

58. The Chief Engineer has three gazetted officers to assist him. These are :—

- a Deputy Secretary who is an I.S.E. Officer of Executive Engineer's rank working as his Personal Assistant ;
- an Assistant Secretary of S.S.E. rank for scrutiny of technical matters ;
- an Assistant Secretary for co-ordination of correspondence branch.

We think that the I.S.E. Deputy Secretary should do all the scrutiny that may be necessary in regard to technical matters and the S.S.E. Assistant Secretary should be retrenched. The strength of the clerical staff of the P.W.D. Secretariat is 43 and the office is divided into 5 noting branches. Comparing this arrangement with that in the offices of the Chief Secretary and the Finance Secretary, the Committee feel that the noting branches could be reduced to four in the P.W.D. Secretariat thus saving one unit, 8 strong. In any case 5 clerks, 2 of upper division and 3 of lower division could be easily abolished. As the Chief Engineer has many peons, the four Khalasis permanently employed must also go. Mr. Gordon dissents from this view.

59. Next we find that five Superintending Engineers have been appointed over five different Irrigation Circles. We have been told by certain officers of the P.W.D. that one circle could be abolished from the year 1939. We are however of opinion that two Circles could very easily be abolished at once, *i.e.*, from 1st April 1938. At present most of the powers are centralised in the Superintending Engineers and very little is left to the discretion of the Executive Engineers inspite of the fact that they are responsible officers, and are supposed to have acquired considerable experience after serving for 6 or 7 years as Assistant Executive Engineers as required by the orders of Government. These powers should be decentralised so that the work done by five men may be done by three.

60. We also propose to reduce the number of executive divisions from 25 to 19 only, the nineteenth being the Roads Division. We find that there are at present too many divisions. Before the Barrage there were 11 Irrigation divisions only and now 5 years after the Barrage 15 irrigational and 3 other divisions are more than ample, the nineteenth being the division of Roads of which we will make further mention later. Of these 18 divisions, we leave intact

the following eight divisions, without making any additions or alterations :—

- (1) Begari Canals.
- (2) Shikarpur Canals.
- (3) Southern Dadu Canal to be renamed Dadu Canals.
- (4) Fuleli Canals.
- (5) Karachi Canals.
- (6) Khipro Canals.
- (7) Karachi Buildings.
- (8) Development and Research.

We abolish the following divisions :—

- | | | |
|-------------------------|---|-----------------------|
| (1) Warah Canal | } | Irrigation Divisions. |
| (2) Northern Dadu Canal | | |
| (3) Dadu Canal | | |
| (4) Nasir Canal | | |
| (5) Mithrao | | |
| (6) Mechanical | | |

The jurisdictions of these 6 divisions we distribute as follows :—

Warah Division—to be distributed between North-Western Canal and Khirthar Divisions.

Northern Dadu Canal—to be distributed between Rice Canal and North-Western Canal, the portion to the north of Madeji being joined to the latter and portion below Madeji to former.

Dadu, Rohri and Nasrat Divisions—to be constituted into two Divisions.

Nasir Canal Division—to be divided between the Hala and Hyderabad Divisions.

Mithrao Division—to be handed over to Northern and Southern Jamrao Division.

Mechanical Division—to be abolished altogether.

The work done in the workshop attached to this Division should be transferred to the Barrage Division which is now being run by Mr. Hickins, a Mechanical Engineer of superior qualifications. We see no reason to duplicate the mechanical work of the Barrage Division by keeping two Mechanical Engineers, one for the Barrage gates and the other for workshop purposes of repairs and manufacture of gates. It is enough if Mr. Hickins is given an

Assistant (Salary Rs. 300 to 600) to help him in the workshop. The incumbent of the Mechanical Division Mr. Crobie who draws a total salary of Rs. 1,450 and is on the temporary list should be discharged as his services will no longer be required.

61. The new Divisions after they have absorbed those mentioned above, will stand as follow :-

- | | |
|--------------------------|-------------|
| (1) North-Western Canals | } enlarged. |
| (2) Khirtar | |
| (3) Rice Canal | |
| (4) Rohri Canals | |
| (5) Nasrat Canal | |
| (6) Hala Canal | |
| (7) Hyderabad Canals | |
| (8) Northern Jamrao | |
| (9) Southern Jamrao | |
| (10) Barrage | |

62. These enlarged ten divisions together with seven unaltered divisions (Nos. 1 to 7) should be constituted into 3 Circles as follows :—

Circle No. 1.

- (1) Begari Canals Division.
- (2) Shikarpur Canals Division.
- (3) North-Western Canals Division.
- (4) Khirthar Canal Division.
- (5) Rice Canal Division.
- (6) Dadu Canal Division.

Circle No. 2.

- (1) Barrage Division.
- (2) Rohri Canals Division.
- (3) Nasrat Canal Division.
- (4) Hala Canal Division.
- (5) Hyderabad Canals Division.

Circle No. 3.

- (1) Northern Jamrao Canal Division.
- (2) Southern Jamrao Canal Division.
- (3) Khipro Canal Division.
- (4) Fuleli Canals Division.
- (5) Karachi Canals Division.
- (6) Karachi Buildings Division.

Total ... 17 Divisions.

The eighteenth division, *viz.*, Development and Research will be directly under the Chief Engineer. We do not think that it can be contended with reason that a six-Division Circle will be beyond the working capacity of a conscientious Superintending Engineer.

63. In this connection we must not omit to state that when in 1930 the Government sanctioned 5 Irrigation Circles and 25 Divisions, they did so on the assumption that the approximate area of annual cultivation will be $66\frac{1}{2}$ lakhs (Pages 38-39 of Volume I of the Completion Report of the Barrage, 1934). There is no hope of this figure being reached, for the area for the last four years has remained stationary and the total cultivated area of Barrage and non-Barrage is to-day 39 lakhs only (*vide* Schedule VII). We take it that in the next five years it may reach the figure of 46 lakhs at the very best. Surely it is too much to maintain for 46 lakhs acres, the establishment required for 66 lakhs of acres.

64. Comparing the pre-Barrage cultivated area with the post-Barrage cultivated area we find (Schedule VII) that in the pre-Barrage 3 years the average cultivated area was 36.12 lakhs acres, while the average cultivated area of the last 3 years which are the post-Barrage years has been 38.64. The increase being 2.52 lakhs. If in the pre-Barrage days Sind had 2 Circles and 11 Irrigation Divisions, how is it justifiable that for an increase of 2.50 lakhs of acres we should have more than double the number of Circles and almost double the number of Divisions?

65. We have stated above that an Executive Engineer is a responsible Officer and should be trusted to do the administrative work of his division efficiently. For an instance the sanctioning of a new water-course can be left to the discretion of an Executive Engineer and need not be referred to the Superintending Engineer. The aggrieved party has the right of appeal which he can exercise if he so chooses. Similarly there are many matters of details of the administration of a division with which the Superintending Engineer need not be bothered. The Superintending Engineer should confine his duties to "Superintendence" leaving initiation to the Executive Engineer. If the Superintending Engineer will centre in his hands all the threads of the administration, the Executive Engineer becomes an ornamental or a superfluous post office. We are entirely against the duplication of work and wish that each officer must be left to do the work for which he draws a handsome salary. The Barrage Canals have now worked for five years, and having been scientifically constructed are expected to give much less trouble than the old tortuous Canals. If in pre-Barrage days, an Executive Engineer could be trusted to manage a large division

well, he can be trusted to manage an equally large or even larger Barrage division to-day. We have been told that if the divisions and circles are enlarged, efficiency will suffer. We entertain no such fears. There is such a thing as efficiency overdone. At present in the name of efficiency, public money is being wasted. Efficiency must be accompanied with economy. In a Province blessed with no abundance of wealth, its Government must economise to the last pie and cut away all superfluities. The Punjab, a Province that is comparatively very rich and which serves as a model of irrigation of scheme, is able to manage its cultivation with an expense of Rs. 1.75 per acre (Punjab Administration Report for 1934-35, pages 2, and 4), which includes the cost of revenue collection also. Why should Sind, a poor Province be called upon by its Engineers in the same year to spend Rs. 2.32 per acre in addition to the cost of the revenue department which does all the work of assessment, remission and collection? We have examined three Superintending Engineers as witnesses and we have had the benefit of the views of the Chief Engineer who is one of the members of our Committee, but we have received no convincing answer from any quarter to the question how is it permissible for any administration to spend 66 per cent. of its income on its working expenses. Nor has any answer been furnished to the question, how can the Province be enabled to pay as interest a sum over one crore and a quarter, when its net revenue from the very works constructed at a cost of about 27 crores, is hardly one-third of the amount of interest payable on that cost?

66. One of our members, *viz.*, Mr. Gazdar is of opinion that even three Superintending Engineers are too many. He thinks that the Chief Engineer should have two Deputy Chief Engineers to help him to run the entire department of Public Works. These two Deputy Chief Engineers should be of the rank of Superintending Engineers, and should do the whole work of superintendence of the Province. The Indus bifurcates the Province and we have been long familiar with the Public Works of the Left and Right Banks. The two Deputy Chiefs should be able to take charge of the Divisions of the two banks and the Chief Engineer will have one unified control and one unified policy for both the banks. There will be one central office and the two Deputies will be in constant touch and constant consultation with him. A great deal of correspondence and circumlocution will be saved and many schemes which take years now will be pushed through quickly. While we admit that there is something to be said in favour of Mr. Gazdar's idea, we think that it is desirable to proceed cautiously and to try the present conservative method of holding each Superintending Engineer responsible for the good management of his circle. A

time may come when experience may disclose the desirability of launching upon Mr. Gazdar's scheme. Even in the Punjab, the method which has met with our approval is being pursued, and Superintending Engineers are in charge of certain territorial limits. Mr. Ghanashyam also agree with Mr. Gazdar.

67. Regarding the Division of Roads, we may point out that at present the roads are under the management of a Superintending Engineer of a Circle. Most of the preliminary work such as surveying or estimating has been done and experiments regarding the durability of various types of roads have been tested. We therefore think that it is no longer necessary to employ the establishment of a whole Circle for roads. We recommend that the Circle be abolished and handed over to the Executive Engineer who is on the spot. He should be directly responsible to the Chief Engineer. Mr. Parikh, the present Superintending Engineer, also thinks that a Divisional Engineer will do after the details of development have been worked out and the road machinery is put on a sound footing. Mr. Gordon agrees that from December 1939, it may be practicable to hand over the roads to a Divisional Engineer with an allowance. Thus while there is a unanimity about making Roads a Division instead of a Circle, we think the change could be started immediately while the Chief Engineer wishes to postpone it for a year and three quarters.

68. We regret that we have not been able to carry Mr. Gordon with us in our recommendations for retrenchment. Mr. Gordon is of opinion that for the present, there is no room for reduction of expenditure and that neither the strength of the Superintending Engineers nor that of Executive Engineers could be reduced without losing efficiency of administration, which loss again will be reflected in the loss of revenue. He is further of opinion that great many improvements have still to be made and that if officers are fully occupied and have no leisure, irrigational problems which might effect savings to Government, could not be conceived, tried and executed. At the very outside, he thinks that it may be possible to reduce one Circle and one Division after 1938-39. We regret we have not been struck with the cogency of these views. We are clearly of opinion that efficiency will not suffer at all and that Sind must cut its coat according to its cloth. The cloth is much shorter than it was thought it would be, when the Barrage commenced to work. The realizations from irrigation have fallen very short from what they were estimated at, and if at the end of five years, we find that income has not come up to expectation, we conclude that, very soon when the subvention is reduced and eventually when it stops, Sind will be either bankrupt

or will be compelled to apply for an eternal subvention to carry on its administration.

69. We have effected further economies by reducing the Sub-Divisions from 87 to 76.

To the following 4 non-Irrigation Divisions, we have allotted the Sub-Divisions mentioned against each of them :—

	Sub-Divisions.
Karachi Buildings ...	2 as before.
Roads Division ...	2 as before.
Barrage Division which includes Mechanical Division.	3 Right Bank, Left Bank and Mechanical (including all the present sections of the Mechanical Division) in place of present 5 Sub-Divisions.
Development Division ...	3 in place of present 4.
Total ...	10 Sub-Divisions.

To the 15 Irrigation Divisions, we have assigned 66 Sub-Divisions as follows :—

	Sub-Divisions.
To 4 non-Barrage Divisions. ...	16 as before.
To 11 Barrage Divisions. ...	48 in place of present 56.
Bund Sub-Divisions ...	2 as before.
Total ...	66 Sub-Divisions.

K. B. Khuhro suggests that the three Sub-Divisions of old Warah now transferred to North-Western be divided into 2 Sub-Divisions only with headquarters at Warah and Ratodero. He also suggests that the 3 Sub-Divisions of North-Western Division be constituted into two with headquarters at Larkana and Dokri. We have not however fixed the territorial limits of the Sub-Divisions, but have left these details to be settled by the Department. A little addition of work to Sub-Divisional Officers who are mostly under-worked, spells no hardship upon them.

70. We also find that the subordinates like Overseers and Canal Assistants have been multiplied unnecessarily. There are 55 Canal Assistants and 254 Overseers in the whole Province. We

see no reason why the work of Canal Assistants should not be done by the Overseers. The compartments in which the work of these subordinates has been divided is wholly unnecessary. A Canal Assistant is supposed to supervise the work of Abdars merely. Why this work could not be done by an Overseer passes our comprehension. An Overseer is directly under his Sub-Divisional Officer; he takes levels, makes surveys, supervises the masonry and earth work and within his beat can also see that the Abdars do their work properly. We therefore recommend that the Canal Assistants should be disbanded and their work assigned to Overseers.

71. Similarly we find that a sort of a double establishment has been entertained for doing work which could be done by a single set. There are at present 517 Abdars and 379 Darogas. A Daroga looks after the banks of canals, and plantation of trees, while an Abdar makes numbershumari of fields and distributes water over lands situated on a water-course. We see no reason why an Abdar should not be able to look after the banks of minors and distributaries and the plantation of trees within his beat, and why a separate man is necessarily required. The banks of canals, minors and distributaries have been made and consolidated and breaches could not be so frequent after the lapse of five years as in the commencement. The Abdars should therefore be called upon to undertake the work assigned to Darogas whose cadre should be disbanded.

72. The Committee are aware that there are no Abdars in the Non-Barrage Canals, and that Darogas are at present employed to watch the banks. In these areas, the Darogas may be replaced by Abdars, who should perform all the work that their brethren do in Barrage areas, except that they will not undertake the reporting of the progress of the cultivation of fields which is unnecessary in the non-Barrage areas.

73. As regards the number of Abdars, the Committee are of opinion that about 8 should be employed in each Barrage Irrigational Sub-Division which brings up the required number to 384 for 48 Sub-Divisions. About 4 will be required in each of the 16 non-Barrage Irrigation Sub-Divisions which will work up to 64 Abdars. To 9 non-Irrigation Sub-Divisions excluding the 3 Sub-Divisions of the Barrage Division we propose to give 52 Abdars *alias* Darogas which number is on the side of liberality. Khan Bahadur Khuhro thinks that 52 in non-Irrigation Sub-Divisions are too many. He would reduce the number to 30. The majority however think that we should sanction in all 500 Abdars to meet all contingencies.

74. The members of the P.W.D. have pressed to our attention the scheme which was at one time tried in one taluka, of entrusting the work of numbershumari which is being done by the Tapedars of the Revenue Department, to the Abdars of the P.W.D. This scheme, it is said, will result in considerable saving in the Tapedars establishment which will consist of a very much smaller number of men than at present. We have perused the correspondence which took place on the subject between the Revenue and the P.W.D. ending with the Government of Bombay's Resolution, Revenue Department, No. 10071-28, dated the 18th October 1934. We have also obtained from the present Revenue Commissioner his opinion on the subject. It is clear from the correspondence that the numbershumari done by Abdars is altogether different from the numbershumari done by the Tapedars. The former does it from the point of view of distribution of water while the latter does it from the point of view of revenue collection. In order that the numbershumari of Abdars should be of use to the officers of the Revenue Department who will have to make the collection of revenue, it is necessary that the Abdars should do a different numbershumari from the one they are making now. Mr. Gorwalla has pointed out the inconvenience and friction which must arise when an Abdar who is under the control of the P.W.D. does a work which forms the basis of tasks by another department which has no control of the Abdar. Another inconvenience which must arise from such a dual control is the system of remission which has also to be undertaken by the Revenue Department, Mr. Collins rightly writes that the Tapedars not only do the numbershumari, but also the collection and account work and perform many other miscellaneous duties and that it will not be practicable to effect any savings by merely transferring numbershumari work to Abdars. We agree in this view and are of opinion that even the numbershumari work of Abdars will not be so accurate as that of Tapedars who have been trained in this work for numerous years. One of our members Mr. Gazdar, however, does not agree and is of opinion that as the numbershumari in the Punjab is done by Abdars, it could be equally well done in Sind by the same class of men. We are of opinion that what is true in the Punjab is not necessarily true in Sind. Further in the Punjab collection is done by Lumberdars. As we do not think that any saving could be effected in the number of Tapedars employed, and as we believe that numbershumari done by the Tapedars is more accurate, we have not recommended the scheme which has been condemned by the revenue experts.

75. These are the main items in which we have reduced expenditure for the present. The subsidiary reductions in the office and menial establishment of reduced Circles, Divisions and Sub-

Divisions could be made automatically and we have therefore not yet gone into these details.

76. We regret we have had no time to look into the proposals for further economies which have been indicated by the Chief Engineer regarding the accounts and drawing arrangements of the offices of Superintending Engineers and Executive Engineers. As regards accounts, the Chief Engineer is consulting the Comptroller, so that if feasible, the unification of accounts of such offices as are located in one place may be carried out with a resulting saving in account establishment. As regards drawing, it is under his consideration whether one joint drawing office could be started for all the Superintending Engineers and the Chief Engineer. Both these are technical matters, and when the Committee meet again and if the proposals have reached a definite shape, the Committee will go through those proposals.

77. For the present we have not tackled the large question of work-charged establishment of the P.W.D. Numerous hands are employed from temporary Executive Engineer to the meanest clerk who, although they have continued to serve for their lives, have been shown as charged to works. This state of affairs does not appear to be satisfactory. We have, however, had no time to study this question, we therefore reserve this subject for any future recommendations we may have to make.

78. There remains the item of 45 lakhs which has been entered in the current year's budget under the heading 'Repairs and Maintenance'. There is also another item of Rs. 5,60,000 which has been entered in the budget of P.W.D. under heading 18. This largely consists of provision for bunds above the Lloyd Barrage which are specified under that heading. It may be noted here that the sum of 45 lakhs includes provision for bunds below the Barrage to the tune of Rs. 6,27,620 so that the total expenditure on river bunds both below and above the Barrage amounts to 12 lakhs of rupees. The Committee consider the provision of 12 lakhs on bunds alone excessive and recommend that it should be cut by 25 per cent. so that the total on bunds should not exceed 9 lakhs of rupees. The other repairs and maintenance should not cost more than 23 lakhs, making a total of 32 lakhs. This works out an expenditure of 11 annas per acre. If the cost of bunds is excluded, it works out to 8 annas per acre which we consider to be sufficient. Although in 1936-37 the cultivated area is 39 lakhs of acres, both Barrage and non-Barrage, still we have allowed in the above rate per acre for an area of 46 lakhs of acres of cultivation. We do not think as already stated that in the next five years the cultivated area will go so far as forty-six lakhs of acres.

