiating and pursuing a comprehensive scheme for the purchase and construction of quarters for the operating and supervising staff of the Telegraph Department, and would urge that it should be taken up as soon as possible.

22
Families.
Who are all included in the term "Family" for travelling allowances and accommodation?

VII. This is apparently based on a general rule regarding travelling allowances and the Committee do not consider that there is any justification for making a difference in this case as desired, so as to include widowed mothers and minor sisters and brothers solely dependent on bachelors.

23
House-rent allowance as affecting Telegraph Masters and Deputy Superintendents when on leave.

VIII. The Committee do not think that there is any necessity for modifying the rules in paragraph 241 of the Telegraph Manual, Volume II, as the modification desired is likely to prejudicially affect the Telegraphist when he acts as a Telegraph Master.

26
Delivery staff.

IX. The Committee strongly recommend that the delivery staff should be given a house-rent allowance wherever it is granted to postal peons and would urge a very early settlement of the question.

(Mr. Ewbank who was present, informed the Committee that the question was under consideration.)

28
Presidency towns.

X. The request is apparently based on a misapprehension as Lahore is not a Presidency town. As a question of re-revision of pay, the request is outside the scope of this Committee's enquiry.

(d)
Re-conversion of important combined offices into Departmental offices.

XI. Mr. Barton reports that the matter has been dropped.

(h)
Field service conditions.

XII. As it is reported that the whole of the field service conditions are under re-consideration, the Committee consider that no useful purpose would be served by discussing this question.

(l)
Supersessions.

XIII. The matter is a purely administrative matter and the Committee have no remarks to make.

(p)
Delivery peons and Kutnee allowance.

XIV. Mr. Barton reports that the matter has been settled.

(c)
Exposure allowance when living under canvas.

XV. This is a case in which money compensation cannot arise. The Committee, however, urge that as far as possible tent life should be avoided.

Mr. Brookes, who was examined in this connection, stated that there was a certain amount of discomfort to which they were put under tent life and he agreed that the real remedy was to avoid the necessity for such life as soon as possible.

The Committee adjourned at 2-30 P.M. to 11 A.M. on the 15th.

Minutes of the proceedings of the Telegraph Committee held on the 15th June 1921 at 11 a.m.

PRESENT :

(As before).

(e)
The technical allowance.

XVI. Having re-examined this question of the claim of technically certificated officers to technical allowances on the analogy of the allowance of Rs. 75 allowed to Superior Engineering officers recruited in Europe, the Committee agree with the conclusion arrived at by the Telegraph Committee, 1920, in the last sub-paragraph of paragraph 29 of their Report, namely, that there is no ground for granting it. The analogy urged does not apply as the allowance of Rs. 75 is given in consideration of the superior professional qualifications secured by a course of training in the United Kingdom as announced in the Resolution of the Government of India in the Department of Commerce, No. 4874, dated the 4th August 1920. Moreover this allowance is not peculiar to the Telegraph Department, being given also to Engineers of other Departments on the same grounds.

(f)
Lost increments resulting from the reorganization of 1908.

XVII.—Mr. deMonte was examined on this point.

In view of the delay that has taken place since this question arose in 1908 and of the fact that the first complaint only came up in 1913 and was remedied in 1915 in so far as it was considered real, on the express understanding no further question would be raised about it, and also of the fact that a further question was only raised again about 1919 and in view also of the certain result of unsettling the position and status and chances of promotion of other people if this re-adjustment were made, the Committee regret that they are unable to recommend the re-opening of this question as the grievance is not of such a substantial character.

Mr. Barton and Colonel Gidney dissent.

The Committee adjourned at 2 P.M. to 11 A.M. on the 16th.

Minutes of the proceedings of the Telegraph-committee held on the 16th June 1921 at 11 a.m.

PRESENT :

(As before.)

(g)
Loss of double increment.

XVIII. Mr. deMonte, who was examined on this point states that after 1903 the fact that any person got the benefit of a double increment did not give him any advantage in the matter of seniority over those who did not receive it, all questions of seniority being determined only according to the date of entry in the service. But the men in service who were transferred to the new scales of pay on the 1st July 1908 had, by receiving the advantage of a double increment, their seniority determined according to the amount of their increased pay on that date. This might have resulted in some persons with longer service being superseded by men of shorter service which he admits should not have occurred, but he is not sure that there are such cases.

The Committee recommend to Government that if there are such cases, they should be rectified on being brought to notice. As regards the other complaint under this head that men with longer service than six years in 1908 were not given the benefit of the concession of a double increment which was allowed only in the case of a telegraphist of recognized skill and good character in the 6th year of his service, the Committee consider that it is not a legitimate grievance. The concession was apparently intended to induce young men to put forth their best efforts in the first years of their service and in such a case we must draw the line somewhere.

Mr. Barton and Colonel Gidney wish to add the following note :—

Further, that should there be cases in which men of less service are in receipt of more pay than men of greater service, provided the latter have not lost their increments as a result of punishment, their respective salaries should be accordingly adjusted.

(k)
Signal Office jemadars, head peons, etc.

XIX. The Committee are informed that proposals for revising the pay of these people on the lines of the revision sanctioned for the corresponding men in the Postal Branch are before Government and it is not, therefore, necessary to make any specific recommendations.

(r)
Manner of filling 11 additional appointments in executive grade of Superior Engineering Branch recently sanctioned by Secretary of State.

XX. The following is a copy of a note recorded by the Committee on the office file of the Director General of Posts and Telegraphs and covers this question :—

“The Committee consider that the transfer of Engineering officers now employed on the Traffic side back to the Engineering side in the vacancies which have now occurred is eminently desirable as the men in the Traffic Branch have not had a chance of being promoted to the 1st Division of that Branch for over seven years, and they also consider that the proposal to transfer five of these Engineering officers back to the Engineering side is the utmost that in the circumstances can be done at present, and recommend the adoption of those proposals in their entirety.”

N. B.— Mr. Barton and Colonel Gidney added a note on the 17th, explaining the exact meaning of the above which is accepted by the Committee. It is as follows :—

“The proposals imply that the Traffic Branch get at once two permanent appointments and three officiating appointments in the 1st Division and this irrespective of the two temporary appointments at present held by Messrs. Mukerji and Bunyan.”

(m)
Presidency allowances.

XXI. It is clear from the correspondence that the intention was to abolish the Presidency allowances which were granted only to Deputy Superintendents, Engineering and Technical, employed in Presidency towns and to place them on the same footing in the matter of allowances as Deputy Superintendents, Traffic, by increasing the scale of house rent for the former, and further the Committee understand that there is a proposal before Government to further increase the house rent in Calcutta and Bombay from Rs. 60 to Rs. 70.

The Committee adjourned at 2 p.m. to 11 a.m. on the 17th.

Minutes of the proceedings of the Telegraph Committee held on the 17th June 1921 at 11-30 a. m.

PRESENT:

(As before.)

(i)
Improved pension rules.

XXII. The Committee do not consider that the conditions of service in the Telegraph Department are so dissimilar as would justify their recommending the relaxation of the general pension rules in favour of members of that Department. Such difficulties as there are must have been taken note of in fixing their pay and allowances and concessions and there are other Departments labouring under similar difficulties of irregular hours of duty and less number of holidays. The proper remedy in such cases is to provide sufficient staff and to allow a sufficient leave reserve as suggested by the Telegraph Committee of 1920. It is a well known fact that even in departments where there are regular hours of duty, both officers and men give their extra time and even night hours without any overtime allowances. The difference as between superior officers and inferior officers in the "improved pension rules" is one applicable to all departments and the Committee cannot recommend any alteration as regards this branch alone.

(a)
Superior Branch, 2nd Division.

(g)
R₂ Superior 2nd Division increments.

This was later omitted, *vide* proceedings of the 20th.

XXIII. The proposals of the Director General for removing the anomaly of a man getting less pay as the result of promotion to the 2nd Division than he would have got if he had remained a Deputy Superintendent by giving him a little more pay than he would have drawn had he not been promoted, as shown in the statements prepared by him, appear reasonable and necessary. This does not, however, apply in the case of men promoted to the 2nd Division after the 20th December 1919. (The Committee would, however, draw attention to the fact that these proposals still leave untouched the other anomaly of junior men drawing more pay than their seniors by the accident of their having had the benefit of two revisions and the Committee consider that some method should be devised to remedy this inequality adequately.)

(Consideration of this point adjourned.)

(2) The Committee consider that there is no reason for making a distinction between the Traffic and the Engineering Branches in the matter of the date from which increment in the scale of pay for the 2nd Division should be earned, and that the rule which applies in the case of the Traffic Branch should be made applicable also to the other Branch.

This was later removed, *vide* proceedings of the 20th.

We understand from Mr. deMonte that the rule in the case of Deputy Superintendents promoted to the 2nd Division of the Superior Traffic Branch is that the increment is granted on the anniversary of the date on which they previously got it. (In the case of permanent officers of the 2nd Division brought on to the new scale, we see no reason for recommending any departure from the ordinary rule of the Civil Service Regulations.)

(Colonel Gidney and Mr. Barton do not agree with the last sentence above.)

The Committee adjourned at 3 p.m. to 11 a.m. on the 18th.

Minutes of the Proceedings of the Telegraph Committee held on the 18th June 1921 at 11 a.m.

PRESENT:

(As before.)

(a) and (q)

Superior Branch 2nd Division.

Re Superior 2nd Division increments.

This was later omitted—*vide* Proceedings of the 20th.

†These are subject to verification.

This portion is unnecessary—*vide* Proceedings of the 20th.

(o)

Method of transfer of Local Service men to General Service.

(s)

Manner of bringing Local Service Telegraph Masters on to the General Service scale.

(j)

Postal recruited men.

*XXIV. Having considered in detail, with the help of the lists filed by Mr. Barton, the point left over at yesterday's meeting, the Committee recommend that in the case of the following five men, namely, Messrs. Raikes, Walker and Human of the Traffic Branch, Rodrigues of the Engineering Branch and Osborne of the Technical Branch, their pay as from the 1st October 1920 should be brought up to the amounts† shown against them in the last column of the lists. The Committee cannot help remarking that this course has become inevitable on account of the fact that the majority of the other men have been allowed the benefit of three revisions. The Committee have considered the other alternative of stopping further increments in the case of the other men until the date on which they would have earned it if they had not had the benefit of the third revision, but, although these men have been very liberally treated, the Committee abstain from recommending this course because by so doing the Committee should be remedying one grievance and creating another.

XXV. Having regard to the fact that other sections of the Telegraph Branch have had the benefit of retrospective effect from 1st December 1919, although they had also had the benefit of a recent revision, and also to the fact that the proposal of the Department was to give effect to this revision from the 1st April 1920, this Committee strongly recommend that the adoption of that date, that is, the 1st April 1920, may be considered as a special case particularly as the men have been complaining about the matter ever since the revision was sanctioned.

This recommendation does not apply in the case of the five men dealt with in the previous Resolution as they get the benefit otherwise.

XXVI. Although the Committee consider that this is a purely administrative matter, yet, in view of the large number of complaints, they recommend that the Director General of Posts and Telegraphs should be requested to examine the cases of volunteers from the Circle Service for General Service whose claims have been ignored or set aside.

XXVII. The following is a copy of a note recorded by the Committee on a file referred to them by the Department of Commerce and contains the Committee's views and recommendations on the subject:—

“The Committee having considered the similarity of conditions applicable to Telegraphists and Telegraph Masters and also the respective amounts of increase which they get on transfer to the General Service, they see no reason why the present distinction should be maintained and would therefore recommend that the rule in the case of Telegraphists should be made applicable to that of Telegraph Masters.”

XXVIII. Having given their best consideration to this question, the Committee regret that they cannot see their way to support this claim, as most of the men concerned voluntarily elected to enter a Department from what was altogether a separate Department at a time when the prospects in the new Department were decidedly better, and they cannot fairly seek to be treated as if they had remained in the original Department.

In the case of the clerical establishment of the Telegraph Branch who became Local Service Telegraphists, their claim to count their service as clerks for increments cannot also be entertained as the two branches are altogether different and there is no reason in this case to depart from the ordinary rule which has been applied in other cases, *e.g.*, that of the Indian Inspecting Telegraphists.

The Committee adjourned at 2 p.m. to 2-30 p.m. on the 20th.

Minutes of the Proceedings of the Telegraph Committee held on the 20th June 1921 at 2-30 p.m.

PRESENT:

(As before.)

*Annexure G. to Report.

XXIX. Having read Mr. Barton's note* regarding Resolutions Nos. XXV and XXIII (2) and having heard Mr. McKie, the Committee feel satisfied that unless the former date of accrual of increment applicable to each officer is taken into account for the purpose of increment under the revised scale, some of them stand to lose in the aggregate and also in their rate of pension, and therefore recommend that those dates might be taken as the dates for the increment under the revised scale. The Committee find that this was the course adopted in the case of Deputy Superintendents, Telegraph Masters, and Telegraphists, etc., as also in the revision of the pay of the 2nd Division in 1919.

The last sentence in Resolution No. XXIII (Clauses 1 and 2) should therefore be deleted as also the last clause in Resolution No. XXV.

XXX. Having again considered the lists† put up by Mr. Barton which has since been examined with the help of Mr. deMonte, the Committee find that the proposals made by the Director General and accepted by the Committee are in the circumstances quite adequate. Therefore, the recommendations contained in the latter portion of Resolution XXIII (1) and in Resolution XXIV are withdrawn.

(b)

Technical Branch generally.

XXXI. The creation of new superior appointments is a matter which must be left entirely to the Head of the Department, and the Committee cannot make any recommendation on the subject.

