ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA.

APPENDIX

TO THE

REPORT

OF

THE COMMISSIONERS.

Volume IV.

MINUTES OF EVIDENCE

RELATING TO THE

INDIAN AND PROVINCIAL CIVIL SERVICES

Taken in Rangoon from the 5th to the 8th February 1913,

WITH

APPENDICES.

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

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List of Witnesses from the Province of Burma examined before the Royal Commission.

(*Eighteenth to Twenty-first days.*)

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NOTE

The numbering of the Questions is consecutive throughout. The sub-numbers in brackets correspond with the numbers in the printed sets of Questions marked **A** and **B**, which were issued to official and non-official witnesses respectively, and which will be found on pages v—xxxviii of this Volume.

A.

QUESTIONS RELATING TO THE INDIAN CIVIL SERVICE.

Methods of Recruitment.

(a) General.

1. What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?

2. In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?

3. Is the system equally suitable for the admission of "Natives of India"* and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?

*The term "Natives of India" has been defined in section 6 of the Government of India Act, 1870 (33 Viet., c. 3), as including any persons born and domiciled within the Dominions of His Majesty in India of parents habitually resident in India and not established there for temporary purposes only; and the term has been so used throughout these questions.

4. Further, is any differentiation desirable between other classes of natural-born subjects of His Majesty? If so, what do you propose?

5. Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is, or is not, to the advantage of Indian interests? Please give your reasons.

*6. If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles—(*a*) selection by headmasters of schools approved or otherwise, (*b*) selection by authorities in Universities approved or otherwise, (*c*) nomination by head-masters or University authorities and selection under the orders of the Secretary of State, (*d*) combined nomination and examination, (*e*) any other method?

7. What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?

8. Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's Dominions?

9. What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If so, what proportion do you recommend?

10. If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination; (*b*) combined nomination and examination; or (*c*) any other method? If so, please describe fully what system you would recommend? In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?

11. If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India" in India, do you consider that "Natives of India" should still be eligible for appointment in England, or would you restrict that right to other natural-born subjects of His Majesty?

12. Would you regard any system of selection in India which you may recommend for young men who are "Natives of India" as being in lieu of, or as supplementary to, the present system of promoting to listed posts—officers of the Provincial Civil Services? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?

13. Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system that you would propose.

14. Are you satisfied with the present definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Viet., c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, please state fully any proposals that you wish to make in regard to this matter.

(b) Age-limits.

15. If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to attract candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?*

*The principal changes in the age-limits have been as follows:—

Years.	Age-limits at open competition.	Period of probation in England.	Age of selected candidates at end of year of arrival in India.
1855—1857	18—23 years	No probation in England	18½—23½
1860—1865	18—22 years	One year's probation	19½—23½
1866—1878	17—21 years on 1st March	Two years' probation	19½—23½
1879—1891	17—19 years on 1st January	Two or three years' probation ...	20—23
1892—1895	21—23 years on 1st April	One year's probation	22½—24½
1896—1905	21—23 years on 1st January	Ditto	23—25
Since 1906	22—24 years on 1st August	Ditto	23½—25½

A.—Indian Civil Service.]

METHODS OF RECRUITMENT.—*contd.*

(*b*) *Age-limits*—concld.

16. What is your experience of the relative merits of the candidates selected under varying age-limits, particularly under the systems in force from 1878 to 1891 (age-limits 17—19 years, followed by two or three years' probation at an approved University) and since 1891 (age-limits 21—23 or 22—24 years, followed by one year's probation)?

17. What is your opinion regarding the suitability of the recent recruits to the Indian Civil Service?

18. What is the most suitable age at which junior civilians should arrive in India?

19. What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age-limits for "Natives of India" and for other natural-born subjects of His Majesty?

(*c*) *Subjects of Examination.*

20. On what principle should the subjects for the open competitive examination be fixed? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that the examination should be of such a nature that no candidate who may fail shall, to whatever calling he may devote himself, have any reason to regret the time and labour which he had spent in preparing himself to be examined," and that the object should be to secure, not specialists in any particular subject that may be useful in a subsequent Indian career, but the ordinary well-educated young man of the period?

21. Please examine the table in Appendix I to these questions, which shows the various phases of the authorized syllabus of the open competitive examination, and state what changes, if any, are, in your opinion, desirable, differentiating between the cases of candidates (*a*) of school-leaving age, and (*b*) of University-leaving age?

22. Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates? If so, please state them and give reasons.

(*d*) *Statutory Regulations.*

23. Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons? Please state in detail what alterations (if any) you recommend in the Schedule of the Indian Civil Service Act of 1861 (24 and 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 and 25 Vict., c. 54), and of the Government of India Act, 1870 (33 Vict., c. 3), reproduced as Appendices II and III to these questions.]

24. Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what *proportion* of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might, under present conditions, properly be admitted?

25. Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 and 25 Vict., c. 54)? Do you recommend any alterations in this system, and, if so, what?

26. Give a list of the "Natives of India" now serving in your province who were recruited to the Indian Civil Service by means of open competition in England, stating in what year they were admitted, in which posts they are now serving, and their present rate of salary.

27. Have the "Natives of India," recruited by means of open competition in England, proved, on the average, as efficient as the European members of the Indian Civil Service of the same standing and recruited in the same manner? Has it been found possible and expedient to employ them in all branches of the administration, whether on executive or judicial duties?

28. Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend?

(*e*) *Mixed Commissions.*

29. What experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your province? Please distinguish in your reply between (*a*) military officers, and (*b*) others; and give details of the latter.

30. Have such officers proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility? Has it been possible and expedient to employ them in all branches of the Administration, whether on executive or judicial duties?

31. If the system of recruiting military officers in India has been stopped, or has never existed in your province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent should it be adopted?

32. Do you consider that such a system should be restricted to the recruitment of military officers or extended to the recruitment of selected officers from other Indian services?

(*f*) *Listed Posts, etc.*

33. Please now refer to the rules, dated 26th August 1910, made in exercise of the powers conferred by section 6 of the Government of India Act, 1870 (33 Vict., c. 3) and reproduced as Appendix IV, and to the statement in Appendix V to these questions, showing the number of offices,

METHODS OF RECRUITMENT.—*concld.*

(*f*) *Listed Posts, etc.*—concld.

places and appointments, commonly known as listed posts, ordinarily held by members of the Indian Civil Service, to fill which it has been declared that members of the Provincial Civil Service can properly be appointed; and say whether the figures given are correct for your province.

34. Are all the posts thus listed ordinarily and regularly filled by "Natives of India"? If not, please state for the last five years to what extent there has been any failure to work up to the authorized list, and explain the reasons.

35. To what extent also during the last five years have these listed posts been filled—(*a*) by members of the Provincial Civil Service; (*b*) by other "Natives of India"? Please give the names and positions of the latter, if any.

36. Has the power to fill one-quarter of the listed posts with "Natives of India" other than members of the Provincial Civil Service or Statutory Civilians been ordinarily and regularly exercised? If not, can you give the reasons for this, and do you think it advisable that the power should be utilized and in what directions?

37. Does the system by which most of the inferior listed posts are merged in the Provincial Civil Service give satisfaction—(*a*) to the members of the Provincial Civil Service; and (*b*) to the public interested in this question; and what advantages, if any, does this arrangement possess?

38. Is the class of posts listed suitable? If not, in what directions would you suggest any changes; and why?

39. Have the officers of the Provincial Civil Service, selected to fill listed posts, proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility, and has it been found possible and expedient to employ them in all branches of the Administration?

40. Please now turn to the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54), which will be found in Appendix II to these questions and say how many "Natives of India" have been appointed permanently to posts in your province under its provisions during the last five years, giving names and the nature of the posts so filled.

41. Are there any other ways in which "Natives of India" are appointed to your province to Civil Service posts? If so, please give details of the same.

42. Please add such remarks as you may desire to offer on any points relating to the system of recruitment for Indian Civil Service posts which are not covered by your answers to the foregoing questions.

SYSTEMS OF TRAINING AND PROBATION.

(*a*) *Probation.*

43. What is your experience of the results of the existing system under which successful candidates in the open competitive examination are required to undergo a probationer's course of instructions in England? Do you recommend the continuance or abolition of this system?

44. What should be the duration of the probationer's course in England (*a*) under the present system of the open competitive examination, (*b*) under any modification of that system recommended by you?

45. Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?

46. If so, do you advise the selection of one or more Universities for this purpose and for what reasons?

47. Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend.

48. If you do not advise attendance at an approved University during the period of probation in England, what alternative course of study do you recommend?

49. Would it, in your opinion, be desirable to establish a separate institution in England for this purpose, and, if so, under what conditions?

50. If a probationer's course is continued in England, do you accept the principle laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education and that their future studies should be such as have a special tendency to fit them for their calling? Does your answer apply equally to candidates who pass the open competitive examination after leaving school and to those who do so after completing a University course?

51. Please examine the statement printed as Appendix VI to these questions, showing the courses of studies prescribed for probationers in 1891 and 1912, and state what alterations (if any) you desire to recommend in the present course (*a*) under the existing system of the open competitive examination, and (*b*) under any modification of that system recommended by you.

52. In particular, please state your opinion as to the desirability during the period of probation of (i) compulsory attendance at Law Courts in England and reporting of cases; (ii) the teaching of Indian Law in addition to the general principles of jurisprudence; (iii) the teaching of the grammar and text-books of Indian languages with or without any attempt at colloquial instruction; (iv) the teaching of—(*a*) Indian Geography, (*b*) Political Economy, (*c*) Accounts.

53. Do you consider that the probationer's course of instruction can best be spent in England or in India?

54. What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?

A.—Indian Civil Service.]

SYSTEMS OF TRAINING AND PROBATION.—*concld.*

(*a*) *Probation.*—concld.

55. What is your opinion of a proposal that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?

56. In the report of the Treasury Committee appointed to consider the organization of Oriental Studies in London (1909), the view is taken that the preliminary training in Oriental languages and in law required by probationers can be given better in England than in India, because of the difficulties which junior civilians would experience in learning these subjects in India, the lack of good teachers in Indian district head-quarters, the difficulty of even good Indian teachers appreciating the European students' point of view, and the difficulty of arduous study in a tropical climate. Do you consider that these objections could be met by a suitable scheme of instruction in India?

57. If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation you recommend for such officers.

58. In particular, if a period of probation is recommended for such officers, do you advise that it should be passed in England or in India?

59. Do you consider that any differentiation is necessary during the period of probation between the course of study for probationers who are "Natives of India" and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend?

(*b*) *Training.*

60. Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?

61. Is the existing system of departmental examinations suitable, and, if not, what change do you recommend?

62. Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?

63. Do you recommend any changes in the rules for the encouragement of the study of Oriental languages, and, if so, what changes?

64. Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch. In particular, do you favour a system of granting study leave to Europe, and, if so, what course of study (course for a call to the Bar, reading in barristers' chambers or other), and what conditions do you propose?

65. Do you recommend any special course of study in law in India for officers selected for the Judicial Branch?

66. Do you recommend any special training in subordinate judicial posts for officers selected for the Judicial Branch? If so, please give details.

67. Do you recommend any system for encouraging the higher study of law analogous to the rules for the encouragement of the study of Oriental languages?

68. Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty? If so, please state your proposals.

69. If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of training you recommend for such officers.

70. Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals.

71. Please add such remarks as you may desire to offer on any points relating to the system of probation and training for the Indian Civil Service which are not covered by your answers to the foregoing questions.

CONDITIONS OF SERVICE.

72. The present theory underlying the conditions of service in the Indian Civil Service is—(*a*) that the members of the Service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and (*b*) that they should, throughout the whole period of their service, have sufficient salaries and sufficiently responsible duties. To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem* is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?

73. It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior" posts, and should be drawing pay at rates above

CONDITIONS OF SERVICE—*concld.*

that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?

74. Please show in a tabular statement for the last five years, quarter by quarter, with foot-notes giving the names, the total net number of officers who have failed to obtain promotion in accordance with the principles set out in the preceding questions, and say whether any inconvenience, and if so, what, has been caused thereby to the Administration?

75. Please now see the statement marked AA and the list marked—

Madras = *A*,
Bombay = *B*,
Bengal = *C*,
United Provinces = *D*,
Punjab = *E*,
Burma = *F*,
Bihar and Orissa = *G*,
Central Provinces and Berar = *H*,
Assam = *I*,

which have been reproduced in Appendix VII to these questions, and say whether they are correct for your province. If not, please state what amendments are necessary.

76. Is any difficulty experienced by the Administration in working with the number of superior posts shown in the list for your province? Do all the posts entered as superior carry a salary of more than Rs. 1,000 *per mensem*, and are they all such as are ordinarily held by officers in the Indian Civil Service? If not, what changes, if any, do you suggest?

77. Does the number of superior posts shown as held directly under the Government of India correspond with the actual experience of the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable. [Attention is invited in this connexion to List J in Appendix VII to these questions.]

78. Does the number of superior posts allowed for temporary appointments and deputations correspond with the actual experience of (say) the last five years? If not, please give particulars of the discrepancies and say whether you consider any change of practice in this respect to be desirable?

79. Does the arrangement by which officers, recruited against temporary superior posts, are shown in the lowest grade, work satisfactorily? If not, what change of practice appears to you to be necessary?

80. Does the allowance of 39 per cent. on the number of superior posts give the right number of junior officers for the work of the administration of your province? If not, please state what excess or deficiency in your opinion exists, giving your reasons in detail.

81. Junior officers are considered to be under training during the first two years of their service. Does this approximate to the actual conditions? If not, what alteration is necessary in the percentage of 15·5 allowed for training?

82. Does the leave allowance of 32·7 per cent. for superior posts, 6·7 per cent. for inferior posts, and ·6 per cent. for training posts, approximate to the actual conditions? If not, please state what alteration is desirable?

83. Does the annual decremental rate of 4·17 per cent. on the total strength of the service correspond with the actual experience of the last 20 years? If not, please give the actual facts for this period and suggest a suitable figure, with reasons in support of the same.

84. Does the theoretical strength of the Service correspond ordinarily with its actual strength? If not, please state the facts and, in particular, offer any remarks which may suggest themselves with regard to the existing discrepancy shown in the statement marked BB which is included in Appendix VII to these questions?

85. Do you consider that the present system of a quinquennial examination of the conditions of service is adequate to regulate the rate of recruitment and flow of promotion? If not, what alterations do you recommend?

86. State the principles on which the annual indent for recruitment to the Indian Civil Service is regulated. Do you consider that accurate results are attained thereby? If not, what alterations do you recommend?

87. Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?

88. To what extent are the functions of the officers of the Executive and Judicial Branches of the Indian Civil Service differentiated? Is any change desirable, and, if so, in what directions?

89. Have you any other suggestions to make under this head which are not covered by your answers to the above questions and to the questions under the heads relating to salary, leave and pension.

CONDITIONS OF SALARY.

90. Please see the two statements contained in Appendix VIII to these questions showing the various rates of pay drawn by officers holding posts in the Indian Civil Service cadre and the grading of each class of post for the different provinces, and say whether they are correct for your province.

91. Please give full information regarding the rates of pay and the number of posts in each of the main grades of the service authorized on the 1st April of each of the following years: 1860, 1870, 1880, 1890, 1900 and 1912.

92. Are the present rates of pay and grading suitable? If not, what alteration do you recommend?

93. If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts or to both?

94. Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on this score exist in your province, and, if so, what?

A.—Indian Civil Service.]

CONDITIONS OF SALARY—*concld.*

95. Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?

96. If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the Service who now draw no exchange compensation allowance?

97. How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience and have you any suggestion to make on the subject?

98. How is the system of officiating grade promotions, where there is no change of duties, actually worked? Is the system convenient in the interests both of the Government and of the officers of the Service? Have you any recommendations to make for its alteration?

99. What is your opinion regarding the substitution for the existing graded system of promotion of a time-scale of salary? If you are in favour of a time-scale, should it be restricted to the lower grades of the Service or not?

100. As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?

101. What is your experience of the practical working of time-scales of pay in other Indian services?

102. If you recommend any system of time-scale of pay, please describe it, and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances, and other matters of importance. How do you propose to apply such time-scale in provinces where the scale of pay of the Judicial and Executive Branches of the Service is different?

103. If you are in favour of a time-scale of pay, how would you secure that the recruitment of junior officers is restricted to the number likely to be promoted in a reasonable time to posts of independent responsibility, and do you or do you not consider it desirable that all members of the Indian Civil Service should have the prospect of rising to such posts within a fixed time?

104. Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the service?

105. Have you any other proposals to make in regard to the conditions of salary not covered by your answers to the above questions?

CONDITIONS OF LEAVE.

106. Is there any reason to suppose that officers of the Indian Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?

107. Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?

108. Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?

109. Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?

110. Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other than privilege leave allowances, issued at the Home Treasury, or in a Colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1*s.* 6*d.* the rupee? If so, what change?

111. Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees, and if so what change?

112. Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?

113. Generally speaking, do any of the present leave rules applicable to the Indian Civil Service cause inconvenience to the Administration, and if so what, and what remedy do you suggest?

114. In particular, are they a contributory cause of excessive transfers of officers of the Indian Civil Service, and, if so, how can this difficulty be met?

115. Do any of the present leave rules press hardly in any way on officers of the Indian Civil Service themselves, and, if so, in what respects? What is, in your opinion, the appropriate remedy?

116. Do the present leave rules applicable to Statutory Civilians, or to officers of the Provincial Civil Services employed in listed posts, cause any inconvenience to the Administration, or press hardly on the officers themselves, and in what respects? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?

117. Have you any other proposals to make in regard to the conditions of leave not covered by your answers to the above questions?

CONDITIONS OF PENSION.

118. Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service?

119. Would a non-contributory system of superannuation pensions, varying in amount with the amount of salary drawn at the time of retirement, be preferable in the interests either of the Government or of the members of the Indian Civil Service?

[A.—Indian and Provincial Civil Services.

CONDITIONS OF PENSION—*concld.*

120. Assuming the maintenance of the annuity system, do you suggest any modifications in its detailed working, and, if so, what, and for what reasons?

121. In particular, what is your opinion of the arrangement by which members of the Indian Civil Service, who are appointed Judges of High Courts, obtain special pensions of £1,200 a year after 11½ years' actual service as Judges? Do you recommend any change in the present condition?

122. Do you consider that a similar system should be applied to the cases of high executive officers, and, if so, to which? Please state the amount of pension and the conditions which you recommend as suitable.

123. Assuming the substitution of a non-contributory system of superannuation pensions varying in amount with the amount of salary drawn at the time of retirement, please describe the system that you recommend.

124. Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?

125. Do you consider the existing pension rules suitable in the interests both of the Government and of the members of the Indian Civil Service? In particular, what is your opinion of the present rules regulating voluntary and compulsory retirement?

126. Do you approve of the present system regulating the pensions of military officers holding Indian Civil Service posts? If not, what do you suggest?

127. Do you approve of the present system regulating the pensions of statutory civilians? If not, what do you suggest?

128. Do you approve of the present system regulating the pensions of officers of the Provincial Civil Services holding listed posts? If not, what do you suggest?

129. Do you accept as satisfactory the regulations of the Indian Family Pension Fund, or have you any suggestions to make either for their abolition or for their alteration? Have you any proposals to make in regard to the present methods of working such regulations?

130. In particular, do you approve of the exclusion from their benefits of "Natives of India," who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?

131. Do you recommend that such admission should be optional or compulsory?

132. If you do not approve their admission to the Indian Civil Service Family Pension Fund, do you recommend the formation of a separate Family Pension Fund?

133. Is the existing system under which provision is made for the families of deceased military officers holding Indian Civil Service posts satisfactory? If not, what would you suggest?

134. Have you any criticisms to make on the facilities at present offered—(*a*) to Statutory Civilians, (*b*) to members of the Provincial Civil Services holding listed posts, for providing for their families against their decease?

135. Have you any other proposals to make in regard to the conditions of pension not covered by your answers to the above questions?

GENERAL.

136. Are you satisfied with the existing organization of the Indian Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you suitable.

137. Have you any other proposals to make in regard to the Indian Civil Service not covered by your answers to the above questions? If so, please explain them.

QUESTIONS RELATING TO THE PROVINCIAL CIVIL SERVICE.

[Note.—In replies to these questions, it should be clearly specified whether the reply refers to the whole Provincial Civil Service, or to the Executive Branch or to the Judicial Branch.]

METHODS OF RECRUITMENT.

1. Please refer to Government of India Resolution No. 1046—1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?

2. Please supply a copy of the Rules for the Recruitment of the Provincial Civil Service in force in your province. Are these rules suitable, or have you any recommendations to make for their alteration?

3. Please see the statement showing the constitution of the Provincial Civil Service, reproduced as Appendix B to these questions, and state whether the information is correct for your province. If not, what alterations are required?

4. Please state the different systems of recruitment that have been adopted for the Provincial Civil Service, the periods for which they were in force, and the number of officers recruited year by year in your province under each system since its formation.

5. Please state the number of natural-born subjects of His Majesty other than "Natives of India" recruited in your province in each year.

6. What is your experience of the officers selected by the different methods of recruitment which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition,

A.—Provincial Civil Service.]

METHODS OF RECRUITMENT—*concld.*

(*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend.

7. To what extent are non-residents of the Province employed in your Provincial Civil Service? Do you consider that only residents of the Province should ordinarily be recruited?

8. Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?

SYSTEMS OF TRAINING AND PROBATION.

9. What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and, if not, what alterations do you recommend?

10. Is the existing system of departmental examinations suitable, and, if not, what changes do you recommend?

CONDITIONS OF SERVICE.

11. Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?

12. What is the system on which the strength of the Executive / Judicial Branch of your Provincial Civil Service is fixed? Do you consider it satisfactory, and, if not, what alterations do you recommend?

13. In particular, is the leave reserve adequate, and the system on which it is graded suitable?

14. Is there any reserve for officers under training, and is it adequate?

15. What is the annual rate of recruitment and how is it fixed? Has it worked well in practice and does it secure an even flow of promotion?

16. To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?

17. Are you satisfied that under the existing system of promotion the interests of individual officers and of the Administration are duly reconciled, and have you any suggestion to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?

18. To what extent are the functions of the officers of the Executive and Judicial Branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?

19. Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to those posts suitable? If not, what alterations do you suggest?

20. Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?

21. Are you satisfied with the present designation "the Provincial Civil Service"? If not, what would you suggest?

CONDITIONS OF SALARY.

22. Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?

23. Please give full information regarding the rates of pay and the number of posts in each of the main grades of the Provincial Civil Service authorized on the 1st April of each of the following years:—1890, 1900 and 1912. When was the last general reorganization effected, and what improvement of prospects was effected thereby?

24 Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?

25. Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?

26. What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?

27. As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?

28. What is your experience of the practical working of time-scales of pay in other Indian services?

29. If you recommend any kind of time-scale of pay, please describe the scheme that you propose and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances and other matters of importance. How do you propose to apply such time-scales in provinces where the scale of pay of the Executive and Judicial Branches of the service is different?

30. Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?

CONDITIONS OF LEAVE.

31. Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?

[A.—Provincial Civil Service.

CONDITIONS OF LEAVE—*concld.*

32. Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?

33. Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?

34. Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?

35. Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?

36. Have you any recommendations to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?

37. Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the Administration? and if so what, and what remedy do you suggest?

38. In particular, are they a contributory cause of excessive transfers of officers, and, if so, how can this difficulty be met?

39. Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service, and, if so, in what respect? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?

CONDITIONS OF PENSION.

40. Is the present system of superannuation pensions satisfactory in the interests both of the Government and the members of the Provincial Civil Service?

41. Have you any suggestions to make in favour of any modifications in its detailed working, and if so, what, and for what reasons?

42. Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient, but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?

43. Do you approve of the present system regulating pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?

44. Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?

45. To what extent do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund or to other official or officially-recognized funds? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?

GENERAL.

46. Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable.

47. Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them.

A.—Indian Civil Service.]

APPENDIX I.

Period of Age-limits, 17—21, *i.e.*, down to 1877.		Period of Age-limits, 17—19. *i.e.*, 1878—1891.	
Subjects.	Marks.	Subjects.	Marks.
1. English Composition	500	1. English Composition	300
2. History of England, including that of the Laws and Constitution	500	2. History of England, including a period selected by the candidate.	300
3. English Language and Literature ...	500	3. English Literature, including books selected by the candidate.	300
4. Language, Literature, and History of Greece.	750	4. Greek	600
5. Language, Literature and History of Rome.	750	5. Latin	800
6. Language, Literature, and History of France.	375	6. French	500
7. Language, Literature, and History of Germany.	375	7. German	500
8. Language, Literature, and History of Italy.	375	8. Italian	400
9. Mathematics (pure and mixed) ...	1,250	9. Mathematics (pure and mixed) ...	1,000
10. Natural Science—that is (1) Chemistry, including Heat; (2) Electricity and Magnetism; (3) Geology and Mineralogy; (4) Zoology, (5) Botany. The total (1,000) marks may be obtained by adequate proficiency in any two or more of the five branches of Science included under this head.	1,000	10. Natural Science—that is, the Elements of any two of the following Sciences, viz., Chemistry, 500; Electricity and Magnetism, 300; Experimental Laws of Heat and Light, 300; Mechanical Philosophy, with outlines of Astronomy, 300.	800 or 600
11. Moral Science—that is, Logic, Mental and Moral Philosophy.	500	11. Logic	300
12. Sanskrit Language and Literature ...	500	12. Elements of Political Economy ...	300
13. Arabic Language and Literature ...	500	13. Sanskrit	500
		14. Arabic	500

Period of Age-limits, 21—23, *i.e.*, 1892—1905.		Period of Age-limits, 22—24, *i.e.*, 1906 to date.	
1. English Composition	500	1. English Composition	500
2. English History	500	2. English History, either or both sections may be taken—	
		Section I., to A.D. 1485 ...	400
		Section II., A.D. 1485 to 1848 ...	400
3. English Law, viz., Law of Contract—Criminal Law—Law of Evidence and Law of the Constitution.	500	3. English Law	500
		4. English Language and Literature ...	600
4. English Language and Literature (including special period named by the Commissioners.)	500	Greek, not less than two sub-divisions, of which one must be Translation—	
		5. Translation	400
		6. Prose Composition	200
		7. Verse Composition	200
		8. Literature, etc.	300
5. Greek Language and Literature ...	750	9. Greek History (Ancient, including Constitution).	500
		Latin not less than two sub-divisions, of which one must be Translation:—	
6. Greek History (Ancient, including Constitution).	400	10. Translation	400
		11. Prose Composition	200
7. Latin Language and Literature ...	750	12. Verse Composition	200
		13. Literature, etc.	300
8. Roman History (Ancient, including Constitution).	400	14. Roman History (Ancient, including Constitution).	500
9. Roman Law	500	15. Roman Law	500
10. French Language and Literature ...	500	16. French, History of the Language and Literature.	200
		17. French, Translation, Composition and Conversation.	400
11. German Language and Literature ...	500		
		18. German, History of the Language and Literature.	200
		19. German, Translation, Composition and Conversation.	400
12. General Modern History (period to be selected by Candidates from list in the syllabus issued by the Commissioners, one period at least to include Indian History).	500	20. Italian, History of the Language and Literature.	200
		21. Italian, Translation, Composition and Conversation.	400
		22. General Modern History	500
13. Mathematics (pure and applied) ...	900	23. Lower Mathematics	1,200
14. Advanced Mathematical subjects (pure and applied).	900	24. Higher Mathematics	1,200

[A.—Indian Civil Service.

APPENDIX I.—*concld.*

Period of Age-limits, 21—23, *i.e.*, 1892—1905.		Period of Age-limits, 22—24, *i.e.*, 1906 to date.	
Subjects.	Marks.	Subjects.	Marks.
15. Natural Science, *i.e.*, any number not exceeding three of the following subjects:—		25. Natural Science, *i.e.*, any number not exceeding four of the following or three if both Lower and Higher Mathematics be also taken:—	
Elementary Chemistry and Elementary Physics ... 600		(1) Chemistry 600	2,400 or 1,800
(*N.B.*—This subject may not be taken up by those who offer either Higher Chemistry or Higher Physics) —		(2) Physics 600	
Higher Chemistry ... 600	1,800	(3) Geology 600	
Higher Physics ... 600		(4) Botany 600	
Geology 600		(5) Zoology 600	
Botany 600		(6) Animal Physiology ... 600	
Zoology 600		(7) Geography 600	
Animal Physiology ... 600			
16. Logic and Mental Philosophy (Ancient and Modern).	400	26. Logic and Physiology	600
17. Moral Philosophy (Ancient and Modern)	400	27. Moral and Metaphysical Philosophy ...	600
18. Political Economy and Economic History	500	28. Political Economy and Economic History	600
19. Political Science (including Analytical Jurisprudence, the early History of Institutions and Theory of Legislation).	500	29. Political Science	600
20. Sanskrit Language and Literature ...	500	31. Sanskrit Language and Literature ...	800
21. Arabic Language and Literature ...	500	32. Arabic Language and Literature ...	800
Candidates are at liberty to name any or all of these branches of knowledge. No subjects are obligatory.		Consistently with the limitations specified above Candidates are at liberty to name any of the foregoing subjects, provided that the maximum number of marks that can be obtained from the subjects chosen is limited to 6,000.	

APPENDIX II.

The Indian Civil Service Act, 1861.

(24 & 25 Vict., Cap. 54.)

An Act to confirm certain Appointments in India, and to amend the Law concerning the Civil Service there.

[1st August 1861.

Whereas by section fifty-six of an Act of the thirty-third year of King George the Third, Chapter fifty-two, it was enacted that all the civil servants of the East India Company in India under the rank or degree of Members of Council should have and be entitled to precedence in the service of the said Company at their respective stations according to their seniority of appointment, and that no such civil servant should be capable of being advanced or promoted to any higher station, rank or degree therein than he should be entitled to according to the length of his service; and by section fifty-seven of the same Act it was enacted that all vacancies happening in any of the offices, places, or employments in the civil line of the Company's service in India (being under the degree of Counsellor) should be from time to time filled up and supplied from amongst the civil servants of the said Company belonging to the presidency wherein such vacancies should respectively happen: And whereas by reason of the exigencies of the public service vacancies in certain offices, places and employments in India have been filled up by the appointment of persons not being civil servants, or not being civil servants belonging to the presidency wherein the vacancies have happened, and otherwise not in accordance with the provisions of the said enactments, and it is expedient that such appointments should be rendered valid, and also that the authorities in India should be empowered to make such appointments in like cases in future: 33 G. 3. c. 52

Be it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

Appointments not in accordance with 33 G. 3, c. 52, valid.

1. *All appointments made by the authorities in* India *to any such Offices, Places or Employments shall be and be deemed to have been as valid and effectual as if the Act hereinbefore recited or referred to had not been passed*—(*Rep. 55 & 56 Vict., c. 19*).

Vacancies in offices to be supplied by covenanted civil servants

2. All vacancies happening in any of the offices, places, or employments specified in the Schedule annexed to this Act, and all such offices which may be created hereafter, shall be filled up and supplied, except as hereinafter provided, from amongst the covenanted civil servants of the Crown in India.

Persons not covenanted civil servants may, under special circumstances be appointed to such offices subject to certain restrictions.

3. Where it appears to the authority in India by whom an appointment should be made to any office, place, or employment specified in the said Schedule, that such appointment, under the special circumstances of the case, should be made without regard to the recited qualifications, conditions, and restrictions of the said Act, it shall be lawful for such authority to make such appointment accordingly; provided that no person shall be so appointed who has not resided for at least seven years in India, and that every person previously to his being so appointed to any of the offices in the Revenue and Judicial Departments specified in the said Schedule shall pass an

examination in the vernacular language of the district in which he is to be employed, where such examination is now required, and shall be subject to all the departmental tests and other qualifications and restrictions which are or may be imposed in the like case on covenanted civil servants.

4. Every such appointment shall be provisional only, and shall forthwith be reported to the Secretary of State in Council of India, together with the special reasons for making the same; and unless the Secretary of State in Council shall approve such appointment, with the concurrence of a majority of Members present at a meeting, and shall within twelve months from the date of such appointment notify such approval to the authority by whom the appointment was made, then such appointment shall be cancelled. Such appointment in each case to be reported to the Secretary of State.

5. All vacancies happening in any other offices, places, or employments than those mentioned in the said Schedule, and all other offices than those so mentioned that may hereafter be created in India may be filled up and supplied without regard to the qualifications, conditions, and restrictions prescribed by the said Act. Certain offices may be filled up without regard to restrictions prescribed by recited Act.

6 Provided always that this Act shall not apply to the office of Lieutenant-Governor of any part of Her Majesty's dominions in India, or to any offices for the supply of which provision may be made by any other Act of the present session of Parliament. Act not to apply to offices of Lieutenant-Governor, etc.

7. Section fifty-six of the said Act of the thirty-third year of King George the Third, and so much of the other sections of the said Act and of any other Act now in force as requires seniority as a condition or qualification for the appointment of civil servants to offices, places, or employments, shall be repealed. So much of 33 G. 3. c. 52, as requires seniority, etc., for appointment repealed.

SCHEDULE.

Secretaries, Junior Secretaries, and Under-Secretaries to the several Governments of India, except the Secretaries, Junior Secretaries, and Under-Secretaries in the Military, Marine and Public Works Departments.

Accountant-General.
Civil Auditor. (*a*)
Sub-Treasurer. (*b*)

Judicial.

1. Civil and Sessions Judges, or Chief Judicial Officers of Districts in the Provinces now known as Regulation provinces.
2. Additional and Assistant Judges in the said Provinces.
3. Magistrates or Chief Magisterial Officers of Districts in the said Provinces.
4. Joint-Magistrates in the said Provinces.
5. Assistant Magistrates or Assistant to Magistrates in the said Provinces.

Revenue.

1. Members of the Board of Revenue in the Presidencies of Bengal and Madras.
2. Secretaries to the said Boards of Revenue.
3. Commissioners of Revenue or Chief Revenue Officers of Divisions in the Provinces now known as Regulation Provinces.
4. Collectors of Revenue or Chief Revenue Officers of Districts in the said Provinces.
5. Deputy or Subordinate Collectors where combined with the Office of Joint-Magistrate in the said Provinces.
6. Assistant Collectors or Assistants to Collectors in the said Provinces.
7. Salt Agents.
8. Controller of Salt Chowkies.
9. Commissioners of Customs, Salt and Opium.
10. Opium Agents.

(*a*) Now called Comptroller-General. (*b*) Now non-existent.

APPENDIX III.

THE GOVERNMENT OF INDIA ACT, 1870.

(33 Vict., Cap. 3.)

An Act to make better provision for making Laws and Regulations for certain parts of India, and for certain other purposes relating thereto.

[25th March 1870.]

* * * * * * * * *

6. Whereas it is expedient that additional facilities should be given for the employment of Natives of India, of proved merit and ability, in the civil service of Her Majesty in India: Power to appoint natives of India to certain offices without certificate from the Civil Service Commissioners. 21 & 22 Vict., c. 106. 24 & 25 Vict., c. 54.

Be it enacted, that nothing in the Government of India Act, 1858, or in the Indian Civil Service Act, 1861, or in any other Act of Parliament or other law now in force in India, shall restrain the authorities in India by whom appointments are or may be made to offices, places, and employments in the civil service of Her Majesty in India from appointing any Native of India to any such office, place or employment, although such Native shall not have been admitted to the said civil service of India in manner in section thirty-two of the first-mentioned Act provided, but subject to such rules as may be from time to time prescribed by the Governor-General in Council, and sanctioned by the Secretary of State in Council, with the concurrence of a majority of members present;

and that for the purpose of this Act the words "Natives of India" shall include any person born and domiciled within the dominions of Her Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only;

and that it shall be lawful for the Governor-General in Council to define and limit from time to time the qualification of Natives of India thus expressed; provided that every resolution made by him for such purposes shall be subject to the sanction of the Secretary of State in Council, and shall not have force until it has been laid for thirty days before both Houses of Parliament.

APPENDIX IV.

Notification of the Government of India, Home Department (Establishments), No. 1128, dated Simla, the 26th August 1910.

In exercise of the power conferred by section 6 of the Government of India Act, 1870 (33 Victoria, Chapter 3), and in supersession of the rules published in the Home Department Notification No. 2159 (Public), dated the 2nd November 1892, the Governor-General in Council has been pleased to make the following rules, which have been sanctioned by the Secretary of State in Council with the concurrence of a majority of the members present.

1. The local Government may appoint any member of the provincial civil service subordinate to it, who is a Native of India, and of proved merit and ability, to any of the offices, places, and employments ordinarily held by members of the Civil Service of His Majesty in India, to fill which it has been declared by such local Government (by notification in the official Gazette) that members of such Provincial civil service can properly be appointed.

2. The local Government may at any time appoint any Native of India of proved merit and ability to any of the offices, places, and employments specified by such local Government in any such notification as in Rule 1 is mentioned; provided that not more than one-fourth of the offices, places, and employments so specified shall at any one time be held by Natives of India not members of the Provincial civil service subordinate to the local Government; but this proviso shall not apply to or include any Native of India (not a member of a Provincial service) who has, prior to the making of these rules, been appointed under section 6 of the Government of India Act, 1870 (33 Victoria, Chapter 3), to an office, place, or employment in the Civil Service of India.

3. In addition to appointments made under Rules 1 and 2 the local Government may, whenever the exigencies of the public service render it necessary, appoint to any of the offices, places, or employments ordinarily held by members of the Civil Service of His Majesty in India, for a period not exceeding three months, any Native of India of proved merit and ability; provided that the appointment of any such officer shall not involve his transfer from another district.

4. The local Government may declare any appointment to be made on probation only, and may prescribe the terms on which it is made and the conditions with which the person appointed must comply before he can be confirmed.

5. The local Government may at any time suspend and remove any person appointed by such local Government under these rules.

A. EARLE,
Offg. Secy. to the Govt. of India.

APPENDIX V.

Number of Existing Posts listed as open to the Provincial Civil Services.

	Madras.	Bombay.	Bengal.	United Provinces.	Punjab.	Burma.	Bihar and Orissa.	Central Provinces (and Berar).	Total.
Superior Posts.									
Heads of districts ...	2	2	8	2	2	2	5	4	49
District and Divisional Judges.	4	3		5	6	2		2	
Settlement Collectors ...	...	...	...	...	2	1	...	...	3
Sub-Collectors ...	2	...	...	...	...	...	...	...	2
Secretary, Board of Revenue.	...	...	...	...	1	...	...	...	1
Talukdari Settlement Officer	...	1	...	...	..	...	...	...	1
Total ...	8	6	8	7	11	5	5	6	56
Inferior Posts.									
Secretary to Board of Revenue.	1	...	...	1	...	...	...	...	2
Under-Secretary to Government.	1	...	1	...	1	...	1	...	4
Joint Magistrates or Assistant. Commissioners or Assistant Collectors.	5	8	8	7	3	...	...	2	33
Assistant Judges ...	...	3	...	...	...	...	...	...	3
Small Cause Court Judges	...	...	...	2	...	...	..	...	2
Assistant Settlement Officers	...	...	...	2	...		...	...	2
Assistant to Director of Land Records.	...	...	...	1	...	...	..	...	1
Total ..	7	11	9	13	4	...	1	2	47
GRAND TOTAL SUPERIOR AND INFERIOR.	15	17	17	20	15	5	6	8	103

APPENDIX VI.

Final Examination of 1891 when the Period of Probation was two years.		Final Examination of 1912 when the Period of Probation was one year.	
Subjects (*a*).	Marks.	Subjects.	Marks.
1. *Classical languages of India—		*Compulsory*—	
Sanskrit	500	1. The principal Vernacular language of the Province to which the candidate is assigned.	400
Arabic	400	2. Indian History	400
Persian	400	3. Indian Penal Code	400
2. †Vernacular languages of India (excepting Hindustani when taken up by Madras candidates and Gujrati) each.	400	4. Code of Criminal Procedure ...	200
		5. The Indian Evidence Act ...	200
3. The History and Geography of India	350	*Optional.*—(Not more than one of the following subjects.)	
4. ‡Law	1,250	1. §Sanskrit	400
5. Political Economy	350	2. §Arabic	400
		3. Persian	400
		4. Hindustani (for candidates assigned to the Province of Burma only).	400
		5. Hindu and Muhammadan Law ...	450

(*a*) In addition to the above, candidates were permitted to take up any one of the following branches of Natural Science, viz., Agricultural chemistry, botany, geology and zoology, for which 350 marks were allowed.

* One or more of these subjects could be taken.

† One of the languages prescribed for the candidates' Presidency or Province.

‡ The course of reading in law included—

(1) General Jurisprudence—
Blackstone's Commentaries.
Austin's Jurisprudence.
The Institutes of Justinian.
Maine's Ancient Law.
Mackenzie's Studies in Roman Law.
Bentham's Theory of Legislation.

(2) Law of Evidence—
The Indian Evidence Act.
Pitt Taylor's Treatise on the Law of Evidence.

(3) Law of India—
The Code of Civil Procedure.
The Indian Penal Code.
The Code of Criminal Procedure.
The Indian Law of Contracts.
The Intestate and Testamentary Succession Act.
Hindu Law.
Muhammadan Law.

Simultaneously, the candidates attended courts and supplied the following detailed reports, with an analysis and notes in each case:—

First Periodical Examination ...	Seven reports of police court cases of a stipendary Magistrate, embracing cases in which the magistrate exercised final jurisdiction and cases which he committed for trial.
	Four civil cases of a county court in which the parties were represented by counsel.
	One separate report of the whole business, of whatever kind, transacted in a police court during one day.
Second Periodical Examination ..	Five reports of Civil actions in the superior courts of London in which the defendant was represented by counsel.
	Five reports of cases decided in the Central Criminal Court in which the prisoner was represented by counsel.
Third Periodical Examination ...	Three reports of civil cases of importance tried before special juries in the Superior Courts of London.
	Three reports of criminal cases of importance tried before juries in the Central Criminal Court and selected for some special quality such as the gravity of the offence, the nature of the evidence produced, the number of the prisoners, etc.
Final Examination ...	One report of the investigation before a London police magistrate of a grave criminal charge ending in committal.
	One report of the whole business, of whatever kind, transacted in a London police court in one day.
	Two reports of important civil cases tried by a special jury in London.
	One report of a case heard in the Judicial Committee of the Privy Council on appeal from India.

§ These subjects cannot be offered by any candidate who has offered them at the open competition.

APPENDIX VII.

AA.

Statement showing the Cadre and Strength of the Indian Civil Service for India as a whole and by Presidencies or Provinces, as sanctioned on 1st July 1912, together with the number of posts listed as open to the Provincial Service in accordance with the terms of the rules *made under the provisions* of Section 6 of the Government of India Act, 1870 (33 Vict., Cap. 3).

—	Madras.	Bombay.	Bengal.	United Provinces.	Punjab.	Burma.	Bihar and Orissa.	Central Provinces.	Assam.	Total.
(1) No. of "Superior" posts, *i.e.*, posts carrying a salary of over Rs. 1,000 a month in the Presidency or Province.	87	84	90	111	80	83	54	51	22	662
(2) *Deduct* for posts listed as open to Provincial Service.	8	6	8	7	11	5	5	6	...	56
(3) *Add* for posts under the Government of India (*a*).	8	8	8	10	7	6	5	...	2	58
(4) Balance number of "Superior" posts.	87	86	90	114	76	84	54	49	24	664
(5) *Add* 4 per cent. for temporary posts and for deputation. [*N.B.*—For such posts additions are made in the lowest grade of assistants.]	3	3	4	5	3	3	2	2	1	26
(6) Total number of "Superior" posts on which recruitment is based.	90	89	94	119	79	87	56	51	25	690
(7) *Add* "Inferior" posts, *i.e.*, posts above the lowest grade of assistants, but below the "Superior" posts, at 39 per cent. of line (6).	35	35	37	46	31	34	22	20	9	269
(8) *Add* leave reserve at 40 per cent. of line (6).	36	35⅓	37⅓	47⅓	32	35	22⅓	20	10	276
(9) *Add* training reserve at 15·5 of line (6).	14	13⅓	14½	18½	12	13	8⅓	8	4	106
(10) Strength of service required at 194·5 per cent. of line (6).	175	173	183	231	154	169	109	99	48	1,341
(11) Rate of recruitment at 4·17 per cent. of strength shown in line (10).	7·3	7·2	7·6	9·6	6·4	5·3 Civil. 1·7 Military.	4·5	4·1	2·0	54 Civil. 1·7 Military.

(*a*) The figures under this line are fixed arbitrarily from time to time for purposes of recruitment, and are not intended to limit or guarantee the number of posts under the Government of India, which may at any time be filled from a particular Province.

APPENDIX VII.—*contd.*

LIST A.

MADRAS.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
2	Members of Council	5,333⅓
2	High Court Judges	4,000
1	Member, Board of Revenue	3,750
1	Chief Secretary	3,750
1	Member, Board of Revenue	3,500
1	Secretary, Revenue Department	3,125
2	Members, Board of Revenue	3,000
2	District and Sessions Judges, first grade	3,000
1	Inspector-General of Police	2,500—100—3,000
1	Resident, Travancore	2,800
7	District and Sessions Judges, second grade ...	2,500
1	Secretary, Municipal (Local) Department	2,500
(*a*) 7	Collectors, first grade	2,500
7	District and Sessions Judges, third grade	2,250
(*a*) 14	Collectors, second grade	2,250
6	District and Sessions Judges, fourth grade	2,000
1	Commissioner of Coorg	1,800—2,000
(*a*) 6	Collectors, third grade	1,800
1	Secretary to Commissioner of Land Revenue ...	1,500—1,800
1	Secretary to Commissioner, Salt and Abkari Revenue ...	1,500—1,800
1	Registrar, High Court	1,500—1,800
1	Private Secretary	1,500
(*b*) 20	Sub-Collectors and Joint Magistrates, first grade ...	1,200
Total ... 87		
Deduct —8	For posts listed as open to the Provincial Service.	
Add +8	Do. under the Government of India.	
Balance 87		
	Inferior posts, i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay.*	
3	Under-Secretaries	1,000
16	Joint Magistrates, second grade	900
16	Ditto, third grade	700
Total ... 35		
	Reserve posts, i.e., *Assistant Collectors.*	400—500
3	Reserve for temporary posts and for deputations.	
36	Leave reserve.	
14	Training reserve.	
Total ... 53		

(*a*) Includes Collector of Madras, Director of Agriculture, and Registrar of Co-operative Credit Societies.
(*b*) Includes Deputy Commissioner of Salt and Abkari, and Director of Land Records.

APPENDIX VII.—*contd.*

LIST B.

BOMBAY (INCLUDING SIND).

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
2	Members of Council	5,333⅓
3	High Court Judges	4,000
1	Chief Secretary	3,750
1	Commissioner in Sind	3,750
3	Commissioners	3,500
1	Secretary	3,125
1	Commissioner of Customs, Salt, Opium, etc. ...	3,000
1	Municipal Commissioner, Bombay	3,000
1	Judicial Commissioner, Sind	3,000
1	Inspector-General of Police	2,500—100—3,000
1	Additional Judicial Commissioner	2,750
(*a*) 3	District and Sessions Judges, first grade	2,500
1	Secretary	2,500
6	District and Sessions Judges, second grade ...	2,325
13	Senior Collectors	2,325
1	Commissioner of Settlement and Director, Land Records	Salary of grade *plus* a local allowance of Rs. 250.
9	District and Sessions Judges, third grade	1,800
(*b*) 15	Junior Collectors	1,800
1	Registrar, High Court	1,700
1	Private Secretary	1,500
1	Deputy Commissioner, Upper Sind Frontier ...	1,200 Local allowance of Rs. 300.
3	Political appointments	.....
1	Assistant Remembrancer of Legal Affairs	1,250—50—1,500
2	Under-Secretaries	1,250
1	Talukdari Settlement Officer	1,100
1	Assistant to Commissioner in Sind	1,100 Local allowance of Rs. 100.
1	Manager, Sind Encumbered Estates	Salary of grade *plus* special allowance of Rs. 200.
2	Superintendents of Land Records	Salary of grade *plus* special allowance of Rs. 150.
1	Registrar, Co-operative Credit Societies	
5	Assistant Collectors, first grade	900 (*c*)
Total ... 84		
Deduct — 6	For posts listed as open to the Provincial Service.	
Add + 8	Do. under the Government of India.	
Balance 86		
	Inferior posts, i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay.*	
17	Assistant Collectors, first grade	900
18	Ditto, second grade	700
Total ... 35		
	Reserve posts, i.e., *Assistant Collectors.*	400—500
3	Reserve for temporary posts and for deputations.	
35½	Leave reserve.	
13½	Training reserve.	
Total ... 52		

(*a*) Includes Remembrancer of Legal Affairs.
(*b*) Includes Collector of Salt Revenue, Collector of Bombay and Director of Agriculture and Co-operative Credit Societies, but excludes Collector of Customs, Bombay.
(*c*) It has recently been proposed to raise the pay of these five appointments to Rs. 1,200.

[A—Indian Civil Service.]

APPENDIX VII.—*contd.*

LIST C.

BENGAL.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
2	Members of Council	5,333⅓
4	High Court Judges	4,000
1	Member, Board of Revenue	3,750
1	Chairman, Calcutta Corporation	3,500
1	Chief Secretary	3,333⅓
(*a*) 3	District and Sessions Judges, first grade	3,000
1	Chairman of the Calcutta Improvement Trust ...	3,000
5	Commissioners	2,916⅔
1	Inspector-General of Police	2,500—100—3,000
2	Secretaries	2,750
(*a*) 13	District and Sessions Judges, second grade ...	2,500
(*b*) 12	Magistrates and Collectors, first grade ...	2,250
(*a*) 14	District and Sessions Judges, third grade ...	2,000
(*b*) 13	Magistrates and Collectors, second grade	1,800
1	Registrar, High Court	1,700
(*b*) 14	Magistrates and Collectors, third grade	1,500
1	Private Secretary to His Excellency the Governor ...	1,500
1	Deputy Chairman, Calcutta Corporation	1,500
Total ... 90		
Deduct — 8	For posts listed as open to the Provincial Service.	
Add + 8	Do. under the Government of India.	
Balance 90		
	Inferior posts (i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay excluding one listed Under-Secretaryship*).	
2	Under-Secretaries	1,000
17	Joint Magistrates	900
17	Ditto	700
Total ... 36		
	Reserve posts, i.e., *Assistant Magistrates*.	400—500
4	Reserve for temporary appointments and deputations.	
37½	Leave reserve.	
14½	Training reserve.	
Total ... 56		

(*a*) Includes Superintendent and Remembrancer of Legal Affairs and three District and Sessions Judges for Assam
(*b*) Includes Commissioner of Excise, Director of Land Records, Director of Agriculture, two Secretaries to the Board of Revenue, Registrar of Co-operative Credit Societies, three Settlement Officers and four Additional Magistrate for Dacca, Midnapore, Bakarganj and Mymensingh.

[A.—Indian Civil Service.

APPENDIX VII.—*contd.*

LIST D.

UNITED PROVINCES.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333⅓
3	High Court Judges	4,000
1	Judicial Commissioner	3,500
2	Members, Board of Revenue	3,500
1	Additional Judicial Commissioner	3,333⅓
1	Chief Secretary	3,000
2	District and Sessions Judges, first grade	3,000
9	Commissioners	2,916⅔
1	Inspector-General of Police	2,500—100—3,000
1	Opium Agent	2,500—100—3,000
1	Commissioner, Kumaun	2,500
(*a*) 7	District and Sessions Judges, second grade ...	2,500
(*b*) 19	Magistrates and Collectors, first grade	2,250
(*a*) 6	District and Sessions Judges, third grade ...	2,250
10	District and Sessions Judges, fourth grade ...	1,833⅓
(*b*) 17	Magistrates and Collectors, second grade ...	1,833⅓
4	Deputy Commissioners, first grade	1,833⅓
3	District and Sessions Judges, fifth grade ...	1,666⅔
(*b*) 10	Deputy Commissioners, second grade	1,666⅔
1	Registrar, High Court	1,600
4	Settlement Officers	Salary of grade *plus* special allowance of Rs. 150.
1	Deputy Director of Land Records	
1	Registrar, Co-operative Credit Societies	
1	Superintendent, Dehra Dun	1,500
1	Deputy Commissioner, Naini Tal ...	1,500
1	Assistant Judge	1,100
2	Deputy Commissioners of Garhwal and Almora ...	1,000
Total ... 111		
Deduct — 7	For posts listed as open to the Provincial Service	
Add +10	Do. under the Government of India.	
Balance 114		
	Inferior posts, i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay.*	
2	Under-Secretaries	1,000
1	Under-Secretary	800
1	City Magistrate, Lucknow	1,000
14	Joint Magistrates, first grade	1,000
6	Assistant Commissioners, first grade	800
1	Assistant Judge	800
20	Joint Magistrates, second grade	700
1	Registrar, Judicial Commissioner's Court ...	Salary of grade.
Total ... 46		
	Reserve posts, i.e., *Assistant Collectors*.	400—500
5	Reserve for temporary posts and for deputations.	
47½	Leave reserve.	
18½	Training reserve.	
Total ... 71		

(*a*) Includes the Legal Remembrancer.
(*b*) Includes two Secretaries in the Board of Revenue, Judicial and Financial Secretaries to Government, Director of Land Records and Agriculture and Commissioner of Excise.

A.—Indian Civil Service.]

APPENDIX VII.—*contd.*

LIST E.

PUNJAB (EXCLUDING THE NORTH-WEST FRONTIER PROVINCE).

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333⅓
1	Chief Judge, Chief Court	4,000
2	Judges, Chief Court	3,500
2	Financial Commissioners	3,500
1	Chief Secretary	3,000
5	Commissioners	2,750
2	Divisional Judges, 1st grade	2,750
3	Divisional Judges, 2nd grade	2,500
5	Divisional Judges, 3rd grade	2,250
(*a*) 10	Deputy Commissioners, 1st grade	2,250
6	Divisional Judges, 4th grade	1,800
(*a*) 11	Deputy Commissioners, 2nd grade	1,800
8	District Judges	1,500
(*a*) 13	Deputy Commissioners, 3rd grade	1,500
6	Settlement Officers	Salary of grade *plus* special allowance of Rs. 150.
1	Registrar, Co-operative Credit Societies	
1	Senior Secretary to Financial Commissioners ...	Salary of grade, subject to a minimum of Rs. 1,200 and a maximum of Rs. 1,800.
1	Junior Secretary to Financial Commissioners ...	Salary of grade, subject to a maximum of Rs. 1,500 and a minimum of Rs. 1,000.
1	Registrar, Chief Court	1,250
Total .. 80 *Deduct* — 11 *Add* + 7 — Balance 76	For posts listed as open to the Provincial Service. Do. under the Government of India.	
	Inferior posts, i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay (excluding one Under-Secretaryship listed).*	
2	Under-Secretaries	1,000
14	Assistant Commissioners, 1st grade	900
15	Ditto, 2nd grade	700
Total ... 31		
	Reserve posts, i.e., *Assistant Commissioners of the lowest grade.*	400—500
3	Reserve for temporary posts and for deputations.	
32	Leave reserve.	
12	Training reserve.	
Total ... 47		

(*a*) Includes two Secretaries of Government, Director of Land Records, Director of Agriculture and Political Agent in the Phulkian States.

APPENDIX VII.—*contd.*

LIST F.

BURMA.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333⅓
1	Chief Judge, Chief Court	4,000
1	Judge, Chief Court	3,500
1	Judicial Commissioner, Upper Burma	3,500
1	Financial Commissioner	3,500
1	Chief Secretary to Government	3,000
8	Commissioners of Divisions	2,750
1	Commissioner of Settlements and Director of Land Records.	2,750
2	Divisional Judges, 1st grade	2,750
1	President, Rangoon Municipality	2,500 (*a*)
1	Director of Agriculture	2,400 (*d*)
2	Divisional Judges, 2nd grade	2,250
(*c*) 12	Deputy Commissioner, 1st grade	2,250
1	Revenue Secretary to Government	2,250 (*b*)
1	Secretary to Government	2,250 (*b*)
2	Divisional Judges, 3rd grade	1,800
(*c*) 13	Deputy Commissioners, 2nd grade	1,800
8	District Judges	1,500
(*c*) 15	Deputy Commissioners, 3rd grade	1,500
1	Deputy Director of Land Records	1,600 (*b*)
1	Secretary to Financial Commissioner	1,500 (*b*)
1	Registrar, Chief Court	1,400 (*b*)
6	Settlement Officers	Salary of grade *plus* special allowance of Rs. 150.
1	Registrar, Co-operative Credit Societies	
Total ... 83 *Deduct* — 5 *Add* + 6 — Balance ...84	For posts listed as open to the Provincial Service. For posts under the Government of India.	
	Inferior posts, i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay.*	
11	Assistant Commissioners, 1st grade	1,000
13	Assistant Commissioners, 2nd grade	700
10	Assistant Commissioners, 3rd grade	600
Total ... 34		
	Reserve posts, i.e., *Assistant Commissioners of the 4th grade.*	450—500
3	Reserve for temporary posts and for deputations.	
35	Leave reserve.	
13	Training reserve.	
Total ... 51		

(*a*) Maximum salary, including a local allowance of Rs. 250 a month.
(*b*) Maximum salary including a local allowance of Rs. 400, Rs. 300, Rs. 200, Rs 200 and Rs. 200, respectively.
(*c*) Includes Superintendent of Shan States, Collector of Rangoon and Commissioner of Excise, the latter officer drawing the salary of grade *plus* a local allowance of Rs. 250, without a maximum.
(*d*) Maximum salary including a local allowance of Rs. 150 a month.

APPENDIX VII.—*contd.*

LIST G.

Bihar and Orissa.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333⅓
2	Members of Council	5,000
2	High Court Judges	4,000
1	Member, Board of Revenue	3,500
1	Chief Secretary	3,000
(*a*) 2	District and Sessions Judges, 1st grade	3,000
5	Commissioners	2,916⅔
1	Inspector-General of Police	2,500—100—3,000
(*a*) 5	District and Sessions Judges, 2nd grade	2,500
(*b*) 9	Magistrates and Collectors, 1st grade	2,250
(*a*) 5	District and Sessions Judges, 3rd grade	2,000
(*b*)10	Magistrate and Collectors, 2nd grade	1,800
(*b*)10	Ditto, 3rd grade	1,500
Total ... 54		
Deduct −5	For posts listed as open to the Provincial Service.	
Add +5	Do. under the Government of India.	
Balance... 54	On which recruitment is based.	
	Inferior posts, i.e., *posts above the lowest grade of assistants but below the "superior" posts (including one listed Under-Secretary) in order of pay.*	
2	Under-Secretaries	1,000
10	Joint Magistrates, 1st grade	900
10	Ditto, 2nd grade	700
Total ... 22		
	Reserve posts, i.e., *Assistant Magistrates.*	400—500
2	Reserve for temporary posts and for deputations.	
22½	Leave reserve.	
8½	Training reserve.	
Total ... 33		

(*a*) Includes Superintendent and Remembrancer of Legal Affairs and Judicial Commissioner, Chota Nagpur.
(*b*) Includes two Secretaries to Government, and Directors of Land Records and Agriculture, Commissioner of Excise, Registrar of Co-operative Credit Societies, two Settlement Officers and Political Officer, Orissa.

APPENDIX VII.—*contd.*

LIST H.

Central Provinces and Berar.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
	Central Provinces.	Rs.
1	Chief Commissioner	5,166⅔
1	Financial Commissioner	3,500
1	Judicial Commissioner	3,500
1	Additional Judicial Commissioner	3,000
1	Second Additional Judicial Commissioner	2,750
3	Commissioners	2,750
2	Ditto	2,500
1	Senior Divisional Judge	2,500
(*a*) 8	Deputy Commissioners, 1st class	2,250
(*a*) 12	Ditto, 2nd class	1,800
(*a*) 14	Ditto, 3rd class	1,500
4	Settlement Officers	Salary of grade *plus* special allowance of Rs. 150.
1	Director of Agriculture	
1	Registrar, Co-operative Credit Societies	
Total ... 51		
Deduct − 6	For posts listed as open to the Provincial Service.	
Add + 4	Do. under the Government of India.	
Balance ... 49		
	Inferior posts, i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay.*	Rs.
6	Assistant Commissioners, 1st grade	900
13	Ditto, 2nd grade	700
Total ... 19		
	Note.—There is a defect of one post. It has recently been proposed to correct the defect and to grade the 20 posts as follows:—	
10	Assistant Commissioners, 1st grade	900
10	Ditto, 2nd grade	700
Total ... 20		
	Reserve posts, i.e., *Assistant Commissioners of the lowest grade.*	400-500
2	Reserve for temporary post and for deputations.	
20	Leave reserve.	
8	Training reserve.	
Total ... 30		

(*a*) Includes Chief Secretary, Secretary, Political Agent of Chhattisgarh, Commissioner of Excise, Commissioner of Settlement, three Divisional Judges, Inspector-General of Police, and two District and Sessions Judges, and one Secretary to the Chief Commissioner. The Inspector-General of Police draws a local allowance of Rs. 450, subject to a maximum salary of Rs. 2,500 a month.