79. We think it necessary to refer here to the criticism in the Assembly in August 1937 of the items of maintenance and repairs. In answer to this criticism the Honourable the Chief Minister gave an undertaking that this Committee will be authorised to look into the details of this item and offer suggestions. This Committee accordingly wrote to the Honourable the Chief Minister to formally authorise the Committee to examine the estimates which brought up the total to 45 lakhs. An answer is awaited, but as this Interim Report is being submitted, we have thought it worth our while to make the above recommendations tentatively. This amount of 32 lakhs in our opinion, if anything is more liberal than is advisable in a Province which should save every penny it can spare.

80. The net result of our proposals is that the P. W. D. expenditure will in future consist of the following items :—

Establishment	...	...	Rs. 31,11,000
Bunds	...	...	„ 9,00,000
Repairs and maintenance	...	...	„ 23,00,000
Pensionary charges	...	...	„ 2,24,600
Purchase of tools and plant	...	...	„ 38,500
Extensions and improvements to Irrigational works	...	...	„ 2,28,700
Charges for collection of revenue...	...	...	„ 4,85,000
Total			Rs. 72,87,800

This amount compares very favourably with the estimate of Mr. Miles Irving, which put the expenditure at 67.63 lakhs.

81. While concluding our remarks on the P.W.D., we think it advisable that Government should appoint a permanent Standing Committee of the Assembly members to examine the expenditure side of the P.W.D. before it is provided for in the annual budget. This is the more necessary because the evils inseparable from making the head of a large spending department as the Secretary to Government, must be cured by some such safeguard as the constitution of a Standing Public Works Committee of the Sind Assembly.

CHAPTER X.

REVENUE OFFICER, LLOYD BARRAGE SCHEME.

82. The establishment of Revenue Officer, Lloyd Barrage, was one of the departments which attracted the attention of the Committee in their first sittings and the Revenue Officer was the first officer to be examined as a witness by the Committee. The

Revenue Officer maintained that no retrenchment was possible in his department. In fact the heads of almost all the departments who have submitted memoranda of their office to this Committee have stoutly denied that any economy is possible. We, however, found that the Committee or officers who had been deputed in the past to examine the Revenue Officer's department had formed definite opinions of reducing its size as time passed. This department is a temporary one and has to be disbanded at one time or other. The Thomas Committee appointed in 1932, while considering the Revenue Officer's appointment stated that although they thought it inadvisable to dispense with his services just then, they laid down that "a term should be set to his appointment" and that after the lapse of two years the "question should be re-examined." In 1934, the Dow Committee considered it essential that the appointment should be retained for a further period of five years and the question reviewed after the expiry of that period. Mr. Dow had worked as the Revenue Officer himself for several years and his opinion may therefore be said to be valuable. Four of these five years are nearly over. (The report was written in February 1934, and to-day we are in beginning of January 1938) and judging by the importance of land sales on which considerably depends the liquidation of the Barrage debt, we think that the appointment of the Revenue Officer should continue for another three years, after which the sales should be handed over to the Collectors of the districts. In this view our colleague Mr. Gazdar does not concur. He is of opinion that the work of sales should be committed to the care of the Collectors without any loss of time. The land sales are now conducted on definite lines and the Collectors who are senior in service to the present Revenue Officer will not fail to acquit themselves very creditably if entrusted with this duty. The other members of the Committee however think that as large areas of land on the left bank (about $6\frac{1}{2}$ lakhs acres) have still to be sold, it is desirable to have a single officer in control who will adopt a uniform policy in effecting sales. The Collectors have multifarious duties to perform and the sales of large areas by them is not likely to be pursued with that vigor and attention which are so necessary. The collection of prices or malkano fell into arrears when that work was entrusted to Collectors, but since the Revenue Officer took up the work of collection, it is being better done. We therefore think that it will be safer to retain the services of the Revenue Officer for another three years.

83. The same argument does not apply to the post of the Assistant Revenue Officer. The primary object of creating the post of an Assistant Revenue Officer was that acquisition and rectangulation of land had to be properly supervised. That work

is practically over and we have the authority of Mr. Dow when we say that there is no longer any necessity for entertaining the services of an Assistant Revenue Officer. Mr. Dow wrote in 1934, as follows :—

“ Now that this work (referring to acquisition and sub-rectangulation of land) is rapidly approaching completion, we think that it may not be necessary to continue the post of Assistant Revenue Officer when the present period of temporary sanction expires.”

84. The Assistant Revenue Officer has now been doing the work of land sales and recovery of malkano on the right bank, and also of Naushahro, Kandiaro and Rohri talukas on the left bank. His appointment expires on the 31st March 1938, and we have proposed that as the sales on the right bank and the Rohri taluka are not many (17,000 acres were sold in 1935-36 and 21,000 in 1936-37) these should be transferred from 1st April to the Collector of Dadu, Sukkur, Larkana and Upper Sind Frontier according as the lands are situated, and two of the Barrage Mukhtiarkars in whose offices the initial proposals of land sales start, should work directly under the Collectors of these districts, *i.e.*, one Barrage Mukhtiarkar to be attached to Dadu and the other to Larkana where the major portion of the work is to be done. The sales and recoveries of malkano in the talukas of Kandiaro and Naushahro should be transferred to the Revenue Officer. The proposed transfer to the Collectors on the right bank will involve very little additional work on these officers, for two of them will deal with not more than 1,000 acres each annually and the remaining two will have to effect about 8,000 acres each. To the latter we are assigning two Mukhtiarkars and two senior clerks for help.

85. The abolition of the Assistant Revenue Officer's appointment will entail the abolition of his office, but two of his senior clerks will have to be sent to Dadu and Larkana, as stated in the preceding paragraph where most of the lands have to be disposed off. The work transferred to Sukkur and Jacobabad is so little that the existing establishment of the Collectors will be able to cope with it. This transfer will also serve as an experiment and a prelude to the final transfer of all land sales in the Province when the post of the Revenue Officer is abolished.

86. A further retrenchment in the Revenue Officer's establishment which we are proposing is the abolition of the post of the Inspecting Deputy Collector. This appointment was created in connection with land acquisition work. That work is now practically over and is likely to be finished by 31st March next, and we

see no objection in retaining this officer for doing something different from the work for which he was appointed. It has been stated to us that the Inspecting Deputy Collector is now co-ordinating the malkano collection work and inspecting the Barrage Mukhtiarkar's offices. This work is primarily the work of the Chitnis and we see no reason in duplicating officers. Surely it cannot be argued that the Chitnis is only for account work. He is the right hand man of the Revenue Officer and must help in doing all the work which falls to the lot of the Revenue Officer. We accordingly recommend that the post of Inspecting Deputy Collector together with his office should be abolished from the date on which the present sanction expires, that is to say, from 1st April 1938.

87. We have also looked into the clerical establishment of the Barrage Mukhtiarkars and find it excessive: There are at present 36 clerks under six Barrage Mukhtiarkars. Several of these have been working in the Revenue Officer's office, as there is evidently no work for them in the places to which they were appointed. We propose to give each Mukhtiarkar a unit of 5 clerks, so that in all there will be 30 clerks and not 36.

88. We also find that there is an excess of Supervising Tapedars. There are 12 such, each Barrage Mukhtiarkar having two Supervising Tapedars under him. The total number of Tapedars under Barrage Mukhtiarkars being 32, 12 Supervising Tapedars to supervise the work of 32 men, are admittedly too many. One Supervising Tapedar for each Barrage Mukhtiarkar is quite sufficient. In the revenue talukas each Supervising Tapedar has usually 5 Tapedars under him. The work in the taluka is far more heavy for Tapedars than in the Barrage Mukhtiarkars' offices where Tapedars are practically for effecting recoveries of malkano. Surely under such circumstances one Supervising Tapedar for a batch of 5 Tapedars is quite sufficient. We, therefore, reduce the number of Supervising Tapedars from 12 to 6. With six Supervising Tapedars abolished, six Kotars also will go.

89. Then there are Khalasis with the Revenue Officer, his Assistant, his Deputy Collector, and his Barrage Mukhtiarkars. Their number is 20. We propose to do away with Khalasis altogether. The peons in the offices must do all the work that is imposed on Khalasis. Khalasis are generally entertained for helping in pitching tents when officers go on tour, but these Khalasis are employed all the year round. This superfluity must disappear for it is costing as much as Rs. 5,000 a year. The peons must pitch tents, if any. We have under the chapter of Tentage shown that tents are very rarely used by these officers. In addition to the Khalasis, the Committee think that one Naik and one peon

of the Revenue Officer should also be retrenched and that one Havildar and 9 peons are quite sufficient for his needs and his office requirements. The Collectors of the districts have also no Naiks in addition to Havildars.

90. Regarding Survey parties under the Revenue Officer the Committee find that these have already been reduced from 6 to 2, and the Committee have therefore conceded that these two parties may be entertained for one year more, after which all survey work is believed to have come to an end. The plotting party which consists of 6 plotters, 3 checkers and 2 peons should be reduced to 2 plotters, 1 checker and 1 peon as the Survey staff has been reduced to one-third its former strength.

CHAPTER XI.

INDUSTRIES.

91. The department of Industries has just been started in Sind, and, if anything very much larger funds than those provided for in the Budget of the current year will be required to develop this department. The Assistant Director of Industries who has been examined by us with regard to the possibilities of his department, has told us that even the meagre establishment provided for him has not yet been appointed by Government. The Assistant Director is at present working under the guidance of the Director of Industries of Bombay, and the Sind Government are paying a contribution of Rs. 5,000 per year to the Government of Bombay for his guiding the steps of the Assistant Director in Sind. The members of the Committee were equally divided as to whether the Sind Government should continue this contribution or whether our Assistant Director should work the department on his own initiative and on his own study of the industrial problems of the Province. By the casting vote of the Chairman it was decided that in the initial stages, the Director of Industries of Bombay should continue to inspire and help the Assistant Director in the vast field of work which lies ahead. At present the Assistant Director has mostly concentrated on the village industries such as handloom, weaving, rope making, printing cloth and making 'van' sofas and chairs. This no doubt is an effort in the right direction, but the bigger industries such as fisheries, which includes oysters breeding and canning fish, will claim his attention and it will be necessary for him to do a great deal of propaganda work and to interest local magnates into the development of the mineral and

industrial wealth of the Province. For this, the Assistant Director requires additional funds and men and we advise Government to meet with his demands liberally, for the expenditure now incurred is fraught with numerous chances of its being returned a hundred or thousand fold as the industrial side of the country is developed.

92. To the Department of Industries has been tacked on the department of Weights and Measures, which is also of recent origin. This department is taking up a good deal of the time of the Assistant Director. The Committee's attention has been drawn to the great hardship caused by the recent Weights and Measures Act and the expense incurred on its working which has to be made good by fees levied from the public. The budget has provided Rs. 55,600 as the expenditure on this department and the fees have been fixed on such a scale as to meet this expenditure. It has been urged upon the Committee that the hardship entailed by this tax on the public should be mitigated as far as possible towards this end, the Committee have formulated the following suggestion:—

In rural areas the work of stamping, inspecting and verifying weights and measures should be entrusted to the Mukhtiar-kars and they will have the help of Manual Assistants at present in the department. This will enable Government to do away with the appointments of the graduate Inspectors, and the salaries so saved will enable the fees to be considerably reduced. This view did not meet with the approval of Mr. Kirpalani and Mr. Gazdar. The Assistant Director who was examined over this matter also did not agree to the suggested transfer to Mukhtiar-kars. He pointed out that there must be qualified Engineers to effect repairs and check petrol pump and many other delicate machines of weighment and measuring. The committee, however, decided by majority that in rural areas, where there are no delicate balances and pumps to inspect and verify, the agency of highly paid Inspectors is entirely unwanted and the number of such Inspectors both employed by Government and the District Local Boards should be greatly reduced. A further suggestion has been made by one of our members that it would be cheaper to start our own foundry for the manufacture of weights required by the people of Sind. We recommend that Government may be pleased to investigate the feasibility of this suggestion and if such a foundry could help in selling the weights to the public at cheaper rates than those paid at present, the proposal may be carried out.

CHAPTER XII.

VETERINARY DEPARTMENT.

93. Our investigations into the Veterinary Department of Sind have made us painfully aware of the utterly inadequate arrangements for the protection of the enormous cattle wealth of our Province. Sind is essentially an agricultural country, 90 per cent. of its population being devoted to agriculture. Their wealth is neither silver, nor gold nor residential houses, but consists solely of cattle which yield milk and which plough the land and transport its produce. That there should be only 19 Veterinary Dispensaries in the whole Province of which 9 are in cities and 10 in the country, to protect and treat millions of Sind cattle is a proof positive of the sheer neglect with which this department has been treated in the past. Outbreaks of rinderpest and other diseases have been known to destroy thousands of cattle and their owners look on helplessly as their cattle are dying before their very eyes without any relief being made available. In this way the agriculturists are put to a loss of several lakhs of rupees.

94. The budget for 1937-38 has made a provision of Rs. 1,15,000 as against the actual expenditure (*vide* Table V of the Administration Report, 1936-37) in the preceding year of Rs. 85,629. The details of the actual expenditure are :—

The Director's salary and his staff	...	...	Rs. 29,198
Veterinary Instruction (scholarships)	...	...	" 673
22 Assistant Veterinary Surgeons' salary	...	...	" 38,053
Grants made to dispensaries	...	...	" 9,600
Breedings Operations	...	...	" 678
Prizes	...	...	" 500
Goat Virus Producing Station	...	...	" 6,091
Investigation of Veterinary diseases by a Special Officer paid by the Government of India	...	...	" 836

Total ... Rs. 85,629

The increase in the provision for 1937-38 is about Rs. 29,000, but no part of it is intended for provision of a single additional Veterinary Dispensary. We are therefore constrained to request the Government to assign necessary funds for conserving the animal wealth of the country.

95. It is most necessary that every taluka and mahal should have a Veterinary Dispensary of its own and there should be a few travelling dispensaries in addition, to look after cattle when they are taken to the Thar and Kohistan for grazing after the rains. The

Director Mr. Jerrom has agreed in this view and his complaint is that his representations for funds have met with no response from Government in the past. It is a criminal waste of the wealth of the country to let so many cattle die without treatment and afford no sufficient expenditure to prevent this waste.

96. The Director should be equipped with full funds for giving each of the 61 talukas and mahals one properly equipped dispensary and to start half a dozen travelling dispensaries as indicated above. The provision in the next year's budget should be sufficient to carry out the starting of one dispensary in each taluka. The Director has estimated the cost of maintaining one dispensary to be Rs. 2,600 per year. The expenditure to be borne by Government is Rs. 1,600 and by District Local Board Rs. 1,000. The Province requires 42 additional dispensaries, which with the 19 existing dispensaries will complete 61 dispensaries for 61 talukas. The 42 additional dispensaries will cost Rs. 67,200 a year. The Royal Commission on Agriculture have also laid down in their Report that each taluka should be equipped with one dispensary. We have said that there should be travelling dispensaries to give aid when lacs of cattle are taken for grazing in the Thar and Kohistan. These will be seasonal only and will cost Rs. 6,600 per year. In addition to the cost of annual maintenance, there will be the cost of buildings to house the dispensaries. Estimates could be supplied by the Director, but houses could be rented for the present and gradually built later on at expense of District Local Boards to which Government will give a building grant. K. B. Khuhro agrees, but wishes to say that this work should be spread over three years.

97. We have also another suggestion to make. In the cities the Municipalities should be compelled to incur the entire cost of the Veterinary dispensaries or hospitals; at present the Karachi, Hyderabad and Sukkur Municipalities merely make a small grant to the hospitals maintained at the cost of the District Local Boards. This is inequitable. The entire cost should be borne by the Municipalities, for advantage of those dispensaries is mainly taken by the municipal residents. The District Boards of those 3 places should be left free to spend on the dispensaries which are sorely needed in the mofussil.

98. The Committee would here refer to the recommendations which the Thomas Committee made to Government regarding the future salary of the Director of the Sind Veterinary Department. Three members of the Committee are in favour of fixing a scale of Rs. 300—500—750. Mr. Jamshed thinks that the head of an expanded department with an English degree should have a salary of Rs. 800 to 1,000. The Chairman agrees in this view. An early opportunity should be taken to reduce expenditure on this head.

CHAPTER XIII.

PUBLIC HEALTH DEPARTMENT.

99. The total expenditure provided for this department in the budget for 1937-38 is Rs. 2,50,500. This amount has been distributed between the various activities of this department as follows :—

(1)	Direction and Superintendence	Rs. 40,100
(2)	Vaccination work carried out in 7 districts (Larkana excluded where it is done by the District Local Board) with a staff of 65 Vaccinators	„ 47,500
(3)	Anti-Malaria measures—	
	(a) employment of 10-12 doctors for 3-4 months	Rs. 5,800
	(b) free distribution of quin- nine	„ 30,000
		<hr/>
		„ 35,800
(4)	Anti-Rabic treatment	„ 1,800
(5)	Public Health Laboratory at Karachi	„ 20,600
(6)	Public Health Engineering Establishment	„ 7,400
(7)	Consulting Surveyor to Government	„ 12,500
(8)	Grants to Local bodies for Sanitary Committee	„ 28,240
(9)	Grants to Local bodies for employment of Health staff	„ 17,760
(10)	Grants to Local bodies for village water-supply and digging wells	„ 28,000
(11)	Pilgrim charges	„ 400
(12)	Charges in England	„ 1,400
		<hr/>
	Total	Rs. 2,50,500

100. The Miles Irving Committee's opinion was that Sind on separation should spend a sum of Rs. 4,62,000 on this heading. The budget provision falls very short of this figure and as the Health Department is one of the very important nation building departments, it is false economy to stint it in favour of other departments which are more in the nature of administrative departments. We have made large reduction in various heads of expenditure in various departments, and we wish the Health Department and the Medical Department which is an allied department to Health should receive a very liberal treatment so that they may grow both in intensity and extensity.

101. The Committee have for the present noted that the Director of Public Health is overworked and therefore we propose to give him the help of a Personal Assistant (salary Rs. 300 to 600) who in addition to having the qualification of M.B.B.S. should also, if possible, possess the Diploma of P.H. This appointment will set free the services of the Superintendent of this office who should be retrenched.

102. The local bodies are very behind hand in the matters of hygiene and sanitation of rural areas, and these must be called upon to entertain services of Health Officers towards whose salaries Government should give a grant of 2/3rds. The District Local Boards should also be called upon to employ Sanitary Inspectors and Sanitary gangs to clear up debris heaps, and clean the lanes and streets and public latrines of villages. The water-supply of villages should also be put on a satisfactory basis and Government should help the Boards to provide wells in villages within their districts.