Mr. Nand Lal, Signal Room Clerk, and the chosen representative of the clerks in Simla, was examined on a memorandum submitted by him.

The Committee adjourned at 5-30 P.M. to 2-30 P.M. on the 21st.

Minutes of the Proceedings of the Telegraph Committee held on the 21st June 1921 at 2-30 p.m.

PRESENT:

(As before.)

†Annexure H. to Report.

XXXII. *Read.*—A note† by Mr. Barton regarding Resolution No. XXVI.

Resolved.—To accept a draft prepared by Colonel Gidney, which is as follows:—

To be added to Resolution No. XXVI.

The President having remarked that he had received a number of complaints from Indians expressing their belief that their claims for promotion and transfer have been discounted on the ground that they are Indians, the Committee wish to state that this belief has been refuted by the Department and, whilst they accept this refutation, yet in view of the existing impression they would bring this matter to the notice of Government.

The following witnesses were examined:—

1. Mr. Brookes, Baudot Supervisor.
2. Mr. Keshar Ram, Local Scale Telegraphist.
3. Mr. S. C. Chatterji, General Scale Telegraphist.
4. Mr. J. D. Kapur, Telegraph Inspector, Kalka-Simla Railway.

Having heard their evidence, the Committee proceeded to consider the question of hill allowances.

The Committee adjourned at 6 P.M. to 2-30 P.M. on the 22nd.

† Annexure I to the Report.

Minutes of the Proceedings of the Telegraph Committee held on the 22nd June 1921 at 2-30 p.m.

PRESENT :

(As before.)

29 and 27.

Hill allowances and locality allowances.

The Committee desire at the outset to state that they found it difficult to follow what exactly they were expected to deal with under this head but, avoiding all technicality, the Committee adopted a liberal construction and took the reference to mean whether any and if so what hill allowances should be given to employes in the Telegraph Department and to what classes of such employes. The Committee examined the following witnesses :—

Messrs. Brookes, Keshar Ram, Chatterji, and Kapur. Their evidence establishes that the cost of living in Simla is extremely high and persons drawing a salary of Rs. 200 and under and in receipt of no compensation for local conditions must be put to extreme discomfort in making both ends meet. This must be particularly so in the case of persons who do not get free quarters or house rent allowance. The Indian witnesses, both telegraphists and clerks, examined complain bitterly that they are not given quarters and that they have to live far away from their place of business, namely, the Telegraph Office, no accommodation being available near, and are also put to considerable hardship in the matter of medical attendance for themselves and members of their family, water-supply, clothing, etc., and it is a well-known fact that Simla is a costly place. This is recognized in other Departments where in the case of similar lower and upper subordinates Simla allowances at varying rates are allowed, sometimes with free quarters or house rent allowance and sometimes without. The conditions of life in most of the hill stations are more or less similar but this Committee do not consider that without making a local enquiry they can safely offer any definite suggestion as regards all hill stations, and though the terms of reference are entirely general, the Committee do not feel justified in embarking upon such a costly local enquiry as they feel that this is a matter in which the necessary guidance can be got from the course pursued by Local Governments or the Government of India in other similar departments and the Committee trust that Government will approve of the action of the Committee in not undertaking such an enquiry.

Vide I and II.

The Committee feel they are on safe ground in making definite recommendations regarding Simla about which they have some local knowledge and they have also the assistance of witnesses. One of the witnesses, Mr. Brookes, has furnished a list purporting to show the minimum expenditure to be incurred by men of the class earning Rs. 50 to 180 and according to that estimate—men of this class should have at least Rs. 125 per mensem to live with ordinary comfort in Simla. The Committee feel, however, that they cannot make any general recommendation so as to apply to all cases, for different considerations must apply to people who are supplied with decent free furnished quarters and with free lights and free water-supply near the place of business and those without such facilities.

Therefore the Committee proceed to deal with certain classes of cases brought to their notice. The first case calling for attention is that of clerks, local service telegraphists, telephone operators and such other lower subordinates whose pay is under Rs. 180 per mensem and who have neither free quarters nor house rent allowance and are not station service men. It has been recognised all along that clerks should get a Simla allowance and they are allowed Rs. 10. The amount was fixed in 1910 or thereabouts. It was also the practice when the minimum pay of the telegraphists was Rs. 5 to allow Simla allowance up to Rs. 25. These people get the same pay whether they work in Simla or any station in

the plains. The Committee need not labour the point that such subordinates should get a higher pay when they come up to Simla. In considering the question of the exact amount to be recommended, the Committee consider that the safest rate to adopt will be the one adopted for the sister department, namely, the Postal, where people under similar conditions draw a Simla local allowance of Rs. 20 or 25; and in some cases where they have been engaged for service in Simla and Delhi the allowance should be given in Delhi also. The Committee recommend that in the case of all hill stations, with reference to this class of subordinates, some extra allowance should be given and the Director-General should be asked to ascertain and submit to Government suitable rates for sanction. In the case of inferior classes of servants such as mistries, linemen, and menial establishment, who receive no enhanced pay or allowance, the Committee would recommend Simla allowance on the same scale as is allowed to inferior servants of the Government of India Secretariat. In the case of menials and inferior establishment, if they are local men locally engaged and are not liable to be transferred, this allowance should not be given. That in the case of upper subordinates working in Simla whose total emoluments including allowance do not exceed Rs. 325, there is also a hardship requiring sympathetic consideration in that they receive the same salary and allowances and free quarters or house rent allowance while in Simla or any station in the plains and undoubtedly the cost of living in Simla even apart from house rents is considerably higher than in Delhi or elsewhere, and as in their case the emoluments are not high enough to live in comfort and not be out of pocket, the Committee consider that they also should get a Simla locality allowance of Rs. 20 or 25 as may be sanctioned for the lower subordinates referred to above. The Committee have given their anxious and full consideration to the point that these people are already in enjoyment of free quarters or house rent allowances and consider that that point, while going a great way to meet the difficulties in Simla, does not go far enough to alleviate the hardships which these people on moderate salaries are put to and the further fact remains that the house rent allowance or free quarters are given to them wherever they may be. We have also ascertained that in certain other cases, as, for instance, the Director General's office, both local and house rent allowances are given on the ground that hill allowance should be given where the salary is not fixed with reference also to the probability of a move to Simla as in the case of the Secretariat clerks. While it is true that high prices affect both high and low, it becomes a question of relieving necessity up to a certain stage and the Committee consider that a limit of Rs. 325 is certainly not an unreasonable or high limit in such cases having regard to the standard of ordinary comfort required for this class of people.

The reference to this Committee is to "enquire into the questions" contained in the papers referred to. The question so far as locality allowances are concerned is stated only in Annexure I as item No. 27 which runs as follows:—

"*Locality Allowances.*—That in all provinces where local allowances are operating under orders of the Local Government, the same allowances be extended to employees of the Telegraph Department."

The request is too general. We have to find out what each Government including Burma does as regards each locality and that with reference to each class of employees. We have to compare the conditions of service with those of the corresponding classes in the Telegraph Department and then determine whether those allowances should be extended to the employees in the Telegraph Department in whole or in part. All this means an extended touring, and prolonged investigation which the Committee doubt whether it was the

intention of Government they should undertake. No arrangements have been made for this purpose. The Committee therefore are obliged to refrain from making any recommendations on this question, and they are compelled to reiterate the remarks contained in paragraph 31 of the report of the Telegraph Committee of 1920 and urge that the question should be speedily taken up and decided as soon as circumstances permit. The Committee understand that the powers of the Local Governments in respect of local allowances will shortly be increased and therefore no useful purpose will be served by any enquiry by them just now.

The Committee adjourned at 6 P.M. to 2-30 P.M. on the 23rd.

Minutes of the Proceedings of the Telegraph Committee held on the 23rd June 1921 at 2-30 p.m.

PRESENT :

(As before.)

20, 24 and 25,
House rent allowance.

XXXIII.—These items raise important issues. It must be conceded that house-rent allowances can be claimed only in cases where Government are bound in the interests of efficiency of the service to provide house accommodation for their employees and they are not able to provide the same. There are certain recognized rules regulating this question. We understand that wherever the duties are such that the employees are compulsorily required to live within the premises of the offices or close to them or that the men are on very low pay or that, as in some places, there is great difficulty of accommodation,—these are the factors which are taken into account in giving free accommodation. On the ground that telegraphists and men in charge of offices are bound to attend at all odd hours, Government have recognized their obligation to provide free quarters or grant house-rent allowances in lieu thereof in their case except in certain cases to be referred to later. These considerations are liberal enough and the Committee cannot consistently with public interests recommend any extension of that scope especially as the Government is a large employer of labour of all sorts all over the country and any extension in this department will involve the extension in other departments. Cases have been brought to the notice of the Committee where the necessity of giving free quarters or granting house rents in lieu thereof is admitted and yet the same is denied in practice to certain other sections.

The first of its kind is the case of local or circle service telegraphists. There are two questions which arise under this head, Local or Circle Service telegraphists who entered up to 1st March 1913 or after that date.

(1) In the case of the former a distinction is maintained which we have no hesitation in recommending ought at once to be put an end to. The non-Indian gets free quarters or house rent allowances. The Indian does not. This should no longer be. The Committee recommend that all such Local or Circle Service men remaining in that service without being transferred to General or Station Service should get free quarters or house rent allowances when quarters are not available, subject to the proviso that if any officer refuses to occupy suitable quarters offered by the department he shall not draw any house rent allowance. The Committee consider that the decision as to what are suitable quarters must be left to the heads of the Department who will generally guide themselves by the rules as to accommodation and local conditions and habits.

(2) In the case of Local Service men who entered after 1st March 1913 on the distinct understanding that no free quarters will be given, it is true, as pointed out forcibly by the Telegraph Committee of 1920, that the conditions of service in actual practice are in no way less onerous or irksome than in the General

Service and they are also shifted about from place to place hundreds of miles away from their homes as often, if not oftener, than the other service men. But that service is to be abolished. Men in that service can get into the General Service or into, the newly created Station Service and they were recruited on a distinct understanding. That being so, the Committee are not prepared to make a general recommendation applicable to them. The Committee would, however, recommend that men in the Local Service, who are qualified for transfer to General Service and have not been so transferred for no fault of theirs, should be so taken as early as possible to the extent of the vacancies in the General Service, and should, pending such transfer, also receive house rent allowance.

Mr. Brayne objects to the last clause about paying house rent in the meanwhile.

Even in the case of men recruited after 1st March 1913 Mr. Barton would give house rent allowances to all who are willing and qualified to enter the General Service whether there are vacancies or not. The majority regret, however, that they cannot agree to this.

(3) The Committee in this connection also desire to draw attention to another fact brought to their notice during the enquiry. There are 19 Indian telegraphists at present at Simla, most of them being General Service men are entitled also to free quarters or house rent allowances. Not one of them is provided with Government quarters, while it is stated that all non-Indians who wanted quarters are given the same, the Government having also rented quarters at their own expense. Four private houses have been engaged to accommodate 37 non-Indians at a cost of Rs. 10,950 for this year, although if house rent allowances had been given instead the amount to be paid to those 37 men would be only Rs. 7,987-8-0. While admitting that this generous course is inevitable having regard to the conditions in Simla, the Committee have to draw attention to the same difficulties experienced by Indian telegraphists and brought to their notice by witnesses examined here and recommend that similar facilities of housing accommodation should also be found for Indian employees. They also have to come up on short notice and experience considerable difficulties in getting accommodation. It may be mentioned, however, that it does not appear that this particular class of men made any representations on the subject.

(4) The Signal Room clerks working in Simla are also subjected to the same difficulties. They have to attend at odd hours and live at long distances. Their case also deserves sympathetic consideration, but having regard to the allowance already recommended, the Committee do not make further recommendation under this head.

(5) Another case is brought to their notice. There are two classes of Inspecting Telegraphists or Engineering Supervisors, the method of recruitment alone being different. They perform identical duties and are subject to the same conditions of service. It is admitted that the nature of the service is one which entails on the Government the duty of providing free accommodation or granting house rent allowance in lieu. One class, the Inspecting Telegraphist gets free quarters or house rent allowance, the Indian Inspecting Telegraphist does not. The Committee recommend that all of them should get similar treatment.

President proposes this. The rest are against it.

The house rent allowances can but be a palliative in cases where free accommodation is considered necessary especially in places like Simla, where it is exceptionally difficult to obtain quarters reasonably near. In all such cases it is imperative that a programme for construction or renting premises should as early as possible be carried out in the order of urgency. The Committee recommend to Government that special notice should be taken of this question.

The Committee are not prepared to recommend any further extension of the existing list than the one recommended above of the classes of persons to whom the privilege of free accommodation should be given.

The housing problem is becoming a serious one everywhere in all big towns, and affects all classes of public servants. How far the Government can embark upon a huge productive house-building programme by incurring capital expenditure is a general question affecting all branches of service and this Committee do not feel confident to offer any suggestions under that head. The Committee are not also prepared to recommend any general revision of the figures already adopted by Government in the matter of house rent allowances.

The Committee, however, would add a recommendation that the case of Presidency Towns, specially that of Bombay may be sympathetically considered.

XXXIV.—This question has been carefully examined in paragraph 28 of the Report of the Telegraph Committee, 1920, and this Committee have nothing to add to the recommendations made therein. In this connection, the Committee desire to draw the attention of Government to the suggestions contained in a communication from one of the staff which was forwarded to the President by the Assistant Secretary, Indian Telegraph Association.

N.B.—Mr. Barton handed in a counter memorandum to the communication referred to above on the 24th which also may be considered in dealing with the suggestions herein.

The Committee adjourned at 6 P.M. to 2-30 P.M. on the 24th.