A.—Indian Civil Service.]

APPENDIX VII.—*contd.*

LIST I.

ASSAM.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Chief Commissioner	5,166⅔
2	Commissioners	2,750
(*a*) 6	Deputy Commissioners, 1st grade	2,250
(*a*) 7	Ditto, 2nd grade	1,800
(*a*) 6	Ditto, 3rd grade	1,500
Total ... 22		
Deduct *Nil.*	For posts listed as open to the Provincial Service.	
Add + 2	Do. under the Government of India.	
Balance ... 24		
	Inferior posts, i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay.*	
2	Under-Secretaries	1,000
4	Joint Magistrates, 1st grade	900
3	Ditto, 2nd grade	700
Total ... 9		
	Reserve posts, i.e., *Assistant Magistrates.*	400—500
1	Reserve for temporary posts and for deputations.	
10	Leave reserve.	
4	Training reserve.	
Total 15		

(*a*) Includes Superintendent of Lushai Hills; Commissioner of Excise, Inspector-General of Registration and Registrar of Co-operative Credit Societies; Director of Land Records and Agriculture; two Secretaries to the Chief Commissioner; Inspector-General of Police; one Settlement Officer, and Political Agent, Manipur.

LIST J.

Superior Posts under the Government of India.

Number.	Designation.	Pay of each.
		Rs.
3	Members of Council	6,666⅔
	Home Department—	
1	Secretary	4,000
1	Deputy Secretary	2,000
1	Director, Criminal Intelligence	3,000
1	Superintendent of Port Blair	2,500—3,000
	Finance Department—	
1	Secretary	4,000
1	Joint Secretary	3,000
1	Deputy Secretary	2,250
1	Comptroller and Auditor-General	3,500—4,000
8	Accountants-General	2,250—2,750
8	Officers of the India Finance Department ...	1,100—1,800

[A.—Indian Civil Service.

APPENDIX VII.—*concld.*

LIST J.—*concld.*

Number.	Designation.	Pay of each.
		Rs.
	Foreign Department—	
1	Secretary	4,000
1	Deputy Secretary	2,250
23	Political Officers	1,100—4,000
	Legislative Department—	
1	Secretary or Deputy Secretary	3,000—3,500 or 2,000
	Department of Revenue and Agriculture—	
1	Secretary	4,000
	Department of Commerce and Industry—	
1	Secretary	4,000
1	Director-General of Posts and Telegraphs ...	3,000—3,500
4	Postmasters-General	1,500—1,750 or 1,750—2,000 or 2,250—2,500
1	Commissioner, Northern India Salt Revenue ...	2,500
1	Inspector-General of Excise and Salt	3,000
3	Collectors of Customs	2,050—2,500
2	Assistant Collectors of Customs	1,150—1,400
	Department of Education—	
1	Secretary	3,000
Total ... 58		

BB.

STATEMENT showing for INDIA as a whole and by PRESIDENCIES and PROVINCES the actual strength of the INDIAN CIVIL SERVICE CADRE, as it stood on 1st July 1912, compared with the strength at which it should have stood on the same date in accordance with the sanctioned calculations.

Provinces.	Sanctioned strength.	Actual strength on 1st July 1912.		Number of officers over(+) or under(−) strength.
1	2	3		4
Madras	175		173	− 2
Bombay	173		176 (*a*)	+ 3
Bengal	183		174 (*b*)	− 9
United Provinces	231		237 (*c*)	+ 6
Punjab	154	Civilians 162 (*d*) ... / Military 29 (*e*) ...	191	+37
Burma	169	Civilians 126 ... / Military 49 ...	175	+ 6
Bihar and Orissa	109		107 (*f*)	− 2
Central Provinces	99		104 (*g*)	+ 5
Assam	48	Civilians 39 ... / Military 9 ...	48	...
Total ...	1,341		1,385	+44

(*a*) Excluding Sir B. Robertson, who permanently belongs to the Central Provinces, where he has been included, but including Mr. H. C. Mules of the Sind Commission.

(*b*) Excluding Messrs. Nathan and Hallet, who have been temporarily lent by Bihar and Orissa to Bengal and have been included in the Bihar and Orissa cadre.

(*c*) Including Sir H. Butler, who has not been numbered in the Civil List, but excluding Messrs. W. Alder and T. K. Johnston, who have been temporarily transferred to, and included in the Bengal cadre.

(*d*) Including Messrs. O'Dwyer, Lorimer, Barton, Grant, Rennie, Johnston, Glancy, Pipon, Bolton, Pears, Jelf, Howell, Bill, Copeland, Fraser, Fitzpatrick, Latimer, serving in the Political Department under the Government of India in the North-West Frontier Province, and Messrs. Bray and Cater, also serving under the Government of India in the Political Department in Baluchistan, and excluding Messrs. Cowan, Msenair and Jacob, serving in Bengal, where they have been included, and Mr. Gordon, serving in Assam, in which he has also been included.

(*e*) Including Lieutenant-Colonel Rawlinson, Mr. J. S. Donald, Major Blakeway, Lieutenant-Colonel Sir G. Roos-Keppel and Captain Keen, serving in the Political Department under the Government of India in the North-West Frontier Province.

(*f*) Excluding the late Mr. Shettle.

(*g*) Including Sir B. Robertson, who permanently belongs to the Central Provinces, but has been wrongly omitted from the Civil List, but excluding Messrs. Crawford (serving in Bihar and Orissa, where he has been included), and Liddell (serving in Bengal, in which he has been included), and three Indian members of the Berar Commission who have been treated as holding posts corresponding to three listed posts.

APPENDIX VIII.

Nature of posts.	Madras.		Bombay.		Bengal.		United Provinces.	
	No.	Pay.	No.	Pay.	No.	Pay.	No.	Pay.
		Rs.		Rs.		Rs.		Rs.
Lieutenant-Governors and Chief Commissioners.	...	.....	...	.....	...	.....	1	8,333⅓
Members of Councils...	2	5,333⅓	2	5,333⅓	2	5,333⅓	...	.....
Judges of High or Chief Courts.	2	4,000	3	4,000	4	4,000	3	4,000
Boards of Revenue or Financial Commissioners.	4	(1) 3,750 (1) 3,500 (2) 3,000	...	.....	1	3,750	2	3,500
Commissioners of Divisions and others of same rank.	...	.....	6	(1) 3,750 (3) 3,500 (2) 3,000	5	2,916⅔	10	(9) 2,916⅔ (1) 2,500
Secretaries to Government.	3	(1) 3,750 (1) 3,125	3	(1) 3,750 (1) 3,125	3	(1) 3,333⅓ (2) 2,750	1	3,000
Secretaries to Boards of Revenue or Financial Commissioners.	2	1,500–1,800	...	.....	...	.....	...	.....
Judicial Commissioners	...	.....	2	(1) 3,000 (1) 2,750	...	.....	2	(1) 3,500 (1) 3,333⅓
District and Sessions Judges or Divisional Judges and District Judges.	22	(2) 3,000 (7) 2,500 (7) 2,250 (6) 2,000	18	(3) 2,500 (6) 2,325 (9) 1,800	30	(3) 3,000 (13) 2,500 (14) 2,000	28	(2) 3,000 (7) 2,500 (6) 2,250 (10) 1,333⅓ (3) 1,666⅔
Collectors or Deputy Commissioners.	37	(7) 2,500 (14) 2,250 (6) 1,800	29	(13) 2,325 (15) 1,800 (1) 1,500	39	(12) 2,250 (13) 1,800 (14) 1,500	54	(19) 2,250 (21) 1,333⅓ (10) 1,666⅔ (2) 1,500 (2) 1,000
Political Officers ...	1	2,800	3	.....	...	.....	...	.....
Miscellaneous posts ...	(a)4	(1) 2,500–3,000 (1) 1,800–2,000 (1) 1,500–1,800 (1) 1,500	(b)6	(1) 2,500–3,000 (1) 1,700 (1) 1,500 (1) 1,250–1,500 (2) 1,100	6 (c)	(1) 3,500 (1) 3,000 (1) 2,500–3,000 (1) 1,700 (1) 1,500 (1) 1,300 1,100	4 (d)	(2) 2,500–3,000 (1) 1,600 (1) 1,100
Under-Secretaries to Government.	3	1,000	2	1,250	2	1,000	3	(2) 1,000 (1) 800
Joint Magistrates or Assistant Commissioners, 1st grade.	20	1,200	...	.....	...	.....	...	.....
Joint Magistrates or Assistant Commissioners, 2nd (1st) grade.	16	900	17	900	17	900	22	(15) (e) 1,000 (7) (f) 800
Joint Magistrates or Assistant Commissioners, 3rd (2nd) grade.	16	700	18	700	17	700	20	700
Joint Magistrates or Assistant Commissioners, 4th (3rd) grade.	...	.....	..	.....	.	.....	...	.....
Assistant Collectors or Commissioners.	53	400—500	57	400—500	56	400—500	71	400—500
Appointments which do not carry fixed pay and the salary of which depends on the position of their holders.	...	.....	5	.....	...	.....	7	.....
Total ...	175	.....	171	.....	182	.....	228	.....

(a) Inspector-General of Police, Commissioner of Coorg, Registrar of High Court and Private Secretary to Governor.
(b) Inspector-General of Police, Registrar of High Court, Private Secretary to Governor, Assistant Legal Remembrancer, Assistant to Commissioner in Sind and Talukdari Settlement Officer.
(c) Chairman of Calcutta Corporation, Chairman of Calcutta Improvement Trust, Inspector-General of Police, Registrar of High Court, Private Secretary to Governor and Deputy Chairman of Calcutta Corporation.
(d) Inspector-General of Police, Opium Agent, Registrar of High Court and Assistant Judge.
(e) Includes City Magistrate of Lucknow.
(f) Includes an Assistant Judge.

Punjab.		Burma.		Bihar and Orissa.		Central Provinces and Berar.		Assam.	
No.	Pay.	No.	Pay.	No.	Pay.	No.	Pay.	No.	Pay.
	Rs.		Rs.		Rs.		Rs.		Rs.
1	8,333⅓	1	8,333⅓	1	8,333⅓	1	5,166⅔	1	5,166⅔
...	.....	...	.....	2	5,000	...	.....	...	.....
3	(1) 4,000 (2) 3,500	2	(1) 4,000 (2) 3,500	2	4,000	...	.....	...	.....
2	3,500	1	3,500	1	3,500	1	3,500	...	.....
5	2,750	9	2,750	5	2,916⅔	5	(3) 2,750 (2) 2,500	2	2,750
1	3,000	1	3,000	1	3,000	...	.....	...	.....
2	(1) 1,200–1,800 (1) 1,000–1,500	...	.....	...	.....	...	.....	...	.....
...	.....	1	3,500	...	.....	3	(1) 3,500 (1) 3,000 (1) 2,750	...	.....
24	(2) 2,750 (3) 2,500 (5) 2,250 (6) 1,800 (8) 1,500	14	(2) 2,750 (2) 2,250 (2) 1,800 (8) 1,500	12	(2) 3,000 (5) 2,500 (5) 2,000	1	2,500	(i)	.....
34	(10) 2,250 (11) 1,800 (13) 1,500	40	(12) 2,250 (13) 1,800 (15) 1,500	29	(9) 2,250 (10) 1,800 (10) 1,500	34 (i)	(8) 2,250 (12) 1,800 (14) 1,500	19	(6) 2,250 (7) 1,800 (6) 1,500
...	.....	...	.....	...	.....	...	.....	...	.....
(g) 1	1,250	...	.....	1 (h)	2,500—3,000	...	.....	..	.....
2	1,000	...	.....	2	1,000	...	.....	2	1,000
...	.....	...	.....	...	.....	...	.....	...	.....
14	900	11	1,000	10	900	6	900	4	900
15	700	13	700	10	700	13	700	3	700
...	.....	10	600	...	.....	...	.....	...	.....
47	400—500	51	450—500	33	400—500	31	400—500	15	400—500
7	.....	14	.....	...	.....	6	.....	...	.....
158	.....	168	.....	109	.....	101	.....	46	.....

(g) Registrar of Chief Court.
(h) Inspector-General of Police.
(i) Includes Divisional Judges except the Senior Divisional Judge.
(j) Three District and Sessions Judges are graded with the Bengal cadre.

A.—Indian Civil Service.]

APPENDIX VIII—*concluded.*

DD.

Presidency or Province.	Collectors or Deputy Commissioners.						District and Sessions Judges, including Divisional and District Judges.						Joint Magistrates, Assistant Collectors and Assistant Commissioners.					
	Total number of appointments.	Appointments in the grades of Rs. 2,250 and over.		Appointments in the grades of Rs. 1,800 and over, but less than Rs. 2,250.		Appointments in the grades of Rs. 1,500 and over, but less than Rs. 1,800.	Total number of appointments.	Appointments in the grades of Rs. 2,250 and over.		Appointments in the grades of Rs. 1,800 and over, but less than Rs 2,250.		Appointments in the grades of Rs. 1,500 and over, but less than Rs 1,800.	Total number of appointments.	Appointments in the grades of Rs. 900 and over, but below Rs. 1,500).		Appointments in the grades of Rs 700 and over, but below Rs. 900.		Appointments in the grades of Rs. 500 and over, but below Rs. 700.	
		No.	Per-centage.	No.	Per-centage	No.		No.	Per-centage.	No.	Per-centage.	No.		No.	Per-centage.	No.	Per-centage.	No.	Per-centage.
Madras ...	27	21	77·8	6	22·2	...	105	36	34	16	15·3	53	22	16	72·7	6	27·3	...	...
Bombay ...	29	13	44·8	16	51·7	1	92	17	18·5	18	19·6	57	18	9	50	9	50	...	...
Bengal ...	39	12	30·8	13	33·3	14	90	17	18·8	17	18·8	56	30	16	53·3	14	46·7	...	...
United Provinces ...	54	19	35·2	21	38·9	14*	113†	15	13·3	27	23·9	71	28	15	53·6	10	35·7	3	10·7
Punjab ...	34	10	29·5	11	32·3	13	76	14	18·4	15	19·8	47	24	10	41·7	6	25	8	33·3
Burma ...	40	12	30	13	32·5	15	85	11	12·9	13	15·3	61	14	4	28·6	2	14·3	8	57·1
Bihar and Orissa ...	29	9	31·0	10	34·5	10	53	10	18·9	10	18·9	33	12	7	58·3	5	41·7	...	...
Central Provinces and Berar.	34	8	23·5	12	35·3	14	50	6	12	13	26	31	1	1	100	...	...	...	...
Assam ...	19	6	31·6	7	36·8	6	22	4	18·1	3	13·6	15	...	...	...	...	...	...	...

* Includes two hill Deputy Commissionerships which carry a pay of Rs. 1,600 each on account of their amenities.
† Includes City Magistrate, Lucknow, and an Assistant Judge on Rs. 800.

[A.—Provincial Civil Service.

APPENDIX A.

Resolution of the Government of India, Home Department (Establishments), Nos. 1046-1058, dated Simla, the 19th August 1910.

The Governor-General in Council has had under consideration the recommendation made by the Royal Commission on Decentralization at the end of paragraph 128 of their Report on the subject of framing rules for the recruitment of provincial services. The majority of the Commission consider it unnecessary that rules for the recruitment of those services should, as is now the case, require the sanction of the Government of India, and they express the opinion that the functions of that Government should be limited to laying down a few general principles as to eligibility for appointment, etc., on which detailed provincial rules would be based.

2. In the present Resolution the Governor-General in Council proposes to deal only with the provincial civil services (executive and judicial). The case of other provincial services will be separately considered.

3. The present system, under which the previous sanction of the Government of India is required to making or altering the rules for the recruitment of the provincial civil services, was introduced in 1892, as the result of the Report of the Public Service Commission. The Governor-General in Council has now decided to accept in substance the recommendation of the Decentralization Commission, and is pleased accordingly to invest local Governments with the power to make rules for the recruitment of the provincial civil services without the previous sanction of the Government of India, but subject to their general control. The general conditions which should govern such recruitment have been already fully considered in connection with the inquiries made by the Public Service Commission, and the Governor-General in Council, upon a further consideration of the subject, sees no reason to modify the conclusions then arrived at. It will, however, be convenient to re-state them in the present connection, as follows:—

I. The rules must be adapted, on the one hand, to obtain thoroughly efficient candidates, and, on the other, to secure the due representation in the public service of the different classes of the community.

II. Every candidate for appointment by recruitment must furnish satisfactory evidence—

(*a*) that he is not over 25 years of age, except in the case of Barristers, Advocates, or Pleaders appointed to the Judicial Branch; these excepted cases will be governed by Article 51 of the Civil Service Regulations;

(*b*) that he has attained a prescribed preliminary standard of general education to be fixed by local Governments with reference to local conditions, the object being to secure men qualified by as high a standard of general education as the conditions and requirements of the local administration permit. In particular, qualification in one or more of the vernacular languages of the province in which he is to be employed is to be insisted on. The vernacular standard should be a high one, involving a thorough knowledge of the language and ability to write and read the written character with facility;

(*c*) that he is of sound health, good physique, and active habits; and

(*d*) that he is of good character.

III. Every person appointed to the provincial civil service by direct recruitment shall be subject to a period of probation or training, during which time his appointment will be probationary only, unless in special cases the local Government declares such probation or training to be unnecessary.

IV. The subjects of Native Princes in alliance with His Majesty shall be eligible for appointment, provided they are qualified in other respects.

V. Admission to the provincial civil service should usually be confined to persons who are Natives of the province or have definitely settled in it. In the case of candidates who are not Natives of the province, recent residence of at least three years in the province should, as a general rule, be an essential conditions of admission. No Barrister, Advocate, or Pleader should be appointed as such, unless he has been at least three years actually practising his profession in India and can speak the provincial vernacular.

VI. Europeans who are not statutory Natives of India shall be eligible for appointment, if qualified according to the above conditions, with the sanction of the Government of India.

VII. The local Government should reserve to itself the right to make promotion to the superior grades of the provincial civil service without regard to seniority, and seniority alone should not give a claim to appointment to the grade of Rs. 500 a month and higher grades.

VIII. The Government of India retain power in very special cases to make direct appointments to offices in the higher grades of the provincial civil services, and whenever the Government of India exercise this power in the case of judicial officers, it will be confined to Barristers, Advocates, or Pleaders of the High Courts who have shown distinguished ability in the exercise of their profession for not less than ten years and have a thorough knowledge of the vernacular.

A.—Provincial Civil Service.]

IX. No member of the provincial civil service shall be dismissed otherwise than on the result of a judicial or formal departmental inquiry.

4. The Governor-General in Council directs that any change made in the rules from time to time should be forthwith communicated to the Government of India in the Home Department, in order that they may be in a position to exercise effective general control. His Excellency in Council considers it desirable, moreover, that this resolution should be published by the local Governments and Administrations as part of the respective provincial rules.

* Madras.
Bombay.
Bengal.
United Provinces.
Punjab.
Burma.
Eastern Bengal and Assam.

† Foreign.
Revenue and Agriculture.
Public Works.
Commerce and Industry.

ORDER.—Ordered that a copy of this Resolution be forwarded to the local Governments* and Departments of the Government of India† noted on the margin and to the Honourable the Chief Commissioner of the Central Provinces for information.

A. EARLE,
Offg. Secy. to the Govt. of India.

[A.—Provincial Civil Service.

APPENDIX B.

Office.	Rate of pay in Rupees.	Number of appointments in each grade.													
		Madras.	Bombay.			Bengal.	United Provinces.			Punjab.	Burma.	Bihar and Orissa.	Central Provinces.	Assam.	Total.
			Presidency proper.	Sind.	Total		Agra.	Oudh.	Total.						
Executive Branch.															
Deputy Collectors in Madras Bombay, Bengal, the United Provinces and Bihar and Orissa. Extra Assistant Commissioners in the Punjab, Burma, Central Provinces and Assam.	800	3	...	...	2	6	...	...	4	3	3	4	2	1	27
	700	6	..	..	3	7	...	...	6	4	5	5	3	1	40
	600	8	...	...	7	16	.	...	12	5	10	12	6	3	79
	500	29	...	...	23	48	...	...	35	12	36	36	14	10	243
	400	32		...	23	71	..	.	53	24	36	52	23	14	328
	300	29	...	...	24	73	...	.	55	25	35	54	24	15	334
	250	30	...	...		79	...	...	58	(a)40		59	14	16	296
	200	...	...	...	...	...		...	...	...	...	...	12	...	12
Total ...	...	137	...	.	82	299		...	223	113	125	222	98	60	1,359
Mamlatdars ...	250	..	29		29	...	..	...	...	...	.	...	...	...	29
	225	...	34		34	...	...	...	...	...	...	...	...	.	34
	200	...	39	...	39	.	..	...	...	...	...	...	...	...	39
	175	...	45	...	45	...	..	..	...	...	...	...	...	...	45
	150	...	50	...	50	...	...		...	.	...	...	...	...	50
Total ..	...	...	197	...	197	...	...	...	..	...	...	...		.	197
Total (Executive Branch)	...	137	...	...	279	299	..	.	223	113	125	222	98	60	1,556
Judicial Branch.															
Subordinate Judges (also called Judicial Extra Assistant Commissioners in the Punjab and District Judges in the Central Provinces in the grades of Rs. 600 and upwards).	1,000	...	...	...	...	6	...	...	...	...	...	2	...	..	8
	800	4	3	1	4	12	3	2	5	3	1	6	2	...	37
	700	...	...	...	...	...	...	...	...	4	1	...	3	...	8
	650	5	4	1	5	...	7	3	10	...	...	...	...	...	20
	600	...	...	...	...	24	..	...	...	5	2	12	5	...	48
	500	9	8	1	9	...	9	7	16	12	8	...	5	...	59
	400	...	...	...	...	...	...	...	..	12	8	..	17	...	37
	300	...	...	...	...	...	...	.	...	12	9	.	16	...	37
Total ...	...	(d)18	15	3	18	(b)42	19	12	31	48	29	(b)20	48	(b)	254
Munsifs (also called Subordinate Judges, 2nd class, in Bombay).	500	..	...	..	...	12	...	...	...	...	...	..	...	...	12
	400	33	19	2	21	61	22	8	30	...	...	20	...	...	165
	300	33	22	4	26	70	24	8	32	...	..	19	...	...	180
	250	33	...	...	...	66	...	...	...	...	...	19	..	...	118
	200	29	36	5	41	36	22	10	32	...	..	10	...	...	148
	175	...	...	.	...	...		...	...	...	...	...	..	...	...
	150	...	12	3	15			...	...	...	...	...	...	...	15
Total ..	...	(e)128	89	14	103	(b)245	68	26	94	(c)	(c)	(b)68	(c)	(b)	638
Total (Judicial Branch)	...	146	104	17	121	287	87	38	125	48	29	88	48	...	892
GRAND TOTAL ...	...	283	...	...	400	586	...	...	348	161	154	310	146	60	2,448

(a) This grade is common to both the Judicial and Executive Branches.
(b) The Subordinate Judges and Munsifs employed in Assam are included in the Bengal cadre, and both that cadre and the Bihar and Orissa cadre have been shown above in accordance with the scale proposed by the Calcutta High Court. This matter is under discussion in connection with the recent territorial changes.
(c) Munsifs in the Punjab and the Central Provinces and Judicial Myooks in Burma belong to the Subordinate Judicial Service, and are paid at rates ranging from Rs. 150 to Rs. 250 a month.
(d) Includes four appointments which have been added since the last general reorganization in 1884.
(e) „ three „ „ „ revision of the grades in August 1911.

B.

QUESTIONS RELATING TO THE INDIAN AND PROVINCIAL CIVIL SERVICES.

[Note.—In replies to these questions, it should be clearly specified whether the reply refers to the whole Provincial Civil Service, or to the Executive Branch or to the Judicial Branch.]

INDIAN CIVIL SERVICE.

1. What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?

2. In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?

3. Is the system equally suitable for the admission of "Natives of India"* and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?

* The term "Natives of India" has been defined in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India and not established there for temporary purposes only, and the term is so used throughout these questions.

4. Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons.

5. If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose.

6. In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?

7. What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examinations in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?

8. If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, describe fully what system you would recommend. In particular, do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?

9. If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?

10. Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?

11. Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system which you would propose.

12. Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter.

13. If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons.

14. What in your opinion is the most suitable age at which junior civilians recruited in England should commence their official duties in India?

15. What age-limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age-limits for Natives of India, and for other natural-born subjects of His Majesty?

16. What alterations, if any, do you recommend in the authorized syllabus of subjects and marks prescribed for the open competitive examination?

17. Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates? If so, state them and give reasons.

18. Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons?

19. Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might under present conditions properly be admitted?

20. Do you accept as generally satisfactory in principle the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre partly through the medium of an open competitive examination in England, and partly by special arrangement in India?

21. Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend?

[B.—Indian and Provincial Civil Services.

22. If the system of recruiting military officers in India for posts in the Indian Civil Service cadre has been stopped or has never existed in your Province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent, in your opinion, should it be adopted?

23. Do you consider that such a system should be restricted to the recruitment of military officers, or extended to the recruitment of selected officers from other Indian services?

24. What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?

25. Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one quarter of the listed posts?

26. Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service?

27. Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why?

28. Please add such remarks as you may desire to offer on any points relating to the system of recruitment for Indian Civil Service posts which are not covered by your answers to the foregoing questions.

29. Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?

30. If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?

31. Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.

32. Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?

33. Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?

34. Do you think it desirable that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?

35. Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?

36. Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?

37. Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch.

38. Do you recommend any special course of study in law in India for officers selected for the Judicial Branch?

39. Do you recommend any special training in subordinate judicial posts in India for officers selected for the Judicial Branch? If so, please give details.

40. Is any differentiation desirable in a system of training after appointment in India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.

41. If you have recommended the introduction of any scheme of direct recruitment in India for Natives of India, whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation and training you recommend for officers so recruited.

42. Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are Natives of India as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals.

43. Please add such remarks as you may desire to offer on any points relating to the probation and training of members of the Indian Civil Service which are not covered by your answers to the foregoing questions.

44. Do you consider that the numbers of officers authorized for the various grades of the Indian Civil Service are satisfactory? If not, please state your views.

45. Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?

46. If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?

47. Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the Service?

48. Have you any proposals to make in regard to the leave rules applicable to members of the Indian Civil Service?

49. Have you any proposals to make in regard to the leave rules applicable to Statutory Civilians and to members of the Provincial Civil Services holding listed posts? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?

50. Please add such other remarks as you may desire to offer on any point relating to the conditions of service, salary, leave, and pension in the Indian Civil Service.

PROVINCIAL CIVIL SERVICE.

51. Please refer to Government of India Resolution No. 1046—1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service and reproduced as Appendix A.* Are these conditions suitable, or have you any recommendations to make for their alteration?

52. In particular, are the rules for the recruitment of the Provincial Civil Service in force in your Province suitable, or have you any recommendations to make for their alteration?

53. Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?

54. Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?

55. Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service? If not, please state your objections and what other arrangement you recommend?

56. Do you consider that the numbers of officers authorized for the various grades of your Provincial Civil Service are satisfactory? If not, please state your views.

57. To what extent are the functions of the officers of the Executive and Judicial Branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?

58. Are you satisfied with the present designation "the Provincial Civil Service"? If not, what would you suggest?

59. Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?

60. Are the existing rates of pay and grading in the Provincial Civil Service of your Province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?

61. Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?

62. Have you any proposals to make with regard to the leave rules applicable to the Provincial Civil Service? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?

63. Are you satisfied with the present system of superannuation pensions for officers of the Provincial Civil Service? If not, please say what modifications you would suggest and on what grounds?

64. Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable.

65. Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them.

* *Vide* p. xxxiii.

MINUTES OF EVIDENCE

TAKEN BEFORE THE

ROYAL COMMISSION

ON THE

PUBLIC SERVICES IN INDIA.

At Rangoon.

Wednesday, 5th February 1913.

EIGHTEENTH DAY.

PRESENT:

THE RIGHT HON. THE LORD ISLINGTON, K.C.M.G., D.S.O. (*Chairman.*)

THE EARL OF RONALDSHAY, M.P.
SIR MURRAY HAMMICK, K.C.S.I., C.I.E.
SIR THEODORE MORISON, K.C.I.E.
MAHADEV BHASKAR CHAUBAL, ESQ., C.S.I.
ABDUR RAHIM, ESQ.
GOPAL KRISHNA GOKHALE, ESQ., C.I.E.
WALTER CULLEY MADGE, ESQ., C.I.E.
FRANK GEORGE SLY, ESQ., C.S.I.
JAMES RAMSAY MACDONALD, ESQ., M.P.

And the following Assistant Commissioners:—

HERBERT THOMPSON, ESQ., C.S.I., I.C.S., Officiating Financial Commissioner, Burma.
MAUNG NGWE KAING, K.S.M., A.T.M. (Subdivisional Officer, Pyapon Kyaiklat).
MAUNG KYAW NYEIN, K.S.M., A.T.M. (Additional Judge, Henzada District Court, and Senior Magistrate).

M. S. D. BUTLER, ESQ., C.V.O., C.I.E. (*Joint Secretary*).

G. B. H. FELL, ESQ., C.I.E., I.C.S., Officiating Secretary to Government.

Written answers relating to the Indian Civil Service.

19360. (1) What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—I think that, on the whole, the system has worked satisfactorily, but that a better method of recruitment than open competitive examination might be devised.

19361. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—It is not so much in detail that I think the present system faulty. My view is that, though the competitive examination system ensures that candidates have attained a fairly high standard of education, it does not test the possession of those moral qualities, such as energy, strength of character and gift for leadership, which are particularly necessary to fit a man to deal with oriental races. The success of British rule in India depends largely, at least in the districts, on the personal influence of the officers who are charged with the heavy responsibilities of administration. The Indian or Burman is a good judge of character and will respect and obey a man whom he knows to be both strong and honest, while he despises mere intellectual capacity unallied with those qualities. I think that under the competitive examination system there is a danger of recruiting too large a proportion of men who are deficient in some of the necessary moral qualities. I would therefore advocate some system of nomination *plus* examination. Please see my answer to question (6), in which I have attempted to sketch the system which I should like to see tried.

19362. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—I consider the competitive examination system the worst possible method of recruiting "Natives of India," and I would abolish it as a means of entering the service for the latter class, even if it is retained for other classes of natural-born subjects of His Majesty. I deal later with what I think a better method of recruiting "Natives of India." In submitting this suggestion, I

recognize that there may be political objections to taking away a privilege which has been enjoyed without intermission for many years. I also recognize that it has been entirely to the credit of Indian candidates that they have surmounted the many hardships and difficulties in their path and have competed successfully in severe examinations, conducted in a foreign language, against a number of highly-trained, British-born candidates. It may well be argued that Indians who successfully overcome these obstacles are worthy of the place that they have won in the Civil Service. Nevertheless, I do not think that candidates recruited in this way are as a rule best suited to represent their race in the task of administration. It follows, however, that, if this avenue is closed, at least equal opportunities of serving their country in the higher ranks of the Administration must be given to educated Indians, and the suggestion which I put forward in reply to question (10) is based upon this assumption.

19363. (4) Further, is any differentiation desirable between other classes of natural-born subjects of his Majesty? If so, what do you propose?—I have never seen cause to consider any such differentiation desirable.

19364. (5) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—The system has been introduced since I was a candidate, and I do not therefore know much of the subject. *Primâ facie*, I think that the combination is not to the advantage of Indian interests, because the tendency must be, for those who can do so, to take the Home Civil Service in preference to the Indian, especially if junior members of the Home Service are to be considered fit for such posts as memberships of Council in India, which ought to be the reward of long and exceptionally meritorious service in this country.

19365. (6) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles:—(*a*) Selection by headmasters of schools approved or otherwise. (*b*) Selection by authorities in Universities approved or otherwise. (*c*) Nomination by headmasters or University authorities and selection under the orders of the Secretary of State. (*d*) Combined nomination and examination. (*e*) Any other method?—I am in favour of (*d*) Combined nomination and examination. The question is one of great difficulty, and I recognize that it is one for educational experts rather than for Indian officials to advise upon. My view is that under the present system we recruit a certain number of men of weak character who are thoroughly unsuitable for the duties which they will be called upon to perform. I believe that this might be avoided to a large extent by limiting the competitive examination to men who have secured a nomination from either the headmaster of a recognized school or the head of a college in a recognized University, and whose nomination has been accepted by a Board composed of retired Indian officials of high position, such as Lieutenant-Governors. In entrusting the power of nomination to headmasters or heads of colleges, I would lay stress upon the importance of nominating only men of thoroughly high character, with a natural aptitude for leading and a power of influencing others, who are in all essentials gentlemen in the best sense of the word. I would allow a sufficient number of men to be nominated annually to ensure genuine competition for the vacant appointments. It may be objected that this system would lead to nepotism, but with a Board interposed I think that this danger would be reduced to a minimum. The question of the nominating agency must depend upon the age at which candidates are to commence their service. Personally, I am in favour of fixing the age-limits so as to attract candidates who are undergraduates of a recognized English University or members of Scotch and Irish Universities of corresponding age. If a system of nomination combined with examination were introduced, I am inclined to think that the nomination should be made towards the middle of an undergraduate's second year at an English University and that the examination should take place in August or September of the same year. This would mean an age-limit of approximately 20 to 23 on, say, the 1st April in the year of nomination. It might be necessary to permit only one try. If successful, a candidate would enter upon his period of probation at once. If unsuccessful, he would continue his University course. I am not sufficiently familiar with the conditions prevailing in Scotch Universities to say by whom or at what stage in the University course nomination should be made. It is of course essential that undergraduates of Scotch or Irish Universities should have equal opportunities of nomination with their contemporaries at English Universities.

19366. (7) What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?—I am strongly opposed to the adoption of such a system.

19367. (8) Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's Dominions?—No. I see no necessity to do so.

19368. (9) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If so, what proportion do you recommend?—I am opposed to any system of recruitment of "Natives of India" by examination.

19369. (10) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination; (*b*) combined nomination and examination; or (*c*) any other method? If so, please describe fully what system you would recommend. In particular, do you consider it desirable that whatever the system, all

classes and communities should be represented? If so, how would you give effect to this principle?—I am in favour of the selection of "Natives of India" for admission to the Indian Civil Service by nomination. I would not have examination as well, but I would insist as a general rule upon the B.A. qualification at least for all nominees. I would entrust the power of nomination to Local Governments, subject to the confirmation of the Government of India. I would insist upon particular regard being paid to birth, since I believe that the appointment of Indians of low birth to positions of power and responsibility in India is a very serious mistake. The Indian is essentially a believer in the principle of aristocracy and will look up to and obey a man of good birth while despising and refusing to associate with men of inferior birth who have attained positions of authority under the system of competitive examination. Nomination should, I think, be restricted as a rule to men already in Government service, who have proved their worth. I say "as a rule," because I would permit in exceptional circumstances direct nomination of a highly educated and promising scion of good family; but in that case I would propose a long and severe course of probation, and would reserve to the Local Government the right to recommend to the Government of India at any time during this period of probation that the appointment should be terminated, on the ground that the officer was not in its opinion thoroughly suitable for the Service. But most appointments I would give to men who had already served their apprenticeship. Since drafting these replies to these questions I have come across certain passages in an article entitled "India, old ways and new," in the "Round Table" for December 1912. It expresses my views exactly, and I venture to quote them here. I am in favour of providing that, so far as possible, all communities should be represented, but not all classes, if by "classes" is meant all strata of Indian society.

Extract from the "Round Table" for December 1912, pages 77, 78 and 79, "India, Old Ways and New."

"Far oftener than the Englishman, the young Indian competitionwallah lacks the other necessary qualities for his career, often he comes of poor stock, and is bodily unfitted for a robust and exacting life, often success has turned his head or over-study has enfeebled his physique or intellect; oftener still perhaps a narrow upbringing and caste prejudice have made it hard for him to take a broad, detached view. The best Indian public servants have been selected in India, and have qualified in a hard school in the Provincial Service. We are touching on problems with which the forthcoming Royal Commission on the Public Service will grapple. It is intensely to be hoped that they will find some way of encouraging Indian merit, in a way acceptable to Indian ambitions, without flooding the Service with effete or conceited weaklings. Personality counts for so much, that even this democratic age ought to require some preliminary personal qualifications of the Indians whom it asks to help govern India.

"There is no reason why more Indians should not be given place in the Service, if any system of nourishment or training can be devised which will give us India's really best. We do not get it at present, or on the rare occasions when we do, we often fail to find it out betimes. Our methods of selecting Indians for the higher service are unsuitable, and the training given them is grotesquely wrong. But it still does not seem an impossible ideal to select in India the best material in the country, to supervise and train it, with a single eye to the public interest, and to recruit it regularly side by side with the British element in the Service up to an allotted quota. There will be failures under such a scheme, but less than there are now; and if, even with some perceptible sacrifice of efficiency, the Indian officers do well, and are liked and trusted by their own people and can even handle European subordinates efficiently (and these are the supreme tests), they should be given an equal opportunity of rising to the very top.

* * * * *

"The task of making capable, upright, strong Indian public servants is still immense. If consideration for Indian claims is going to blind us to the need for strait selection, and for hard probation and apprenticeship in the lower ranks before promotion to the higher, then, indeed, we shall do India a cruel kindness. We cannot remain responsible for the country and suffer to see justice habitually sold, or disorder spread, or disease stalk through the land unchecked."

19370. (11) If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India" in India, do you consider that "Natives of India" should still be eligible for appointment in England, or would you restrict that right to other natural-born subjects of His Majesty?—No. I would, if possible, restrict the right to other natural-born subjects of His Majesty. Please see answer to question (3).

19371. (12) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services. If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?—I would regard it as supplementary to the present system, which offers a reward to meritorious officers of the Provincial Civil Service towards the end of their service.

19372. (13) Do you recommend any separate method of recruitment for the judicial branch of the Indian Civil Service?—No.

19373. (15) If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to attract candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?—I would retain the present age-limits, which I think are fairly satisfactory, as they tend to attract candidates who have passed through a University.

19374. (18) What is the most suitable age at which junior civilians should arrive in India?—Between 22 and 24.

19375. (19) What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age-limits for "Natives of India," and for other natural-born subjects of His Majesty?—I am unable to say. I am not in favour of recruiting "Natives of India" by open competitive examination, whether held in England or elsewhere.

19376. (20) On what principle should the subjects for the open competitive examination be fixed? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that "the examination should be of such a nature that no candidate who may fail shall, to whatever calling he may devote himself, have any reason to regret the time and labour which he had spent in preparing himself to be examined," and that the object should be to secure, not specialists in any particular subject that may be useful in a subsequent Indian career, but the ordinary well educated young man of the period?—I accept the principle laid down in 1854.

19377. (22) Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates?—I do not consider any differentiation desirable.

19378. (23) Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons? Please state in detail what alterations (if any) you recommend in the Schedule of the Indian Civil Service Act of 1861 (24 & 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54) and of the Government of India Act, 1870 (33 Vict., c. 3), reproduced as Appendices II and III to these questions] ?—In Burma, no posts are so reserved at present, as the Schedule does not apply.

19379. (24) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what *proportion* of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might, under present conditions, properly be admitted?—I consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration. I do not consider that "Natives of India" can safely be admitted at present to more than 15 per cent. of the posts included in the Indian Civil Service cadre. At present I think that it would be unwise to have so many as 15 per cent. of Burmans in the Indian Civil Service cadre in this province. In no circumstances should Indians be appointed to the Indian Civil Service in Burma.

19380. (25) Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54)? Do you recommend any alterations in this system, and, if so, what?—I do not consider the present system generally satisfactory in principle. I have already stated my objection to the competitive examination system as a method of recruiting "Natives of India," and suggested an alternative. Please see answer to question (10).

19381. (28) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend?—I do not think that it would be wise to revive the system of the appointment of "Statutory Civilians," that is to say, of untried and untrained "Natives of India" to the Indian Civil Service. I have already in my reply to question (10) recommended a system of recruitment.

19382. (30) Have such officers proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility? Has it been possible and expedient to employ them in all branches of the Administration, whether on executive or judicial duties?—In my opinion these officers have proved on the average fully as efficient as members of the Indian Civil Service filling posts of similar responsibility. I believe that it has been found both possible and expedient to employ them in all branches of the Administration, though no such officer has in recent times attained to high judicial rank.

19383. (32) Do you consider that such a system should be restricted to the recruitment of military officers or extended to the recruitment of selected officers from other Indian services?—I am in favour of the recruitment of selected officers from other Indian services, but only in very exceptional cases. My view is that in this way officers of conspicuous merit may occasionally be obtained for the Commission. I consider that officers of proved merit and ability, so selected, are more certain to be useful to the Administration than the average military officer, whose administrative capacity must necessarily be an unknown quantity.

19384. (43) What is your experience of the results of the existing system under which successful candidates in the open competitive examination are required to undergo a probationer's course of instruction in England? Do you recommend the continuance or abolition of this system?—My experience is necessarily personal. I consider that in my time the teaching at Oxford of the subjects prescribed for probationers was inefficient and not such as to inspire much interest in the subjects, nor to be of much practical value to the young civilian on arrival in the East. I know nothing about the teaching given at present. In particular, Law was so taught as to inculcate, probably, a dislike of the subject, and the teaching of Burmese was perfunctory and almost valueless. I think that the system of probation should be continued, but that the course of instruction should be carefully revised.

19385. (44) What should be the duration of the probationer's course in England (*a*) under the present system of the open competitive examination, (*b*) under any modification of that system recommended by you?—(*a*) One year. (*b*) I think that one year should be sufficient. But, if not, I would extend it to two years.

19386. (45) Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?—Yes. I would make it a rule that the University should be a residential University.

19387. (46) If so, do you advise the selection of one or more Universities for this purpose and for what reasons?—Yes, I should prefer that the period of probation should be spent at one or other of the premier Universities, Oxford or Cambridge. I think that the training in character and knowledge of the world given in these Universities is probably superior to that given at any other University, while there are greater facilities for acquiring a sound knowledge of Law, Oriental Languages, Indian History and the like, than at smaller institutions.

19388. (47) Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend?—I have no objection to offer to the proposal, but I do not consider that it is a matter of the first importance.

19389. (49) Would it, in your opinion, be desirable to establish a separate institution in England for this purpose, and, if so, under what conditions?—No.

19390. (50) If a probationer's course is continued in England, do you accept the principle laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education and that their future studies should be such as have a special tendency to fit them for their calling? Does your answer apply equally to candidates who pass the open competitive examination after leaving school and to those who do so after completing a University course?—(*a*) Yes; (*b*) Yes.

19391. (51) Please examine the statement printed as Appendix VI to these questions, showing the courses of studies prescribed for probationers in 1891 and 1912, and state what alterations (if any) you desire to recommend in the present course (*a*) under the existing system of the open competitive examination, and (*b*) under any modification of that system recommended by you?—Under either system I would replace General Jurisprudence among the subjects of study. This subject affords an introduction to the study of Indian Law, without which the latter is likely to prove uninteresting and unsatisfactory.

19392. (52) In particular, please state your opinion as to the desirability during the period of probation of (i) compulsory attendance at Law Courts in England and reporting of cases; (ii) the teaching of Indian Law in addition to the general principles of jurisprudence; (iii) the teaching of the grammar and text-books of Indian languages with or without any attempt at colloquial instruction; (iv) the teaching of (*a*) Indian Geography, (*b*) Political Economy, (*c*) Accounts?—I am in favour of (i), (ii), (iii) (with colloquial instruction) and iv (*c*). I would not teach Indian Geography or Political Economy.

19393. (53) Do you consider that the probationer's course of instruction can best be spent in England or in India?—In England.

19394. (54) What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?—I am not in favour of this proposal. The conditions prevailing in the various provinces differ so widely that I do not think it would be possible to train probationers successfully at any one college in India.

19395. (55) What is your opinion of a proposal that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—I am not in favour of this proposal. I think that the sooner a probationer begins to practise his profession the better.

19396. (56) In the report of the Treasury Committee appointed to consider the organization of Oriental Studies in London (1909), the view is taken that the preliminary training in Oriental languages and in Law required by probationers can be given better in England than in India, because of the difficulties which junior civilians would experience in learning these subjects in India, the lack of good teachers in Indian district head-quarters, the difficulty of even good Indian teachers appreciating the European student's point of view and the difficulty of arduous study in a tropical climate. Do you consider that these objections could be met by a suitable scheme of instruction in India?—I think that they might possibly be so met, but I think that it is easier and preferable in every way to give a thoroughly sound and efficient preliminary training in England.

19397. (57) If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation you recommend for such officers?—In the case of "Natives of India" nominated from the Provincial Civil Service, the necessity for an elaborate system of probation does not arise. In the case of direct nomination of young and untried candidates [please see my reply to question (10)]. I should make the period of probation a long one, not less than four years. Where such valuable appointments are given, Government may properly reserve the right of exercising absolute discretion in putting an end to the period of employment, until it is thoroughly satisfied that the officer is suitable.

19398. (58) In particular, if a period of probation is recommended for such officers, do you advise that it should be passed in England or in India?—In India.

19399. (60) Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they

have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—I think that the present system is fairly satisfactory, provided that care is taken to post probationers only to those districts where the Deputy Commissioner is an officer who will take a sympathetic interest in their training and who is himself well qualified to act as their mentor. I am rather disposed to think that in lieu of the Land Records training at present given it would be better to attach a young civilian for his first cold weather to a Settlement Party. I should also like to see some practical experience of the working of a Police Station included in the course of training.

19400. (61) Is the existing system of departmental examinations suitable, and, if not, what change do you recommend?—I think the system is fairly suitable on the wholes.

19401. (62) Do you conider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?—It is, I think, the general opinion that there has been some deterioration. I am unable to suggest a cause, except perhaps the more frequent instances of early marriage, which result in less intimate association with the people. I think that European members of the Indian Civil Service attain an adequate proficiency in the study of Indian languages as a rule, but that their value would be enhanced if they attained a higher degree of efficiency. The only remedy that I can suggest is a more severe test in the departmental examinations, which I think should be held, for the Higher Standard at least, at not more than two centres in this province, so as to ensure a uniform and constant standard for a pass.

19402. (69) If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India" whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of training you recommend for such officers?—I would give the untrained "Native of India," who has been nominated direct to the Indian Civil Service, the same district training as any other junior Civilian.

19403. (70) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals?—I think not.

19404. (72) The present theory underlying the conditions of service in the Indian Civil Service is that—(*a*) the members of the Service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and (*b*) that they should, throughout the whole period of their service, have sufficient salaries and sufficiently responsible duties. To secure these objects, the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem*, is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?—I accept the system, and do not consider any change necessary.

19405. (73) It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior posts," and should be drawing pay at rates above that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?—Yes.

19406. (87) Are you satisfied that under the existing system of promotion, the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—I am in favour of the principle of selection for the higher appointments. I am also strongly in favour of the compulsory retirement of inefficient officers. I believe that it would be better in the long run for the State to pay fairly liberal pensions to such officers and to compel them to go. It would also act as a deterrent against slackness; would increase the efficiency of the Administration, and would tend both to encourage and to reward able and zealous officers.

19407. (92) Are the present rates of pay and grading suitable? If not, what alterations do you recommend?—I think the present rates of pay inadequate, and specially so in this province where the cost of living is admittedly far higher than in most other parts of India. I consider that by the time an officer has been eight or ten years in the service he should be in a position to marry without fear of running into debt. It is, I believe, the experience of many officers in this province that a married man with a normal family of two or three children finds considerable difficulty in living in the style which his position not only warrants but demands, and in saving at the same time enough money to meet emergent cases of sickness, to send his wife and family home or to the hills at intervals, and to support himself and them while on furlough. The present rates of pay were, I believe, fixed for India generally at a time when the rupee was worth at least 2 shillings and when the cost of living was probably less than half what it is now, and there has been no general revision since the exchange value of the rupee declined. Again, it is almost impossible in this province for a member of the Indian Civil Service, if married, to save any money towards his retirement or the support of his family in the event of his decease, at least until the last few

years of his service, and only then if he is fortunate enough to rise to a highly-paid appointment. The pension alone is insufficient under modern conditions to support a retired officer in the mode of life and degree of comfort to which he is accustomed, so that a man without private means who marries when he is 30 or over and has a family, finds his life in this country one long struggle against financial embarrassments and his years of retirement straitened and uncomfortable. The only remedy I can suggest is a more liberal scale of pay. In view of the fact that there has been no general revision of the pay of the Service since the time when the rupee was worth at least 2 shillings, I consider that it is necessary to pay more liberal salaries, if the Service is to remain attractive.

19408. (93) If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts or to both?—Mostly, I think, to the pay of the higher posts, *i.e.*, those above Rs. 1,000 *per mensem*.

19409. (94) Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on the score exist in your province, and, if so, what?—I consider it most desirable, and I think that great dissatisfaction exists on this score in Burma. Not only are the salaries of certain appointments and grades lower in Burma than in some other provinces, but also officers serving in Burma are at a serious disadvantage compared with their brother officers in India, owing to the recognized fact that the cost of living in Burma is much higher than in most parts of India. This fact constitutes, in the course of an officer's whole service, a pecuniary fine of a large amount, for which there can be, in my opinion, no justification.

19410. (95) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what condition? Should such abolition apply to officers already employed or be restricted to future entrants?—I do not think it should be abolished unless rates of pay are correspondingly increased. If this were done, I think that it would be advantageous to merge exchange compensation allowance in pay.

19411. (96) If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the Service who now draw no exchange compensation allowance?—I would grant a similar increase.

19412. (97) How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience, and have you any suggestion to make on the subject?—Fairly well, I think.

19413. (99) What is your opinion regarding the substitution for the existing graded system of promotion of a time-scale of salary? If you are in favour of a time-scale, should it be restricted to the lower grade of the Service, or not?—I have not had time to study this subject fully, but I am inclined to approve of a time-scale. I should restrict it to the lower grades of the Service, viz., in this province to Assistant Commissioners, with the provision that an Assistant Commissioner officiating as a Deputy Commissioner or District Judge should receive a fixed sum as a charge allowance over and above his pay.

19414. (100) As an alternative do you recommend a sytem by which each main class of appointments would have a separate time-scale?—No.

19415. (103) If you are in favour of a time-scale of pay, how would you secure that the recruitment of junior officers is restricted to the number likely to be promoted in a reasonable time to posts of independent responsibility, and do you or do you not consider it desirable that all members of the Indian Civil Service should have the prospect of rising to such posts within a fixed time?—I do not see why the introduction of a time-scale of pay for the junior ranks (Assistant Commissioners) should affect in any way the figures of recruitment. I consider it desirable that all members of the Indian Civil Service should have the prospect of rising to posts of independent responsibility within a fixed time.

19416. (104) Turning now to the case of the statutory civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the Service?—I approve of the arrangement as applied to officers of the Provincial Civil Service. There are no statutory civilians serving in this province.

19417. (107) Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—I should say that it is ordinarily taken, and that the amount is suitable. The reason why it is sometimes not taken is, generally, that the officer cannot afford to do so, because it involves breaking up his home, always an expensive business. I am, however, in favour of abolishing the restriction to 3 months (in Burma 3½ months) of the amount of privilege leave that may be accumulated.

19418. (108) Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—It is difficult to say whether all the furlough due to them is ordinarily taken by officers of the Indian Civil Service. I do not think that the amount of furlough permissible is by any means excessive. It would be very hard upon officers who through ill-health or other private considerations, are compelled to take furlough frequently, if the present amount were curtailed.

19419. (109) Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?—I consider that they are hardly adequate. In my experience they are insufficient to support a married officer with a family and to allow him a

reasonable amount of recreation while on furlough. It must be remembered that a trip home involves a large expenditure on steamer fares and loss on the sale of furniture, ponies, etc, as well as the payment of excessive rates of house-rent for short tenancy in England and a variety of other items of abnormal expenditure. I think that they might be framed upon a more liberal scale.

19420. (110) Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other than privilege leave allowances, issued at the Home Treasury, or in a colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1*s.* 6*d.* the rupee? If so, what change?—I do not recommend any change.

19421. (111) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees, and, if so, what change?—So far as the Home rates are concerned, I think that the present minimum is suitable. As regards the maximum, I think that it should be raised to £1,200 a year. I see no reason why a senior officer on furlough should get relatively so much less than a junior officer. With reference to Indian rates I should apply the same minima and maxima to furlough allowances when the furlough is taken in India. The leave allowances should be translated into Indian currency at the rate of 1 shilling and 6 pence to the rupee.

19422. (112) Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—No. I understand that the leave rules are at present under revision.

19423. (118) Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service?—I do not think that the present system is generally accepted as satisfactory by the members of the Indian Civil Service. In my opinion there are two chief objections to it. In the first place, the less successful a man has been in the Service the larger the proportion of his annuity which Government pays him, and *vice versâ*. An officer of conspicuous demerit may complete his service without rising to hold a superior appointment at all. In this case his contributions would not, it has been calculated, serve to purchase an annuity of so much as £200 a year. If, as he is almost certain to do, he retires as soon as he can, he has a reasonable expectation of living for a considerable number of years. The State therefore may have to pay him at least £800 a year for a long period. The most successful officer, on the other hand, such, for instance, as a Lieutenant-Governor, who has held high appointments for the greater part of his service and retires after 35 or 40 years, has subscribed a very large sum towards his annuity. It has been estimated that such an officer by the time that he retires has not infrequently contributed the full actuarial value of his pension. The State therefore pays him no pension whatever, or at most a small sum a year which *ex-hypothesi* he is not able to enjoy for so long a period as the officer who retired after 25 years' service. I cannot regard this as either fair in principle or satisfactory in practice. In the second place, I regard the system as containing too large an element of gambling to commend it to a prudent man. If the Service were composed of none but bachelors, I should have no objection to it. But the great majority of officers in the Service marry sooner or later and have families. In the case of an officer who is fortunate enough to survive his service in the East and to live a considerable number of years after retirement, the system works fairly well, though there is yet the objection that the more efficient and successful man, who has risen to high places, has paid much more towards his pension than the less efficient officer who has retired as soon as he could and has never held high positions. If, however, an officer dies before completing his service or soon after, he has forfeited to the State a comparatively large sum of money, which otherwise he might have invested annually for the support of his family or devoted to insurance with the same object. I regard this as both unfair and unsuitable to the present conditions of service. In my reply to question (123) I have ventured to suggest what I considered a more satisfactory system.

19424. (119) Would a non-contributory system of superannuation pensions, varying in amount with the amount of salary drawn at the time of retirement, be perferable in the interests either of the Government or of the members of the Indian Civil Service?—I am unable to express an opinion without further information as to the scale of pension contemplated. Please see my answer to question (123).

19425. (121) In particular, what is your opinion of the arrangement by which members of the Indian Civil Service, who are appointed Judges of High Courts, obtain special pensions of £1,200 a year after 11½ years' actual service as Judges? Do you recommend any change in the present conditions?—No.

19426. (122) Do you consider that a similar system should be applied to the cases of high executive officers, and, if so, to which? Please state the amount of pension and the conditions which you recommend as suitable?—Yes. I consider that three years' completed service in the following appointments should be rewarded by a pension of the amount shown below:—

Lieutenant-Governor	£2,000
Chief Commissioner	£1,500
Member of Imperial or Provincial Executive Council	£1,300
Judges of Chief Courts, Members of the Board of Revenue, Financial Commissioners, Chief Secretaries, Secretaries to the Government of India	£1,200
Commissioners of Divisions and Divisional Judges, first grade ...	£1,100

The principle of a higher pension is recognized in the case of superior appointments in the Uncovenanted Services, such as the Public Works Department, the Forest Service and the like. Whether the proposal put forward in my reply to questions (118) and (123) is accepted or not, I consider that the extra charge involved by these enhanced pensions should be borne by Government.

19427. (123) Assuming the substitution of a non-contributory system of superannuation pensions varying in amount with the amount of salary drawn at the time of retirement, please describe the system that you recommend?—In my opinion the tontine element, which was the basis of the present anomalous system, should be eliminated from the contributed portion of the pension of Indian Civil Service officers. The completion of a fixed period of service should, I consider, carry with it the right to a certain fixed pension from the State, just as it does in the case of officers of the Indian Army, and I suggest that this pension should be liberally fixed, having regard to the increasing arduousness and responsibility of the duties performed by members of the Service. It should not, in my opinion, be less than £800 or £900 a year. In addition to this non-contributory system of superannuation pension [which I do not consider should vary in amount with the amount of salary drawn at the time of retirement, subject to the exceptions mentioned in my answer to question (122)], I think that Government should levy a contribution, as at present, of 4 per cent. or 5 per cent. of their salary from all officers in the Service, but with this difference, that the sum total of each officer's contribution, with compound interest thereon, should be paid to him on his retirement, or to his heirs in the event of his death before completing his Service. This would, in fact, be deferred pay, which would accumulate at compound interest. The advantage that I claim for this system is that it would abolish, with regard to the contributed part of the retiring pensions, all element of risk and uncertainty, and would secure to an officer on retirement, or to his widow and family or other heirs on his death prior to retirement, a capital sum representing the actual amount of his subscription with the interest earned thereon. The longer and more distinguished an officer's service the greater his contribution and the greater therefore the sum which would thus be secured to him or to his estate. At present the element of gambling is too large. To take a concrete instance, *A*, a zealous and able officer, holds successively a number of onerous posts, gives his best to Government, and dies in harness, not improbably from causes partly or wholly due to overwork. He has contributed considerable sums during his service, all of which lapse to the State. His widow and family gain no advantage whatever from his enforced contributions. *B*, a comparatively slack and inefficient officer, just scrapes through his 25 years' service with the minimum possible amount of work, and retires at, say, 47. He has contributed far less than *A*, since he has held less well-paid appointments. Yet he draws £1,000 a year, perhaps for 20 years or more. In my opinion this is inequitable and must tend to make officers unwilling to spend themselves freely in the interest of the Government they serve.

19428. (124) Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?—Yes. I would take the present invalid pension as a *maximum* rate. It should be liable to reduction in the case of officers whose inefficiency has been caused by their own fault, *e.g.*, by alcoholism.

19429. (125) Do you consider the existing pension rules suitable in the interest both of the Government and of the members of the Indian Civil Service? In particular, what is your opinion of the present rules regulating voluntary and compulsory retirement?—Please see my answers to questions (118) and (123). I approve of the present rules regulating voluntary and compulsory retirement.

19430. (127) Do you approve of the present system regulating the pensions of Statutory Civilians? If not, what do you suggest?—There are no Statutory Civilians in Burma.

19431. (129) Do you accept as satisfactory the regulations of the Indian Family Pension Fund, or have you any suggestions to make either for their abolition or for their alteration? Have you any proposals to make in regard to the present methods of working such regulations?—I have two suggestions to make:—(i) At present the pension of a fatherless boy ceases on his attaining the age of 21. I would continue it up to 24, because a boy cannot be started in any of the liberal professions, *e.g.*, the Bar, Medicine, the Church, the Indian Civil Service, so young as 21, and his support between 21 and 24 may prove a severe tax on the resources of his mother. If necessary, I would enhance the rate of contribution for sons so as to cover this additional expenditure. (ii) I think that contributions to the Family Pension Fund should cease absolutely on an officer's retirement.

19432. (130) In particular do you approve of the exclusion from their benefits of "Natives of India," who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?—I approve of their exclusion, on account of the difference in social conditions and usages.

Written answers relating to the Provincial Civil Service.

19433. (1) Please refer to Government of India Resolution No. 1046-1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—I think the conditions suitable.

19434. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—No.

19435. (17) Are you satisfied that under the existing system of promotion the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient

officers?—So far as selection for higher appointments is concerned, I have no remarks to offer. I think that in the case of the Provincial Civil Service, as also in the case of the Indian Civil Service, it is most desirable to give the Local Government the power to retire compulsorily an inefficient officer.

19436. (21) Are you satisfied with the present designation "the Provincial Civil Service?" If not, what would you suggest?—The name is well understood, and I see no objection to it.

19437. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—I accept the principle as suitable.

19438. (26) What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?—On theoretical grounds, I am in favour of a time-scale, but I do not think that there is sufficient reason to make any change in the existing system, so far as this province is concerned.

19439. (30) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—I think that the arrangement is a fair one, in view of the difference in education and status of the Provincial Civil Service officer as compared with the Indian Civil Service officer, and of the fact that *ex-hypothesi* the former have no home remittances to make and no expensive voyages to Europe to pay for.

19440. (42) Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient, but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?—Yes. I am not prepared to suggest a scale, as so many considerations enter into the question. But I think that the rates of invalid pension might suitably be taken as *maxima*.