103. The malaria mortality should be combatted by the employment of itinerary doctors during the malaria season, and not only malaria medicines but also the medicines of ordinary diseases should be placed at the disposal of these itinerary doctors. One motor travelling dispensary manned by a S.M.S. Officer, a qualified midwife or a nurse and one attendant should be provided for each district. This travelling dispensary should have a stock of ordinary medicines and should be called upon to do health propaganda work also.

104. After the Health Officers have been appointed by the District Local Boards, we advise that the entire Vaccination work should be entrusted to those Boards. The existing Vaccinators and those that may be needed will be under the direction and superintendence of these Health Officers who again in their turn will take advice and help from the Director of Public Health.

105. Our attention has been called by the Director of Health to the inadequacy of the present staff of the Laboratory. We agree that the proposal of the Director to employ the following additional establishment be passed by Government:—

One Junior Chemical Assistant.

One Clerk.

One Laboratory Attendant.

In addition to this establishment, we think that the apparatus of the Laboratory be added to and brought up-to date.

CHAPTER XIV.

PRISONS DEPARTMENT.

106. The total outlay on jails is Rs. 6,37,000 for the year 1937-38. In this expenditure we can suggest no reduction, except that the salaries of the Superintendents of the Prisons at Karachi, Hyderabad, Sind Convict Gang and Sukkur, appear to us to be excessive and the guarding staff of jails is too numerous.

These salaries at present are :—

Superintendent, Karachi Jail	...	Rs.	450—30—660
Superintendent, Hyderabad Jail	...	,,	800—50—1,100
Superintendent, Sind Convict Gang	...	,,	500—25—700
Superintendent, Sukkur Jail	...	,,	450—30—660

We propose to reduce these to a uniform scale of Rs. 350—25—650 which is the salary of a second grade Deputy Collector. The Hyderabad Central Prison being a heavy charge, the senior-most Superintendent may be placed in charge of it. Opportunity should be taken to transfer to the Presidency the Superintendents at present in receipt of higher salaries.

The guarding staff at present consists of 359 men. They guard 4,365 prisoners, which means one guard for every 12·2 men. We think one guard for 15 men quite enough. This will not endanger the safety of jails which are surrounded by high stone walls.

107. The Criminal Tribes Settlement also comes under the heading of jails. This settlement is situated at Sukkur and consists of 27 men with other 38 who are their family members. These 27 men belong to 19 different tribes. This small settlement costs Government Rs. 25,900 a year which gives an expenditure of Rs. 959 per individual. That an attempt to reform these 22 men should involve such a heavy outlay which attempt again may not be successful, is a proposition which our Committee cannot accept. To reform hardened sinners is no doubt laudable but the cost is so tremendous as to hardly make it worth the while. The better course is to confine these people at night time in some suitable place and to let them out in the day to pursue their ordinary occupations. The energies of an officer of Deputy Collector's grade are being wasted at present. We advise the abolition of this Settlement altogether.

108. The Committee have noted that the cost of feeding one prisoner for one day is one anna and nine pies. This appears to the Committee a very low cost and the only conclusion to which it leads is that either the quantity is insufficient or the quality is very poor. Not only the cost should be increased but steps should be

taken to look into the quality of the provisions supplied. It is common knowledge that the contractors of jail provisions bribe the subordinates and supply inferior stuffs. Another matter which requires vigilance is that the raw materials which are made into finished products should be purchased at reasonable prices. The profit which the jail industries yield is only Rs. 14,000 which in the opinion of the Committee is inadequate.

109. The Committee find that the cost of Rs. 22,000 for treating 4,365 prisoners medically is excessive. This should be reduced by one-half.

110. Lastly the Committee regard the proposed expenditure of thirteen lacs on the construction of a Central Jail at Sukkur in addition to the existing, as unwarranted. The Province cannot afford such heavy expenditure for this purpose. Government should examine again the question of such costly prison construction and investigate whether it can be avoided by—

- (a) extending accommodation in the existing prisons at considerably less cost ;
- (b) construction of open type camp jails on sites of works ;
- (c) removal of congestion in jail population by judiciously liberal release of prisoners.

Pending such examination the work of construction should be slackened and further commitments stopped.

CHAPTER XV.

FINANCIAL EFFECTS.

111. The proposals of the Committee contained in Chapters I to VI of the Report, pertain to certain classes of allowances admissible to certain Government servants of different departments in addition to their pay. The acceptance of the recommendations contained in these chapters will result in a savings of Rs. 2,37,200 per annum. The details are as under :—

Tentage Allowance	...	...	Rs.	3,600
Sind Allowance	...	...	"	42,000
Compensatory Allowance	...	...	"	36,000
Conveyance Allowance	...	...	"	29,600
Permanent Travelling Allowance	...	...	"	73,000
Special Pay	...	...	"	53,000
				53,000
Total	...	...	Rs.	2,37,200

112. It is not possible to ascertain the amount disbursed as Compensatory and Local allowance to the various classes of Government servants. It cannot therefore be stated what proportion of the actual disbursements will be saved. It may however be observed that almost all Gazetted Officers stationed at Karachi will cease to draw the Compensatory allowance. The savings indicated under the remaining heads would represent in the aggregate a cut of 17.3 per cent. the total amount disbursed under these heads being Rs. 11,61,000, as far as it has been possible to work out.

113. The recommendation contained in Chapter VII pertaining to contingencies should bring down the present total contingent expenditure of Rs. 20.5 lacs, by at least 2.5 lacs. This reduction may appear small but it is to be remembered that the contingent charges as pointed out in Chapter VII embrace several heads of expenditure which cannot be appropriately reduced. Some of these may for clearness be recounted below:—

- (1) Pay of menials, whose numbers and rates of pay have been sanctioned by Government.
- (2) Service Postage and Telegrams.
- (3) Rents, Rates and Taxes.
- (4) Dieting charges of prisoners.
- (5) Purchase of medicines for hospitals.
- (6) Reward under 'Excise'.
- (7) Commission to vendors under 'Stamps'.
- (8) Repairs to Tapedars' deras.
- (9) Assembly Library.
- (10) His Excellency's discretionary grant.
- (11) Police clothing and Re-armament charges.
- (12) Purchase of quinine for free distribution and cheap sale.
- (13) Cost of Weaving Schools.

These and such other items consume in the neighbourhood of rupees 10 lacs. Barring these, a sum of Rs. 2.5 may, without much inconvenience, be saved from the rest of the items. A list

114. It has already been stated in Chapter VIII dealing with Forests that the immediate savings will amount to Rs. 35,000 per annum.

115. The savings arising out of the proposals formulated in Chapter IX relating to the P. W. D. have been worked out as under :—

Section of the organisation.	Present budgeted cost.	Nature of reduction, etc.	Savings.
	Rs.		Rs.
(1) Chief Engineer, and Secretary, P. W. D.	1,59,800	(a) Abolition of S. S. E. Assistant Secretary. (b) Reduction of one noting branch. (c) Reduction of 2 peons on account of (a) and (b). (d) Abolition of 4 Khalasis.	17,600
(2) Irrigation Circles.	3,09,300	(a) Reduction of 2 Irrigation Circles; Superintending Engineers and their offices.	1,22,000
(3) Roads ...	51,400	Abolition of Special Road Engineer and his office.	51,400
(4) Divisional organisation.	27,86,000	(a) Reduction of 6 Divisional Executive Engineers and their offices. (b) Reduction of 10 Subdivisions. (c) Abolition of Canal Assistants. (d) Reduction in Abdars and Daroghas combined staff.	4,00,000 2,86,000
(5) Maintenance and repairs to Irrigation Works and Bunds.	48,91,000	Economies under repairs and maintenance to Irrigation Works and Bunds.	16,91,000
		Total Savings ...	25,68,000

It may be made clear that the total establishment cost of the P. W. D., budgetted for 1937-38, is Rs. 39,88,000 and our savings represent a cut of 22 per cent. only. The savings suggested under "maintenance and repairs" and "bunds" will be respectively 38 per cent. and 25 per cent. of the present budgetted expenditure.

116. The saving effected under recommendations relating to the Revenue Officer's Department dealt with in Chapter X, amount to Rs. 65,300 made up as under :—

Assistant Revenue Officer and his staff (excepting the two senior clerks).	Rs.	30,300
Inspecting Deputy Collector and his staff.	,,	12,000
6 Clerks and 6 Supervising Tapedars and 6 Kotars and 12 Khalasis under the Barrage Mukhtiarkars.	,,	18,600
4 Khalasis, 1 Naik and 1 peon of the Revenue Officer.	,,	1,700
Plotting parties	,,	2,700
		<hr/>
Total	Rs.	65,300
		<hr/>

The sanctioned cost of the Revenue Officer's Department for 1937-38, except that of the Survey parties and Survey staff which is even otherwise contemplated for reduction is Rs. 2,93,000. The savings represent a cut of 22.3 per cent.

117. We have suggested expansion of the Veterinary Department and the additional cost will be Rs. 74,000.

118. In the Public Health Department the only retrenchment suggested is the post of the Office Superintendent which will mean a saving of Rs. 2,400. The other recommendations will involve

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additional expenditure of Rs. 1,22,400 for purposes indicated below:—

(1) Personal Assistant to Director of Health and Prison Services ...	Rs. 5,400
(2) Subsidy towards pay of Health Officers of 7 District Local Boards ...	„ 28,000
(3) Medical equipment of itinerary anti-malaria doctors. ...	„ 2,800
(4) 8 Motor Travelling Dispensaries for districts—	
Recurring cost ...	48,000
Non-recurring cost ...	32,000
	„ 80,000
(5) Laboratory ImProvements—	
Recurring cost on staff ...	3,000
Non-recurring cost on apparatus ...	3,200
	„ 6,200
Total ...	Rs. 1,22,400

The net additional expenditure on Public Health will be Rs. 1,20,000.

119. As to the Prisons Department the recommendations will involve savings of Rs. 58,000 and additional expenditure of Rs. 48,000 leaving net savings of Rs. 10,000, as indicated in the sub-joined table. It will at the same time be possible to effect considerable improvement in the diet of prisoners by adding 2 pice a day to the present meagre average daily allowance of about 7 pice.

	Savings.	Additional expenditure.
	Rs.	Rs.
(1) Reduction of 68 guarding staff.	25,000	...
(2) Abolition of the Criminal Tribes Settlement.	26,000	...
(3) Dietary charges of prisoners.	...	48,000
(4) Reduction in Medical staff.	7,000	...
	58,000	48,000
Net savings....	...	10,000

No immediate saving may be anticipated as arising from the recommendation to abolish the unduly excessive scales of Superintendents of Prisons and nothing has therefore been taken into account. Similarly nothing is taken for betterment of return from sale of jail manufactured products which may accrue from exercise of greater vigilance in the purchase of raw materials which at present involve an expenditure of Rs. 31,000. Further if the Committee's recommendation in regard to stoppage of prison construction at Sukkur is adopted, a very large amount will be saved in non-recurring expenditure.

120. The net financial implications underlying the Committee's recommendations may be summarised as under:—

Heads of charges.	Savings.		Additional expenditure.	
		Rs.		Rs.
Allowances	2,37,200	...	...
Contingencies	2,50,000	...	...
Public Works Department	25,68,000	...	...
Revenue Officer's Department	65,300	...	...
Veterinary Department	74,000	...
Public Health Department	1,20,000	...
Prisons and Convict Settlements.	10,000	...	...
		<hr/>		<hr/>
Total	31,30,500	1,94,000	...
		<hr/>	<hr/>	
Net saving		Rs. 29,36,500	

HIRANAND KHEMSING,
Chairman.

M. H. GAZDAR.

M. A. KHUHRO.

(Subject to a note of dissent.) JAMSHED NUSSERWANJI.

(Subject to a note of dissent.) GHANASHYAM JETHANAND.

Members.

CHAINRAI KISHINDAS,

Secretary.

19th January 1938.

NOTE.—Mr. Gordon has written a note of dissent printed on pages 452 to 463

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*Note of dissent by Professor Ghanashyam
Jethanand, M.L.A.*

I do not agree with some of the decisions of the Committee regarding grant of special pays. These have been sanctioned in the case of some officers and rejected in the case of others when the principle involved is the same. For instance special pay of Rs. 150 has been continued in the case of Registrar of Co-operative Societies and discontinued in the case of Superintendent of Salt and Excise Department. There is no reason why the former should not be discontinued as has been done in the latter case. No fixed principle appears to have guided the Committee in coming to decisions.

Under rule 9 (25) of the Fundamental Rules, special pay is defined as an addition of the nature of pay, to the emoluments of a post or of a Government servant, granted in consideration of—

- (a) the specially arduous nature of the duties ; or
- (b) a specific addition to the work or responsibility ; or
- (c) the unhealthiness of the locality in which the work is performed.

In dealing with the first two considerations, the Re-organization Committee presided over by Mr. G. A. Thomas, made the following remarks in their report :—

“ It is sometimes urged that the grant of such (*i.e.*, special) pay is necessary in order to attract the best officers to the posts to which it is attached. We are unable to give any weight to this argument ; and officer's services are at the disposal of Government and they can post to any appointment the officer of the department concerned whom they consider best fitted to fill it.”

Again :

“ We do not believe that it is in fact, possible accurately to assess the relative responsibility attaching to posts of entirely different nature held by officers on the same time-scale. Indeed were such an attempt made, and were all posts taken into consideration, we are convinced the result would be to transfer the special pay now drawn by a number of officers to others who are not now in enjoyment of the privilege.”

Further :

“ Any officer may be called upon to fill any post borne on the cadre to which he belongs and the remuneration ordinarily admissible is that applicable to that cadre and no more.”

The Committee recommended that as a general rule all special pays granted on the assumption that one post is more onerous or responsible than another borne on the same cadre be withdrawn and that all posts on a cadre be remunerated on the scale of pay applicable to that cadre without any distinction.

I agree to these remarks, and I am of opinion that all special pays granted on the ground of posts being of more onerous or responsible nature, should be discontinued. The Thomas Committee made some exceptions to this rule, but I think it is not necessary to make any exception.

But there are, however, cases in which *additional* work is assigned which does not form part of the usual duties. For instance the Official Assignee has to perform the duties of the office of Administrator-General and Official Trustee for Sind, or a Civil Surgeon has to visit prisons for medical treatment of prisoners, or a clerk has to do the work of a stenographer in addition to his ordinary duties. In such cases, it is understandable that extra allowance in the form of a special pay may be allowed. But the question is whether it would be granted in all such cases, irrespective of the remuneration already being drawn. I am of opinion that officers drawing five hundred rupees and more as their salary should not be allowed any special pay, in view of the slender resources of our province and the general poverty of the people, but persons getting less than Rs. 500 may be allowed where necessary. Services in India are already more handsomely paid than in other countries. A poor country like India can ill-afford to give special pays in addition to already high salaries. Therefore all special pays to officers drawing Rs. 500 or more as salary should be discontinued.

II.—The recommendations of the Committee regarding scales of salaries for some officers whether new or existing, have not been approved of by me. I stand by the Congress policy in regard to salaries of Government servants, enunciated in the Fundamental Rights Resolution passed by the Indian National Congress at Karachi in 1931. That policy is as follows:—

“Expenditure and salaries in civil departments shall be largely reduced. No servant of the state, other than specially employed experts and the like, shall be paid above a certain fixed figure, which should not ordinarily exceed Rs. 500 per month.”

III.—The Committee have recommended the continuance of Conveyance allowance of Rs. 5 in the case of mounted peons in four talukas of Thar Desert. The allowance is supposed to be for the upkeep of a camel. The Collector says that it is obviously inadequate. The allowance ought to be raised to Rs. 15 per

mensem as it is impossible to maintain a camel on Rs. 5 per month. In para. 19 of the Report, the Committee have recommended Rs. 20 as monthly allowance for camel. As this was intended to be for officers who are expected to maintain fine animals, and their paraphernalia of better quality, a reduced amount should be sanctioned in the case of peons. But in any case the amount should be sufficient to enable the recipient to feed the animal properly and to compensate him for its wear and tear. It is impossible to maintain an animal on Rs. 5. The amount should therefore be increased as suggested.

GHANSHYAM JETHANAND.



Gul Hayat Institute

Note of dissent by Mr. Jamshed Nusserwanji, M. L. A.

My signature is appended to the report subject to following notes :—

- (1) Four peons of four Desert talukas of Thar Parkar district who carry post for Mukhtiarkars and are said to use camels get an allowance of Rs. 5 per mensem. The Committee have retained this figure. The Collector of Thar Parkar has observed that the amount is obviously inadequate. I agree with this and suggest the allowance to be raised to Rs. 10.
- (2) The Official Assignee gets Rs. 50 for doing duty of Administrator-General and Official Trustee for Sind. The Committee have decided abolishing this. In my opinion this should be continued as he had been called upon to undertake additional work of no mean importance.
- (3) The Committee have decided that touring done by the Revenue Commissioner is not necessary. In my opinion touring by the Revenue Commissioner is very necessary since he is the head of all Collectors and of the Revenue Department and should not lose touch with local conditions, which cannot be adequately appreciated from headquarters.
- (4) The Committee have decided the abolishing of shorthand allowance to the C. I. D. Sub-Inspectors, who do reporting work. I am of opinion that Rs. 20 be paid to each if he passes the duly recognised qualifications of shorthand-writers either Sindhi, Urdu or English in addition to quarterly test by superior officers.
- (5) The Committee have decided to abolish the special pay of Rs. 100 for the Additional City Magistrate, Karachi. In my opinion this should be continued. This extra pay is deserving of the strenuous and responsible duties devolved upon the gentleman holding the post.
- (6) The Committee have decided to abolish the special pay of Rs. 150 for Superintendent of Salt and Excise's post which is at present held by an I. C. S. officer who is in the *Junior* time-scale. The post of the Superintendent of Salt and Excise involves greater responsibility and more onerous duties than an Assistant Collector is normally called upon to undertake. The special pay should, in my opinion, be continued so long as an I. C. S. officer in the *Junior* time-scale is appointed to the post.

(7) The Committee have decided to withdraw conveyance allowance of Rs. 75 payable to the City Magistrate, Karachi. This officer has responsible and important executive duties to perform in the City being Additional District Magistrate, apart from the Magisterial work. A light car allowance of Rs. 50 is in my opinion necessary for an incumbent of this post.

(8) Clerks in the office of the Port Health Officer receive conveyance allowance. Two of Rs. 13-2-0 each and two of Rs. 10 each. The Committee have cancelled these. These subordinates attend their office at Keamari. As residential accommodation for persons of their class cannot be easily available at Keamari they must be daily incurring tram fares. They deserve to be compensated and should in my opinion receive Rs. 7 per mensem as tram hire.