Minutes of the Proceedings of the Telegraph Committee held on the 24th June 1921 at 2-30 p.m.

PRESENT :

(As before.)

11, 12 and 13.
Clerical Establishment including
Engineering Branch ;
Lower Cadre ;
Munshis.

XXXV.—The case of the clerks has become complicated by various reasons. There was a revision in March 1919 which was defective in that the initial pay for each grade was too low and the benefit of past service was altogether ignored, and no immediate relief which was urgently needed was given to this class of low paid subordinates. The attempt to remedy these defects by the Telegraph Committee of 1920, while it remedied the initial pay fell into the same error of not giving immediate relief in most cases, especially in the case of the class III clerks and those drawing less than Rs. 50 under the old class II. The proposals of that Committee, such as they were, were after careful scrutiny accepted by the Government of India in Resolution No. 1629, dated the 30th April 1920, and announced in the Gazette. But while proceeding to give effect to those proposals the Government were induced to modify the original proposals which seriously interfered with the prospects of about 100 men in the old class II in that they were deprived of the absorption in the new class II to which they were entitled under the Government orders of April 1920.

Since then the case has been further complicated by trying to take up the cases on an *ad hominem* basis and the Director-General has taken very great trouble to prepare proposals in long lists of individual cases which again do not adequately deal with the necessities of the situation. In some cases the increase is about 80 per cent. while in other cases it falls to less than 10 per cent.

In the superior grades in the department, in the case of Deputy Superintendents, and men of the Second Division, liberal increases have been given, in some cases even cent. per cent., averaging about 70 to 80 per cent. 50 per cent. excess over what it was in November 1919 is not excessive.

The initial pay not having been fixed on a proper basis in the revision of March 1919 there can be no objection to any one getting the initial pay of the grade even if it exceeds the limit of 50 per cent. As a matter of fact men on Rs. 50 have without objection been taken on to the Rs. 90 grade. When the department came to deal with the cases of men below Rs. 50 in the old class II the increase to the minimum of Rs. 90 was noticed to be too high. Hence the attempt to deal with them on an *ad hominem* basis. There is not, after all, such a staggering difference between a Rs. 50 man rising to Rs. 90 and a Rs. 40 or Rs. 45 man rising to Rs. 90. Most of the men thus affected in the old class II were drawing Rs. 40 or Rs. 45 in November 1919.

There was a distinct difference in quality between the old class III and old class II men. Class II men were of a superior order with better qualifications. It is true that some men in class III were drawing more than some of the men in class II, but their prospects also were entirely different. On that view it is essential that the remaining men in the old class II should be taken on to the new class II to make up the full 400.

In all these cases of men to be taken on according to this recommendation one uniform rule should be adopted to give the minimum pay of class II and to give the benefit for past service, with effect from the 1st March 1921, but without affecting dates of accrual of increments, in the manner recommended by the former Committee and accepted in the Government order of April 1920. The next question is how to deal with the 130 odd men in the old class II not required in the new class II and to be taken on to the new class III. They are taken down from a superior grade with better prospects to a lower grade with less prospects. There is no need to diminish their prospects of promotion to Rs. 130. As regards these men, the Committee consider that they should enjoy the personal privilege of going up to Rs. 130 in case they continue to be in class III without being promoted to class II. In some cases, in this class and in the old class III, it is shown they did not get any immediate benefit by the revision and it resulted also in their getting less than their pay and allowances in November 1919. Some immediate relief was recognised to be necessary.

The Committee therefore consider that every one should benefit at least to the extent of an addition of Rs. 5 to the existing emoluments as they stood on the 30th November 1919.

This is to be without prejudice to more beneficial arrangements, if any, already given effect to and should not affect personal allowance or dates of accrual of increments.

The Committee have perused the recent proposals of the Director General on an *ad hominem* basis. They are as already stated open to the exception that some people get more, some less and some nothing at all. The Committee's proposals will not disturb the old Committee's recommendations and will give some immediate benefit on a uniform scale without giving room for complaints of differential treatment and will also be found to be more economical.

Their conclusions are :—

I. That effect be given to the recommendation of the Telegraph Committee of 1920 as accepted by the Government order of April 1920, that all the 400 appointments in the new class II be filled up by men of the old class II except to the extent to which the number of appointments has been reduced by taking in 17 men of the old class III as shown in the proposals sent by the Director-General. That in so taking the required number of men to the new class II each one should get at least the minimum of the grade and subject to conditions as

to efficiency bar and also where it so happens, get the increments due to past service as per Government order of April 1920. Mr. Brayne dissents.

II. That the remaining men on the old class II and the men on the old class III be brought on to new class III and they be also given benefit of past service on the terms sanctioned in the Government order of April 1920, subject to the following conditions:—

That in these cases, namely, of men left over in class II to be brought over to the class III and also in the case of men of the old class III all these men should get the immediate benefit of at least Rs. 5 per mensem over and above the amounts they were actually drawing on the 30th November 1919 with effect from the 1st December 1919, i.e., if the revision which took effect then did not give them any benefit or a benefit of less than Rs. 5, they should get an increase which will bring it up to Rs. 5 with effect from the 1st December 1919. This is not to affect the personal allowances they may be getting now or the existing dates of accrual of increments. The class II men so brought on should as a personal privilege be permitted to rise to Rs. 130 subject to the efficiency bar applicable to the men of class III.

Mr. Brayne would give retrospective effect only from the 1st March 1921.

No special question arises with regard to munshis.

Mr. Barton wishes to bring up a similar question affecting the Engineering Branch which has arisen out of the recommendations of the Postal Committee, 1920, but the President while regretting that on the reference as it stands this cannot be considered by the Committee has no doubt that under similar conditions the course recommended above will be adopted in their case also.

(n)

Baudot examination and, incidentally, examination for Superior Traffic Branch, 2nd Division.

3 and 4.

Old Local Service Station Service.

XXXVI.—Mr. Barton states that he is satisfied with the arrangements already made by the Department, and there is nothing therefore to consider.

XXXVII. Items 3 and 4 were next taken up.

The questions raised under this head are:—

1. That the Station Service should be abolished and all service should be General Service.
2. That if the Station Service is to be retained, it should never exceed 1-5th of the total strength and that the proportion of 4-5ths to General Service and 1-5th to Station Service should be made to apply to future additions to the staff.
3. That the proposal by the Telegraph Committee of 1920 to absorb qualified men in the Local Service into the General Service is not being carried out.

A further question was raised by Mr. Barton that over 400 outsiders are employed on Telegraph duty which fact diminishes the strength of the permanent cadre and so delays the prospects of the Local Service men to enter the General Service. Mr. deMonte while not admitting that the number so employed is so large, states that the Government are obliged to employ these outsiders for two reasons, namely, meeting of temporary emergencies and insufficient outturn of work by the sanctioned strength. Such arrangements are inevitable. Both these factors will be periodically examined and the Government will revise the strength of the cadre from time to time to meet changed conditions. The President rules that the point raised under this head could not be taken up as the strength of the cadre is not one of the subjects referred to the Committee.

On the three points noted above, the Committee are of opinion that, as the system of Station Service has been in force only for a short time, it is premature to consider the question whether it should be retained or not. The Telegraph Committee of 1920 has after enquiry advocated it and the Government after mature consideration have accepted it. No strong objection on principle is urged against it. It has the merit of being more economical than the General Service. The Committee see no reason to urge a reconsideration of this question. Mr. Barton and Colonel Gidney are willing to let this question lie over for some time, but they would strongly maintain that the proportion should be fixed, namely, 4-5th of the cadre, present and future, should always be General Service, and should not be less. There are obvious objections to accepting that recommendation. What exact strength under each head will be needed can only be determined after the system now introduced has been tried for some years. The proportion of 4-5th and 1-5th as suggested by the Telegraph Committee of 1920 was only a suggestion as an approximate figure to suit existing conditions and protect the interests of men already in the service, both General and Local.

The requirements of the department and the inclinations of men who enter service can be the only tests and proportions cannot be determined with reference to the interests of men who are yet to enter the department. It is quite right to safeguard existing interests. The proportion will have to vary either way as conditions change. The Committee therefore are not prepared to accept the suggestion that this proportion should be maintained for all time or for future additions. The Committee, however, recognise the claims of qualified men in the Local Service to be taken on to the General Service to the extent of the vacancies in that service, that is, if they are willing and qualified. Such transfers should be given as early as possible subject to the reservations (a) the number promised to certain institutions being kept open for them; (b) some candidates were taken on for training for General Service both before and after the report of the Committee. Such promises should be adequately safeguarded.

Similarly, some men were taken on for training for the Local Service. In their case also they should be entertained as Local Service men subject to the rights, privileges and disqualifications of that service. Beyond the promise to be observed in the case of certain institutions, fresh recruits to the General Service should not be taken so as to prejudice the chances of qualified Local Service men.

The Committee proceeded to consider two further references by the Department of Commerce and after disposing of the same, the meeting was adjourned at 7-30 P.M. to Monday, the 27th 11 A.M. for considering drafts of Report and Resolutions.

Minutes of the proceedings of the Telegraph Committee held on the 27th June 1921 at 11 a.m.

PRESENT :

(As before.)

Read: Minutes of Proceedings and Introductory Report. The members approved of the same and signed them. It

was agreed that the abstract accompanying the Report should be signed by the President.

Colonel Gidney and Mr. Barton handed in a note raising a question as to the exclusion of Indians and Anglo-Indians from the Wireless Branch. The President ruled it as outside the scope of the terms of reference.

The Committee closed its sitting at 2 p.m.

T. RANGACHARIAR.

H. A. J. GIDNEY.

W. SUTHERLAND.

A. F. L. BRAYNE.

H. BARTON.

C. G. HAMILTON.



INDIAN TELEGRAPH ASSOCIATION, LIMITED.

ANNEXURE I.

The following is the subject matter of all the resolutions arrived at the Conference held by the Association from the 11th to 16th November 1920, and which are now submitted to Government for gracious consideration.

1. *Male Operators*.—In view of the revision as affecting military wireless operators who start on Rs. 250 rising to Rs. 350 in ten years, it is considered not unreasonable to demand for civilian operators an increased initial and maximum pay. The proposal is Rs. 100—10—210—15—300 with an efficiency bar at Rs. 240; this means that, whereas a military wireless operator receives Rs. 250 as an initial pay, a civilian operator will not attain it till the 14th year reaching Rs. 300 in the 17th year as against ten years' service required by military wireless operators for Rs. 300.

2. *Women Workers*.—Resolved that this be designated a "purely women service," the pay to be as follows:—

Mofussil Stations.—Rupees 80—10—180.

Presidency offices including Rangoon, Lahore, Karachi.—Rupees 100—10—200.

3. *Old Local Service*.—That this be abolished *en bloc* and immediately.

4. *Station Service*.—That this service be immediately discountenanced. That there be one all-round General Service.

5. *Telegraph Masters*.—Rupees 300—20—400.

6. *Deputy Superintendents—Class II*.—Rupees 400—20—500.

7. *Deputy Superintendents—Class I*.—Rupees 500—20—600.

8. *Deputy Superintendents, Engineering*.—To comprise one class only on Rs. 400—20—600.

9. *Deputy Superintendents, Technical*.—Same as Traffic, *vide* 6 and 7.

10. *Electrical Supervisors and Engineering Supervisors*.—Rupees 100—10—300—20—400, to draw in addition to pay the duty allowance of Rs. 40 which will cease on reaching Rs. 340.

11. *Clerical Establishment including Engineering Branch*.—To comprise an upper and a lower cadre. Upper cadre to be formed on the basis of the total number of clerical appointments in each Presidency and large office, including Lahore, Agra, Karachi and Rangoon, and in each group of Mofussil stations to discharge the more important duties such as Establishment Accounts, Complaints, Public and Departmental supervision. This class to comprise three grades as under:—

(a) Rupees 300—10—400, appointments in each of the Presidency offices to be filled by the Head Clerk and Accountant.

(b) Rupees 200—10—270 for each Presidency and large office.

(c) Rupees 150—10—200 for each Presidency and large office and each group of Mofussil stations.

12. *Lower cadre*.—To comprise the remaining 90 per cent. on a time-scale pay as follows:—

Presidency and large offices.—Rupees 50—8—100—10—150, efficiency bar at 100.

Each group of Mofussil stations.—Rupees 45—5—95—7—130, efficiency bar at 95.

13. *Munshis*.—Large offices, Rs. 30—3—45 and Rs. 25—3—40 for other stations.

14. *Indian Inspecting Telegraphists*.—That the present revision stand except that they get the benefit of all service put in towards increments and draw a duty allowance of Rs. 40 like the Engineering Supervisors.

15. *Telephone Operators*.— $\left\{ \begin{array}{l} \text{Rupees 50—5—150 at small exchanges.} \\ \text{Rupees 60—5—150 at large exchanges.} \end{array} \right.$

16. $\left\{ \begin{array}{l} \text{Test operators} \\ \text{Head operators} \end{array} \right\}$ —After ten years service may be appointed on Rs. 150—10—200.

17. *Inspectors*.—By special selection after training in Alipore:—

Class I, Rs. 80—7—150.

Class II, Rs. 170—10—250.

Overtime and casual leave to be participated in as applying to telegraphists.

18. *Electrical Mistries*.—Class I for Presidency and large offices :

Rupees 100—5—150, and Class II Rs. 50—5—100.

Drivers and Motor attendants to be included in Class I and Assistant Engine Drivers and Assistant Motor attendants in Class II.

19. *Linemen and Sub-Inspectors*.—The pay of Line Inspectors and Sub-Inspectors to remain as at present as also the pay of Linemen in Mofussil stations. Linemen in Presidency stations to be re-revised on Rs. 20—1—35 plus Rs. 5 house rent where quarters are not provided.