BURMA COMMISSION ASSOCIATION.*

Written answers relating to the Indian Civil Service.

19441. (77) Does the number of superior posts shown as held directly under the Government of India correspond with the actual experience of the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable. [Attention is invited in this connection to list J in Appendix VII to these questions]?—A feeling of widespread discontent exists amongst the members of the Burma Commission that neither now nor during the last five years has the number of superior posts under the Government of India corresponded with the number allotted to this province. In spite of a representation which it is understood was made by the Local Government more than a year ago, not one of some fifteen such appointments which were made by the Government of India since the receipt of that representation has been filled by a Burma officer. Further, only one post under the Government of India carrying a salary of Rs. 3,000 per mensem or over has ever been held by a member of the Burma Commission. The position is one which is unjust to members of that Commission, because those individuals who are not selected for service under the Government of India lose all officiating and permanent promotions, while other provinces benefit through having allotted to them the posts which in equity ought to be assigned to Burma. The remedy lies with the Government of India, who have it in their power to give superior appointments under them to more officers of the Indian Civil Service in Burma, and so to work up to the figure which they have themselves fixed for purposes of calculating the strength of the Indian Civil Service cadre in this province.

19442. (92) Are the present rates of pay and grading suitable? If not, what alterations do you recommend?—The present rates of pay for members of the Indian Civil Service as a whole were fixed many years ago, at a time when the rupee was worth at least 2 shillings and when the cost of living in India as well as in England was considerably lower than it is now. It follows that members of the Service are very considerably worse off than their predecessors, and this appears to the Association to afford a strong reason for a general revision of salaries.

19443. (94) Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all provinces, and does any dissatisfaction on this score exist in your province, and, if so, what?—The Association consider that there is considerable dissatisfaction on this score in this province. Not only are the rates of pay of certain appointments and grades lower in Burma than in some other provinces of India, although it is believed that the work is no less onerous and responsible in this province than elsewhere, but also there are particular disadvantages attaching to service in Burma. These disadvantages were, it is believed, fully recognized by a committee appointed recently by the Government of India to enquire into the question of the continuance of the Burma allowance. The Association consider that these special disadvantages should be compensated, so far as possible, by an increase of salary in order to equalize, at least pecuniarily, the conditions of service in Burma and in other parts of India. It must be remembered that officers of the Indian Civil Service posted to Burma have undergone the same long and expensive education, have passed the same examination, and are, it is believed, generally speaking, as capable and efficient as their brother officers in other provinces. By the mere accident of being posted to Burma they are far worse off in pocket than the latter, to an extent

* Mr. G. B. H. Fell was authorized by the Burma Commission Association to answer questions relating to this representation.

which probably amounts to a very considerable sum of money in the whole course of their service, and by their practical exclusion from all opportunities of advancement, such as are afforded by selection for the superior appointments under the Government of India, they are made to feel that in other respects also they are inferior to men of their own service elsewhere. The need for Burma allowance has been recognized in the case of officers of other Imperial Services who may be posted either to Burma or to India. The Association are unable to understand why the Indian Civil Service alone of the superior services is considered unworthy of a similar compensation for what is a very serious pecuniary fine. The attached statement* shows that the judicial service in Burma especially labours under a pecuniary disadvantage as compared with the judicial services of other provinces. Burma has, moreover, it is believed, proportionately to her cadre, fewer appointments drawing over Rs. 2,000 per mensem than any other province in India with the single exception of the Central Provinces:—

* PAY OF THE JUDICIAL SERVICE IN INDIA.

Bengal.

District and Sessions Judges—

First grade, two	...	at Rs.	3,000
Second ,, ten	...	,, ,,	2,500
Third ,, eleven	...	,, ,,	2,000
Average	...		2,304

Eastern Bengal and Assam.

District and Sessions Judges—

First grade, two	...	at Rs.	3,000
Second ,, eight	...	,, ,,	2,500
Third ,, nine	...	,, ,,	2,000
Average	...		2,315

United Provinces.

District and Sessions Judges—

First grade, two	...	at Rs.	3,000
Second ,, seven	...	,, ,,	2,500
Third ,, six	...	,, ,,	2,250
Fourth ,, ten	...	,, ,,	1,833⅓
Fifth ,, three	...	,, ,,	1,666⅔
Average	...		2,154

Madras.

District and Sessions Judges—

First grade, two	...	at Rs.	3,000
Second ,, seven	...	,, ,,	2,500
Third ,, ,,	...	,, ,,	2,250
Fourth ,, six	...	,, ,,	2,000
Average	...		2,329

Bombay.

District and Sessions Judges—

First grade, three	...	at Rs.	2,500
Second ,, six	...	,, ,,	2,325
Third ,, nine	...	,, ,,	1,800
Average	...		2,091

Punjab.

Divisional Judges—

First grade, two	...	at Rs.	2,750
Second ,, three		,, ,,	2,500
Third ,, five	...	,, ,,	2,250
Fourth ,, six	...	,, ,,	1,800
District Judges, eight	...	,, ,,	1,500
Average	...		1,960

Burma.

Divisional Judges—

First grade, two	...	at Rs.	2,750
Second ,, ,,	...	,, ,,	2,250
Third ,, ,,	...	,, ,,	1,800
District Judges, eight	...	,, ,,	1,500
Average	...		1,828

19444. (95) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—The Burma Commission as a body are not in favour of the abolition of exchange compensation allowance, unless a corresponding increase to salary is given to all those who at present draw that allowance.

19445. (108) Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—It is necessary to allow for as much furlough as is permissible by the rules, because it is the minimum which is consistent with the good health and consequently the efficiency of members of the Service.

19446. (111) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees, and, if so, what change?—The maximum rate should be £1,200 paid in England, an amount very nearly equivalent to the half pay of a Commissioner of a Division. The minimum may remain at £500.

The Indian rates should be reconverted from these amounts into rupees at the rate of 1*s.* 6*d.* The present maximum and minimum furlough rates payable in India are in the opinion of the Burma Commission Association insufficient and unfair to an officer who wishes to take part of his leave in India or who is compelled to do so by reason of illness.

19447. (118) Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service? (122) Do you consider that a similar system should be applied to the cases of high executive officers, and, if so, to which? Please state the amount of pension and the conditions which you recommend as suitable?—(118 & 122) The minimum should not be reduced below £1,000; but the members of the Burma Commission Association suggest the following scale as suitable for certain selected appointments:—

	£
Lieutenant-Governors	2,000
Chief Commissioners ...	1,500
Members of Executive Councils	1,300
Judges of Chief Courts, Financial Commissioners, Chief Secretaries and Members of the Boards of Revenue.	1,200
Commissioners	1,100
All others	1,000

The extra amounts over £1,000 should be paid wholly by Government, and an officer should be eligible for the additional allowance after three years' completed service in the qualifying appointment. The reasons that may be briefly advanced are that a comparatively inefficient officer is rewarded by a pension of the same amount as an officer of conspicuous and tried ability who has performed duties involving great responsibility, and that the present system is contrary to the accepted principles in most other services (not only in India, but also in England), that the retiring allowance should be based on the number of years' service and the salary drawn at the end of such service. A further consideration is that £1,000, which was 20 years ago a liberal allowance, has now, owing to the increase in the standard of living and general rise in prices, not the same purchasing power as it had then.

19448. (129) Do you accept as satisfactory the regulations of the Indian Family Pension Fund, or have you any suggestions to make either for their abolition or for their alteration? Have you any proposals to make in regard to the present methods of working such regulations?—The Burma Commission are generally in favour of a higher rate of subscription during their service in India, so that on retirement they may not be required to contribute further to the fund. They are also in favour of raising the age up to which a son should receive the £100 allowance per annum from 21 to 24, as the latter year is the one in which in a normal case his education for one of the liberal professions would be completed.

19449. (130) In particular, do you approve of the exclusion from their benefits of "Natives of India," who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?—The Burma Commission strongly approve of the exclusion from the benefits of the Indian Family Pension Fund of "Natives of India" who are members of the Indian Civil Service. They consider that social conditions are so widely divergent in the case of Europeans and of "Natives of India," that the two can never be united in a common fund.

19450. (132) If you do not approve their admission to the Indian Civil Service Family Pension Fund, do you recommend the formation of a separate Family Pension Fund?—They would be prepared either to form a separate Family Pension Fund or to permit of their admission to the Bengal and Madras Family Pension Fund.

MR. G. B. H. FELL called and examined.

19451. (*Chairman.*) You are officiating Secretary to the Government?—Yes.

19452. Before I ask you a few questions on the answers you have put in, I should like you to inform the members of the Commission, briefly, as to the organization of your Commission in Burma. I should like first of all to know what is the proportion of military to civil appointments?—The annual recruitment for the Burma Commission, according to the strength of the total service, is 7; and this is divided between the Indian civil officers and military officers in the proportion of 3 to 1. That is, the annual recruitment theoretically for Civilian officers is 5·3 and for military officers 1·7.

19453. Has the proportion remained the same for some years?—Yes; I think so.

19454. Has it shown any tendency to decrease in favour of civilians?—I think not; it is adhered to.

19455. What is the method of appointment of military officers of the Civil Service?—There is a list maintained in the Government of India, and I think in the Local Government, too, for candidates for civil employ in Burma; and when the time has come for the appointment of a military officer the Lieutenant-Governor makes a recommendation as to who should be appointed, and the appointment rests with the Viceroy.

19456. Is there any qualification of age or rank?—As a general rule they are appointed after about seven or eight years' service. I think in some cases exceptions have been made. The rule is that a candidate's name is ordinarily removed from the list when he completes ten years' Army service or attains the age of 30 years. Ordinarily he is generally appointed when he is about 28 years of age after seven or eight years' service.

19457. When he enters the Civil Service, does he come definitely into it, or is he seconded?—I think, ultimately, after so many years in civil employ, his name is finally removed from the Army List; but up to a certain point he can revert to the Army if he chooses.

19458. What are the positions that he occupies on entering the Service?—His position is just the same as that of an Assistant Commissioner recruited in the Civil Service. He is sent to be trained at the head-quarters of a district. He goes through the usual training and becomes a Sub-divisional Officer, and goes up side by side with the Civil Service officer right through his service.

19459. So that he undertakes the same work at 29 or 30 years of age, as the average civilian undertakes at 25 years of age?—I should put the age a little earlier, about 27 or 28, I think.

19460. Is it generally found that the military recruit works as satisfactorily as the civilian?—I think so, certainly, in my opinion.

19461. Is the pay the same?—Yes, the pay is the same.

19462. From the moment he enters?—Yes.

19463. In answer to question (24), I see you lay it down that, "In no circumstances should Indians be appointed to the Indian Civil Service in Burma." Could you say generally upon what you base that judgment?—My opinion is based on the fact that the Burman dislikes, and to some extent despises, the Indian. He does not like entering a service, such as the Public Works Department or the Post Office, most of the appointments in which are manned by Indians. The Burman does not consider that he ought to be ruled by an Indian. He tolerates even if he does not actively approve of British rule, because the British conquered his country, and therefore he admits the right of the British race to rule him. The Indian has not conquered Burma, and the Burman does not see why he should be governed by an Indian. The Indian officer in Burma is an exile, and I think, as a rule, is unhappy in the country, and is anxious to get back to his own country. There are tremendous differences of race, customs, religion, and national characteristics between the Indian and the Burman, and personally I think the Indian is as unsuitable for ruling a district in Burma as the Burman would be for ruling a district in Bengal or the North-West Frontier Province, or in any other part of India.

19464. I gather from your answer that the feeling is more or less reciprocal. Whilst the Burman prefers to be governed by one of his own countrymen, the Indian does not have the same satisfaction in governing over here as he has in his own country?—I think the Indian over here regards life as exile, and he is not happy. He is away from his own country and people, and he is dealing with an alien race. An Indian who gets into the Indian Civil Service would much rather serve in India than in Burma.

19465. How many Indian members of the Civil Service are there now in Burma?—Two at present.

19466. Have you got any Indians in the Provincial Service?—I think not, practically.

19467. In answer to qustion (3) you say, "I consider the competitive examination system the worst possible method of recruiting Natives of India." Does that apply both to Indians and to Burmans?—Yes; I was thinking of both.

19468. Will you explain to us briefly upon what you base that opinion?—I think a literary examination is not a suitable method of selecting men for a service which requires many qualities in addition to the ability to pass a literary examination, such qualities as moral courage, capacity, and character, and power of leadership.

19469. Do you confine that objection to Indians, or do you extend it to Burmans?—I think it applies to both equally.

19470. You do not think that the very process of going through a stiff examination, such as the open competition in England, to a certain extent enables a young man to acquire other than merely intellectual qualifications?—I think it is entirely creditable to the Indian candidate that he is successful in the open competitive examination in England, and I think it implies the existence of very fine qualities, such as industry and perseverance, and, of course, intellectual ability; but I do not think that two or three years spent in England really alter the racial characteristics of an Indian or a Burman as compared with an Englishman.

19471. Do you base this view on personal observation, or is it rather a statement of theoretical principle?—I have very little personal experience of Indian officers in the Indian Civil Service. My opinion is based partly upon general observation and partly on what I have read and what I have discussed, and heard discussed, by officers who have had wide experience of Indians. I have heard the views of officers from various provinces at various times, and have frequently heard the subject discussed. My opinion is chiefly based upon what I have heard and read on the subject.

19472. In questions (10) and (12) you say that you would restrict the nomination of Indians to persons already in Government service?—Yes.

19473. Whilst, at the same time, you would maintain the listed-posts system for meritorious officers of the Provincial Civil Service. Will you explain rather more clearly what you intend by this? Do you suggest that the nominated candidates, also, are to come from the Provincial Civil Service, or are they to be recruited from outside?—I think they should be recruited mostly, if not entirely, from the Provincial Civil Service. My view is that before selecting an Indian or Burman for a post in the Indian Civil Service, Government is entitled to consider all his qualifications, character and capacity; and those can only be ascertained by testing him in administrative work. The Provincial Civil Service offers a fine field for the display of administrative qualities, and enables Government to choose its men with care and discretion. With regard to the other part of your question about listed appointments, I was thinking chiefly, when I answered that question, of the conditions in Burma. I have advocated the admission of a certain number of Burmans into the Indian Civil Service in Burma, but I do not think the time has yet come when we can find a sufficiency of well-qualified candidates; and until that time comes I think it would be unfair to the Burman to deny him the opportunity of holding charge of a district, or District Judgeship in a listed post. If, in the course of time, with the increase of education and the growth of political knowledge, Burmans are found in sufficient quantities for the Indian Civil Service, then I think the system of filling listed appointments by Burmans towards the end of a man's service might be abolished

Meanwhile I would retain it, out of fairness to the Burman.

19474. Have any Burmans been successful in the open competition?—No.

19475. Have they gone up for the examination?—To the best of my belief, none have.

19476. You would limit Indians to 15 per cent. of the posts in the Indian Civil Service cadre?—Yes.

19477. The limitation of one-sixth prescribed by the Rules of 1879 represents rather more than 15 per cent., does it not?—Yes, it does.

19478. Would you suggest a limitation to less than one-sixth?—Not exactly. I do not think that the one-sixth is always worked up to at present. The one-sixth applies to listed posts, does it not?

19479. You think the proportion should be up to 15 per cent., which is slightly below one-sixth. It would therefore mean a reduction, would it not?—I do not think it would be an actual reduction. In fact, it is a theoretical reduction, not a real reduction. My position is this. I do not advocate recruitment by open competition either in England or in India, or both together. I have advocated,—on grounds of political expediency rather than administrative efficiency,—the admission of a certain number of Indians and Burmans to the Indian Civil Service. If this view is accepted, it becomes necessary to fix some limit up to which these appointments should be filled. I suggested 15 per cent. as nearly approximating to the one-sixth standard which has been taken for listed appointments at present; but I do not think that in Burma the time has yet come when we could work up to 15 per cent.

19480. You seem to be emphatic in your opinion that probation should take place in India, and not in England?—Yes.

19481. Will you explain why you have come to that conclusion?—In the first place, my suggestion was that we should occasionally recruit a young man of good family direct into the Indian Civil Service, and not through the Provincial Civil Service, which might be unsuitable to men of their birth and social position. In that case, I advocated a long period of probation, not so much of training, but a period of probation to enable Government to judge whether the officers so appointed were thoroughly suitable for the Service; and I do not think that a year or two is sufficient time in which to gauge fully the general qualifications of a young officer. I think that Government should be very certain of a man's qualifications before they confirm him in the service. As soon as a man is confirmed, it is almost impossible to get rid of him. You can practically only get rid of a Government servant if he is either corrupt or grossly inefficient, or by reason of physical disabilities; and so, I think, Government have a perfect right, if they are to give direct appointments to young Indians in the Civil Service, to make sure that they have proved their worth thoroughly before they are confirmed. As regards training in India in preference to training in England, I do not contemplate that a man should be four years under training. I think that he should not be confirmed for a certain period, which I suggest should be four years. That is to say, his worth should be tried, and he should hold appointments and do work just the same as any other young officer would. I am not in favour of Indians being sent to England at all. I think that for one who benefits by it there are probably several who suffer by the process.

19482. You think that efficient administration on British lines will be better ensured by training in India than by training in England?—I think so for Indian officers appointed to the Service.

19483. There are one or two points I should like to ask you about with reference to service questions. I understand you are prepared to speak on behalf of the Burma Commission Association?—Yes?

19484. Does your Association represent the Indian Civil Service in Burma?—It represents the Commission generally. The great majority of the members of the Commission are members of the Association. Its objects are to "promote unity amongst the members of the Commission and to further their legitimate interests."

19485. This paper has been put in by the general consent of the Commission?—It was not possible to obtain the opinions of every member of the Association. Time did not allow it. What has been done was to invite the attention of all the members of the Association to the questions which were to be asked by the Royal Commission, and to ask them to state their views to the Secretary of the Association. Those views were then considered by the Committee of the Association. The greatest common factor was thus discovered, and the replies were based upon that. Then the Annual General Meeting of the Burma Commission Association was held in Rangoon about a fortnight or three weeks ago, and the replies which it was proposed to send were read and were unanimously passed by the members present.

19486. I should like you to substantiate in more detail the claim that you make, and that the Burma Commission also make, that the cost of living is higher in Burma than it is in other parts of India?—This subject was examined very carefully by a Committee appointed by the Local Government in 1910 at the instance of the Government of India. The object with which the Committee was appointed was, I believe, to ascertain whether the time had not come to stop the system of Burma allowances which are paid to officers of various services other than the Indian Civil Service, *viz.*, the Public Works, Forests, Telegraphs, the Indian Educational Service, the Medical Service, the Ecclesiastical Service, and the Public Works Department Accounts Service. The members of this Service all receive, subject to certain restrictions as to salary, a Burma allowance; and the idea, I understand, in appointing this Committee was to ascertain whether the conditions in Burma had not now changed to such an extent that these allowances might be discontinued, or, at all events, localized. The Committee examined a large number of witnesses not only in the Commission, but in other services; and the conclusion they arrived at was, taking the Commission alone, that the average necessary expenses of a married Deputy Commissioner in Burma amounted to Rs. 353 a month more than those of an officer holding a similar post in India, that is, taking a Deputy Commissioner with an average salary of Rs. 1,800. The average monthly expenses of an unmarried Assistant Commissioner were found to be Rs. 180 per month more than that of an officer of similar standing in India. The wages of servants in Burma were found to be on the average from 50 to over 100 per cent. more than they are in India. The Committee further found that house rents are far higher in Burma than in India. They took a certain type of house as an example, and they found that the average rent in Burma charged by Government for that house would be Rs. 131 a month as compared with Rs. 75 per month for a similar house in India. They further found that the accommodation provided in Burma for a higher rent was far below the standard provided in India for a lower rent. The conclusion of the Committee on that point was that nearly every officer in Burma is defectively housed, and that the disparity in rents as compared with India, though less marked than the disparity of accommodation, seriously affected every officer in the Province.

19487. With what parts of India was the comparison made?—They took various provinces. All the information on the subject is contained in this report of the Burma Allowance Committee, from which I obtained these details. I may mention that the Report of the Committee has been entirely endorsed by the Local Government in a letter which was written to the Government of India in 1911.

19488. Coming to your answer to question (94), I should like some further explanation with regard to your statement that the salaries for certain grades are lower in Burma than some of the other provinces?—I take that information from Appendix CC attached to the printed questions circulated to witnesses. I have picked out a few instances. Commissioners of Divisions in Bengal, the United Provinces, and Bihar and Orissa draw Rs. 2,916 a month as compared with Rs. 2,750 in Burma. The rates of pay of a Collector in Bombay, Madras, Bengal, and the United Provinces are higher than in Burma. The Chief Secretaries in Madras and Bombay get Rs. 3,750 a month, and in Bengal Rs. 3,333 a month, and in Burma, Rs. 3,000 a month. The information regarding the pay of the Judicial Service is to be found in the appendix attached to the reply of the Burma Commission Association to this question, from which it is to be seen that the average pay of the Judical Service in Burma is lower than it is in any other province.

19489. You go on to say that the dissatisfaction with regard to pay is particularly marked in the higher grades?—I think that is the case. It is very difficult to say exactly who is dissatisfied, and who is not. The reason I had for making that statement was that, first of all, an Assistant Commissioner on first coming to Burma draws Rs. 450 a month instead of Rs. 400 in other parts of India. Secondly, there is a grade of Assistant Commissioners in Burma on Rs. 1,000 a month, whereas the highest grade in India is on Rs. 900 a month. On the other hand, we have a Rs. 600 grade, which they do not have in India. My reason for making that statement was that the junior officer when he first comes out, unless he is married, is not so likely to feel dissatisfaction about his pay as an officer of longer service, who is probably married, and who feels the pinch more. If he is in charge of a district he has to entertain more. It is a little later on that an officer feels dissatisfaction. I do not wish it to be thought that there is no dissatisfaction in the junior ranks: it runs all through. But I think it is more marked in the higher ranks than in the lower.

19490. Do you think that there is a serious block in the junior grades?—I believe not. I think the last examination of this question shows that there is a danger that there will be.

19491. But you cannot say that there is at present?—No; I do not think there is.

19492. As regards your answer to question (107), why are you in favour of abolishing the restriction to three months of the amount of privilege leave that may be accumulated?—The restriction seems to me to be illogical. An officer is holding a certain post under Government. By the time he has accumulated three months' privilege leave it may be inconvenient to himself and to Government for him to take leave. Every day he serves after that he is forfeiting so much leave.

19493. You would suggest the removal of the restriction so that he may be allowed to take more leave?—Yes. Or, if it was considered undesirable to allow him to take more than three months at a time, I should allow what he has earned in excess of the amount he was allowed to take to be placed to his credit when he returns from leave, towards his next privilege leave.

19494. How would that fit in with the general organization of the Service?—I do not think it would affect it very much.

19495. What is your opinion about a suggestion which has been made to us with regard to the first year's furlough—that it should be taken on full pay or on three-quarters pay?—I do not think I am prepared to answer that without more consideration. These leave questions require very careful examination.

19496. Your views with regard to pensions do not quite coincide with those of the Commission?—No. I do not think they do. My views are my own. It is a subject which I have given a good deal of thought to; and what I have put forward is my own opinion. In preparing the evidence for the Burma Commission Association there was not time to explain, and to endeavour to induce the whole of the Commission Association to accept, a change of this sort.

19497. What I understand you to mean is that you would have a bed-rock limit of £800 a year wholly chargeable to the State?—Yes.

19498. And that in addition a lump sum should be payable to officers, representing the amount, at compound interest, of the 4 per cent. deductions made from their salary?—To them on retirement, or, in case of death, to their families.

19499. Have you considered the financial effect of this scheme?—No; I could not say how

much it would cost. I think it would require an actuary to do that.

19500. With regard to the answer of the Burma Commission to question (77) relating to the employment of Burma officers under the Government of India, would you admit that Burma officers lack that general experience of Indian conditions which is required for service in the Secretariat?—I do not think that the Burma officer is any the less capable of serving in the Government of India Secretariat than an officer from any other province. No officer can, ordinarily speaking, have experience of more than one province. Conditions vary in all.

19501. Would you say that the conditions in Burma are exceptionally different from those of other provinces in India?—The system of administration is precisely the same, though the people vary. After all, the Pathan is not the same as the Bengali. It is more a question of racial characteristics than the system of administration. Our system is the same. I was personally in the Government of India for some years, and I do not think I found myself in any way at a disadvantage as compared with men from other provinces in dealing with questions which come up. Personally I venture to think that, if a Bombay man is capable of forming a sound opinion about an administrative question relating entirely to Burma, the Burma man should be equally capable of forming a sound opinion about Bombay questions.

19502. What would you suggest as a remedy on behalf of the Burma Commission?—I suggest that the Government of India should endeavour to fill the number of appointments which we are theoretically supposed to hold under the Government of India with men from Burma, and not with men from other places at our expense.

19503. In default of that, have you any other suggestion?—I do not think anything would compensate us for the loss of these appointments. They not only affect the officers themselves, but they affect also the men who lose the officiating pay which they would get if the senior officers were away on deputation to India.

19504. (*Lord Ronaldshay.*) With regard to your answer to question (6), you say, "My view is that under the present system we recruit a certain number of men of weak character who are thoroughly unsuitable for the duties which they will be called upon to perform."—Yes.

19505. What I want to ask you is this: have you arrived at that conclusion as a result of your personal knowledge of members of the Service?—Yes. I think I have.

19506. You have no doubt from your personal knowledge of the Service that a proportion of the recruits obtained under the open competitive system are distinctly unsuited to the duties which fall upon members of the Civil Service?—Yes.

19507. With regard to what you said to the Chairman as to the objection which is felt by the Burmese to being governed by Indians, have you experienced any administrative difficulties in cases where Indians have held executive posts in Burma?—We have only had four Indian officers in the Indian Civil Service up to date. Two left Burma a considerable number of years ago, 15 or 16 years ago; and I believe I am right in saying that the Government of India were asked to transfer them to another province, because they were found to be unsuitable in their dealings with Burmans, who did not respect them. The other two officers I have no actual experience of. They are rather junior officers at present, and have not risen beyond the posts of sub-divisional officers.

19508. Have you had any cases of the Burmese themselves putting in representations and suggesting that they should not have Indian officers put over them?—Not to my knowledge. I should not see those representations if they were made. They would go to the Chief Secretary if they were made; but I am not aware of any.

19509. I should like to ask you what is the exact character of the training which is given to young civilians during their first 18 months or 2 years in the Service in this province?—The young Assistant Commissioner on joining the Service is first of all appointed to be a third-class Magistrate. He is then trained for the first 6 months at the head-quarters of a district. During that period of training he undergoes 3 months' training in land records work and surveying under the local Superintendent of Land Records. He is required to accompany the Superintendent on his tours, and to make himself thoroughly familiar with land records work, and to pass an examination at the end of the 3 months' training. During those 6 months he is also placed in charge of a treasury, and he learns treasury work. He is also placed in charge of a district record-room. In his leisure moments he tries petty criminal cases in order to gain judicial experience.

19510. Does he try cases during his first 6 months?—He may be out at first for 3 months on land records training. In the course of those 6 months he certainly tries petty cases. He only has third-class powers. At the same time he is, of course, supposed to be working for his departmental examination in Law, Revenue, Treasury, and the vernacular language. Later on, he is posted to a sub-division.

19511. After he has passed his first examination?—He is posted first of all to work under a sub-divisional officer for 6 months, and at the end of that time he is himself placed in charge of a sub-division if he has passed in criminal law by the Higher Standard and has obtained 1st class honours.

19512. I want to be quite clear as to your proposals for admitting a larger number of "Natives of India" to the higher branches of the Service. Your proposal is that they should be admitted entirely by promotion from the Provincial Service, except in the case of a few picked men who might be recruited direct?—Yes.

19513. You do not attach importance to any training in England for those men?—No. I think they are better without it

19514. Are you going to pick your recruits from the Provincial Service for promotion at a comparatively young age?—Yes; that was my idea. A promising officer in the Provincial Service would be marked and watched, and if he showed that he was really worthy of a position in the Indian Civil Service he would be put in, say, after 5 or 6 or 7 years' service, as the case may be.

19515. Then you do not anticipate any difficulty on the ground of charges of favouritism from amongst members of the Provincial Service?—I suppose everybody imagines that the other man was chosen by favouritism. I think that has to be faced as a possibility.

19516. You do not think it would affect your scheme?—No.

19517. When they have been picked out they would be promoted to the Indian Civil Service, I suppose? They would be enrolled as members of the Service on terms of equality with the remainder of the Service?—I do not think it would be quite on terms of equality. My idea is rather that they would occupy the same position as military or uncovenanted members of a mixed Commission at present. We take in a certain number of military officers. We have also taken in in the past a certain number of uncovenanted officers from other services into the Burma Commission. They are not members of the Indian Civil Service, but they do the same work, and go up side by side with Indian Civil Service men. Their pension rules are different. They are not exactly members of the Indian Civil Service.

19518. Is their pay the same?—Their pay is the same from the moment that they join.

19519. What is the exact difference? Does the difference only arise out of difference in pension?—Yes, I think so. In a Regulation Province they would not be qualified to hold certain posts, but that does not apply in the non-Regulation Province of Burma.

19520. Your promoted men would be eligible for any post in the higher grades; that is to say, they would go up in promotion side by side with every other member of the Service?—Precisely.

19521. There are two small points upon which I wish to question you. The first arises out of what you said to the Chairman with regard to the accumulation of privilege leave. You object to the restriction which is at present imposed, and which prevents a man from accumulating more than three months' privilege leave at one time?—Yes.

19522. Was not the reason for that, the supposed desirability of a man who is serving in an unhealthy climate taking leave for the purpose of rest and recuperation at comparatively frequent intervals?—I think that was the idea; but it is not always practicable to do it. For instance, I have heard it suggested that men should be compelled to take privilege leave once a year. I do not think that that would work at all satisfactorily. I think it would disorganize the Administration immensely. It would be inconvenient both to the officer and to Government. The difficulty in Burma is that there is nowhere to go for that month. A man would not get a very good holiday in a month. He cannot get away from the heat satisfactorily in a month.

19523. But supposing a man was allowed to accumulate his privilege leave up to 6 months, do you not think that the tendency of that might be to encourage men to hang on serving away, and slaving away at their duties, even though for their health it would be desirable that they should take a certain amount of leave?—I think it is possible, but I do not think it is very likely to happen. There are generally so many inducements for a man to take leave that I do not think it is likely to occur.

19524. The only other question which I wish to ask you arises out of your answer to question (5), in which you say that you do not think it is to the advantage of India to hold a competitive examination in combination with the examination for the Home Civil Service; and you go on to say that "the tendency must be, for those who can do so, to take the Home Civil Service in preference to the Indian, especially if junior members of the Home Service are to be considered fit for such posts as Memberships of Council in India." I suppose you are referring to the appointment of Mr. Clark?—Yes.

19525. (*Sir Theodore Morison.*) Would you, in amplification to what you have said to the Chairman, let us know whether you would recruit to the Commission only military and Indian Civil Service officers?—The recruitment of officers from other services is practically stopped. I think I am right in saying that the Government of India said that the last appointment made was to be the very last. We have not recruited one since 1907.

19526. Your Commission at the present moment consists of men recruited from three sources,—the Indian Civil Service, Military officers, and some of what is called the Uncovenanted Service?—Yes.

19527. Has that practically ceased?—Yes, it has practically ceased.

19528. So that we need not consider it in the future?—No.

19529. With regard to your answer to question (10), you quote an extract from the "*Round Table*," I see?—Yes.

19530. In the second paragraph of that quotation I see they want a system, "which will give us India's really best." I think I have met that idea in other places; the idea that there is apparently a class in India much more suited for the Public Service than officers whom we now get. Do you hold that view?—I do.

19531. Can you tell me what class you refer to? Can you give me some specific idea of where these people are to be found, and who they are; and how do you know they are better?—I think that the Indian Civil Service officer appointed by competition is less likely, perhaps, to possess the qualities requisite in an administrator than men who have been tried and found meritorious in other branches of the Public Service. A literary examination merely tests literary capacity.

19532. But that is an *à priori* objection. I want to know whether there are classes outside Government service who are actually better than those who are actually inside?—I have some difficulty in answering that question, because I have not served in a district in India. My experience is confined to the Secretariat. My opinions are very largely based upon what I have heard other men with personal experience say. I know many Indians, but not enough to give a valuable opinion upon that subject.

19533. I do not believe the statement. I have not had any evidence that is true. Now with regard to your answer to question (10), I want to know, also, if this is what you heard from others, or whether you have really had experience of it. "The Indian is essentially a believer in the principle of aristocracy, and will look up to and obey a man of good birth while despising and refusing to associate with men of inferior birth who have attained positions of authority under the system of competitive examination." Do you know any examples of that?—I could not give names; but I have distinctly heard of such cases.

19534. Have you ever heard of cases?—I have heard of cases from Indian gentlemen.

19535. You have heard from Indian gentlemen that they dislike, or that they have actually refused to associate with a man in Government service because he is of low birth?—I have heard from Indian gentlemen that other Indian gentlemen have objected to associate with officers in Government service because of their inferior birth.

19536. Were these gentlemen in British India, or did they come from Native States?—British India.

19537. Turning to the representation drawn up by the Commission, in answer to a question put to you by the Chairman with regard to question (77), I think you said that you have no alternative to propose except that the Government of India should offer the Commission a larger number of posts in the Government service. Was that not so?—Yes. I said that the remedy was to give us approximately the number of posts which are allowed for in our cadre.

19538. But supposing the Government of India says, rightly or wrongly,—I have no wish to pronounce an opinion upon the subject—that they did not find that the experience of Burma was very useful in Simla, and that they were not going to employ a larger number than they had done in the past, then would you advise a reduction of the recruitment for Burma?—I think that that would logically follow; but I do not care to contemplate that possibility.

19539. But supposing you failed to convince the Government of India, what course would you adopt? You would regret the decision of the Government of India, but you cannot alter it. What course would you then adopt to correct what I can recognize is a great evil to Burma officers?—I do not think it can be corrected in any other way.

19540. In any other way than what?—Than I have suggested in giving us our fair share. I do not think anything will compensate the ambitious young officer for the entire loss of the opportunity for advancement such as is given by appointments under the Government of India.

19541. Are there not two evils: the one you have just referred to, and also a block in promotion in Burma?—It is a contributory cause to slowness of promotion. I do not think that is what people resent. It is the suggestion of the inferiority of the Burma civilian that we resent most bitterly in Burma.

19542. Your ground is not that it affects the state of service in Burma prejudicially so much?—It does to a certain extent; but I do not think that is my main objection.

19543. You lay no stress upon that?—No. I lay no stress upon that.

19544. With regard to your answer to question (94) on the subject of Burma allowance, I want to know whether the Association of the Burma Commission asked for two things or for one thing. Do you ask for equal pay with other provinces and Burma allowance, or Burma allowance for the Indian Civil Service only? Will the Burma allowance be sufficient to equalize both the inferior pay and the disamenities of life in Burma?—I think that the Burma allowance, on the scale recommended by the Burma Allowance Committee, and endorsed by the Local Government, would remove any source of dissatisfaction with regard to differences of pay between Burma and India. These inter-provincial differences of pay are not entirely confined to Burma. But we are getting the lowest scale of pay of any province in India, that is to say, there is not one lower, and at the same time we are undoubtedly fined throughout our service by the extremely high cost of living in Burma. I think the Burma allowance would remove that grievance. With regard to the question of amenities of life, I think some of the disamenities of life in Burma cannot be compensated for pecuniarily.

19545. So far as these things can be removed by pay, you advocate the introduction of Burma allowance as recommended by the Committee?—Yes.

19546. To meet both these complaints—the expenses of living in Burma, and the low rate of pay which Burma officers get?—I think that that would satisfy the great body of the Association.

19547. I want to know what the demand of the Association is?—I think the demand is for Burma allowance. I am not quite prepared to say whether the Judicial Service would be quite satisfied, as their pay is lower than in any other part of India. On the whole, I think that Burma allowance, as advocated on the scale suggested, would remove all the grievances on the score of the relatively greater expense of living.

19548. (*Mr. Chaubal.*) May I ask you exactly what number of Indian civilians you have had under you in your service of 17 years?—I should have to add them up. Do you mean in various capacities?

19549. I mean Indian Civil Servants directly under you who have passed through the English door and have come out to India?—I have never had any serve under me.

19550. Then your opinion with regard to Indian Civil Servants is purely the hearsay evidence of Indian Civil Service men?—I think it is a little more than hearsay. It is not first-hand. I have had the advantage of reading a good deal on the subject.

19551. I take it that the competitive examination in England, although it may be the worst possible method for India, is a bad method for England also?—I think so; that is to say, the open competitive examination.

19552. Would you recommend the system followed in the Haileybury College?—No. I do not think so.

19553. But there was some selection for admission into the Haileybury College, was there not?—I believe it was entirely by selection.

19554. Would you advise the introduction of any college for Indians?—I do not think so.

19555. I ask that because I find in answer to question (6) you say that you are in favour of combined nomination and examination?—Yes.

19556. And therefore I asked you as to whether you would have nomination into an institution like Haileybury College, and then an examination?—No. My idea was that before a man was allowed to compete for the Indian Civil Service he should satisfy a Selection Board of his fitness in other respects, and then, having successfully competed in the examination, he should undergo his period of probationary training in England, as they do now, either for one or two years.

19557. That is what I am putting to you. You want the nomination first?—Yes, the nomination first, before sitting for the examination.

19558. Supposing we were not getting the best men of India under any Selection or Nomination Board, then would not you advise a competitive examination?—I am rather inclined to prefer taking the man who has already shown his worth, and who starts with educational qualifications. In selecting Indians for the Civil Service I should attach importance to the degree which the candidate had, as well as to his fitness for administrative work. I think I have said that he should have a B.A. qualification at least.

19559. A B.A. qualification *plus* how many years' service?—I think that would have to be left entirely to the discretion of the Government. Some men show their worth quicker than others.

19560. Supposing after seven or ten years you reject them, what would you do with them? You have your Nomination Board, you take the University test of B.A., then you put him through your training, and after seven or ten years you come to the conclusion that this man is not fit; what do you do with him?—I do not think I have contemplated that possibility in my evidence.

19561. But it is something which arises for consideration supposing your system is adopted?—You are speaking of my system of recruitment of Indians?

19562. Recruitment of Indians for the Indian Civil Service?—I suggest that they should be confirmed very soon. A man should have his trial. I do not suggest that they should have a long period of probation.

19563. Can you tell me how many years, approximately, after a man has been put into the Service that you test him as to whether he is fit for service or not?—That is not my intention. I do not suggest that the Government should put a man into the Provincial Service with a view of afterwards taking him into the higher Service. What I meant was that Government should select Indians for the Indian Civil Service—for the higher administrative posts—from officers already serving in the Provincial Service. They would pick out the best.

19564. You only contemplate one door for Indians for the higher posts?—There are two doors, I think.

19565. Promotions from the Provincial Service of men of proved ability?—Yes. And I have allowed occasionally for direct recruitment of exceptionally promising young Indian gentlemen.

19566. I was speaking more about direct recruitment. I want to know what your idea is about direct recruitment. I gather now that you want a certain University test *plus* actual experience of the man in working?—Yes.

19567. Now my question is, how many years' experience of actual work do you want in order to judge as to whether you will take that man for the higher posts or not?—I think it would depend very much upon the individual. I should think anything from four to six or seven years would probably test thoroughly a man's capacity. I am not prepared to lay down a period.

19568. During those first four or six years, you think that the man will be performing duties, or capable of performing duties, which will enable you to judge as to whether a man has character, initiative, and originality?—I think so, if he is in the Provincial Service, certainly.

19569. When you give your opinion about this present competitive examination you say: "My view is that under the present system we recruit a certain number of men of weak character who are thoroughly unsuitable for the duties which they will be called upon to perform," and you expect your Nomination Board, if it had been appointed according to your theory, would have chucked out these men?—I think so.

19570. May I ask you, though, perhaps, it is a different question, have you in your own mind considered about the men you think to be of weak character, with a knowledge of their birth, their parentage, the occupations of their father or grandfather; would you have the Selection Board reject them?—I can think of officers whom, if I were on the Selection Board, I should have rejected on various grounds.

19571. Those identical men whom you are thinking of as having proved actually unfit in service to your own knowledge,—if you had been on a Nomination Board and they had presented themselves to you before the examination Board, simply from a knowledge of their parentage, their school, or college career or other things, you would have been able to chuck them away as being unfit for the Service?—I think, with the help of the information to be derived from the head master of their school or head of their college, as the case might be, and personal interviews, that the Board should be able to reject a certain number of men who now find their way into the Service.

19572. I suppose you have not yourself had any experience of the Statutory Service men, have you?—No, none.

19573. But you have ventured upon some opinion in connection with that. Question (28) asks, "Do you consider that the old system of appointment of 'Statutory Civilians,' under the Statute of 1870 should be revived, and, if so, what

method of recruitment would you recommend"? to which you reply, "I do not think that it would be wise to revive the system of the appointment of 'Statutory Civilians', that is to say, of untried and untrained 'Natives of India' to the Indian Civil Service. I have already in my reply to question (10) recommended a system of recruitment." With reference to that question, the Statutory Service was recruited exactly in the way you speak of, that is to say, men from good families and high birth. And when a man was selected it would not be correct to say that he was untried and untrained. The rules required that he should be put to a regular course of training, and it is only after some years of training that they are put into responsible posts, so that, we had in India an instance of your system having failed?—In suggesting that I would not revive that system I had in my mind the fact that I had recommended a different system. If I am mistaken in my conception of the system which was formerly adopted, I can only say that I am sorry. It was perhaps written without a sufficient knowledge of the previous system, of which I had had no actual experience.

19574. You may take it from me that almost the whole body of evidence taken on the last Public Service Commission of 1886-87 was such that they rejected the system of Statutory Service because the selections, for whatever reasons, did not prove to be satisfactory?—I think conditions have changed since then, in the direction of better facilities for education. I have always understood that some men they selected were deficient in education, and that is why it failed.

19575. You must pardon my ignorance, as it is only a question from an Indian who is curious to know. Have you any such thing as high birth and low birth in England?—Yes.

19576. Then for the open door you would reject Englishmen of what you call low birth?—I think, personally, it is desirable to recruit Englishmen for the Civil Service in India who are what is usually accepted as "gentlemen." There are gentlemen in all classes.

19577. You would not use the same phraseology as you have used in answer to question (10) about low birth and high birth. That is the word I have in view, and in view of which I put the question. You are distinctly of opinion that there is such a thing as high and low birth in India. My first question is, is there the same sort of thing in England?—Yes, there is.

19578. If there is the same thing in England, you would reject what you call a man of low birth in England?—Yes. But I prefer to put it the other way—that I think certain qualities, which are more qualities of breeding than of birth, are required from Englishmen who serve in India. The conditions are not quite the same as in India with regard to the question of birth.

19579. Then would you kindly describe what you mean by low birth?—In India?

19580. No, in England?—My idea of the way to recruit the Civil Service in England is to recruit gentlemen in England, and by "gentlemen" I mean men possessed of a certain standard of breeding which is not necessarily the concomitant of aristocratic birth, but is a quality which cannot be very well defined, but which I think can be readily understood.

19581. Am I to gather, in answer to question (10) that it is a characteristic of aristocracy, aristocratic birth, in India—the good breeding you speak of?—Yes, so I have always understood.

19582. I suppose you have very large acquaintance of aristocratic families in India, zamindars and their sons, their education and their intelligence?—I have met a good many socially and officially.

19583. In all parts of India?—No, not in all parts of India,—in Simla, Calcutta and Delhi.

19584. When you speak of the Indian being "essentially a believer in the principle of aristocracy and will look up to and obey a man of good birth while despising and refusing to associate with men of inferior birth," is that a principle of aristocracy or a principle of religious faith; the Brahman not touching the Sudra or the person lower than the Sudra? Do you suppose that all Brahmans are supposed to be men of aristocratic birth?—No. I should think it is partly one and partly the other. The opinions I have heard expressed have not been detailed opinions.

19585. My point is, were those opinions expressed that an Indian looks with respect upon aristocracy by birth and not so-called aristocracy by religion or caste? Up to this time I was under the impression that whatever there is of that kind is the contempt of the Brahman for the lower classes?—No, I was not thinking of the contempt of the Brahman for the lower classes. I was thinking more of the natural rulers of the people, the people of lineage in India whom the ordinary *raiyat* will look up to and respect.

19586 "Natural rulers of the people"! That is rather a difficult thing to understand. Who are the "natural rulers" of the people of India"? You must try and approach each province from its own point of view. Who do you consider to be the natural rulers of India in the Bombay Presidency?—I am not prepared to answer that. My remarks are based upon the general opinion which I have derived from conversations with Indian gentlemen.

19587. Say, for instance, a person whose father and grandfather have filled fairly high posts in the Provincial Service in India, would you consider their sons to be eligible according to your standard of nomination?—Yes, certainly.

19588. Have you ever tried to realize as regards the Indians who have gone to England as to how many of that class are persons filling the character which I am speaking of—men whose fathers and grandfathers have been in posts in Government Service previously?—I know that some of them are.

19589. Have you tried to ascertain the number, the percentage?—No.

19590. Then that is only a very wide generalization to say that at present the Indians who go to England and sit for the competitive examination do not represent families of good breeding?—I do not think I have made that statement anywhere.

19591. In the paragraph containing the extract from the "*Round Table*" you say, "The best Indian public servants have been selected in India, and have qualified in a hard school in the Provincial Service." Have you ever tried to ascertain as to whether these would be persons of good stock?—No.

19592. And whether they are steeped in "caste prejudices which have made it hard for him to take a broad detached view"?—No.

19593. (*Mr. Gokhale.*) You have stated that you have had some Secretariat experience in India?—Yes.

19594. Was it in the Government of India Secretariat?—Yes.

19595. Will you kindly tell us how long you were there?—I was there altogether, I think, three and-a-half years.

19596. Your time was divided between Simla and Calcutta?—Yes.

19597. How long ago was that?—I left the Government of India in 1909?

19598. Comparatively recently?—Yes.

19599. You have no personal knowledge of the people of India in the different provinces?—No; no direct knowledge at all.

19600. In a general way, could you say that you are fairly familiar with the progress which the people of India have made in different directions, say in the last ten years?—I have tried to keep myself acquainted with what is going on. I am very much interested in education.

19601. It is rather difficult?—Yes; but I regard all these questions with sympathetic interest.

19602. But in any case, owing to this lack of personal knowledge, would it not be better if your opinions were taken as intended, in the first place, for Burma?—I am much more qualified to speak about Burma than I am about India.

19603. Then when questions such as the proportion of Indians in the Civil Service, and others like that, are under consideration, I think that unless you have been able to follow the latest developments in India and are familiar with the problems which confront the Government of India it would be better to confine your opinion to the province of which you have special knowledge?—I am quite prepared to do so. I claim the right of any Indian Civilian to form an opinion upon questions of political importance to India. But I am quite willing to confine my opinion to Burma.

19604. There is always the question of what value to attach to an opinion?—Quite so.

19605. I want to ask you one or two questions about certain opinions you have expressed as regards the employment of Indian members of the Indian Civil Service in Burma. I think, speaking roughly, one may say that the system in the provinces of India proper is this, that the Provincial Service is for all practical purposes confined to the people of the province; but with regard to the Indian Civil Service, there are no restrictions?—Yes.

19606. Now you would not be satisfied with that in Burma,—I gather you would not,—if the Provincial Civil Service in Burma was confined to the people of Burma; and as regards the Indian Civil Service you had the same freedom here to both Indians and Europeans as they have in India. You would not be satisfied with that?—No, I think not.

19607. You have stated that some years ago there were two Indians here?—Yes.

19608. Are you quite sure that they had to go away; that they were sent to other provinces because the people of Burma did not respect them?—No. I think I made that statement rather guardedly. That is my recollection of what occurred at the time; but I am prepared to substantiate it to this extent, that I have reasons to believe that they were not happy here, and were not altogether successful in their dealings with Burmans. It was partly because of that, and partly because of their wish to return, that they were sent back to India.

19609. If that is so, why did the Government again appoint two more Indians?—I think I am in a position to answer that question. The reason was that it was becoming increasingly difficult to persuade the other Local Governments to take the successful Indian candidates in the Indian Civil Service, and it was therefore decided that the experiment should be again tried in Burma, and that Burma should have her share.

19610. They were practically forced upon Burma?—They were forced upon Burma.

19611. The feeling of exile that you say the Indian Civilian has here. is it in any way different from the feeling which an Englishman has for foreign Service—the Indian or the Colonial Services?—I should think it was about the same. I really cannot very well answer that.

19612. I wanted to know if Indians were especially averse to serve outside India, and whether you formed that opinion from your experience in Burma?—I do not think that. I think the Indian officer in the Indian Civil Service finding himself in Burma would naturally rather go back to his own country and his own friends. He is rather out of it here. He has no one of his own class to associate with.

19613. Just as many Englishmen would prefer appointments in the Home Service?—Quite so.

19614. Now you have said that Burmans objected to Indian members of the Indian Civil Service here just as Indians would object to Burmans serving in India in a similar capacity. How do you know that Indians would object to Burmans in that capacity?—I do not think I put it quite that way; I do not think I said that Indians would object to Burmans. I could not possibly say so, because the experiment has not been tried. I think I intended to say that an Indian is just as unsuitable as the head of a district in Burma as a Burman would be unsuitable as the head of a district in the North-West Frontier Province or Bengal or Bombay.

19615. Why do you say that a Burman would be unsuitable in Bengal or Bombay, when there has been no experience?—No experience!

19616. We have had Indians serving in other provinces?—Yes.

19617. And so far as you are aware, have there been complaints made by the people in those provinces?—I do not know about that—I cannot say.

16618. Unless there was an actual trial made, it is rather difficult to express a definite opinion upon a point like this?—Yes; but I am perfectly convinced, though I may not be able to give reasons for it, that a Burman would not be suitable in charge of an Indian district.

16619. You mentioned as an argument in support of the exclusion of the Indian members of the Indian Civil Service from Burma, that owing to conquest the Burman would understand the Englishman being in Burma, but not the Indian. Is that your opinion, or the opinion of the Burman?—I think that is the opinion of the Burman. That is the impression which has been left in my mind.

19620. What is your opinion about the fairness or unfairness of the argument? Do you think that this argument about conquest should apply in a case like this?—I think it is a very reasonable point of view for the Burman.

19621. But when you say that Englishmen conquered Burma, you really mean that the Government of India conquered?—Well, Burma was conquered. It became part of the British Empire.

19622. But it was the Government of India that sent the expedition?—Yes.

19623. Who bore the cost, the Indian Empire or the British Empire?—The Indian Empire.

19624. Who bore the deficit for Burma year after year as long as there was a deficit?—I think Burma has paid it all back.

19625. That is a financial question about which there is a difference of opinion; but in the early years when there was a clear deficit who paid it?—India financed it.

19626. Does not that give the people of India some claim to a share in the privileges accruing from this conquest? I ask because you are pushing this conquest argument on the Commission?—I think the people of India have perhaps benefited more than anybody else by the conquest. They have monopolized a great deal of the trade of Burma. They have ousted the Burman from many of his occupations; so that I think they have got their return, so far as India required a return.

19627. That is in other directions; but here we are talking of the public service. If India is burdened with expenditure on account of Burma, I think in any case it is arguable that the people of India may claim some share in the Public Service of Burma?—We are all citizens of one Empire, and if it was politically expedient that the Indians should help in the Government of Burma, there is no reason why they should not; but I do not think it is politically expedient any more than that Burmans should help to rule in India.

19628. That is another argument; but, so far as the conquest argument is concerned, I was putting that to you. Do you not think that the distinction between conquerors and conquered has been obliterated by the Statute of 1833 and Proclamation of 1858?—I think so.

19629. So that it is not open to Englishmen to base themselves on conquest now?—I understood you to be enquiring about the Burman point of view. I am not necessarily defending it; I was trynig to argue that the Burman to the best of my belief has that feeling.

19630. I followed that up by asking you if you shared that opinion?—I said that I regarded it as a reasonable opinion for the Burman, and I reply that I do think so.

19631. You have said that the Burmans dislike and despise Indians I think that is rather a strong statement to make. If it is only dislike, one could understand it, as one constantly hears of dislike between different peoples in Europe,—for instance Continental Europeans and Englishmen; but when you speak of Burmans despising Indians, what do you mean? Why do they despise the Indians?—I am not really able to say why. I am not commending the Burman's attitude in the matter. I am stating what I am afraid I must regard as a fact based upon my knowledge of the Burmans.

19632. Are you sure?—So far as one can be sure about anything in anyone else I am sure the Burman has a feeling, very wrongly no doubt, of contempt for the Indian.

19633. On what grounds?—I am unable to say upon what grounds.

19634. Can you suggest any grounds to explain the phenomenon?—I do not think I can give a very satisfactory explanation. I have ideas upon the subject, but I do not think they are sufficiently authoritative to state; and I do not think it would do any good to state them.

19635. (*Mr. Sly.*) Are military Civilians in Burma employed equally all over the Province?—Yes.

19636. Then it is not the case that the military Civilians are employed more largely in frontier districts than in what you call political charges?—No, I do not think that is the case at present. We have sometimes Civilian officers in the frontier districts, and sometimes military officers. At present we have one Civilian at Bhamo and one in the Northern Shan States, and uncovenanted officers at Myitkyina and in the Southern Shan States. It is not the case that they are employed generally on the frontier.

19637. There is no special case for employing a military Civilian in Burma on the ground that it includes a long frontier and certain political charges in which the military officer is more suitable than the Civilian?—That was a reason put forward by the Local Government in 1906. Personally I do not think that it does hold good any longer.

19638. In practice it does not hold good?—In practice the military officers are employed in any district or charge, frontier or non-frontier.

19639. Can you explain to us what is the cause of the employment of military Civilians in Burma?—I think the case is that the system of recruiting a certain number of military officers has proved to be a source of great strength to the Administration, because it enables the Local Government to pick officers possessing qualifications which are likely to make them good administrators,—men who have already been in the country, with knowledge of the conditions and the people. That argument is not really confined to Burma.

19640. The military Civilian in Burma has proved himself as efficient as the Indian Civil Service officer?—I should say yes.

19641. Do you think that that is in any way due to the fact that Burma may be described in some respects as a province more backward than some of the provinces of India; or are you of opinion that military civilians could be employed with equally successful results throughout the provinces of India?—I do not know enough about the other provinces of India to answer that question. I think that the military officer in Burma is just as successful in all other branches of administration in which he can be tried as the civilian. They are selected men—picked men.

19642. How about the officers of the Burma Commission who have been recruited from other branches of the Service? Have they also proved as efficient as members of the Indian Civil Service?—Some of them have been extremely efficient.

19643. Can you tell us why this method of recruitment has been, as you have stated, practically closed. What are the reasons for the cessation of this method of recruitment?—It appears to have been the wish of the Secretary of State. I do not think it was the intention of the Local Government. I think the Local Government would still be glad, in very occasional circumstances, to pick a man of unusual merit and put him into the Commission. There is a statement to the contrary in the evidence of the Local Government. I have some reason to believe that His Honour does no hold that view altogether.

19644. So far as your knowledge of local conditions of the Services in Burma goes, you know no reason why that source of recruitment should have been stopped?—No. I think it is a very valuable opportunity. It must be used very sparingly and in most exceptional circumstances. But when you get a really first-rate man it is a pity not to take him, wherever he comes from.

19645. As regards recruitment for the Burma Provincial Service, did you say that it was largely recruited by Burmans from the Subordinate Civil Service?—Yes.

19646. Can you tell us whether that Subordinate Civil Service attracts the best local Burmese talent that is available for the Government Service?—I am not really in a position to answer this question. It relates to a branch of the Service that I do not personally deal with. I think I am right in saying that the Government Service—the Subordinate and the Provincial Service—is extremely popular and that there is no lack of candidates. To the best of my belief, the Provincial Service attracts the very best young Burmans.

19647. By direct recruitment?—Yes.

19648. If there were any system of recruitment by selection as you suggest, or by any other way, for direct appointment into the Indian Civil Service, do you consider that there is in Burma a class which would be attracted to it, better than that which is already attracted to the Provincial Civil Service?—No, I do not.

19649. In regard to the improvement of the prospects of the Burma Commission, certain proposals have been put forward for the improvement of pay, particularly by the grant of Burma allowances and also for improving the conditions of leave and of pension. Can you tell us, as representing the Burma Civil Service Association, what, out of the many proposals which have been made, would generally be considered the most urgent?—I think the grant of Burma allowances. It will affect everybody.

19650. You have referred to the inadequate opportunity that is given to the members of the Burma Commission for employment under the Government of India, and in particular you referred to what was the practice in the Secretariats of the Government of India?—Yes.

19651. Can you tell us why Burma civilians have not apparently been employed to the same extent as the civilians of the other provinces in the Government of India posts other than Secretariat appointments, such as appointments in the Finance Department, Postal Department and the like?—No; I do not know why. I do not know whether it was because no Burma officers wanted posts in those Services or whether it was because the men were not known to the Government of India. You see that a Burma man is not, as a rule, known to the Member of Council or the Head of the Department in India who has the selection in his hands.

19652. Do you know of cases in which officers of the Burma Commission have been offered those posts and have declined them?—I think I have heard of a man doing so. I think an appointment in the Customs was offered to a Burma man and no one came forward to take it up. I am not sure about it.

19653. That is the only case that you can think of?—Yes.

19654. You have stated in reply to question (43) that, in the period of probation which is spent by the officers of the Indian Civil Service after passing the examination, law was taught in a manner which caused the probationer to dislike it. Can you just tell us exactly what you mean by that?—It is a very long while since I did learn law at Oxford. My recollection is that one had extremely dry lectures on the Indian Penal Code and the Criminal Procedure Code; and there was nothing about the principles of law or about the principles on which the system of Legal Jurisprudence was founded. My recollection is that there used to be very learned lectures on the Criminal Code and about what the High Court and the Chief Court did; but that was not very interesting to a man who was going through his probation. The lectures, we had were extremely dry and did not create any taste for law.

19655. Is it your recommendation that the study of law in England should be confined to the teaching of the general principles of jurisprudence and that the instructions in the special codified laws of India should be abandoned?—I have not really thought about it very much. But I think that if one of the two were to be abandoned, I should abandon the teaching of the Codes, give the man a grounding in the principles of jurisprudence, creating in him an interest in the subject, and let him gradually learn out here the codified laws as he has to pass the departmental examinations here.

19656. Then with regard to the training of officers in Burma, are not all officers required

to pass through a course of training in Land Records?—Yes; I think all officers.

19657. Are all officers required to pass through a course of training in Settlement work?—No, not unless they serve in the Settlement Department.

19658. Do you recommend that the Land Records course should be abandoned in favour of training in Settlement work?—I am inclined to think that it would afford a better training to a young civilian, if he were sent out with a settlement party, because, I think, he would thereby learn more and would pick up all that is necessary to know about the maintenance of Land Records. I should first of all attach him to a Settlement party and make him do work with it.

19659. Does the training in Settlement work include instruction that is already given in connection with Land Records work?—I think it might be made to do so. Land Records work is specialized work. The Settlement work gives a man an insight into the conditions in which the people live and into their occupations. Also Settlement Officers are generally picked officers, and to work with them would give a very good training to young officers.

19660. (*Mr. Macdonald.*) Do you consider that the Department of Commerce and Industry should belong to the Indian Civil Service?—I do not think that any department should belong to the Indian Civil Service.

19661. I see that you object to the membership of the department being filled by a person who is not of the Indian Civil Service?—I do not object to its being filled by anybody. What I object to is to its being filled by a Member of the Home Civil Service who is recruited in the same way as we are and who is a great deal junior in service to the average Member of Council in our Service.

19662. With regard to your Board of Selection, how many would you appoint to constitute the Board—would it be like the Egyptian Board?—I am not prepared with a ready-made scheme. My idea is that there should be a Board of Selection, with certainly four or five officers as members at least.

19663. How many selections would they have to make in twelve months?—They would not select officers for the Indian Civil Service. What I wish to advocate is that other qualities, besides intellectual capacity, should be tested by a Selection Board.

19664. How many selections would they have to make for the examination in twelve months?—It would depend entirely upon how many candidates there were.

19665. How many candidates are there in a year on an average?—I do not know. I think there are about two hundred. I am rather out of date.

19666. Would the selection depend upon the number of candidates or upon the number of vacancies?—I am afraid I do not quite understand the question.

19667. Would the number for selection depend upon the average number of candidates who sit for the examination or who have sat for the examination, or the number of vacancies that have to be filled up every year?—It would be without any reference to the number of vacancies. My idea is to exclude no one, but to admit generally everyone for the competitive examination, provided that he first satisfies the Selection Board that he possesses certain qualities which I consider are essential for an administrator in India.