(9) The Committee have abolished conveyance allowance of Rs. 100 payable to the Superintendent of C. I. D., while that of Rs. 50 payable to the Deputy Superintendents has been retained. The head of the C. I. D. should, in my opinion, also get a light car allowance of Rs. 50.

JAMSHED NUSSERWANJI.

24th January 1938.

Minute of dissent by Mr. A. Gordon, C.I.E., I.S.E.

I consider it undesirable that an Interim Report should be submitted as, in order to have any value, it must be virtually a final report. I am in the position at present of having to dissent from this Interim Report, although my dissent may not require to be so lengthy when the final report is drafted.

2. The probability is that the simplest method of dealing with my dissenting opinions is to go through the Re-organization Committee's Report and give my opinion on points which seem to me to be of material importance.

3. The Committee is called "a Re-organization Committee". I regret that in my discussion as a member of the Committee and from a perusal of the report under consideration, I can find little, if any, attention being paid to reorganization. Judging from the results of the Committee's labours it would have been more appropriate to call it "a Retrenchment Committee" and if retrenchment is necessary in the financial position in which Sind finds itself, I consider that such retrenchment can be carried out most efficiently by Government ordering reductions in Budget Grants and Heads of Departments being left to work out the most efficient method of effecting such reductions.

4. The Committee was appointed on 7th July 1937, but did not have its first effective meeting until 13th September 1937. My duties require that I should tour a good deal during the cold weather and therefore I have been unable to have the amount of personal discussion with my colleagues or opportunity to examine witnesses which I would have desired. I feel diffident therefore of differing from them, but some of their recommendations are so certain to hamper the development of Sind, or to inflict injustice on Government Officers, that I feel constrained to write a minute of dissent.

5. *CHAPTER II.—Sind Allowance.*—It is contended that on the whole the climate of Sind compares favourably with that of various other parts of India. I am afraid that that is a contention with which, on such experience or information as I have, I must disagree. The amenities of life are assumed to have increased in Sind. They have, for many, but not for Government servants and to the extent to which Government Officers' amenities may be said to have increased it is at the expense of the Officers and with saving to Government. It is certainly true of Irrigation Officers, and may well be true of those of other Depart-

ments, that the amount of worry and discomfort they have to undergo in a rigorous climate has greatly increased under modern conditions. As far as the European Officers are concerned, any increase in amenities has not rendered it possible for their families to remain with them during the hot weather and as far as Indian Officers are concerned, the educational facilities in practically all the stations are so inadequate as to render it necessary for their families to reside elsewhere. When all services are completely Sindhiised there will probably be no case for Sind Allowance, but I consider that Government will be well advised, even then, to give certain local allowances in order to secure contented and efficient service.

6. It is stated that, as far as my colleagues know, there is no allowance for hot climate given elsewhere in India than in Sind. The knowledge of my colleagues in this respect is very limited and climatic allowances are given in Provinces other than Sind.

7. In paragraph 10 the Committee express their inability to understand why Irrigation Officers in Hyderabad and Karachi districts are eligible for Sind Allowance, while Revenue Department Officers are ineligible. If they had experienced the hardships which Irrigation Officers have to undergo during the hot weather compared to Officers of other Departments their attitude on this point might have been different.

8. It is contended that no inducement is necessary to induce public servants to serve in Sind. The statement may be correct as regards Sindhis, but I doubt if it is correct as regards any other individual member of Government service, except such as are very senior and have put in all or the bulk of their service in Sind.

9. *CHAPTER III.—Compensatory or Local Allowance.—* The question of Karachi Allowance is a difficult point which, I agree, may well come under review by Government. The cost of living in Karachi is of course, distinctly higher than in the mofussil, as against this many Indian Officers benefit from being able to live with their families while the latter are being properly educated. At the same time I know that a married European Officer of medium service finds it almost impossible to make ends meet in Karachi and in some cases the drawing of Local Allowance just makes the difference between solvency and insolvency.

10. *CHAPTER IV.—Conveyance Allowance.*—On the assumption that half the cost of any conveyance is a legitimate charge against an Officer's salary, the proposed conveyance allowances may not be considered unreasonable, but there are undoubtedly many cases in which Government employees by virtue of the work they have to do have to maintain conveyances which, as private individuals, they would not contemplate possessing. As an example, I would cite the staff working under the Electrical Engineer to Government which has to be available to move rapidly to any part of Karachi in response to urgent calls. I consider, therefore that there are many cases where Government employees should be reimbursed the complete cost of maintaining a conveyance suitable for enabling them to carry out their duties.

11. *CHAPTER V.—Permanent Travelling Allowance.*—In paragraph 21 it is stated that "In several cases the period of tour has been curtailed by the several Rasai Committees", but as far as I am in touch with the work of the Public Works Department Rasai Committee, it is clear that the members of it are impressed with the necessity of very thorough and regular inspection by the Officers of the Department. The general attitude of the majority of my colleagues is to reduce the amount of touring to be done by all classes of Officers and to reduce, out of all proportion, the amount of Travelling Allowance to be drawn for the touring actually done.

12. I am convinced that the interests of Government and, in the end, of the people are best served by very thorough touring being carried out by Officers. I am perfectly certain, for instance, that if Collectors tour more, and were made more responsible than at present for Remission work, there would be a very appreciable increase in Government revenues. I can only write with authority about the Public Works Department.

13. In Sind we have new and a fairly complex Irrigation system and in order that this system should be maintained and developed, it is essential that the Executive Engineer should be inspecting regularly and driving his Subordinates at full working pressure. By doing so an Executive Engineer saves Government much more than the total cost of Travelling Allowance during the year, and much more than his total emoluments in the case of a highly efficient Engineer.

14. If any Executive Engineer is to do very limited touring, it will follow, as certainly as night follows day, that the powerful zamindars will steal water from their less fortunate fellows. As the standard of education rises and social morality improves, matters may be simplified in this respect, but even the greatest optimist may admit that these improvements will take a very considerable time.

15. What do my colleagues visualise as the position of an Executive Engineer who has put in 120 days touring? Is he to be absolved from leaving headquarters for the remainder of the year? If an unfortunate zamindar is being ruined and wants the Executive Engineer to inspect the conditions under which he has to work, is the answer to be "wait till the next financial year?" If a breach occurs in a river embankment after the Executive Engineer has done his touring for the year, is the Executive Engineer to sit and pray or is he to go to the scene and do his utmost to save the situation? I state most emphatically that the Committee's proposals, if carried out logically, would result in disaster.

16. Taking an Executive Engineer as a typical case, it can be shown quite clearly that his touring expenses are very appreciably in excess of the Permanent Travelling Allowance drawn by him at present even if worked out as daily allowance. The reduction proposed would necessarily involve loss even if the number of days touring proposed by the Committee were adhered to, and it must be remembered that if the number of days on tour are decreased, on each of these days increased mileage must be covered, if any pretence of control is to be maintained.

17. In paragraph 25, it is stated that "we cannot imagine a fairer way of compensating an Officer for his expenses on touring than by offering him as an allowance each day, a sum which should cover his reasonable expenses when he is on the move". This may be accepted as a sound general principle, but I differ greatly from my colleagues as to what amounts to "reasonable expenses".

18. The Committee have stated in paragraph 26 that "The Ministers who are the heads of Administration and representatives of the people have to undertake extensive touring and to redress their grievances. The Revenue Commissioner has been spared of that duty". This idea of the relative functions of a Democratic Government and of the Executive is certainly novel to me. Ministers are concerned with general grievances and with the taking of steps to ensure that policy will be such that *genuine* general griev-

ances will be reduced to a minimum, but the Revenue Commissioner or the Head of any Department is responsible for seeing that that policy is being properly carried out and also that *particular grievances* are being properly dealt with. For this reason, among many others, the Heads of the Revenue and Public Works Departments in particular, must do extensive touring so as to be in thorough touch with the officers working under them and with the people of the country.

19. To sum up on this question I consider that my colleagues are entirely out of touch with the requirements of Sind in suggesting that the amount of touring should be reduced and that at a time when there is a drive against all questionable practices they are proposing to give officials rates of travelling allowances which cannot possibly cover travelling expenses and to prevent those doing sufficient touring to enable them to have control. In particular the maintenance of canals and river embankments and the equitable distribution of water supplies cannot be carried out by anyone sitting at an office table.

20. *CHAPTER VIII.—Forests.*—I think it would be generally admitted that for the successful running of any Department, and particularly of a Department in which there is considerable scope for improper practices, it is essential that there should be controlling Officers of ability and integrity. It may be unfortunate, but the general position is that these qualities have got to be adequately paid for.

21. I am not prepared to accept the dictum of my colleagues "That a Department which is run on commercial lines should consume half of the income it produces is a proposition which no businessman can accept". The future of the forest development in Sind as discussed in paragraphs 43 and 44 seems to me to be based on wrong hypothesis and to be unduly pessimistic.

22. *CHAPTER IX.—Public Works Department.*—Regarding this chapter, I would call attention to the fact that attempts are being made to discuss the financial position not, in my opinion, in order to arrive at a fair presentation of the case, but in order to justify wholesale reduction in the expenditure incurred in running the Irrigation systems of Sind. I have made numerous attempts to try and get my colleagues to appreciate the inaccuracy of the picture they were presenting, but I regret to say

without success. The argument put forward in paragraph 48 is to show that the net increase in revenue due to the Barrage is in 1937-38 likely to be only 14 lakhs. The pre-Barrage net revenue has been taken as 29 lakhs, this being the figure for 1931-32. I pointed out to my colleagues that this year was quite unsuitable for comparison as the maintenance expenses on the old Inundation Canals in the Barrage area were abnormally low, as these canals were not functioning during the year 1932-33. The average net revenue from the Irrigation system in Sind for the five years 1926-27 to 1930-31 was 13 lakhs and it seems to me reasonable that this should be taken as the basis of comparison.

23. As regards the current year's budget, this is of course, an estimate. I may, of course, prove to be a false prophet, but I am convinced that revenue will be greater than estimated and working expenses, owing to rigid economy on the part of the Public Works Department and favourable river conditions, will be less than estimated, and the net revenue is certain to exceed 50 lakhs. In addition, credit has to be taken for 10 lakhs representing the interest on lands sold in the Barrage area. On the basis of these figures the net increase in revenue due to the Barrage will be 47 lakhs instead of 14 lakhs put forward by my colleagues. It has also to be remembered that in non-Barrage tracts general remissions have been given on account of fall in prices so that the actual gain due to the Barrage is greater than this figure of 47 lakhs.

24. The ultimate liability of Sind in regard to interest will probably be distinctly less than the figure of 129½ lakhs mentioned in paragraph 49, but the working out of a correct figure is at present almost impossible although a fairly accurate figure could no doubt be given by the Finance Department.

25. For reasons already stated, I do not consider that any serious attention need be given to the figures detailed in paragraph 50. The Miles-Irving Committee's Report assumed that the revenue in the four years 1933-34 to 1936-37 would be 103, 109, 115 and 128 lakhs; the actuals were 86, 92, 110 and 145 lakhs. The corresponding expenditure estimated was 67 lakhs each year, the actuals being 53, 52, 58 and 61 lakhs. The net revenue for the Barrage area was estimated to be 36, 42, 48 and 60 lakhs; the actuals were 33, 40, 52 and 84 lakhs. The actuals, as far as net results are concerned, are, therefore reasonably close to those estimated when allowance is made for the inflated revenue in 1936-37 owing to alterations in the periods of collection.

26. Admittedly this result has been arrived at owing to the Public Works Department expenditure having been kept distinctly less than originally estimated and thereby compensating for the deficiency in gross revenue.

27. With regard to the figures given in Schedule V and referred to in paragraph 51, these have been taken from Budget statements which do not give the accurate financial position as is done in the Public Works Department Administrative Accounts. The figures compare as follows:—

1932-33.	1933-34.	1934-35.	1935-36.	1936-37.	1937-38.	Totals.
<i>Net Revenue—</i>						
as shown in Schedule V.	37·8	29·7	41·5	39·4	81·4	229·8
as shown in P. W. D., Administrative Accounts.	35·5	33·9	29·9	44·7	91·8	235·8

28. The suggestion made in paragraph 54 that "If the Public Works Department staff had less work to do, the same staff would be retained" is a statement which a moment's consideration will show to be absurd. As an extreme illustration, it is obvious that if the Public Works Department were not responsible for the maintenance of Buildings in Karachi, the Karachi Buildings Division will cease to exist in its entirety.

29. It is extremely difficult to forecast what will be the intensity of cultivation in the future on the Barrage areas. Recent economic conditions have not been such as to encourage the growing of wheat, the main rabi crop, but the rise in price which has occurred comparatively recently has resulted in a substantial increase in the area under rabi cultivation. It is obvious that the areas which will be cultivated under different crops depend on many factors, *e.g.*, the industry and ability of zamindars and cultivators; price movements and the economic policy followed by Government. All these factors being indeterminate it is impossible to forecast the future but sufficient data are available to indicate that a joint kharif and rabi percentage of fully 70 per cent. *can* be attained quite comfortably and even if this be the maximum attained, recent experience has indicated that with the fall in maintenance costs which has occurred, and with the further fall, which will occur

gradually until regime conditions are obtained, there is every likelihood that the net financial position *need* be no more worse than that estimated. It may be stated that at present the rabi cultivation is approximately 25 per cent. of the kabuli area.

30. In paragraph 65 it is stated that the cost of maintenance in Sind was Rs. 2.3 per acre of cultivation in 1934-35 and that the corresponding figure for the Punjab was 1.75 per acre. Had dubari cultivation been included, as it is in the Punjab, the Sind figure would have been Rs. 2.01 per acre. The Sind figure includes cost of bund maintenance. The approximate figure for Sind for 1936-37 with dubari included is Rs. 1.74 per acre.

31. The welfare of Sind and its financial solvency are dependent on the efficient working of its irrigation systems, and what standard is to be applied in deciding what establishment is necessary to ensure efficient working? The irrigation establishment in Sind is much less by any standard of comparison than it is in the Punjab and is all very fully employed.

32. Sir John Russell in his report on the work of the Imperial Council of Agricultural Research states on page 53 that "When a great dam or Barrage has been opened with much ceremony and flourish of trumpets, it must always be remembered that the problems still remaining are greater than those already overcome, because they are more continuous, more subtle and much less under the control of the experimenter" and on page 141 he states "Sind has possibility of great success or of tragic failure depending on the quality of the staff selected to look after the irrigation works and to guide the cultivators. In no part of India I visited is it more essential to attract the best men possible for carrying out soil and crop investigations." It is true that Sir John Russell is not an Irrigation Engineer, but he is a highly trained scientific observer and he has struck at the root of the matter and he describes the position correctly.

33. I have written enough to indicate that I consider that my colleagues' discussion of the financial position is, in my opinion, very unsound and as the alleged financial deficiencies on the irrigation systems seem to be their main reason for suggesting drastic cuts in establishment, it would seem desirable that Government should satisfy themselves very thoroughly on this point before taking into consideration the economies proposed.

34. To be perfectly frank I consider that if the reductions in Divisions and Sub-Divisions proposed by my colleagues be carried out, Government would be gambling with the one considerable

asset which Sind possesses and it has to be remembered that nature is unforgiving and that if deterioration is allowed to take place, the expense involved in restoring irrigation systems to the present standard would be very great and, in the interval, the people of the country would suffer great losses. It is a simple matter for anyone to put forward re-adjustments involving reduction in the number of charges, but I consider the proposals made to be unreasonable.

35. Modern political conditions have greatly increased the burden of office work which has to be dealt with by all officers of the Department from the Chief Engineer downwards. At present, and as far as I can foresee, certainly for a few years to come, our establishment will be very fully employed in dealing with the remedying of defects, insuring that zamindars get the water they are entitled to and dealing with vast mass of correspondence with which they are now flooded. A moment's consideration will show that the introduction of Democratic Government in Sind is bound to increase the volume of work which District Officers have to do. I am not complaining of that fact, but I would suggest that it be realized that it is a fact and must be taken into consideration in dealing with the area which any Government Officers may be expected to control efficiently.

36. In order to ensure economy and efficiency in working it is absolutely essential that there should be Superintending Engineers able to help and guide Executive Engineers and to see that no extravagance is indulged in. It is obvious that the greater the volume of work which Superintending Engineers have to do, the less rigid must their control become. My opinion, based on very considerable experience, is that under present conditions any reduction in the number of Superintending Engineers would be uneconomical. I have suggested the possibility of a reduction of one Superintending Engineer in 1939, but with the qualification that the general standard of our establishment shows no deterioration. I am not at all confident that this will be the position, but I do consider that if Government take steps to obtain the best material available in the open market for its establishment, then the reduction of one Superintending Engineer could probably be carried out without reducing efficiency below its present level.

37. A point which has not been stressed by my colleagues is that as a result of the energetic working of the P. W. D. establishment, the working expenses of irrigation have been reduced from a peak figure of 92 lakhs in 1933-34 to an anticipated expenditure this year of 78 lakhs. This is no mean an achievement. As regime conditions are more nearly approached further reduction in expenditure will be possible and the machine kept at a reasonable pitch of efficiency.

38. One division which has been picked out for abolition is the Mechanical Division. Now this Division pays for itself by work being done at more economical rates than would be obtainable in the open market. The only expenditure in connection with the division not directly charged to work is the salary of the officer in charge and of some office establishment. The expenditure is offset to a certain extent by the economy resulting from work carried out, but in addition the officer is responsible for the proper maintenance of the working machinery on the canals and roads in Sind which is a heavy responsibility. My colleagues suggest that he should be replaced by someone on a scale of pay of Rs. 300 to Rs. 600 a month who should work under the Executive Engineer, Barrage Division. The Executive Engineer, Barrage Division, is already extremely heavily worked and it would be unreasonable to ask him to shoulder this extra responsibility. I would be only too pleased, if it were possible, to cheapen the running of the mechanical side of the Public Works Department activities, but I am quite convinced that the proposal of my colleagues would result in substantial loss to Government.

39. In paragraph 65 it is stated that the Punjab Province and its people are comparatively very rich and it serves as a model of irrigation schemes and is able to manage its cultivation with an expense of Rs. 1.75 per acre. Now we are approaching this figure and as far as can be foreseen at present, we are likely to attain this figure in the near future.

40. Why is the Punjab a rich Province? As far as I am aware, my colleagues have made no investigation on this point, but it is perfectly well known that the Punjab land owner is much more heavily taxed than his confrere in Sind and that if Punjab rates of assessment were imposed in Sind there would be a great deal more money available than is at present the case. In addition, judging from such experience as I have of Punjabi zamindars, they make much more efficient use of water than does the Sindhi zamindar, and if the Sindhi zamindars were equally efficient then the area of cultivation would increase substantially without any increase in working expenses and the working rate per acre for Sind would be less than it is in the Punjab. I would suggest therefore that if Government desire to take the Punjab as the standard for one item in connection with the economy of irrigation, they should apply the same standard to other items.