20. *House-rent Allowance*.—The Conference records a respectful protest against cutting down the figures recommended by the Telegraph Committee and asks that these figures be adhered to. That Lahore, Agra, Karachi and all hill stations be brought under Class II. That all men in receipt of house-rent allowance be brought on the scale recommended by the Committee and that special reference be made of the injustice operating against Local Service men on General Service pay in Burma as they are to all intents and purposes General Service men restricted to service in Burma under their bond.

21. *Accommodation*.—That the Conference lodges a respectful protest against the curtailment of space by including in the dwelling room space the store room which is separately provided for and insists that the full accommodation as recommended by the Committee and accepted by Government be adhered to.

That the building of quarters for the staff be expedited, chiefly in Cantonment stations amongst which Rawalpindi and Peshawar call for first consideration.

22. *Families*.—In view of the great hardship devolving on bachelors who have widowed mothers and minor sisters and brothers solely dependent on them the Conference respectfully urges that all such be included in the term “family” for purposes of house-rent allowance and free accommodation.

23. *House-rent Allowance as affecting Telegraph Masters and Deputy Superintendents when on leave*.—The existing arrangement by which these officers have to exchange allowances with those who officiate for them results in the hardship that a family man has to take the allowance of a bachelor. The intention of the house-rent allowance is to afford relief for a specific purpose which is to make larger provision for a married man. The mere fact of a bachelor or married telegraphist officiating for a married Telegraph Master does not alter their respective positions. Besides house-rent allowance is not granted for the work done but for a specific relief. It is claimed, therefore, that there should be no curtailment of this allowance when on leave whether privilege or sick leave.

24. *House-rent Allowance as affecting other Branches*.—That, as under the condition obtaining in the Department an official, wherever stationed, is required to live near the scene of his work which is chiefly in congested areas and that, as all branches are equally affected by the abnormal rise in house-rent, it is proposed

that the grant be extended to all those not now in receipt of the allowance as follows : —

Women telegraphists in Class I stations Rs. 15, at all others Rs. 10.

25. *Other ranks*.—Ten per cent. of their substantive pay with minimum of Rs. 5.

Note.—This is subject to be claim that as far as male operators are concerned there should be only one General Service thereby securing to them the house-rent allowance now operating.

26. *Delivery staff*.—As the Director General has left the case of the men in the hands of the Postmasters-General and we have had the assurance that they are satisfied with the rates of pay and are now concerned only with a house-rent allowance which we have been assured will be given and in view of the resolution under house-rent allowance for other ranks the Conference was of opinion that their case is satisfactorily disposed of.

27. *Locality Allowance*.—That in all provinces where local allowances are operating under orders of the Local Government, the same allowances be extended to employees of the Telegraph Department.

28. *Presidency Towns*.—That in view of the Punjab having been declared a Presidency from the 1st January 1920, thereby raising Lahore to the status of a Presidency Office, women workers of the Lahore Office be brought on to Presidency rates of pay with effect from such date.

29. *Hill Allowances*.—That this allowance be extended to all hill stations, and that the allowance be standardized.

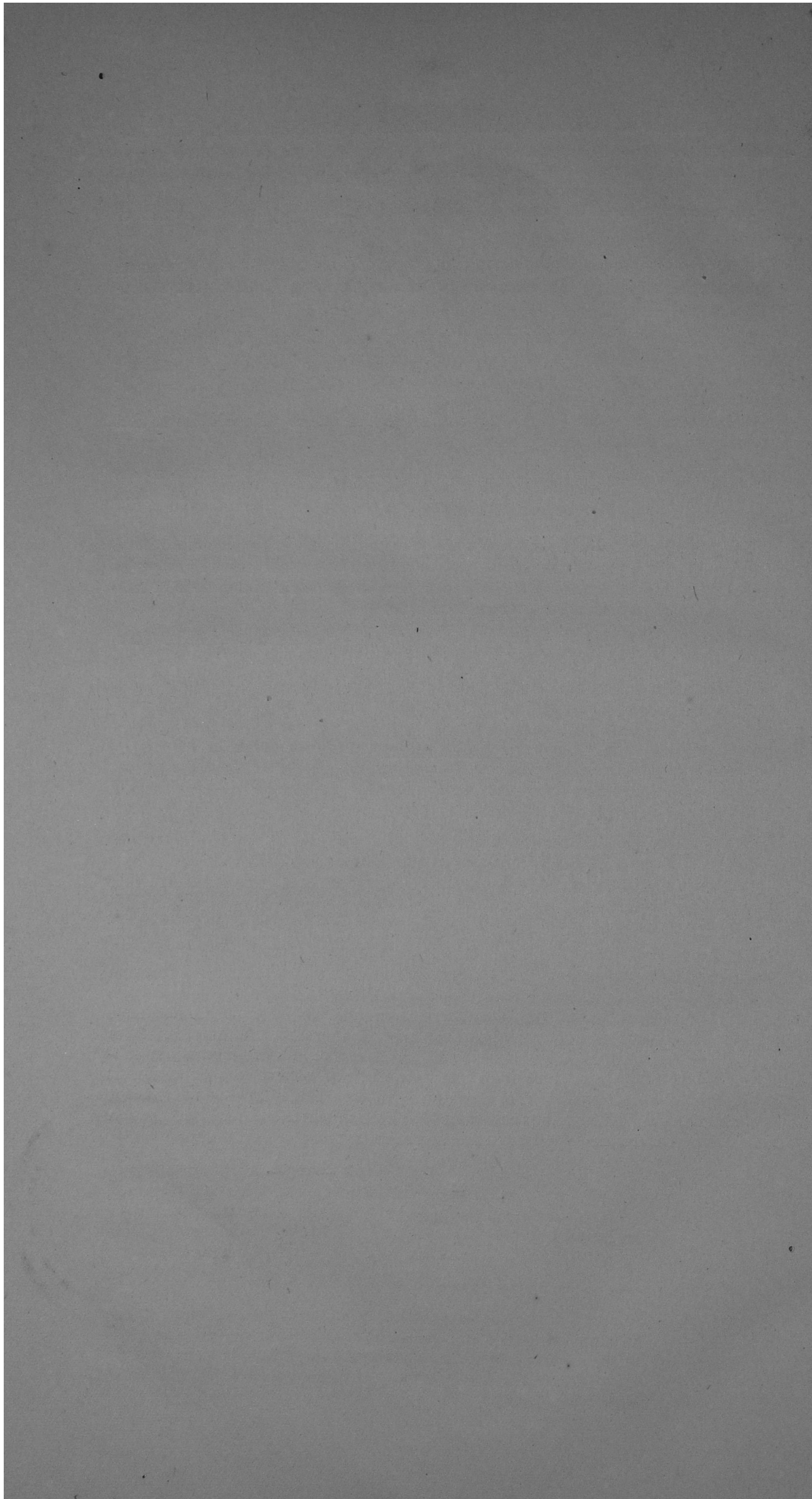
30. *Hours of duty*.—That the question of reduction in the hours of duty to a 42-hours week be again pressed.

The following telegram was sent to the Private Secretary to His Excellency the Viceroy, Delhi, Commerce, Delhi, copy to Director General, Telegraphs, on the 18th December 1920 :—

Absorption local scale and house-rent.

Indian Telegraph Association respectfully represents considerable tension feeling over abnormal delay in giving effect to Telegraph Committee's accepted recommendations regarding abolition Local Service and immediate absorption of percentage fixed by Committee. At recent Conference of Indian Telegraph Association it was resolved that Local Service be abolished *en bloc* and that Station Service be closed down, that the service comprise only the one General Service and that all men comprising the Local Service prior to the Telegraph Committee's enquiry be accorded equal treatment as regards house-rent allowance. It is respectfully submitted that paragraph 19 of Association's Memorandum submitted to the Telegraph Enquiry Committee did not receive the attention it demanded, thereby leaving the question of Local Scale Anglo-Indians and Indians unredressed justifying the feeling that both injustice and racial distinction in this respect continue to operate, for speedy remedy.

Strength.



ANNEXURE II.

Resolutions carried unanimously in the General Meeting of the Telegraphists recruited from the Post Office and from the clerical establishment of the Telegraph Department on the 31st October 1920.

1. That it may be pointed out to the Director General of Posts and Telegraphs, through the Telegraph Conference to be held at Calcutta on 11th, 12th and 13th proximo—

- (a) That due consideration be shown to the telegraphists recruited from the Post office and clerical establishment of the Telegraph Department for their services rendered by them prior to their appointment as Local Service telegraphists as otherwise it would mean that their prior services will be entirely ignored while regulating the revision, by both the departments.
- (b) That the majority of men thus transferred had a previous service ranging from 6 to 15 years and their pays then ranged from 20 to 30 rupees.
- (c) That consequently when they were transferred to the signalling branch, the pay of the Local Scale compared favourably with their previous prospectus and the ratio between the prospects of the two branches, was a sufficient inducement to the men for a transfer and outweighed to a certain extent the awkward duties, frequency of transfers to longer distances, and the consideration of living in costly places.
- (d) For instance, a Postal clerk of 10 years' service to-day draws more or less Rs. 75 per month, whereas the initial pay of the local service is only Rs. 55, according to the present revision in both the departments. The ratio has thus been rendered unfavourable and the difference between the two grades no longer remains the same as it was when these men were originally appointed to the signalling branch.
- (e) The pay and prospects of both the Postal and Telegraph Departments are revised and brought on the time-scale system and almost to the same level. The Telegraph scale is maintained a little higher to compensate for the harder conditions of life and service. The transfer from postal or clerical establishment should therefore be considered parallel with the transfer from Local to General Service in the Telegraphs. Big towns in Post office 50 to 140, and local service of teles. 55 to 180 vide Govt. of India, C. I. D. No. 6458, dated the 23rd September 1920, paragraph 1.
- (f) Unlike an ordinary telegraphist, practically none of the so recruited men can hope to rise even to the maximum pay of a telegraphist not to speak of higher grades of the Telegraph service. His maximum would be somewhere near the efficiency bar, because his days of retirement shall have come round by that time. In the Post office they could expect to rise to the maximum there. This clearly argues that they are now placed at a disadvantage by their transfer to the signalling branch.
- (g) That according to paragraph 3 of Postmaster-General, Bombay's special circular No. 13, dated the 19th ultimo, men of decent abilities in the Post office can expect to look beyond their maximum; whereas in their present position they can with difficulty reach their efficiency bar, much less to speak of the maximum of the Telegraph service.

That in view of the above grounds :—

- (i) All postal and clerical telegraphists whether appointed before or after 1912 to the local scale, should now be brought on the scale of pay of the Local Service at the point which they would have reached had they been in the Local Service throughout their service; or as the least recognition,

P. M. G., Bombay's special circular No. 13, dated 19th October 1920, page 41.

- (ii) The number of increments according to the present revision (in the Post office and the Telegraph clerical branch) already earned by the men for the number of years in their past appointments be added to their present pay as Telegraphists, according to clauses (a) or (b) of paragraph 1 of Government of India Resolution No. 6458, dated the 23rd September 1920.

D. Gs.' general order No. 34, dated 26th September 1913.

2. That the D. G. be requested that the date of joining the training class of men taken from the Post office and clerical establishment prior to 16th September 1913 be counted as the date of entry in the department for purposes of increment and seniority as there is no reason why such a signal difference should have been made between the men appointed prior to and after that date.

3. It is also resolved that the General Secretary of the I. T. A. be requested to allow one more representative from this centre from the men so affected.

That the meeting closes with thanks to the president Mr. R. B. Khandekar.

ANNEXURE III.

Indian Telegraph Association, Limited.**REVISION OF SUPERIOR 2ND DIVISION *re* RETROSPECTIVE BENEFITS.**

We beg to respectfully submit that it should not be difficult of the Government of India to set right a flaw in the revision, more so as Government's action in respect of the other branches of the service clearly goes to show that this benefit was conceded in common to all other services which had a revision in pay and on which the Committee's recommendation in this respect was chiefly based (*vide* paragraph 33 of the Report).

REVISION OF SUPERIOR 2ND DIVISION AS A WHOLE.

We desire to respectfully point out that the exclusion of this branch from the inquiry by the Telegraph Committee is largely responsible for the present position. It is felt that, had the Committee been permitted to include this branch of the service in their Report they would readily have acceded to the demand that immediate provision should have been made in the first division to the extent of the number of appointments provided by the Amalgamation Scheme of 1914, and believing that Government, in reserving to themselves the right to handle separately the case of this branch, would have taken into consideration the demands contained in the Association Memorandum, our claims were formulated in keeping with this expectation. It is important that a very early pronouncement be made by Government on the scheme submitted by the deputation of the 2nd division which you graciously received on the 12th November 1920 (copy attached). I would respectfully draw attention to the successive reminders, dated respectively 13th November and 22nd December 1920 and to respectfully submit that it was due to the Association to have at least received some sort of acknowledgment, if it was not possible to vouchsafe any definite reply. It is now desired to respectfully know what the attitude of Government is in this matter and whether any hope can be held out to us that the claims of this branch will be met.

We desire to emphasise the anomaly as affecting the position of the 2nd division men in contrast with that of D. S.'s class I by which the former lose considerably by their promotion which they receive shortly before the revision affecting the D. S. grade. You were pleased to allow that this constituted a substantial grievance and that the matter would be put right. May we know whether this is being done?

SUPERSESSIONS.