19668. You would hand over to these four or five gentlemen the right to settle who is going to sit for the examination and who is not to sit for the examination?—Yes.

19669. And they would settle that upon an examination of what you call gentlemanly qualities?—Not entirely. I did not say "gentlemanly" qualities. I said that one of the essential qualifications was that a man should be a gentleman.

19670. You say, "I would lay stress upon the importance of nominating only men of thoroughly high character, with a natural aptitude for leading and a power of influencing others, who are in all essentials gentlemen in the best sense of the word." I understood that the last words contained a summary of the qualifications?—No: that is an additional qualification.

19671. In finding out these qualifications you are going to trust to the certificates of head masters?—They would, I imagine, exercise their functions in very much the same way as other Boards of Selection do. There are plenty of precedents for my proposal, *e.g.*, in the Public Works recruitment, and also in the Navy, where the recruitment is, I believe, made by a Board of Selection.

19672. At what age?—Quite young—eleven or twelve. Whatever it is, there, I fancy, they look to a boy's manners and general capacity as well as to his intellectual ability.

19673. Have you had any experience of that Board?—Not personally, I have heard about it. That is all.

19674. You heard of it?—Yes, though I was never a candidate for it. I believe a similar system prevails in connection with the Soudanese Civil Service.

19675. Is that in the Soudanese Civil Service only?—I do not know whether it is for the Soudanese only or the Egyptian Civil Service as well.

19676. Have you heard any criticisms about it up to date?—Nothing but good. Then the Consular service is recruited by nomination combined with competition. The Consular service is, I believe, limited to persons possessing certain qualifications in addition to intellectual ability. There is also the Diplomatic service.

19677. How do they select for the Diplomatic service?—I do not know.

19678. Is it the means or the gentlemanliness?—Probably both.

19679. Or only one?—I think both; but I do not know exactly.

19680. Have you heard of the Factory Inspectors Committee?—No; I have not heard of it. With regard to the Home Civil Service, I gather from the evidence of the Public Service Commission in England that it was necessary to select officers for certain departments of it without any reference to examinations at all.

19681. By a Board?—By the department. I do not know how the department exercises

those powers. I am alluding to Sir William Anson's evidence. He said that they could not get the necessary qualifications tested by examinations, and they could only do so by personal interviews and by a general consideration of the man's previous career at school and at the University—qualifications of manner and other qualities.

19682. You did not come across the criticisms on the Factory Inspectors Committee?—No; I have not seen them.

19683. With reference to the extract from the "*Round Table*," given in your answer to question (10), testing it by facts, it expresses a certain number of opinions and also makes certain statements of facts. One is that "the best Indian public servants have been selected in India, and have qualified in a hard school in the Provincial Service." Is that your opinion?—So far as I am qualified to form an opinion, that is certainly true of Burma.

19684. Was it Burma that they had in their mind when they wrote that sentence?—Probably not.

19685. Is there not internal evidence in the article itself—and I know it for a fact—that Burma was not taken into account, but rather India, as we understand it?—Undoubtedly the article was with reference to India.

19686. You have no opinion whether that statement is true or not, outside Burma?—I have an opinion, but it is based, as I have already said, not on first-hand knowledge, but on experience gained by conversation and reading—that is, second-hand opinion.

19687. Have you heard that officers promoted from the Provincial Service in other provinces in India do their work better and give more satisfactory results than officers selected, after training in England, through the door of the Indian Civil Service examination?—I think the general impression left upon my mind is that the Provincial Service officers who hold listed appointments are, on the whole, more valuable.

19688. On page 3, in the second paragraph of the print you have quoted, there is this sentence "we cannot remain responsible for the country and suffer to see justice habitually sold." Do you agree with that?—Yes.

19689. That implies that justice is being habitually sold, does it not?—I do not think so. It implies that if justice were habitually sold, we should have failed in our responsibility.

19690. Is the criticism based on a hypothetical consideration of "may have been"?—I am afraid that I do not quite follow that.

19691. I thought that you committed yourself to that article and put this part in as expressing your own opinion, and I only wanted for the sake of record to find out whether you did associate yourself with that statement?—I associate myself with all the statements in that sentence.

19692. But purely as a hypothesis. You do not say that it describes the actual conditions in India?—I can only speak of the province that I know.

19693. Is it true of Burma?—I am prepared to say, as you force me to do it, that I am afraid that there is a certain amount of venality among the Native officials in this Province.

19694. I do not want to go into that question. But there is a general statement here "we cannot remain responsible for the country and suffer to see justice habitually sold." A certain amount does not justify the statement that justice is habitually sold?—I do not think that this amounts to a statement that justice *is* habitually sold.

19695. If you say that you do not read it that way, I leave it?—I carefully left out the following sentence which came after it, because it went a little further than I wished to go.

19696. In answer to question (24) you say that in no circumstances should Indians be appointed to the Indian Civil Service in Burma?—Yes.

19697. But in your answer to question (30) you say "in my opinion these officers have proved on the average fully as efficient as members of the Indian Civil Service filling posts of similar responsibility." By "these officers" am I right in saying that you refer to Indian officers?—My reply refers to military officers in the Commission. I think I am right in saying that. Question (29) was "what experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your Province."

19698. Question (28) refers to Indians and you go from (28) to (30) and I wanted to know whether your answer to question (30) refers to Indians?—I did not answer question (29). My answer to question (30) relates to military officers.

19699. Then there is no discrepancy?—No, question (30) refers back to question (29) which has not been printed in my evidence.

19700. Then with reference to the University probation, you say that in your opinion the candidates who have passed this examination should undergo their probation at a University?—Yes.

19701. Which you think should be a residential University?—Yes.

19702. Have you not heard of the objection to a probation at a residential University that the candidates get over-educated in University-taught subjects?—I do not think it would be true of the Indian Civil Service candidates because, as a rule, it is only with the Indian Civil Service subjects that they will be concerned.

19703. After they get through their examinations?—Yes.

19704. The whole atmosphere will be University atmosphere?—Yes.

19705. His life is that of a University under-graduate?—Yes.

19706. His associates will be University under-graduates?—Yes.

19707. Do you think it an objection?—No.

19708. But you still think it advisable that he should be cloistered away like that?—It is only for six months in the year; it is not as if he is shut up for a whole year.

19709. So far as the definite training is concerned?—Training is laid down by the Secretary of State for the Indian Civil Service

probationer. So far as other training is concerned,—training in character and other things—I think that probation at a residential University is the best.

19710. Do you not think that it would be advisable to give him something which is a little bit freer and give him a much better chance of coming in touch with the world?—I have never thought of that. I do not see any particular advantages to be gained by it.

19711. You do not think that there is another side of the training which is equally important, as important as that of the University for men who have passed the examination?—Unfortunately these officers have got only one year to learn a good number of subjects in, and I think it would be rather hard to give them anything more to learn. I do not know what you are thinking of.

19712. Send them to the London University?—I am very strongly in favour of Oxford and Cambridge in preference to a non-residential University.

19713. You prefer them irrespective of the curriculum provided?—Yes.

19714. Can you compare, from your knowledge, the curriculum that is provided for the man who has ultimately to come out to India by Oxford and Cambridge on the one hand and that of the London School of Economics on the other?—Not from my knowledge. I know nothing about it.

19715. You do not know the new School of Political Science?—No.

19716. I think you are not in favour of teaching Political Economy?—No; I am not in favour of it.

19717. You are not in favour of teaching Indian Sociology and Ethnology?—I have never given that matter my consideration.

19718. Have you ever thought generally about altering the studies of a probationer, so that somehow or other his mind might be enlivened in Indian interest?—I think that you must rely upon his period of service in the East to give him that point of view. I mean that it can be better acquired here than by a study of books in England.

19719. Have you found in your experience that one of the defects of a man who comes out here is that he is too much of an Englishman and that he has not been prepared by his education and studies to adapt himself to Indian conditions?—I think that is often true.

19720. And that very often, when the man has been trained very hard on English lines, he finds it all the more difficult to assimilate and adapt himself to Indian lines?—Indian lines of thought?

19721. Of thought, feeling, point of view, of colour, atmosphere, and that indefinite thing which goes to make up the spirit of people?—Yes; I think that the conditions may be improved undoubtedly. I think there is a very great difficulty in that a young officer, coming out to India, does not know very much about India and necessarily he has to learn it out here. I am not sure if it can be learnt in any other way.

19722. In learning it out here does he very often take up his conception of India from his fellow English officers and get his opinions formed in accordance with their opinion rather than in accordance with his own experience of India and the Indians?—He is bound to have his opinions largely coloured by those of his brother officers who have been here longer; but so much depends upon the man himself and his character. Some men take at once to the country, to the people of the country; and he is liked by them and respected by them. It is for that purpose character is essential; and that is the reason why I advocate a system of recruitment which would test the character of candidates for the Indian Civil Service, because for a man to be successful he must have sympathy and tact which will fit him to get to know the people.

19723. Have you found any difference between the man who comes out unmarried and the man who comes out married: I am still pursuing the same line of thought?—I think that a man who comes out married is less liable to get thoroughly into touch with the people than an unmarried man. He does not knock about on tour as much as the other, and he does not get amongst the people after his day's work is over in the same way as the other man does.

19724. Is it the tendency on his part to make his home the world—to make his home English?—It is hardly possible to generalize as to tendencies when there are so few; but I think personally that a young officer is more efficient when he comes out unmarried than he is when he comes out married.

19725. With reference to the second memorandum for which I believe you are made responsible to the Commission, are there Indian members of the Indian Civil Service who are members of this Burma Commission Association?—Certainly, to my knowledge one, if not two. One was at the meeting.

19726. Does he agree with this penultimate answer: "They consider that social conditions are so widely divergent in the case of Europeans and of 'Natives of India' that the two can never be united in a common fund"—that is with reference to Indian Family Pension Fund?—He must be presumed to do so, because he was present at the meeting at which it was unanimously accepted.

19727. Supposing we assume that a case was made out for an increase of the financial benefit—it has been suggested to us that the improvement might take place not in the salary but in the pension and in certain other directions when the man retires—have you ever thought out any alternative?—In a sense I have; but I cannot very well answer that question without knowing exactly what the proposition is.

19728. You take this proposal: that the salary remains the same as it is now, and let us assume for Burma purposes that we agree to Burma allowances—we take these things for granted. Supposing the proposal is to keep the pension at £ 1,000, to make it non-contributory, and to ask the officers to let the 4 per cent. which they now pay be accumulated in their favour and given to them in the form of a bonus, carrying compound interest every year, and hand it over to them when they retire, or in the event of their death treat it as their own property and add it to the estate which their widows and children would get. That is one proposal. The other proposal is some sort of increase in salary to meet the increased cost of living. Have you thought if there was any preference as between these two proposals?—I cannot have thought about it, because I have not heard of it; but I unhesitatingly accept the first of these two, if I understand you correctly—that is to keep the pension at £ 1,000 on a non-contributory basis, leaving the pay as at present, but throwing the Burma allowance in, and letting the 4 per cent. be accumulated with compound interest thereon, to be set apart for the benefit of the officer on retirement or of his widow and children. I should say that we should accept it. Speaking for myself I would certainly prefer that to an increase of pay, which an extravagant man might fritter away.

19729. (*Chairman.*) That is your proposal?—Practically.

19730. You suggest a pension of £ 800 and Mr. Macdonald proposes a pension of £1,000—Yes, I suggested £ 800 or 900.

19731. (*Mr. Madge.*) I understand that you consider that the present competitive system is defective in so far as it does not test a certain capacity which you think necessary for an Indian civilian?—Yes.

19732. Do you or do you not think that the average Englishman inherits or otherwise acquires a good deal of this capacity, judging from his success in the British Colonies and dependencies generally?—I think he does.

19733. To carry it a little further and to make it as large a question as possible, judging by the history of the French, the Portuguese and the Russian conquests over foreign races, do you think that the average Englishman possesses those capacities in a superior degree over other European races?—Yes, I think he does.

19734. Then so far as the defects that you may have observed are concerned, they may be corrected; and you have a double-barrelled proposal, one of which is a selection Board to which objection has been made that it might shut out the kind of talent which would otherwise come in—I do not wish to deal much with it—and the other proposal is that a man should be selected from the Provincial Service after approved merit?—Yes.

19735. May I take it that you base that opinion practically on the proverb that the proof of the pudding is in the eating of it?—Yes, quite so.

19736. You think that it would be as safe a test, as practical a test, as we can have in this country?—I think so.

19737. Do you think that fixing the limit at 15 per cent. is safer than leaving it to the Government to fix the number either of the irreducible minimum of British officers or the maximum limit of Indian officers according as the administrative necessities might suggest from time to time?—I think it is more satisfactory to have the maximum fixed, because it enables the Government to resist the pressure always brought to bear upon them to appoint more Indians—to decrease the European limit and to increase the Indian limit.

19738. I see the force of that objection, and you base it on the ground of jobbery?—Not so much jobbery as political pressure.

19739. Supposing a certain crisis arises, before you can change the statutory provision, you will have to go through a new Act and get it passed. From that point of view I ask whether it would not be wise to leave to the responsible Government a freer choice in the matter?—I do not suggest a statutory limit of 15 per cent. I said that it should be the approximate number of appointments which should be made over.

19740. If you fix it, it will be statutory?—I suggested it as the maximum, not as a fixed figure.

19741. Some questions have been asked about justice being sold in this country. I do not approach it from the side of possible corruption anywhere; but it has been said that our system of law has been introduced among a comparatively simple people which lets the wealthy suitor fare well while the poor suitor is nowhere. Do you think that it is straining a point to say that in that sense justice is sometimes sold in this country?—I am afraid it is.

19742. You refer to three sources from which officers were recruited in the past for the old Uncovenated Service. I think you have said practically that, on the whole, both officers, Military and Uncovenated, have proved fairly efficient?—Very good.

19743. Does the Uncovenanted branch of it include any officers belonging to the domiciled European and Anglo-Indian community?—I think there have been officers belonging to that community in the country.

19744. And they have been as efficient as the others?—I think so; but I am not prepared to say that they belong to the domiciled community. I think that by birth they were of partially Indian extraction, if that is what you are referring to.

19745. When you ask for a share in the Imperial departments of the Government of India, I understand that you want that the experience gained in the other provinces should be shared in the Imperial administration of the country—is that so?—Yes. I think it would be of advantage to the Government of India to have an officer of Burma occasionally to help them, as it will broaden the outlook of both occasionally.

19746. You spoke of good families, and you have already qualified that by the statement that gentlemen may come from any class, so that it is not a distinction of caste, but a distinction of character, that you want to establish?—Yes.

19747. Have you heard from good authority, of a class of men, whom it would be advisable to enlist in the administration of the country, but whom our present system of competitive examination does not bring in?—Are you referring to the domiciled community?

19748. I am referring to Indians generally, all people taken together in India,—chiefly Indians?—I am afraid I do not quite understand the question.

19749. I mean—and some English gentlemen and Indians too are of this opinion—that there is a class of talent and character which does show itself occasionally, but which we fail

to enlist in the British administration of the country, because of the competitive system. I have tried to get help from witnesses in arriving at some practical conclusion as to whether there is any other means of testing this character so that we might get the advantage of enlisting that class?—It is my opinion that there is such a class, but I am not prepared to give instances. That is really the fundamental idea at the bottom of my suggestion for recruitment.

19750. You have given us one suggestion that one of them may accidentally have strayed into the Uncovenanted Service, but unfortunately there are many left and you cannot practically get hold of them?—The suggestion made would be applicable to this province, but it may not apply to other provinces and to Indian recruitment generally. What I have suggested is to get hold of the best men.

19751. Your idea is that preferably the Government of each province, or for the matter of that the whole Government, so far as it is Indian, should be confined as far as possible to that province as regards recruitment for the service. It rests on the fact that there is no Indian nation, but that the people are divided into races of all kinds; and that men with local influence and experience would get on better than others. Is it so or not?—I agree with that view; I was particularly thinking about the conditions of Burma when I put forward that proposal.

19752. Then you prefer probation in this country to probation in England for the young civilian. Is that to any extent based on the fact that the number of Indians going home have not benefited by being planted into all kinds of surroundings?—Yes.

19753. Have you in mind at all the danger that a man who is absent from his own country gets—I do not say denationalized because there is no nation here, but gets off from the set of wholesome influences that would otherwise affect his character and mental development?—I think I had that in view, from what I have heard on the subject.

19754. (*Mr. Abdur Rahim.*) As regards the probation of the members of the Civil Service, do you not think it necessary that their probationary courses of study, after they have passed the open competitive examination, should be so shaped as to give them a real insight into Indian character and conditions of life?—You are speaking of the English candidates who enter the service at home?

19755. Yes?—I think it would be a very excellent thing if that could be done, but I do not see how that could be done very well—to get an insight into Indian character, in addition to doing other things. It would be too much of a task to do this also in one year.

19756. For instance, do you not think that the study of Indian History ought to have a much larger share in the probationary course?—I do not quite know what part it plays now.

19757. Is not Indian History included in the probationary course?—The mere fact that it is included in the schedule does not give us any idea as to how well it is taught or how thoroughly it is taught. I would subscribe to the opinion that it would be good that men should be taught Indian history very thoroughly.

19758. Do you know from your experience how much Indian history is taught?—My experience is rather out of date; it was 17 or 18 years ago. The amount that was taught then was one text-book, and a dull one it was.

19759. It was very small?—Very small, about 300 or 400 pages.

19760. You know that the people of India are divided into many classes and communities and are in different stages of growth?—So I have heard.

19761. There are some sections of the people which have got a long and creditable history behind them, while there are others which are primitive in growth. Do you not think that it is very desirable that the training of the young junior civilian, by courses of study, during the period of probation, both in England as well as out here, should be such as to give him a knowledge, a real knowledge, of the history and of the higher lives of the Indian people?—I think it would be most valuable; but it does not quite apply to this province.

19762. Is it not a fact that the training that a junior Civilian gets out here in the first few years of his service is confined mostly to the knowledge of the conditions of life among the raiyats?—Yes.

19763. He really knows nothing of the life that the higher class of Indians are leading, or of their history or their modes of thought?—I do not think that it quite applies to Burma where the conditions are different. The young Civilian gets to know all classes. There are the same conditions.

19764. I was thinking of India?—I do not know what training a young Civilian gets there.

19765. In Burma you say he comes to know the people generally?—I think so, if he is of the right sort.

19766. There is no such marked difference among the different classes of people here?—Nothing of the sort.

19767. Speaking of India generally, you think it would be much more desirable that the Civilian should have some knowledge of the people of higher classes?—Yes, I should think so.

19768. Their history and their mode of living?—Yes, certainly, and also how to behave to them.

19769. You would support the suggestion that the probationary course in England ought to be shaped in order to give him that training?—I think that if it were possible to do so, I should.

19770. I should like to get some information about Muhammadans in Burma: there is a large colony of Muhammadans settled in Burma, in Rangoon mostly?—Yes, I think there are a number of Muhammadans.

19771. They are generally engaged in trade and commerce and are doing large business?—Yes.

19772. They own very large property in Rangoon?—I believe they do.

19773. In Moulmein?—I cannot answer for Moulmein; but I know there are certain Muhammadans owning considerable amount of property.

19774. They have extensive trade here?—Yes.

19775. I think some of them have very large mills?—Yes.

19776. You know that most of the large bazars are owned by Muhammadans?—I think that the Surati Bazar Co. owns a very large number of bazaars.

19777. They trade in oil, timber and country produce generally?—They do a large trade in certain things.

19778. Most of them have settled down in Rangoon and other places in Burma?—I think that the great majority of them are in Rangoon.

19779. The great majority have settled down here, have married here and have got children?—I do not doubt that; but I am not sufficiently familiar with them to be able to say that.

19780. You know that the Suratis are a very important community?—Yes.

19781. They have married here, settled down here, and they own large property?—They own large property.

19782. How do you class them; do you class them as people of Burma?—That is rather a difficult question.

19783. Do you not think it is fair that they should be classed as Burmans as they have a large stake in the country?—I do not think they could be classed as Burmans.

19784. People of Burma?—They are undoubtedly people of Burma. Rangoon contains a very large and heterogenous population.

19785. What I mean to say is that these people, Muhammadans, who settled down here, acquired very large properties and do very large business, have a right to be treated as people of Burma?—Undoubtedly as residents of Burma, if they have settled down here, as you say.

19786. In so far as they or any of them have a desire to enter the Government service, I think they will have a right to ask for it?—I do not think that they should receive it; not in the Civil Service.

19787. Leaving out the Civil Service, I say in the Provincial Service?—There again the same objection applies. The Provincial Civil Service officer has to serve anywhere and everywhere in the province, and I think that a Muhammadan, even though he was domiciled, or rather his parents were domiciled, in Burma, would not be a suitable officer to deal with Burmans upcountry.

19788. I am talking of Muhammadans domiciled in Burma?—I am also speaking of them; they will not be suitable to enter Government service, for the same reasons as I have given while speaking of Indians generally.

19789. You know that many of them have married Burman ladies?—That alters the question. I did not understand you to say that they married Burmese ladies. We have got certain results of mixed marriages in the public services.

19790. I do not know what you call mixed; they are not what you call Eurasians?—They are the result of marriages between Muhammadans and Burman ladies.

19791. They are treated as Muhammadans?—Many of them adopt the Burmese dress and mode of life. I am speaking of the off-spring of Muhammadans and Burmese.

19792. Similarly, Hindus have settled down here. Would you treat them as the people of Burma so far as the Provincial Service is concerned?—They are people of Burma. But if you mean that as domiciled Hindus they should be admitted to the Provincial Service, I am afraid they should not, in my opinion.

19793. What is your rule; is there any rule to exclude them?—There is no rule to exclude them. I am only expressing my opinion that they are not as suitable as a Burman would be, for the reason that I have already given. A Burman does not like to be ruled by an Indian, whether a Hindu or a Muhammadan

19794. That is only your personal opinion?—Yes.

19795. My information is that very good relations exist between the Hindus and the Muhammadans settled down here and the Burmans?—Very likely they are in matters of trade; but Rangoon is not Burma. Rangoon is extremely unlike Burma. I am speaking of Burma as a whole. I do not say that the relations are unfriendly; but they are not such as to render it politically expedient to place an Indian in a post of authority over a Burman.

19796. Not even in Rangoon?—You cannot confine the sphere of an officer's usefulness to one place. He will have to go to any place the Government may find it convenient to send him to.

19797. Even if the fact be that the relations between Indians who have settled down here, that is, domiciled Indians, and Burmans, pure Burmans, are quite cordial, there would be objection in your opinion to employ the members of that community in the service?—If the objection which I have already mentioned were to disappear I have nothing more to say. But your main point, if I understand you rightly, is that you are suggesting that, because the domiciled Indian in Rangoon gets on very well with the Burman, therefore he will be a suitable officer to be appointed to the Civil Service or to the Provincial Service. With that opinion I cannot agree.

19798. What is your reason?—The reason I have already given. I did not say that he would not like the Burman, but I think the Burman of this country would not like him and would not get on well with him.

19799. There have not been many instances of Indians who have been appointed in the Government Service here?—No; very few.

19800. In the case of those who have been appointed, has there been any objection to them on the part of the Burmans?—I think I have already answered that question. More or less, the objection is based on general grounds and is evidenced in various ways. I will give you an instance. We have here an Engineering school, outside Rangoon; it was started with the express intention of attracting Burmans to enter the Public Works service. It failed in its objects altogether, because the Indian was already firmly established in the Public Works Department, so that the Burman was reluctant to serve in it, and did not wish to serve in it alongside with the Indian. That is only one instance. Again, the unpopularity of our Medical School

is largely due to the fact that the Indian Subordinate Medical Service is almost entirely recruited by Indians; and Burmans would not go to it because they call it a *kala* service—an Indian service.

19801. How long is it since this feeling has grown up in Burma?—I do not know; as long as I have known the province it has been in existence.

19802. It has been in existence so long as you have been here?—Yes; I think so.

19803. Are there any Burmans largely employed in concerns managed by Indians?—I do not know about that up-country. There are one or two mills here, and most of the operatives are Telugu and Coring coolies.

19804. In up-country Burmans are employed?—I could not answer that. There may be a certain number, but not great; if so, it is comparatively modern because mills up-country are comparatively modern.

19805. Has it not struck you that, if any Burman complains that he does not want to serve under an Indian, he might be more or less interested, that he is seeking a post for himself or for some relation or friend of his?—I do not think that the particular spirit which I am speaking of is actuated by that motive. It is hard to say what is in another man's mind, but that is not my impression.

19806. (*Sir Murray Hammick.*) In answer to question (6) you suggest that the age-limit for competition at Home, after selection, should be 22 to 23?—Yes.

19807. Do you not think that it is an objection to fix an age which does not terminate with or begin at any course of special education in England?—It is a difficult question. It is one more for educational experts to deal with than anybody else. The difficulty, it seems to me, is that if you take a boy at the school-leaving age, he is too young; but if you wait till he has finished his University education, he is too old. My idea is that if you take a man in his second year, he would already have gone up for the Moderations examination at Oxford—I am acquainted only with Oxford; and if he is to be sent up for the Indian Civil Service examination, it should be towards the end of his second year; If he failed, he would go back to the University and go in for Greats or History or other final school. If he got in he would switch off to the Indian Civil Service subjects. I am not prepared to define my proposals very accurately.

19808. At the time that this age-limit did exist, there was considerable difficulty in Oxford and Cambridge, because the candidates receiving scholarships were confining themselves to an Indian career, and the college authorities took great exception to their taking these scholarships?—I have heard of that.

19809. You think that at the age of 18 or 19 they would be too young?—I think so.

19810. But you think that the age of 25 or 26 at which candidates come out now is too old?—I said between 22 and 24—it is very hard to lay down the exact period—that is my general feeling.

19811. In your experience of Burma, during the past two or three years, as regards the candidates who come out, do you think that there are difficulties arising from the fact that they are old?—I do not think that they seem too old at all.

19812. We have been told that men who are coming out in some numbers are too old in the sense that they have their character too much formed to adapt themselves to new conditions of life?—I have not really had experience of that. Those that I have seen have not struck me so, and I have never heard so from those who had them under training.

19813. Do these candidates for Burma pass examinations at Home—do they learn Burmese before they come out?—They begin to learn it before they come out.

19814. In the year of their training?—Yes.

19815. Do you think that the year's training in Burmese is sufficient to do any good?—I do not think it did much good in my time; but I believe it is very good now.

19816. How long would they need to study it—one or two years?—I should say one year; but if the curricula be enlarged, the period of one year may not be sufficient, and in that case it may have to be extended to two years.

19817. You said that the law training you got in England was unsatisfactory. Do you not think that if you had two years' training in law you could make the subject much more interesting?—I expect that you could.

19818. Do you not think that, on that ground, there is a good deal to be said for a two years' course in England?—I think I have not expressed myself strongly in favour of one year. It is a matter to be decided with reference to the curricula.

19819. Did you, during the one year's course in England, take any notes of cases in Law Courts?—Yes.

19820. Do you think you had time to get anything of value in that period, or did you consider it a waste of time?—I think that those who had two years did it much more regularly and much more satisfactorily than those who had only one year.

19821. When candidates come out to Burma, have they to pass, in the course of their training, in any other language, except Burmese?—Only Burmese. Hindustani is optional, for which there is a reward.

19822. There is no compulsory second language?—No.

19823. How long does a candidate take to pass the final examination in Burmese, after he comes out?—I do not know at present without looking up the subject. I should say it is probably about two years.

19824. You think he can pass in Burmese in two years?—Personally I passed it in nine months. I know that many others have taken two years. I think that two ought to be the minimum period in which you could acquire the requisite knowledge.

19825. Burmese is a difficult language to learn?—It is.

19826. I would like to ask you one general question. We have heard a great deal about the separation of the Judicial and Executive functions. Can you say from your general impression whether the subject has excited any considerable amount of attention among the people in Burma up-country, or whether they are content with the things as they are?—I do not think they have ever heard of it up-country.

19827. They do not at all think it a pressing question?—It is not at all a burning question.

19828. Is it taken up by societies of educated Indians and Burmans, in places like Rangoon or Moulmein?—To my knowledge, I have not come across any instances of it.

19829. The cry has not come to Burma?—I may possibly be wrong; but I have not seen signs of it. Up-country the ordinary Burman would not understand it, if you mentioned it to him.

19830. As regards the Statutory Service, Mr. Chaubal asked you one or two questions. I do not know whether you know that the original Statutory Civil Service failed because of two causes: One was that the selections were badly made, and the other was that the appointments, at all events the first appointments, were made to special posts and not to the Civil Service as a career. May I take it from you that if you brought in men selected with great care from outside the service on the one hand and men promoted from the Provincial Service at a young age on the other, and then admitted them into the Civil Service, on an absolute equality with the members of the Indian Civil Service, any sense of inferiority which they might feel at first by coming into the service in these ways would soon be lost, as they would have the same rank, status and privileges as a Civilian has?—I think, judging by the experience we have in Burma of military and uncovenanted men, working alongside the Indian Civil Service men, it is quite likely that any feeling of inferiority would disappear.

19831. Take the Provincial Civil Service men who have been promoted to the listed posts. Do you find that they associate and mix with the officers in the Indian Civil Service and commissioned officers fairly on terms of equality?—I have never actually come across them; I do not think I can very well answer that question.

19832. Are they generally satisfied with their position in the service?—I should say yes; it is comparatively a modern innovation in Burma. I should say that they are very well satisfied with it.

19833. In connection with your suggestion as to selection, have you had in recent years many candidates who come out to the Public Works Department since the open competition at Cooper's Hill was abolished?—There have been a certain number.

19834. Do you know whether they have given satisfaction or not?—I am afraid I cannot give any opinion of any value on that.

19835. You have not heard anything against them?—Not enough to form an opinion, not very definite.

19836. They were appointed exclusively by selection?—I have not actually heard any details about them.

19837. (*Maung Kyaw Nyein.*) You have stated to the Chairman that the cost of living in Burma is higher than in India?—Yes.

19838. Can you say that it is higher than what it was 30 years ago?—I was not here 30 years ago; it has gone up in my own time in Burma.

19839. The pay of the Provincial Service was fixed in 1882 and that is the present pay. The present scale is Rs. 800 first grade, Rs. 700 second grade, and so on; is it not so?—Yes.

19840. Do you not think that the pay should be raised now?—I think that the Provincial Service is just as much in need of a Burma allowance as the other services in Burma.

(The witness withdrew.)

MAUNG NE DUN, Extra Assistant Commissioner and Sub-divisional Magistrate, Rangoon.

Written answers relating to the Provincial Civil Service.

19841. (1) Please refer to Government of India Resolution No. 1046-1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—In my opinion they are generally suitable.

19842. (2) Please supply a copy of the Rules for the Recruitment of the Provincial Civil Service in force in your province. Are these rules suitable, or have you any recommendations to make for their alteration?—The rules in force are those published as Appointment Department Notification No. 546, dated Rangoon, the 7th December 1910. In my opinion they are suitable for the present. Perhaps the educational qualifications may be raised a little higher in order to encourage higher education in the province. As for recruitment, I would beg to recommend that much more appointments should be thrown open to the members of the Subordinate Civil Service and the recruitment of outsiders, which include numbers of the subordinate members of the Police Service, might be more restricted. Members of the S. C. S. (Subordinate Civil Service) are not given high appointments in the Police Service. The outsiders who are put in above the heads of the members of the S. C. S. are comparatively young men, with the result that there is always a serious block in promotion, as the outsiders generally top the list and will not retire so soon. The result has been that members of the S. C. S. have to retire mostly from 1st grade or the 2nd grade of the S. C. S. These members naturally feel disheartened and discontented. Most of them feel that however well and hard and conscientiously they do their work, they may not get into the Provincial Civil Service (I shall use shorter terms as P. C. S.), as when vacancies occur they are given away to outsiders. In my opinion, to give ten appointments to members of the S. C. S. of 15 years' standing, or say 20 years' standing, is far better than giving away two or three appointments to outsiders of comparatively younger age, for, in the long run, the latter will block the easy flow of promotion, while the former will retire after

completion of 30 years' service. The indirect result of the recruitment of outsiders is passiveness and indifference and a necessarily poor level in work. In my opinion, the object to be aimed at by the Government is to give more openings to those of the members of the Subordinate Civil Service who are smart and capable administrative officers of good moral character, and to make them feel that the Government always recognize good and honest works of its officers without any distinction of race or caste, and that, if they are fit, they will be appointed into the P. C. S., and to prove that more appointments should be opened to them. In the same way the Burmese members of the P. C. S. should be given more chances to get into the higher grades of E. A. C. before they retire. Most of the members of the P. C. S. have to retire from the service before they can get into the 2nd or 3rd grade. There should be better ways and means adopted by which we may get to the highest place in the grades of E. A. Cs., though some of the members may not be so fortunate as to get one of the listed appointments which are now thrown open to the members of the P. C. S. It is now like keeping a valuable prize on the high top of a greasy pole and we are made to believe that we can always get it, and we are asked to climb it to get it, but at the same time, as it is made too greasy for us to climb it up, we always fall down half way whenever we make an attempt to get to the top of it. This is not, in my opinion, good, for it will not make the administration healthier. The result is that we, who have to climb up the ladder from the bottom, get too tired in trying to climb up the pole, and on account of our constant attempt we fall down dead (*i.e.*, we retire according to the age-limit). At the same time, on account of our several attempts we make the pole less greasy, with the result that outsiders who are younger than most of the members of the S. C. S. do not require such energy and patience as we have to use in climbing it up, but as the path has been made clearer for them by our retirement, they can easily get to the top of the pole and get the valuable prize in shorter time. This is in my opinion not right and proper, for it will not make the administration healthier. If we are to retire after completion of 30 years' service, I should think that the Government should provide us with means to reach the highest grade within that period. Of course, more able persons can be selected for the listed appointments during the period of service. I am now referring to the ordinary promotions in the grades of E. A. C. and Myooks (*i.e.*, members of the S. C. S.). Now the pay of the 1st grade E. A. C. (Extra Assistant Commissioner) is Rs. 800. In my case, for example, I have completed nearly 23 years' service. I am now 4th grade E. A. C., and my number is 30 according to the Civil List corrected up to 1st October 1912. I was appointed 4th grade on the 1st May 1910. I was appointed into the P. C. S. after 16 years' active service. I am now 45 years old. There are 36 members in my grade. Calculating the rate of step promotion in my grade during the past three years or up to date from 1st May 1910 I get six places, *i.e.*, from 36 my number has risen to 30. To get to No. 1 in my grade I must serve another 15 years as follows:—Therefore before I get to the top of my grade I shall complete over 36 years' service and my age will then be 60 years, and at the age of 55, perhaps, I may be compelled to retire as being too old to remain in the service. It is but fair to the majority, for it is only the minority who get chances of special distinction and promotion in the listed appointments, and it is, in my opinion, certainly inequitable that such preferment should be given at the expense of numbers of competent men of approved probity and experience. It is quite impossible for the Government to give few listed appointments to all the competent members of the P. C. S. But, as I have said above, why should not the unfortunate members who are equally competent, or perhaps far more competent, than the fortunate members (who are luckier than themselves in getting selected) should suffer in promotion in his own cadre, and why should he not get to the top of his grade? It may be said by some that men who are not graduates are unfit for higher or highest appointments which are now open to the members of the P. C. S. This will, I beg to submit, be saying too much. As is known and the history of the world shows too clearly, that men who are good at desks and who have clever ways of writing are not always fit to be administrators. As is known in all countries in the world that men who are not graduates are sometimes proved to be far better administrators and are men of much broader views and are of very sound judgments and have much more sympathy and are more attentive to the wants of the people. I may say that pure intellect is, as is well known, not the only qualification required of administrators. Resource, force of character, thorough knowledge of and sympathy with the people, and good tact and gentlemanly conduct, decision, patience, energy and practical abilities, are also very essential qualifications of great value for the administrators, *i.e.*, for Subdivisional and Township officers who are more in touch with the people and who are the real backbones of the administration. It is through these officers that orders are communicated and the machinery of administration works. As is known, graduates are sometimes great failures, for they think that they are too clever and that they can never make mistakes, and that what they say or do is always right. The result is they become insubordinate, and, if they are superior officers, they think that subordinates must obey everything of what they say, whether or not it is clearly wrong, or the orders cannot be carried out practically. If the subordinates, who have the courage of opinion and who have great experience, give their candid opinion, they resent at such opinion, and the poor subordinates are marked down in the confidential roll as "impertinent" or "disobedient" or the like, though to a man in the street it is clear that the subordinate is right and the superior is wrong. What I submit is that we should not always look to the outsiders who are graduates for appointments in the P. C. S. We have a vast field to select from the members of the S. C. S. I do not mean that graduates should not be given appointments in P. C. S. In my opinion, it is the duty of the Government to employ its

officers for suitable posts, and it will be quite wrong to put a round man in a square hole or *vice versâ*. Therefore, I do not consider it politic and advisable or fair to shut out men of proved abilities and promise and men who possess necessary qualifications of good administrators for the simple reasons that they are not graduates. Men with good moral characters and with more sympathetic and broader views and better tact should be always selected, and I am sure that those members of S. C. S., who have been tried for a number of years, are preferable to outsiders. We must always look at both sides of the question, and we must try and encourage subordinate officers and recognize their value of services. It is quite unfair to make a mountain out of a mole-hill and to ignore all the good services of an officer for the simple reasons he happens to be not in the good graces of his superior on personal grounds. As is known, we must be tolerant and be just to all without distinction. Once it is done, we can always count upon the assistance of tried servants of more experience for emergency.

19843. (6) What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend?—In my opinion the recruitment mostly from the members of the S. C. S. is preferable. The selections should be based on broad principles which I have laid down in my answer to question (2). That will give great encouragement to the members of S. C. S. of abilities and experience who have proved to be good administrators, and who are conscientious, and who have courage of opinion and whose moral characters are good, so that if they are men of greater promise they may be raised to higher appointments in the gifts of the Government. S. C. S. should be made the training ground for smart officers of intelligence and probity and good behaviour, for experience goes a good deal in dealing with various complicated questions that may arise every now and again in the machinery of administration. At the same time I must say that the Local Government must have the right of nomination and combined nomination and competition or examination for the reasons given in my answer to question (2). I consider it right and proper that the Government should have the absolute right and discretion in the selection of candidates from outside S. C. S. That will give Government power to employ officers of the diverse qualifications for the varied nature of the work in the province. I see no valid reasons why sons of tried officers of proved abilities and merits and of proved loyalty who are fit for appointments in the P. C. S. should be debarred from entering the P. C. S. for the simple reasons that they are not graduates. My remarks are made not against the graduates, but they are intended to show that sons of officers of meritorious and faithful services are equally entitled to recognition. If the members of the P. C. S. and of S. C. S. know that their good and meritorious services would be recognized and that that recognition will also be extended to their children while they (*i.e.*, officers of the P. C. S.) are still in the service or when they retire or even after their deaths, I am sure that better stimulant cannot be prescribed to make officers work harder and with greater energy for the good of the Government and also of the people of the country. This knowledge is enough for them even to risk their lives to do good for the country and for the Government. It should be the aim of the Government to liberally follow this policy. If that is done, there is no need for fear of disloyalty amongst the rank and file of officers of all grades. It is human nature that one always expects to be treated according to his position in life, and one always expects that his services if done well and meritoriously should be recognized. We all work for our living as well as for provisions for our wives and children; and if one knows that it is worth risking our lives for the good of the Government who will never forsake him even in case of need for himself and for his family, he will do so. Of course, I am not referring to men who are naturally of disloyal kind and who do not know what is loyalty and what honour is, and what is good and bad, and who shuts up his eyes and who always looks at one side of the question like the two knights in a school text-book who fight without looking at both sides of the shield which they saw from opposite side. I would, however, recommend without prejudice to the members of the S. C. S. that the following percentage of appointments should be given:—

(i) For members of S. C. S.	...	70 per cent.
(ii) For nomination only	...	15 „
(iii) For nomination and examination.		15 „

I have recommended (iii) also, for I consider that graduates who wish to compete for the examination should not be debarred, as he is also entitled to show his ability for appointment in the P. C. S. Besides it will encourage higher education. The qualification required in this case should be B. A. I have combined nomination and examination, for it is, as has been said elsewhere, a graduate should have other necessary qualifications to entitle him to enter the honourable service of the Government. As I have said above about members of S. C. S. in my answer to question (2), that it is quite inequitable and unpolitic to shut out members of S. C. S. and to kick them down from the top of the ladder in the 1st grade of S. C. S. after he has reached it after strenuous work and hardship, or to tie him down there fast when he is about to enter the gate of P. C. S. Even one's domestic servant expects better treatment after long and continuous service of faithful nature. Nay, even an animal like a horse or a dog expects better treatment from its old master; and if such treatment is meted out to him by his master, it proves its worthiness when the time for emergency comes. It is on these tried and experienced servants the Government will have to fall upon when emergency comes to keep up the harmony of the administration. They are in closer touch with the people. If they are fit for promotion, let

them have it whether they are graduates or not, and let them enter into the P. C. S. Like the musicians we must have different kinds of tunes to play with, otherwise the administration will suffer. If we break one tune or discard it, then the music like machinery will not work well. If my suggestions are followed [*vide* question (2)], there will not be paucity of officers in the S. C. S. to be selected from. Now we have graduates in the S. C. S. They are at liberty to compete for the open examination which I have referred to in (iii), if they cannot wait till their turn of promotion comes in due course. All my remarks throughout refer to ordinary promotions.

19844. (7) To what extent are non-residents of the province employed in your Provincial Civil Service? Do you consider that only residents of the province should ordinarily be recruited?—It is hard for me to give the exact figures. I think only the Local Government will be able to give them. If my suggestions and recommendations in my answer to the last question are followed, we have 70 per cent. thrown open practically to the residents of the province, and the rest will go to outsiders. As it is our country, I consider that only residents of Burma, more Burmans of course, should have the preference, and more appointments should be given to us. By all means, recruit men from outside according to percentage given, but the natives of the country should not suffer on that account. Now, according to the Civil List corrected up to 1st October 1912, there are 130 members of the P. C. S. There are only 65 Burmans and 3 Indians as compared with 62 Europeans and Anglo-Indians as will be seen from the following table:—

NATIONALITIES.	1st grade.	2nd grade.	3rd grade.	4th grade.	5th grade.	6th grade.	Total.
Europeans and Anglo-Indians.	2	6	6	14	22	9	59
Burmans	1	...	3	20	14	24	62
Indians	...	...	..	2	...	1	3

plus 3 E. A. C. on probation, Burmans; 3 E. A. C., Europeans and Anglo-Indians.

It will be seen from above that in higher grades Europeans and Anglo-Indians preponderate. Two out of three are in the 1st grade, and all the six in the 2nd grade are Europeans and Anglo-Indians, and six out of nine in the 3rd grade are also held by them. This supports my answer to question (2) above. Most of the members, who are Europeans and Anglo-Indians, in the P. C. S. are comparatively young. They cause the stoppage of easy flow of promotion. Some of the younger members will still live holding the appointments when most of the Burmese members who are in it retire and die. I am of opinion that it is better that residents of Burma should ordinarily be recruited for the appointments, for they know the people and their custom better, and they will be able to mix with them more freely. Whereas for an outsider it will take some years before he is thoroughly acquainted with the custom and manners of the people and their languages well.

19845. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—There are 62 Europeans and Anglo-Indians and 65 Burmans and two Hindus and one Muhammadan (*vide* table in answer to last question). I do not think it desirable that all classes or communities should be duly represented. The modes of living, customs and habit and religion of the Burmese and Indians are widely divergent. For administrative purposes, such as Subdivisional Officers, Township Officers and Akunwuns and the like, I think it better that Burmans should be for Burma and Indians for India. Of course, in the case of Europeans and Anglo-Indians, we have nothing to say against. I am sure that Indians will resent at the action of the Government, if Burmans are appointed to an administrative charge in India. For the same reason Burmans will resent at the idea of allowing Indians to govern the people of Burma. If Indians are sent, as has been proved in some cases, it is a failure. Even Europeans and Anglo-Indians are sometimes proved to be failures as S. D. Os. and Township Officers here. We know more of the needs of our own country and we know how to satisfy them, and we share both in the sorrows and joys of our fellow-countrymen and we can be anywhere and everywhere, and there is no barrier between us and our fellow-countrymen and also between us and Europeans and Anglo-Indians, as we have no caste prejudice. I do not think it time to introduce Indians into Burma service. As I have said in previous answers, the harmony of the administration will be broken by this introduction. It is to be borne in mind that I am not saying anything against the Indian gentlemen as to their abilities. There are, as is known, very able men in India, gentlemen who are equal to even the European gentlemen of the greatest abilities. Burma is not ripe as yet enough; and if all the appointments of good posts are given away to Indians and others, Burma will be poorer and there will not be stimulant for higher education, and the result will be very deplorable and will be such that it will become beyond redemption.

19846. (10) Is the existing system of departmental examinations suitable; and, if not, what changes do you recommend?—Yes. They are suitable.

19847. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—Yes. I consider it very necessary that there should be a change. There should be a separate cadre for Extra Assistant Commissioners who were appointed and who are now holding appointments as Assistant Political Officers or Political Officers. Their work is quite distinct from ours, and I consider that they should be excluded from the cadre to which both they and we now belong. I also consider that eight appointments of E. A. Cs., who are Superintendents of Commissioners' office, should also be taken away from the P. C. S. Their work is quite different from ours. They do not perform any administrative work. They should not get into the P. C. S. Like Registrars or Assistant Registrars in the Secretariat, I think they should be kept in a separate cadre; and if they are fit for selection, they may be selected for posts as Registrars in the Secretariat. There can be two or three grades of E. A. Cs. for them, but their promotions or removal should not affect our cadre. In the same way, the promotions of E. A. Cs. who are Political Officers, or their removal, should not affect us in the least. Again, the Extra Assistant Commissioners who are Akunwuns and Treasury Officers should be grouped together and formed into a separate cadre. Promotions should be given to themselves, and that should not affect us in the least. If there is going to be a separate department for the Treasury Officers only, then I would suggest there should be a separate cadre for Akunwuns and Myooks who are Assistant Settlement Officers, or Settlement Officers and E. A. Cs., or Myooks who are Assistant Registrars under the Co-operative Credit Societies Act, should be grouped together and formed into a separate department either under the Registrars of the Co-operative Credit Societies Act or under the Settlement Commissioner, who can select men required for Akunwunships or Settlement Officers' post from amongst them. Forest Settlement Officers, Boundary Officers and Demarcation Officers can also be selected from this cadre. There should be Subordinate Service as well as Provincial Service. It will not cost extra. Assistant Collector, Rangoon Town, and Assistant Secretary to the Financial Commissioner can also be selected from this cadre; and if it can be made attractive, more able men will no doubt join it. Officers required for land acquisition purposes can also be selected from this service. This will no doubt give a good recruiting ground for training of Settlement Officers and also of other officers of the Revenue Department. If we can have a separate department for Excise and Forests, why should we not have a separate Revenue Department? If my suggestions and recommendations can be carried out, there will be several channels through which members of the P. C. S. can flow to the highest grade within a shorter time, and they will hope to get to the top of the grade before they can hope for retirement. Then the Government will not be handicapped in recruiting officers for the Political appointments, and the Superintendents of Southern and Northern Shan States can be placed at the top of the grade as officers holding superior appointments, and the young members of the I. C. S. can also be trained and appointed in that department. I would beg to suggest that Burmans should also be appointed in the Political Department. Perhaps about 20 or 30 per cent. may be employed. Maung Choe, T.D.M., E.A.C., 4th grade, and Maung Khun Hmon, K.S.M., E.A.C., 5th grade, have proved themselves to be worthy of their positions as Political Officers. There should, therefore, be openings for Burmans in this service as well as in other departments of the Government. Let us be given our chances of proving our worthiness for responsible positions. How can the Local Government know if a man is fit for such appointment when he is never given a chance at it? I am sure educated Burman and other Natives of the country are equal to any task if he is treated sympathetically and well, and if he is placed on the same level with other officers of the same standing or position. With perseverence, prudence and patience, I think there is nothing in this world that cannot be overcome if time and opportunity is given to a man of experience and common sense and if sympathetic treatment is meted out to him. Kindness and sympathy and good treatment almost always get out of a man much more work and better result than by bad treatment and indifference.

19848. (12) What is the system on which the strength of the $\frac{\text{Executive}}{\text{Judicial}}$ branch of your Provincial Civil Service is fixed? Do you consider it satisfactory; and, if not, what alterations do you recommend?—I do not really know the system on which the strength of the Executive Service is fixed. Perhaps the Local Government can give this information better. In my opinion it is not satisfactory. There are very few appointments in the 1st, 2nd and 3rd grades of E. A. Cs., and more appointments in the 4th, 5th and 6th grades. There should be more appointments in the higher grades in proportion to those in the lower three grades, so that it may be so calculated that there should be a promotion once in 4 or 5 years or 3 years. Perhaps if anything can be done as suggested by me, it will satisfy everyone in the service. If they are taken out and formed a separate cadre, there will be three or four departments into which three or four promotions will flow more easily from different branches or streams. It will be like a lake, where formerly only water comes in through one channel, then it takes longer to get it filled, but if water comes in three or four streams into the same lake, the volume of water in each stream will be less, the flow will be much more easier, and the lake will be sooner filled up. Let there be 1st grade in each department. Let there be second grade, and so on. Those in separate grades will not have to wait long in their grades. I would like to suggest also that Burmans and Natives of Burma should be given always charges of subdivisions, and the tendency to take away such charges from their hands might be stopped. This is a good recruiting ground for us to show our abilities as administrative officers for our aspirations to the Deputy Commissionerships. If Burmans are given important charges, we shall know our responsibilities better, and we shall then be able to prove our worthiness for the charge of a district. Men who have abilities and who are qualified for such an important charge should be given chances. If there is an opening, let us be given opportunity to reach it. Because a man fails, that is no reason why another should also fail. If we are not allowed charges of important subdivisions now, afterwards when the time for selection comes for higher appointments it may be said "so and so is a capable officer, but as he has never been in charge of an important subdivision or in charge of a subdivision, I am unable to say as to his ability to be in charge of a district." The result is that no further action is taken, and the officer is allowed to rot where he is stationed and he is passed over. It is not the fault of the officer, but circumstances are such that he is not allowed an opportunity of showing his resourcefulness and his abilities. Then why should he

be punished thus? As I have said above in my answer to question (2), it is the duty of the Government to employ its officers at his proper place, and then if he has proved himself to be worthy of his selection, let him be rewarded and then try him in another sphere of work. It is no use saying that an officer is not fit before he is tried. So I would beg to recommend that educated and able men should be employed in every department for better experience and for them to show their abilities. It is, I think, right and equitable that we should have good opportunity for our claims for higher appointments in the gifts of the Government.

19849. (13) In particular, is the leave reserve adequate, and the system on which it is graded suitable?—From what I can gather, it is not adequate. I have no personal experience of any hardship, as I have taken leave only once during my service.

19850. (14) Is there any reserve for officers under training, and is it adequate?—Yes It is, in my opinion, adequate. We have a large number of members of S. C. S. to fall upon for recruitment.

19851. (15) What is the annual rate of recruitment, and how is it fixed? Has it worked well in practice, and does it secure an even flow of promotion?—The annual rate of recruitment cannot be given, but on an average from 1888 to 1905 it was about two or three every year, and from 1906 to 1912, on account of two reorganizations on greater scale in 1906 and 1910, the average was about 13. This is a high percentage. Now, in 1911 and 1912, the average rate was about six a year, mostly for the lower grades. In the 4th grade, for the past 2 or 3 years, the average rate of promotion is two per year.

19852. (16) To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?—Selections are made from S. C. S. and from the grades of Inspectors of Police and also from outside. Please see my answers to questions (2), (11) and (12).

19853. (17) Are you satisfied that under the existing system of promotion the interests of individual officers and of the administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and the compulsory retirement of inefficient officers?—Please see my answers to questions (4), (11) and (12). I think it will be very hard to compel an officer to retire. As I have said in my answer to question (2), Government should make selection for a suitable post for such officer as it thinks fit for it; and if he is still found incompetent, he may be given a trial for another post which he may hold for certain period and then he might be given another opportunity to prove his fitness. Then, after these trials, if he is still found inefficient, he may be compelled to retire. I suggest this course, for if a round man is purposely or inadvertently placed in a square hole, it will be useless. Also sometimes when an officer is placed under an unsympathetic superior who worries his subordinate and makes a mountain out of a mole-hill, and makes his life miserable for mistakes that can be lightly treated or overlooked, his life becomes miserable and he will not work hard, as all his energy has been lost to him. Then in that case let him have a change of place under a reputed sympathetic superior, and if he is still proved inefficient then there is no excuse. There is a saying in Burmese which means that "even an old basket will become useful some day. Keep it, so that when time comes it will be of great use." There are some officers who are very kind and sympathetic. Under such officers a subordinate works harder and better, and he feels as if he has a good and kind master to guide his virtuous path of life. Frown and abuse will make the subordinate keep aloof with the result that it will make the subordinate be left in the dark, and he has to fall into a pit from which he will never rise again. Our duty should be, if I am not mistaken, to lead a subordinate to the walks of virtuous life and to make him do what is right, and to give him opportunity of showing his abilities and to guide him when guidance is necessary, but not to sit down tight and to watch him like a tiger and to pounce upon him and kill him on the spot. That will not improve the administration, but on the other hand it will suffer and the machinery of the administration will stop working.

19854 (18) To what extent are the functions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable; and, if so, in what direction?—We have now separate Executive and Judicial Services; but sometimes members of the Executive Service perform the duties of the Judicial Service according to the exigency of service and sometimes according to the sanctioned scale. I think our positions in Rangoon are very peculiar, and I may perhaps mention it not as a complaint but just to show how we stand in Rangoon, the capital of Burma. There are three Extra Assistant Commissioners, all belonging to the Executive Service, and one is a member of Indian Civil Service, an officer of good reputation in judicial work. Like ourselves he is also an officer of the Executive Service. Of the E. A. Cs. I am the Eastern Subdivisional Magistrate, and two others are known as 1st Additional and 2nd Additional Magistrates. In Rangoon Town we merely try cases, *i.e.*, criminal cases that take place in Rangoon, and we have the District Magistrate as our immediate superior. Unlike Subdivisional Officer in the district I have not to do any executive work as Eastern Subdivisional Magistrate, and Mr. Sitzler, I.C.S., has also no executive work to perform as Western Subdivisional Magistrate, Rangoon. All appeals from our Courts go direct to the Chief Court at Rangoon. The Sessions Judge, Hanthawaddy, is our controlling officer on the judicial side, and the Commissioner of Pegu is our controlling officer as head of the division in executive charge. Confidential rolls are prepared by the District Magistrate, Rangoon, who sends them to the Sessions Judge. Then the Sessions Judge writes down what he thinks fit and proper, and then sends them on to the Chief Court. The Honourable Chief Judge of the Chief Court then makes such remarks as he thinks fit and then sends them on to the Local Government. But when selections are made for our appointments here, they are made by the Commissioner of Division in consultation with the Local Government, and sometimes with the Honourable Judges of the Chief Court. When the time for higher promotion comes and when selections are made for higher appointments in the Executive Service, or when the time for recommendations for titles to be given comes, the Executive Head Commissioner may usually be consulted. As he has no knowledge of our work as an executive officer, he will ten to one say "I do not know anything about his executive work. He is doing work as Magistrate, Rangoon." Then the Sessions Judge may be asked for opinion, when he will probably say "I find the Magistrate is a capable man and tries his cases well," or whatever it may be, and he will say "I know nothing about his executive work." The result is that our services are neither recognized by the Sessions Judge to entitle us to put in our claim for higher executive appointments; and as we are not officers of the Judicial Department, we cannot make any claim for higher appointments in the Judicial Service. As far as I am aware, the services of Magistrates in Rangoon are very seldom or never recognized by the Government, and I need scarcely say that the responsibilities as a Magistrate in Rangoon are far too great and greater than those in the district. Here we have to do much harder work, and we can scarcely find time sometimes to cope with our work. We are given to understand that only men of good qualifications are selected for the posts of Magistrates, Rangoon. But as I have said above, when the time for higher appointment comes, we are liable to be forgotten and passed over. This state of affairs should, I think, be remedied.

19855. (19) Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to these posts suitable? If not, what alterations do you suggest?—Not quite, we ought to have two more Deputy Commissionerships and two more District Judges for both Upper and Lower Burma, and we ought to have some appointments as Divisional or Sessions Judges. Of the two listed appointments as Deputy Commissioners, I have reason to believe that both U Myat Tun Aung, C.I.E., K.S.M., and Mr. Tydd have done justice to their selections. I have also reason to believe that Mr. Dawson has proved himself to be worthy of the selections.

19856. (20) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?—Yes. In Burma the posts of the Assistant Secretary to the Government of Burma and that of the Assistant Secretary to the Financial Commissioner have not as yet been held by Burmans. With some training and if opportunity is given I see no reason why natives of Burma should not be successful in holding these appointments.

19857. (21) Are you satisfied with the present designation "the Provincial Civil Service?" If not, what would you suggest?—Yes.

19858. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—No. The pay should be fixed according to local conditions. Unless we cannot get men with desired qualifications in Burma, we should not go out of Burma for officers. We have now men of desired qualifications.

19859. (23) Please give full information regarding the rates of pay and the number of posts in each of the main grades of the Provincial Civil Service authorized on the 1st April of each of the following years:—1890, 1900 and 1912. When was the last general reorganization effected, and what improvement of prospects was effected thereby?—The last general organization was effected in 1909. There was a great improvement of prospects of the members of the S. C. S who otherwise would have been still in the S.C.S. or in the 6th grade E. A. C., but that only gave a temporary relief in congestions in the S. C. S. for about two years. Now there is another block again, as there is not even flow of promotion on account of members of the service in the higher grades taking extensions of time for pension, and also on account of those in the higher grades who are Europeans and Anglo-Indians being comparatively younger than those of the members in the lower grades of E. A. Cs., as they mostly start service as E. A. Cs., sixth grade, whereas members of S. C. S. get into P. C. S. after completion of 15 to more years' active service.

19860. (24) Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?—No. I would beg to suggest the following:—

		Rs.	Rs.		Rs.
First grade	...	800 to	1,000	annual increment	40 a year.
Second ,,	...	500 ,,	700	,, ,,	25 ,,
Third ,,	...	400 ,,	500	,, ,,	25 ,,

Those members who have proved to be inefficient will have to stop at Rs. 500. Those of the officers in the second grade who are proved to be qualified for listed appointments can be selected from the second grade, but ordinarily he should go up to first grade only and remain here till he takes pension; or the pay is to start from according to following scales:—

Rs.			
400	...	... 27	E. A. Cs.
500	...	... 30	
600	...	... 32	
700	...	... 20	
800	...	... 12	
1,000	...	... 8	
	Total	... 129	

The pay of the Myooks might be also increased Rs. 25 all round, making the pay of first grade to be Rs. 300—

	Rs.
Fourth grade	200
Third ,, ...	225
Second ,, ...	250
First ,, ...	300

But if my recommendations to create separate departments for Political charges and for Treasury officers and Akunwuns are accepted as well as those of the eight appointments of the Commissioners' offices be created, I am of opinion there will be no necessity for raising the pay in the Myooks' grades.

19861. (25) Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?—No. As in the Burma Commission, Extra Assistant Commissioners should be given officiating allowances. First, because it will be equitable. Even clerks can get acting allowances. Therefore why should not the man next to the officer who takes leave get it?

19862. (26) What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?—I am in favour of it. Please see my answer to question (24). I think it is a better plan, as every one will get more pay as he gets older in service. This should have been given a long time ago. Because there will be a little extra work in the office of the Accountant-General is no excuse why we should not get it. I think we might as well have time-scale pay from the lowest to the highest for reasons given elsewhere.

19863. (27) As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?—Yes.

19864. (28) What is your experience of the practical working of time-scales of pay in other Indian services?—No complaint has been heard of. I have no such experience.

19865. (29) If you recommend any kind of time-scale of pay, please describe the scheme that you propose, and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances and other matters of importance? How do you propose to apply such time-scales in provinces where the scale of pay of the Executive and Judicial branches of the service is different?—Please see my answers to question (24). I may say that all my answers relate to Executive Service only.

19866. (30) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—No. I would beg to propose full pay of the appointment given to the members of the Indian Civil Service. Both have to do the same amount of work, and both have to keep up the position and bear the same burden of responsibility. I think it will be better if there is no barrier between an officer of the P. C. S. and of I. C. S. when both are considered fit to hold responsible positions. Both should command respect from the people and the Bar and also from fellow officers, and that is the way to success in the administration. Sometimes because an officer is a Burman or an Indian respect due to his position and social life are not taken into account, and they are treated indifferently by some superior officers for the simple reasons they are not Europeans or Anglo-Indians. That should not be the case. It is not because of anything but for the sake of administration. If the subordinate officers are not treated well by the immediate officers and others of the service, outsiders will not treat officers well. Officers must keep up their positions according to their means.