41. In paragraph 74 my colleagues have dealt with one important recommendation for reorganization and have not accepted it, namely, that the Sind Government should work towards the Punjab system of, to a large extent, combining the work of Abdars and

Tapedars. On these lines there is very considerable scope for decrease in expenditure and increase in revenue. A modified experiment was carried out some years ago and, despite what has been written, was a complete success as far as the objects in view were concerned. The present system is, to my mind, an inefficient use of material and waste of public funds.

42. My colleagues suggest that the grant for maintenance and repairs of canals should be reduced by 14 lakhs. The total assumed by them as being spent during the current year is 39 lakhs. Actually the expenditure will be less.

43. On the basis of the last three years' actual expenditure on Maintenance and Repairs this expenditure may be expected to comprise—

- (a) a compulsory charge of 1·8 lakhs for maintaining of Telegraphs and Telephones ;
- (b) 3·2 lakhs in silt clearance ;
- (c) repairs to masonry works 3·2 lakhs ; and
- (d) repairs to buildings 1·4 lakhs.

The expenditure on these items is practically unavoidable and the total 9·6 lakhs.

44. Our workcharged establishment includes regulator establishment, mucadams, beldars and other miscellaneous establishment. On the basis of past actually they would be expected to cost 12·2 lakhs. To anyone with experience of running irrigation it is obvious that in addition an allowance has to be made for repairs to banks, repairing outlets, maintaining plantations and other miscellaneous items. If the cut proposed by my colleagues be made immediately, we cannot run our canal systems. This is not reorganization, nor is it retrenchment. It is indefensible gambling with the one asset which Sind possesses.

45. It can be demonstrated that the energies of the whole Public Works Department machine are directed towards the fulfilling its functions at the minimum cost possible. This cost is a falling one and the economy and the savings produced already are likely to increase during the next few years.

46. *CHAPTER X.—Revenue Officer, Lloyd Barrage Scheme.*—I am strongly convinced as a result of experience that the maintenance of a Revenue Officer with an efficient establishment is the only means of ensuring that Government obtain a reasonable price for the property they have to dispose of. It may

be that minor economies are possible in the working of this office but I am not prepared to offer my opinion on this point unless it were my duty to examine meticulously the working of the Revenue Officer and his staff.

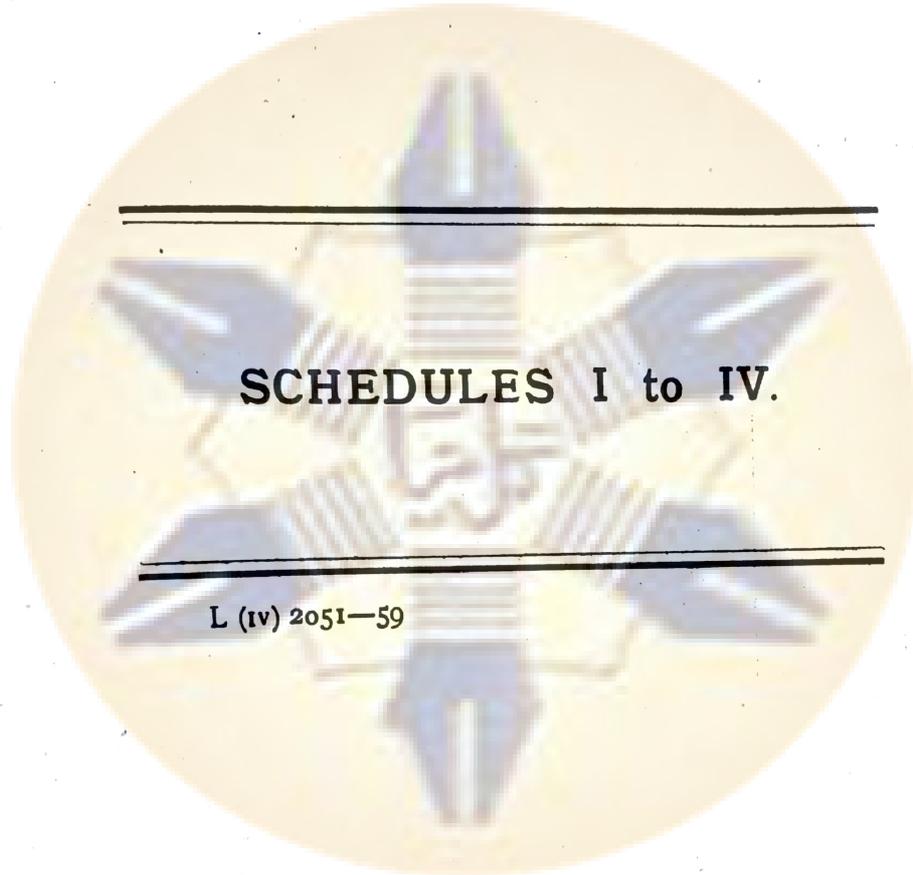
47. *CHAPTER XIV.—Prisons Department.*—In paragraph 110 my colleagues seem to have been misinformed as to the position. The new jail being constructed at Sukkur is replacing one which had to be demolished at Shikarpur and will not cost Sind anything like 13 lakhs.

48. As regards the question of allowances, as pointed out by two of my colleagues in their minutes of dissent there are inconsistencies in the recommendations of the majority of the Committee. It would seem pointless for me to remark on these, as they will be more efficiently dealt with by the various Departments concerned when an opportunity is given to them to discuss these proposals in detail.

2nd February 1938.

A. GORDON.

Gul Hayat Institute



SCHEDULES I to IV.

L (iv) 2051—59

Gul Hayat Institute

SCHEDULE I.
CONTAINING RECOMMENDATIONS ABOUT CONVEYANCE ALLOWANCES REFERRED TO
IN CHAPTER IV, PARAGRAPH 19.

Designation.	Existing amount of conveyance allowance.	Recommendations and Remarks.
LAND REVENUE AND GENERAL ADMINISTRATION.		
1. Personal Assistant to the Collector of Karachi.	Rs. 75	... To be discontinued. His ordinary duties at Karachi do not require travelling, much less extensive or extraordinary amount of travelling.
2. City Deputy Collector, Karachi	Rs. 100	.. Reduced to a light car allowance of Rs. 50.
3. Head Munshi to the Huzur Mukhtiarkar of Karachi for assisting the latter in Electricity Duty work.	Rs. 15	... To be discontinued. No extensive or extraordinary travelling is regularly required. He may charge hire of conveyance when extraordinary amount of travelling is called for.
4. Huzur Mukhtiarkar, Hyderabad, for performing City Survey and Electricity Duty work.	Rs. 30	... Do. do. do.
5. Clerk of Huzur Mukhtiarkar, Hyderabad, for Electricity Duty work.	Rs. 7	... Do. do. do.
6. City Surveyor, Larkana	Rs. 3	... Retained for maintenance of a pedal cycle.

7.	Treasury Clerk, Larkana, for ascertaining price statistics.	Rs. 4	...	To be reduced to Rs. 3 for maintenance of a pedal cycle.
8.	Naiks of Mukhtiarkars and peons of Mahalkari of Ketibandar and Kohistan.	Rs. 10	...	To be continued as pony allowance and to be treated as P. T. A.
9.	Clerks of Land Revenue Establishment at Sukkur, Larkana, Hyderabad and Jacobabad for ascertaining price statistics.	Rs. 4	...	To be reduced to Rs. 3 for maintenance of a pedal cycle.
10.	Huzur Mukhtiarkars of Sukkur and Larkana for City Survey work.	Rs. 10	...	Same as item No. 4.
11.	Head City Surveyor, Karachi	Rs. 25	...	To be continued provided a motor cycle is maintained.
12.	Head Record Keeper who is incharge of Tapedars' Training School while it is closed.	Rs. 10	..	To be discontinued. No extensive travelling is called for. May charge hire of conveyance when visiting Tapedars' Training School for watch and ward purposes.
13.	Tapedars in Karachi City	Rs. 25	...	To be reduced to Rs. 5 for tram hire.
14.	One Tapedar in Karachi City for collecting price statistics.	Rs. 9	...	To be reduced to Rs. 3 for maintenance of a pedal cycle.
15.	City Surveyor, Mirpurkhas	Rs. 5	...	To be reduced to Rs. 3 for maintenance of a pedal cycle.
16.	Tapedars and Supervising Tapedars in Sind.	Rs. 15 or Rs. 16	...	To be continued as at present for maintenance of a pony. To be treated as P. T. A.
17.	All Kotars in Sind	Rs. 10	...	Do. do. do.

SCHEDULE I—contd.

Designation.	Existing amount of conveyance allowance.	Recommendations and Remarks.
LAND REVENUE AND GENERAL ADMINISTRATION—contd.		
18. Four Mounted Peons of Four Desert Talukas.	Rs. 5	... To be continued for hire or upkeep of a camel.
19. Consulting Surveyor to Government	... Rs. 50	... To be continued for maintenance of a light car.
20. Huzur Mukhtiarkar, Karachi	... Rs. 3 per day limited to Rs. 45 per mensem.	To be abolished. The Electricity Duty work for which this allowance is given does not necessitate regular travelling nor extraordinary amount of it. He draws a special pay of Rs. 30 per mensem which is being retained by the Committee for this additional work. That should cover expense of incidental travelling.
21. Three Surveyors } Three Kotars } of the City Deputy Three Khalasis } Collector's Office.	Rs. 3 cycle allowance.	To be continued.
PUBLIC WORKS DEPARTMENT.		
1. Superintendent, P. W. D. Stores and Workshop, Karachi Buildings Division.	Rs. 35	... To be discontinued. No extraordinary travelling is involved. May charge hire of conveyance when required to do extraordinary travelling.
2. Executive Engineer, Karachi Buildings Division.	Rs. 140	... To be reduced to Rs. 100 which will represent heavy car allowance.

3. Executive Engineer, Mechanical Division (Headquarters Sukkur).	Rs. 125	...	To be abolished. No extensive or extraordinary amount of travelling is regularly required at headquarters.
4. Assistant Executive Engineer, Mechanical Division (Headquarters Sukkur).	Rs. 125	...	Do. do. do.
5. (i) Assistant Executive Engineer at Karachi.	Rs. 50	...	To be continued for maintenance of light car.
(ii) Assistant Engineers or Upper Subordinate in-charge of Karachi Buildings Sub-Division.			
6. (i) Subordinates of the River Survey Party.	Rs. 15	...	To be continued provided a pony is maintained. To be treated as P. T. A.
(ii) Abdars and Daroghas ...			
7. Electrical Advisor to Government and Electrical Inspector in Sind.	Rs. 100	...	To be reduced to Rs. 50 for maintenance of a light car.
8. Subordinates (Supervisors, Overseers and Mechanic) in Begari Canals Division.	Rs. 35	for motor cycle.	To be reduced to Rs. 25 for maintenance of a motor cycle and to Rs. 20 for maintenance of a horse or camel.
9. Assistant Electrical Advisor to Government and Assistant Electrical Inspector in Sind.	Rs. 60	Rs. 22-8-0 for horse or camel.	To be reduced to Rs. 50 for maintenance of a light car.
10. Temporary Upper Subordinate, Electrical Division, Karachi (Sectional Officer).	Rs. 35	...	To be reduced to Rs. 25 for maintenance of a motor cycle.

SCHEDULE I—contd.

Designation.	Existing amount of conveyance allowance.	Recommendations and Remarks.
PUBLIC WORKS DEPARTMENT—concl'd.		
11. Temporary Upper Subordinates, Electrical Division, at Hyderabad and Sukkur.	Rs. 35	... To be reduced to Rs. 25 for maintenance of a motor cycle.
12. Overseers (P. W.D.) in charge of Sections.	Rs. 22-8-0	... To be reduced to Rs. 20 for maintenance of a horse or camel.
13. (i) Store-Keepers	... } Rs. 3	... May be continued for maintenance of a pedal cycle.
(ii) Mechanical Supervisors	... }	... To be discontinued. Extraordinary travelling is not involved.
14. S. M. S. Officer in charge of Barrage Dispensary.	Rs. 3	... To be discontinued. Extraordinary travelling is not involved.
15. Assistant Executive Engineers when in charge of Regulation Sub-Division.	Rs. 50	... To be discontinued. Extraordinary travelling is not involved.
POLICE DEPARTMENT.		
1. Superintendent of Police, Karachi City and Tatta District.	Rs. 160	... To be reduced to Rs. 100 for maintenance of a heavy car.
2. Superintendent of Sind C. I. D.	... Rs. 100 for car, otherwise Rs. 75.	... To be discontinued. Extraordinary travelling is not involved at headquarters.

3. (a) Assistant Superintendent of Police, Sind C. I. D.	Rs. 100 for car, otherwise Rs. 75.	To be reduced to Rs. 50 for maintenance of a light car.
(b) Assistant Superintendents of Police, Karachi City and Hyderabad.	Rs. 125, for car, otherwise Rs. 75.	To be reduced to Rs. 50 for maintenance of a light car.
(c) Deputy Superintendent of Police, Karachi. Town.	Rs. 125 for car, otherwise Rs. 75.	To be reduced to Rs. 50 for maintenance of a light car.
(d) Deputy Superintendent of Police, Karachi Traffic.	Rs. 125 for car, otherwise Rs. 75.	To be reduced to Rs. 50 for maintenance of a light car.
(e) Deputy Superintendents of Police, Karachi and Hyderabad.	Rs. 100 for car, otherwise Rs. 75.	To be reduced to Rs. 50 for maintenance of a light car.
3-A. Deputy Superintendent of Police, C. I. D.	Rs. 50	May be continued provided a light car is maintained.
4. (a) Inspector, Sind C. I. D. ...	Rs. 25	} May be continued provided a motor cycle is maintained.
(b) Sub-Inspector, Sind C. I. D. ...	Rs. 25	
5. (a) Inspectors of Karachi City and Hyderabad.	Rs. 40	To be reduced to Rs. 25 for maintenance of a motor cycle.
(b) (i) Two Sergeants in charge of Traffic Control at Karachi.	Rs. 40	Do.
(ii) One Sergeant in charge of Traffic Control at Hyderabad.	Rs. 40	Do.
6. One Sergeant on Reporting Staff in Karachi.	Rs. 25	May be continued provided a motor cycle is maintained.

SCHEDULE I—contd.

Designation.	Existing amount of conveyance allowance.	Recommendations and Remarks.
POLICE DEPARTMENT—contd.		
7. Inspectors of Police at Sukkur and Shikarpur.	Rs. 30	... To be reduced to Rs. 25 for maintenance of a motor cycle or tonga.
8. Inspectors of Police in Sind, except Sukkur, Shikarpur, Karachi, Hyderabad and Sind C. I. D.	Rs. 25	... To be discontinued. No extraordinary travelling is required at headquarters.
9. Headquarters Sub-Inspectors—		
(i) Karachi ...	Rs. 20	... Do. do.
(ii) Hyderabad and Sukkur ...	Rs. 15	... Do. do.
10. All Sub-Inspectors of Police	Rs. 15	... To be discontinued in the cases of City and Town Sub-Inspectors. Their duties do not involve extraordinary travelling in their beats within the City and Town limits. The allowance in the case of Taluka Sub-Inspectors to be raised to Rs. 20 for maintenance of a horse.
11. Police Prosecutors below efficiency bar ...	Rs. 15	... To be discontinued as no extraordinary travelling is involved.

12.	Head Constables incharge of Police Stations.	Police	Rs. 15	...	To be discontinued in the case of Head Constables who may be incharge of Stations in any City or Town area. All Head Constables incharge of Stations in the mofussil be allowed to retain the allowance for maintenance of a pony.
13.	Rissaldar, Special Force, Jacobabad	...	Rs. 25	...	To be retained as a special case as he is required to maintain a good horse in excellent condition.
14.	<i>Mounted Police</i> —				
	Horse Police, Karachi City	...	Rs. 25	...	} To be continued.
	Other Headquarters and Police Stations.	Rs. 22-8-0	...	...
	Camel Police ...	...	Rs. 12	...	
					PRISONS DEPARTMENT.
1.	Superintendent of District Prison, Sukkur.	Rs. 60	...	...	To be reduced to Rs. 50 for maintenance of a light car.
2.	Superintendent of Sind Convict Gang Prison and Medical Officer, Hyderabad Prison.	Rs 35	...	...	} To be combined into an allowance of Rs. 50 provided a light car is maintained.
		Rs. 15	...	...
3.	Senior and Junior Jailors, Sind Convict Gang Prison	Rs. 25	...	...	To be reduced to Rs. 20 for maintenance of a horse or camel.
					MEDICAL DEPARTMENT.
1.	S. M. S. Officer Karachi Hospital for attending Government House Staff.	Rs. 20	...	...	May be continued in view of the fact that the present incumbent maintains a car.

SCHEDULE I—contd.

Designation.	Existing amount of conveyance allowance.	Recommendations and Remarks.
SALT AND EXCISE DEPARTMENT.		
1. Inspector, Hemp Drugs Warehouse, Bubak.	Rs. 15	... May be retained provided a horse or camel is maintained.
2. Superintendent of Salt Revenue for Sind.	Rs. 60	... To be reduced to Rs. 50 for maintenance of a light car.
3. Two Assistant Inspectors—Executive Cadre for Karachi Town and two Assistant Inspectors at Vend Fee Office, Karachi.	Rs. 15	... To be reduced to Rs. 3 for maintenance of a pedal cycle.
4. One Assistant Inspector, Maurypur Salt Works.	Rs. 4-8-0	... Do. do. do.
5. Inspector incharge, Maurypur Salt Works.	Rs. 40	... To be reduced to Rs. 25 for maintenance of a motor cycle.
6. Inspector of Dilyar Salt Works	Rs. 30	... To be reduced to Rs. 20 for maintenance of a camel.
7. Abkari Inspector, Karachi	Rs. 60	... To be reduced to Rs. 50 for maintenance of a light car.
8. Two Abkari Inspectors, Sukkur and Hyderabad.	Rs. 40	... To be reduced to Rs. 25 for maintenance of a motor cycle or tonga.
9. Other Excise Inspectors and Assistant Inspectors	Rs. 15	... May be continued for maintenance of a pony or camel.

10. Mounted Jamadars, Dafedars, and Sowars, ... Rs. 15 ... May be continued provided a pony or camel is maintained. To be treated as P. T. A.
of Salt and Excise Department.

PORT HEALTH DEPARTMENT.

- 1. Port Health Officer, Karachi ... Rs. 100 ... To be reduced to Rs. 50 for maintenance of a light car.
- 2. Assistant Port Health Officer, Karachi ... Rs. 43-12-0 ... To be reduced to Rs. 25 for maintenance of a motor cycle.
- 3. Nurse at the Public Health Camp ... Rs. 45 ... May be raised to Rs. 50 provided a light car is maintained.
- 4. Clerk in the office of the Port Health and Special First Class Magistrate, Keamari. ... Rs. 10 ... To be discontinued. It is his ordinary duty to reach his office. May live at Keamari where tenements are now available.
- 5. Senior Clerk to Port Health Officer ... Rs. 13-2-0 ... To be discontinued. See above.
- 6. Second Clerk to Port Health Officer ... Rs. 10 ... Do. do.
- 7. S. M. S. Officer Port Health, Karachi ... Rs. 13-2-0 ... Do. do.