As a result of the many cases of supersession, some of them so glaring, by which certain men appear to have received preferential treatment, we feel constrained to ask that the matter be gone into fully. We hope we may be pardoned for pointing out that there can be no justification whatever for overstepping a man on the mere assumption that the one superseding him is possessed of special merit, while at the same time admitting that the party superseded has met the conditions governing promotion and is deserving of such promotion, nor does it appear just that numbers of men should be superseded on the plea of "special promotion," when they had not met any special conditions as compared with those overstepped. We feel that the conditions for promotion having been met, one should be promoted in keeping with his place on the Seniority List. In this respect we are not questioning the promotion of men to the second division, provided the 25 per cent. of appointments from any grade of the subordinates below D. S. is adhered to, though even here promotions have not been made consistent with the claims of those superseded. Our objection is that there is a tendency to abuse the exercise of special powers as affecting all promotions and we think, therefore, that there are substantial grounds for a respectful protest. Our claim is that except in cases of glaring incompetence, supersessions should not be countenanced.

CLERICAL ESTABLISHMENT.

The handling of the revision as affecting this branch of the service has been such as to occasion great discontent. It is understood that only one-half, or a little more of the 400 appointments in class II, have been filled up to time as against the 400 appointments notified by Government on the Committee's recommendations. We desire also to respectfully state that the revision of this branch as a whole is highly unsatisfactory and that Government should be approached to reconsider their case by the appointment of a special Committee of Inquiry.

Why this branch of the service have been denied their increments in keeping with actual service rendered it is difficult to understand, more so, as it has been conceded to other departments, as well as to other branches of the service. It is advanced as a reason for withholding the filling up of the number of appointments recommended by the Committee and sanctioned by Government, that the men would receive an abnormal jump in pay which will be felt as an injustice to those of long service. Such a contention, we beg to submit with due respect, is not crediting the Committee with much intelligence. A reference to paragraph 20, sub-clause 3, page 10, of their report will clearly show that the Committee in making their recommendations were fully aware of this fact as they have taken the pains to discriminate between the 531 appointments on a time-scale of pay and the 461 appointments on a fixed pay of Rs. 30, 40 and 50, knowing full well that in the re-grading of the total number of appointments into 2 classes, a large number of men must necessarily receive an immediate great rise in pay. It is not at all likely that the Committee would have overlooked their sense of responsibility to the Government in making such a recommendation, but it goes without saying that they knew exactly what they were recommending, and that they worded their recommendation in such a manner as to guard against any distortion of their real intention such as is now being applied. And further, the Telegraph Committee took pains to make their recommendation clear by further illustrating what they really intended, as set out under paragraph 20, sub-clause 5. An explanation which the Government of India thoroughly understood as indicated by their own example in paragraph 2, clause 4. Not only so, but in respect of the special appointments it will be seen that the provision recommended by the Committee under class I while securing benefits to the four special appointments and the 13 appointments, leave the 11 previous appointments exactly in the position in which they were prior to the revision. It seems to be overlooked in this connection that, whereas prior to the last revision 531 clerks had already been placed on a time-scale of pay of Rs. 30—5—130, this number has been diminished by 131 appointments, which suffer a reduction of Rs. 45 and Rs. 50, respectively in the max pay according as it affects Mofussil or Presidency offices and that as a result of differentiating between Mofussil and Presidency offices, a large number of the previously sanctioned time-scale appointments operating in the Mofussil must go to the Presidency offices, which explains the situation complained of by which a number of clerks in Presidency offices will receive an abnormally big rise in pay. Whatever the situation may be, what we are chiefly and solely concerned with is that the Committee made a specific recommendation which was accepted by Government and that a notification, issued after the fullest consideration of the scheme both by the Committee and the Government, should be respected.

If it transpires that by giving these men the full benefit of the Committee's recommendations, it opens the way for complaint by men of longer years of service, then the correct thing would be to provide for the longer service proportionate to the increases coming to those of lesser years of service which can best be done by placing them on a scale of pay in keeping with their actual number of years of service. It does not, however, justify the attitude now taken up by Government which is virtually turning its back upon a definitely worded notification made on a definitely recommended scheme. We claim that the 400 appointments in class II should be immediately filled.

ABOLITION OF LOCAL SERVICE.

Regarding the figures you asked for on Tuesday, the 18th January, I explain as under :—

The demand by the Association was for absorption in the General Service *en bloc* which was met by the provision of a "Station" Service as a substitution

for the Circle or Local Service, at the same time providing for the enlargement of the General Service to the extent of $\frac{4}{5}$ th of the actual strength of the operating staff which the Committee fixed at 3,678 *vide* paragraph 15 (a) (b) (c) (d) of the Report, bringing the strength of the General Service up to 2,913.

The present strength of this service being 1,925, the difference to be made up is 2,913—1,925 or 1,018, leaving 1,249—1,018 or 231 Circle Service who may choose as between remaining in the Circle Service, or electing for the Town Service ; such as do not so elect will comprise the *residue* referred to in paragraph 11 of the Report and who are to await *gradual* absorption as explained in paragraph 8 of the Report making for the ultimate disappearance of the Circle Service. It is on this reasoning we claim the fulfilment of the recommendation accepted by Government and duly notified. Further we desire to point out that the Committee allowed for only $\frac{1}{5}$ th of the total operating staff to make up a Town Service. One-fifth of 3,678 would be 735, whereas the Committee's figures which are purely approximate as affecting the Presidency offices, appear to be literally applied by which 700 *plus* the 150 sprinkling of such service making it up to 850 is aimed for which would be 115 more than the $\frac{1}{5}$ th provided for. We beg to state that the $\frac{1}{5}$ th should be met from the residue Circle Service of 231 men *plus* the 129 womenworkers making a total of 360, leaving 375 to be recruited. Our chief contention is that the Committee definitely upheld the abolition of the Circle Service and that their recommendation based on the reasoning set in paragraph 11 of the Report, clearly implies the immediate enlargement of the General Service to the extent mentioned in paragraph 2 above.

Fully nine months have passed since the Government Notification and no absorption has so far taken place ; not only so, but judging from what transpired at our interview, it would appear that Government has no intention of respecting its Notification.

We beg to represent that we expect Government to treat its pledge in this respect as sacredly as we treat ours of loyalty and co-operation. If, however, Government claims it as a privilege to disregard its definite pledges, the same privilege should extend to the workers.

We beg you may be pleased to urge on Government the need that exists for speedily giving effect to the absorption recommended by the Committee. This claim is subject to any obligation imposed on Government in respect of recruitment from certain schools.

PRESIDENCY ALLOWANCES.

These allowances are drawn by officers of the 2nd division and D. S.s of the Engineering and Technical branches in the Presidency Offices. As a result of the Telegraph Committee's recommendations, such officers have been included in the grant for increased house rent allowance. The Government notification dealing with these allowances providing for them in such a manner that the benefit of the increased house rent allowance should be enjoyed by them in addition to the Presidency allowance hitherto drawn. The Deputy Accountant General, however, in applying the Government notification, has ruled that the combined Presidency and house rent allowances should not exceed Rs. 70 which is the amount they received prior to the revision made up by Rs. 50 Presidency *plus* Rs. 20 house rent. If it was the intention of the Committee or of Government that the combined allowances should be limited to Rs. 70, the notification would clearly have said so, but there appears no reason to question the intention of the notification which secures to such officers the Presidency allowance, as previously drawn *plus* the increased house rent allowance now extended to this class of officers. The only restriction based upon the allowance is that it ceases to be drawn when officers now in receipt of such allowance are transferred. We claim that there is no justification for curtailing the house rent to the extent directed by the Deputy Accountant General, Posts and Telegraphs. In this connection we would mention that as the result of a memorial submitted to Government praying that the Presidency allowance be extended to D. S.s Traffic, employed in the Presidency offices, it was intimated that Government had under consideration the equalisation of the allowances as affecting these respective branches. Reading this reply with

the memorial, it could only have meant to convey that the equalisation of the allowance of officers of the Traffic branch with that of the Engineering and Technical branches was under consideration, whereas the action of Government has resulted not in equalisation but deprivation of an allowance, the grant of which at all must have been based on very good grounds, and unless it can be shown that these grounds no longer exist, we claim that the Presidency allowance should continue to be drawn by the officers hitherto entitled to it and that it be also extended to officers of equal rank in the Traffic branch.

HOUSE RENT ALLOWANCE AS AFFECTING THOSE NOW IN RECEIPT OF SUCH.

If we turn to the Committee's arguments in respect of the grant of quarters and house rent allowance, we must in fairness view it from the standpoint that as far as the General Service and Circle Service are concerned, the conditions of service are practically identical, or that the difference is so little that it might well be ignored. This at least was the view taken by the Committee as set out in paragraph 6 of their Report and which they urged as sufficiently strong in support of the claim by the Association and the staff that the Local Service should be abolished, practically admitting that the Circle Service is in reality a General Service, an admission which alone entitles all Circle Service men to the house rent allowance.

We would go further and say that, even had not the Committee provided so strong an argument in favour of Circle Service men, the distinction at all as between two classes of men performing identical duties and labouring under the same disabilities, is so painfully invidious that it ought never to have been countenanced. It is all the more surprising, therefore, that a Committee which considered its arguments strong enough to justify the abolition of the Local Service, should have omitted to make suitable provision for such men in respect of the grant of house rent allowance.

It cannot for a moment be allowed that the comments set out in paragraph 22 of their Report justify the attitude that while General Service men are to be protected against the appalling conditions so forcefully drawn attention to, those in the Circle Service should have no protection as against similar hardships and discomforts, and we feel that in this paragraph of their Report the Committee have submitted as good a case for the Circle Service men as for those in the General Service so far as their respective claims to house rent allowance go. In fact, the question of house rent allowance is one that should be considered as affecting every class of employee in the service and we would respectfully urge upon Government a reconsideration of this question as affecting those not referred to in this communication. May we in this respect draw your attention to paragraph 19 of the Association Memorandum to the Telegraph Committee?

BAUDOT EXAMINATION.

We have been asked by the staff to respectfully lodge a strong protest against the order by which Baudot supervisors are to be re-examined. We would point out that these men have qualified in keeping with the conditions required of them for appointment as Baudot supervisors, that since their appointment they have been in constant touch with, and supervision of, Baudot apparatus and, that no question has been raised as to their efficiency. Apart from this, their qualifications as Baudot supervisors render them eligible for promotion to the rank of T. M.s in the same manner as telegraphists passing the T. M.'s examination. It was never the intention of the Department to harass the staff with examinations and we might respectfully point out that it is not the intention of the staff to submit to them, unless substantial reasons are advanced for enforcing them. We claim that the conditions for appointment to the post of Baudot supervisor having been fully met, a re-examination is not justified.

It is noticed that the tendency of the Department is to inflict men with examinations on the least pretext and that, if this innovation is not challenged in time, it is possible that it might be extended to all branches of the service, which would make for general discontent. We feel that in this connection we must raise a respectful protest against the substituted conditions for promotion to the grade of

S. T., Traffic, 2nd Division. The previous system of promotion after a course of training in administrative duties answered well, as is proved by those who have been permanently promoted to this grade; besides, it raises an anomaly from the standpoint that whereas an officer may steadily receive his promotion up to the grade of D. S., Traffic, class I and be promoted to the 2nd division superior without passing any examination other than the one qualifying them for a T. M., another is debarred promotion to this grade unless he fulfils the newly imposed examination conditions. We hold that an officer doing the course of his training in a circle learns all that he needs to know to make him an efficient 2nd division officer and that the imposition of an examination is uncalled for. Without desiring to draw odious comparisons, it would be only fair to claim that if the subordinate ranks are to be inflicted with these examinations, the same treatment should be meted out to officers of the Superior Service. In this connection it might be mentioned that the unofficial members of the recent Telegraph Committee were surprised to learn that, whereas examination conditions were enforced on the subordinate staff of the Department, superior officers were exempted and were very strongly opposed to the system of frequent examinations. May we not respectfully ask that the matter be very seriously considered?

METHOD OF TRANSFER OF LOCAL SERVICE MEN TO GENERAL SERVICE.

You are already aware that the Association has made several representations to you regarding the complaints against what is felt to be an injustice by certain men as touching the question of absorption of Local Scale into the General Service.

Mr. Clarke upheld the view that a line of strict seniority should as far as possible be followed consistent with the qualifications required of those so absorbed. It transpires, however, from the recommendation lists that in certain offices lads of one year's service and up to ten years are being given preference to those of 20 years' service and over. It is argued against senior men that they cannot pass the signalling test. Surely it is an obvious injustice to require a man of a 20 or more years' service to compete with those of a few years' service only. Qualified men, we take it, would not strictly imply those who can pass a test but rather those who can cope with the average speed of a circuit and give correct results; then, too, a man's long service should count for something. There are special cases where men have been detached from operating duties for years and given duties most convenient to office requirements. The testing branch is one such instance, and the qualification one possesses in this respect should weigh in his favour as he meets the needs of the office in this respect to the same extent as an operator does in another. They are both useful from the respective standpoints. The same argument applies to senior men diverted to Desk and other non-operative duties and who are in receipt of allowance for same. May not such be treated as special cases and given their transfer to the General Service? May I not ask you to call for such cases and treat them with the consideration they deserve? I shall feel deeply indebted if you will. Once the number of extra appointments in the General Service is filled, the gradual absorption to follow will mean many years, so that any wrong inflicted will be practically irremediable. The senior men have some claim on the Department.