19867. (31) Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15 or 20 years ago? If so, to what is this due?—I think there is not marked difference. Leave is generally taken when the officer is ill through over-work, when he finds that the climate does not suit him and his wife and family, and when he has private affairs to be settled.

19868. (32) Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service; and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—No. Not always. Some cannot afford to take leave. An officer with seven or eight children cannot afford to take leave. For example, in my case as a Magistrate in Rangoon I am getting a local allowance of Rs. 100 per month. As I have no house of my own as yet, I have to pay house-rent. The rent is Rs. 100 a month. Whole allowance is paid off. I have five children going to school as day-scholars. Now if I take leave, I shall have to pay Rs. 100 out of my pay, and besides if I want to go away from Rangoon, I must keep them in schools as boarders, which means an extra cost of about Rs. 150 to Rs. 200 a month. So it is cheaper to stay in Rangoon without taking leave, for the education of children as day-scholars cost me only Rs. 15 for schooling fees. As regards other questions I have no suggestion to make.

19869. (33) Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—*Vide* my reasons and answers to last question.

19870. (34) Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?—In the case of officers who go to England for purpose of study, perhaps the rate may be increased. The rate should not be more than what is given to the members of the I, C. S.

19871. (35) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?—I think so. I am not able to express a definite opinion on the matter, for which I regret.

19872. (36) Have you any recommendations to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—Yes. (*i*) Abolition of the condition attaching to the forfeiture of furlough by taking leave on urgent private affairs. (*ii*) Also of the condition under which the provincial men have to wait for another eight years after taking one furlough; furlough, if due, should be given at any time subject to the exigency of the service! (*iii*) That the amount of furlough earned by the provincial men should be $\frac{1}{4}$th of his active service. I am of opinion that the proposal of the Government of India in Finance Department letter No. 674-C.S.R., dated the 19th October 1912, from the Assistant Secretary to the Government of India to all Local Governments and Administrations, if adopted, will be a great improvement on former rules relating to leave. I have nothing to add to these rules. It is a printed letter; and as I have no spare copy, I regret that I am unable to send it with this.

19873. (37) Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the Administration; and, if so, what; and what remedy do you suggest?—I do not think so.

19874. (39) Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service; and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for the European and Indian services as suitable?—Please see my answer to question (36). The proposals by the Government of India seem to me to be very fair and sound. These may be adopted.

19875. (40) Is the present system of superannuation pensions satisfactory in the interests both of the Government and the members of the Provincial Civil Service?—Yes. I think it is satisfactory.

19876. (41) Have you any suggestions to make in favour of any modifications in its detailed working; and, if so, what, and for what reasons?—Twenty-five years' active service should entitle an officer to take pension in full whether he is under 55 years or not. But if he wants to serve more, he may be permitted to serve till he completes 30 years' service, provided that he is under 55 years of age and if he is still active. He must not, under any circumstances, be permitted to remain in service after 30 years' active service, and no extension of service should be given to him, for that will give openings for the officers of the lower grades.

19877. (42) Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient, but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?—No. I do not approve of that. Please see my answer to question (17). Those who serve the Government when young should be treated with kindness, and more liberally when they break down owing to hard work while in service. I consider that if he is inefficient due to causes which are natural and when the officer is in poor circumtances, he may be given about half his pay a month. Or, if necessary, and if he has done good work, perhaps he might be given more.

19878. (43) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?—No, I think he might be given at least Rs. 500 a month.

19879. (44) Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?—Please see my answer to question (42). I do not approve of payment of pension less than full pension if an officer becomes inefficient due to hard work.

19880. (45) To what extent do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund, or to other official or officially recognized funds? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?—I do not know about others. I have been subscribing at the rate of Rs. 6·4 per cent. per month since it was started, and I am so satisfied with it that I shall pay an increased rate of Rs. 12·8 per cent. per month from 1st April 1913. I have no other suggestion to make, as I am satisfied with the present rules.

19881. (47) Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them?—I have to say about confidential reports about officers. Sometimes the powers were abused by some Deputy Commissioners, and remarks which are not deserving were recorded at the back of the subordinate officers. They were not given opportunity to meet those charges that were recorded. Though, according to orders, copies of such remarks will be given if they would affect promotions, yet in some cases such remarks were not sent back. Sometimes the menial servants of Deputy Commissioners made enquiries, and then tales were told by them to Deputy Commissioners. Sometimes, rightly or wrongly, such tales were recorded in the confidential rolls. Confidential rolls are necessary, but they are very good in the hands of officers who will not listen to tales and who find out everything themselves before putting it down in black and white. Sometimes information was given by some women of bad repute who had access to Police officers and to some unscrupulous Deputy Commissioners and Assistant Commissioners. This is generally given for no other reason than to enable them to find words to talk as an introductory to their general conversation. Good works are sometimes recorded, but sometimes they are not recorded when the superior officer happens to be unsympathetic. This is only a candid opinion and given on hearing what some officers said about it. These confidential reports generally spoil a good and hard-working and conscientious officer. This is not what it should be. What I would like to suggest is to let the Deputy Commissioners tell his subordinate, "Look here, I hear so and so is the case. What have you to say to that?" Then

the officer will say "yes" or "no," and then, if satisfied that he is wrong, reprimand him and tell him not to do it again, warning that if he does so next time he will have to be reported; or admonish him and show him example of what is right and wrong and guide him to follow good path. Then the subordinate will know which is good and which is wrong, and he will avoid it. Now nothing is known by the subordinate, and he does not know what to reform and what not to do and what to do. Fatherly advice and guidance will be much better than making notes at the back without telling anything, for it will not improve matters at once.

MAUNG NE DUN called and examined.

19882. (*Chairman.*) You are an Extra Assistant Commissioner, are you not?—Yes.

19883. In the fourth grade?—Yes.

19884. For how many years have you been in the service?—Twenty-three years.

19885. How were you recruited?—I was a myook and I went up for the competitive examination for the Civil Service. That year we all failed, but I was selected. I did not know why—might be I got more marks; but I do not know up to date.

19886. You went up for the competitive examination?—Yes; but during that year, as I said, all the candidates that went up failed; only 1 was appointed.

19887. Is there any examination now for the recruitment of the Provincial Service?—No.

19888. Was the competitive examination done away with?—We have no competitive examination for the Provincial Service; we have the competitive examination for the Subordinate Service.

19889. You entered competitive examination for the Subordinate Service?—Yes.

19890. And you were promoted from the Subordinate Service to the Provincial Service?—Yes.

19891. For how many years were you in the Subordinate Civil Service before you were promoted to the Provincial Service?—Fourteen years.

19892. You would like to see many more appointments thrown open to the Subordinate Service?—Yes.

19893. What is the proportion of promotions at present?—About 60 per cent., I take it.

19894. You would like to see the proportions increased?—Yes.

19895. To what extent?—Seventy, or more, if you can.

19896. You would like to have practically the whole recruitment from the Subordinate Service?—The reason is the man in the Subordinate Service has experience and is well trained by his experience; and when he is promoted to the Provincial Service, he can do work better and is better able to manage a sub-division or a district.

19897. You do not approve of the suggestion that eligible candidates should be introduced from outside?—If they are qualified, there is no reason why we should not have some percentage—say 15 per cent. by nomination and examination and 15 per cent. by nomination only.

19898. Were you influenced in this view by the slowness of promotion or by considerations of administration?—On account of slow promotion as well as on account of effective administration—both ways.

19899. I suppose slow promotion is not an unimportant fact or?—It is veryimportant.

19900. You say that most of the members of the Provincial Service have to retire before they get into the second or the third grade of the Extra Assistant Commissionerships?—Yes.

19901. Are there any instances now of officers in the higher grades?—Most of them had to retire from the fourth grade and the third grade, and some from the fifth grade.

19902. But a few got up to the first and the second?—Very few.

19903. What is the kind of age at which they retire?—Mostly over 55.

19904. How long do they serve as Extra Assistant Commissioners?—They serve for 23 years; some 24 and some 26.

19905. After 25 years' service theyretire?—Some.

19906. How many years old are they on an average?—Sometimes when they are first appointed they are 35. They have served 23 or 25 years. Some get extensions of course. Most of those in higher grades have 23 and 25 years' service as Extra Assistant Commissioners.

19907. Those who are recruited from outside and not promoted from the Subordinate Service must be graduates?—At present, no; not according to the present rule. They are supposed to pass the Matriculation examination.

19908. Have they to pass any qualifying examination?—No special examination for the Provincial Civil Service.

19909. They are appointed without any qualifying test?—A few appointments have been given now to Barristers, and some one or two to B. As.

19910. From your remark that it is said by some that men who are not graduates are unfit for higher appointments, I assume that those who were recruited were graduates?—We got one or two lately, within the last two or three years. We had two Barristers-at-Law appointed to the Provincial Service.

19911. You do not object to this, if they are capable officers?—We do not object to have a certain percentage. If my percentage is followed, it is all right.

19912. Can you say how many posts in the Provincial Civil Service are held by Europeans, Indians and Burmans, respectively?—I have not worked it out. I have not got the figures; but I can give the number of Europeans, Anglo-Indians and Burmans in each grade.

19913. There appear to be only three Indians now in the Provincial Service?—Yes.

19914. You are anxious to have a considerable increase of Burmans over Europeans in the service?—In the Provincial Service we have got over 60 Burmans.

19915. You want this number increased?—Yes. The reasons for it are that more Europeans and Anglo-Indians are appointed in other

departments of the service. For example, in the Excise Department there is no Burman at all. There is only one Chinaman out of all the officers. The rest are all Anglo-Indians and Europeans. In the Customs Department also all are Europeans and Anglo-Indians. In the Postal we have very few Burmans. We have got only one Chinaman and one Burman in the whole of the Postal Department. In the whole establishment of the Customs Department there is only one Burman as Superintendent in charge of the office of the Customs Department.

19916. You think there are Burmans available who could fill these posts satisfactorily?—We Burmans can only enter into the Provincial Executive and Judicial Service. Therefore I say there ought to be more in the Provincial Executive and Judicial Service. Other nations may go to the rest of the departments. In the Forest Department, for instance, there are very few Burmans. Most of the appointments are filled by Europeans and Anglo-Indians.

19917. You say that at present it would be unsuitable to have Indians in the service; and you say subsequently "I do not think it time to introduce Indians into Burma service." What do you mean by that?—By that what I mean is this: In Burma wherever we go outside the Rangoon town it is all Burmans. We have our own religion wherever we go; we have our own priests, religious buildings and Burman festivals. We wish that we all should join with them both in their joys and sorrows. Indians will not join with us. There are certain caste prejudices as far as Provincial Service men are concerned; the Indian will not join us, especially the high class Indians. Muhammadans, too, will not join when we have our own Burman festivals, Pagoda festivals—in Burma we have hundreds of festivals, festivals almost every day. That is where the difficulty is. Unless we encourage our own nation, the Burmans, there is this difficulty as regards religion and with regard to other matters—social affairs, religious affairs, and everything. So it is only Burmans who can help us.

19918. Your point of view is that it would be suitable to have Burmans?—Especially for the Provincial Service they must be always in touch with people as regards administration.

19919. In your answer to question (11) you say, "I consider it very necessary there should be a separate cadre for Extra Assistant Commissioners who were appointed and are now holding appointments as Assistant Political officers or Political officers. Their work is quite distinct from ours, and I consider that they should be excluded from the cadre to which both they and we now belong." Would you say in what way their work is distinct?—As township officers we have to look after revenue work; we have to look after social and religious matters; we, as it were, are a jack of all trades. As regards Political officers, they have not got so much to do. Besides, we Burmans will never be appointed in such charges. Almost all these appointments are held by Europeans and Anglo-Indians.

19920. Have any Burmans been appointed to the Political Department?—There are two, one Shan and one Burman. One is Assistant Superintendent in the Northern Shan States. I think one is at Mogok.

19921. What position does the one in the Political Department hold?—Assistant Superintendent of the Shan States.

19922. You do not know what he does?—I do not know.

19923. In answer to question (18) you say that although you have separation between judicial and executive functions, sometimes the executive officers have to perform judicial duties. What are the particular duties that you allude to?—For instance we, in Rangoon town, belong to the executive service—we have to do judicial work as Magistrates. We cannot do any other work; we have only to try criminal cases sent up to us by the police. We cannot do any executive work at all. In districts as subdivisional officers we do executive duties. In Rangoon town we have to do no executive duty. Our duty is simply to sit down in courts and try criminal cases sent up by the police or on receipt of a complaint from the public. We belong to the executive service, but we have to do magisterial work in Rangoon town. That is the reason why I say that, though an officer may be an executive officer, he has to do judicial work in Rangoon. Sometimes members of the judicial service have to try criminal cases as special power Magistrates or as Additional Magistrates.

19924. That is what you regard as overlapping of the executive and the judicial?—Not exactly. A question was asked and I have answered it; it is not as a matter of complaint, as I have said somewhere else.

19925. I will be glad to hear what you do complain of or what your suggested remedy would be? You seem to fall between two stools as regards promotion?—Yes, something like that.

19926. What remedy would you suggest?—I do not know. It is a thing which must be left to the Government. I really do not know any suggestion at all.

19927. You do not suggest any remedy; but you see the evil. You propose certain improvements in grades in answer to question (24). These grades were recast, were they not, as late as 1909?—Yes.

19928. You suggest that they should be recast again?—That is what I suggest, because promotion is slow, very slow; it is so slow that under the present block of promotions, I do not think any Extra Assistant Commissioners can ever hope to get into the first or the second grade at all. Even in the third grade, it is very hard to get now.

19929. Do you think this would meet the difficulty of slow promotion?—Yes, true.

19930. In answer to question (47) you seem to know a good deal about secret reports?—I say that from hearsay.

19931. Where did you get your intimate knowledge from; is it only from hearsay?—Yes, hearsay. I have said so in my answer.

19932. I suppose you give it the value of hearsay?—What I say is this, that a superior officer should be like a guide, like a lighthouse which should not only warn but guide aright. It only shows the rock, but it should also show the port, so that we may land in safety.

19933. The system of keeping records of that character is valuable?—Yes, true.

19934. You think it would be to the advantage of the officer concerned if your proposal were carried out and if the reports were published broadcast?—In the case of annual Administration Reports on Criminal Justice, previously the good work of officers was used to be mentioned. It was found by the Honourable Judges of the Chief Court that this report was not always true, and the result is that within the last three or four years in these reports the good work of officers is never mentioned. It was found out these reports are generally not appreciated by the Honourable Judges of the Chief Court.

19935. In making your proposal, are you perfectly certain you do not find the remedy worse than the evil?—I do not see that; I say it is very good and necessary.

19936. You suggest that it would be?—About ten lines before that, I have said it is necessary.

19937. (*Sir Murray Hammick.*) I want to ask you about the Subordinate and the Provincial Service. Men are generally promoted from the subordinate service into the Provincial Service?—Yes.

19938. How do men get appointed to the Subordinate Service—the last appointment in the Subordinate Service is Rs. 100 a month?—Yes.

19939. How are men generally appointed to this Subordinate Service—are they directly appointed from outside the Government service or are they promoted from the lower clerks' service?—They are generally promoted from the lower posts of clerks.

19940. They form the ministerial establishments?—Yes, ministerial appointments.

19941. So that a man generally begins life as a clerk?—Sometimes as a clerk; sometimes they are appointed direct after leaving the school, or sometimes by open competitive examination.

19942. Have they still got examinations for the Subordinate Service?—Yes.

19943. Men get in by competitive examination into the Subordinate Service?—Yes.

19944. Can you tell me at all what the proportion of promotions from the lower clerical service into the Subordinate Service is to those who are appointed direct either by examination or by selection?—It would be about 75 per cent. at least from the ministerial establishment generally.

19945. About three-fourths come from clerks?—Yes, they are clerks, they are in the ministerial establishment generally.

19946. The rest are appointed direct?—It was some years ago, but now most of the appointments are made after a competitive examination.

19947. You entered the Subordinate Service by competition, I understand?—I was head judicial clerk in the office of the Deputy Commissioner for two years.

19948. How much pay did you draw?—Rs. 100 rising to Rs. 120.

19949. That was in the ministerial service?—Yes. Then after two years I went for the competitive examination. That year, as I said, all candidates failed, but I was appointed. That was in 1892. Then I was in service for 14 years. Then I was promoted to the Provincial Service.

19950. Can you tell me at all how many of these men who come up from the lower ministerial service pass through the Subordinate Service and get into the Provincial Service—do a large number go from the Subordinate Service up through all these grades of myooks into the upper service?—I do not understand.

19951. What proportion I mean in the Provincial Service originally came from these clerks; a large number?—A large number in former days. In the last two or three years very few clerks were appointed. Now promotion is almost stopped.

19952. You would like to see the Provincial Service chiefly recruited from the Subordinate Service?—Yes, from the myooks.

19953. You would like to see myooks, I suppose, chiefly appointed from the clerks of the ministerial service?—Not quite. As I said, we want about 60 or 70 per cent. from the clerkships.

19954. And about 25 per cent. by direct appointment?—Not only that, I would make another proposal—that when clerks are appointed they must have certain qualifications; they must have passed at least the matriculation examination. Clerks who are not fit should not be promoted at all. Those who have matriculation or F. A. qualifications may compete for the Subordinate Service examination and then they may get appointed. I do not mean all clerks; it is only when they have qualifications they must be allowed to compete.

19955. I want to ask you about the two listed appointments: you know the names of those officers who hold the two listed appointments?—Yes.

19956. Deputy Commissioners, are they not? What I want to ask you is, whether these men came from the Provincial Service?—Yes.

19957. Were they originally in the Subordinate Service?—Yes. I do not know about Mr. Tydd. But I know about the Burman Deputy Commissioner; he was originally a clerk, and he went through the Subordinate Service and now he is the Deputy Commissioner.

19958. You think it is a very good arrangement?—It is very good; he has got very good experience. Unless a man has experience at the bottom, it is hard to administer. He will know all the wants of the people, he will know the poor people, he will know the rich people, and he will know everyone. He will know the conditions of life of every people and he can manage the district better.

19959. How much pay did he originally draw as a clerk?—About one hundred or so; but I cannot be sure.

19960. Do you know what his age now is?—53, but I am not quite sure.

19961. Don't you think that if you are going to get men into these listed appointments, they should be fairly young and they should not be at the end of their service?—An experienced officer is better than a young man in charge of a district. An experienced officer knows everything; he knows, as I said, the ins and outs of the country. If you put a young man in charge, he is apt to make mistakes. Experienced men will be very careful. Like all old seamen, he will be able to manage the ship in stormy weather; but young men will not be able to do so.

19962. Will a Burman of good family take these clerkships on Rs. 100 a month?—It depends; sometimes the parents may not like it. I do not quite catch your question.

19963. There are various classes of Burmans—what we may call the lower class and upper class. Would a Burman of the upper class take up a clerkship on Rs. 100? Is he glad to get a clerkship on Rs. 100?—He would not take office if the parents are wealthy.

19964. He must be a poor man who takes up a clerkship?—Yes. He will have to work as a servant and rise higher and higher. There is no shame in working on a small pay, if it is honest labour.

19965. A Burman gentleman does not like it?—For a man who is poor it is better to work as a clerk on Rs. 100, than doing no work and fooling about here and there.

19966. (*Mr. Abdur Rahim.*) Is education making much progress here now?—Yes, it is.

19967. Have you got many graduates here?—We have more graduates now than we had before.

19968. Can you tell me the number of graduates?—We turn out at least four or five every year now.

19969. What age were you when you were appointed to the Provincial Civil Service?—I was appointed when I was 39 years of age.

19970. Do you think that in the ordinary course of promotion you will be able to get to the higher grade?—No, I am afraid I shall have to retire from my present grade.

19971. The age of retirement is 55, I believe?—According to the state of promotion I think I should be 60 years of age before that time, and I should have had to retire.

19972. I gather that promotion is rather slow?—It is very slow, indeed.

19973. And you complain of that?—I do.

19974. Do you not think it would be an advantage, if you could get properly qualified men, to appoint a certain number direct to the Provincial Civil Service?—I say in my written answer 30 per cent.

19975. Supposing education advances in your community, would you not like to see your own son, for instance, if he is a graduate, appointed direct to the service?—I would, but you must look to the interest of the members of the service also.

19976. Suppose a scheme were devised that would not affect the prospect of the present members of the Subordinate Service, do you not think it would be desirable?—It would be a very good thing, indeed, but you must also remember the members of the Subordinate Service.

19977. In India there is a system whereby some appointments in the Provincial Civil Service are left open for the members of the Subordinate Service and the remainder of the Provincial Civil Service is recruited for direct?—That is why I put it at 30 per cent. for nomination and examination.

19978. When education advances you would like to see direct recruitment introduced more largely?—Yes.

19979. What is your relation with the Indians who have settled in Burma?—In Rangoon most of the Indians are all right, so far as I know.

19980. Are the relations perfectly amicable and harmonious between the two communities?—Yes, except, as I say, in connection with religious affairs, and sometimes social affairs. Sometimes Indians will not allow Burmans to enter their mosques, but we Burmans have no prejudice at all and allow any man to come in and do as he likes.

19981. Certainly you have an advantage in that respect, but otherwise, are the relations amicable?—Our relations are amicable no doubt; our relations are all right.

19982. No doubt you desire that the Provincial Civil Service should be recruited largely from Burmans?—That is true.

19983. But you would not exclude the sons of those Indians who have made Burma their home?—I think we must look to the interests of the Burmans first. I do not think Indian gentlemen would like Burmans to be represented in the service in India; I think they would be a failure. If the Burman was posted to India, I do not think he could manage a subdivision at all.

19984. Have you had any experience of Indians in Burma?—When I was posted on the frontier district there were certain cattle thieves in the district which caused a considerable amount of trouble, and I had occasion to report to my Deputy Commissioner about the officer in charge complaining of the treatment meted out to him by the Indians when he entered their country in pursuit of thieves. He was not allowed to come to the house.

19985. Perhaps the same sort of thing would have happened between the subordinate and an Indian officer?—As far as Burmans are concerned, we always treat everybody alike.

19986. I suppose you would accept the Indians who have settled down here and made Burma their home?—I like them very well, and as regards other appointments I have not the least to say. I am only speaking from the administrative point of view, from the point of view of the Provincial Executive Service and the Subordinate Service.

19987. You have no objection to the Indians who come out into the Indian Civil Service?—I do not want to say anything about civilians, because that is a different matter altogether. I am talking about the Provincial Civil Service.

19988. (*Mr. Madge.*) There are only two or three Political Officers, are there not?—There is one Burman and one Shan.

19989. Do you think that their experience in the Provincial Service is of use to them when they are appointed to the Political Department?—Yes, I do.

19990. You have the feeling that you would like most of the departments here to be held by Burmans as far as possible?—What I mean to say is that we should have the same standing. I do not object to Europeans or Anglo-Indians being appointed, but we ought to have the same start; they should be appointed like ourselves.

If anyone of the members of the Civil Service is capable enough he may be promoted, but the training ground should be the Subordinate Civil Service. Europeans and Anglo-Indians should start as we do, and we have to serve as members of the Subordinate Service.

19991. You said you did not object to Europeans or Anglo-Indians?—Provided that they start from the same point as members of the Subordinate Civil Service.

19992. I was referring to a feeling that has been expressed that Burma should have Burman officials as much as possible, that the officials in the different parts of the country should be more or less of their own province. From that standpoint do you object to Anglo-Indians being brought here?—I do not object, provided we start from the same starting point.

19993. (*Mr. Macdonald.*) As I understand it, you want 70 per cent. of the places in the Provincial Civil Service reserved for members of the Subordinate Service, to be filled by promotion?—Yes.

19994. Do you know how many you have now? There are some figures here which I might put to you. Since 1910, and including that year, a statement put in by the Government of Burma shows that 25 appointments have been made to the Provincial Civil Service from the Subordinate Service, 23 in 1910 and one each in 1911 and 1912. Do you think that is about right?—I have the details here, but I have not worked out the numbers.

19995. It shows that there was a direct appointment of outsiders during these three years, 10 Natives of India, and two Europeans. That gives a recruitment of 37, 25 of whom have been recruited from the Subordinate Civil Service. That means that you are getting now a percentage of over 67?—Yes, about that.

19996. Between 67 and 68 per cent.?—I think so.

19997. So that you are not asking so much more when you say you want 70 per cent.?—I am not asking for very much more.

19998. You agree that that is about how it works out?—Yes, that is about how it works out; 70 per cent.

19999. With regard to these private reports, what you call your confidential rolls, is it the custom of the officer who makes reports about subordinate officers to tell those subordinate officers when he is reporting adversely upon them?—We have a certain circular by the Local Government on the subject. An extract of the report should be sent to us when promotion is to be stopped or something like that, but it takes a year to do it. The report is sent at the end of the year. I think that, if a subordinate is no good, the officer should say to him "You are very bad, you have done so and so," and if that officer cannot explain his conduct the best thing would be to reprimand him or punish him. He might be told, "You have done such and such a thing and therefore your promotion will be stopped," or "If you do not work well your promotion will be stopped, but if you improve you will be all right." If that were done we should know what was happening.

20000. Is it your point that if an officer has any complaint to make against a subordinate he should make that complaint at once and let him know that the complaint is in his mind?—I think that would be a very good thing.

20001. And not report against him and let it lie over for a long time before the subordinate officer knows?—That is so. Sometimes we do not know.

20002. Is that really what you would like to do?—That is just what I want. I do not mean to say that there should be no report; there must be.

20003. You are not opposed to reports, but to the particular way in which the reporting is done?—Yes, my object is to make the officer improve then and there. In the meantime now he does not know what he has done or in what direction he ought to improve.

20004. (*Mr. Sly.*) You have suggested that certain branches of the Provincial Civil Service cadre should be separated off?—Yes.

20005. Instead of having one Provincial Civil Service, I understand that you want at least five separate services?—Two, I think, the Political Department and the Treasury.

20006. Do you wish to put the Akunwuns and the Treasury Officers together or separately?—Together.

20007. In one cadre?—Yes.

20008. What is an Akunwun?—He is a revenue officer, who has to be Political Assistant to the Deputy Commissioner as regards revenue administration of the district.

20009. He is really the Superintendent of the Revenue Office, is he not?—Something like that.

20010. What do you want to do with the Superintendents of Commissioners' offices?—They might be grouped together because the Superintendent of the Commissioner's office has nothing to do with administrative work.

20011. How many years ago was it that the Superintendents of the Commissioner's office were amalgamated with the Provincial Civil Service?—It was in 1907.

20012 Do you know why they were amalgamated?—I do not know.

20013. What advantage will accrue to the service by separating all these branches off into different departments?—It will bring about more rapid promotion. There is a block now, but if you have different channels and different grades I think promotion will be more rapid.

20014. Will you explain how promotion will be more rapid, because I cannot appreciate it myself?—If we get a different cadre and different first, second, third, fourth or fifth grades in the different departments, I think promotion will be more rapid. As it is, there are 3 in the first grade, 6 in the second grade, 9 in the third grade, and 36 in each of the rest of the grades, so that it is very hard to get to the top.

20015. If you separated them into compartments the promotion will not be any quicker unless you have more posts in the higher grades?—That is true.

20016. You have referred to Burmans being given subdivisions and you say the tendency is to take away such charges from their hands. What is that tendency?—Formerly Burmans were placed in charge of all subdivisions, but now some sub-divisions are reserved only for European officers.

20017. Do you know what principle has been applied in that way?—They are supposed to be more important sub-divisions than the rest. It is a larger charge.

20018. They are really more important sub-divisions which have been reserved by the Government of Burma for European members of the Provincial Civil Service?—The European or Indian Civil Servant.

20019. With regard to listed posts, you have asked for a substantial increase in the number for the Provincial Civil Service?—Yes.

20020. You ask for two Deputy Commissioners and two District Judges in Upper and Lower Burma. Do you want two Deputy Commissioners in Upper Burma and two Deputy Commissioners in Lower Burma?—Yes, we might have four.

20021. You want four more?—Yes.

20022. Four more District Judgeships?—Yes.

20023. How many District Judgeships are there altogether?—At present there are two District Judgeships.

20024. Including listed and unlisted?—I do not know.

20025. There are eight District Judgeships altogether, are there not?—Eight in Lower Burma, but in Upper Burma we have no District Judges. The Deputy Commissioner is the District Judge.

20026. You want four more Deputy Commissionerships and four more District Judgeships?—Yes.

20027. Have you any experience of the employment of Indians in the Provincial Civil Service?—I have experience only of one.

20028. Do you consider that Indians could be successfully employed in the Provincial Civil Service in Burma?—I do not think that the gentleman whom I know.

20029. I wish to know generally without mentioning names. Do you think that Indians could be successfully employed in your Provincial Service?—I do not think so.

20030. Why not?—On account of caste prejudice. With our men we can mix and be friendly and can get to know them.

20031. How would the Indian be regarded by the Burmese in that matter?—Generally speaking, Burmans do not like to have Indians above them on account of the different customs and different modes of living.

20032. Have you had any experience of Indians in the Indian Civil Service in Burma?—I am not prepared to say anything about civilians, because I have not thought out that matter.

20033. Do you think that Indians could be successfully employed in Burma in the Indian Civil Service?—I am not prepared to say that.

20034. Is it a rule of the Burmese Government that if the substance of a confidential report is likely to affect an officer's promotion in any way the report has to be communicated to him? Do you know the Government rule regarding that matter?—There is a rule; it is only when there is a serious complaint or serious case that it is done.

20035. Anything likely to affect the officer's promotion must be communicated?—Yes.

20036. And he is given an opportunity of replying to it?—Yes, and to seeing his cases.

20037. Is it done immediately after the report is received?—According to the Local Government circular, annually.

20038. The report is submitted annually?—Yes.

20039. How long afterwards is it communicated to the officer?—Almost at once; that is, at the end of each year.

20040. The report is submitted at the end of each year, and immediately any adverse comment made is communicated to the officer?—That is so.

20041. (*Mr. Gokhale.*) Do you know how the Indian Civil Service and the Provincial Civil Service in the different parts of India are recruited; have you any general idea?—No. I have no general idea.

20042. You do not know that the Indian Civil Service is recruited from those who pass the London examination, and the Provincial Civil Service practically belongs to the people of the province?—That is true, but I am not prepared to say anything about the Indian Civil Service.

20043. I wanted just to draw your attention to this fact, that in India the Provincial Civil Service belongs practically to the people of the province, and that is your claim for Burma?—That is my claim.

20044. You say in reply to question (8) "Burma is not ripe enough as yet, and if all the appointments of good posts are given away to Indians and others Burma will be poorer and there will not be a stimulant for higher education, and the result will be deplorable and will be such that it will become beyond redemption"?—That is as far as the Provincial Service is concerned.

20045. I am confining myself to the Provincial Civil Service. If the bulk of the appointments of the Provincial Civil Service were given to Burmans and a small proportion given to Indians, you would still object to Indians who are domiciled here?—For the present I do object.

20046. Even to a small proportion?—Yes, I object to Indians for the present because, as I said, our modes and customs are quite different.

20047. Your objection on the score of customs, etc., applies to others besides Indians. For instance, Anglo-Indians do not know your customs any better than Indians?—We can mix with them socially; they have no caste prejudices about them.

20048. But if there are Indians who have no caste prejudices, Muhammadans for instance, who have no caste prejudices, what then?—I find most Muhammadans have caste prejudices, or at any rate they have certain prejudices; for instance, we are not allowed into their houses.

20049. Is that so here?—It does not apply to Muhammadans who are the sons of a Burmese mother.

20050. Do the other Muhammadans not allow the Burmans in their houses?—Not if the mother is a Muhammadan.

20051. That is news to me. I thought the Muhammadans had no caste of any kind?—

Ladies can visit, but they will not allow males in their houses to visit the Muhammadan ladies.

20052. You are referring to the zenana?—Yes.

20053. I am sure you look forward to the day when Western education will be spread widely in Burma?—Yes, but I think it will take at least another 15 or 20 years.

20054. But you would like that day to come?—Yes.

20055. And you look forward to the day when Burmans will appear for the competitive examination in London?—Yes, we are looking forward now, but we cannot find any able Burman to go there.

20056. But you would look forward to the day?—I would.

20057. And you will rejoice when that day comes?—Yes.

20058. If that day comes and Burmans get into the Indian Civil Service and are appointed by the Government to some province in India, how will you regard that?—I do not think Burmans will ever go to India.

20059. It will not rest with them if they pass the competitive examination?—If they get through the examination, I do not think they will go there.

20060. Do you mean that they will throw up the appointment?—I do not know, but perhaps they might. I think that people should know the language and mix with the people. It is very hard to manage a sub-division where there are Indians.

20061. If there are Indians who know your language and know your customs and mix with you, then your objection will not remain as far as they are concerned?—As regards the Provincial Service I do object.

20062. You still object if they know your customs and mix with you?—For the next 10 or 15 years I should object.

20063. Why?—Outside the district you will scarcely find any Indians. The only Indians you will find will be the ordinary labourers.

20064. If there were Indians who knew your language and your customs and who were free from caste prejudice—which are the objections you principally have—would you object to their employment in the Provincial Civil Service on a small scale?—I would not have them employed at present.

20065. But if you do not object to Anglo-Indians, why do you object to Indians who satisfy all your conditions?—As far as the Provincial Civil Service is concerned I do object, because the officers in the townships are the backbone of the country.

20066. That objection would apply to Anglo-Indians also?—The only point in their favour is that they have no caste prejudice.

20067. My assumption was that such Indians as were free from caste prejudice sought employment?—In that case all right, but not now.

20068. Is there anything against Indians as such or against Indians who do not satisfy certain conditions; that is what I want to know?—So far I have not found any Indian who has no caste prejudice.

20069. Do you know the Brahmos of Bengal who are here?—I have not come across them at present.

20070. They have no caste?—I am sorry I have not come across these gentlemen. Please remember that I only confine myself to the Provincial Service. I am not prepared to say anything about the Indian Civil Service.

20071. You do not raise the same objection to Indians in the Indian Civil Service?—I cannot say at present.

20072. You do not express any opinion on that subject?—I do not express any opinion on that subject at present.

20073. It is said that Burmans dislike and despise Indians. What do you say about that statement?—We are so liberal-minded that we receive anybody. We have no prejudices whatever. In a social way we quite welcome everybody.

20074. Would it be correct to say that you dislike and despise Indians?—I cannot go so far as that. What I do say is that for administrative purposes we do not mix together.

20075. As a general proposition would you say that the Burmese dislike and despise the Indians in Burma?—We do not want to have certain officers in townships except they are Burmans.

20076. Your not wanting them in the public service is another matter, but apart from that do you dislike and despise the Indians who are here?—We do not despise or dislike.

20277. Would it be correct to say that you dislike or despise Indians?—We do not despise.

20078. You dislike them?—The Burman race is such that it welcomes everybody as its friends.

20079. That applies to Indians as well as anybody else?—Yes. As far as Burmans are concerned we welcome anyone.

20080. Then it would not be correct to say that you despise the Indians?—We welcome everyone.

20081. (*Mr. Chaubal.*) What has been your university education?—I passed the Calcutta Matriculation examination and stood second in Burma.

20082. How many years ago was that?—That was in 1889.

20083. I suppose you got into the service as soon as you passed the Matriculation examination?—I did.

20084. Was there a separate examination for the Subordinate Service after the Matriculation?—Yes.

20085. How many years afterwards?—After two years I went up for the examination.

20086. And you failed?—Almost all the candidates failed that year, but I was given to understand that I stood first or something like that, and that is why I was selected.

20087. Do you belong to the Executive or the Judicial side?—I am in the Executive Service.

20088. On your side of the Provincial Service can you tell me, if a man is recruited fresh into the sixth grade, how many years it takes him to rise to the next grade, the fifth grade, from Rs. 300 to Rs. 400?—According to the present rate of promotion I think it will take him at least 15 to 18 years to get into the fifth grade.

20089. I do not think it could be so much. I do not think you could have understood my question?—It was only on account of there being two reorganizations that I got rapid promotion

20090. When you were appointed to the Provincial Service you began to draw Rs. 300?—True.

20091. How many years back was that. I thought you said you entered the Provincial Service at the age of 39?—Yes.

20092. You are now 45. So that in six years after you got into the Provincial Service you have risen from Rs. 300 to Rs. 500?—Yes.

20093. Do you call that very slow promotion?—That was on account of the reorganizations.

20094. It may have been due to anything, but you cannot say your promotion has been slow if you have risen from Rs. 300 to Rs. 500 in six years?—I got Rs. 300 after 16 years' service.

20095. We are not speaking of the Subordinate Service, but the Provincial Service, and I wanted to know how long it takes for a person to rise from the sixth grade to the fifth grade?—Ordinarily eight or nine years at least according to the present rate; sometimes it will be about 15 years.

20096. From Rs. 300 to Rs. 400?—Yes, it will take that time according to the present rate of promotion.

20097. Do you know of any instances in your own service of men getting Rs. 300 for the last 15 years?—According to the present rate of promotion he would do so.

20098. I am not speaking of the present rate of promotion. Do you know of any individual officers in the Provincial Service who have been getting no more than Rs. 300 for the last 15 years?—I have not got the figures here at present.

20099. I want to know whether the Extra Assistant Commissioners, under the heading "Civil" of the sixth grade, would all exercise criminal and magisterial powers?—They all exercise criminal powers.

20100. All of them?—Yes.

20101. And the Judicial Extra Assistant Commissioners?—Yes, most of them exercise those powers, too.

20102. They have criminal powers also?—They have criminal powers.

20103. Magisterial powers?—Yes, as well as other powers.

20104. What is the distinction between the magisterial powers exercised by the Provincial Service and the magisterial powers exercised by the Judicial Civil Service?—They are the same thing. The Judicial Civil Service man has criminal powers because the Executive man has too much to do with executive duties.

20105. Because the Civil Assistant Commissioners have more executive work, therefore their criminal work is transferred to the Judicial officer; is that it?—Yes, that is it.

20106. But the Judicial officer as a Judicial officer does not carry out magisterial powers, does he?—He does.

20107. As a Judicial officer?—Yes.

20108. Is that because the Executive officer has got too much work to do?—Most of these Judicial officers are recruited from the Executive Service. After the reorganization, when there were two separate departments, the members of the Provincial Executive Service were appointed members of the Judicial Service.

20109. There is no Law examination or anything which a man has to pass before he is appointed to the Judicial Service, is there?—We have to pass departmental examinations, but there is no separate Law examination.

20110. Officers from the Civil side are transferred to the Judicial side and from the Judicial side to the Civil side according to convenience?—No. It was so before, but it is not so now.

20111. What is the state of things now?—If members of the Executive Service want to get into the Judicial Service there is always a fight now, because the Service will not stand it; and if Judicial Service men come into our side we will not stand it now.

20112. (*Sir Theodore Morison.*) Did I understand you to say in answer to the Chairman that you classed the Chinaman with Burmans?—I do.

20113. Therefore do you say if Chinamen settle in Burma in the service you do not feel the same objection to them?—Our religion is the same.

20114. That is what I want to get at. Therefore as long as he speaks Burmese you do not feel he is a foreigner?—He is a Burman; he puts on Burman's dress. Sometimes he puts on Chinese dress, but only nominally.

20115. You look upon the Chinaman as a sort of half-brother?—His mode of living, his manners, and his customs and everything are like ours.

20116. You do not look upon him as a foreigner?—Although I call him a Chinaman, I look upon him as a Burman in a way.

20117. (*Lord Ronaldshay*). I want to ask about the General Provident Fund. I understand you are so satisfied with that fund that you are going to double your subscription?—That is so.

20118. What will that give you when you retire from the service, a lump sum of money?—It will.

20119. Any pension?—In addition to my pension.

20120. Can you tell me, generally speaking, what a Burman would do with this lump sum of money. Would he spend it on festivals, or what?—It depends on the Burman. If a Burman has a large family I do not think he could afford to throw it away. He must save money for the education of his own children.

20121. You think he would keep it for his family?—Yes.

20122. You do not feel the want of any fund which would provide a pension for the family?—It would be a good thing if we could have it. The more money we can get after retirement the better.

20123. Even if you had to save for it, would you like to have a fund of that kind?—

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I do not think a man could do it. We have the Provident Fund now.

20124. You are quite satisfied with the present General Provident Fund?—I am quite satisfied with it.

20125. You do not think any further provision is necessary?—No.

20126. (*Mr. Thompson.*) You have said that certain of the more important subdivisions are reserved for European members of the Provincial Service or Indian Civil Service—Yes.

20127. Is that based on any Government orders or merely your own opinion?—That is my own opinion. It is what other people say. For example, if a man says "I want to go to a large subdivision," they will say that it is reserved for Europeans. I do not know whether there is any Government order; I am only saying what other people say.

20128. (*Maung Ngwe Kaing.*) Have you had under you Natives of India who were born in Burma by a Burmese mother. I believe you said just now there were some Natives of India in the Provincial Service?—None have served under me.

20129. Then you have had no personal experience of how successful or otherwise they were?—Generally he is not so successful as a subdivisional officer or township officer. He is successful as Treasury Officer or head-quarters Magistrate.

20130. You cannot say he was not successful as an administrative officer or as Executive officer?—That is true.

20131. Do you know why?—The customs are quite different; he cannot mix with the people. To be a successful administrator an officer must go about here and there and mix with the people, whether poor or rich, and know their wants. Unless an officer knows the wants of the people under his charge he cannot manage things properly.

20132. You said just now that Muhammadans had caste. By caste probably you mean prejudices?—That is true.

20133. You meant that they did not eat with Burmans; is that what you mean by caste?—They will not mix with us on our festival days.

20134. They will not eat together nor drink together?—No, they will not.

20135. That is not caste, but prejudice?—That is so.

20136. (*Mr. Abdur Rahim.*) Do you know that Muhammadans are not allowed to drink any alcoholic beverage?—I know that; I have never drunk any in my life either.

20137. You said that Muhammadan officers did not allow their ladies to be seen by the Burmese. Do you know that they do not allow the ladies to be seen by the Muhammadans either who are not close relations. It is a custom and is not directed against the Burmans or any other people. You understand that?—Yes, I understand that.

20138. (*Chairman.*) I am afraid I made a mistake when examining you when I asked you whether you had suggested in your evidence that reports should be published in the blue-books. I mistook you for another witness. I notice you did not say that?—I did not say that.

(The witness withdrew.)

MAUNG TUN LWIN, K.S.M., Head-quarters Assistant and Special Power Magistrate, Hanthawaddy.

Written answers relating to the Provincial Civil Service.

20139. (1) Please refer to Government of India resolution No. 1046—1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—Yes, they seem suitable with one exception. In my opinion, clause IX of paragraph 3 of the Resolution should be modified and amplified as follows:—

"No member of the Provincial Civil Service shall be dismissed or otherwise punished without a judicial or formal departmental enquiry, which shall not be held without the previous sanction of the Local Government; that the said enquiry either judicially or departmentally shall be held by an officer other than the officer who reported the member whose conduct is under enquiry; that on an officer being acquitted or discharged after a judicial enquiry, he shall not be further subjected to a second departmental enquiry." . . .

20140. (2) Please supply a copy of the rules for the recruitment of the Provincial Civil Service in force in your province. Are these rules suitable, or have you any recommendations to make for their alteration?—A copy of the rules will be seen in the official memorandum prepared by the Local Government. In my opinion the recruitment from the police, as allowed in paragraph 5 of Appointment Department notification No. 546, dated the 7th December 1910, is not fair to members of the Subordinate Civil Service. It is obvious that every appointment from the police deprives one of those "selected members," referred to therein, of the Subordinate Civil and Judicial Services of his promotion to the Provincial Service. It can hardly be argued that a member of the police would be more efficient than the trained and tried officer of the Subordinate Civil or Judicial Service. It has been, I believe, the policy of the British Government to encourage the natives of the country, and this policy seems to have been followed far too closely as regards India, but it is to be regretted that this cannot be said of Burma. To cut a long story short, I would suggest, and plead on behalf of the Burmans, that in recruitment of the Provincial Civil or Judicial Service, Subordinate Civil or Judicial Service, hereditary claims should override all other claims in the first instance, and other claims be treated as a secondary matter. Such claims used to be the *sine qua non* not only for appointments in the Provincial and Subordinate Services, but even for inferior posts in various branches of the Administration. So I do not see why they should not continue to be recognized now.

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20141. (7) To what extent are non-residents of the Province employed in your Provincial Civil Service? Do you consider that only residents of the Province should ordinarily be recruited?—The appointment of non-residents, Europeans fresh from England and India, has been apparently greater in the past few years than in my opinion can be considered fair to residents of the Province. There are a number of educated Burmans and Anglo-Indians of the Province who should have been given the preference, and while I do not consider that only residents of the Province should be recruited, I am of opinion that a major portion of the appointments falling vacant hereafter should, in the first instance, be given to suitable and qualified men of the Province.

20142. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—No, not at present. Neither do I consider such representation desirable. They are nowhere in Burma duly represented in any of the Provincial or Imperial services. If it should be at any future period deemed desirable (which I hope will never be so long as the Burmans have no respect for any other nations than Europeans and their own countrymen), the present system of appointment by nomination will secure this object.

20143. (9) What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and, if not, what alterations do you recommend?—It is mentioned in the official memorandum. I consider the system satisfactory.

20144. (10) Is the existing system of departmental examinations suitable, and, if not, what changes do you recommend?—I think they are suitable.

20145. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—Yes, I think officers appointed to the charge of treasuries, and those employed on political duty and as Superintendents of Commissioners' offices, should not in my opinion be included in the Provincial Civil Service.

20146. (13) In particular, is the leave reserve adequate, and the system on which it is graded suitable?—Apparently not. Only 15 appointments being allowed for leave reserve, the result is that applications for leave are sometimes delayed often affecting an officer disastrously! When an officer has earned his leave, I think there should not be any unnecessary delay. It is noticeable that officers of the Indian Civil Service get leave with much greater facility and apparently no delay.

20147. (14) Is there any reserve for officers under training and is it adequate?—Yes. It seems adequate.

20148. (15) What is the annual rate of recruitment and how is it fixed? Has it worked well in practice and does it secure an even flow of promotion?—I do not know how the annual rate of recruitment is fixed. Be what it may, it cannot, in my opinion, be applauded with satisfaction, as it does not by any means secure an even flow of promotion which is extremely slow! I am aware of several officers having to wait wearily a number of years before there is a chance of promotion to the next grade.

20149. (16) To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?—I am not personally aware of any definite system by which promotions to higher grades are made, but evidently the Local Government is guided in this respect by confidential reports received annually. As to the change of practice, please see my answer to question (19).

20150. (17) Are you satisfied that under the existing system of promotion the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—No, please see my answers to questions (16) and (19). The present system of promotion—I mean special promotion to a higher appointment—does not seem to give general satisfaction. An inefficient officer, or officer found to be inefficient at any time even after he has been specially promoted to a listed appointment, should be compulsorily retired, and applications for extension of service should not be encouraged.

20151. (18) To what extent are the functions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?—Most of the officers of the Judicial branch perform purely judicial functions, but some have to look after treasure chests and do magisterial work in addition to their legitimate duties, which can hardly be fair. A few officers of the Executive branch have also been employed on the Judicial side with special criminal and civil powers, but they do not seem to be allowed the benefits of sharing in the promotion on the occurrence of a vacancy in a grade higher than his own in the Provincial Judicial Service. Officers of the Provincial or Judicial Service invested with and exercising special criminal or civil powers should be given a special allowance of not less than Rs. 100 each. And all those members of the Provincial Civil Service who are stationed in Rangoon—not only a selected few—should be given an allowance of Rs. 100 each.

20152. (19) Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to these posts suitable? If not, what alterations do you suggest?—Decidedly not. I think greater care should be exercised in future in selecting officers of really "proved merit and ability" *in every branch of the Administration* to these listed appointments. And the selection of officers for such appointments should not be based on confidential reports alone, as it is not an unknown fact that such reports are not always fair and do not show the real merit and ability of an officer, and I can bear testimony from personal

knowledge and from what has been often said by officers of high standing and experience that one of the most pernicious practices carried out in this province is the submission of confidential reports. I am sorry to have to remark that the Indian Civil Service is not free from officers who would not be above introducing into their confidential reports malicious and vindictive remarks against their subordinate officers whom they hate and wish to harm. It is but human to be, at least to some extent, vindictive, and at times to lose one's temper, and there is a justified suspicion that very often officers import into their confidential reports the feeling of anger or dislike, the cause of which has long since been forgotten by the unfortunate victim. Civil Servants have, as a rule, good memories, and it is seldom they forget a slight unwittingly done, or the attempt of a subordinate to resent a slight offered. That there are substantial grounds to believe that some officers have indeed taken advantage of their confidential reports to blackball a man is borne out by a recent attempt to mitigate the evils of this practice. It has only lately been ordered that remarks against an officer's conduct are to be sent to him for explanation. But this attempt to do good has resulted in a greater evil. The officer, it is true, is given a chance to explain remarks made against him, but his explanation is read and a dull blank follows. He has no idea or intimation that his explanation is satisfactory or has been accepted, and it leaves the unfortunate man in a state of despair and anxiety, and no doubt accounts for a man's subsequently sinking into a state of neglect and callousness. I would, therefore, recommend that the practice of submitting confidential reports be abolished, and that a report on an officer's general work and conduct, good or bad, be made in the annual reports printed in blue-books. The existing arrangements by which officers are selected for the listed appointments do not appear to be satisfactory. It was generally believed that these appointments were primarily intended for qualified Burmese officers of the Provincial Civil Service, but selections have shown otherwise.

20153. (20) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?—No. Nearly all, if not all, the following appointments in Burma have been filled by Civil Servants:—Assistant Secretaries to Government; Assistant Secretary to the Financial Commissioner; Registrar of the Chief Court. I think some of these appointments should be thrown open to qualified Burmese officers of the Provincial Civil Service.

20154. (21) Are you satisfied with the present designation "the Provincial Civil Service?" If not, what would you suggest?—Yes. Quite. We want nothing in name, but something in substance in the shape of extra pay and allowances and better treatment.

20155. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—No. The principle followed is not looked upon with satisfaction. The salaries of officers of the Provincial Civil Service should be based on a true and fair adjustment to live like gentlemen and respectably, taking into consideration the qualifications desired of them and responsibilities attached to their position. This standard is explained by the enchanced rates of pay recommended in the answer to question (24).

20156. (23) Please give full information regarding the rates of pay and the number of posts in each of the main grades of the Provincial Civil Service authorized on the 1st April of each of the following years:—1890, 1900 and 1912. When was the last general reorganization effected, and what improvement of prospects was effected thereby?—The official memorandum gives the required information. From the year 1890 up to date the rates of pay of the Extra Assistant Commissioners of the various grades have been as follows:—first, second, third, fourth, fifth and sixth, Rs. 800, 700, 600, 500, 400, 300, respectively; that is, for a period of 22 years there has been *not any increase* in the rates of pay of the officers of this service, while it is an acknowledged fact that cost and expenses of living have risen more than Rs. 200 per cent. and consequently the rates of pay of officers both in the Police and Burma Commission have been considerably raised. The last organization took place in 1909, but improvements and prospects were next to nothing except the increased strength to the cadre.

20157. (24) Are the existing rates of pay and grading in the Provincil Civil Service of your Province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?—The grading does not seem to have much to complain of, but the existing rates of pay are in my opinion not adequate to secure the really desired qualifications. I would therefore recommend that the pay of the grades be altered as follows:—first, second, third, fourth, fifth and sixth, Rs. 1,000, 900, 700, 600, 500, 400, respectively. It would then be a relief to officers at the present time and lessen the difficulties of living in an expensive place like Burma.

20158. (25) Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?—No. I would recommend that the same system of officiating promotions that obtains in the Indian Civil Service be introduced into the Provincial Civil Service.

20159. (26) What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?—I am in favour of a time-scale of salary wth no restrictions to any grades of the service. The scale should admit of giving each officer an increment of Rs. 25 annually.

20160. (27) As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?—No.

20161. (28) What is your experience of the practical working of time-scales of pay in other Indian Services?—I have no experience personally, but I am informed that it works better than the graded pay.

20162. (29) If you recommend any kind of time-scale of pay, please describe the scheme that you propose and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances and other matters of importance? How do you propose to apply such time-scales in provinces where the scale of pay of the Executive and Judicial branches of the service is different?—See answer to question (26). Inefficient officers will, of course, have no yearly increments and the promotion to a higher grade will be made according to one's merit and ability and not on grounds of seniority alone.

20163. (30) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—No. If Government considers a man qualified for this honour, I fail to see why he should not be given the same advantages. It is hardly fair to the man. He would be expected to, and he himself would feel it obligatory to, live up to a position established by the Civil Servant. With a reduced pay he could not do so and only appears ridiculous in the eyes of the people.

20164. (31) Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15 or 20 years ago? If so, to what is this due?—This is a hard question to answer. It resolves itself into one of the "individual." Some officers cannot avail themselves of leave because of their initiative poverty—the pay allows of no savings. Such officers have to hope for better days.

20165. (32) Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service, and, if not, what are the reasons? Is the amount which can be earned, in your opinion, suitable? If not, what alternative arrangement do you suggest?—No. Same reason as above. Some officers can scarcely live on their pay. Consequently to put by the amount required to go on leave has to spread over a greater number of years. The only remedy is an increase of pay.

20166. (33) Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—All the furlough due is not ordinarily taken by a number of officers of the Provincial Civil Service, the reason being that some cannot afford to go on half pay and others for reasons of their own do not like to avail themselves of it. It is necessary to allow them as much furlough as is permissible.

20167. (34) Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?—I consider the furlough rates should be increased to two-thirds of the salary, in the case of officers proceeding *to Europe* or England, and more especially those of the Provincial Civil Service who go and study for the Bar to increase their usefulness in the Administration. The pay does not permit of saving to any appreciable extent. After 10 years' service one requires a change to recuperate, but he can hardly benefit by the change with empty pockets.

20168. (35) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?—No. They should be increased.

20169. (36) Have you any recommendations to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—In my opinion, extraordinary leave without allowances, which an officer is compelled to take by force of circumstances as no other leave is admissible, should count as service for furlough—though not for pension. And such leave, or special leave, if taken by an officer of the Provincial Civil Service and spent in England to study for the Bar with a view to improve his usefulness in the Administration, should be treated as language leave and allowed a minimum of £250 a year to be drawn in England. I think members of the Provincial Civil Service with sufficient qualifications for admission into the Inns of Court should be encouraged to take such leave.

20170. (37) Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the Administration; and, if so, what; and what remedy do you suggest?—I do not think so.

20171. (38) In particular, are they a contributory cause of excessive transfers of officers, and, if so, how can this difficulty be met?—I think not.

20172. (39) Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service; and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?—The condition necessitating officers of the Provincial Civil Service to wait eight years before they can go on furlough again, is, in my opinion, a great hardship. Forfeiture of all their past services for furlough once they took leave on private affairs is another one. These conditions should be removed. The existing difference between the European and Indian leave rules does not seem to be suitable. It is true that an officer under the Indian leave rules can get leave on medical certificate without earning it, but there are many officers who are not so ill as to entitle them to leave on medical certificate, but who at the same time are in sore need of rest. I would suggest that the members of the Provincial Civil Service be allowed one-sixth of active service as furlough. They may also be permitted to take the whole or part of the furlough due to them at *any time* and in any manner without any restrictions whatever subject only to the exigencies of the public service.

20173. (40) Is the present system of superannuation pensions satisfactory in the interests both of the Government and the

members of the Provincial Civil Service?—It seems to be.

20174. (41) Have you any suggestions to make in favour of any modifications in its detailed working; and, if so, what, and for what reasons?—No.

20175. (42) Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?—I think I should. But I would suggest that these officers be allowed to retire on pension equal to half of what they would be entitled to, if they were permitted to retire on an invalid pension.

20176. (43) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?—Yes, it seems fair.

20177. (44) Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?—Some of the existing rules are not satisfactory. In my opinion 30 years is too long a period for a man to work or wait for his pension! The members of the Provincial Civil Service should be permitted to go on retiring pension (voluntary retirement) after 25 years' service.

20178. (45) To what extent do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund, or to other official or officially recognized funds? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?—None that I am aware of. The General Provident Fund should be more widely published and subscription to the fund should be made compulsory.

20179. (46) Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable?—Not quite. Officers mentioned in my answer to question (11) should be excluded from the Provincial Civil Service. And those mentioned in my answer to question (20) should be thrown open to qualified members of the Provincial Civil Service.

MAUNG TUN LWIN called and examined.

20180. (*Chairman.*) You are Head-quarters Assistant and Special Power Magistrate?—I am.

20181. Can you tell us what your duties are?—I am a sort of Chief Assistant to the Deputy Commissioner, superintending all the clerical work in every branch of the Administration, and I take up special cases, criminal cases, which are supposed to be tried by the District Magistrate. I am permanently stationed at head-quarters and trying cases in Court.

20182. Did you enter the Provincial Service through the Subordinate Service?—Yes.

20183. Were you in the Ministerial Service before that?—Before I got into the Subordinate Service I was in the Ministerial Service for a couple of months.

20184. Did you have to pass an examination to get into the Ministerial Service?—No; I was nominated to that.

20185. When you went into the Subordinate Service did you have to pass an examination?—Yes.

20186. How many years were you in the Subordinate Service?—If I remember rightly, about 13 years.

20187. How many grades did you occupy?—I think I went through every grade in the Subordinate Civil Service.

20188. How many grades are there?—There were four grades when I was appointed.

20189. You were about three or four years in each?—Yes. I was longer in one grade, about seven years.

20190. What age were you when you got into the Provincial Service?—I do not quite remember, but I think I was about 32.

20191. You have been in the Provincial Service now for about 16 years?—Yes, I am 48 years of age now.

20192. I notice in answer to question (1) you suggest an amendment in regard to the rules about dismissal. What are the rules in regard to dismissal now?—If there is any misconduct complained of against any officer a departmental enquiry is generally ordered by the Local Government, and it depends on the result of the departmental enquiry. Sometimes, if it is thought necessary to order a prosecution of an officer, he is tried judicially before a court, and then it depends on the result of that case.

20193. What is your reason for suggesting a modification or amplification of this rule?—No member of the Provincial Service should be dismissed or otherwise punished without a judicial or formal departmental enquiry, which should not be held without the previous sanction of the Local Government.

20194. That is what you say in your evidence, but I am asking for your reasons?—I think there were some cases in which officers were removed without judicial enquiry.

20195. I notice in the last line you say that he should not be subjected to a second departmental enquiry; that, I presume, is after he has gone through one enquiry for misconduct?—Yes.

20196. Do you mean that having gone through one enquiry he should be exempt whatever his conduct was?—Sometimes a departmental enquiry has not satisfied the heads of a department, and in that case the officer had to be subjected to a second departmental enquiry, which I think is rather hard on the officer.

20197. In answer to question (2) you say, "In my opinion the recruitment from the Police is not fair to members of the Subordinate Civil Service." What is the proportion of recruitment from the Police to the Subordinate Service?—There are very few.

20198. You would like to see it abolished altogether?—No, not altogether; but if it is intended to make our service open to the Police, I do not see why the Police Service should not be made open to us. There have been several of our officers who have been found inefficient and were not given a claim to any appointment in the Police.

20199. You would like to have some higher appointments in the Police?—Higher or in the Subordinate.

20200. Are you talking now of the Subordinate Service or of the Provincial Service?—Both Provincial and Subordinate Services.

20201. You would like to see certain posts in the Police incorporated in the Provincial Service?—No, but in case any officer in the Judicial office is found to be a failure, I think he should be given a chance of joining the Police Department which at present it is not open to him to do.

20202. Do you mean that failures in the Provincial Service should be recruited to the Police?—Yes. Some officers of long standing in the Subordinate Civil Service, I think, would be very useful in the Police.

20203. You think they might be useful in the Police, even if they had failed in the Provincial Civil Service?—They might be found a failure on the Civil side, but useful on the Police side.

20204. In dealing with the question of the recruitment of Burmans, you say, "To cut a long story short, I would suggest and plead on behalf of the Burmans, that in recruitment of the Provincial Civil or Judicial Service, Subordinate Civil or Judicial Service, hereditary claims should override all other claims in the first instance, and other claims be treated as a secondary matter." Do you mean by that that a son of an officer in the Provincial Service should not only have a first claim, but that quite apart from his qualifications heredity should be regarded as the first qualification?—Other things being equal, I think the hereditary claim should be recognized.

20205. You modify your answer to that extent?—Yes, that is what I meant: other things being equal, a man with hereditary claims should be appointed.