HEALTH DEPARTMENT.

- 1. (i) Chemical Assistant at Chemical Laboratory, Karachi. ... Rs. 10 ... To be discontinued. The Laboratory is located in the Revenue Buildings. It is their ordinary duty to reach office.
- (ii) Clerk at Chemical Laboratory, Karachi. ...
- (iii) Laboratory Assistant ...

SCHEDULE I—contd.

Designation.	Existing amount of conveyance allowance.	Recommendations and Remarks.
HEALTH DEPARTMENT—concl'd.		
2. Vaccinators and Candidate Vaccinators ...	Rs. 15	... May be continued, provided a pony is maintained. To be treated as P. T. A.
3. Public Vaccinators at Hyderabad and Larkana.	Rs. 3	... To be continued for maintenance of a pedal cycle.
INDUSTRIES DEPARTMENT.		
1. Inspectors of Weights and Measures ...	Rs. 20	... To be reduced to a pedal cycle allowance of Rs. 3.
2. Manual Assistants of Weights and Measures.	Rs. 3	... To be continued for maintenance of a pedal cycle.
VETERINARY DEPARTMENT.		
1. Director of Veterinary Services, for journeys in connection with importation of Live-Stock at Keamari.	Rs. 25	... To be discontinued. Regular travelling is not involved. May charge hire of conveyance when the occasion arises.
JUDICIAL DEPARTMENT.		
1. City Magistrate, Karachi ...	Rs. 75	... To be discontinued. No extraordinary or extensive travelling is regularly involved. May charge hire of conveyance when extraordinary travelling is called for.

2. City Magistrate, Hyderabad ...	...	Rs. 35	...	Do.	do.
3. Clerk of the Special First Class Magistrate at Karachi.	...	Rs. 10	...	To be reduced to Rs. 5 for tram hire. This amount is sufficient for the travelling involved.	
EDUCATIONAL DEPARTMENT.					
1. Inspectress of Girls' Schools, Sind	...	Rs. 50	...	To be discontinued. No extraordinary travelling is involved at Headquarters. May charge conveyance hire when necessary for special visits to schools at Karachi.	
2. Senior Assistant Deputy Educational Inspector, Karachi.	}	}	Rs. 70 per annum	To be continued.	The arrangement appears economical.
Gujrati Assistant Deputy Educational Inspector, Karachi.					
MISCELLANEOUS DEPARTMENTS.					
1. Chief Inspector of Factories and Steam Boilers and Smoke Nuisances, Karachi.	...	Rs. 140 for car or Rs. 75 for motor cycle or carriage.	...	To be reduced to Rs. 50 for maintenance of a light car.	
2. Assistant Inspector of Factories and Steam Boilers and Smoke Nuisances, Karachi	...	Rs. 75 for motor cycle.	...	To be reduced to Rs. 25 for maintenance of a motor cycle.	
3. Protector of Pilgrims	...	Rs. 75	...	To be reduced to Rs. 25 for maintenance of a motor cycle.	

SCHEDULE II.
Showing details of touring of the gazetted officers in receipt of Permanent Travelling Allowance referred to in Chapter V, paragraph 22.

Department.	Designation of Officer.	Amount of P. T. A.	Prescribed touring period, if any.	Actual number of nights spent on tour out of Headquarters.			Daily charge worked out from the actual touring (columns 5, 6 and 7) in relation to the amount of P.T.A.	Remarks of the touring officers concerned.
				1935.	1936.	1937. 8 months.		
1	2	3	4	5	6	7	8	9
Revenue Department.	Revenue Commissioner.	Rs. 210	Days. ...	Days. 97	Days. 86	Days. 46	Rs. 29 0 0	
	Collectors.							
	Dadu ...	160	125	97	99	86	18 0 0	
	Larkana ...	160	...	123	94	57	18 8 0	
	Nawabshah ...	160	...	153	121	79	14 8 0	
	Thar Parkar ...	185	...	136	134	89	86 100 0	
	Karachi* ...	190	...	62	72	27	3 0 0	
Sukkur ...	...	160	...	135	94	54	18 0 0	

*The touring is subject to exigencies of administration e.g., elections, obligatory ceremonials, magisterial requirements. The control of a big city necessitates frequent return to Karachi and the touring has to be cut short leading to much personal inconvenience and expense.

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Deputy Commissioner, Upper Sind Frontier.	160	125	*109	179	92	18 0 0	*Less touring in 1935 due to— (1) Visit of His Excellency the Governor. (2) Changes in Deputy Commissioners. (3) Messrs, Lambrick and Drewe not having toured enough. †Less touring in 1936 due to— (i) Mr. Lambrick not having toured as he had to proceed on leave. (ii) Mr. Sharples not having toured on account of illness.
<i>Assistant Collectors.</i>							
Hala ...	160	210	151	123	129	12 8 0	†Assistant Collector was engaged with the Quetta Earthquake work at Karachi in 1935.
Shahbandar	160	...	†117	\$158	111	13 0 0	§Touring curtailed in 1936 by reason of attendance at District Local Board meetings. Travelling from and to Sub-Division is very costly.
Tando ...	160	...	54 in last 5 months	170	115	11 0 0	

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SCHEDULE II—contd.

Department.	Designation of Officer.	Amount of P. T. A.	Prescribed touring period, if any.	Actual number of nights spent on tour out of Headquarters.			Daily charge worked out from the actual touring (columns 5, 6 and 7) in relation to the amount of P.T.A.	Remarks of the touring officers concerned.
				1935.	1936.	1937. 8 months.		
1	2	3	4	5	6	7	8	9
		Rs.	Days.	Days.	Days.	Days.	Rs. a. p.	
Revenue Department-- contd.	<i>Deputy Collectors.</i>							
	
	Nawabshah	115	210	147	175	108	8 8 0	
	Mirpurkhas	115	...	176	192	111	7 8 0	
	Kandhkot	115	...	148	164	99	9 0 0	
	Desert	115	...	141	109	113	10 0 0	
	Rohri	115	...	169	162	132	8 0 0	
	Nara Valley	115	...	155	173	125	8 0 0	
	Tatta	115	...	146	152	109	9 0 0	
	Kambar	115	...	150	186	111	8 0 0	
	Larkana	115	...	167	159	91	9 0 0	
	Dadu	115	...	166	126	101	9 0 0	
	Sehwan	115	...	185	155	108	8 0 0	
	Shikarpur	115	...	154	155	118	8 0 0	
Incumbered Estates.	Manager...	190	180	211	144	73	13 0 0	

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		<i>Deputy Managers.</i>						
	Central Division	75	180	92	105	59	9	0
	Southern Division	75	...	115	151	88	7	0
	Northern Division	75	...	138	120	87	7	0
Survey and Land Records.	Superintendent	130	180	131	157	99	11	0
Salt and Excise.	Superintendent — Non-I.C.S.	130	Not prescribed.	70	62	49	23	0
	I.C.S. (Took over from 1st April 1937).	190	...	...	...	...	...	0
	Deputy Superintendent, Upper Sind (Headquarters, Sukkur).	80	Do. ...	160	198	123	5	8
	Deputy Superintendent, Lower Sind (Headquarters, Hyderabad).	80	Do. ...	132	143	101	6	8
Forest Department.	Conservator	190	Do. ...	128	154	111	15	8
	Deputy Conservator (D. F. O.), I. F. S., Karachi.	160	180 (besides abkalani).	183	202	145	9	8

Three changes of Conservator in the year 1935.

Had to return to Karachi often in the years 1935 and 1936 to watch an important Forest case.

SCHEDULE II.—contd.

Department.	Designation of Officer.	Amount of P. T. A.	Prescribed touring period, if any.	Actual number of nights spent on tour out of Headquarters.			Daily charge worked out from the actual touring (columns 5, 6 and 7) in relation to the amount of P.T.A.	Remarks of the touring officers concerned.
				1935.	1936.	1937. 8 months.		
1	2	3	4	5	6	7	8	9
Forest Department—contd.	<i>Forest Officers—</i>							
	Larkana	115	180	140	221	120	7 8 0	
	Working Plans	115	210 (besides abkalani).	185	173	99	8 0 0	
	Shikarpur	115	180 (besides abkala-ni.)	115	121	87	15 8 0	Has to return to headquarters often. One whole range can be inspected from headquarters at Sukkur.
	Sukkur	115	Do. ...	175	193	155	7 0 0	Sub-Divisional Forest Officer reported that on account of constant shifts he has no record of movements in different divisions.
	Sub-Divisional Forest Officer.	75	Do. ...		Not furnished.		...	

Revenue Officer ...	190	Not prescribed.	174	174	84	14 0 0	
Revenue Assistant Officer.	160	Do. ...	15	*83	89	13 8 0	*Post vacant for 6½ months in 1936.
Inspecting Deputy Collector.	130	Do. ...	†147	210	111	7 8 0	† Remained on leave for 4 months in 1935.
Chitnis to Revenue Officer. Appointment sanctioned from 3rd July 1935.	75	Do. ...	89	127	†	11 0 0	† Called away for urgent work in office after Christmas holidays. Being ill, did not tour in hot weather.
<i>Barrage Mukhtiar-kars.—</i>							
Naushahro ...	75	Not prescribed.	82	123	54	9 8 0	
Thar Parkar ...	...	Do.	85	54	47	13 0 0	
Shahdadpur ...	...	Do.	118	89	1	11 8 0	
Dadu ...	...	Nights spent out.	50	46	52	...	
		Day journeys ...	34	26	24	...	
Hyderabad	...	Nights.	84	72	76	10 8 0	
		Days ...	79	74	60	...	
			10	6	7	...	
Larkana	...		89	80	67	10 0 0	
			12	34	53	25 0 0	He says he goes out in the morning and returns in the evening.

SCHEDULE II.—contd.

Department.	Designation of Officer.	Amount of P. T. A.	Prescribed touring period, if any.	Actual number of nights spent on tour out of Headquarters.			Daily charge worked out from the actual touring (columns 5, 6 and 7) in relation to the amount of P.T.A.	Remarks of the touring officers concerned.	
				1935.	1936.	1937. 8 months.			
		3	4	5	6	7	8	9	
		Rs.	Days.	Days.	Days.	Days.	Rs. a. p.		
Public Works Department.	Chief Engineer ...	190	Not prescribed.	120	119	92	18 0 0		
	Superintending Engineers—	190	Do.						
	Southern Sind Circle	...	...	150	147	110	15 0 0	
	Eastern Sind Circle	...	...	167	149	91	15 0 0	
	Rohri Canal Circle	...	...	153	167	139	13 0 0	
	Northern Sind Circle	...	...	149*	215	153	12 0 0	
	Western Sind Circle	...	...	167	150	98	14 8 0	
	Executive Engineer, Development and Research Division.	...	175	Not prescribed.	115	132	16 8 0		

*Less in 1935 due to change in personnel.
No regular tour programme is possible. It is necessary to break tour and return to Karachi frequently for Indus River Commission and Research work.

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Executive Engineers—	150	150	Not available	136 in 20 months 147*	182	9 0 0	0 0 0
Hyderabad	166	147*	182	9	0 0 0
Karachi Canals	123	176	116	11	0 0 0
North-Western	159	203	118	11	8 0 0
Hala	92	189	120	10	0 0 0
Fuleli	199	231	159	10	8 0 0
Begari	152	164	163	8	0 0 0
Khirthar	112	180	93	11	8 0 0
Shikarpur	160	200	129	11	8 0 0
Nasir	133	193	127	10	0 0 0
Warah	143	182	114	10	8 0 0
Mithrao	107	174	128	10	8 0 0
Nasrat	103	137	106	12	8 0 0
Rice	1st Oct	104	14	0 0 0
Southern Dadu Division (in which the Manchar Division is incorporated from 1st October 1936).	200 (Extra. Rs. 50 on account of larger jurisdiction).	...	...	1936 to 30th Sept. 1937. Out and back journeys.	138	...	...
Northern Dadu	150	...	143	155	175	14	8 0 0
					153	12	8 0 0

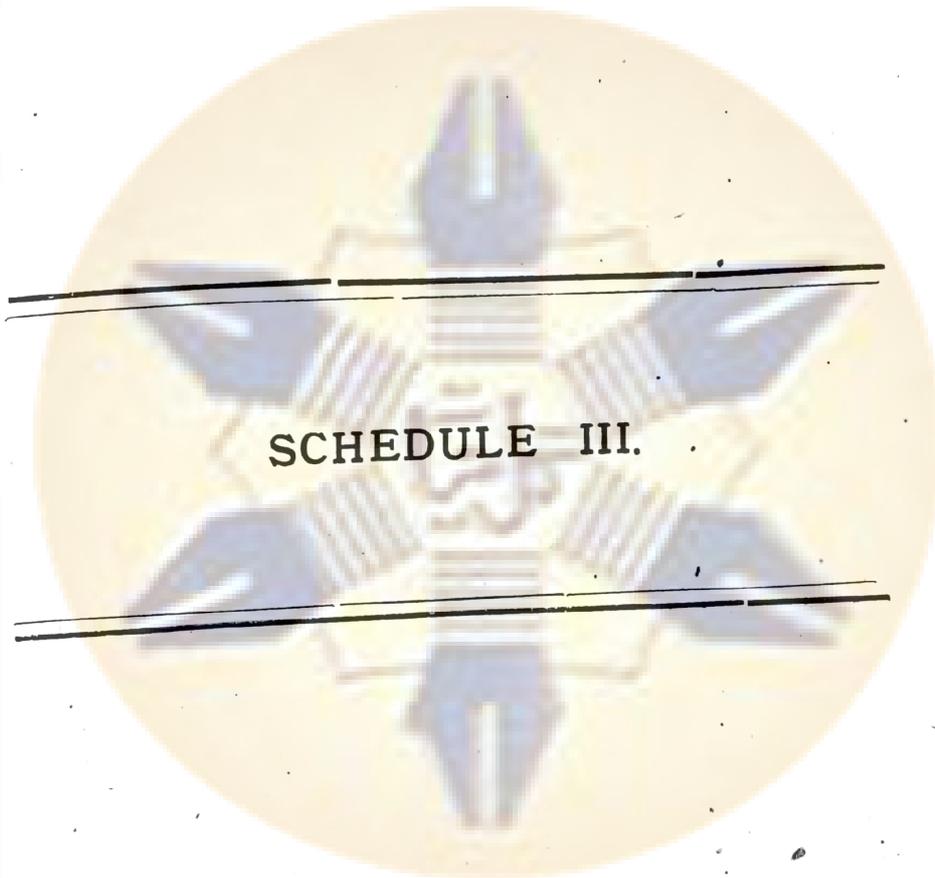
* Called for urgent work at Karachi in 1936.

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SCHEDULE II.—*concl'd.*

Department.	Designation of Officer.	Amount of P. T. A.	Prescribed touring period, if any.	Actual number of nights spent on tour out of Headquarters.			Daily charge worked out from the actual touring (columns 5, 6 and 7) in relation to the amount of P.T.A.	Remarks of the touring officers concerned.		
				1935.	1936.	1937, 8 months.				
1	2	3	4	5	6	7	8	9		
Public Works Department — <i>concl'd.</i>	<i>Assistant Engineers—</i>									
	Kambar	75	210	114	161	117	6	0	0	
	Tando Bago	...	...	195	143	167	4	8	0
	Matli ...	...	...	252	292	173	3	8	0
	Daur ...	...	...	128	182	146	5	8	0
	Shahdakkot	...	...	130	173	156	5	0	0
	Thar ...	...	...	247	139	147	4	8	0
	Dokri ...	...	...	134	167	56	7	0	0
	Besides almost daily forward and backward journeys with out spending night outside.				
	Nara ...	...	...	44	100	73	11	0	0
	Tando Mahammadkhan.	200	202	174	4	0	0	
	Dadu	132	176	144	5	8	0	
	Khirthar	141	222	145	4	8	0	

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SCHEDULE III.
CONTAINING RECOMMENDATIONS ABOUT PERMANENT TRAVELLING ALLOWANCES
REFERRED TO IN CHAPTER V, PARAGRAPH 27.

Designation.	Existing amount of P. T. A.	Recommendations and Remarks.
Revenue Commissioner for Sind ...	Rs. 210 ...	P. T. A. to be discontinued as it is no longer necessary for the Revenue Commissioner to tour extensively in the Province. In the last two years he has toured in the neighbourhood of 3 months in a year and only 47 days in the first 8 months of 1937. Being Revenue Secretary to Government also, his presence will now be, more often than before, required at Karachi.
Collectors, except of Thar Parkar and Karachi, but including Deputy Commissioner, Upper Sind Frontier.	Rs. 160 ...	P. T. A. to be discontinued as extensive tour may no longer be required. The existing prescribed period of 125 days appears excessive. Mr. Gibson has expressed in the Rasai Committee that a 90-days tour in a year is sufficient for a District Collector. For the expenses involved in touring, it is sufficient if a consolidated allowance of Rs. 10 per day is sanctioned for the period of touring as restricted above; the total grant for a Collector's travelling allowance in a year should not exceed Rs. 900. No railway fares or exchange of this allowance for any other sort of travelling allowance should be permitted.

Collector of Thar Parkar

Rs. 185

P. T. A. to be discontinued for the same reasons as above. The touring period may be fixed at 100 days in a year. Calculating at the consolidated rate of Rs. 10 per day the aggregate grant should not exceed Rs. 1,000 in a year. No railway fares or exchange of this allowance for any other sort of travelling allowance should be permitted.

Collector of Karachi...

Rs. 190

The Collector of Karachi has toured the least. He rightly says that on account of exigencies of administration and various duties at Karachi his touring has to be cut short. In view however of the Collector of Karachi having to move rapidly in the district and in the City, P. T. A. of Rs. 75 per mensem may be sanctioned in his case. No railway fare or exchange of P. T. A. should be permitted.

Assistant Collectors ...

Rs. 160

The present prescribed period of touring of 7 months for these officers is excessive. Mr. Gibson had expressed in the Rasai Committee that this admitted of reduction. The Committee felt that 4 months for an Assistant/Deputy Collector in charge of 3 talukas and 5 months for an Assistant/Deputy Collector in charge of 4 talukas was ample. In view of the shorter period of touring hereby recommended it is not necessary to grant P. T. A. A consolidated daily allowance of Rs. 5 should be sufficient. No railway fare or exchange of this allowance should be permitted. The Committee see no reason to distinguish between the daily rates of an Assistant and Deputy Collector.

Deputy Collectors ...

Rs. 115

Deputy Collector, Desert Taluka...