You will remember that in discussing with you this question of transfer of Local Scale men to General Scale we were very reluctantly compelled, even though with your consent, to point out that from evidence in our possession some telegraphists had been able to obtain a better position in the recommendation list than others by paying an agent as intermediary, thereby making it possible for as many men who cared to meet the agent's demands, to secure any place they desired in the recommendation list consistent with the amount of money they were willing to pay. In mentioning this fact—for a fact it must be as disclosed in the letter which was read to you—it is not our intention to cast the least reflection on the head of the office responsible for preparing the recommendation list, but we do think that an explanation from somebody is necessary as to how certain telegraphists of very junior service have found a much higher place in the list than very senior men, who are qualified

to the extent required for transfer to the General Service. We feel that as an Association, having a sacred obligation to meet, we have a duty to perform to those men who have suffered as a result of the malpractices to which your attention had been drawn, and that something should be done to protect the claim of men fit for transfer to the General Service, as against the machinations of those who are willing to buy their advancement. We are convinced that the question is one for you, as the head of the Department, to go into in such a manner as will render it impossible for a repetition of such happenings.

DELIVERY PEONS AND KUTNEE ALLOWANCE.

What is felt to be a substantial grievance as affecting these men is that, while they are legitimately delivery peons only, their services are, at the discretion of the office Superintendent, transferred temporarily to the signal office to meet any short-handedness occasioned by the absence of instrument room peons. Apart from their utilisation in this respect which, we beg to submit, cannot be viewed as strictly legal, they are subjected to the loss of subsistence allowance while so employed, although this is a permanent allowance by virtue of their legitimate appointment as delivery peons. The substitution of what is called a Kutnee allowance for the subsistence allowance does not adequately compensate for this loss, and if the method applied is based on the reasoning that the drawing of two allowances is inadmissible, it seems only fair to ask that, as their diversion to the instrument room is in the interests of the service, a special ruling should be provided by which on such occasions they may draw both the allowances, or that Kutnee be raised to Re. 1-2-0 a day.

RE SUPERIOR 2ND DIVISION INCREMENTS.

The Accountant General has objected to officers of this branch drawing their increments on the dates on which they ordinarily became due prior to the revision, requiring that they complete a full year from date of the recent revision before earning their next increments. This was not the stipulation under the first revision which provided that increments were to be drawn from the dates on which increments on the existing scale would have accrued had they continued in force. It is clear that the same construction applies to the present revision. There appears no justification for the view taken by the D. A. G. that these officers are filling a new appointment. It is the same appointment under revision.

HOUSE RENT ALLOWANCE AS AFFECTING TELEGRAPH MASTERS AND DEPUTY SUPERINTENDENTS WHEN ON LEAVE.

The existing arrangement by which these officers have to exchange allowances with those who officiate for them, results in the hardship that a family man has to take the allowance of a bachelor. The intention of the house rent allowance is to afford relief for a specific purpose which is to make larger provision for a married man. The mere fact of a bachelor or married telegraphist officiating for a married Telegraph Master does not alter their respective positions. Besides, house rent allowance is granted not for work done but for a specific relief. It is claimed, therefore, that there should be no curtailment of this allowance when on leave, whether privilege or sick leave.

The above as a letter was forwarded to the Director General as appertaining to the subjects which were discussed on the 18th January at a meeting of the Central Committee with the Director General at Calcutta.

CIRCULAR No. 1.

(Sd.) H. BARTON.

Calcutta, dated 3rd February 1921.

ANNEXURE IV.

To

The HON'BLE MR. HENRY NORTON HUTCHINSON, O.B.E., I.C.S.,

Director General of Posts and Telegraphs.

SIR,

We, the delegates of the 2nd Division in the Traffic, Engineering and Technical branches, beg to thank you most heartily for very kindly arranging to receive this deputation and giving us thereby an opportunity of expressing our views on the inadequacy of the recent revision of salary and allowances granted to us and putting forward our just claims to what we consider a reasonable scheme.

2. It needs no argument to convince you that the immediate increase, the maximum salary and the date of giving effect to the scheme are all an injustice in view of the fact that, whereas the initial salary of the 1st class Deputy Superintendents was raised by Rs. 100, that of the 2nd Division was raised by Rs. 50 only, and whereas the Deputy Superintendents' new scale was sanctioned from the 1st December 1919, although they received an increase in March 1919, that of the 2nd Division came into force from the 25th September 1920.

3. We submit that when it was promised that our case was under consideration of the Government of India we fully expected that the 1st Division appointments in the Superior Traffic would be immediately thrown open to us, which is the only reason why the Association in its memorandum to the Telegraph Committee made such moderate demands for the 2nd Division.

4. We submit that the salary of Rs. 350 to 700 is quite unsuitable for officers of the 2nd Division in view of the enormous rise in the cost of living, the status of the officers affected, and the fact that Rs. 700 for this Division was a figure recommended only on a pre-war basis by Sir Charles Stewart-Wilson in 1912.

5. We submit that if officers who rose from the subordinate grades in other departments such as the Postal and Public Works Department are entrusted with high administrative charges, there is no justification for denying the officers of this Department the same right specially as competent men are available to fill them.

6. It is with regret that we notice that after more than 50 years, and then only after a certain amount of pressure had been brought to bear upon Government and the Department by forceful representation and agitation, the claims of the subordinates to share in the highest appointments were entertained, such claims first given effect to under the amalgamation reforms in a manner which clearly indicated not only that the prospects of the grade created as a 2nd Division were beyond attainment but that any advancement beyond this was hopeless for many years to come. In fact we feel justified in thinking that the 2nd Division was a block-out creation as affecting the advancement of our men to the 1st Division. Not only so but that the prospects of this Branch were no better than those of the ordinary Traffic Branch.

7. If Government had dealt fairly with our men, the amalgamation reforms should have provided for a much higher scale of pay for the 2nd Division in view of the fact that the 12 appointments reserved for the subordinates in the 1st Division could only come to them after the large surplus of Engineering officers now filling purely traffic posts died out, but this surplus has so long stood in the way and threatens to block advancement to an extent that reduces the amalgamation provision to a farce. Many of those who entered the 2nd Division in 1914 had to retire before attaining Rs. 500 while only a microscopic few attained Rs. 600, giving them no pension benefits on the pay drawn.

These facts will be borne out from the annexure.

8. As the time at our disposal has been very limited indeed, we beg to attach a memorandum of our demands on which we invite full discussion and request sympathetic consideration.

We beg to remain,

Sir,

Your most obedient servants.

Summary of demands.

1. The immediate opening of 12 appointments in the 1st Division of the Superior Traffic on Rs. 900—50—1,400, four of which should be given to officers in the 2nd Division of the Engineering and Technical branches pending the opening of 10 similar appointments in the Engineering and four in the Technical branch at an early date.

2. Increase of salary with retrospective benefits from 1st December 1919 to all 2nd Division officers at Rs. 500—35—850.

3. Increase in the number of 2nd Division appointments in the Engineering branch from 12 to 18, and in the Technical branch from 3 to 8.

4. Revision of house rent allowances on the following basis :—Rs. 100 for all Presidency offices and Rs. 75 for all other stations.

5. Restoration of locality allowances to the Engineering and Technical branches and extension of the same to the Traffic branch.

The following officers retired and were drawing the pay noted against their names on retirement :—

Names of officers.						Rs.
Mayne	..	..	..	..	..	under 500
O'Doherty	..	..	..	..	..	under 400
Thurley	..	..	..	..	..	560
Platel	..	..	..	..	..	540
Rowe	..	..	..	..	..	600
R. G. Walker	..	..	..	..	..	600 on leave prior to retirement.
Burns	..	..	..	..	..	500
Ashe	..	..	..	..	..	520
Baxter	..	..	..	..	..	600 still in service.
E. Pope	..	..	..	..	..	580
Carr	..	..	..	..	..	560
J. P. O'Brien	..	..	..	..	..	440
A. J. Williams	..	..	..	..	..	520
Leslie	..	..	..	..	..	500
J. D. Bunyan	..	..	..	..	..	600

Owing to the blocking of the appointments in the 1st Division by Engineering officers, the oldest of whom is not due to retire before nine years, the existing officers in the 2nd Division as well as several others to be promoted (to the 2nd Division from the Deputy Superintendent's grade) in the future will never receive or hold a substantive appointment in the 1st Division.

ANNEXURE A.

Note by the President regarding Resolution No. II.

With reference to the majority resolution regarding the grant of the duty allowance of Rs. 40 to the Indian inspecting telegraphists also, I place this note on record as explaining their point of view.

Whatever the origin of the allowance, it is now agreed that it should be treated as a duty allowance only. The minority laid stress on the fact that these men, though they perform the same duties as the inspecting telegraphists, are men recruited differently in that they have neither passed the required examination nor had the technical training as telegraphists which the inspecting telegraphists have had. That difference in the method of recruitment is already taken note of in the distinction in the pay and prospects of the two classes of recruits.

When a duty allowance is given, this question how a certain person is recruited to that duty cannot be taken into account. When he is put in charge of a duty he is considered fit enough to perform it and in fact it is admitted these people relieve the inspecting telegraphists. Years ago when these people were recruited to this service it appears they were recruited only for less responsible and less onerous posts but on account of the exigencies of the service and probably also on account of the satisfaction they gave, they were long ago recognised as liable for equally responsible posts. Further they have already been doing the duties in these more responsible posts for years together.

When this was pointed out, the minority suggested the proper course is to revert them to the less responsible posts and not give them the allowance. This is not in our opinion a fair proposal. The Government when they were short of men put them in charge of responsible duties which they had been performing for years and when they are faced with the question of inequality of treatment between two classes of persons (and the persons who point it out unfortunately happen to be Indians), it will not be right to say to them "Very well, go back to your less responsible posts." It was admitted this course would lessen the facilities for qualifying for the inspecting telegraphists grade by passing the examination, to which chance they are admitted to be entitled.

Moreover, the majority are strengthened in their view by the fact that this portion of the service is bound to disappear soon and that this is not going to be a recurring charge for all time and further if new men are put in their place by reverting them as was proposed by the minority, some allowance will have to be paid in any event to the recruits. There will really be not much saving to Government.

Moreover, such a suggestion at this stage will come with ill grace from the Government who have exacted work from them all these years. It was also stated that some of them do the duties badly. The answer to that is there must be some of the other class of recruits who do their work badly while admittedly there are some in this class who do their duties equally well—*vide* page 134 of the Postal Committee's Report.

Such personal considerations cannot, however, be taken into account in dealing with a general question of this sort. And if it is urged their pay was revised and raised recently, so also was the pay of the inspecting telegraphists raised and revised. Again if it should be stated there is no question of compensation for loss in their case, so also there are some in the other class who would stand on the same footing. Similarly on the question of the passing of examinations. The examination which these people are required to pass to be admitted to the inspecting telegraphists' grade is the same which these latter have to undergo for passing the efficiency bar in that grade. Those people get the allowance even before they pass that examination. It also appears these Indian inspecting telegraphists had to undergo some sort of technical examination before being admitted into that service.

T. RANGACHARIAR.

ANNEXURE B.

Notes by Colonel Gidney and Mr. Barton.

It seems but bare justice that all operators should be treated the same in respect of the number of years to be put in for maximum pay.

Note 1. *Re* paragraph (f) XVII.

That some should be able to reach it in 18 and

some in 19 years, while others attain it in 20 and 21 years is obviously unfair. It is not desired to interfere with those who have derived the benefit of the double increment under the reorganisation of 1908, but as the double increment has now been abolished, it seems reasonable to ask that pay should be regulated in keeping with actual service as affecting those who were ineligible for the double increment merely because they had more than five years' service though subjected

to the same efficiency test. This would in a large measure remove the grievance which has existed since 1908.

Note 2 (o) XXVI.

The same procedure should be applied in the case of supersessions.

House accommodation.—The Committee's recommendation is identical with that of the previous Telegraph Committee. But recommendations alone will not meet the situation the

Note 3, 21, VI.

gravity of which has been fully set out in paragraph 25 of the last Telegraph Committee's Report, which, together with this Committee's reiteration, unless given speedy effect to, must lead to a recrudescence of the trouble which was, and is still, the underlying cause of discontent. The increase in house rent allowance leaves the staff no better off than they were before. It only goes towards the increased rent for the same squalid habitations which have to be endured as the rent of houses in decent localities is prohibitive. All the presidency and large towns are peculiarly affected, chiefly Bombay, for which reason quarters for the staff at these places should be expedited. Meanwhile a "special relief allowance" towards house rent to the extent of 30 per cent. on salary, subject to the maximum of Rs. 75 in addition to house rent allowance should be sanctioned for Bombay, and for Calcutta, which though not so badly affected is confronted with practically the same disability, 25 per cent. subject to a maximum of Rs. 50 might be considered in addition to salary.

The views pronounced by the first Telegraph Committee in paragraph 6 of their report

Note 4, Local Sec. and house rent.

virtually stamped out the Local Service and with the reasons which precluded these from house rent allowance were entirely removed so that their claims should be considered apart from the 1913 conditions as affecting the grant of house rent allowance. They are still subject to transfer extending to a whole province, after reaching 1,000 miles and the reasons which actuated the abolition of the Local Service still remain in full strength. Like General Service men they too need to live as near as possible to the office for the efficiency of the service. It seems fair to plead that they be conceded house rent allowance.

The Station Service.—It is highly essential that the proportion of 1-5th of the entire service should be laid down as the permanent strength of the service if it cannot be at once abolished.

Note 5, XXXVII.