20206. What is your idea of making the Provincial Service what you might call a family affair?—I think in the eyes of the people officers with aristocratic connections command much better respect and esteem.

20207. Do you think officers with aristocratic connections would do better work?—They stand in much higher estimation with people, especially in this Service, which is very much respected.

20208. The Provincial Service?—Yes.

20209. Is it staffed now by members of what you regard as aristocratic families?—A good proportion I believe, but in olden days the majority of them belonged to the aristocracy.

20210. What proportion would you like to see recruited by promotion from the Subordinate Services?—I do not think I should have any proportion at all; I would leave it to the wisdom of the Government.

20211. In answer to question (7) you say, "The appointment of non-residents, Europeans fresh from England and India, has been apparently greater in the past few years than in my opinion can be considered fair to residents of the Province." Are not Burmans on the average getting an increasing share in the Provincial Service?—It is difficult to say.

20212. This answer of yours maintains that Europeans are continuing to get an increasing share. Is it not the fact that the Burmans are taking the leading share?—This system of appointment of Europeans seems to be strange to us now. It was brought into force after the annexation of Upper Burma, I think, when it first saw the light of day.

20213. What happened before that?—Before that it was almost all Burmans, except a a very few who were born in the country, not Europeans fresh from England. That was the condition to the best of my recollection.

20214. Was the increase of Europeans due to the fact that there was not a sufficient number of Burmans at the time qualified to occupy positions in the augmented cadre?—Not exactly. I do not think any special English qualifications were necessary in olden days to be a successful administrator of any township or subdivision.

20215. But apart from English qualifications, I take it that certain qualifications are necessary to make a good administrator?—It is rather difficult to say because I do not know what you mean by qualifications. What kind of qualification is it necessary to have.

20216. If you ask me to explain I should say all those qualities which go towards making a good administrator?—The ordinary qualifications which our ancient people had were quite sufficient to administer any part of the Province.

20217. You are prepared to see the country controlled on the ancestral system rather than on any more modern system?—I think so, so far as this Service is concerned, because we have not much to hope for. Nor can we cope with other nations in other Services.

20218. With regard to your answer to question (13), how many more appointments do you think would be necessary in order to provide an adequate leave reserve?—I only guessed that answer.

20219. You have only stated it broadly?—Yes. At one time my leave was delayed about five months, although it was supported by a medical certificate, and I therefore thought it must be due to want of officers.

20220. And therefore you would like to see the leave reserve increased?—A little more.

20221. In reply to question (18) you say, "Most of the officers of the Judicial branch perform purely judicial functions, but some have to look after treasure chests and do magisterial work in addition to their legitimate duties." What kind of work is that?—I mean something like the treasury which deals with cash transactions, looking after stamps for sale to the public, and so on.

20222. Purely revenue work?—Not exactly. It is receiving part of the revenue also in the course of business. It is rather responsible work.

20223. You say, "Most of the Judicial officers"?—Yes, because those officers who are stationary in a station, and do not travel, have

to look after the treasure chest and do magisterial work.

20224. Is there not an executive officer in the district?—He is not an executive officer; he belongs entirely to the Judicial Service, but he is expected to do this extra work which is not his legitimate duty.

20225. The officer you are speaking of belongs entirely to the Judicial branch?—Yes.

20226. But what I am asking is whether in this district where he is carrying out *quasi*-revenue duties there is not a revenue officer?—Yes, there is another officer who is responsible for the collection of revenue besides himself.

20227. You suggest this particular function should be transferred to him?—Provided he is not overburdened with work.

20228. Is the Judicial officer doing the work in order to make an even proportion of work between the two officers?—It is entirely an arrangement between the departmental officers. They generally look to the convenience of the people. Sometimes the township officer is constantly away from head-quarters and therefore it is more convenient that an officer stationed at head-quarters should look after the treasure chest and do a little magisterial work in addition.

20229. It is more convenient to the people and more convenient to the officer?—Yes, it is a convenience.

20230. A convenience to the administration?—Yes.

20231. Then you say later on: "Those members of the Provincial Civil Service who are stationed in Rangoon, not only a selected few, should be given an allowance of Rs. 100 each." Is that on account of the high cost of living in Rangoon?—It is partly.

20232. Have you experience of the country districts as well as of Rangoon?—Yes.

20233. Do you say that expenses are higher in Rangoon?—Very much higher than other stations. House-rents have risen considerably. A house that used to be rented at Rs. 50 a month we have now to pay Rs 150 for.

20234. Is it mainly house-rent?—Yes, and there is an increase in the prices of provisions, and the scale of wages of servants have risen considerably.

20235. But provisions are much the same in the country as in the town, I suppose?—It is rather difficult to say. House-rent is the most important of the lot.

20236. This allowance may be regarded as a grant for rent?—Yes.

20237. Or in lieu of rent?—Yes; some officers would not be given this kind of allowance.

20238. In your reply to question (24) you are dealing with the Extra Assistant Commissioners, are you not?—Yes.

20239. You suggest a considerable rise of pay?—Not very much, I think.

20240. I have been looking at the list. The first grade is Rs. 800 now, and you suggest Rs. 1,000?—Yes.

20241. And Rs. 700 you suggest should be Rs. 900, and Rs. 600 you suggest should be Rs. 700, and so on, down the line?—Yes.

20242. This was readjusted, was it not, three years ago?—Not the rates of pay.

20243. But the numbers in the grades?—Yes, nothing else.

20244. What have you in your mind when you specify these particular rates of pay for the different grades? Were they based on a comparison with other services?—Yes. I made a comparison with the Police Service in Burma and the Forest Service and the Assistant Commissioners. Their rates of pay have been considerably raised.

20245. Were their rates of pay similar to what they now are the Provincial Civil Service?—It used to be. In the Police the first grade up to the Superintendent was the same as our first grade up to about Rs. 800, and so was the pay of a first grade Assistant Commissioner.

20246. Has that now been raised to Rs. 1,000?—The first grade Assistant Commissioner's pay has been raised to Rs. 1,000 and the pay of the Superintendent of Police has been raised to Rs. 1,200.

20247. So that you have made a comparative table from the services which you consider are of similar importance?—Exactly.

20248. With regard to your answer to question (19) you seem to have a very strong objection to the confidential reports?—Yes, if the promotion given by Government is based on confidential reports—that is the objection I have—not otherwise.

20249. Do you really suggest it would be fair to an officer that the record should be made in the annual reports and printed in blue-books?—I think that would be more satisfactory.

20250. Do you think all the officers concerned would regard it as satisfactory?—I do not see why they should not. Even if it were a bad report, names of officers used to be mentioned in the rulings issued by the old courts of Judicial Commissioners. When they did their judicial work in an unsatisfactory way their names were put in a circular which was read by all, and I think the manner in which it was done at the time did a lot of good to the officers. It put them on their guard and made them improve in things where improvement was necessary. If it is good I do not see why it should be kept back from the officer, as it would encourage him to do better work in the future.

20251. You think that the publication would act as an incentive to the officer?—Yes, if it were a good report.

20252. I suppose you are aware that in all services it is the practice to have reports on an officer?—Yes.

20253. You regard that as important?—Yes, of great importance.

20254. It is not a question of misconduct but of practical utility; it is important that Government should have the record?—Yes. I admit that, but my idea is that even confidential reports sometimes become public property, because in cases in which decorations were given by Government, when the recommendation went up to Government it was treated as confidential, and when the officer was so fortunate as to get a decoration the history of the services on which the recommendation was based was read out and made known to the public. I do not say there was any unfair recommendation. The public would then be in a position to judge how far the commendations bestowed by Government were deserved by the officer.

20255. That is rather different from a private record of an officer's capacity in the particular work in which he is concerned. Do you not think that should be regarded as private?—I do not think I should like to say anything about that.

20256. (*Sir Theodore Morison.*)—In your answer to question (7) you say that too many Europeans have been employed, and I should like to know in what grade these Europeans are admitted to the service?—They usually begin at the lowest grade, what we call the sixth grade.

20257. They have been through the Subordinate Service?—I do not remember. There might be one or two cases, but I am not certain.

20258. They are generally recruited in the lowest grade?—Yes.

20259. We have had a complaint that there are a great many of them in the higher grades and that they block promotion there. Another witness said that Europeans and Anglo-Indians preponderated in the higher grades and most of them were comparatively young, and therefore they blocked promotion. Do you think that is true?—I think that is true.

20260. I want to know how they can do that. The witness further went on to say that most of the members who were Europeans and Anglo-Indians in the Provincial Service were comparatively young. Is that a fact?—Yes.

20261. How did they get up so high at so young an age?—Those officers are not young now; they were young when they were recruited. They are officers holding senior grades now, and are not very young. They are just bordering on retirement.

20262. So that you do not think they will block promotion for very long?—Extension is given to some of these officers, and that blocks promotion.

20263. In your answer to question (19) you say, "The existing arrangements by which officers are selected for the listed appointments do not appear to be satisfactory. It was generally believed that these appointments were primarily intended for qualified Burmese officers of the Provincial Civil Service, but selections have shown otherwise." What officers are there in these listed posts?—Two Anglo-Indians and two Burmans.

20264. Who is the Settlement Officer?—He is an Anglo-Indian, too.

20265. So that your complaint is that although they belong to the Provincial Service they are not Burmese?—They are not Burmans, and according to the general belief the posts ought to be given to Burmans.

20266. (*Mr. Chaubal.*) I want to have from you, if possible, a clear idea about your service. You got into the Provincial Civil Service 16 years ago?—I think it was about that.

20267. And you entered into the Rs. 300 grade?—Yes.

20268. And after about 16 years you are now in the Rs. 600 grade?—Yes.

20269. How many years have you been in the Rs. 600 grade?—About a couple of months; I had my promotion only the other day. I was seven years in the lower grade, in the Rs. 500 grade.

20270. How long were you in the Rs. 400 grade?—Probably about five years, but I forget now.

20271. And the Rs. 300 grade?—About that time also.

20272. Am I to understand that it is a grievance of your service that the promotion from the Rs. 300 grade to the higher grade is very slow?—Yes, it is very slow; very few get to the top grade.

20273. Very few get to the Rs. 800 grade?—Yes.

20274. Most of them have to retire from the Rs. 500 grade?—Yes; most of them have to retire from the fifth grade.

20275. When you say that, are you speaking of officers recruited from the Subordinate Service or officers recruited direct to the Provincial Civil Service?—It applies to both officers.

20276. You have had in all 29 years' service?—Twenty-seven.

20277. I have got down 29 from your answers to the Chairman. You said you were 13 years in the Subordinate Service and about 16 years in the Provincial Service?—Probably I made a mistake; I do not calculate the length of the latter service.

20278. But supposing it is more or less; you say that the grievance of your service is that promotion is slow?—Yes.

20279. From your original entry into Government service about 27 or 28 years back, you have now risen only to Rs. 600, but do you consider it is the grievance of your service that if a man is recruited fresh into the sixth grade the subsequent flow of promotion from Rs. 300 to Rs. 800 is not equable?—No, it is not equable.

20280. Do you know of instances of persons having been recruited on Rs. 300?—No, I cannot give any examples.

20281. You cannot say how long a fresh recruit taken into the service on the Rs. 300 grade takes to rise to the higher grade?—I cannot give any specific instances.

20282. Who is the official superior of the Judicial Extra Assistant Commissioners in this Province?—The District Judge is his immediate superior.

20283. And of the Civil Assistant Commissioners?—The Deputy Commissioner.

20284. Some of the Judicial Extra Assistant Commissioners do some magisterial work, do they not?—Yes

20285. To whom do the appeals against the magisterial decisions of these Judicial officers go?—That depends on the district in which the officer is stationed. It is not every district that has a District Judge and not every district that has a Sessions Judge.

20286. What would happen in the district in which there was no District Judge?—Then it would depend upon the powers exercised by the Lower Court. There are different grades of Court.

20287. Can you tell me roughly to whom an appeal lies from the decision of a Judicial Extra Assistant Commissioner in a magisterial

case?—That is rather a difficult question to answer as it depends on his powers.

20288. Supposing that he has first-class magisterial powers?—Then it will go to the Sessions Judge.

20289. And if he has second or third class powers?—Then it will go to the District Magistrate, or what is now called the senior Magistrate, the District Judge exercising criminal powers as senior Magistrate.

20290. And not to the Revenue?—No.

20291. Which are the classes and communities you are referring to in question (8) when you say that some are "not at present" represented in the Provincial Service?—All classes of people other than Burmans.

20292. Am I to understand from that that you think they should not be represented in the Provincial Service?—No, outside the Service there is some representation; for instance, the Legislative Council, the Municipal Boards in the cities and all out-stations. They have that kind of representation of different people except in the Provincial Judicial Civil Service.

20293. Can you tell us more definitely about the way in which you think the Indian is not able to mix up with your people socially?—I agree with the last witness to some extent.

20294. Do you know what the reason is? Can you dine with them?—We can eat the food of the Indians, but our brother Indians refuse to eat our food.

20295. Does the Anglo-Indian dine with you often?—Yes.

20296. Does the European dine with you?—Not to such an extent, but I have come across Europeans in their own country.

20297. I quite admit there is no objection on the part of Europeans, much as there is no objection on my part to come and dine with you, but I am speaking of what actually happens. Are there frequent instances in which you are called upon to dine with Europeans?—No, not very frequent.

20298. Are there frequent instances on which you call upon Europeans to dine at your house?—The instances are not very frequent, but there are occasions.

20299. (*Mr. Gokhale.*) You say in reply to question (2) that hereditary claims should override all other claims, and you stated in reply to the Chairman that you wanted to add the words "Other things being equal." Will you kindly explain what you mean by saying "other things being equal"? Suppose there are two candidates, both graduates, one a first-class man and one a second-class man, and the first-class man is a man born of poor parents and the second-class man has what you call the claims of heredity; would you prefer the second-class man to the first-class man?—I should prefer the the second man.

20300. If he was a non-graduate, would you prefer him to a graduate?—Even then I think I should. I think I should give him an allowance by considering the fact of the service of his parents.

20301. What do you mean then by saying, "Other things being equal"?—That would not be in every case.

20302. I will put another case to you. Suppose a deserving man from the Subordinate Civil Service expects promotion to the Provincial Service and he comes from a comparatively humble station of life, and suppose there is another man backed up by your claims of heredity and he is a candidate for direct appointment to the Provincial Civil Service, would you override the claims of seniority or long service of the man who is in the Subordinate Service in favour of this young man?—I should think so.

20303. Then I do not see there is any meaning in your expression "Other things being equal." You mean that the claims of heredity must override all other claims, and the original statement expresses your view much better than the modified statement. I only wanted your idea and I leave the matter there. In reply to question (8) you say, "If it should be at any future period deemed desirable (which I hope will never be so long as the Burmans have no respect for any other nations than Europeans and their own countrymen) the present system of appointment by nomination will secure this object." If you do not mind my saying so, this does not seem to be a very liberal sentiment to profess. Why do you say you have no respect for any other nations, the Chinese for instance?—What I meant to say was as a matter of principle I do not think we should be governed by rulers of more nationality than one.

20304. You can make out a strong case for saying that the bulk of the appointments in the Provincial Civil Service should go to you and that the superior appointments should go to Europeans, although some of them should come to you; but saying that you have no respect for other people is a different matter?—Other than British.

20305. Do you really mean to say that you have no respect for any Indians?—Personally I have great respect for the Indians.

20306. I should like to get at the general feeling?—I admire and have the greatest respect for the noble qualities of my Indian brethren, but I have heard it said by some of our ancestors that were it not for the British who conquered our country, we would have taken a good part of India.

20307. You did not take any part of India before the British came. However, we cannot go into that?—With such lofty notions in our mind it will be some time before we have the approval of our conscience to submit to a policy by which we are to be dominated by any other nation than British.

20308. (*Mr. Sly.*) In your reply to question (11) you have suggested that certain classes should be excluded from your Provincial Service?—Yes.

20309. Would you exclude treasury officers, political officers, and Superintendents of the Commissioner's office?—Yes.

20310. Will you tell us why you want those excluded from your Service?—They stand in our way practically, and they do not take part in the administration of the country.

20311. How do they stand in your way?—Many officers have been appointed and placed in the Civil List over many officers who have been in the Provincial Civil Service longer.

20312. But if the grading is suitable it would apparently be an advantage to you to have a larger service with a larger number of officers in it?—If they were taken out of the service there would be more room for us to get promotion.

20313. But if they were taken out they would take out their appointments and grades with them, would not they?—Yes, their grade; but it would reduce the number of appointments and it would give us more chance of promotion.

20314. You really think it will increase the chances of promotion?—Yes, if they are taken out of the list.

20315. You have stated that perhaps too many Europeans have been appointed in recent years. According to the figures supplied to us there have been only 8 Europeans appointed in the last 12 years. Is it that number you think too large?—If that is the number, I think so.

20316. Eight Europeans?—Yes.

20317. Do you include under the term Europeans certain Eurasians or domiciled Natives of India?—No, I do not; I mean Europeans fresh from England. I do not include Anglo-Indians.

20318. Your complaint is against Europeans fresh from England, not against Anglo-Indian appointments?—That is so.

20319. Those, according to our figures, have been only 8 in the last 12 years?—I do not see even why that small quantity should be allowed to be appointed.

20320. You think it is too big?—Yes.

20321. Do you think there is any necessity to recruit Europeans for what is termed political charges?—That is entirely in the hands of the Government.

20322. I should like to get your opinion. Do you think a Burman could hold these political charges quite successfully?—I think so. There are some Burmans who are able to do it.

20323. Then you have made a complaint about the grant of leave, and you have given us your own case. Is there throughout the Service a difficulty in obtaining leave?—It is rather difficult to say. The Chief Secretary would be in a better position to tell you that.

20324. Do you know many cases in which officers have had a difficulty in getting leave?—I have heard of officers complaining of the difficulty and delay in getting leave on certain occasions.

20325. (*Mr. Macdonald.*) Would you tell us whether Burmese officers take short holidays frequently or do they work for a series of years without any break?—Most of them work for a series of years. Very few of them avail themselves of the leave they are entitled to take.

20326. Would they like to have the leave?—I do not know whether they would like it, but I think they ought to have it.

20327. You do not know whether it is a grievance that they do not get it?—It is a grievance to some who would like to take leave, but a pleasure to some who do not want to take leave.

20328. A very considerable proportion of the Burmese officers, I understand, prefer to work on without breaks?—I have come across a good many.

20329. Except the ordinary festival holidays?—That is so.

20330. You yourself have been in Europe, have you not?—Yes, in England.

20331. Did you study there or were you just over for visiting purposes?—I went there for the purpose of study, but did not actually study. I went partly on a medical certificate just for the sake of my health. I went with my family and stopped there some time to recuperate my health.

20332. To a certain extent I suppose you have acquired some European habits?—Yes.

20333. How long do you think a Burmese officer ought to expect to work without a holiday?—It is rather difficult to say; it involves a question of the individual officer and his health.

20334. Let me put it a little more definitely. Do you think he ought to have a holiday every year?—I should think so.

20335. A definite holiday?—I think he ought to have it.

20336. Would it not be very difficult, from the administrative point of view, for the Government to make proper arrangements?—I should not think so, because it ought to be arranged in such a way as to give effect to the leave rules. I think the Government should make some arrangement to enable officers to take privilege leave or leave every year.

20337. Are you in favour of allowing an officer to keep on accumulating privilege leave until it becomes a pretty large amount and then let him run away and leave Burma on privilege leave, as apart from furlough?—I am not.

20338. You think that privilege leave ought to be a holiday spent near a man's work?—I do not think it should accumulate.

20339. You say that you would encourage officers of the Provincial Civil Service to go to England and study for the Bar so as to increase their usefulness in the administration. Would they have any privileges shown them in the present organization if they did that?—It depends on the Government.

20340. That is what I mean. The system of promotion which you now experience does not recognize specially a Burman who has gone to England and studied for the Bar and been called to the Bar?—I think that such officers who have had the benefit of study in England ought to be given a better claim to any senior appointments.

20341. I do not know whether it is so or not, but I want to know whether if he did do that the present system of promotion would give him any assistance?—Yes, I think it would.

20342. Are there any officers in your present gradation where a man who has been called to the Bar would be more readily admitted?—Yes, they have been taken into the Provincial Service over the heads of many.

20343. They would simply jump over the heads of others?—Yes.

20344. At the will of the Government?—Yes.

20345. There is no special office they could fill?—No. The present system allows it. It is laid down somowhere.

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20346. Are there many, or any, instances of members of the Provincial Service going to England to study for the Bar?—Very few.

20347. Are there any?—Yes.

20348. Have they been recompensed by promotion as the result?—Yes.

20349. So that there are temptations now put in your way to do it if you care to do so?—Yes.

20350. (*Mr. Madge.*) In your answer to question (7) you rather object to non-residents of the Province being put into the Provincial Civil Service and you go on to say there are a number of educated Burmans and Anglo-Indians in the Province who should have the preference. In that case you recognize the claim of Anglo-Indian residents in the Province?—Who are born in the Province.

20351. You recognize the claims of those residing in the Province as ranking with Burmans?—Yes, to a certain extent.

20352. Then when you say in answer to question (8) that you have no respect for any other nation than Europeans, do you rank Anglo-Indians generally with Europeans?—No; I am only speaking about our Service.

20353. You say you recognize the claims of Anglo-Indians residing in the Province to some share, whatever that may be, in the administration, but you go on to speak of having no respect for any other nation than Europeans. I do not ask you whether they resemble Europeans in all respects or not, but having expressed an opinion that they have a claim, do you cease to have respect for them when you advocate their claims?—I think that Anglo-Indians who are permanent residents of the Province should be treated on the same equality as the Burmese.

20354. As Europeans?—No, as the Burmese.

20355. You said you had no respect for any other nation than Europeans and that is why I ask you the question?—I mean to include Anglo-Indians.

20356. You do not object to the title of the Provincial Civil Service—you say there is nothing in the name but something in substance—in the shape of extra pay? Do you not find that, since the distinction was made between the Provincial and Imperial Service, what was formerly the Uncovenanted Service has lost a great deal? There is an opinion, which may be right or wrong, that since the two Services were graded the one is looked upon as so inferior to the other that promotions to higher offices take place much less frequently than they did from the old Uncovenanted Service. If that be true, do you still not object to the title of Provincial?—I do not object so far as it does not affect our pay.

20357. It has had no such effect here?—No.

20358. (*Mr. Abdur Rahim.*) In your answer question (21) you want nothing in the shape of name, but something in substance in the shape of extra pay and allowances, and better treatment. What do you mean by better treatment?—There is a certain feeling amongst the members of the Provincial Civil Service that they are not treated with that amount of consideration and proper courtesy due to their position.

20359. By whom?—By European officers of all departments and even by Europeans outside the Service.

20360. Have you come across many Indian officers?—No, not in our Service.

20361. Is that a general complaint in your Service?—There is a feeling that there is not politeness and courtesy; that civility which is the element of so much success everywhere.

20362. Are there many Burman members of the Bar?—Not many.

20363. How many are there?—Perhaps about a dozen, but there may be more.

20364. Have you got pleaders also?—Yes.

20365. Is there a large number?—A very good number from India.

20366. I mean Burmese?—There is a fairly good number in the lower grades.

20367. I suppose they do not seek for Government appointment?—Not very many.

20368. They prefer the profession, finding that it pays them better?—Yes, they seem to be better off there, I think.

20369. With regard to house-rent being higher than it used to be, what would be the rent of a suitable house for a member of the Civil Service?—It is not possible to get any decent house for an officer of my standing or any officer of the Provincial Service at less than Rs. 120 or 150.

20370. (*Maung Ngwe Kaing.*) As regards leave you said just now that Burmese officials do not like to take frequent leave. Is that because they love serving all the time or because of the expense?—Partly on account of the expense, I think. It is a very difficult question to answer, as so much depends on the individual.

20371. I mean the majority of officers in the higher grades?—They are afraid of getting transfers, I believe.

20372. You do not think it is on account of the expense?—I think it is partly on account of expense.

(The witness withdrew.)

MAUNG PO THA, Merchant and Paddy Broker, Rangoon.

Written answers relating to the Indian Civil Service

20373. (13) If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons?—My opinion favours the retaining of the system of recruitment by open competitive examination in England and my opinion recommends the age-limits for candidates at such examination to be 27 years.

20374. (14) What in your opinion is the most suitable age at which junior civilians recruited in England should commence their official duties in India?—My opinion recommends the junior civilians recruited in England should commence their official duties in India at the age of 28 years.

20375. (15) What age-limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age-limits for Natives of India, and for other natural-born subjects of His Majesty?—My opinion does not recommend the differentiation between the age-limits for Natives of India and for other natural-born subjects of His Majesty.

5th February 1913.] MAUNG PO THA. [*continued.*

20376. (16) What alterations, if any, do you recommend in the authorized syllabus of subjects and marks prescribed for the open competitive examination?—My opinion recommends that more Oriental languages be added to the authorized syllabus of subjects prescribed for the open competitive examination and more liberal marks be allotted to such subjects.

20377. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—My opinion favours the system. My opinion strongly recommends that no differentiation in pay should exist between Indian Civil Service members and any other members holding listed posts.

20378. (29) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?—My opinion recommends that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service.

20379. (30) If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?—My opinion recommends one year to be the term of probation. It should be spent in England. It should be under the control of the retired able officers of the Province for which the probationers are recruited and who have spent their time in the country and who have thorough knowledge of the country and the people. There is to be no special course of study prescribed. The controlling officers could arrange what instructions should be given to the probationers and there should be no differentiation between the course of study for probationers who are Natives of India and the course for other natural-born subjects of His Majesty.

20380. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?—My opinion does not think it necessary.

20381. (34) Do you think it desirable that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—My opinion thinks it desirable that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of services under experienced hands. My opinion does not favour a special centre for such purpose.

20382. (45) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—My opinion recommends the abolition of the system of granting exchange compensation allowance, and this abolition should also apply to officers already employed.

20383. (46) If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?—My opinion recommends the abolition of exchange compensation allowance in the form of increased salaries, and this increase of salaries should also be granted to those members of the service who now draw no exchange compensation allowance.

20384. (47) Turning now to the case of the statutory civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the service?—My opinion strongly objects to the arrangement that officers of the Provincial Civil Services holding listed posts should draw only two-thirds of the pay drawn in the same posts by members of the Indian Civil Service. The former officers should draw the same pay and allowances as if they are members of the Indian Civil Service.

MAUNG PO THA called and examined (through an interpreter).

20385. (*Chairman.*) You are a merchant and head paddy-broker?—I am.

20386. Do you employ a large staff in your business?—Yes.

20387. Are they Burmans?—They are all Burmans.

20388. Any Europeans?—No.

20389. Are all the head clerks and supervisors in your business Burmans?—All Burmans.

20390. How many have you got on your staff?—About 70.

20391. Can you tell us what is the rate of salary of the head clerks?—It varies from Rs. 30 to Rs. 100 a month.

20392. (*Sir Murray Hammick.*) Why do you think that the Indian Civil Servants should come out here as old as 28 or 29?—The responsibility of the office they hold is very great and unless they are old enough they would not be able to discharge the work put upon them.

20393. Do you travel much in the interior?—I have travelled all over Burma.

20394. You say that you would like to see the Indian Civilian trained by a retired officer. From what you have seen do you think that the English Civilian who comes from England does not learn the ways of the people quickly enough or sufficiently?—I do not say that

the civilians do not know much about the affairs of people, but if my plan is adopted they will know more and it will be better for the administration.

20395. (*Mr. Sly.*) Do you think Indians could be employed suitably in the Provincial Civil Service of Burma?—There are many cases of Indians being appointed to the Provincial Civil Service. In my opinion the Burmans will not like to be governed by people other than Englishmen.

20396. (*Sir Theodore Morison.*) In your opinion are the salaries paid to the Provincial Civil Service officers sufficient, and can you tell us how they compare with the salaries which you pay to your employés of the same class?—The salaries of the officers in the Provincial Civil Service in my opinion are not sufficient to enable them to keep up their position as members of the Service.

20397. Are they paid lower than the people whom you employ, people of the same class doing responsible work?—There can be no comparison, because mine are menial servants while the officers in question are not menial but ministerial servants.

(The witness withdrew.)

MAUNG OGH, I.S.O., K.S.M., 1st grade, Extra Assistant Commissioner.

Written answers relating to the Provincial Civil Service.

20398. (1) Please refer to Government of India resolution No. 1046—1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable or have you any recommendations to make for their alteration?—The resolution is silent on the recruitment of the Provincial Civil Service from the Subordinate Civil Service. The supply for the requirements of the former may be drawn from other sources, but the latter is the mainspring from which the replenishment must come. The Provincial Civil Service having sprung from the Subordinate Civil Service owes its existence to the latter and the two must rise or fall together. Furthermore, the qualifications enunciated are not applicable to the members of the Subordinate Civil Service which has its own adaptations and restrictions. Once an officer has entered this Service, his admission to the one above it does not go beyond merit, ability, and the passing of the departmental examinations by the higher standard. Provision for recruitment at this direction may therefore be made with advantage. Apart from what has been noted, the conditions laid down in the resolution are generally suitable.

20399. (2) Please supply a copy of the Rules for the Recruitment of the Provincial Civil Service in force in your Province. Are these rules suitable, or have you any recommendations to make for their alteration?—The rules are admirably suited to the requirements of the Province and exigencies of the service and may be identified with a large-hearted and far-seeing policy, having been adapted by the late Head of the Government of Burma who possessed not only an intimate knowledge of, and vast and varied experience in, the Province but having been in touch with the people was eminently fitted to promote, and promoted, their best interests and welfare, which he had at heart. Moreover, they do not only fulfil the scope and spirit of the resolution of the Government of India but supply the omission indicated in answer to question (1), which is of the utmost moment to the service. Natives of Burma could therefore only plead for clemency and solicit that, except when necessitated by the exigencies of the service, the Provincial Civil Service may be treated as Burma's own for the reasons undermentioned, viz.:—(*i*) Burma is still young and saddled with multifarious needs. The consequence is that the Provincial Civil Service and the Subordinate Civil Service, especially the latter, are congested and promotion is necessarily slow. (*ii*) Natives of Burma have only a limited opening and the Provincial Civil Service is practically the plum. (*iii*) Financially Burma, so far as the indigenous races are concerned, is far behind other provinces and its financial development on a satisfactory footing in this direction is still distant. Finance, moreover, plays an important part nowadays in the pursuit after higher education, as it means heavy expenditure which not many Natives of Burma could afford to meet. This being so, they are not in position to contest with the more favoured sons of other nationalities for higher appointments, with the result that for the present and probably for many years more, their aspirations must be practically bounded by the limits of the Provincial Civil Service. They could not, however, do better than solicit that the matter may be left in the hands of the present Head of the Government of Burma—Burma is most fortunate in having a most worthy successor of the late Chief in him whose services are unique in the annals of Burma and who, like his predecessor, is not only admirably competent to promote the best interests of the service and people to the best advantage, but has their welfare deeply at heart.

20400. (6) What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend?—It would not be easy to draw a line between officers selected from the Subordinate Civil Service and those appointed direct on the score of affording satisfaction in the discharge of their duties, as selections by both methods, on the whole, have been happy and inefficiency or misconduct has been almost unknown. However, in view of the facts that (*i*) there is no examination for admission to the Provincial Civil Service, (*ii*) the duties in the inferior service are almost the same, and (*iii*) those selected from the Subordinate Civil Service being prepared from the outset to meet the responsibilities of the superior service are better fitted to give satisfactory results, preference may be given in this direction to the system of recruitment by promotion from the Subordinate Civil Service.

2. For direct appointment an open competitive examination is perhaps preferable, as it has a high reputation of being probably the fairest and best method of recruitment and well calculated to bring about "the survival of the fittest." However, as selections by examinations are mechanical and do not test qualities such as temper, judgment, discretion, probity, loyalty, etc., which are essential to the honour and integrity of, and success in, the service, they miss worthy, sure and solid men who, owing to their slow intellectual development, could not compete with their more receptive brothers whose abilities may not stand wear and hard active work. Nomination should therefore be retained. I would consequently recommend the allotment of a suitable percentage to nomination and of the rest to examination. The examination may, with salutary effect, be raised to a standard higher than the existing competitive examination for the Subordinate Civil Service, including physical test.

20401. (7) To what extent are nonresidents of the Province employed in your Provincial Civil Service? Do you consider that only residents of the Province should ordinarily be recruited?—(1) Non-residents are seldom appointed. Precise figures are not available. (2) Yes; only residents should be recruited.

20402. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?— (*i*) No. (*ii*) Yes, so far as the principal indigenous races—the Burmese, Karens and Talaings—are concerned. This object could be secured by nomination after consulting the elders of each community.

20403. (9) What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and, if not, what alterations do you recommend?—(*i*) (*a*) Training is confined to officers appointed on probation and probationers. The former are officers of Government transferred to the Provincial Civil Service and the latter outsiders. The former are ordinarily appointed as 6th grade Extra Assistant Commissioners, and the latter as Probationary Extra Assistant Commissioners on Rs. 250 per mensem. The period of probation applicable to both is two years, during which all departmental examinations must be passed by the higher standard. Failure in this is met by forfeiture of appointment. Promotion beyond the 6th grade during probation is not given. (*b*) When an officer has been appointed on probation, he is sent to the headquarters of a selected district where he undergoes training in the land record work and surveying for six weeks and in treasury for another six weeks. This seems sufficient for a fairly educated and intelligent officer. (*ii*) I am not prepared to state that the system is not satisfactory.

20404. (10) Is the existing system of departmental examinations suitable, and, if not, what changes do you recommend?—The existing system is applicable to Myooks, Extra Assistant Commissioners and Assistant Commissioners. My humble opinion is that these three classes of officers should have separate and different examinations. Those for the members of the Provincial Civil Service and the Assistant Commissioners may be on the same footing, but the examinations for the members of the Subordinate Civil Service should be easier.

20405. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—I am not prepared to suggest any change.

20406. (12) What is the system on which the strength of the $\frac{\text{Executive}}{\text{Judicial}}$ branch of your Provincial Civil Service is fixed? Do you consider it satisfactory, and, if not, what alterations do you recommend?—The Executive branch of the Provincial Civil Service has 111 cadre posts, 15 "Reserve for leave" and 3 "Reserve for training," and the Judicial branch 29 cadre posts. The system on which the strength of the service is fixed appears appropriate, except leave reserves which might be raised to 22* to avoid inconvenience to the Administration and members of the service.

20407. (13) In particular, is the leave reserve adequate, and the system on which it is graded suitable?—The leave reserve is not quite adequate for the Executive branch, and there is no provision under this head for that of the Judicial. The reserves in this respect may be fixed at 20 and 2, respectively.

20408. (14) Is there any reserve for officers under training, and is it adequate?—Yes, 3. I think the number adequate.

20409. (15) What is the annual rate of recruitment and how is it fixed? Has it worked well in practice and does it secure an even flow of promotion?—No annual rate of recruitment is fixed. It is effected as vacancies occur: a better course can hardly be followed under the circumstances.

20410. (16) To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?—(1) The system adopted in this direction is merit, ability and loyalty irrespective of seniority. This is enforced whenever a suitable opportunity offers. (2) It would be hard to improve on this system. I do not think any change in this respect is required.

20411. (17) Are you satisfied that under the existing system of promotion the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—(*i*) The service being congested, promotions are slow. This may be ameliorated by not granting extensions to officers who have reached the age-limit. (*ii*) So far as selection for higher appointments is concerned, as it is based on merit and ability combined with loyalty, it is all that can be desired.

* 20 for Executive branch.
2 for Judicial "

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20412. (18) To what extent are the Junctions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?—The functions of the Judicial branch are practically confined to trying criminal and civil cases. The Executive side, although relieved of civil work, has still to bear the brunt of criminal case work, and to a few of the posts allotted to the other branch are attached duties which belong to the executive sphere. These may be separated with salutary effect by distributing all work of trying criminal and civil cases and other duties connected therewith to the Judicial, and all the executive duties to the Executive branch.

20413. (19) Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to these posts suitable? If not, what alterations do you suggest?—(*i*) The number of listed posts is so small that it practically shuts out adequate aspirations, as $\frac{19}{20}$ of the members of the Provincial Civil Service must retire before there is an opening for them in that direction. (*ii*) In order that the appointments may admit of a suitable incentive an expansion to the extent of three times the present cadre may be made, viz.:—6 Deputy Commissioners: 6 District Judges: 3 Settlement Officers. Only then 1 in 10 may hope for promotion, which should prove a fairly sufficient inducement. (*ii*) The principle of proved merit and ability is strictly adhered to in making these appointments, and an advancement on that could hardly be made.

20414. (20) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?—I think the system is suitable.

20415. (21) Are you satisfied with the present designation "the Provincial Civil Service?"—Yes.

20416. (22) Do you accept as suitable the principle recommended by the Public Service Commiss on of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—My humble opinion is that salary should be regulated in accordance with the importance and responsibility of the post irrespective of local consideration, as if the desired qualifications are not available locally they must be sought for elsewhere.

20417. (23) Please give full information regarding the rates of pay and the number of posts in each of the main grades of the Provincial Civil Service authorized on the 1st April of each of the following years:—1890, 1900, and 1912. When was the last general reorganization effected, and what improvement of prospects was effected thereby?—In 1909 improvements in pay were effected. The strength of the cadre was raised from 37 in 1882 to 129 in 1909.

20418. (24) Are the existing rates of pay and grading in the Provincial Civil Service of your Province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend? Not quite. Raising the maximum pay to Rs. 1,000 would, I am of opinion, secure desired qualifications.

20419. (25) Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?—The Provincial Civil Service is peculiar in this direction. As in the sister services and even in ministerial appointments this is done, I would recommend its being adopted with regard to this service.

20420. (26) What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?—Time-scale of salary would be more attractive as it would benefit the incumbent while in the same grade and his situation would be ameliorated if he has to wait long for promotion, which is a rule at present. I would, however, confine this to the lower grades.

20421. (27) As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?—Separate time-scale is not necessary for the lower grades of the Provincial Civil Service, as they are only three in number, the 4th, 5th and 6th.

20422. (28) What is your experience of the practical working of time-scales of pay in other Indian Services?—As far as my knowledge goes they work smoothly. I have not heard of any complaint as to their not being suited.

20423. (29) If you recommend any kind of time-scale of pay, please describe the scheme that you propose and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances and other matters of importance? How do you propose to apply such time-scales in provinces where the scale of pay of the Executive and Judicial branches of the service is different?—The time-scale that I recommend would be as noted under:—

Grade.	Pay.	
	Minimum.	Maximum.
	Rs.	Rs.
First	1,000	1,000
Second	900	900
Third ...	800	800
Fourth	625—25	700
Fifth	525—25	600
Sixth	425—25	500

The increments may be given yearly allowing three years for probable promotion. Promotion to superior grades may be made irrespective of increments, and where the scale of pay is different increments may be adjusted proportionately, charge allowances being treated similarly.

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20424. (30) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—Deeply grateful as the service is for this great favour, it will be more thankful if the pay attached to these posts commands the same position as enjoyed by the Indian Civil Service. The posts of Deputy Commissioners and District Judges would then merge in their respective places for the Indian Civil Service so far as salary is concerned. As regards the appointments of Settlement Officers, they may be allowed to be on the same footing as District Judgeships.

20425. (31) Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15 or 20 years ago? If so, to what is this due?—As a rule members of the Provincial Civil Service do not take much leave. The main reasons are that the expenses for removal are great and they are liable to be posted to new places on return to duty, and, moreover, while on leave, their household expenditure, in the majority of cases, is often even more than while on duty owing to their having no houses of their own, and during leave their allowances are on the whole half of their salaries. The tendency is therefore to work out the whole period for pension and then retire.

20426. (32) Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—Privilege leave is practically the only leave permissible on full pay and may be accumulated only to the extent of three months. The majority of the members of the Provincial Civil Service are non-residents of the places where they are stationed. Consequently they have no houses of their own to fall back on, with the result that knowing that the greater part of the leave would be taken up in shifting they are not keen on availing themselves of it. If a longer period, say about six months, may be allowed to accumulate, they would be more willing to take it.

20427. (33) Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—(*i*) The first portion of this question is covered by the answer to question (81). (*ii*) The period of furlough allowed is not excessive.

20428. (34) Do you consider that the rates of furlough allowances are suitable?—I would answer this question in the affirmative.

20429. (35) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?—Yes.

20430. (36) Have you any recommendations to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—(*i*) No. (*ii*) My answer to the second portion of this question is in the affirmative.

20431. (37) Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the Administration, and, if so, what; and what remedy do you suggest?—I am of opinion that they do to a certain extent, as the granting of leave and return to duty often necessitate readjustment and rearrangement. The only remedy feasible seems to be to provide more reserves for leave.

20432. (38) In particular, are they a contributory cause of excessive transfers of officers, and, if so, how can this difficulty be met?—Yes, to some extent. The same remedy as already noted under question (37), the increase of reserves for leave.

20433. (39) Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service, and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?—One or two. (*i*) The inability to take leave on medical certificate after privilege leave without commuting the latter into one of the same nature as the former. This means that half of three months' pay must be refunded because the officer who takes leave falls ill during or at the expiration of the privilege leave. The remedy is to drop the necessity of such commutation. (*ii*) Subsidiary leave to admit of some convenience for returning to duty being denied to most of the members of the Provincial Civil Service. This may be met by the rules in force relating to such leave being made applicable to all without exception. The existing differences between the leave rules alluded to may be discontinued with advantage.

20434. (40) Is the present system of superannuation pensions satisfactory in the interests both of the Government and the members of the Provincial Civil Service?—Fairly satisfactory, but there seems to be room for improvement. The raising of the maximum of pension earned by a meritorious member of the service to Rs. 5,000 a year would lighten his latter days to a considerable extent and make the service more popular.

20435. (41) Have you any suggestions to make in favour of any modifications in its detailed working, and, if so, what, and for what reasons?—The taking of three years' average as a basis for pension seems rather hard for those who reach the grade in which they must retire just before retirement or less than three years to age-limit. For these to qualify for a full pension extensions must be granted, which is undesirable. On the other hand, if they are made to take pension on reaching 55 years, they would not be entitled to a full pension. This being so, if this period is reduced to one year, it would have a salutary effect by enabling such to retire soon, thus affording more openings for those below.

20436. (42) Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient, but whom it may be

difficult to retire without some provision for their subsistence? If so, what do you suggest?—Inefficiency should be discovered before an officer has served five years. If within that period he is found unfit he should be got rid of with a gratuity or proportionate reduced pension. After that duration, if inefficiency is the only fault against him, stopping his promotion is punishment enough for him. So unless misconduct is added to his failing, a further punishment of reduction of his pension would be too severe He may, therefore, be allowed to serve the full period for pension and obtain the full amount of pension in the grade where his advancement had to be stopped.

20437. (43) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?—They are debarred from pension amounting to Rs. 6,000, which is admissible only to heads of departments. If they are chosen officers of merit and ability, they may be permitted to enjoy pension up to that amount.

20438. (44) Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?—On the whole satisfactory; only officers reaching age-limit should not be permitted to serve longer as that blocks promotion seriously.

20439. (45) To what extent do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund, or to other official or officially recognised fund? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?—Time not sufficient to make inquiry on this point, but, as far as I know, a fair percentage have availed themselves of this advantage. Further facilities do not seem necessary in this direction.

20440. (46) Are you satisfied with the existing organization of the Provincial Civil Service?—On the whole, yes.

MAUNG OGH called and examined

20441. (*Chairman.*)—You are a 1st grade Extra Assistant Commissioner?—I am.

20442. And a member of the Provincial Civil Service?—Yes.

20443. Were you recruited for that Service?—First of all I was nominated for the Subordinate Judicial Service for a special appointment, because Karen township was formed at the time and I am a Karen myself. After six years' service I was promoted to the Provincial Civil Service. At that time the present form was not in existence. I was an Extra Assistant Commissioner of the 6th grade, and it was not known as the Provincial Civil Service at that time.

20444. You went through the various grades in the Subordinate Civil Service?—I was appointed to the 2nd grade and from there I rose to the 1st grade and then to the Pr vincial Civil Service?

20445. How many years have you been in the Provincial Civil Service?—Twenty-three years.

20446. What salary do you get now in the 1st grade?—Rupees 800.

20447. What work are you doing?—I am now on special duty verifying stamps. Before that I was Head-quarters Assistant at Pegu. There I was Special Power Magistrate, Income-tax Collector, Collector under the Stamp Act, etc., and I was in charge of the Record-room and of the Currency and other offices.

20448. In answer to question (2) you say that the Provincial Service men should be recruited from Burma alone, whereas in your answer to question (7) you say that non-residents are seldom appointed to the Provincial Civil Service?—I mean not indigenous races, Anglo-Indians and Europeans. The Provincial Service, in accordance with the reasons given by me, should in my humble opinion be confined to Burma and the indigenous races, especially the principal races, the Burmans, the Karens and the Talaings.

20449. Are you anxious to see an increase of Burmans in the Provincial Civil Service?—Yes.

20450. Do you think there is a fair number of Burmans in the Subordinate Civil Service to-day who would be qualified to discharge the duties of officers in the Provincial Civil Service?—I think so, because there has been some advance in education in Burma now, and I think they cope with the work. Promotion from that Service I think is better on the score of their being prepared to cope with the work for the superior Service better than those from outside.

20451. You are anxious to see a proportion recruited from the Subordinate Civil Service to the Provincial Civil Service and you would also like to see an examination?—Yes.

20452. Coupled with nomination?—Yes.

20453. What proportion would you like to see from these Services?—I would leave that to the Government.

20454. The proportion now recruited from the Subordinate Service is between 50 and 60 per cent., is it not?—About that.

20455. Would you suggest an increase on that or leave the remaining 40 per cent. for direct recruitment?—I think it would be better to leave it to Government.

20456. In answer to question (8) you say that all classes and communities are not duly represented in the Civil Service. Which of the communities are you thinking of?—The three indigenous races, Burmans, Karens and Talaings.

20457. You would like to see each of those represented?—I should like to see that.

20458. Are they all of the same religion?—Not all. The greater portion of the Karens are Christians and the rest I understand are Buddhists. Some Talaings are Christians, but the proportion is very small among the Talaings and Burmans. The proportion of course among the Karens is greater.

20459. You think that by nomination, after consulting the elders of each community, this object would be realized?—I think so.

20460. You consider that the leave reserve is inadequate?—I think it is inadequate.

20461. What experience have you had yourself?—When I was Head-quarters Assistant at Pegu I applied for leave and had to wait for nearly six months.

20462. To what do you attribute the delay?—To the want of officers.

20463. You mean that it is necessary to have an increase of leave reserve?—Yes.

20464. Would you say that many other officers have had a similar experience?—Two or three whom I know of. One had to wait, I think, about a year.

20465. In answer to question (18) you say that the work of the judicial and executive officers overlaps; can you tell me in what respect their duties overlap?—The Judicial Extra Assistant Commissioners appointed to be Head-quarters Assistants have to perform executive duties as well as judicial. and executive officers have to try criminal cases, although they are doing executive work. These two services I think should be separate in their functions.

20466. You would like to see the whole of the judicial work given to the judicial officer?—Yes. As far as my experience goes, the Deputy Commissioner is always overworked, and he is the head of the district and judicial officers are under him. The judicial officers are also subordinate to the District Judge. All the appeals from third and second class Magistrates are heard either by the District Magistrate or by the senior Magistrate, that is to say, the Special Power Magistrate at Pegu. I should like therefore to see these separated.

20467. Do you think that could be done without any undue dislocation and without the necessity of appointing any fresh officers?—I think more officers are wanted.

20468. Do you think the officers now are overburdened with work?—I do not think so.

20469. Although the officers are not overworked, this suggestion of yours would necessitate a larger staff. You would be obliged to have an extra judicial officer to take the work over, would you not?—Yes; they try civil cases now, and I think that is sufficient for the judicial side.

20470. You suggest the criminal work should be handed over also?—Yes, and that requires an extra staff.

20471. Would that be the same all over the country?—I think so.

20472. Have you considered what the increase would necessitate?—No; I thought that was a foregone conclusion.

20473. It is rather from the point of view of uniformity that you would like to see the change, is it not?—I should prefer it.

20474. Would you explain the nature of the time-scale that you recommend in your answer to question (29)?—Increments should be given allowing three years for probable promotion. While waiting for promotion they will not be debarred from getting more pay.

20475. Up to Rs. 1,000?—Rupees 1,000; the first and second require no time-scale.

20476. They would rise in the third year to Rs. 700?—Yes.

20477. Then in answer to question (40) you ask for a minimum pension of Rs. 5,000 for the Service generally. What is the present limit?—The present limit, so far as the Provincial Service is concerned, is Rs 4,800.

20478. You would like a maximum pension of Rs. 5,000?—Yes.

20479. (*Lord Ronaldshay.*) I just want to clear up a little difficulty with regard to the proportion of men in the Provincial Service who have been recruited by promotion from the Subordinate Service. I understand you told the Chairman it was between 50 and 60 per cent.?—It is about that, but I have not worked out the figures.

20480. I do not think that is correct, because between the years 1901 and 1910 I understand 104 officers were promoted from the Subordinate Service and 44 were appointed by direct recruitment? That is about 70 per cent. recruited from the Subordinate Service. Between the years 1901 and 1910, that is to say, before the new rules came into force, 104 Subordinate officers were promoted to the Provincial Civil Service. Is that right?—Yes.

20481. That shows that 70 per cent. of the recruits to the Provincial Civil Service during those years came from the Subordinate Service. In 1910 I understand new rules came into force, and since that year there have been 25 promotions from the Subordinate Service?—Yes.

20482. And 12 direct recruitments?—I have not got the figures here.

20483. That is probably correct and that shows slightly less than 70 per cent., but on the whole the average number of Burmans from the Subordinate Service has been very nearly 70 per cent.?—Yes.

20484. I only wanted to make that clear, because in your answer to the Chairman I understood you to say it was between 50 and 60 per cent. With regard to your answer to question (17) you say that so far as selection for the higher appointments is concerned, as it is based on merit and ability, combined with loyalty, it is all that can be desired. I want to ask you who decides upon the merits of these men?—The heads of departments, such as Commissioners and Inspectors-General.

20485. Is that system accepted as generally satisfactory by the members of the Provincial Civil Service?—I think so, so far as my knowledge goes.

20486. You have not come across members of the service who have complained that favouritism has been exercised in making these appointments?—No.

20487. (*Mr. Sly.*) Can you tell us what sort of recruit is obtained for the Subordinate Civil Service? They are admitted by examinations now largely, are they not?—By competitive examination to a certain extent and by nomination as well.

20488. To the Subordinate Civil Service?—Yes. Four are nominated each year.

20489. Does that Service attract the best Burman youths, or only the second best?—I think only the inferior quality.

20490. What profession attracts the best quality of Burman youths?—I think they generally take to the Bar.

20491. Is the Bar more popular than Government Service?—At present it seems so.

5th February 1913.] MAUNG OGH. [*concluded.*

20492. There are a certain number of of direct appointments made to the Provincial Civil service. Do they attract the best Burmans?—I think they should.

20493. But do they: does the best Burman student who comes out of college desire to enter Government service in the Provincial Civil Service, or does he think he can do better at the Bar or in other private pursuits?—He prefers what he calls independent work. It may be independent or not, but he prefers to work outside.

20494. Outside Government?—Yes. I confine to the Provincial Civil Service, including of course the Subordinate Civil Service.

20495. Then the present Service is not attracting the best Burmans who are available in the country?—That is my opinion.

20496. In answer to question (19) you have suggested an increase in the number of listed posts, up to 6 Deputy Commissioners, 6 District Judges and 3 Settlement Officers. Is that in addition to the present number?—That is including the present number.

20497. And you consider it necessary that the Provincial Service should have so many posts listed?—Yes.

20498. (*Mr. Madge.*) Do you object to Anglo-Indians who are resident in Burma being appointed to the Provincial Civil Service?—My answer is in that direction. I want it to be confined to the indigenous races, not for racial or personal reasons, but owing to the backwardness of the Province. I have given reasons in my answers and I do not think I can add to them.

20499. So long as the Government thinks it necessary to appoint Europeans to the Provinces, would you include Anglo-Indians among Europeans?—I would.

20500. Do you object to the title "Provincial" for the Service?—I have no objection.

20501. None whatever?—No; it is simply a name.

20502. It is a name, but there is an opinion that since this name was imposed on the Service it has not faired as well as the old Uncovenanted Service in regard to promotions to higher appointments. But you do not think so?—I do not think so.

20503. (*Sir Murray Hammick.*) Is a well-to-do Burman likely to send his sons into the Government service as Provincial Service officers?—I think so.

20504. He considers it an honourable service and would be proud of having a son in it?—Yes, that is the common feeling.

20505. You would like to keep the Provincial Civil Service more to persons born in Burma?—Yes.

20506. You do not want to see outsiders, whether Englishmen or others, coming in?—That is my opinion.

20507. You would like to keep it for people actually born here?—Yes.

20508. And as regards those people you would not make any distinction between Indians, Muhammadans or Burmans?—I should like it to be confined only to the indigenous races as I have explained. Without any disparagement of any other nationalities I should say that fellow-feeling goes a great way.

(The witness withdrew.)

(Adjourned till to-morrow at 10-30.)

At Rangoon.

Thursday, 6th February 1913.

NINETEENTH DAY.

PRESENT:

THE RIGHT HON. THE LORD ISLINGTON, K.C.M.G., D.S.O. (*Chairman*).

THE EARL OF RONALDSHAY, M.P.
SIR MURRAY HAMMICK, K.C.S.I., C.I.E.
SIR THEODORE MORISON, K.C.I.E.
MAHADEV BHASKAR CHAUBAL, ESQ., C.S.I.
ABDUR RAHIM, ESQ.
GOPAL KRISHNA GOKHALE, ESQ., C.I.E.
WALTER CULLEY MADGE, ESQ., C.I.E.
FRANK GEORGE SLY, ESQ., C.S.I.
JAMES RAMSAY MACDONALD, ESQ., M.P.

And the following Assistant Commissioners:—

HERBERT THOMPSON, ESQ., C.S.I., I.C.S., Officiating Financial Commissioner, Burma.
MAUNG NGWE KAING, K.S.M., A.T.M. (Subdivisional Officer, Pyapon Kyaiklat).
MAUNG KYAW NYEIN, K.S.M., A.T.M. (Additional Judge, Henzada District Court, and Senior Magistrate).

M. S. D. BUTLER, ESQ., C.V.O., C.I.E. (*Joint Secretary*).

HENRY SULIVAN HARTNOLL, ESQ., I.C.S., Judge, Chief Court, Lower Burma.

Written answers relating to the Indian Civil Service.

20508. (1) What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—I think that the present system of recruitment does not provide sufficient safeguards so as to ensure that the right class of man is secured in all cases. We want men with brains, but not merely men who can pass examinations and who have not those traits of character that go to make up a good administrator in India. Strength of mind, capacity for leadership and to command respect, courteousness, tact, capacity to win the affections of the people, and other like traits that an administrator should have, are very important—perhaps equally as important as brains. This is where, in my opinion, in instances the present system fails.

20509. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—My answer to question (1) answers the first part of this question. An alteration is required so as to enable the question of character to receive full consideration. I do not think that the competitive examination should be abolished. A system of mere selection or nomination might not be satisfactory, as the danger of nepotism has to be guarded against and as men without the requisite brains might be admitted. I would have a combined system of nomination and examination.

20510. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—The present system cannot be said to be equally suitable for the admission of Natives of India and of other than those domiciled in England, as the examination is held in England and obviously many fewer Natives of India can compete than if the examination was held in India. I have no experience of how Natives of India in the Civil Service acquit themselves—no practical experience of any value—for I have served all my time in Burma; but knowledge gained from different sources leads me to suggest no alteration in the place of the examination. I am not satisfied that the right class of Natives of India are obtained by competitive examination. Not only character, but caste and age, are factors that cannot be disregarded. The people must like men of suitable caste and age to govern them, and the question arises whether vacancies could not be better filled by selecting men of proved merit and ability. Here in Burma conditions are not ripe for Burmans to any extent to hold posts reserved for the Civil Service, and the employment of Indians other than Burmans is most unsuitable, as they are looked down on and do not command the respect of Burmans.

20511. (4) Further, is any differentiation desirable between other classes of natural-born subjects of His Majesty?—I do not think any such differentiation desirable.

20512. (5) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for

the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—From what I have heard and gathered, the combination is not to the advantage of Indian interests. Many good men, who might have come to India if the examination was for the Indian Civil Service only, take Home appointments; at least so I have heard the tendency is.

20513. (6) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles:—(*a*) Selection by head masters of schools approved or otherwise; (*b*) selection by authorities in Universities approved or otherwise; (*c*) nomination by head masters or University authorities and selection under the orders of the Secretary of State; (*d*) combined nomination and examination; (*e*) any other method?—I propose combined nomination, selection by a committee under the orders of the Secretary of State and then a competitive examination of those selected. The committee should obtain from not only the last masters and tutors of the nominee, but from those who have had his educational upbringing, his history and traits of character, the more especially such traits as I have referred to in my answer to the first question. Masters and authorities reporting on boys and men should be asked to give instances of conduct that show character, and they might be bound by affirmation to answer truly and sincerely whether each applicant possesses the requisite traits of character to make a good administrator or not.

20514. (7) What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?—I do not agree to such a proposal, and one important reason seems to me to be that it would tend to let in an undue proportion of Indians. It must not be forgotten that we are the paramount power, and, in order to efficiently govern the country, present conditions are such that for good government we should have a preponderance in the important posts in the country. The matter is one of the highest policy; but I for one would have the gravest misgivings for the happiness of India itself and for English interests, if there were a preponderance of Indians in the high administrative posts under present conditions.

20515. (8) Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's dominions?—No.

20516. (9) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If so, what proportion do you recommend?—I am against such a proposal, as I think that in those provinces that are ripe for it a proportion of the higher posts can be much better filled by selection of men of proved merit and ability, and of suitable age—an age that would command respect. Indians just leaving college cannot be expected to command the respect of older men. As regards Burma, as I have said before, the province is hardly ripe for Burmans to hold posts generally held by Indian civilians. The experiment is being tried now, and the present orders as to the number of posts thrown open are sufficient. It must not be forgotten that, exclusive of Tenasserim and Arakan, Lower Burma was only annexed in 1852 and Upper Burma in 1886—short periods—and the standard under Burmese *régime* was entirely different to the standard required to-day of a high official.

20517. (10) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, please describe fully what system you would recommend. In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?—I have already given my views. I would prefer filling some of the higher posts by men of proved merit and ability. My service has all been in Burma, and, as I have said, Burma is hardly ripe for the higher posts to be held to any extent by Burmans, and, as regards Indians other than Burmans, their employment is unsuitable, as they are looked down on and do not command the respect of Burmans as far as my experience goes.

20518. (11) If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India" in India, do you consider that "Natives of India" should still be eligible for appointment in England, or would you restrict that right to other natural-born subjects of His Majesty?—Yes.

20519. (12) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services. If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?—If it is decided to have such a system of selection in India for young men who are "Natives of India," I think it should be supplementary to the present system of promoting to listed posts officers of the Provincial Civil Services. A certain proportion in provinces ripe for it might be fixed for both systems to be worked up to.

20520. (13) Do you recommend any separate method of recruitment for the Judicial branch of the Indian Civil Service?—No.

20521. Are you satisfied with the present definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Viet., c. 3), as including "any person born and domiciled within the dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of unmixed European and Indian descent, or of unmixed European descent?—Yes.

20522. (15) If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to attract candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?—I think that the age should be fixed so as to attract candidates who have completed a University course: characters are more fixed then. I would say 21—23 years on 1st January. These years would catch men taking their degrees when 21 and 22.

20523. (17) What is your opinion regarding the suitability of the recent recruits to the Indian Civil Service?—As I have been a Judge of the Chief Court for so long, I have not seen much of the work of recent young civilians. I have already remarked that I do not think character receives sufficient attention in selections.

20524. (18) What is the most suitable age at which junior civilians should arrive in India?—I would give two years' probation and let them arrive at 23 to 25 years of age.

20525. (19) What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age-limits for "Natives of India," and for other natural-born subjects of His Majesty?—I think the same age as I have fixed for Englishmen. This age would give time for the acquisition of a degree and for development of character. I would have the same age for all.

20526. (20) On what principle should the subjects for the open competitive examination be fixed? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that "the examination should be of such a nature that no candidate who may fail shall, to whatever calling he may devote himself, have any reason to regret the time and labour which he had spent in preparing himself to be examined," and that the object should be to secure, not specialists in any particular subject that may be useful in a subsequent Indian career, but the ordinary well-educated young man of the period?—I agree in the principle laid down.