Rs. 150

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SCHEDULE III.—*contd.*

Designation.	Existing amount of P. T. A.	Recommendations and Remarks.
Criminal Tribes Settlement Officer	Rs. 76-11-0 raised to Rs. 120.	P. T. A. to be discontinued. He should be brought under ordinary T. A. Rules and the visit to Settlements outside Sukkur should be restricted to most essential limits by executive orders. As to inspection of the Settlement at Sukkur which is his headquarters it should be regarded as his ordinary and elementary duty for the performance of which his pay includes the cost of upkeep of the necessary means of conveyance in accordance with the note under Bombay Civil Services Rule 387.
Manager, Incumbered Estates	Rs. 190	P. T. A. to be abolished. The period of touring should be fixed at 180 days in a year. A consolidated rate of Rs. 6 should be allowed for each day of touring irrespective of length of road journeys, except in the case of railway journey, when 1½ times railway fare of his rank for the day or days of such journey should be permissible.
Deputy Managers	Rs. 75	P. T. A. should be abolished; touring period be restricted to 150 days in a year and a consolidated allowance of Rs. 2-8-0, be fixed for each day irrespective of length of road journeys, except in the case of railway journey, when 1½ times 2nd class railway fare for the day or days of such journey should be permissible.

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Superintendent of Land Records	...	Rs. 130	...	P. T. A. should be abolished; touring period be restricted to 150 days in a year and consolidated allowance of Rs. 5 for each day of touring irrespective of length of road journeys, should be allowed, except in the case of railway journey when 1½ times 2nd class railway fare for the day or days of the journey shall be permissible.
Superintendent of Salt and Excise	...	Rs. 190	...	Same as the Manager, Incumbered Estates.
Deputy Superintendent of Salt and Excise	...	Rs. 80	...	P. T. A. should be abolished. Touring period be restricted to 150 days in a year and he should be allowed a consolidated daily allowance of Rs. 3 irrespective of length of road journey, except in the case of railway journeys when 1¼ times 2nd class railway fare for the day or days of such journey shall be permissible.
Conservator of Forests	...	Rs. 190	...	P. T. A. should be abolished. Touring be restricted to 150 days in a year and he should be allowed consolidated daily allowance of Rs. 8 irrespective of length of road journeys, except in the case of railway journeys when 1½ times 1st class railway fare for the day or days of such journey shall be permissible.
Divisional Forest Officer, I. F. S.	...	Rs. 160	...	P. T. A. should be abolished. Touring be restricted to 120 days in a year and he should be allowed consolidated daily allowance of Rs. 6 irrespective of the length of road journey, except in the case of railway journeys when 1¼ times 1st class fare for the day or days of such journey shall be permissible.
Divisional Forest Officer, B. F. S., Class I	...			

SCHEDULE III.—*contd.*

Designation.	Existing amount of P. T. A.	Recommendations and Remarks.
Divisional Forest Officer, B. F. S., Class II, including Working Plans Officer.	Rs. 115	P. T. A. should be abolished. Touring period be restricted to 120 days in a year, and he should be allowed consolidated daily allowance of Rs. 5, except in the case of railway journeys when 1½ 2nd class fare for the day or days of such journeys shall be permissible.
Sub-Divisional Forest Officer	Rs. 75	P. T. A. should be abolished. Touring period be restricted to 90 days and he should be allowed consolidated daily allowance of Rs. 3, except in the case of railway journeys, when 1½ 2nd class fare for the day or days of such journeys shall be permissible.
Revenue Officer, Lloyd Barrage Scheme	Rs. 190	P. T. A. should be abolished. Touring period be restricted to 150 days in a year and he should be allowed consolidated daily allowance of Rs 6 irrespective of length of road journeys, except in the case of railway journeys when 1½ times 1st class fare for the day or days of such journeys shall be permissible.
Assistant Revenue Officer	Rs. 160	P. T. A. should be abolished. Touring period should be restricted to 120 days in a year. Consolidated daily allowance of Rs. 6, except in the case of railway journeys when 1½ times 1st class railway fare for the day or days of such journeys shall be permissible.

<i>Inspecting Deputy Collector</i> ...	...	Rs. 120	...	P. T. A. should be abolished. Touring period be restricted to 120 days in a year. Consolidated daily allowance of Rs. 5, except in case of railway journey when 1½ times 2nd class fare for the day or days of such journeys shall be permissible.
<i>Barrage Mukhtiarkars</i> ...	...	Rs. 75	...	P. T. A. should be abolished. Touring period be restricted to 90 days in a year (they do not tour much). Consolidated daily allowance of Rs. 2-8-0, except in the case of railway journeys when 1½ times 2nd class railway fare for the day or days of such journeys shall be permissible.
<i>Chitnis to the Revenue Officer</i> ...	...	Rs. 75	...	He should and need have no regular touring at all. His duty should primarily be in the office of Revenue Officer.
<i>Chief Engineer</i> ...	...	Rs. 190	...	P. T. A. should be abolished. His touring can no longer be extensive. Being also Secretary, P. W. D., his presence will be more often required at Government headquarters. Touring period be restricted to 90 days in a year. He should be allowed a consolidated daily allowance of Rs. 10 irrespective of the length of road journeys, except in the case of railway journeys when 1½ times first class fare for the day or days of such journeys shall be permissible.
<i>Superintending Engineers</i> ...	...	Rs. 190	...	P. T. A. should be abolished. Touring period be restricted to 120 days in a year. Consolidated daily allowance of Rs. 8, except in the case of railway journeys when 1½ times 1st class fare for the day or days of such journeys shall be permissible.

SCHEDULE III.—*concl'd.*

Designation.	Existing amount of P. T. A.	Recommendations and Remarks.
Special Road Engineer	Rs. 190	Same as the Superintending Engineers but the touring period be restricted to 90 days in a year.
Personal Assistant to Special Road Engineer...	Rs. 100	He need not tour at all.
Executive Engineer, Development and Research Division.	Rs. 175	P. T. A. should be abolished. Touring period be restricted to 90 days in a year. He should be allowed consolidated daily allowance of Rs. 5 irrespective of length of road journeys, except in the case of railway journeys when $1\frac{1}{4}$ times the railway fare of the class of his rank for the day or days of such journeys shall be permissible.
All Executive Engineers including Executive Engineer Southern Dadu Division	Rs. 150 Rs. 175	P. T. A. should be abolished. Touring period be restricted to 150 days in a year. Should be allowed a consolidated daily allowance of Rs. 6 irrespective of the length of road journeys. No railway fare should be admitted to these officers.
All Assistant Engineers and Sub-Divisional Officers.	Rs. 75	P. T. A. to be continued at the existing rate on condition that a motor vehicle is maintained and the touring does not fall short of 210 days in a year, and no exchange of P. T. A. will be permissible under any circumstances.

Assistant Executive Engineer	...	Rs. 130	...	The Committee see no reason to provide for enhanced rates for I. S. E. Officers while they are in charge of a Sub-Division. They should draw P. T. A. at the rate of Rs. 75, recommended for the Assistant Engineers and Sub-Divisional Officers on the same conditions.
Canal Assistants	...	Rs. 25	...	NOTE :—The Public Works Department Officers may, while touring in Nasirabad Tahsil, be entitled to an enhanced rate on the same basis as at present, but an enhanced rate should not be permissible on the score of a more lengthy charge.
Range Forest Officers	...	Rs. 30	...	
Probationers	...	Rs. 25	...	P. T. A. to be continued, but it should be reduced to Rs. 20 for maintenance of a horse or a camel.
Surveyors	...	Rs. 25	...	
Foresters	...	Rs. 15	...	P. T. A. to be continued at the existing rates. No railway fares or exchange should be permitted.
Guards	...	Rs. 15	...	
Surveyors	...	Rs. 30	...	Should be reduced to Rs. 20.
Supervising Tapedars.	of the Revenue Department.	Rs. 30	...	The allowances should be reduced to the scales prevailing in the Revenue Department.
Tapedars	...	Rs. 20	...	
Measurers	...	Rs. 20	...	
Mahalkaris	...	Rs. 30	...	To be continued.

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SCHEDULE IV.
RECOMMENDATIONS ABOUT SPECIAL PAYS.

Designation.	Existing amount of special pay.	Recommendations.
LAND REVENUE AND GENERAL ADMINISTRATION.		
1. Deputy Commissioner, Upper Sind Frontier (I.C.S.).	Rs. 300	It is unanimously agreed that the special pay of this post be abolished. Amenities at Jacobabad have improved and the post is usually held by a Junior Officer with Senior time-scale. The Thomas Committee had also recommended its abolition.
2. Revenue Officer (I.C.S.)	Rs. 300	This is an office of Collector's grade but of utmost financial importance. The work required is of arduous nature and the incumbent has to be very vigilant. A special pay is therefore necessary. It is understood that Government have recommended reduction of Rs. 100 in the present rate of special pay. It should be fixed at Rs. 200 per mensem as recommended by Government (K. B. Khuhro and Mr. Gazdar dissent: they emphasise total abolition of the special pay).
3. Assistant Revenue Officer (I.C.S.)	Rs. 150	To be abolished—carried by the casting vote of the Chairman. Opinion about abolition or retention of special pay for this post is equally divided. Messrs. Jamsheed, Kirpalani and Gordon are for reduction of this special pay to Rs. 100 arguing that this office is of the Assistant Collector's grade but the work involved is more important than that of an Assistant

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Collector's charge. Some special pay is therefore necessary. The present rate may, however, be reduced by Rs. 50. The Chairman, K. B. Khuhro and Mr. Gazdar emphasise abolition of the special pay. They are of the opinion that this office does not require more arduous or responsible work than that of an Assistant Collector.

The work and responsibility of the office is greater than that of a District Deputy Collector in the regular line. Some special pay is required. The present rate to be however reduced to Rs. 50 (Mr. Gazdar dissents. He is for total abolition).

To be abolished. The duties of the Barrage Mukhtiar-kars and Chitnis are neither more arduous nor more strenuous than those of the Mukhtiar-kars in the regular line.

To be continued.

Decided by the casting vote of the Chairman that the Manager, Incumbered Estates, and Court of Wards has to perform duties of more arduous and responsible nature than an Assistant Collector. Special pay should therefore be attached to the post. The present rate of Rs. 200 being, however, excessive, should be reduced to Rs. 150.

To be discontinued. The duties are in no way more onerous or responsible than those of the Taluka Mukhtiar-kars.

Rs. 100

Rs. 50

Rs. 150

Rs. 200

Rs. 50

4. Inspecting Deputy Collector ...

5. Chitnis to the Revenue Officer and Barrage Mukhtiar-kars. (Mukhtiar-kar's cadre.)

6. Registrar of Co-operative Societies ...

7. Manager, Incumbered Estates and Court of Wards. (I.C.S.)

8. Assistant/Deputy Managers. (Mukhtiar-kar's cadre.)

SCHEDULE IV.—contd.

Designation.	Existing amount of special pay.	Recommendations.
9. Superintendent of Survey and Land Records.	Rs. 100	To be withdrawn. The officer is of Deputy Collector's grade. The duties are in no way more onerous or responsible.
10. Entertainment Tax Duty Inspection allowance to— (i) Stamp Depôt Keeper at Hyderabad (ii) Treasury Clerk at Larkana.	Rs. 15 each	To be continued.
11. Six Taluka Clerks of Thar Parkar district as Ghee Tax Recovery Duty allowance— One Pound Munshi at Jhude Four School Masters and Pound Munshi in Thar Parkar.	Rs. 3 each Rs. 5 Rs. 3 each	May be continued at Rs. 3 each. As, however, it is understood that the ghee tax has been abolished, this allowance should cease. Do. Do.
12. (a) Supervising Tapedars and Tapedars... (b) Rangers and Foresters (c) Foresters and Round Guards	Re. 1 Re. 1 to Rs. 2-8 Re./4/- to Rs. 1-4	Granted for purchase of stationery required for Government work. To be continued.
13. City Deputy Collector, Karachi	Rs. 100 for work as Assistant Superintendent of Stamps.	To be withdrawn. The other duties being light, the addition of stamp work is not a heavy burden, which should call for an addition to pay.

14. Four Secretaries to Government ...	Rs. 100 each as Revenue Tribunal allowance.	To be abolished. The additional work involved is very light and the Secretaries already draw high salaries.
15. Revenue Assistant Commissioner ...	Rs. 50 for being Secretary to the Revenue Tribunal.	To be abolished—carried by majority. The Chairman does not agree in the view taken by the Committee. The Revenue Assistant Commissioner having been called upon to undertake additional duties relating to preparation of all appeal papers, he is entitled to receive special pay under the principles accepted by the Committee.
16. Additional City Magistrate, Karachi. (Deputy Collector's cadre.) ...	Rs. 100	To be abolished—carried by majority. The Chairman and Mr. Jamshed dissent. Both regard the work of the Additional City Magistrate as definitely more arduous and strenuous than that of a Deputy Collector in the district. There is special scale of pay for the City Magistrate but not so for the Additional City Magistrate.
17. (i) General Assistant Commissioner ... (ii) Revenue Assistant Commissioner (Deputy Collector's cadre.)	Rs. 100 each	To be continued for more arduous, strenuous and responsible nature of duties. No increase in this rate is however called for.
18. Head Master Tapedars' Training School, Hyderabad. (Mukhtiarkar's cadre.)	Rs. 20 Hostel supervision allowance.	To be continued.
19. One Clerk in each Collector's Office ...	Rs. 30 Shorthand allowance.	To be reduced to Rs. 15. The Honourable the Judicial Commissioner suggested a uniform allowance of Rs. 15 for the District Court Stenographer Clerk. The rate need not be higher in the Collector's Office.

SCHEDULE IV.—*contd.*

Designation.	Existing amount of special pay.	Recommendations.
20. Head Clerk to the City Deputy Collector, Karachi.	Rs. 25 for Entertainment Tax Duty work.	To be continued.
PUBLIC WORKS DEPARTMENT.		
21. Chief Engineer and Secretary to Government, Public Works Department (I.S.E.)	Rs. 200 ...	To be continued.
22. Deputy Secretary (I.S.E.) to Government, Public Works Department.	Rs. 150 ...	To be abolished. The work is not more arduous and responsible than that of an Executive Engineer of a division. (Messrs. Kirpalani and Gordon dissent.)
23. Assistant Engineer (S.S.E.) attached to Public Works Department Secretariat.	Rs. 50 ...	To be abolished. The work is no more arduous and responsible than that of an Assistant Engineer in a Sub-Division
24. Executive Engineer, Karachi Buildings Division (Mr. Green), for working as Consulting Public Health Engineer.	Rs. 250 ...	To be continued.
25. Draftsman in Karachi Buildings Division (for assistance to the Consulting Public Health Engineer).	Rs. 50 ...	To be continued.
26. Head Clerk of the Office of the Executive Engineer, Development and Research Division.	Rs. 40 ...	To be abolished. (Mr. Gordon dissents.)

27. Subordinates (Supervisors and Overseers) in-charge of Sub-Divisions, as Sub-Divisional allowance.	Rs. 50	...	To be continued.
28. Subordinates attached to Divisional or/and Administration offices for Drawing Branch or other duties (including that of the Special Road Engineer).	Rs. 20	...	To be abolished. Bombay Government had also decided that it should be withdrawn.
29. Assistant Engineers attached to Administrative offices, <i>i.e.</i> , Superintending Engineers' including Special Road Engineer's Office, as duty allowance.	Rs. 50	...	Do. do. do.
30. Signallers at Kashmore and Tori as Store allowance.	Rs. 10	...	To be continued.
31. Signallers at Jamrao as extra duty allowance	Rs. 15	...	Do.
32. Two Signallers at Mirpurkhas "	Rs. 10	...	Do.
33. Superintendent of Public Works Department Stores and Work-shop in the Karachi Buildings Division.	Rs. 30	...	Do.
34. Overseers-in-charge of Work-shop attached to the Mathematical and Instrument Depot in Karachi Buildings Division.	Rs. 20	...	Do.
35. Overseer Nai Gaj Section ...	Rs. 30	...	To be retained for having to live in a distant locality.
36. Assistant Engineer, Experimental and Statistics Sub-Division.	Rs. 50	...	To be continued.

SCHEDULE IV.—*contd.*

Designation.	Existing amount of special pay.	Recommendations.
37. Stenographer of Development and Research Division as shorthand allowance.	Rs. 30	To be reduced to Rs. 15 following the Honourable the Judicial Commissioner's suggestion.
38. Subordinate of the Sukkur Gauging Sub-Division working at Chachran (Punjab) as Mithankot allowance.	20 per cent. of pay.	To be continued.
39. Temporary Upper Subordinate (Electrical Karachi Sectional Office) as Personal Pay.	Rs. 3	To be continued until merged in increments.
40. Temporary Upper Subordinates (Electrical) at Sukkur.	Rs. 10	Do.
41. (i) Assistant Engineers and Supervisors Rs. 208—460	} Rs. 10	do.
(ii) Other Supervisors and Overseers Rs. 180—250	} Rs. 60	Baluchistan allowance to be continued for having to live under trying conditions in an undeveloped country.
(iii) Other Overseers, Clerks, Signallers and Daroghas.	Rs. 30 per cent. of their pay.	

POLICE DEPARTMENT.

42.	Superintendent of Police, Sind C. I. D., as duty allowance.	Rs. 150	...	To be continued. (K. B. Khuro and Mr. Gazdar dissent.)
43.	Deputy Superintendent of Police, Sind C. I. D., as duty allowance.	Rs. 75	...	Do. do. do.
44.	Inspector of Police, Sind C. I. D., as duty allowance.	Rs. 50	...	Do. do. do.
45.	Sub-Inspector of Police, Sind C. I. D., as duty allowance.	Rs. 30	...	Do. do. do.
46.	Head Constables, Sind C. I. D., as duty allowance.	Rs. 7	...	Do. do. do.
47.	Superintendent of Police, Sind Railways, as Railway allowance.	Rs. 150	...	To be abolished. The nature of duties is neither more onerous nor more responsible.
48.	Sub-Inspectors of Police, Sind Railways, Detection allowance.	Rs. 20	...	To be abolished. No very hard work is involved.
49.	Constabulary Sind Railways, Detection allowance—	Head Constables	...	To be reduced to a uniform allowance of Rs. 15 following the suggestion of the Honourable the Judicial Commissioner.
		Head Constables	Rs. 5	
		Constable	Rs. 3	
50.	One Clerk (Stenographer, Inspector-General of Police's office) as shorthand allowance for 100 words speed.	Rs. 30	...	
	One Clerk, Superintendent of Police, Karachi, for 60 words speed.	Rs. 15	...	