Past experience as touching the old Local Service men should be our guide. They clamoured for its abolition because the pay and prospects were poor, although they submitted to the conditions then in force, while the denial of house rent allowance was felt to be a great hardship. Station Service men will imitate them although they too accept the conditions at present. Already some of them are dissatisfied, seeing the difficulties ahead. The contention of the first Committee was "good pay for a good class of recruits" the Station Service prospects can only make for a cheap minimum of efficiency. It should be remembered that the claim by the Association and the staff was for the *entire abolition* of the Local Service but the Committee met this to the extent of retaining 4-5ths of the cadre as a General Service and creating a Station Service from the remaining 1-5th. The object of the Association was therefore attained to the extent that 4-5ths General Service was a better provision than previously existed. Personally, I conscientiously believed that the intention of the Committee's recommendation was to maintain a permanent 4-5ths and 1-5th proportion of the respective services, which fits in with the recommendation of the Committee to abolish the Local Service as arising out of the demand by the Association to have only a General Service. If this view is not accepted then the recommendation would resolve itself into a deception to which I would never have lent myself. A deception which would be rendered all the more glaring under the present construction placed upon the Station Service as affecting its proportion. Apart from this the present interpretation would justify continued recruitment to the General Service to the ultimate abolition of the Station Service which would be opposed to the Committee's express provision for a permanent Station Service.

These comprise what are known as non-departmental hands and postal signallers on deputation. The evidence before the last Committee

Note 6, XXXVII re 400 outsiders.

against the employment of these men was so telling that it was the feeling they should be swept out as quickly as possible. Similarly the deputation that waited on Sir George Barnes, Commerce Member, were distinctly told that these men "are not wanted." The reason advanced by the department for the employment of these men in respect of "insufficient outturn of work" is not tenable, while in the absence of statistics as affecting "temporary emergencies" the department evidence remains an uncertainty. The figures supplied by the department show an overstaff of 45 men against which 450 or so extra hands are employed. Unless the departmental evidence is supported by actual figures the only conclusion is that the department is working under-strength by which the men are deprived of 4-5ths of 450 or 360 extra appointments in the General Service. This question needs full investigation. We are not satisfied as matters stand.

Clerks in Burma.—These men previously drew a pay on a somewhat higher scale than those in India to compensate them for the higher cost of living. After the revision, however, they were placed on a dead level with clerks in India, and are denied the Burma allowance which is drawn by the signalling establishment. The difference in pay should either be maintained as previously or the Burma allowance extended to them.

Note 7, 29 and 27.

The 27th June 1921.

H. GIDNEY, *Member, Telegraph Committee.*

H. BARTON, *Member, Telegraph Committee.*

ANNEXURE C.

MARRIED TL—T BEDDOE. (PAY INCLUDING HOUSE RENT ALLOWANCE 145.)

								Rs.	A.	P.
House rent	..	..	..	..	..	..	..	30	0	0
Messing	..	..	..	..	..	..	..	80	0	0
Current	..	..	..	..	..	..	..	2	0	0
Bearer	..	..	..	..	..	..	..	10	0	0
Dhoby	..	..	..	..	..	..	..	8	0	0
Sweeper	..	..	..	..	..	..	..	3	0	0
Bhisti	..	..	..	..	..	..	..	2	0	0
Coffee shop	..	..	..	..	..	..	..	5	0	0
								140	0	0

RAMDASS.

								Rs.	A.	P.
Messing	..	..	..	..	..	..	..	40	0	0
Bearer	..	..	..	..	..	..	..	6	0	0
Dhoby	..	..	..	..	..	..	..	4	0	0
Sweeper	..	..	..	..	..	..	..	1	8	0
Bhisti	..	..	..	..	..	..	..	0	8	0
Lighting	..	..	..	..	..	..	..	1	4	0
Coffee shop	..	..	..	..	..	..	..	5	0	0
Smokes	..	..	..	..	..	..	..	10	0	0
Miscellaneous—soap, polish, etc.	..	..	..	..	..	..	..	5	0	0
Baths and barber	..	..	..	..	..	..	..	2	12	0
								76	0	0

Filed by Mr. Brookes.

ANNEXURE D.

Copy forwarded to the President of the Telegraph Enquiry Committee at the request of the author.

A. J. COOKE,

Assistant Secretary, I.T.A.

8th June 1921.

To

THE GENERAL SECRETARY,

INDIAN TELEGRAPH ASSOCIATION,

Simla.

The Director General has invited us to submit proposals for a reduction in the hours of duty, without an increase of staff, and I venture the following solution, with the request that you will place it before the June Committee for discussion.

In doing so, I must impress upon you and the department the great importance the staff lay on this question. The present hours of duty are exacting in the extreme and are in no small measure responsible for the large number of mutilations. In support of this statement I may mention that the Eastern Extension Cable Telegraph Company, who always had a six-hour shift, temporarily adopted an eight-hour shift during the war, but were only too glad to get back to a six-hour shift as soon as possible, though they paid their staff overtime for the two extra hours performed. Our present duties are particularly exhausting in the larger offices, because work is more arduous and continuous in these offices, and because men in Presidency

offices have perforce to live far from their work and therefore, spend at least two hours a day in crowded trams or trains in transit to and from their work. The Presidency and larger offices are therefore entitled to prior relief, and I suggest my scheme being first tried experimentally in them, and then extended to the smaller offices if they are able to adopt the lesser hours without an increase of staff.

My proposals are :—

- (1) A reduction in the hours of duty in the smaller departmental offices is not urgently called for, but day or eight hour duties should terminate at 18 hours, and evening or seven hour duties at 20 hours, in these, and in all other offices.
- (2) Duties in offices which are open night and day, or from 6 to 24, should be reduced as follows :—
 - (a) Day duty should be of 7 hours' duration.
 - (b) Evening duty should be of 6 hours' duration.
 - (c) Night duty should be of 6 hours' duration.

This narrows down the question to the Presidency, and larger offices only, and in them takes one hour off each day and evening duty. As two day duties, two evening duties, and one night duty, are in a cycle of five weeks, it means only a reduction of about 10 per cent. in a man's hours of work extended over a period of five weeks. This can very well be accomplished without any additional staff by better utilizing the present overlaps, and by introducing a proviso that every man should do not less than 150 messages per term of duty, or show good cause to the contrary. At present the staff is provided on the basis of 150 messages per man per day but it is not incumbent on each man to do it, and, as a result of my experience as a Telegraph Master in the Madras and Bombay offices, I have no hesitation in saying that most men do less than 100 messages per day when *not scoring*. It may be contended that the Telegraph Masters are there to see that each man does it, but in practice we all know that it is impossible for a Telegraph Master, in addition to all the multifarious duties now imposed on him, to see that every man does his 150 messages per day. A man not inclined to work (and this is too often the case when he is not scoring) has several excuses, such as "mid stations working," "mid stations wrangling," "no answer such a station," etc., etc., and on main lines, he always contrives to kill time by calling in the repeater stations, taking balance, complaining of irregular signals, etc.

In proof of this, I may point out that a "scoring" man hardly calls in a repeater station, or takes balance, and, if for any reason his line is shut down and he is allowed to score on an omnibus or other non-scoring circuit, one hardly hears any complaint from him.

I advance these arguments to plead for a rule, making it incumbent on every man doing his 150 messages per day, as a condition of his earning his pay. We cannot go on for ever demanding extra pay, and lesser hours of work, without on our part, seeing that every man does his fair share of work. The entire pie-money earnings of an office at present represent so much less work done by non-scoring men.

I will illustrate my case with an example. An office is staffed with, say, 240 men on the basis of 150 messages per man per day. Sixty men score daily, and their total earnings are, say, Rs. 150 per day. This means that these 60 men do 150 messages each: 150×60 messages or 9,000, or in other words that the 180 non-scoring men together do 7,200 messages per day less than their legitimate share. This is what I am anxious to put a stop to and it can only be done by insisting on all men maintaining a personal in slip on which they keep a record of every message disposed of by them. We will then soon be able to lay hands on the drones of the service, who just now are far too many. Any man found doing less than 150 messages too frequently can be placed under observation and suitably punished if no improvement is shown. Very senior or cramped men may be utilized on non-operative duties.

It may be argued that this will entail extra supervision or clerical labour. The reverse will be the case. In Presidency offices most of the lines are pie-money circuits, and a personal record will be required only on the omnibus and concentrator circuits and the few main Morse circuits opened on additional outlets. This is where our greatest waste of operative staff occurs at present, and, if men of these circuits are required to dispose of 150 messages per duty, a decided improvement in the outturn in these circuits will at once be perceived.

On concentrator circuits a man cannot plead paucity of traffic, because fresh lines are switched on to him as soon as he is clear.

On omnibus circuits the plea of n-a distant station, mid stations wkg, etc., may be obviated by placing a man in charge of two or three circuits, with instructions to work one circuit, should mid stations be working or there be no answer on the other.

On main morse circuits opened as auxiliaries to Baudot, such as between Bombay and Madras, Bombay and Calcutta, Bombay and Karachi, the men will soon learn to work up if they know that it is incumbent on them to do at least 150 messages per duty, or show good cause to the contrary. Our men are comparatively well paid at present. An operator's salary ranges

from Rs. 80 to Rs. 250 according to his service and unless we see to it that he does at least 150 messages per duty, the time will soon arrive, when our working costs will exceed our income, and we cease to become self-supporting.

Our Association will considerably enhance its reputation with the department and the public if it insists on the department making it incumbent on each of its operative staff to dispose of at least 150 messages per day as a condition of his earning a day's pay.

If the broad principles I lay down are accepted, it will be an easy matter to arrange a duty chart for any office on the basis of 25 messages per man per hour, instead of 18 messages as at present.

The duties will be as herounder :—

<i>Day.</i>	<i>Evening.</i>	<i>Night.</i>	<i>Night.</i>
6 to 13	13 to 19	19 to 1	1 to 7
7 to 14	14 to 20		
8 to 15	15 to 21		
9 to 16	16 to 22		
10 to 17			

In conclusion, I must say that I have made very sweeping allegations against men, when they are not scoring. I fear I shall raise a storm of protest over this, but I would ask the Director General and the Association through its various branches, to make enquiries about this, and find out whether or not it is a generally accepted belief that men when not scoring, seldom do a fair day's work. Our men are not alone in this. All over the world we find decreased output following increased pay and shorter hours of work, and if we follow the trend of labour disputes in England just now, we find the employers anxious to impose some minimum standard of output, before conceding any demand for more wages or shorter hours of work. I merely advocate the same.

For Telegraph Masters, I suggest a uniform 6 hours' duty in all Presidency and large offices, and append the following distribution for the Calicut and Madras offices.

Calicut Office 4 Telegraph Masters' working hours 6 to 24—

6 to 12	..	..	..	..	..	..	1
12 to 18	..	..	..	..	..	..	1
10 to 16	..	..	..	..	..	..	1
18 to 00	..	..	..	..	..	..	1
Total	..	..	..	..	..	..	4

Madras Office. 28 Telegraph Masters.

7 to 13	..	..	..	..	..	..	7
13 to 19	..	..	..	..	..	..	7
15 to 21	..	..	..	..	..	..	2 Rotating duties.
16 to 22	..	..	..	..	..	..	2
19 to 1	..	..	..	..	..	..	{ 3 Telegraph Masters. 1 Deputy Superintendent.
1 to 7	..	..	..	..	..	..	2 Telegraph Masters.
Desk	..	..	10 to 17	..	..	..	1
Counter	..	..	10 to 17	..	..	..	1
Testg.	..	..	1	..	..	..	1 Permanent duties.
Pressure	..	..	{ 17 to 14 } { 14 to 25 }	..	..	..	2
Total	..	..	..	..	..	..	28

The average size of a section in the Madras and Bombay offices is at present 5 circuits (maximum 10 men) and each section may be increased if necessary by one circuit, provided the Telegraph Masters are relieved of much of the clerical and routine work at present imposed on them, and allowed a peon boy or clerk to go about with the special messages such as T. C.'s late fees, press, clear lines, etc. A Telegraph Master at present has to leave his section every few minutes carrying such messages to other sections, and cannot be expected to know what is going on in his section while he is away at the other end of the office. The provision of a boy peon or clerk to each Telegraph Master will obviate this.

I have not by me a chart of the sections of the Bombay and Calcutta offices, but some of the sections in the Bombay office are very small and can safely accommodate an additional line or two. The same conditions may obtain at Calcutta.

MADRAS,

The 24th May 1921.

25PWD

Loyally yours,

F. D RÓSARIO,

Telegraph Master and

Member, Indian Telegraph Association, Limited.

To

THE PRESIDENT,

TELEGRAPH COMMITTEE,

Simla.

SIR,

Regarding the letter submitted by a member of the staff on "hours of duty" which has been viewed as very clever, I shall be glad if the evidence of Mr. Mukerjee, Traffic Controller, who I understand will be in Calcutta to day, could be recorded. The writer of the letter, I might add, has suggested an impossible problem in respect of the individual outturn to be claimed from each operator in a term of duty. The whole suggestion worked out implies that any operator completing 150 messages has finished his day's work. Again, nothing was said by the officials of the Department in defence of these black-balled as to losses resulting from Technical and Engineering causes. The letter, I beg to submit, has been accepted ex-parte and as such should carry no weight or even be entertained. All circuits do not provide the facilities for a standard outturn. Following the suggestion, 6 men in a duty term are required to give 900 messages. Let us take an example:—

Of the six circuits to be worked, 3 perhaps are heavily loaded while the other 3 have varying traffic. The first three contribute an excess above 150 while the remainder contribute to the extent of traffic available.

Result—

	1	2	3	4	5	6	Total.
Outturn ..	250	190	180	100	90	90	900

This averages 150 per operator per term. To meet the demand by the author of the letter, 1 and 3 will need to be replaced by 4, 5 and 6 on the completion of their 150 messages, similarly in respect of other lesser worked circuits on which a whole day's traffic does not perhaps exceed 150 messages. What would be the natural result of this average demand per man? The officers of the department know perfectly well; our main line workers on whom we largely depend will at once slacken off because the suggestion at once threatens their pie-money earnings, and the last state will be worse than the first. The actual result will be disorganization following congestion.