20527. (21) Please examine the table in Appendix I to these questions, which shows the various phases of the authorized syllabus of the open competitive examination, and state what changes, if any, are, in your opinion, desirable, differentiating between the cases of candidates (*a*) of school-leaving age, and (*b*) of University-leaving age?—I have no changes to suggest.

20528. (22) Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates?—I do not think so.

20529. (23) Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons? Please state in detail what alterations (if any) you recommend in the Schedule of the Indian Civil Service Act of 1861 (24 & 25 Viet., c. 54). Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 & 25 Viet., c. 54) and of the Government of India Act, 1870 (33 Viet., c. 3), reproduced as Appendices II and III to these questions.]?—(*i*) Yes. The matter is one of high policy. As long as England is the ruling power, I think that under present conditions there should be a preponderance of Englishmen in the higher posts. I personally would have the gravest misgivings for the happiness of India and for English interests if it were otherwise. (*ii*) I have no alterations to suggest.

20530. (24) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil administration? If so, to what *proportion* of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might under present conditions, properly be admitted?—(*i*) Yes. (*ii*) I am unable to answer for India other than Burma, as I have never served there. For Burma I have already given my views.

20531. (25) Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Viet., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 & 25 Viet., c. 54)? Do you recommend any alterations in this system, and, if so, what?—As I have said, I have no experience of India other than Burma; but I favour the special arrangement in India. There has been no Burman who has passed the competitive examination, and I do not think the employment of Indians other than Burmans suitable in Burma for the reasons I have given.

20532. (28) Do you consider that the old system of appointment of "statutory civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend?—I understand that the Government of India Act, 1870 (33 Viet., c. 3) is the statute referred to, and I have already given my views if this is so.

20533. (29) What experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your province? Please distinguish in your reply between (*a*) military officers, and (*b*) others; and give details of the latter?—I have had a good deal of such experience. The last quarterly Civil List shows 49 such officers, of whom 36 are military and 13 others.

20534. (30) Have such officers proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility? Has it been possible and expedient to employ them in all branches of the administration, whether on executive or judicial duties?—Some of such officers are amongst the best we have, and on the average they are as efficient as the covenanted civilians. They are more suited, as a rule, for executive than judicial posts, the

more especially as regards the work of a Civil Court.

20535. (31) If the system of recruiting military officers in India has been stopped, or has never existed in your province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent should it be adopted?—It has not been stopped in Burma.

20536. (32) Do you consider that such a system should be restricted to the recruitment of military officers or extended to the recruitment of selected officers from other Indian services?—I think that it might well be extended to other services to a limited extent, the greatest care to be taken in selection.

20537. (36) Has the power to fill one-quarter of the listed posts with "Natives of India" other than members of the Provincial Civil Service or Statutory Civilians been ordinarily and regularly exercised? If not, can you give the reasons for this, and do you think it advisable that the power should be utilised and in what directions?—No. I have already given my views on the latter part of the question.

20538. (38) Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why?—Yes.

20539. (43) What is your experience of the results of the existing system under which successful candidates in the open competitive examination are required to undergo a probationer's course of instruction in England? Do you recommend the continuance or abolition of this system?—I consider the system a good one and advocate its continuance.

20540. (44) What should be the duration of the probationer's course in England (*a*) under the present system of the open competitive examination, (*b*) under any modification of that system recommended by you?—Two years in my opinion.

20541. (45) Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?—Yes, and at a resident University where they are under discipline and control, and belong to a body of men with whom they must live and along with whom their characters will or should develope to advantage.

20542. (46) If so, do you advise the selection of one or more Universities for this purpose and for what reasons?—I would give the selection of the large resident Universities but especially Oxford and Cambridge.

20543. (47) Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend?—Yes. I think that £150 for each year and a passage to India and £50 for an outfit would be suitable. If a candidate failed to pass out, he or his sureties should refund allowances received as long as his failure was due to circumstances within his control.

20544. (49) Would it, in your opinion, be desirable to establish a separate institution in England for this purpose; and, if so, under what conditions?—No. I think it better for men to be at a resident University.

20545. (50) If a probationer's course is continued in England, do you accept the principle laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education and that their future studies should be such as have a special tendency to fit them for their calling? Does your answer apply equally to candidates who pass the open competitive examination after leaving school and to those who do so after completing a University course?—Yes.

20546. (51) Please examine the statement printed as Appendix VI to these questions showing the courses of studies prescribed for probationers in 1891 and 1912, and state what alterations (if any) you desire to recommend in the present course (*a*) under the existing system of the open competitive examination, and (*b*) under any modification of that system recommended by you?—I favour the two-years' course. I would add Buddhist law for Burma probationers instead of Hindu law. The cases under Hindu law in Burma are exceedingly few. I think that cases should be reported, but the syllabus is a little too extensive and might be curtailed.

20547. (52) In particular, please state your opinion as to the desirability during the period of probation of (*i*) compulsory attendance at Law Courts in England and reporting of cases; (*ii*) the teaching of Indian law in addition to the general principles of jurisprudence; (*iii*) the teaching of the grammar and text-books of Indian languages with or without any attempt at colloquial instruction; (*iv*) the teaching of (*a*) Indian Geography, (*b*) Political Economy, (*c*) Accounts?—(*i*) I consider cases should be reported, but the syllabus might be curtailed as it is very extensive; (*ii*) Indian law should be taught and Buddhist law for Burma probationers; (*iii*) it is advisable to teach the grammar and text-books of the Indian language even if there is no colloquial instruction. If such (*i.e.*, colloquial instruction) could be arranged it would be advisable; (*iv*) a knowledge of Indian Geography, Political Economy and Accounts is very useful.

20548. (53) Do you consider that the probationers' course of instruction can best be spent in England or in India?—In England at a resident University with other men developing manhood.

20549. (54) What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?—I do not regard such a proposal with favour. Before a man joins his appointment let him have as thorough an English training in an English climate as possible.

20550. (55) What is your opinion of a proposal that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—I do not favour it.

20551. (56) In the report of the Treasury Committee appointed to consider the organisation of Oriental studies in London (1909), the view is taken that the preliminary training in oriental languages and in law required by probationers can be given better in England than in India, because of the difficulties which junior Civilians would experience in learning these subjects in India, the lack of good teachers in Indian district head-quarters, the difficulty of even good Indian teachers appreciating the European student's point of view, and the difficulty of arduous study in a tropical climate. Do you consider that these objections could be met by a suitable scheme of instruction in India?—No; it is much better in my opinion to spend the probationary period in England.

20552. (58) In particular, if a period of probation is recommended for such officers, do you advise that it should be passed in England or in India?—All Indians should, I think, be trained with the others in England.

20553. (59) Do you consider that any differentiation is necessary during the period of probation between the course of study for probationers who are "Natives of India" and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend?—No, except perhaps as to the language. An Indian probationer might know the Indian language prescribed.

20554. Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—Yes. The Burma rules are, I think, particularly suitable.

20555. (61) Is the existing system of departmental examinations suitable, and if not what change do you recommend?—Yes.

20556. (62) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and if not, how could this best be remedied?—This is a difficult question to answer, the more especially as I have now been a Judge for six years and I have not come much into contact with District Officers. I doubt if there has, on the whole, been much change, and, as a rule, in Burma civilians get a sufficiently good working knowledge of the language.

20557. (63) Do you recommend any changes in the rules for the encouragement of the study of Oriental languages; and if so, what changes?—No.

20558. (64) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial branch. In particular, do you favour a system of granting study leave to Europe; and if so, what course of study (course for a call to the Bar, reading in barristers' chambers or other), and what conditions do you propose?—I do not think that steps are necessary. Judicial officers, if capable, acquire a good working knowledge of the law. I was called to the Bar during my furlough without any special leave and others can do the same if they wish. I think Government might pay the calling fees.

20559. (65) Do you recommend any special course of study in law in India for officers selected for the Judicial branch?—No; they have to pass or have passed, I should say, their departmental examinations.

20560. (66) Do you recommend any special training in subordinate judicial posts for officers selected for the Judicial branch?—No.

20561. Do you recommend any system for encouraging the higher study of law analogous to the rules for the encouragement of the study of Oriental languages?—I do not think it necessary.

20562. (68) Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty?—I do not think so.

20563. (70) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals?—No, except as to the language.

20564. (72) The present theory underlying the conditions of service in the Indian Civil Service is that (*a*) the members of the service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones, and (*b*) that they should, throughout the whole period of their service, have sufficient salaries and sufficiently responsible duties. To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem* is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?—I accept the system and consider the period of eight years suitable.

20565. (73) It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior posts," and should be drawing pay at rates above that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?—The arrangement seems to be suitable.

20566. (87) Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the

compulsory retirement of inefficient officers?—I think that the matter of the compulsory retirement of inefficient officers requires attention. The Local Government might in such cases appoint a strong committee of senior officers to consider such cases and report to it. Where there is a consensus of opinion of senior officers, the hands of the Local Government would be materially strengthened.

20567. (88) To what extent are the functions of the officers of the Executive and Judicial branches of the Indian Civil Service differentiated? Is any change desirable; and, if so, in what directions?—Since the formation of the Judicial branch, where it is in force, there has been great differentiation. It is difficult to think out what further changes are desirable. As they become apparent, they will no doubt be made if found desirable.

20568. (89) Have you any other suggestions to make under this head which are not covered by your answers to the above questions and to the questions under the heads relating to salary, leave and pension?—I have no further remarks to offer.

20569. (92) Are the present rates of pay and grading suitable? If not, what alterations do you recommend?—Burma is, I believe, admittedly a more expensive country than India and therefore deserves favourable treatment. As regards the pay of the Judges of my own Court, considering that, in addition to the general expense of Burma, Rangoon has its own additional heavy expenses and we do the same work as the High Courts, I think that we might be paid on the same scale. I write this with deference as I am personally affected. Looking at the scale for other provinces, I consider that Commissioners of Divisions might receive Rs. 3,000 a month and that Divisional and District Judges might be as well paid as those in other provinces. Also considering the extra expense of Burma it is a question whether Deputy Commissioners might not be paid on the scale provided in Madras; but from a comparison of the figures there does not seem to be so strong a case made out for them as for Divisional and District Judges.

20570. (93) If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts or to both?—I do not know that there is or has been any general dissatisfaction; but now that the salaries of the different provinces have been tabulated and compared it does not seem equitable that a notoriously expensive province as compared with others should have its officers paid on a lower scale than those of other provinces.

20571. (94) Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on this score exist in your province, and if so, what?—I think that there might be some such form of levelling-up for Burma as I have described without going into any general scheme of uniformity of payment. Also from time to time one hears adverse comments on the financial conditions and prospects of officers serving in Burma as compared with those serving in India. Friends and acquaintances sometimes bring very forcibly to one's mind the expense of Burma as compared with other parts, and such conversations make men naturally think.

20572. (95) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—As far as I remember, the exchange compensation allowance system was introduced to partially compensate men, who have remittances to make to England and who have to buy European things, for the loss incurred on exchange. When the rupee was worth two shillings there were ten to the sovereign and so Rs. 3,000 a month meant £300. Now at 1*s.* 4*d.* per rupee Rs. 3,000 means £200. So the difference in sterling of salary is £1,200 a year. For men with families and heavy home expenses, or men who have saved money and wish to send it to England, this change is very serious, and such a loss cannot tend to make the service attractive when it is considered. My exchange compensation is Rs. 138-14-3, and I believe that this is the maximum. So the loss owing to the fall in exchange is only made up to me in a very small way. I think that eligibility for it should depend on nationality or domicile considering the reasons for which it was established, and I would not abolish it. I would also continue it so as to continue to make the service as attractive as possible to future applicants. The same reasons do not apply to those domiciled in India. The allowance is clearly one to meet expenses that those domiciled in India need not have.

20573. (96) If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?—As the system was designed to meet a grievance of Englishmen domiciled in England and a grievance that does not apply in a like degree to those domiciled in India, I think that a case is made out in this connexion in favour of the Englishmen domiciled in England. Indeed it tends to equalize the emoluments of those domiciled in England and those domiciled in India, for the latter to a large extent have not such necessary expenses to meet.

20574. (97) How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience and have you any suggestion to make on the subject?—The system seems to work well enough and I have nothing to say against it.

20575. (98) How is the system of officiating grade promotions, where there is no change of duties, actually worked? Is the system convenient in the interests both of the Government and of the officers of the service? Have you any recommendations to make for its alteration?—(*a*) By a notification in the Gazette and intimation to the Accountant-General as far as I know. (*b*) and (*c*). It seems to be convenient and I have no recommendations to make for its alteration.

20576. (99) What is your opinion regarding the substitution for the existing graded system of promotion of a time-scale of salary? If you are in favour of a time-scale, should it be restricted to the lower grades of the service or not?—I have no experience of it. The present system has always worked very well and appears to be suitable, and I would leave well alone.

20577. (101) What is your experience of the practical working of time-scales of pay in other Indian services?—I have none.

20578. (102) If you recommend any system of time-scale of pay, please describe it, and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances, and other matters of importance? How do you propose to apply such time-scale in provinces where the scale of pay of the Judicial and Executive branches of the service is different?—See my last answers. Innumerable difficulties may arise if the system be changed. Our present system is honored by time immemorial custom and is the growth of many generations. It should not, in my opinion, be disturbed, except for very grave and weighty reasons.

20579. (104) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the service?—The arrangement seems to be fair in view of the qualifications of the Indian civilian which he must be presumed to have as he has passed such a high examination, and which in fact he has in the majority of cases. Also his necessary expenses in many—very many—cases are entirely different to those of the Indian, or man domiciled in India. To take specific instances, an English Indian civilian's wife goes ill, she has to go to England; an Indian civilian's wife goes ill, she will be treated in the country. Again, furlough by Englishmen should be taken in England or a temperate climate to recuperate. An Indian can enjoy it and recuperate in his native country.

20580. (106) Is there any reason to suppose that officers of the Indian Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?—I am unable to answer accurately and definitely; but I think that more short leave is taken now than used to be. Quickness of communications has no doubt something to do with this.

20581. (107) Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service, and if not, what are the reasons? Is the amount which can be earned in your opinion suitable?—I think so. The amount which can be earned seems suitable.

20582. (108) Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—A glance at the last quarterly Civil List will show the actual facts. Different officers vary in leave taken. I do not think that the amount of furlough allowed by the present rules is excessive; it seems to be a fair amount, and I do not advocate any change.

20583. (109) Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?—I do not personally find them suitable. I am married and am the father of five sons, who are now men or approaching manhood. At present their educational expenses cost me more than my furlough allowance. My expenses when on duty are such that there is very little saving on my salary, and I do not think that we are extravagant people. When I take leave, I must spend more than my allowances and what with passenger fares, etc., a good deal more. For the senior men who may well be expected to be situated as myself I think that furlough allowances might well be allowed at half salary to be calculated in English money at Rs. 15 to the pound.

20584. (110) Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other than privilege leave allowances, issued at the Home treasury, or in a colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1*s.* 6*d.* the rupee? If so, what change?—No. To be consistent in my last answer I should have recommended conversion at 1*s.* 6*d.* per rupee; but that might certainly give an excessive amount.

20585. (111) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees, and if so, what change?—The minimum allowance appears suitable. The maximum I have already dealt with, as also the rate of conversion.

20586. (112) Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—The whole matter of leave is now being considered by Government and the changes proposed seem to be generally suitable, except that I doubt the expediency of abolishing subsidiary leave.

20587. (114) In particular are the present leave rules a contributory cause of excessive transfers of officers of the Indian Civil Service; and, if so, how can this difficulty be met?—This is more for the Local Government to answer. The longer the leave taken by each officer, the fewer are the necessary changes required.

20588. (115) Do any of the present leave rules press hardly in any way on officers of the Indian Civil Service themselves, and if so in what respects? What is, in your opinion, the appropriate remedy?—The proposed changes should remedy any grievance of the sort.

20589. (116) Do the present leave rules applicable to Statutory Civilians, or to officers of the Provincial Civil Services employed in listed posts, cause any inconvenience to the administration, or press hardly on the officers themselves, and in what respects? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil

Service are desirable?—Officers of this nature have been employed so lately in this province that it is too early to judge from experience, I should say. Except as regards maxima and minima it would be convenient, if possible, to only have one set of rules; but the matter is complicated and I am not prepared to express any definite opinion.

20590. (118) Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service?—The annuity of £1,000 a year without deductions is one of the great attractions of the service, and we accept the system as satisfactory, I think, as a whole body. Some of the officials that rise to the highest posts such as a Lieutenant-Governor might well be given more.

20591. (119) Would a non-contributory system of superannuation pensions, varying in amount with the amount of salary drawn at the time of retirement, be preferable in the interests either of the Government or of the members of the Indian Civil Service?—I think not. I have heard it generally stated that Government give us £500 a year and we subscribe £500 by the 4 per cent. deduction. If we had not compulsorily to subscribe, some of us would use the money, or save it and then lose it perhaps by investments going wrong. This compulsory insurance is, in my opinion, a good thing for us and for the Government. It ensures us a competency and Government from the reproach that its retired Indian civilians have not got such.

20592. (120) Assuming the maintenance of the annuity system, do you suggest any modification in its detailed working; and, if so, what, and for what reasons?—I have no suggestions to offer, except as to increased pensions in certain cases.

20593. (121) In particular, what is your opinion of the arrangement by which members of the Indian Civil Service, who are appointed Judges of High Court, obtain special pensions of £1,200 a year after 11½ years' actual service as Judges? Do you recommend any change in the present conditions?—I am a very interested person in the matter, and have very great diffidence in replying to this question. I think that Lieutenant-Governors might well receive a pension of £1,500 a year and other high officials, such as Judges of Chief Courts as well as High Courts, Members of Boards of Revenue, Financial Commissioners, might well receive a pension of £1,200 a year in view of the fact that their services have been efficient enough to enable them to hold such high posts and so that they should receive special and favourable treatment. There has been another point just brought to my notice. If a man retires on earning his pension, whereas another goes on for another ten years, the latter subscribes for these extra years 4 per cent. on all his salary towards his pension, but he does not get a higher one than the man who takes his pension immediately on his earning it. This seems to be hardly equitable. To qualify for such higher pension five years' tenure of the office would seem to be sufficient.

20594. (122) Assuming the substitution of a non-contributory system of superannuation pensions varying in amount with the amount of salary drawn at the time of retirement, please describe the system that you recommend?—To evolve a system would be a very complicated matter, and I am not prepared to do so at such short notice. One way would be to calculate out what our 4 per cent. deductions amount to and for what proportion of the present annuity they are responsible. Having ascertained this, the remaining proportion might form the maximum pension the ordinary officer would receive on retiring after a full service. A minimum would have also to be fixed, and between the two a sliding scale according to salaries drawn during a period prior to retirement; but, as I have said, I favour the fixed annuity system, except for the holders of certain high appointments.

20595. (124) Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?—Yes, most certainly. I think that it would be an excellent thing, and would make it easier to get rid of officers who show themselves inefficient. Some such system as is prescribed by Article 564, Civil Service Regulations, might be adopted. The maximum rates might be laid down and it should be in the discretion of the Government to consider each case on its merits and subject to the maximum for the years of service determine what compassionate allowance was fair.

20596. (125) Do you consider the existing pension rules suitable in the interests both of the Government and of the members of the Indian Civil Service? In particular, what is your opinion of the present rules regulating voluntary and compulsory retirement?—Yes, subject to the answers I have given. The present rules seem suitable.

20597. (126) Do you approve of the present system regulating the pensions of Military officers holding Indian Civil Service posts? If not, what do you suggest?—I have not heard of any dissatisfaction with the system, but the question is more one for Military officers to answer.

20598. (127) Do you approve of the present system regulating the pensions of Statutory Civilians?—Yes.

20599. (128) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Services holding listed posts? If not, what do you suggest?—I understand that their pensions are regulated by Chapter XIX, Civil Service Regulations. If so, the rules appear to be suitable.

20600. (129) Do you accept as satisfactory the regulations of the Indian Family Pension Fund, or have you any suggestions to make either for their abolition or for their alteration? Have you any proposals to make in regard to the present methods of working such regulations?—Yes, except that it falls hard on a pensioner to pay for wives. I think that for future entrants a readjustment of payments should be made so that wives are paid for during actual service, and that such payments cease on retirement.

20601. (130) In particular do you approve of the exclusion from their benefits of "Natives of India" who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?—Yes, the more especially having regard to the existence of polygamy and adoption. Social conditions are so different, that I think that participants to the Family Pension Fund should remain as they are.

20602. (131) Do you recommend that such admission should be optional or compulsory?—I would not allow such admission at all.

20603. (132) If you do not approve their admission to the Indian Civil Service Family Pension Fund, do you recommend the formation of a separate Family Pension Fund?—I have not got sufficient information to form an opinion. It depends on their numbers and their own wishes. If practicable, I think that it would be advisable to form such a fund.

20604. (134) Have you any criticisms to make on the facilities at present offered (*a*) to Statutory Civilians; (*b*) to members of the Provincial Civil Services holding listed posts; for providing for their families against their decease?—No.

20605. (136) Are you satisfied with the existing organisation of the Indian Civil Service? If not, please state what alternative organisation you consider desirable, and explain fully your views, making any suggestions that appear to you suitable.—Yes. I think that it offers advantages over any other system that I can think of.

Written answers relating to the Provincial Civil Service.

20606. (1) Please refer to Government of India Resolution No. 1046-1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—They seem to be suitable; and I have no recommendations to make for their alteration.

20607. (6) What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend?—The present system of recruitment seems to be most suitable to present conditions; that is, the majority of the appointments are taken from men in the Subordinate Executive and Judicial Services. The rest are filled by taking men from the other services and outsiders.

20608. (7) To what extent are non-residents of the province employed in your Provincial Civil Service? Do you consider that only residents of the province should ordinarily be recruited?—To a very small extent. Except for certain frontier charges I think that only residents of the province should ordinarily be recruited, as is the custom now.

20609. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arangements do you recommend to secure this object?—Indians other than Burmans are practically non-existent, but this is as it should be in Burma. Other classes are all duly represented.

20610. (9) What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory; and if not, what alterations do you recommend?—The system follows the lines laid down for Indian Civilians, and is, I think, satisfactory. Officers promoted from the Subordinate Civil Service are already trained.

20611. (10) Is the existing system of departmental examinations suitable; and if not, what changes do you recommend?—Yes. No change is recommended.

20612. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—As far as I can think of, no.

20613. (17) Are you satisfied that under the existing system of promotion the interests of individual officers and of the administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—I would answer the question generally in the negative, but as regards the retirement of inefficient officers I would advocate the same system as I have for the Indian Civil Service.

20614. (18) To what extent are the functions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable; and if so, in what direction?—To a very great extent except that some executive officers are still Magistrates and exercise the powers of such. My answer refers only to those tracts where the judicial system has been extended. In other tracts the same officer exercises both functions.

20615. (20) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?—I think that there is only one such post in Burma.

20616. (21) Are you satisfied with the present designation "the Provincial Civil Service"?—Yes.

20617. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—Yes.

20618. (24) Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not,

what alterations do you recommend?—I think that existing rates might be improved as follows:—

		Rs.
Executive ...	First grade — 6 at	900
	Second ,, — 6 ,,	800
	Third ,, —12 ,,	700
	Fourth ,, —36 ,,	600
	Fifth ,, —36 ,,	500
	Sixth ,, —30 ,,	400
Judicial ...	First grade — 2 at	900
	Second ,, — 2 ,,	800
	Third ,, — 2 ,,	700
	Fourth ,, — 7 ,,	600
	Fifth ,, — 7 ,,	500
	Sixth ,, — 9 ,,	400

The higher grades might be increased and paid more, and the other grades paid more. There are men of very many years' service in the lowest grade.

20619. (25) Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?—I do not see why officiating promotions should not be made on the same lines as in the case of Indian civilians.

20620. (31) Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?—I am unable to answer the question definitely; but to my observation no particular change is apparent.

20621. (34) Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?—They appear to be suitable.

20622. (35) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?—Yes.

20623. (40) Is the present system of superannuation pensions satisfactory in the interests both of the Government and the members of the Provincial Civil Service?—I think so.

60624. (41) Have you any suggestions to make in favour of any modifications in its detailed working; and, if so, what, and for what reasons?—No.

20625. (42) Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?—Yes. I would advocate some such system as I have advocated in answering the other set of questions.

20626. (43) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?—I understand that they come under the ordinary rules which appear to be suitable.

20627. (44) Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?—The existing rules appear to be suitable.

20628. (46) Are you satisfied with the existing organization of the Provincial Civil Service?—I think that it is the best that can be devised.

MR. H. S. HARTNOLL called and examined.

20629. (*Chairman*). You are Judge of the Chief Court, Lower Burma, are you not?—Yes.

20630. I understand you have passed all your service in Burma?—Entirely.

20631. Would you kindly tell us what posts you have filled?—I have done the usual thing. I started as Assistant Commissioner, and then became Deputy; I then became a Commissioner, and from a Commissioner I was appointed to the Chief Court. I have done no Secretariat service. My service has been entirely that of a District and Divisional Officer before I joined the Chief Court.

20632. As such, you discharged both executive and judicial duties?—Both executive and judicial. The old system of Burma was that the Assistant Commissioner did both the revenue and judicial, and the Deputy Commissioner also did the same. The Commissioner also did executive and revenue, and was Sessions Judge of the Division.

20633. Has the system undergone any modification since those days?—Yes. It has undergone an alteration in certain divisions in the province. In Lower Burma there has been a separation of judicial and executive. The work increased in Burma. It first began by the appointment of Additional Sessions Judges, and instead of the Commissioner doing the Sessions Judge work it was done by an Additional Sessions Judge. Also below the Commissioner, as regards the districts, Additional District Judges were appointed at certain places to assist the Deputy Commissioner in his judicial work until, finally, the judicial system has evolved for Lower Burma. That came into force, as far as I remember, in March or April 1900. Then the Commissioner was relieved of his judicial duties, and there were Sessions and Divisional Judges appointed. In certain districts the Deputy Commissioners were relieved of judicial duties, and District Judges took their place. At the same time down below, the Subdivisional Officers used to do both executive and judicial work in certain places—whole-time Sub-divisional Judges took their places. Also below that in the townships were the myooks, and officers in charge of townships used to do both. There were separate whole-time Judicial officers appointed for the townships, but that process was going on before the formal creation of the Judicial Service. They were called additional Myooks, and so on. Since then, as the condition of the country has required it, these posts have been increased, and so on. But still in Lower Burma, in the province of Arakan, the Commissioner is still Sessions Judge. In Akyab, I think there is a separate District Judge, but I could not tell you without looking at the quarterly Civil List whether he is an Additional Judge or a separate

District Judge. I should have to look at the quarterly Civil List to tell you. As a matter of fact, the officer who was holding that appointment is one of those gentlemen who holds one of the listed appointments.

20634. The Assistant Commissioner is still employed on magisterial work?—Yes.

20635. He does executive work and criminal work?—Yes, that is so.

20636. In answer to question (3), I notice that you do not approve of the employment of Indians in Burma. We should like to know whether you regard the objection to the employment of Indians as an objection which is inherent in the race, or whether you think that the objection will subside as time goes on?—It is impossible to answer for the future, I think. But my opinion is that the dislike of the Burman for a Native of India is inherent in the race. They object to the Natives of India. There is a generic term for a foreigner in Burma. Even Englishmen have the same name applied to them. The name is called *kala*. The Englishman is a foreigner, but the English have conquered Burma, and the Burmans accept the rule of the English. But they do not like the Natives of India over here. It is inherent in their race. I regard it that it will take a very long time before they will respect a Native of India officially—so long, that it may be generations. I am not talking of Rangoon. Rangoon is separate. But out in the districts Burmans do not respect the Natives of India. I do not think they command authority; and that is the reason, I understand, that some of the Natives of India who have come over here in the Indian Civil Service have found that they are not respected; and they have themselves asked to go back again. The Burman has a great opinion of himself. He likes to keep the country to himself. He uses Indians as servants, that is he gets them over here to plant the paddy fields and to reap the paddy fields. That is, of course, the lower class of Natives in India. The coolies come over in large numbers from the coast of Madras, and from below Calcutta.

20637. The Burman prefers to aspire to the position of collecting the rents from the paddy fields for himself?—There are not so many Natives of India out in the districts. There is very little land, except in the vicinity of Rangoon, owned by Natives of India. They are more labourers paid by the day; but, of course, in the vicinity of town here in Lower Burma, say draw a line south of Tharrawaddy, there is a considerable amount of land held by the Natives of India.

20638. Your proposal with regard to the admission of Indians is in the direction of a combination of nomination and examination?—Those are, I think, my general proposals as regards the Indian Civil Service: which are for everybody. What I feel is that the system of competitive examination is the best that can be evolved; but, at the same time, sometimes we get men who are intellectually good men, but they have not got powers of administration, and their characters should be more attended to. But I see that it would be difficult to arrange a system such as I propose.

20639. Are you sanguine that a Selection Committee would be able to decide whether a young man would develop into a good administrator,—a good District Magistrate,—or not?—If the Selection Committee had the history of a man from his younger days, say from the ages of 10 to 20, they would be able to form a pretty shrewd idea.

20640. That is rather a counsel of perfection, is it not?—It is.

20641. As regards the promotion of Indians or Burmans to the higher posts, you would make the promotions from the Provincial Civil Service?—Yes, from the Provincial Civil Service.

20642. Do you regard the restriction of Burmans to listed posts as temporary, pending the spread of education?—I think the future ought to tell for itself. If we find it safe in the future to increase the number of Burmans in the listed posts, it can be done; but I do not see any chance of its being done with safety to any extent during the present generation.

20643. From your knowledge and long experience of Burma, and, I have no doubt, of its educational system, you say that it will be a long time before the best educated and most able Burmans will be able to compete successfully at the open examination?—I think that at any moment we might get a Burman passing the competitive examination in England. Some of them are bright enough. It is difficult to say. I have been rather surprised myself that no Burman has passed.

20644. With regard to recruitment in England, you would prefer to recruit men who have passed through their University course and then give them a probationary course of two years. They would then be 25 years of age before they reached Burma. Do you think that that is about the best age for young men to start work in this country?—It would be 23 to 25. I think that is what I have proposed. I have said that the age for passing should be 21 to 23, and two years' probation. That would bring them out here from 23 to 25.

20645. They might be 25?—Yes.

20646. My question was whether that was about the best age for a young man to come out here?—As a rule the boys take their degree at 21, I think. That is a very ordinary age for a boy to take his degree. Then he will pass the examination, and the majority of the men would come out at 23 or 24. Twenty-five would be the utmost limit.

20647. Your proposed limits are 21 to 23?—Yes.

20648. And therefore many men would come out at 25 after their probation?—Some of them would.

20649. Do you say that is a good age to start work here?—It is the limit, I think.

20650. Would you like to see it younger?—I think I would keep to from 21 to 23. I think that most of them would come out at about 23 or 24. It would only be a few that would come to the limit.

20651. There is the other alternative. We have had put before us by many witnesses the younger age-limits of 17 to 19. That would give the opportunity of coming out here at about 21?—I was one of those myself. I came out at 21. I passed at 19.

20652. What I want to get at is whether, in the light of your long experience here, you think

that a young civilian would do better by starting active work in the service, say, at the age of 21, or at the age of 24 or 25?—I think with the present-day conditions that it would be better to have him at home to the older age in order to develop his character, and so on, before he comes out. It is better for him to be 23 than 21 when he is starting. He is more of a man then. The conditions have very much changed in Burma now from what they were when I came out in the year 1883.

20653. In answer to question (30), I see that you are in favour of the continued recruitment of military officers, and you would also favour the admission of officers of the other services?—Yes.

20654. What other services would you select from?—I forget what I had in my mind; but the Police Service was one of them.

20655. You have nothing very definite to suggest on this point?—Nothing very definite. When you find a good man, take him up. When we took Upper Burma we recruited the Commission from the Police Service, and we got one very good officer out of it. There was also one officer, amongst others, recruited from the Public Works Department.

20656. You would throw open posts to those services?—If you see a good man, make use of him. But it would be in a limited way, re-opening it to the uncovenanted services.

20657. Supposing the Provincial Service officers filling listed posts were included in the Burma Commission, and were paid the same rates as the Indian Civil Service, instead of as at present at two-thirds rates, would you say that they would be accepted generally by the service as bring on the same footing?—It is a matter of pay.

20658. I am assuming that they were paid the same. Would they have the same general status as officers in the Indian Civil Service?—I am not quite sure that I understand your question.

20659. At present there is a sort of difference as between the listed post officer and the officer in the Indian Civil Service, is there not?—Yes.

20660. I am asking you whether, if you give both officers the same rates of pay, you would be able to ensure that the man who is promoted from the Provincial Service would enjoy the same status as an Indian Civil Servant?—I think it would depend upon his own social status. I do not think pay has anything to do with it at all. It is not because a man gets Rs. 1,200 and another gets Rs. 1,500 that he should not enjoy the same social status among his comrades, or fellows.

20661. Do you not think that the pay affects the question?—I do not think so. I think it entirely depends upon the man himself, his social status, his manners, and so on.

20662. In answer to question (88), you say you find it difficult to think out what further changes are desirable in the way of separating the Judicial and Executive branches and their functions. Have you considered the possibility of relieving the Deputy Commissioner of his magisterial functions?—I have not thought very much about it. I have read the deliberations of the Governor-General's Council on the separation of executive and judicial. I particularly remember reading Lieutenant-Governor Sir Harvey Adamson's speech which he made in Council.

20663. It would be useful to us if you could give us your own opinion upon that point?—The general principle that we have accepted in Burma is that the Deputy Commissioner is responsible for the peace of his district, and it is very necessary for him to have magisterial powers if he is so responsible. Personally, I would not be in favour of taking away magisterial powers from the Deputy Commissioner under present conditions.

20664. You would prefer to see the power retained?—Yes, although he might not try many cases in Court, which in many districts they do not do now. They are tried by a system of Special Power Magistrates, which we have.

20665. In answer to question (93), with regard to pay and grading you say: "I do not know that there is or has been any general dissatisfaction." Is there not a certain amount of dissatisfaction especially amongst those in the higher grades?—I have not heard very much.

20666. Any way, you think that Burma officers should be treated as well as officers elsewhere?—Yes. I think it is only equitable and fair that they should be paid as well as officers in other provinces. In the question there was a tabulated statement which shews clearly that they are not, in certain instances, paid as officers in other provinces. I think it is only fair that they should be paid on the same rate, more especially as Burma is notoriously more expensive than most other Indian provinces.

20667. Have you heard that any dissatisfaction is felt by officers in Burma on that score?—I have a friend of mine who went over to India, and served over there in the Forest Department for some period of time, I think a year or two. He served in the North-West Provinces. He came back and he told me that the difference in the cost of living was immense. A lady of my acquaintance whose husband is in military employ, came from the Madras coast the other day. She came to Rangoon, and she told me that she found the cost of living very high—higher than in India. There you have two concrete instances.

20668. So that, as far as the actual facts are concerned, you consider that there is room for improvement; but so far as your experience goes, you do not think there is any feeling of dissatisfaction on the part of officers in the Commission?—When men have good salaries they are not always grumbling. We get good enough salaries in the higher posts; but we like to be treated in the same way as the people in other provinces, and enjoy the same rate of emolument.

20669. (*Sir Murray Hammick.*) In answering question (3), can you tell me exactly what you mean when you say: "I am not satisfied that the right class of Natives of India are obtained by competitive examination. Not only character but caste and age are factors that cannot be disregarded. The people must like men of suitable caste." Have you any idea what a Burman thinks a "suitable caste" is?—In answering the question there I was not referring to Burmans at all. I was referring to the general question of Indians being employed in the Indian Civil Service. A Burman has no caste.

20670. You think the Indian is likely to look down upon a person who gets into the Indian Civil Service who is low class?—That is my impression.

20671. Does the Commissioner in Burma hold any magisterial powers?—He never has. He was Sessions Judge.

20672. He was a Sessions Judge, but not a Magistrate. Does he look after the police? Has he any police powers?—He has the general control. He has a good deal to say to the police.

20673. General control over the police?—Yes.

20674. He inspects the police offices in his Commission?—He can if he wishes to do it.

20675. Do the diaries of the police pass through the Commissioner?—If he wishes to see them. When I was a Commissioner I always used to see the diaries of the District Superintendent of Police; and I laid great stress upon seeing them, and seeing what was going on. As the Commissioner is responsible for the peace of his division it is very necessary for him to see them all. The Commissioner has a very living power over the police. He checks and controls them, and is meant to do so.

20676. In Burma there has been no demand for a separation of judicial and executive powers, to take the magisterial powers from the Deputy Commissioners. There is no demand for that in Burma itself, is there?—There is no popular demand for it.

20677. If it was done, you think that there would be difficulties in the management of the district owing to the people of the district not knowing who was at the head of the district, whether it was the Deputy Commissioner or whether it was the District Magistrate. The division would mean that you would have the Deputy Commissioner and the District Magistrate two separate personalities?—Yes.

20678. Do you not think that the Burman in his own district, who now looks upon the Deputy Commissioner as the sole head of the district, would not know in that case to whom to refer his complaint, whether to the Deputy Commissioner or the District Magistrate? It would tend to weaken authority in the district, would it not?—Yes, I think so.

20679. And I suppose in an unsettled country like a great deal of Burma that element in the change would be one of considerable importance?—I think so; at present there is only one Deputy Commissioner, and everybody looks to him as such. If there are two or three people to go to, there it is.

20680. I do not know what you call them in Burma, but the Burma lower Magistrates, who hold second-class powers, have they revenue powers too?—In cases. But there are not many who hold second-class powers. I think if you looked at the Civil List you would find that large numbers hold first-class powers.

20681. But in the Provincial Service; have you not got a set of Magistrates who do not belong to the Provincial Service, but who are subordinates?—The Provincial Service are small in numbers compared with the Subordinate Service. The Subordinate Service are many more in numbers, and large numbers of them hold first-class powers.

20682. But men in the Subordinate Service are not first-class Magistrates, are they?—Yes.

20683. Native Burmans?—Yes, numbers of them.

20684. With full powers of first-class Magistrates?—Yes; and summary powers as well.

20685. They do not hold divisions, do they? Are they in charge of divisions?—A considerable number of them are in charge of sub-divisions.

20686. And are the Magistrates below Sub-divisional Magistrates, first-class Magistrates as well?—Yes.

20687. In the divisions?—There is first of all the division, and then there is the district; then there is the sub-division, and then there is the township.

20688. Are these township Magistrates first-class Magistrates?—The sub-divisions and the townships are largely held by men in the Subordinate Service, and not in the Provincial Civil Service, although some sub-divisions are held by men in the Provincial Service.

20689. Are the township Magistrates first-class Magistrates?—A large number of them are.

20690. Then you have very few second and third-class Magistrates in Burma?—There are more in Upper Burma; and you meet with them down in Tenasserim, and peradventure in Sandoway and Kyaukpyu. Here in the delta it is very necessary for the condition of the work that the township Magistrate shall have first-class powers to clear the under-trial prisoners: he is bound to have them.

20691. That is a very different system, of course, from what we have in India?—Yes, it is. We have a very large criminal population here.

20692. Then, if you divided the magisterial powers from the revenue powers, it would mean practically redoubling the establishments?—About that. Since the year 1900 there has been a redoubling going on. For instance, in the old days where you went to a township, and there was a township officer, he was the Revenue Officer, he was the Civil Judge, and he was a Magistrate. He did it all. Now, if you go there, you will find a township officer who does nothing but general and revenue work, and you will find an additional man who does the magisterial and the civil work; and sometimes you will find a third one who does the civil work, the second doing the criminal work.

20693. Do you look upon it as a good arrangement that a man should be both a Magistrate and a Civil officer too: does not the one thing interfere with the other?—It depends upon the volume of his work. If he has a thousand civil cases he cannot do a lot of criminal work. If he has six hundred criminal cases he cannot do a lot of civil work. But if you give him five hundred civil cases and if you give him two or three hundred criminal cases there is no objection to that, and he has got a day's work. It is purely a matter of distribution of work.

20694. As regards these listed posts, your proposal is that if you were to increase the indigenous element of the Civil Service you should

do it through the listed posts?—I have corrected my answer to question (11). I have altered it to, Yes. I am afraid that when I was answering it I did not quite understand what I was answering. I have been talking about it with a friend since, and I have corrected it to, Yes. I think the Natives of India should still be allowed to compete in England; and if it is decided to increas the "Native of India" element in the Indian Civil Service. it can be done, not by examination, but by the promotion of deserving men.

20695. That is practically by increasing the number of listed posts?—That is so.

20696. I understand from what we heard yesterday that in Lower Burma your provincial men are very often men who have served in the Ministerial Department, and then have been promoted to Subordinate Service, and then to the Provincial Service, and then, perhaps, to holding listed posts?—Yes, that is so.

20697. If you increase the listed posts, would you not think it is necessary to recruit a much larger portion of men direct into the Provincial Service in order that they may have listed posts at a younger age than is possible now?—I would sooner appoint men of age.

20698. But do you not think that the people in Burma would be hardly satisfied by appointing to these listed posts men so old that they could only hold them for a few years before retirement: would that satisfy the Burman?—I do not think that there has been that agitation in Burma which there has been in India in connection with the employment of Burmans in the higher posts.

20699. They would be satisfied with the increase in the number of listed appointments without any change in the method of recruitment?—Yes; and I think there would be very grave dissatisfaction in the Provincial Subordinate Services if men of young age were put into listed posts; if men of 40 or 50 who have served all their manhood in Government service were passed over it would be a source of very grave dissatisfaction.

20700. Have you not had in Burma, or heard in Burma, in the same way as we have heard in India a few years ago, that if you wish to purify your Provincial and Subordinate Service of any taint of corruption which now attaches itself to it, the only way to do it is to take your men in young, and place them in high appointments in the Provincial Service so that they should not go through the lower ill-paid grades of the Subordinate Service before they attain an important post in the Provincial Service?—I do not remember having heard that argument discussed.

20701. Are these township Magistrates who hold first-class powers paid as low as Rs. 100 a month?—No; they begin, I think, at Rs. 150.

20702. So that you have a first-class Magistrate with full first-class powers drawing Rs. 150 a month in Burma?—I should like to refer to the quarterly Civil List, but I believe there are. I see that the officiating myook gets Rs. 150, and the fourth-grade gets Rs. 175. I think there has been a change in recent years, and which I had forgotten. I see most of the fourth-grade myooks are second and third-class Magistrates; and then, when you come to the third-grade, who are on Rs. 200 a month, you see a sprinkling of first class Magistrates; and when you come to the second grade, on Rs. 225 a month, you see a goodly number of first-class Magistrates; and in the Rs. 250 grade they are nearly all first-class.

20703. Now as regards this question of the training of Judges. As I take it in Burma, up till recently, the Assistant Commissioner exercised civil powers?—Yes.

20704. And then as Deputy Commissioner he was also Civil Judge?—Yes.

20705. And then if he chose the judicial line he became a District Judge?—The judicial started in 1900.

20706. But now the Assistant Commissioners and Deputy Commissioners exercise no civil powers, do they?—Where the Judicial Service has extended; but in the other places they still exercise these powers.

20707. But do you not think that when this judicial system is extended, the Assistant Commissioners and Deputy Commissioners, who will not have exercised any civil powers until they become Civil Judges, will require more training than you seem to think necessary in your answers to these questions?—So long as they get a two years' training in England to begin with. Talking of my own case, I had two years' probation in England; and there I learnt the general principles of jurisprudence and the ordinary Acts. That was a basis of training to go on with.

20708. In your case, I understand, you were exercising civil powers from almost the day you got out on probation to the time you became a District and Sessions Judge?—That is so.

20709. But under the new condition of things, a great many of these officers will have no powers until they become District and Sessions Judges: during the time they are Assistant Commissioners and Deputy Commissioners they will exercise no civil powers at all?—What is happening now is that a man who is going to be a District Judge as a rule is officiating as a District Judge in six or seven years.

20710. As early as|that? At all events, you do not think any further civil training at home is necessary?—No. I was answering that question more in a broad way when I answered it. In Rangoon you get complicated civil suits, and so on; but in the districts they are really of a very simple description. They are simple contracts or suits for possession, or ejection from land, or simple mortgages. All that is wanted is common sense and a judgment on the facts.

20711. With regard to your answer to question (92), can you tell us what the difference is in the scale of pay between the High Court of Burma and the High Court of India?—I think the Chief Justice in Calcutta gets Rs. 5,000 a month, while our Chief Judge gets Rs. 4,000 a month. The Puisne Judges in Calcutta get Rs. 4,000 a month, while we get Rs. 3,500 a month. I believe that is correct, but I should like to refer to the Civil Service Regulations.

20712. With regard to question (109), do you think that furlough allowance are at present insufficient?—Yes. But situated as I am, who have a family of growing sons approaching manhood, when I go home I go down to £1,000 a year, and what with deductions, and one thing and another, it comes to under £900. If your boys are being educated and costing that sum you have to find the rest.

20713. Do you think that the minimum furlough pay that you get now is sufficient?—I think that is sufficient because you are young.

20714. What maximum would you like to see the furlough pay run to?—I should like to see it at half salary. I have said, at Rs. 15 to the pound. The general rule now is to convert it at 1*s.* 6*d.*, and in that case, of course, you get fewer rupees to the pound. You get more money out of it. You get 2*d.* in every rupee.

20715. What do you say to a maximum furlough allowance of Rs. 1,200?—That would be an improvement on the present state of things, and would be a very great boon to us.

20716. Have you considered the question of the pension and the annuity attaching to it?—To an extent.

20717. Do you think that the present arrangement is satisfactory under which an officer continues to contribute to his 4 per cent. annuity fund until he retires, no matter how long his service is?—I think I have mentioned that in my answer. It is the answer to question (121). It is a point which was brought to my notice.

20718. Would you like to see the annuity fund abolished, and a consolidated pension given?—That would mean no compulsory subscription, and a smaller pension given?

20719. Yes, and £1,000 a year given by Government?—That would suit us, of course, excellently. We should get our £1,000 a year without subscribing 4 per cent.

20720. Or, would you like to see your 4 per cent. contributed and made into a provident fund and paid down to you with compound interests when you retire, and, say, £800 a year given to you as a pension?—I should certainly like to see that. I should like to have my £800, and 4 per cent. of my pay accumulated at compound interest for all my service. I should be better-off than I am now.

20721. With regard to the Provincial Service, do you think the present rates of pay are sufficient to attract the best men you can get to Burma locally for your Provincial Service?—No, I do not. I have got many Burman friends here, and I have been talking to them, more especially since there has been a talk of a Royal Commission, and so on. Matters are rather difficult just at present in Burma for them. There is a big block. The province has increased in its number of officers very much in the last 15 years, and so they are all of an age, and they are very much blocked. But in addition to that I think that the conditions of life are changing here amongst the Natives themselves. The Burmans themselves of late are becoming rich, and so on. I think it is a good thing to pay the officers a proper salary, and I have proposed in answer to question (24) of the Provincial Civil Service to increase the first and second and third grades more than they are at present. They are ones and twos at present. I have proposed to increase them a little more in the executive and judicial, and also to improve the monetary side.

20722. You would put a better distribution of the officers, and you would raise the top grades to Rs. 900?—Yes, I have raised it all through, more or less.

20723. Do these provincial men get Burma allowances?—I do not think so, any local allowance. The Magistrates in Rangoon get a local house allowance, but that is a special thing.

20724. It is not a general allowance?—No.

20725. You think it is a pressing question?—Yes, I think it is.

20726. And you think that if your scheme were adopted, and the first grade was given Rs. 900, there would be a larger number of men in the higher grades, and that would be fairly satisfactory?—I think so, yes.

20727. (*Mr. Abdur Rahim.*) As I understand, Burmans do not like foreigners, whether they are English or Indians, is that so?—Yes, that is so.

20728. But as regards the English people, I suppose they have to submit to them, and conceal their feelings as much as possible?—They have accepted us.

20729. They have to?—Perhaps. But I think that a certain number of them now would not like to part with us.

20730. A certain number of them?—Yes.

20731. Do you mean those that are in the service?—No. I think amongst the general population of the country they do not wish to see any change of Government.

20732. I mean as regards their personal dislike for foreigners. They have to conceal their feelings so far as the English people are concerned?—Yes, perhaps.

20733. Do you not think that the Government of the country ought to discourage any such feeling towards the Indians; their dislike towards the Indians?—I think that the Government should be in sympathy with the people of each province, and make the people of each province as happy as they can.

20734. But do you not think they ought to discourage any such feeling towards the Indians, the feeling of hostility, or dislike?—I think discouragement would not yield any cure.

20735. That is another matter. But do you not think the Government ought to discourage it?—How would the Government discourage it?

20736. Well, whatever proper methods there may be. Do you not think it would be right on the part of Government, so far as it lies in its power, to discourage such a feeling?—Within certain limits. Teach them not to despise anybody.

20737. Certainly. I suppose you would admit that the Government ought not to countenance any such feeling?—Certainly, not countenance it; but I would not discourage them to the extent of appointing Indians over them.

20738. That is another matter. I am coming to that. Now, am I right in supposing that the reputation of the Subordinate Service and the Provincial Service here leaves much to be desired?—Reputation is a very difficult word to define.

20739. In point of integrity there is considerable room for improvement in the two services in this province?—Lately here some people in this province have said that there is not an

honest Burman; that honest Burmans are very scarce.

20740. I do not suggest anything like that?—On the other hand, you will hear other people express an entirely opposite opinion.

20741. I want your opinion, if you do not mind?—My opinion is that there are many more honest Burmans than is supposed by many people. I think, sometimes, that there is dishonesty; but I think there are a number of Burmans who are honest. I can only judge, of course, by what passes through my hands and by studying their records and proceedings.

20742. You know there are a number of Indians domiciled in Rangoon?—Yes.

20743. They have adopted Burma as their home?—Yes

20744. And I believe there are also Indians settled in some other parts of Burma besides Rangoon?—Yes. I understand that Indians come and go a good deal. Certain families, I fancy, are going to settle down permanently. Others come and go.

20745. But there are a large number of Indian families settled in Burma?—Yes, in Rangoon especially.

20746. And they have large interests in the country?—I know one or two firms that have large interests in Burma; but I do not know that there are a large number of firms which have large interests in Burma.

20747. Is it not a fact that there are a very large number of Muhammadans here who own extensive properties and do a large business in Rangoon?—In Rangoon, yes.

20748. And some also in Moulmein?—Yes.

20749. And many of them have made Burma their home: have settled down here and married here, and their children are being brought up here?—Yes. But I think, sometimes, I have noticed in cases that they go back to Surat, and those places, and they come again. I think you may say that they have made Rangoon their home.

20750. Do you not think they are entitled to be treated on the same footing as other residents in Burma?—Certainly.

20751. And if any of their children seek an opening in Government service, do you not think they are entitled to it?—So long as they are not thrown out to deal entirely with the Burmans. Get suitable posts for them.

20752. But if they are perfectly familiar with the language and customs of the country and settled down: what then?—I would not put the "Native of India" under present conditions out in districts where they have to deal entirely, or almost exclusively, with the Burman.

20753 Do I understand that you would make an exception in the case of large towns?—If you could find suitable posts for Natives of India, I would certainly give them to them; but I am not prepared to say that there are such on the spur of the moment. I daresay some could be found.

20754. Take Rangoon. Much of the litigation in the Chief Court concerns Muhammadans who have business in Rangoon, does it not? Am I right?—There is a good deal of litigation in which the Muhammadan population is concerned.

20755. And Muhammadans are concerned in some of your most important and heavy suits?—We sometimes get important and heavy suits in which Muhammadans are concerned.

20756. And other Indians also?—And other Indians; we get those suits.

20757. There are a number of Indians at the Bar here, are there not?—Yes.

20758. And some of them in very good practice?—Yes.

20759. Have you heard that there has been any desire expressed on behalf of Muhammadan residents in Rangoon that there should be a Muhammadan Judge in the Chief Court or the Small Causes Court?—I think I read it in the newspapers, or heard a rumour. I think I have heard rumours to that effect from time to time during the last few years.

20760. I think it is your experience that sometimes very important questions of Muhammadan law arise; is not that so?—On Muhammadan law? There is very little.

20761. Inheritance?—Very little.

20762. I have experience of one very big case here at least?—We get them occasionally here. The points where Muhammadan or Hindu principles of law are involved are very few. We get them occasionally.

20763. I understand you do not think that there is any necessity for imparting any special legal training to members of the Civil Service or those holding similar posts in this province in order that they may efficiently exercise their judicial functions?—Under present conditions, given two years' training at home in general principles of law, and their having to pass the searching departmental examinations which they have to pass here when they come out, which practically embrace the whole of the ordinary laws which we have to administer here,—all the important ones, I do not think there is any necessity for anything more.

20764. Are those departmental examinations in any way different from the departmental examination in India?—I do not know what they are in India; but I would refer you to the Burma Examination Manual in which you will find them.

20765. I should like to have a copy of that. Then with regard to the period of probation, the period of probation in England now is not two years; it is only one year, is it not?—In England it is only one year.

20766. You suggest two years?—I strongly suggest two years.

20767. Do you suggest, also, any different course of study of law?—The course I went through at home I thought was very suitable

20768. Is it the same course now?—I would not like to answer that question without looking at the two curricula.

20769. In India we have had almost unanimous evidence in support of the necessity for better legal training for members of the Indian Civil Service, especially for those who are likely to hold the office of Judge. You do not agree with that opinion?—I am only expressing an opinion with regard to my own province.

20770. That is what I mean, as far as this province is concerned?—That is all. The suits are simple enough; and with the two trainings I have mentioned it should be enough.

20771. (*Mr. Madge.*) Though you are not quite satisfied with the competitive system, do you think that there are, or there are not, certain qualities which make for good government in this country that may be assumed to be possessed by Englishmen of the class that have passed the competitive examination?—I do not think you can assume any man to have any general quality. It depends upon the man.

20772. But the competitive system tests certain classes of Englishmen; and from their environment, heredity and other causes, do you think that they may, or may not, be assumed to possess those qualities?—The mere fact of passing an examination is no ground for thinking that you have certain qualities of character. You may be a mere bookworm, and not suited for administration.

20773. I take that to be your objection to the competitive system as a whole; but with reference to the class of Englishman who come up, do not the majority possess certain qualities, though they were not tested in their examination, which have proved them to be fairly efficient officers?—Yes. There are a large number of members of the Indian Civil Service who acquit themselves perfectly well as administrators here.

20774. You have met some, however, who did not come up to your standard?—I have.

20775. Was the proportion large or small?—Small.

20776. Very small?—You might say so.

20777. Then you think that the legal maxim *de minimis non curat lex* does not apply in this case?—I can see the difficulty of substituting another system for the system of competitive examination; but if it could be done I think it would be a good thing.

20778. I say so because I would like to get the benefit of your opinion after balancing the reasons on both sides. Your recommendation of a joint system of nomination and examination has its own risks. The nomination might not only lead to improper selections on the one hand; but, on the other, it might leave out a class of talent that ought to be enlisted. There are those risks on that side, and there are what you think the comparatively few risks of the present system. Balancing the one against the other, do you still adhere to your recommendation?—I would, I think. If you got the history of the lad at the age of 10 to 20 from all the masters he serves, under, and, more especially, the last year of his school life and University life, and they gave you a good honest opinion, you would get a very good idea of the sort of lad he was.

20779. Then with reference to the different degrees of respect which Burmans have for various classes of rulers, do they accept or do they not accept, domiciled Europeans and Anglo-Indians adopting the British standard of living?—They do.

20780. Judging from your own experience as an officer who has exercised both executive and judical functions, do you think that you acquired, during the exercise of executive functions, experience that proved of value to you on the Bench?—There is no doubt about it.

20781. Then, if the separation of the executive from the judical were complete, men of your class would lose that valuable experience?—Yes, in this way. During my service I have associated largely with the Burman people, and I know all about them. Therefore, in judging questions of fact I have a better knowledge than I should otherwise have.

20782. That is to say, your executive functions were a source of information that proved valuable to you on the Bench?—Most valuable.

20783. Then, supposing the separation were complete, does any method occur to you for compensating for that loss?—Even if there were a separation, the junior District Officer would associate with the Burmans, though in a less degree than the Executive officer, and he would get to know them.

20784. In a less degree, you say?—Yes.

20785. That is to say, there would be some loss of valuable experience for which there was no compensation in complete separation?—I suppose so.

20786. We have had evidence about the early age and age limits generally. Do you think it is better for an Indian to be earlier in life at home, or later in life? I ask the question with reference to the opinion given us that while, on the one hand, the young man is more impressionable, on the other hand, the older man acquires a capacity for observation which he has not earlier in life. As between those two alternatives, do you think that he should be earlier in England, or later in England?—I should think that the most valuable time for a Native of India to go to England is about the time he is approaching manhood.

20787. That would be a valuable period?—Yes, 21; or you can put it at 19 to 21.

20788. In either case, do you think that the Indian living in London runs any risk of acquiring habits of thought which tend to alienate him from his own people?—I should think he did. It depends upon the man.

20789. Has that consideration entered into your mind when you recommend promotions from the Provincial Service through listed posts, as, perhaps, the best method of recruiting Indians for the service?—No. The considerations which entered into my mind were that it is better to have men of age, and also where you have services like those you have here, the Provincial Service and the Subordinate Service under it, it is a due reward for years of good solid work.

20790. That is so; but now that I invite your attention to this consideration, do you think it weights your argument a little more to have that?—I do not think it would make much difference. I should not like to express an opinion all at once. I fancy there are many individuals in India who go home and who are not alienated from their customs and so on.

20791. Of course, if you found that the majority were so, it would tell in the other direction. I wanted to get your opinion as to whether this tends to make an Indian so far alienated from his own people as not to be in sympathy with them, and not to be of service to them?—If there is that risk, of course, it would be as you say.

20792. (*Mr. Macdonald.*) I think you said, in reply to a question from Mr. Madge, that the proportion of Indian Civil Servants who are lacking in what you call "character" is very small?—Small, yes.

20793. Is it so large as to affect the general character of the service?—You are giving me a very difficult question to answer; but I think, perhaps, it does affect the administration.

20794. I can quite see that, if you have one bad man, that will affect the administration because he is responsible for a district; but you see the difference between affecting the administration, and giving a character to the whole service?—Yes.

20795. I want to put both questions to you. I am putting the general one first of all. Is this percentage sufficiently large to give the Indian Civil Service a bad name?—I do not know about giving it a bad name. The thing is whether it is sufficiently large to interfere with the due administration and dealings with the people.

20796. As I say, I am going to put both questions to you. They are two totally different questions. Does it affect the general character of the service?—I do not think it would affect the service generally.

20797. It does not affect the service generally?—No.

20798. Now comes my second question. It does affect the administration of certain districts where the man complained of happens to be the responsible authority?—Yes.

20799. Now, under nomination, you do not say, I suppose, that no black sheep are going to get through?—No, I do not say that.

20800. You will have a percentage, then, of men who are not very successful on account, again, of what you call "character"?—Yes.

20801. Would that percentage be appreciably less than the percentage which gets through now?—That I could not answer. I think very probably it would be less, because you would have the history of the boy that has these qualities which go to make a good administrator.

20802. Do you think in every case of these failures, if his history had been examined at the age of 19 to 21, that you would have spotted him?—Probably in the case of some I think it might have been spotted as long as proper histories were given.

20803. Of course his history has run through various hands, and varying judgments. There are some head-masters of schools, I suppose, whose judgment you would not take?—You would have to take the judgment of his masters and tutors.

20804. I will put it to you in this way. Supposing you were a member of this Selecting Committee, and feeling the great responsibility that was placed upon you, you would have to deal with certificates and testimonials and reports sent in by two or three hundred head-masters of schools, perhaps?—Yes.

20805. You would not range all those head-masters in the same degree of excellence so far as good judgment is concerned?—I think I should have to accept them unless any of them were black-listed. If you found that any of them did not give proper opinions, you would make a black-list of those and not consider their reports. Otherwise, I think there is no other way to do it, but to accept them as honest and sincere people.

20806. Have you ever, before making this suggestion, visualised the sort of crowd of schoolboys and young men with whom you have to deal? May I test that? You have a crowd, say, of two or three hundred youths. A certain number of them would very obviously be qualified to sit for the examination as far as character is concerned: they would give you no difficulty at all?—They would give no difficulty at all.

20807. A certain number would very obviously be disqualified?—They would give no difficulty at all.

20808. Take the case of a man who had a bad moral record: you would have no difficulty with him?—No.

20809. Would the percentage of these two be very large or very small of the whole crowd, do you think?—The proved bad moral record would be very small indeed.

20810. And then you would have a great central block about which you would require to exercise a great deal of discriminating judgment?—Yes. You would interview them, of course, just the same as is done now for the Navy. They are interviewed by the Admiralty Board.

20811. A good many people have referred to the Navy; but I have never yet come across a man who understood what happened. Are you prepared to answer a question with regard to it? Do you know the system adopted with regard to selection for the Navy?—No. I do not know any details, though I myself have got a boy in the Navy.