SCHEDULE IV.—*contd.*

Designation.	Existing amount of special pay.	Recommendations.
51. Head Clerk of the Office of the Inspector-General of Police, as duty allowance.	Rs. 30	To be continued in the case of the present incumbent only. To be disallowed to future incumbents.
52. Senior Mounted Constables as supervision allowance.	Rs. 5	To be abolished.
53. Constable (cleaner allowance)	Rs. 5	To be continued.
54. Head Constable (motor driver) chauffur allowance.	Rs. 15	Do.
55. Manager, Finger Print Bureau	Rs. 30	To be abolished. In view of the special scale for the post, additional special pay is not at all called for.
56. First Expert, Finger Print Bureau	Rs. 15	Do.
57. Second Expert, Finger Print Bureau	Rs. 10	Do.
58. Sub-Inspectors of Police, Sind C.I.D.	Rs. 15—40 (short hand allowance for recording and reporting proceedings of political meetings).	To be abolished as these Sub-Inspectors receive C. I. D. allowance and are intended for such duty (Mr. Jamshed disents).
59. Constabulary: Head Constables and Constables.	Re. 0.8.0 to Rs. 4 literacy allowance.	May be continued to the present recipients. In future only matric failed and above should get this allowance at a uniform rate of Rs. 4.

60. Constabulary : Head Constables Constables	... Rs. 5 } plain clothes Rs. 3 } allowance.	To be reduced to— Head Constables Rs. 3 Constables Rs. 2 The present rates are excessive and provision of plain clothes should not cost so much.
61. Constabulary : Head Constables Constables	... Rs. 3 Rs. 2 Writers allowance.	To be continued.
62. Constabulary : Head Constable Constables	... Rs. 5 or 4 Rs. 3 Pagi allowance.	Do.
63. Chief operator's allowance ...	... Rs. 5 for Finger-print work at district prisons.	Do.
64. European Police Inspectors...	.. Rs. 50 for European cost of living.	To be abolished. The Chairman observes that if Europeans are wanted for these duties, they should be paid extra.
65. Sub-Inspector of Police, C. I. D. (special post).	(special Rs. 22 ...	May be continued so long as this officer does the vernacular shorthand teaching work.
66. Sergeant of Police at Hyderabad	... Rs. 25 for European cost of living.	To be abolished. For the Chairman's view, see his note against item 64.

SCHEDULE IV.—*contd.*

Designation.	Existing amount of special pay.	Recommendations.
MEDICAL DEPARTMENT.		
<i>Civil Hospital, Karachi.</i>		
67. S. M. S., 1st Assistant (Sub-charge allowance.)	Rs. 25	... To be discontinued. The Bombay Government had ordered likewise viewing that the holding of the Sub-charge of a hospital cannot be regarded as outside the normal duties of a Medical Officer.
68. S. M. S. Officer, X-Ray work allowance.	Rs. 15	...
Laboratory	Rs. 15—25	... } To be continued.
69. S. M. S. Officer, Leper Asylum charge	Rs. 10	... Retained.
70. Resident Medical Officer (I. M. D.)	Rs. 60 Staff allowance.	To be discontinued. I. M. D. Officer is in no way essential. He should be taken away and a selected B.M.S. Officer posted.
<i>Civil Hospital, Hyderabad.</i>		
71. Civil Surgeon as Mental Hospital charge allowance.	Rs. 150	... To be discontinued on the appointment of a B.M.S. Officer (Specialist in Mental diseases). In the mean while to be reduced to Rs. 100 as Rs. 150 appears excessive.

72.	Civil Surgeon as Medical School charge allowance.	Rs. 150	...	To be reduced to Rs. 100 as Rs. 150 appears excessive.
73.	S. M. S. Officer, 1st Assistant— (i) Hospital Sub-charge allowance.	Rs. 25	...	To be discontinued. The Bombay Government had ordered likewise.
	(ii) Men's Training College Hostel attendance allowance.	Rs. 10	...	Retained.
74.	S. M. S. Officer, for X-Ray work	Rs. 15	...	To be continued.
75.	Woman Assistant Surgeon— (i) Medical School lecturing allowance	Rs. 50	...	Retained.
	(ii) Medical Women's Training College Hostel attendance.	Rs. 20	...	To be reduced to Rs. 10 to bring in line with the allowance given for the Men's Training College Hostel.
76.	B. M. S. Officer as Hospital Sub-charge allowance.	Rs. 50	...	To be discontinued. The Bombay Government had ordered likewise.
77	Two S. M. S. Officers (as Sub-charge Mental Hospital.)	Rs. 25 each	...	To be discontinued. No work outside the medical line is required. The Chairman dissents. He considers that the S. M. S. Officers attached to the Mental Hospital should get some additional pay as they have no opportunities for private practice and have to attend to insane persons.
78.	Civil Surgeon, Sukkur, as Medical Officer Prison, Sukkur.	Rs. 50 for visiting jail.	Retained.	

SCHEDULE VI.—*contd.*

Designation.	Existing amount of special pay.	Recommendations.
79. S. M. S. Officer, Civil Hospital, Sukkur (as Hospital Sub-charge allowance).	Rs. 25	... To be discontinued. The Bombay Government had ordered likewise.
80. Clerk, Civil Hospital, Sukkur (Clerical allowance for Jacobabad Hospital).	Rs. 15	... To be discontinued. A Clerk had since been employed at Jacobabad; otherwise too the work is not outside the clerical line.
81. S. M. S. Officer, Civil Hospital, Larkana (as Hospital Sub-charge allowance).	Rs. 25	... To be discontinued. The Bombay Government had ordered likewise.
High School Hostel allowance	Rs. 20	... To be reduced to Rs. 10 to be in line with the allowance for the Men's Training College Hostel, Hyderabad.
82. District Medical Officers (as Administrative and Supervision allowance)—		
Mirpurkhas ...	Rs. 50	} To be discontinued. The Bombay Government had ordered likewise holding that supervision of dispensaries is normal duty of a Medical Officer.
Nawabshah ...	Rs. 50	
Dadu ...	Rs. 50	
83. S. M. S. Officer (as Hospital Sub-charge allowance), Mirpurkhas.	Rs. 25	... To be discontinued. The Bombay Government had ordered likewise as the work is not outside normal duties of Medical Officer.
84. S. M. S. Officer, Jacobabad (as Observatory allowance).	Rs. 25	... To be reduced to Rs. 10.

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85.	Port Health Officer (as Pilgrims Inspection and Sanitation allowance).	Rs. 50	...	To be discontinued. The work is not outside normal duties of the Port Health Officer.
86.	Assistant Port Health Officer	Rs. 25	...	Do.
87.	S. M. S. Officer, Port Health Officer	Rs. 25	...	To be discontinued.
88.	Civil Hospital and Medical School, Hyderabad—			
	(i) B. M. S. Officer	Rs. 50	...	To be discontinued. The duties are not outside the Surgical Registrar's normal line.
		Rs. 50	for teaching Minor Surgery.	Retained.
	(ii) B. M. S. Officer	Rs. 50	for teaching Materia Medica.	Do.
	(iii) B. M. S. Officer	Rs. 50	for teaching Medicine.	Do.
89.	Three S. M. S. Officers	Rs. 25 each for teaching—		
		(i) Anatomy and Dissection.	}	Retained.
		(ii) Physiology.		
		(iii) Chemistry, Physics and Biology.		
90.	Male attendant, Mental Hospital	Rs. 9 less 12½ per cent. Carpenter's allowance	...	Retained at Rs. 8 without cut.

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SCHEDULE IV.—*contd.*

Designation.	Existing amount of Special Pay.	Recommendations.
91. S. M. S. Officer, Civil Hospital, Sukkur ...	Rs. 15 Criminal Tribes Settlement attendance allowance.	Retained.
EDUCATIONAL DEPARTMENT.		
92. Teachers of Practising School attached to Training College.	Rs. 5	... To be continued.
*93. Principal, Training College for Men, as Mulla Magazine allowance.	Rs. 50	... To be abolished. The magazine serves the purpose of training which is not outside the scope of Principal's no mal duties. Nor is it an onerous addition of work.
94. Teachers of Training College doing clerical work.	Rs. *15	... Reduced to Rs. 10.
95. Primary Teacher in Secondary and Training Institutes.	Rs. 5	... To be continued.
96. Assistant Deputy Educational Inspectors, as duty allowance.	Rs. 20 per cent. of Pay, maximum Rs. 30.	To be continued to present incumbents only.

79. Teachers of the Practising Schools attached to Government Institutes —	...	Rs. 25	... To be continued.
1. Head Master and Head Mistresses.	...	Rs. 25	... To be continued.
2. Assitant Masters and Mistresses with more than 10 years' service.	..	Rs. 5	..
SIND SECRETARIAT.			
98. Assistant Secretary, Legal Department (an Officer of Sub-Judges' cadre).	...	Rs. 100	... To be continued. This is said to be a temporary arrangement. When Government decide to re-organize the Legal Department of the Secretariat, the special pay should be abolished.
99. Senior Superintendent Home Department (for coding and decoding cypher telegrams).	...	Rs. 25	... To be continued.
100. Chief Reporter (Assembly Department).	...	Rs. 50	... Special pay to be abolished. It is suggested that when the necessity arises for appointing a Chief Reporter, a higher scale of pay, viz., Rs. 150—10—300 may be fixed for the post.
101. Chief Secretary	...	Rs. 400	... To be continued.
102. Secretary, Finance Department	...	Rs. 200	... Do.
SALT AND EXCISE DEPARTMENT.			
103. Superintendent of Salt and Excise	...	Rs. 150	... To be abolished. Duties are not more onerous than those of an Assistant Collector (Chairman dissenting).

SCHEDULE IV.—*contd.*

Designation.	Existing Amount of special pay.	Recommendations.
104. Head Clerk to the Superintendent ...	Rs. 20	... To be abolished.
105. Typist ...	Rs. 10	... Should be abolished. Special pay may be added to the pay so as not to exceed Rs. 60.
106. Assistant Inspector, Saran Salt Depôt as Desert allowance.	Rs. 10	... To be continued.
107. Clerk (as Desert allowance)	Rs. 5	... Do.
JAIL DEPARTMENT.		
108. Superintendent and Medical Officer, Karachi District Prison.	Rs. 50	... To be abolished. As he is Medical Officer, and Superintendent of Prison, it is his ordinary duty to attend to medical wants of the prisoners.
109. Superintendent and Medical Officer, Sind Convict Gang Prison (as Medical Officer, Hyderabad Central Prison). Superintendent and Medical Officer Sind Convict Gang Prison (as Medical Officer of Sind Convict Gang).	Rs. 50	... To be continued. ... To be abolished. (Carried by majority.) See item No. 108. (Messrs. Kirpalani and Gordon dissent.)
110. S. M. S. Officers attached to Prisons ...	Rs. 25 { Junior Senior	To be continued by way of compensation for absence of private practice.
111. Jailors at Hyderabad Central Prisons ...	Rs. 35 { Senior Junior	To be abolished. Special pay cannot be allowed for the performance of normal duties of an office for which recruitment has been made or promotion granted.

112.	Clerks and Compounder at Sind Convict Gang Prison.	10 per cent. of pay.	To be continued.
113.	Superintendent, District Prison, Sukkur.	Rs. 100 for looking after the Camp Prison.	To be discontinued. This Officer receives a car allowance for visiting the camp Jail. That should be enough. No other special pay is called for as the duties do not lie outside the scope of the office. The scale of pay is liberal enough.
JUDICIAL DEPARTMENT.			
114.	Second Registrar	Rs. 100 as Second Registrar. Rs. 75 as Registrar, Firms. Rs. 50 as Registrar of Companies.	Special pays attached to this office, except that of Rs. 75 payable by the Government of India should be discontinued. The appointment should be classed with Sub-Judges' cadre and a consolidated pay may be fixed and fitted in that cadre.
115.	Official Assignee, Judicial Commissioner's Office.	Rs. 50 for additional duties as Administrator General and Official Trustee for Sind.	To be abolished (carried by majority). (The Chairman and Mr. Jamshed dissent.)
116.	Stenographer Clerk in the District Courts at Sukkur and Hyderabad.	Rs. 15—40	The Honourable the Judicial Commissioner's recommendation for fixing a uniform short hand allowance of Rs. 15 is adopted. There should be one such allowance in every District Court; but where there are one or more Assistant Judges attached to the District Court one additional allowance may be attached to such Court. This view of the Honourable Judicial Commissioner is also accepted.

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SCHEDULE V.

*Showing Revenue and Expenditure of the Public Works Department
(Irrigation) referred to in Chapter IX, paragraph 51.*

REVENUE (Amounts in lacs of Rupees.)

	Actuals 1932-33	Actuals, 1933-34	Actuals. 1934-35	Actuals. 1935-36	Revised, 1936-37	Esti- mates, 1937-38.
<i>Productive Works.</i>						
Land Revenue due to Irrigation ...	68.61	82.62	89.95 (Revised) Actuals for the year not available.	88.42	*145.97	119.17
Direct receipts ...	3.34	3.72	3.49	4.46	5.78	4.95
<i>Unproductive Works.</i>						
Land revenue due to Irrigation ...	28.64	25.22	27.55 (Revised) Actuals for the year not available.	25.64	1.38	0.92
Direct receipts ...	0.40	0.64	0.70	1.07	0.10	0.07
Land revenue from works for which no Capital Accounts are kept.	9.03	8.62	8.27	8.48	3.45	3.43
	110.02	120.82	129.96	128.01	156.68	128.54

EXPENDITURE

<i>Productive Works.</i>						
Working expenses ...	42.67	58.13	58.20	60.74	61.04	72.60
<i>Unproductive Works.</i>						
Working expenses ...	8.12	8.48	9.89	11.56	2.22	2.07
Collection charges ...	5.32	4.03	4.37 (Revised) (Actuals for the year not available.	4.23	6.01	4.85
Charges on works for which no Capital Accounts are kept.	16.10	20.47	15.99	12.10	6.01	5.60
	72.21	91.11	88.45	88.63	75.28	85.12

*The large increase is mainly due to 5 instalments having been recovered and accounted for in this year by reason of advancing the recovery of the 2nd kharif instalment so as to fall in the financial year.

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SCHEDULE

Showing by divisions, the commanded, occupied and
Barrage Zone referred to in

Name of Division.	Cultiva- ble area under com- mand.	Occupied holding 1935-36.			1932-33.		
		Area.	Designed intensity.		Kharif.	Rabi.	Total.
			27% Kharif.	54% Rabi			
1. North-Western Canal ...	3'14	2'08	'56	1'12	'49	'65	1'14
2. Khirthar including Nasir- abad Tahsil.	3'11	2'84	'77	1'54	'71	'82	1'53
3. Warah ...	2'79	1'76	'48	'96	'59	'36	'95
4. Northern Dadu ...	1'29	'96	'26	'52	'43	'27	'70
5. Rice Canal ..	5'04	3'74	3'37 90%	Not fixed.	2'64	'14	2'78
6. Southern Dadu (includ- ing Manchar Drainage Division and Canals North of Kotri.)	4'07	2'48	'65	1'30	'54	'81	1'35
7. Barrage ...	'84	'84	'23	'46	Not shown.	Not shown.	Not shown.
8. Rohri Canals ..	3'83	3'18	'86	1'72	'47	'40	'87
9. Nasrat ...	3'88	3'00	'81	1'62	'99	'44	1'43
10. Dad ...	3'64	2'38	'64	1'28	'71	'48	1'19
11. Hala ...	5'17	4'02	1'08	2'16	1'11	'60	1'71
12. Nasir ...	4'15	2'89	'78	1'56	Not shown.	'10	'10
13. Hyderabad ...	4'20	3'44	'93	1'86	Not shown.	'06	'06
14. Northern and Southern Jamrao.	8'52	7'66	2'07	4'14	2.22	1'57	3'79
15. Mithrao ...	5'49	4'48	1'21	2'42	'90	'54	1'44
16. Khipro (Thar) ...	5'90	5'32	1'44	2'88	1'88	.68	2'56
Total ...	65'06	51'07	16'14	25'54	13'68	7'92	21'60

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VI.

cultivated (excluding Dubari) lands within the
Chapter IX. Paragraph 52.

(Area in lacs of acres.)

1933-34.			1934-35.			1935-36.			1936-37.		
Kharif.	Rabi.	Total.	Kharif.	Rabi.	Total.	Kharif.	Rabi.	Total.	Kharif.	Rabi.	Total.
.58	.67	1.25	.58	.58	1.16	.63	.41	1.04	.68	.41*	1.09
.66	1.18	1.84	.57	1.17	1.74	.65	1.02	1.67	.78	1.02*	1.80
.65	.44	1.09	.65	.34	.99	.72	.17	.89	.75	.22	.97
.43	.27	.70	.41	.23	.64	.33	1.24 (South- ern Dadu Rabi com- bined, .12	1.57	.37	.20	.57
2.67	Not shown.	2.67	2.70	.24	2.94	2.85	.12	2.97	2.89	.10	2.99
.58	1.14	1.72	.52	1.16	1.68	.72	Noted under N. Dadu.	.72	.89	.94	1.83
Not shown.	.11	.11	.13	.06	.19	.10	.05	.15	.17	.05*	.22
.52	.52	1.04	.51	.53	1.04	.51	.49	1.00	.59	.45	1.04
.96	.77	1.73	.97	.76	1.73	1.00	.70	1.70	1.01	.73	1.74
.78	.65	1.43	.81	.75	1.56	.92	.62	1.54	1.03	.66	1.69
1.30	.96	2.26	1.28	.81	2.09	1.12	.69	1.81	1.23	.75	1.98
.65	.71	1.36	.90	.58	1.48	.96	.56	1.52	1.01	.48	1.49
.85	.73	1.58	1.08	.53	1.61	1.41	.53	1.94	1.32	.45	1.77
2.03	1.81	3.84	1.93	1.59	3.52	1.93	1.51	3.44	2.02	1.48	3.50
1.08	.88	1.96	1.23	.84	2.07	1.38	.66	2.04	1.41	.70	2.11
1.95	.70	2.65	1.98	.59	2.57	2.05	.77	2.82	2.26	.73	2.99
15.69	11.54	27.23	16.25	10.76	27.01	17.28	9.54	26.82	18.41	9.37	27.78

* As figures for rabi were not available for this year in respect of these three divisions those 1935-36 have been shown.

SCHEDULE VII.

Showing Pre-Barrage and Post-Barrage figures of irrigated cultivated areas
(excluding dabari) in Sind.

(Area in hacs of acres).

	Last Pre-Barrage 3 years.						Last Post-Barrage 3 years.											
	1929-30.			1930-31.			1931-32.			1934-35.			1935-36.			1936-37.		
	Khariif	Rabi.	Total.	Khariif.	Rabi.	Total.	Khariif.	Rabi.	Total.	Khariif.	Rabi.	Total.	Khariif.	Rabi.	Total.	Khariif.	Rabi.	Total.
Non-Barrage Zone Divi- sions.	12.50	4.26	16.76	11.49	5.28	16.77	10.55	5.32	15.87	8.85	2.40	11.25	9.07	2.52	11.59	9.07	2.39	11.46
Barrage Zone Divisions ...	15.21	4.96	20.17	14.18	5.65	19.83	13.53	5.43	18.96	16.25	10.76	27.01	17.28	9.54	26.82	18.41	9.37	27.78
Total, Sind ...	27.71	9.22	36.93	25.67	10.93	36.60	24.08	10.75	34.83	25.10	13.16	38.26	26.35	12.06	38.41	27.48	11.76	39.24

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