What is the real position?

Twenty operators working 20 different circuits at 150 per duty term of 8 hours means an outturn of 3,000 messages. The question arises—is this achieved, and how?

The answer is, yes; in the following way:—

											Total.
1 Main circuits ..	1	2	3	4	5	6	7	8	9	10	
Outturn per duty	350	300	280	250	200	200	190	180	150	130	2,180
2 Minor circuits ..	11	12	13	14	15	16	17	18	19	20	
Outturn per duty	100	100	90	90	85	80	75	70	70	60	820
Grand Total										..	3,000

= 150 per operator.

We cannot produce where there is no material. The writer's charge against those men who, though giving good results under 1 fail when placed on 2, is purely a question of supervision. The writer of the letter is himself a supervisor. His whole letter boiled down means that supervision is at a discount. To my mind, a question is one largely associated with prevailing line conditions often beyond control. It should not be difficult to discover the "drones" and "shirks" if supervision is maintained at a high standard nor should it be difficult to deal with all such. The action in such cases rests with the supervisor.

The suggestion put up is in my opinion unworkable. Not only so, but if achieved, will not meet the purpose in view, which is "reduced hours of duty". My advice is to leave well alone and improve supervision which at present is handicapped by the numerous extraneous duties imposed on supervisors.

I desire this to be submitted together with the letter in question.

Respectfully submitted,

H. BARTON.

The 24th June 1921.

ANNEXURE E.

Statement showing the rates of pay and allowances of Indian Inspecting Telegraphists.

Names.	Date of entry in Department.	Date of birth.	Date of appointment as I. I. T.	Total length of service as I. I. T. up to 31st March 1920.	PAY AND ALLOWANCES DRAWN UNDER THE OLD SCALE ON 1ST APRIL 1920.			PAY GRANTED UNDER THE REVISED SCALE ON 1ST APRIL 1920.		Pay admissible in the revised scale if length of service is allowed to count on 1st April 1920.
					Grade.	Rate of pay.	War allowance.	Total emoluments.	Grade.	
				Y. M. D.	Rs.	Rs.	Rs.	Rs.	55-5-120-10-180 (efficiency bar at Rs. 130 stage.)	Rs.
Madho Ram	4th April 1890	25th Dec. 1868	3rd May 1897	22 10 28	100-6-130	112	6	118		140
Kalyan Rai	8th July 1889	1st Jan. 1866	11th May 1901	18 10 20	100-6-130	112	6	118		140
Gopal Dass	15th Nov. 1920	16th Oct. 1867	1st Aug. 1895	24 7 30	80-4-100	92	5	97		110
J. D. Kapur	14th Oct. 1902	1st July 1883	14th Oct. 1902	17 5 17	80-4-100	92	5	97		110
Ramchandra	24th Aug. 1893	1st Nov. 1871	23rd Oct. 1907	12 5 8	60-4-80	72	4	76		90
S. C. Bose	24th Oct. 1995	16th Aug. 1873	24th Oct. 1895	24 5 7	80-4-100	100	5	105		120
S. C. Banerji	12th July 1901	Aug. 1879	12th July 1901	18 7 19	80-4-100	92	5	97		110
A. T. Chatterji	14th Aug. 1894	1st April 1873	14th Aug. 1894	25 6 17	60-4-80	60	6	66		80
S. N. Bose	1st June 1895	13th March 1873	1st June 1895	24 9 30	60-4-80	76	4	80		95
G. C. Chowdhuri	1st Aug. 1907	2nd June 1897	1st Aug. 1907	12 7 30	60-4-80	80	4	84		100
M. Shookla	16th Jan. 1902	24th Aug. 1883	17th July 1907	12 8 14	80-4-100	80	4	84		100

ANNEXURE F.

RULING.

In his letter, dated the 31st March 1920, the Director-General, Posts and Telegraphs, stated he was submitting separate proposals regarding the pay of "Civilian Telegraphists employed in Wireless stations" which he actually submitted later on. In the proceedings of the Commerce Department No. 4940, dated the 4th August 1920, the Government communicated their sanction for the revision proposals by which the emoluments of these officers were improved. The Director General's Circular No. 28, dated the 17th November 1920, gave effect to these revisions. The terms of reference to this Committee exclude "all claims for re-revision of rates of pay which were revised in 1920." Mr. Barton urges that the revision of 1920 was not in respect of their position as Wireless operators, but in a different capacity. This contention is not *correct* as will be seen from the first of the papers referred to above. The terms used are "Civilian Telegraphists employed in Wireless stations." Even otherwise, these men had their pay revised in 1920. The request is to revise that pay. Having given my best consideration a second time to this question, I am distinctly of opinion that it is not open to this Committee to undertake any enquiry in that direction. The exclusion already made will stand.

T. RANGACHARIAR, *President,*

The 20th June 1921.

Telegraph Committee, 1921.

ANNEXURE G.

To

THE PRESIDENT,

TELEGRAPH COMMITTEE.

SIR,

SUBJECT :—*Regarding 2nd revision—retrospective benefits.*

I am truly sorry to have to solicit a reconsideration of this question after the amount of time already devoted to it. But I feel sure you will view the matter sympathetically when you see the reason for this.

This claim was put up in the belief that the date of accrual of increment would remain unaltered. It now transpires that the granting of the retrospective benefit as from the 1st April 1920 will result in more loss than gain to the majority. This arises from the fact that all those whose increments will ordinarily fall due between the 1st April and 27th September, the date of the revision, would have to forfeit such increment, already earned, and count afresh as from the 1st April which means further extending the term for the next increment. This, I might mention, would have created the same position had the recommendation of the Commerce Department in the first instance been accepted. A fact which did not strike the Committee at the time the question was decided.

As, according to the statement of the Finance Member, Government have finally decided not to countenance any further recommendations as from 1st December 1919, the only alternative seems to recommend as a special case, as in the revision for March 1919, that the date of accrual of increment remains unaltered.

Respectfully submitted.

The 20th June 1921.

H. BARTON.

ANNEXURE H.

To

THE PRESIDENT,

TELEGRAPH COMMITTEE.

SIR,

SUBJECT :—*Transfer of old Local Service men to General Service.*

Re Resolution No. 26, Subject "O"—I shall be glad if you could allow the following addition : In so examining the cases the Director-General, Posts and Telegraphs, may be requested to consider the claims of senior men as those also of Indians. The Committee desire to point out that the question whether a volunteer is an Indian or otherwise is not a matter which should be taken to account in considering the merits of the application for transfer to the General Service.

Re supersessions.—It would be well if a recommendation could be made that such cases be personally examined by the Director-General, Mr. Clark.

The 21st June 1921.

H. BARTON.

ANNEXURE I.

TRAFFIC.

Names.				Pay as in January 1919.	Pay as in October 1919.	Pay as in October 1920.	Pay as it should be.
				Rs.	Rs.	Rs.	Rs.
A. H. Raikes	..	..	..	355	440	510	610*
S. C. Walker	..	..	..	325	420	470	580*
G. Human	..	..	..	325	420	470	580*
J. Garrad	..	..	..	325	420	540	540
W. E. Hellein	..	..	..	325	420	580	580
P. E. Rosemeyer	..	..	..	325	420	580	580
W. L. Webster	..	..	..	325	420	580	580
S. A. Martelli	..	..	..	325	400	540	540
T. G. Slark	..	..	..	325	400	520	520
A. Cabral	..	..	..	325	400	540	540
P. Wallis	..	..	..	265	340	470	470
A. McGhee	..	..	..	325	400	520	520
R. Rao	..	..	..	265	400	520	520

*These are the three men in the Traffic Branch who are affected by the anomaly.

The explanation is that these men were transferred to the 2nd Division prior to the revision affecting Deputy Superintendents while the others having already had the benefits of the Deputy Superintendents' revision were transferred to the 2nd Division and further participated in the revision of this Branch.

H. BARTON,—18-6-21.

ENGINEERING.

Names.				Pay in January 1919.	Pay in October 1919.	Pay in October 1920.	Pay as it should be.
				Rs.	Rs.	Rs.	Rs.
E. S. Clare Scott	..	..	..	400	500	600	600
F. Rodrigues	..	..	..	385	500	580*	700
R. Robertson	..	..	..	400	500	700	700
T. P. Buckley	..	..	..	400	500	600	600
L. P. D'Souza	..	..	..	385	500	700	700
I. M. Maloney	..	..	..	400	500	600	600
G. C. Bulloch	..	..	..	385	500	580	580
J. H. Barker	..	..	..	385	500	600	600
<i>Technical Branch.</i>							
R. Osborne	..	..	..	310	400	470*	520
G. O'Donnelland	..	..	..	355	460	510	530
J. Browne	..	..	..	280	400	520	520
W. A. Xavier	..	..	..	265	340	500	500

*The same conditions apply to these men as to the Traffic Branch.

H. BARTON,

ANNEXURE J.

Case for house rent allowances for those of the telegraph line establishment who do not now get either house rent allowances or free quarters.

At present we employ

Inspectors ..	..	..	..	..	..	..	..	26
Sub-Inspectors ..	..	..	..	..	..	..	..	515
Linemen ..	..	..	..	..	..	..	..	2,727
Total ..								3,268

These men are stationed where there are telegraph offices of one or other of the following classes—

Departmental,

Combined,

Licensed Railway or Canal,

Administrative Railway or Canal.

and at

Telephone Exchanges.

At large departmental offices such as Bombay and Calcutta men get either free quarters on the premises or house rent allowances. At smaller departmental offices and at combined offices the line staff sometimes get free quarters and frequently have to find their own. At railway and canal offices the line staff are frequently provided with free quarters for which the Department pays rent to the Administration concerned at the rate of Rs. 8-8-0 per cent. per annum on the actual cost including cost of land and usual supervision and storage charges in the case of railway quarters and at the rate of Rs. 1-4-0 per mensem in the case of canal quarters. At telephone exchanges the line staff obtain or do not obtain quarters according to availability.

In the result we have—

								Men.
Getting house rent allowance ..	..	..	..	..	..	..	..	76
Getting free quarters ..	..	..	..	..	..	..	..	1,316
Getting neither ..	..	..	..	..	..	..	..	2,056
Total ..								3,268

The pay of this establishment is fixed; it is purely a matter of luck whether a lineman is posted to a place where he gets quarters or where he does not and the man who does not, feels he has a grievance. It may be argued that as we do not contract to supply quarters the man who does not get any has no grievance. Theoretically this may be so but in practice he has and this is natural.

The pay of these men is—

								Rs.
Inspectors ..	..	..	..	..	..	..	..	100—5—120
Sub-Inspectors ..	..	..	..	..	..	..	..	35—3—50—5—100
Linemen ..	..	..	..	..	..	..	..	22— $\frac{1}{2}$ —32
								and
								18— $\frac{1}{2}$ —28

My proposals are—

- (1) Inspectors should get neither house rent allowances nor free quarters. At present a few are drawing rent allowances. These should continue to do so until transferred.
- (2) All Sub-Inspectors and linemen should be given either free quarters or house rent allowances.
- (3) For this purpose the grouping of stations arrived at in the case of the signalling establishment and published in the Director-General's Special Circular No. 8 (E. B.), dated the 15th June 1920, should be applied in the first instance, subject to the provision that where postmen receive house rent allowance linemen and Sub-Inspectors will receive the same. As we have line staff at stations where there are no telegraph offices (or post offices) there may be men who will in the first instance come under Class V, "Other Stations" and who may deserve a higher rate. The grouping of stations should, I consider, be reviewed annually or at fixed intervals when adjustments of this nature may be made from class to class.

(4) The rates of house rent allowances should be :—

	Rs.
Class I excluding Calcutta	7
Class II including CA. LH. AB. Amritsar excluding Karachi and Quetta ..	5
Class III including Karachi and Quetta	4
Class IV	3
Class V	2

(5) The date of effect should be from 1st June 1921.

The cost of this scheme worked out on these data would be Rs. 5,282 per mensem or Rs. 47,538 *plus* 9,692=48,507 during the current year against a present cost of Rs. 323 per mensem or Rs. 3,876 per annum.

A scheme has been sent up to Government for approval for an increase in line establishment with effect from the 1st October 1921 of—

Inspectors	2
Sub-Inspectors	25
Linemen	721
Total excluding Inspectors ..	746

The actual cost of house rent allowance for these 746 men can not be accurately ascertained till they are appointed and posted but we can estimate the cost on the supposition that none of them will get free quarters and that the average cost of house rent allowance per man is as shown on the statement, *viz.* $\frac{\text{Rs. } 5,282}{2,108 \text{ men}}$ or Rs. 2-8-0 per man per mensem.

The total estimated cost of the suggestion for the current year would be—

	Rs.
(1) 74 men from 1st March to 31st May at Rs. 323 per mensem, <i>vide</i> statement	969
(2) 2,108 men from 1st June to 28th February at Rs. 5,282 per mensem ..	47,538
(3) 746 men from 1st October to 28th February at Rs. 2-8-0 per mensem = Rs. 1,865 $\times$ 5	9,325
Total cost ..	57,832
(4) Deduct 323 $\times$ 12 months	3,876
Net extra cost	53,956

to meet which a provision of Rs. 90,000 was made in this year's budget as it was hoped that the case would have been dealt with in time to be applied with effect from an earlier date.

The estimated cost for next and succeeding years is 2,108+746 men=2,854 men $\times$ Rs. 2-8-0 per mensem =Rs. 7,135 per mensem or Rs. 85,620 per annum against the former rough estimate of Rs. 90,000.

W. SUTHERLAND,—9-6-21.