20812. I am still waiting for a witness to give me some information upon that; but we will not allow each other to drag ourselves away from the point which is before us. You admit yourself that the selection from the great mass of lads would require a very considerable amount of exercise of good judgment in order to pass them out or in. Would not the prejudice of the Selecting Board be to give the boy a chance?—I think it would.

20813. I think if I were on it, and, I daresay, if you were on it, we should say, unless there was something very definite against the boy, that we could not take upon ourselves the responsibility of rejecting him, and so we would let him go in?—Yes.

20814. Now supposing we were dealing with Indian candidates, would we really be in a position to judge their character even upon reports?—No. I do not think we would. It depends where the Indian came from, of course. If he had been educated in England you would be able to judge him, but if he came straight from India it would be very difficult.

20815. Have you not found it in your experience that it is often a little bit difficult for very upright Englishmen to understand the Indian mind accurately, and give it ample justice?—It is.

20816. It is very difficult?—Yes.

20817. There is no use shutting our eyes to the fact?—No.

20818. And even when the lad comes over and spends a couple of years or so at the University his qualities are not always discovered, and his vices are not always discovered?—That is so.

20819. They come out later in life?—Yes.

20820. In addition to all this, I suppose you know that if any suggestion were made by us on the lines you have mapped out, there would be a great deal of opposition at home, on what we call general democratic grounds, to nomination and selection. There would be a great deal of opposition?—Yes.

20821. If it was attempted to be got through the House of Commons there would be a big fight, and it would be taken up in the country?—I think it is very probable.

20822. And would arouse a great deal of opposition?—Yes.

20823. Turning from home to India, if we propose this, do you think that Indian public opinion,—I mean the Indian educated public opinion which is mostly concerned in all these questions—would accept it?—Certainly, as regards Englishmen.

20824. As regards themselves?—As regards people who desire to join the Indian Civil Service, I think you would have Indian public opinion with you.

20825. As far as Englishmen are concerned?—As far as the appointment of Englishmen to the Indian Civil Service is concerned.

20826. Taking the question generally?—Taking the question as regards the Natives of India generally, I can see that it might not meet with approbation owing to the difficulties of carrying it into effect.

20827. You would not put it stronger than that; that it would be opposed?—The Native of India, as far as my experience goes, likes to have in the Indian Civil Service men with the requisite qualities of administration; and if he could get a system by which he could have more of that than he has now, I should think he would support it.

20828. We will get evidence about that in India itself. At any rate I gather from the way you answer the question that you see great difficulties in the way?—I see great difficulty.

20829. And the percentage that you are going to weed out is small, and it will not be quite weeded out; there will still be weeds in the garden after you have got the most perfect system of nomination?—I daresay you are right.

20830. From your answer to question (7), I see that you are not in favour of the simultaneous examinations. You give only one reason there, and that reason is that it would tend to let in an undue proportion of Indians. Would you mind telling us a little more why you take that view?—Because, at present, the examination is held only in England, and very few Natives of India can go to England; but if it was held here a very large number of Indians would compete, and in the ordinary course, given the ordinary intellectual requirements and intellectual knowledge, large numbers would enter.

20831. Had you in your mind, when you wrote your answer to this question, the present state of Indian education?—Yes.

20832. And do you think that the graduates of most of the Indian leading Colleges could sit right away for the Indian Civil Service examination and successfully pass it?—I have not got sufficient knowledge to express an opinion on that point; but I fancy they would, and if an unduly large proportion did get in, then I should think we would be met with a serious difficulty.

20833. Still would you lay down a general rule? What we have got to do is not to exaggerate fears or to assume impossibilities I mean we can assume that a hundred persons might get in. But you would not assume that?—No.

20834. So we have got to go back to the curriculum as taught in the leading Indian Colleges to-day. Is it not so?—Yes.

20835. For instance, take the B.A. standard or the B.A. subjects and compare them with I.C.S. subjects. That is the sort of thing that we have got to do in order to find out how much accuracy, if you will allow me to put it so, is in this opinion of yours?—Immediately the examination is thrown open in India, you would have people reading up for the examination and taking steps for it.

20836. You mean that the people would cram up for it?—Just in the same way as the establishment of Wren was, so the crammers would start here and there would be many ways of doing it.

20837. Still the crammer at Home, a man who would be crammed at home, begins at a much higher general level than now obtains in Indian education, does he not? Take the Rangoon College syllabus and compare it with that of the Oxford Greats, not to say Honours, or of Cambridge, or even compare it with the syllabus of the Scotch Universities, Edinburgh, Glasgow or Dublin, and you will find that you are much below that standard, are you not?—I think so; I take it that the standard here is lower.

20838. Do you not agree that the gap between your highest education and the minimum that is necessary in order to make a success at the Indian Civil Service examination tolerably possible is exceedingly great, and can only be bridged over by a fair number of years' preparation?—I think there is considerable danger of an undue number of Indians getting in within a reasonable number of years. Allow ten years to pass and then I think the danger might come to pass.

20839. There is only one further question and I will not take up your time any longer. Supposing this takes place and the proposal that was made to have a minimum of European officers in the Indian Civil Service is given effect to, that would get over your difficulty?—There is the Statute now, which says that certain posts must be held by the members of the Indian Civil Service.

20840. That is another point altogether. If you would allow me to put this question, to make my mind clearer on that point; supposing, in any year, there was a successful candidate in England, who was an Indian, he is not affected by that statute at all?—He would not be.

20841. Supposing that out of sixty vacancies forty had to be filled by Europeans and twenty by Indians, would not that protect you?—That would protect the European element in the Service.

20842. And to give a simultaneous examination or an Indian examination, either simultaneous or not simultaneous, for the other twenty; would that get over the particular point that you emphasize in answer to the question?—That would get over that point.

20843. To go back to your nomination. In answer to question (5), you say that you are not in favour of the combination of the Home Civil Service and the Indian Civil Service examinations?—No.

20844. If you had nominations in any shape or form, or selection: as a matter of fact, you mention selection and you mean selection?—Selection for the examination.

20845. Which is not nomination?—No, it is not.

20846. Whether you have selection or nomination, would it not then be absolutely necessary to dissociate the examination for the Indian Civil Service from the examination for the Home Civil Service?—Yes.

20847. It would not do to have a man sitting for this common examination rejected before he sits for the Indian Civil Service section of it?—No.

20848. This separation is an essential part of the suggestion for nomination; am I right?—Yes.

20849. (*Mr. Sly.*) In regard to what you term "failures" entering the Indian Civil Service, has not the Government already got some remedy in regard to such failures?—Yes, it has. But it is hardly ever exercised in the case of Indian civilians.

20850. Have cases occurred in Burma in which Indian civilians have failed to secure promotion to the charge of a district?—Yes.

20851. Cases have occurred?—Yes, but the thing is to get rid of them altogether; that is where the difficulty lies.

20852. If a system of compulsory retirement of such Indian Civil Servants were introduced, would it not meet the difficulty?—I think it would; I have suggested it in one of my answers.

20853. Take again the question of a military civilian. Is there any opportunity during his year of training to revert him to military employment if he proved unsuitable?—I think so.

20854. Have cases occurred in which Military officers have been tested in the year of training and then reverted to military employment?—I do not remember one; I cannot think of one at the present moment.

20855. You cannot remember cases in which military Civilians have been reverted back to military duty, having, on trial, proved unsuitable for civil employ?—I have not been in the Secretariat and so I would not know the inner details of these things.

20856. You do not know that these two methods largely meet your objections in regard to failures, if they possibly occur under the open competitive system?—No, I do not think so. It is more a matter of general conduct in dealings with the inhabitants of the district over which their destiny takes them.

20857. You have recommended that if any further employment of Burmans is to be contemplated, it should be by an extension of the system of listed posts. Can you tell us whether, in your experience, the Burmans, who have already been employed in listed posts, have justified the system, so far as it exists at present?—We only have, in my own judicial side, one Burman—one Burman in the listed posts; and if you wish me to express my opinion, I will.

20858. No. Do you consider that, having regard to the material at present available in the Provincial Service there is room at the present time for an extension of the listed post system with prospects of success?—No, I should like to have a little more experience of it, it has been working now only for some three or four years and I would like to have a little further experience. There is no doubt that the Burman official is improving in ability.

20859. You think there is material outside the Provincial Service which could be employed with prospects of success under such a system?—Not as regards the Burmans.

20860 Not as regards the Burmans?—No.

20861. Can you tell us how many Burman Barristers-at-Law there are practising at the Chief Court?—I could let you know.

20862. About?—Roughly speaking, I suppose there are eight or ten here in Rangoon. I would like to correct my last answer. There are among the Barristers men who can be appointed to listed posts. I omitted to think of them, when I was answering your question.

20863. As a matter of fact, can you tell us whether the Provincial Service at present attracts the best Burman local talent or not?—I think it does.

20864. You think it does?—It does; still I think the pay requires to be improved.

20865. What justification is there for improving the pay if it already attracts the best class available?—I do not know if it is going to do so very much longer. For instance, I will give you a concrete instance. A man in Government service came to see me the other day. He was talking of going home to England and passing for the Bar and then throwing up his appointment. I said: "Why should you do that, giving up many years of pensionable service, and pension is coming on." He said: "We do not get enough pay," but he was in the Subordinate Civil Service.

20866. Finally you made certain recommendations for the improvement of the pay and prospects of the Indian Civil Service. Do you prefer them to the ones that have been made by the Burma Civil Service Association, or are you prepared to drop your own individual recommendation in favour of the general recommendations that have been made by the Association?—I did hear them. The other day we had a meeting; and I forget what the exact recommendations are, but there were a few differences. But I prefer to stick to my own answer, written down; I do not think there are many differences.

20867. (*Mr. Gokhale.*) You have stated more than once in your written statement that high policy requires that there should be a preponderance of Europeans in the higher administrative posts under Government. Can you tell me a little more definitely what proportion would in your opinion constitute a preponderance?—I think it varies very much with different provinces. I have no knowledge of Indian provinces. But if the English tone of the administration is to be maintained, it seems to me that most of these higher posts should be held by Englishmen.

20868. The word "preponderance" in that case would mean most of the higher posts?—Yes.

20869. The same high policy, approached from another standpoint, may require a larger admission of Indians to these higher posts; that is possible?—That is possible.

20870. If that were so, then you would not mind admitting a larger number of Indians to the higher posts?—It is not a matter of what I think; it is a matter of what the Government of the country is determined to do. I personally think that, in the present conditions of India, the way we are going on now should be continued and that there should be a large preponderance of English officers in the higher posts, as I do not think that India, under the present conditions, whatever it may be in the future, ought to have a large number of Indians in the higher posts.

20871. "A large number" is vague again. I understood you to say just now that, in your opinion, most of the higher administrative posts should be held by Englishmen?—It should be held by Englishmen.

20872. I wanted to suggest to you that, while high policy might be involved in having these posts held by Englishmen for the most part, high policy might also be involved in the admission of a large number of Indians to these higher posts?—That is the question now.

20873. And you have no opinion to express as regards the second high policy I am speaking of?—I consider that is the whole of the question,—as to whether the Indian should be admitted in considerable numbers into the Indian Civil Service or whether the Indian Civil Service should retain its own present character.

20874. But what I meant was that it would be a matter of high policy also to find legitimate channels for satisfying the aspirations of young educated Indians; I mean high policy would be involved in that also?—It is all the same question I think.

20875. You have stated in reply to questions that you thought that the people of India looked down upon Indian Civilians, Indian members of the Civil Service, who belonged to comparatively lower castes. It is in connection with a remark you have made in reply to question (3) about the Natives of India. You made that statement, I understand, about the people of India?—I did.

20876. That the people of India were likely—I will put it in that way—to look down upon the Indian members in the Indian Civil Service, who belonged to comparatively lower castes?—That is what I have stated.

20877. Have you any instances of this in view?—I have no specific instances; that is only my general opinion.

20878. There are 50 to 60 Indians in the Indian Civil Service to-day in India: you know that I suppose?—I know there are some.

20879. You have not got any instances in view?—No, I am only talking from general knowledge.

20880. But you have no specific instances in view to support your statement?—No.

20881. I want to get a little more clearly your idea of the prejudice that the people of Burma feel against the Indians. Is this prejudice felt against Indians of all classes or only against Indians of the poorer classes, labouring classes?—All classes.

20882. But I understand the Burmans have no objection to marriage alliances with Indians, is that so?—No objection to marriage taking place.

20883. Between Burmans and Indians?—The young lady who marries the Native of India has no objection. But the parents of a young lady do object.

20884. I am asking about the parents of the young lady?—Parents, as a rule, do object; sometimes they do not object.

20885. There are a good many Indian lawyers here practising, are there not?—Yes; they have increased very much during the last ten or fifteen years.

20886. As a class, I understand they are doing better than Burmese lawyers—I mean prospering; probably they are seniors; whatever that may be, they are in very good practice?—Some of them are.

20887. The Burmans have no objection to going to them, when they need their assistance?—No.

20888. There are some Indian doctors here who have some practice amongst Burmans?—Very few, to my knowledge.

20889. And Indian business men are doing very well here, on the whole?—In Rangoon they have done very well.

20890. So far as these dealings show anything, you could not say that the prejudice of the Burmans against Indians is very marked?—But I can say that the Burman does look down upon the Natives of India; there is no doubt about it. I am talking of the bulk of the people in the district.

20891. But that opinion may be similar to the opinion that the people of India look down upon the Indian members of the Indian Civil Service of the lower castes; that may be a mere general impression on your part?—There is no general impression in regard to this; I have known Burma through and through.

20892. One more question. How far is this feeling, which you call prejudice, due to a natural desire on the part of the Burmans to keep the public service of their own province to themselves?—It is not a matter of public service; it is a matter of man to man—Burman and Indian.

[At this stage the CHAIRMAN said that he deprecated any questions and answers which aroused racial feeling, and he asked his colleagues to co-operate with him in avoiding racial questions as far as possible. Mr. Gokhale then said that the opinion had been expressed that Indians should not be employed in Burma, because the Burmans had a prejudice against Indians; but for that he would not have pursued the point to any extent. The Chairman thereupon observed that, so long as there was prejudice in regard to

the employment of certain people in the service, it would be useful to bring the fact before the Commission for consideration, but it could quite easily be done by showing that there was an actual desire on the part of Burmans to have in the Civil Service only Burmans as distinguished from those of the foreign country; it was when the discussion came to the bandying of compliments about racial prejudices, for example, whether a Burman despised an Indian or an Indian despised a Burman, that he could not see what good it could serve, and he would ask his colleagues, and the witnesses as well, to desist, as far as possible, from entering into such questions.]

20893. (*Mr. Chaubal.*) May I ask you as to whether there are frequent instances of riots and breaches of the peace in this province?—There are not many riots. You should define "breach of the peace." A breach of the peace is generally any assault, and any assault is a breach of the peace, and if that is what is meant, we have any number of them. But of riots, this is not a country where you have them.

20894. There are no riots or breaches of the peace as between race and race, like the riots between Hindus and Muhammadans and Parsees?—As a rule, riots only occur in that connection; riots are between Hindus and Muhammadans.

20895. But I understand,—I may be wrong—that in the large districts of Burma, not speaking of towns like Rangoon, or other principal towns, the population is mainly Burman?—Burmans; and so you do not get the riots.

20896. I am speaking of the districts; I am not speaking of towns like Rangoon; but out in the districts. There is not much scope for these religious riots or riots between communities?—Very little rioting; we may have an occasional disturbance, but very little.

20897. Therefore, I take it that the District Officer in the mufassal in Burma would not have to face the same difficulties as an officer in an Indian district has to face, on account of the district being inhabited by people of different religions, of different castes, and of different creeds?—Not as far as Burmans are concerned.

20898. May I know for information what is the ordinary occupation of the Burman in a mufassal district?—Very largely agricultural, or that of small traders in the villages.

20899. Either small traders in the villages or very largely agricultural. Referring to the latter, the agricultural occupation, are there, in the mufassal, people having large holdings?—It depends upon the tract of country. In Lower Burma there are people having large holdings; and in other places also they have fairly large holdings; but as you go up-country, the holdings get smaller.

20900. May I know roughly the largest assessment that a holder of land pays to your knowledge?—I am afraid I could not tell you.

20901. As to the agricultural occupation that you spoke of, is the ordinary Burman in the district cultivating lands as the tenant of land, owned by another?—No.

20902. Then the lands are owned by themselves?—Owned by themselves, to a large extent.

20903. They do not employ labourers?—Those that have enough of land do.

20904. Who are the labourers or the servants who cultivate the lands—Burmans?—In Lower Burma there are certain numbers of Natives of India; in other places they are Burmans, but it all depends upon the places.

20905. But have you not come across instances of Indians acquiring large lands in Burma?—Sometimes.

20906. Lands of which the original owners were Burmans but which now have gone into the hands of these commercial people in Rangoon?—That is so.

20907. I want to understand exactly how your territorial divisions stand. I understand that the province is divided into divisions, districts, subdivisions and townships; is it not so?—Yes.

20908. Who are the judicial and executive heads of the divisions; what do you call them?—In those divisions where there is no separation between the executive and the judicial, it is the Commissioner who is the Sessions Judge; and in those divisions where the separation has occurred, there is the Commissioner on the one hand and the Divisional and Sessions Judge on the other.

20909. Out of eight divisions that you have, in how many does this division occur? I find from the Civil List that you have eight divisions in all. Out of these eight divisions can you tell me in how many divisions has this separation of judicial and executive taken place?—In Lower Burma; it has not taken place in Arakan, but it has in Pegu, Irrawaddy and Tenasserim; it has taken place in three as far as the Commissioner is concerned.

20910. Do I take it that in the other four, viz., Magwe, Mandalay, Sagaing and Meiktila—those are the Upper Burma divisions—the separation has taken place?—No; I believe there is a man who helps the Commissioner at Mandalay as Sessions Judge.

20911. And that gentleman, who assists the Commissioner, has he also any executive work?—I do not think so.

20912. So you cannot say that there is some sort of separation even in those three divisions?—In Mandalay there is an extra man.

20913. In those divisions, in which the Commissioner is assisted by a Sessions Judge, he does not do any executive work; you can say that to a certain extent there is separation there between the judicial and the executive?—It would be so.

20914. In districts, the next territorial division, who are the corresponding officers in the province?—In the districts where there is no division, it would be the Deputy Commissioner.

20915. But every district has some divisions. We have done with divisions. Now we have come to the second—the districts. In a district, I want to know who is the judicial head and who is the executive head of the district?—Where there is no separation, both the executive and the judicial head is the Deputy Commissioner; but where there has been separation, the executive and the revenue head is the Deputy Commissioner and the judicial head is the District Judge.

20916. Am I to understand that in those divisions in which you have now said there has been separation of the executive and the judicial, that separation obtains in the district also?—Not altogether.

20917. That is to say, there might be a division for which there is no separation of the executive and the judicial so far as the head of the division is concerned, but in the district there might be?—I am thinking the other way on. Take the division of Moulmein and Tenasserim. There is a Commissioner and there is a Sessions and Divisional Judge. When you come to the districts, which consist outside the hill tracts of Moulmein, Tavoy and Mergui, there is in Moulmein a Deputy Commissioner and District Judge, whereas in the other two there is only a Deputy Commissioner who does the whole lot.

20918. I do not want any particular districts. I want to get information generally as to whether in these districts—I see that roughly there are about 41 districts in all, throughout the province—the judicial and executive heads are different?—Districts differ.

20919. Can you roughly mention in about how many out of the 41 districts?—I should have to calculate it out. I can do it for you. There are eight districts in which there are separate District Judges.

20920. Roughly we may take it that out of 41 there are 8 districts in which there is complete separation?—Yes.

20921. May it not be that one District Judge is in charge of two different districts for sessions work?—The District Judge does not do sessions work.

20922. Then who does the sessions work?—There is the Divisional Judge.

20923. Where there is separation?—Yes, where there is separation.

20924. The District Judge does only the civil work?—Yes, only civil work.

20925 And the criminal work?—Sometimes he will do what is called special power cases

20926. But who does the criminal work of the district?—The magistracy.

20927. That goes lower down. In other provinces the Collector of the district is the Magistrate responsible for the peace of the district. In that way I wanted to know whom you call the corresponding head in the district: who is the judicial head and who is the executive head?—The Deputy Commissioner and the District Magistrate is the judicial head; he is the same person.

20928. Who is the judicial head?—He is the same person; the criminal judicial head.

20929. The District Judge only takes purely civil work; he does only civil work?—But, in case the District Magistrate transfers to him criminal cases he has to try them, and then he exercises his special powers, which are seven years' powers.

20930. We have done with the districts and now we come to sub-divisions. Each district, I find roughly, has about two or at the most three subdivisions. Who are the corresponding heads of the two branches in a sub-division?—In most it is simply the Sub-divisional Officer; but where the separation has taken place there is the Sub-divisional Officer who does the general executive work and the Sub-divisional Judge who does the civil work, and in other places he also tries magisterial cases under special powers, that is the seven years' powers.

20931. Out of these eighty-one subdivisions, which you have in the whole of Burma, there are subdivisions in which there are some officers who do only executive work and others doing the criminal and civil work?—That is so.

20932. Then going down to a township, is that an individual town or is that a conglomeration of villages and towns?—It is an area of land, not merely a town.

20933. Area of land having more than one village or town?—Yes, taking up ten miles square; or some of them are much bigger than that

20934. In these townships, I take it that the myook is ordinarily the Revenue officer?—Where there is separation?

20935. I am coming to the separation. The myook is ordinarily supposed to be the revenue officer?—There is the judicial myook and the revenue myook: myook is a generic term for the man who belongs to the Subordinate Service.

20936. In some townships there is the separation of the judicial and the executive?—There is.

20937. And there are some persons who do the criminal and magisterial work of a township and others who do the executive and civil work?—That is so.

20938. But before this system of the separation of the two started, my impression is that you said, that about ten years ago the officers used to bethe same?—It began to start fifteen or sixteen years back.

20939. Fifteen or sixteen years back the general system was that the same executive officer did also the judicial and magisterial work of the district?—Yes, that is so.

20940. May I have your opinion roughly on this point, as to whether the people of the province have not greater satisfaction in the present system than with what obtained fifteen years back: what do you think is the feeling of the people?—I do not know that they have any particular feeling. The reason for the change was that the work became too heavy for one man to manage.

20941. That explains the origin as to how the separation came about; but I wanted to know whether the public have any feeling about it, whether they consider the present system more satisfactory than the previous one?—I doubt whether they have any feeling.

20942. But what is your opinion? Has the separation done good or has it brought mischief in its wake?—It had to come because everything was going to arrears; but, speaking in a general way, I do not think it has made much difference one way or the other.

20943. There is only one more question I will trouble you with. I think you said that the litigation in the mufassal here is very simple litigation, did not you?—Yes, simple enough.

20944. But is it in any way simpler than an ordinary litigation in a mufassal district in India?—I have no experience of India.

20945. But you told us the nature of the suits—mortgages?—Well, there are contracts, tort, possession of land or mortgages.

20946. Contracts relating to immoveable property?—Moveable and immoveable property.

20947. Let us drop the moveable for a moment out of consideration. Taking the immoveable, there are contracts relating to land, that is, mortgages?—Yes.

20948. Sales?—Yes.

20949. Leases?—Not much—sometimes.

20950. Sub-mortgages, I suppose?—Very few of those.

20951. Do you not find land mortgaged to to two persons at different times; the same lands?—Sometimes you get them.

20952. So there are cases of sub-mortgages also?—Yes.

20953. Adjustments of family disputes?—Yes, there are those.

20954. That is to say, what would be called partition suits?—Generally very few partition suits; they are generally under the Buddhist Law.

20955. But whether it is the Buddhist law or any other law?—It really comes to partition in the end.

20956. I suppose what you mean by litigation being simple in the districts is really that there is not much litigation in connection with trade and commerce as you find in largely developed towns like Rangoon?—That is so.

20957. And you are of opinion that this sort of litigation which you call simple in the mufassal does not want a trained judicial mind for its disposal?—Any officer who has exercised judicial functions for a certain period, I think, can be said to have a trained judicial mind, if he has no other work.

20958. We are now discussing the merits of the system. You say that a person who has done that work for ten or twelve years, has been committing blunders. He gets the training, no doubt; but during those ten or twelve years, he has been blundering?—It does not necessarily follow that he has been committing more blunders than most of us do. All of us commit blunders.

20959. You are seriously of opinion that any man of common sense, without having judicial or legal training, can be brought and given charge of civil work?—I have not said that. I said that two or three years' training in England learning the general principles of law, jurisprudence, the theory of litigation, and so on, and also the use of the Acts that we have to administer in India, and then having to pass a departmental examination in Burma, give him a good legal training which is sufficient.

20960. You think that the training received in England during two years' probation is quite enough?—Yes.

20961. There is one other question I trouble you with. Do you or do you not think that a person with that sort of training for two years, with two years' probation, with that knowledge of law, in a country like Burma or India, if he does executive work and administrative work for eight or ten years—that he would after those ten or twelve years, retain any judicial frame of mind?—That, of course, depends upon the man; he has also to pass a departmental examination here—I lay stress on it; after eight or ten years he would become, as the ordinary man would, rusty, and it would take a certain amount of time to work up his loss again.

20962. With regard to the disposal of criminal work, would a man, who has been doing executive work which is generally a rough and ready sort of doing justice, retain the judicial frame of mind necessary for the disposal even of criminal work?—In Burma nearly all the men are always doing criminal work all the year through.

20963. Of course when a man is asked to do it, he has to do it and does it; but I am speaking of the quality of the work?—Assuming that a man who has tried no criminal cases for ten or twelve years is set down to try serious criminal cases, there is grave danger that he would not be able to try them properly; but if he had been trying criminal cases all through these years, then he ought to be able to try them properly

20964. May I ask you if in Burma, in the districts in the mufassal, there are any complaints about forced labour as we have sometimes in some provinces in India; about officers recruiting forced labour: the District Officer goes round and wants his things to be removed, wants to make certain purchases or wants provisions?—Very seldom; some fifteen or twenty years ago in one or two places there was complaint about having to supply a cart at half-an-hour's notice.

20965. But these complaints are less?—I have no experience of the districts for the last six years, but they are few, hardly ever.

20966. About these Burman Barristers of whom you say there are eight or ten or a dozen, will you kindly tell me what their educational status here was: have they taken any degree in the University or are they sons of rich men, who merely went to England, ate dinners and came back as Barristers?—I think they are probably of all classes. I could not really give you information in regard to each of them; but I know some of them are sons of officials. On the other hand, I heard only two days ago that the father of another was a cultivator up in the district of Tharrawaddy.

20967. I want to know how many of the dozen are graduates of your University?—I am afraid I could not tell you.

20968. (*Sir Theodore Morison.*)—I only want a little information in regard to your answers to questions (15) and (18) about the subject of age. You think that a Civilian could arrive at 23 or 25 years of age, do you not?—Between 23 and 25.

20969. Twenty-five years of age?—I have said 21 to 23 years on 1st January in answer to question (15). I would say 22 or 23 on the 1st January for passing.

20970. Let us take that a man is 23 or 24 years old?—If he was over 23 on the 1st January, he would be ineligible.

20971. Then you mean that he is to be over 21 and under 23?—That is it.

20972. That is a year less than at present. Your proposal is to reduce the age by one year?—Yes, and give him extra probation. I look upon it as important to have two years' probation in England.

20973. Will you explain why you select the 1st January: did you make it the 1st January in order to make it 18 months' probation? What time would he arrive in India?—I think I selected the 1st January, because it was the New Year's Day probably. I make the age 21 to 23.

20974. I presume you will have the competitive examination soon after the 1st January?—I was thinking of the time when you take the degree; it is taken in Oxford in June and July, and that would be followed by an examination in August or September, and then the boy would be 21, or he could go the next year when he is 22 in August or September and then have two years' probation and then come out here in September or October, two years after.

20975. The 1st January then is the date after the competitive examination?—No, supposing the boy was 21 on the 1st January last, he would be allowed to go in for the examination. He takes his degree this year; he takes it in the month of June.

20976. He is 21 on the 31st December?—He becomes 21 after the 1st January.

20977. You said he must be over 21?—Yes, on the 1st January.

20978. Therefore we will say he is 21 on the 31st December?—Yes; he takes his degree in this coming June, say, that is, at the end of the three years in Oxford. Then the examination would be in August or September, so he will still be 21.

20979. Remember this man is 21, and at least six months have elapsed and half of the candidates might have become 22. Your statement is only true of the person who is less than 22 by eight months in August, but by that time two-thirds of the candidates will have become over 22?—They would have had their chance the year before when they were 21, you see. Those that become 22 would have had their chance the year before when they were 21.

20980. Would you please shortly tell us what was your reason to change from the 1st August to the 1st January, as it does make a considerable difference?—I am afraid there was no reason in my mind at the time. I was simply giving the age of the candidate, and two years in which he might compete.

20981. (*Lord Ronaldshay.*) Arising out of what you said to Mr. Chaubal, I should like to ask you to whom do appeals lie from second and third class Magistrates?—Appeal lies to the District Magistrate or to such Magistrate as may be empowered by the local Government to hear appeals.

20982. The District Magistrate being the Deputy Commissioner?—Yes.

20983. But to whom would appeals lie from first class Magistrates?—They lie to the Sessions Judge where the term is under four years and after that to the Chief Court.

20984. The Sessions Judge is not the same as the Divisional Judge?—He is the same.

20985. I understood that the Divisional Judge did not exercise any criminal powers?—No. He is the Divisional and Sessions Judge; it is different to what prevails in Bengal. I understand in Bengal there is the District and Sessions Judge, here he is the Divisional and Sessions Judge.

20986. That is the distinction between the Divisional Sessions Judge and the District Sessions Judge?—In Bengal the Sessions Judge is the District Judge, and here the Divisional Judge is the Sessions Judge.

20987. But you have a District Judge as well as a Divisional Judge?—Yes. A District Judge as well.

20988. The District Judge does no Sessions work?—That is so, except special power cases, which he is told to try.

20989. One more question on this subject. You say you would not like to see the Deputy Commissioners deprived of their magisterial powers. Would you tell me what is the chief advantage in the Deputy Commissioners retaining the magisterial powers?—He is responsible for the peace of the district and he can try any important cases that he wishes to. He has the supervision of the magistracy; he has the supervision of the police, and he is the head of his district.

20990. But would it in your opinion detract from his authority as Deputy Magistrate if these magisterial functions were discharged by a separate officer?—Yes, it would detract from his authority in the eyes of the people.

20991. That really is the objection to depriving him of magisterial powers?—It would detract from his authority in his district?—That is one reason; but now any particular case that he wishes to try himself, because of its special importance, he goes and does it himself.

20992. What I want to get at is, what is the particular advantage in his trying the case himself? Supposing there was a District Magistrate who exercised magisterial functions and who had been rid of his other functions, would it not be just as advantageous to have the case tried by him? What is the particular advantage in the Deputy Commissioner himself trying these particular cases?—There is one man in charge of the district, who runs his own district and deals with all the important matters in it, I think. But as far as the trial of the case goes, it may just as well be tried by somebody else.

20993. It would detract from his authority; that is what it really comes to?—It goes back to his personal responsibility. He is responsible for the district and he has to run it.

20994. Just a question with regard to your objection to the system of pure competition for the Civil Service. Are you of opinion that the number of undesirables who get into the Service is larger now than it was, say, 30 years ago?—It is, I think.

20995. It is larger?—I think so.

20996. I suppose the recruitment for the Indian Civil Service to-day is from a wider field than it was 20 or 30 years ago?—Yes; I should think so.

20997. Do you think that is the reason why you are getting a larger number of undesirables than you used to in former days?—I think it is very probable.

20998. Then, in your opinion, it is more desirable to have a system of nomination, combined with examination, to-day than it would have been 20 or 30 years ago?—Yes.

20999. Just one other question about the admission of Indians to a greater share in the

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higher posts in the service. Do you consider it desirable, on the ground of policy, that a larger number of Indians should be appointed to higher posts in the service to-day?—No.

21000. Not desirable?—No.

21001. But I assume you are speaking for Burma only and not for the rest of India?—Yes. As regards India, I have not got much knowledge of it; but, as a matter of general policy, I think, English people should hold predominance in the larger posts in the country so as to go on as we are now.

21002 In fact you think the number of Englishmen in Burma, at any rate, in the higher posts to-day ought not to be reduced?—In Burma I have only said that I do not think that at present, while we are in an experimental stage, the number of listed posts should be increased because there have been only four or five. There are very few at present you see.

21003. So I ask you whether there ought not to be more?—Not at present, until we see how this experiment works.

21004. (*Maung Kyaw Nyein.*) Please see that comparative statement—(handing a statement).* According to this statement Burma is entitled to two Extra Assistant Commissionerships in the first grade, two Extra Assistant Commissionerships in the 2nd grade, and three Extra Assistant Commissionerships in the 3rd grade. That is, if you take the proportion of appointments in Burma according to the Punjab standard. It is admitted that the cost of living is higher in Burma than in the Punjab. Will you recommend that the increases I have shown there should be made as immediate increase according to that statement?—My recommendations are more generous than those given in this statement. I understand that you want an immediate increase. If the Commission see fit to recommend an immediate increase, the Provincial Service will get an immediate increase instead of perhaps a few years hence when the matter has been threshed out after the whole report has gone in.

* The following statement shows the relative position of the two provinces, as given in Appendix B to the Public Service Commission questions:—

Rate of pay.	Number of appointments held in each grade.		Proportion of appointments in Burma according to Punjab standard.	Number of appointments that Burma is entitled to.
	Punjab.	Burma.		
Rs. 800	3	1	1 39/48	2
700	4	1	2 20/48	2
600	5	2	3 1/48	3
500	12	8	7 12/48	7
400	12	8	7 12/48	7
300	12	9	7 12/48	8
Total ...	48	29	29	29

(The witness withdrew.)

Major H. DES VŒUX, I. A., Officiating Commissioner, Pegu Division.

Written answers relating to the Indian Civil Service.

21005. (1) What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—I have worked with members of the Indian Civil Service for 22 years. Judging by the men I have met I am of opinion that the present system is generally satisfactory.

21006. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—I think that there should, if possible, be some way of rejecting candidates who are unlikely for various reasons to make efficient officers.

21007. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—I recommend no alteration. The best men obtainable come in under the present system.

21008. (4) Further, is any differentiation desirable between other classes of natural-born subjects of His Majesty? If so, what do you propose?—No. I can see no reason for differentiation. It seems to me that it would be unfair to have different tests for the same service.

21009. (5) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests?—I have no reason to think that the combination is disadvantageous to India

21010. (6) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles:—(*a*) Selection by head-masters of schools approved or otherwise: (*b*) Selection by authorities in Universities approved or otherwise: (*c*) Nomination by head-masters or University authorities and selection under the orders of the Secretary of State: (*d*) Combined nomination and examination: (*e*) Any other method?—Combined nomination and examination would be sound. A system such as is in force for the navy might suit, but in fairness to the candidate the weeding out should be done a year or so before the examination.

21011. (7) What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?—I think such a system would not be suitable. It would be exceedingly difficult to obtain the right class of men for the oral examination and even then the standard in England and in India for oral work might be very difficult, which would certainly be unfair to one set of candidates or to the other. I also doubt if there are facilities in India for teaching up to the required standard.

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21012. (8) Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's dominions?—No, for the reasons given against question (7).

21013. (9) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India?—I can see no object in doing so. The best men are wanted for the service, and under the above proposed system very good men might be put on one side in favour of their inferiors.

21014. (10) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, please describe fully what system you would recommend. In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?—If this means that a number of Natives of India should be selected annually either by nomination or nomination and examination, I do not agree, because the system would not ensure the best men, irrespective of nationality, being appointed. In exceptional cases I see no objection to selection being made.

21015. (12) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services. If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?—I have stated against question (10) that *selection* of Natives of India should be the exception. Such selection should be supplementary to the present system of promotion, if this system is to be continued. But I understood question (10) to refer to gentlemen not already in the Service. If it refers also to gentlemen of the Provincial Service, the present system of promotion to listed posts should be abolished. Please see question (25).

21016. (13) Do you recommend any separate method of recruitment for the Judicial branch of the Indian Civil Service? If so, please describe the system that you would propose?—I do not. Under the present system men obtain a fair training in law, and moreover their earlier training enables them to obtain a knowledge of the people amongst whom they are to work. This knowledge is of inestimable value to them.

21017. (15) If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to attract candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?—I think the fairest system would be to hold the examination soon after leaving school. The successful candidates to then complete a University course. This would be fairer to the candidates because those who fail will still be young enough to take up another career.

21018. (16) What is your experience of the relative merits of the candidates selected under varying age-limits particularly under the systems in force from 1878 to 1891 (age-limits 17—19 years, followed by two or three years' probation at an approved University) and since 1891 (age-limits 21—23 or 22—24 years, followed by one year's probation)?—So far as my experience goes, there is nothing to choose between them.

21019. (17) What is your opinion regarding the suitability of the recent recruits to the Indian Civil Service?—Very good men indeed have come to this province as a rule.

21020. (18) What is the most suitable age at which junior civilians should arrive in India? About 24. They are not, I think, so liable to get ill as the younger men; they are better able to take care of themselves. They are probably also more useful from the start than younger men would be.

21021. (19) What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age-limits for "Natives of India," and for other natural-born subjects of His Majesty?—I see no reason for any differentiation. But I know very little about the qualification of Natives of India proper (*i.e.*, not Burman) at the school-going and school-leaving age.

21022. (20) On what principle should the subjects for the open competitive examination be fixed? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that "the examination should be of such a nature that no candidate who may fail shall, to whatever calling he may devote himself, have any reason to regret the time and labour which he had spent in preparing himself to be examined," and that the object should be to secure, not specialists in any particular subject that may be useful in a subsequent Indian career, but the ordinary well educated young man of the period?—I accept the principle. But a young man of 22—24 who fails may find it difficult to take up another career. He is too old for the army, and the law and medicine courses should be commenced at an earlier age.

21023. (22) Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates?—No.

21024. (23) Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and if so, what posts and for what reasons? Please state in detail what alterations (if any) you recommend in the schedule of the Indian Civil Service Act of 1861 (24 & 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54) and of the Government of India Act, 1870 (33 Vict., c. 3), reproduced as Appendix II and

III to these questions.] ?—If most of the higher paid posts in the country are not reserved for members of the Indian Civil Service there will not be sufficient inducement for really good men to enter the service. The schedule to the Act of 1851 does not apply to this province.

21025. (24) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the civil administration? If so, to what *proportion* of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might, under present conditions, properly be admitted?—I consider it absolutely necessary for the protection and good of the people of this country that most of the higher posts of the civil administration should be held by European subjects of His Majesty. And I believe that the great mass of the people in the country desire Europeans to hold these posts. I can give no answer to the second question.

21026. (25) Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54)? Do you recommend any alterations in this system; and, if so, what?—I accept the open competitive system as satisfactory. I also think that deserving officers from the Provincial Service should be promoted occasionally, and there may be a few cases in which direct appointments would be advisable. But officer promoted or appointed direct should become members of the Indian Civil Service and draw the pay and pensions drawn by members of that service.

21027. (26) Give a list of the "Natives of India" now serving in your province who were recruited to the Indian Civil Service by means of open competition in England, stating in what year they were admitted, in which posts they are now serving, and their present rate of salary.—(*i*) A. T. Rajan, 1907, Assistant Commissioner, fourth grade, Sub-divisional Officer. Pay Rs 500. Acting allowance, Rs. 333-5-4. Total per month, Rs. 833-5-4. (*ii*) D. D. Nanavati, 1908, Assistant Commissioner, fourth grade, Sub-divisional Officer. Pay Rs. 500. Allowance, Rs. 333-5-4. Total per month, Rs. 833-5-4.

21028. (27) Have the "Natives of India," recruited by means of open competition in England, proved, on the average, as efficient as the European members of the Indian Civil Service of the same standing and recruited in the same manner? Has it been found possible and expedient to employ them in all branches of the administration, whether on executive or judicial duties?—I have only had experience of one officer. He is an efficient officer—as efficient as a European member of the same standing.

21029. (28) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived and, if so, what method of recruitment would you recommend?—I had no experience of appointment under the old system. As stated under question (25), I hold the opinion that any man appointed under Statute, whether from the provincial or any other service or from outside the services, should become from the date of appointment a member of the Indian Civil Service.

21030. (29) What experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your province? Please distinguish in your reply between (*a*) military officers and (*b*) others; and give details of the latter?—There are 48 in Burma of whom 35 are military officers. Of the others one was originally in the Telegraph Department, six were originally in the civil police; five were originally in the Provincial Civil Service (some of them had previous service in the police), and one was appointed from the Andamans Commission.

21031. (30) Have such officers proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility? Has it been possible and expedient to employ them in all branches of the administration, whether on executive or judicial duties?—Yes. I think on the average their work has been as good as that of the Indian civilian. They have mostly been employed on executive duties, but one is in the Judicial branch.

21032. (32) Do you consider that such a system should be restricted to the recruitment of military officers or extended to the recruitment of selected officers from other Indian services?—I think it should be extended, provided always that the appointments are so few in number that recruitment of the Indian Civil Service by open competition is not interfered with.

21033. (37) Does the system by which most of the inferior listed posts are merged in the Provincial Civil Service give satisfaction (*a*) to the members of the Provincial Civil Service; and (*b*) to the public interested in this question; and what advantages, if any, does this arrangement possess?—The advantages are that the qualifications of the persons appointed have been tested and are known.

21034. (38) Is the class of posts listed suitable?—Suitable.

21035. (43) What is your experience of the results of the existing system under which successful candidates in the open competitive examination are required to undergo a probationer's course of instruction in England? Do you recommend the continuance or abolition of this system?—Against question (15) I have recommended that the examination for admission should be held at an early age and that after a candidate had passed, he should go to a University for a full course. If this system were in force I do not think that any further course of instruction would be necessary. There would be no term of "probation," but before final appointment the candidate would be required to show that he had completed a University course.

21036. (44) What should be the duration of the probationer's course in England (*a*) under the present system of the open competitive examination, and (*b*) under any modification of that system recommended by you?—Not having entered by the front door myself I feel diffident about offering an opinion. I doubt if under the present system of open competition at a comparatively advanced age the term of probation is of any use. A longer term of training after arrival in the East would certainly be better in most cases.

21037. (45) Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?—If probation is insisted on, yes, so long as the Universities are not selected within too narrow limits. I take it that what is really required is to bar any University where the standard is not fairly high.

21038. (47) Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend?—I do not recommend a period of probation. Under the present system a candidate has to continue his education till 22—24 and then undergo a term of probation. Under the system I have proposed a candidate would finish his University course at about the same age so that he would not be put to any greater expense than he is now.

21039. (49) Would it, in your opinion, be desirable to establish a separate institution in England for this purpose, and, if so, under what conditions?—No, they would work and live in too narrow a groove.

21040. (50) If a probationer's course is continued in England, do you accept the principle laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education and that their future studies should be such as have a special tendency to fit them for their calling? Does your answer apply equally to candidates who pass the open competitive examination after leaving school and to those who do so after completing a University course?—For those who pass after completing a University course "Yes." For boys of 18 or 19 not fully. They should complete their general education at a University, but some of their studies should be such "as have a special tendency to fit them for their calling."

21041. (52) In particular, please state your opinion as to the desirability during the period of probation of (*i*) compulsory attendance at Law Courts in England and reporting of cases; (*ii*) the teaching of Indian Law in addition to the general principles of jurisprudence; (*iii*) the teaching of the grammar and text-books of Indian languages with or without any attempt at colloquial instruction; (*iv*) the teaching of (*a*) Indian Geography, (*b*) Political Economy, (*c*) Accounts?—(*i*) I can give no opinion as to whether such attendance serves a useful purpose. (*ii*) Yes, certainly. (*iii*) I doubt if this is of much use. I believe men will learn more quickly after arrival in the East. (*iv*) All useful subjects.

21042. (53) Do you consider that the probationer's course of instruction can best be spent in England or in India?—If there must be such a course, then in England. There would be considerable difficulty in bringing a man to India and returning him as unfit at the end of a year or so. In practice a man would be retained in the service when it would be better for all if he left.

21043. (54) What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?—I can see no advantage in such a proposal. No doubt a number of youths of more or less one pattern would be turned out, but I think their time would be better employed if they were undergoing actual training under selected officers in the provinces to which they were posted. Also please see the answer to question (53).

21044. (55) What is your opinion of a proposal that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—For a portion of the first two years, say the second rainy season after arrival in India, I think the proposal is sound. The men would have some practical experience by that time and a course of lectures, etc., would, I think, then be useful.

21045. (56) In the report of the Treasury Committee appointed to consider the organization of Oriental Studies in London (1909), the view is taken that the preliminary training in Oriental languages and in law required by probationers can be given better in England than in India, because of the difficulties which junior civilians would experience in learning these subjects in India, the lack of good teachers in Indian district head-quarters, the difficulty of even good Indian teachers appreciating the European student's point of view, and the difficulty of arduous study in a tropical climate. Do you consider that these objections could be met by a suitable scheme of instruction in India?—I have no personal experience of the present system. But the men who come out know very little of the language and I think the majority do not know much law. I believe they could learn as well or better in the province to which they are posted. As to the languages there is the experience of officers in the Indian Army to guide one. These learn the language after arrival in the East and I think the majority know as much as civil officers of equal service.

21046. (57) If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of or supplementary to the system of recruitment in England, please state what system of probation you recommend for such officers?—I have only recommended occasional selection from amongst those who do not hold appointments in the Provincial Civil Service. Such officers would undergo training for a given period and should be on probation during that time.

21047. (58) In particular, if a period of probation is recommended for such officers, do you advise that it should be passed in England or in India?—Necessarily I think in India.

21048. (59) Do you consider that any differentiation is necessary during the period of probation between the course of study for probationers who are "Natives of India" and the course prescribed for other natural-born

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subjects of His Majesty?—No, I conclude the question refers to Natives of India who have passed the open competitive examination.

21049. (60) Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—The present system is sound, but apparently men are supposed to be under training for two years while actually the training lasts for one year only. I think the time might be extended. They might be taught something of agriculture, and personally I am in favour of making them learn thoroughly the work and duties of a Police officer.

21050. (61) Is the existing system of departmental examination suitable, and if not what change do you recommend?—I recommend no change.

21051. (62) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and if not, how could this best be remedied?—I cannot answer the first two questions. I do not think that the European members of the Indian Civil Service (including in this province other officers in the Commission) have an adequate knowledge of the language. Under the present system men try to pass the higher standard as soon as possible. It might be advantageous not to permit a man to present himself for this examination until after he had been in the country for two years and to considerably raise the standard of the examination. Especially I would insist on the candidate being able to write the language. At the same time it would be fair to give a reward for passing as if the standard is raised money must be spent in tuition. Military officers obtain rewards, I believe, for passing language examinations which are compulsory.

21052. (64) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial branch. In particular, do you favour a system of granting study leave to Europe; and, if so, what course of study (course for a call to the Bar, reading in barristers' chambers or other), and what conditions do you propose?—I am of opinion that officers other than those in the Judicial branch ordinarily know enough law to perform their duties satisfactorily. Still I can see no harm in granting study leave and in some cases no doubt benefit would accrue. Officers permanently appointed to the Judicial branch should at some period early in their service be encouraged to take study leave to Europe. I would allow the officer to select his own course of study so long as it was a course recognized as being valuable. He should produce a certificate to show that he had gone through the course and the leave thus spent should not count against the maximum allowed under the regulations.

21053. (65) Do you recommend any special course of study in law in India for officers selected for the Judicial branch?—No. They have studied law up to a certain standard before appointment and have had a good deal of experience in the first years of their service.

21054. (66) Do you recommend any special training in subordinate judicial posts for officers selected for the Judicial branch? If so, please give details. Such officers now during their period of training try a certain number of civil cases and the majority before appointment to the Judicial branch have tried a very large number of criminal cases. I am inclined to think that before an officer is appointed District Judge with powers to hear appeals from Subordinate Judges he should act for a longer time than is now the custom as Township or Subdivisional Judge. But I am not qualified to give a decided opinion on this matter as I have seen nothing of the civil work done by District Judges.

21055. (67) Do you recommend any system for encouraging the higher study of law analogous to the rules for the encouragement of the study of Oriental languages?—No.

21056 (68) Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty?—No.

21057. (70) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent?—I see no reason to differentiate.

21058. (72) The present theory underlying the conditions of service in the Indian Civil Service is that (*a*) the members of the service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and (*b*) that they should, throughout the whole period of their service, have sufficeint salaries and sufficiently responsible duties. To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 per mensem is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?—The present system appears suitable.

21059. (73) It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior posts," and should be drawing pay at rates above that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?—Suitable.

21060. (77) Does the number of superior posts shown as held directly under the Government of India correspond with the actual experience of the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable. [Attention is invited in this connexion to List J in Appendix VII to these questions]?—Very few of the superior posts under the Government of India are held by officers in this province; certainly nothing like the number shown. A change of practice appears to be eminently desirable, because members of the Indian Civil Service in Burma are not given the same chances of distinguishing themselves as are members of the same service in other provinces. Moreover, if more appointments under the Government of India were held by officers from this province officers junior to them would benefit.

21061. (81) Junior officers are considered to be under training during the first two years of their service. Does this approximate to the actual conditions? If not, what alteration is necessary in the percentage of 15·5 allowed for training?—The Civil List for October 1912 shows that officers appointed in October 1910 were in charge of sub-divisions before they had completed two years' training.

21062. (87) Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—The system of selection for higher appointments and of the compulsory retirement of inefficient officers is sound. I cannot however remember any officers who have been retired compulsorily.

21063. (90) Please see the two statements contained in Appendix VIII to these questions showing the various rates of pay drawn by officers holding posts in the Indian Civil Service cadre and the grading of each class of posts for the different provinces, and say whether they are correct for your province?—I believe them to be correct.

21064. (92) Are the present rates of pay and grading suitable? If not, what alterations do you recommend?—It is not understood why the pay in some provinces is lower than in others. The men are recruited in the same manner and an officer posted to Burma may have passed a better examination and be a better man all round than an officer posted to Madras or Bombay. Yet the pay and prospects in Madras and Bombay are better than in Burma, although Burma is notoriously more expensive. In my opinion the rate of pay should be the same in all provinces and in addition a local allowance should be granted in Burma.

21065. (93) If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts or to both?—More particularly, in the higher posts, by which I mean the posts with pay over Rs. 1,000 per month.

21066. (94) Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on this score exist in your province; and, if so, what?—Yes, as noted against question (92). The pay should be levelled-up.

21067. (95) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—I do not think it should be abolished. Home charges for most senior officers are exceedingly heavy, and the allowance helps to some extent.

21068. (99) What is your opinion regarding the substitution for the existing graded system of promotion of a time-scale of salary? If you are in favour of a time-scale, should it be restricted to the lower grades of the service or not?—I have no experience of a time-scale, but I do not think it would work well. The inefficient might benefit.

21069. (104) Turning now to the case of the Statutory civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the service?—I do not. If a man is worthy of being appointed to do the work ordinarily done by an Indian civilian he should draw the pay of an Indian civilian.

21070. (107) Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service, and if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—Military officers in India earn 60 days' full-pay leave per annum and can accumulate to 90 days. In Burma I understand 90 days per annum is granted. Against this officers in the Civil Services in Burma can obtain only one month per annum and are permitted to accumulate up to 3½ months. One month per annum in this province is of little use. To reach a good hill station will take about a week, so that half the month would be spent in travelling. In Ceylon six weeks' leave, is, I think, allowed per annum and this amount would be a fair allowance for Burma.

21071. (108) Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—I cannot answer the first question. As to the second it is certainly necessary to allow the six years now allowed. As a matter of fact an Indian Civilian can only take four years if he wishes to retire at 25 years' service. If six years' furlough was not allowed many men who have to take leave owing to ill-health or family affairs would be hard hit. A military Civilian has to serve 32 years for his full pension. So he must under the rule serve for 26 full years in the East.

21072. (109) Do you consider that the rates of furlough allowances are suitable?—Suitable.

21073. (110) Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other

than privilege leave allowances, issued at the Home treasury or in a Colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1s. 6d. the rupee? If so, what change?—I recommend no change.

21074. (111) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees; and, if so, what change?—To the first question I answer the maximum should be raised to £1,200. To the second: it may suit a man with a large family being educated in England, to take six months' leave to a hill station in India or Ceylon. If he does so he saves heavy travelling expenses, but he loses at the same time at the rate of £167 per annum in the earlier years of service up to £334 in later years, taking Rs. 15 as equivalent to £1. So long as an officer spends his leave in a place where his health and energy are likely to be renewed, I do not understand why he should not get the full allowance given to officers taking leave home.

21075. (112) Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—This question is now under consideration by the Government of India and the leave rules will probably be simplified.

21076. (116) Do the present leave rules applicable to Statutory Civilians, or to officers of the Provincial Civil Services employed in listed posts, cause any inconvenience to the administration, or press hardly on the officers themselves, and in what respects? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?—I cannot answer the first question. As to the second I am of opinion that the same set of rules should apply to these officers as to officers of the Indian Civil Service.

21077. (124) Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?—I do for those who have entered the Civil Service by open competition. A gratuity or pension rather smaller than that allowed to an invalid under Article 564, Civil Service Regulations, might be given.

21078. (126) Do you approve of the present system regulating the pensions of military officers holding Indian Civil Service posts? If not, what do you suggest?—When a military officer is appointed permanently to an Indian Civil Service post, he should be struck off the strength of the army and should come under Indian Civil Service rules for pension. If the contributory system of pension is continued he would of course have to pay into the fund an amount equal to the sum paid in by an Indian Civil Servant of equal service, or such other amount as an actuarial calculation would show to be just.

21079. (127) Do you approve of the present system regulating the pensions of Statutory civilians? If not, what do you suggest?—The same as I have suggested for military officers against question (126).

21080. (128) Do you approve of the present system regulating the pension of officers of the Provincial Civil Services holding listed posts? If not, what do you suggest?—The same as I have proposed for military officers, against question (126), unless they are promoted late in life. Such officer might find it hard, if not impossible, to pay the necessary contribution to the fund.

21081. (133) Is the existing system under which provision is made for the families of deceased military officers holding Indian Civil Service posts satisfactory? If not, what would you suggest?—Military officers should be forced to join the Civil Service Family Pension Fund on being appointed permanently to a civil post.

MAJOR H. DES VŒUX called and examined.

21082. (*Chairman.*) You are officiating Commissioner, Pegu Division?—Yes.

21083. I see that you have put in 22 years' service in the Burma Commission?—Yes.

21084. Can you tell the Commission briefly what your career has been in the Commission during the past 22 years?—I was Assistant Commissionor in Upper Burma for about 2 years. After that I was Assistant Commissioner in Lower Burma in charge of a subdivision. I think I was there for 2 years more. I was then Settlement Officer for 4 or 5 years. After that I was Deputy Commissioner in charge of a Lower Burma district. For about a year I did purely judicial work as Additional Sessions Judge—criminal work only and no civil work. And since then I have had brief spells of officiating charges. I have held district charge as Deputy Commissioner.

21085. Your experience has been in the executive line?—Yes, but I was for one year an Additional Sessions Judge when I did no executive work at all.

21086. Only criminal work?—Yes.

21087. You have not been on the civil side?—Except in my earlier years, when I was doing as an ordinary Subdivisional Judge a certain amount of work; but very little.

21088. You have had a certain amount of civil experience, I suppose, in connection with your executive work?—In the beginning, when there was no separation at all, a Subdivisional Officer was also a Subdivisional Judge and tried civil cases.

21089. How many years had you been in the army when you first joined the Commission?—I had four years first in the ranks and three years as a commissioned officer, of which one year was in the Burma Military Police.

21090. You have been altogether seven years in the army?—Yes.

21091. Is there any rule as to the number of years which an officer must serve in the army before appointment to a mixed Commission?—There was not in those days.

21092. Is there any now?—I do not think there is a rule. But, as a rule, I do not think they would take them after a certain age.

21093. Is there any rule as to the age before which they should enter?—The rule says that the candidate's name will be removed from the list when he has put in 10 years of army service or attains the age of 30 years.

21094. In your experience what would you say is the average age of an officer on entry?—I would think about 26 is the average age. Perhaps in the very early years it was earlier.

21095. The average is about 25 or 26?—I should think so.

21096. Speaking generally, you say you are satisfied with the system of recruitment for the Indian Civil Service?—Yes.

21097. You have rather a leaning towards the system of selection?—I have in a way. I think that a certain number of men come in, whom it would be better to keep out.

21098. I notice that in your subsequent answer you say, speaking generally, that you are satisfied with the standard of the men who have joined the Indian Civil Service in Burma?—Certainly.

21099. So that for all practical purposes, you do not see any better system, with all its imperfections, than competitive examination?—I do not think there is. I have qualified it later on to some extent in connection with the Provincial Service appointments.

21100. Am I right in inferring from your answers that Indians should ordinarily look to the open competitive examination in London for access to the Indian Civil Service?—I think, ordinarily.

21101. But a few may be allowed to fill Indian Civil Service posts by promotion from the Provincial Civil Service?—Yes.

21102. Whilst exceptionally there may be direct appointment to the Indian Civil Service by selection?—Yes.

21103. You say in an answer to one of the questions that you would like to see the system of listed posts abolished?—Yes.

21104. But you want to see officers promoted from the Provincial Service to the Indian Civil Service?—Yes, I do.

21105. What is the exact difference between the present scheme and your scheme?—You take a man now who has served in a subordinate position for a great many years. He has been accustomed all that time to refer questions for orders. You suddenly take him from the senior men and put him in charge of a district in a very responsible position. Under the other system I should take a man from the Provincial Service in the first 3 or 4 years of his service and I should put him in as an Assistant Commissioner as a member of the Indian Civil Service, if he is a good man. We have already tried him for 3 or 4 years in the Provincial Service.

21106. You would promote him early?—I should select a man who is an able man and an honest man. If he has got those good points, I would put him as an Assistant Commissioner at the bottom, as is ordinarily the case with the members of the Indian Civil Service. He has practically been on a sort of probation for 4 years, having been in Provincial Service.

21107. About what age would he get promotion?—If he got into the Provincial Service at 24 or 25—he would get into the Indian Civil Service at about 27 or 28.

21108. Under the present system, at what average age does he attain to a listed post?—I do not know what the average age is. He might have put in a lot of service before getting into that post.

21109. Would he be over or under 40?—I should think quite 40.

21110. You want the young man to be promoted much earlier. How are you going to recruit him to the Provincial Service?—There are a certain number of direct appointments to the Provincial Service at the present moment of men who have been educated. I cannot tell you exactly the qualifications that are necessary; but they should have certain educational qualifications and they must have proved themselves fit.

21111. They should have taken degrees?—Yes, degrees. In the Judicial Service, I think, it is the same. They come out and get direct appointments, and so far I believe the appointments have been good.

21112. These young men that you are seeking to promote at an early age to the Indian Civil Service would have to be men of considerable intellectual or educational calibre?—Yes; you would get them in time.

21113. Would you prescribe anything in the nature of an examination for them? I do not know whether they should have any examination.

21114. Would there be an examination for the Provincial Service?—I do not know if there should be an examination, if the present scheme of mine turns out to be successful. There are a certain number of direct appointments being made.

21115. You are not prepared to say that?—No.

21116. How would the members of the Provincial Service regard a scheme under which without some definite test of examination young men were put into the Provincial Service, and pushed rapidly through over the heads of the other members of the service?—I think the two systems will have to run side by side for a time.

21117. It would be almost a different cadre within a cadre?—No. The man who goes into the Provincial Service does not go in as a probationer for the Indian Civil Service. He is entering the Provincial Service purely for that service. If afterwards he is thought to be fit for another post he is given that post. He is not going in with the idea that he has simply to serve there his probation for the higher service at all. This is simply intended to give the younger men of the country—men of education and ability—a chance of going up.

21118. I see the possible advantages of your proposal; but I should be glad to know what general effect it is going to have on the members of the Provincial Service who will be left

behind?—There will be comparatively few young men going up like that for a considerable number of years. There are very few listed posts.

21119. Then those posts that you would promote them to are the same posts as are now listed?—No; they would begin as Assistant Commissioners, 4th grade; and I would not put them in as District Judges or District Magistrates. They would go to the bottom of the list as Assistant Commissioners and work their way up to the top of the tree.

21120. They are to begin as Assistant Commissioners?—Yes.

21121. Although they would have been occupying a position of exactly the same importance and doing the same work in the Provincial Service?—Not of the same importance as regards officiating appointments: and not on the same pay.

21122. Not the same pay?—Certainly not the same pay.

21123. Would it not be conceivable that one of these men might have been occupying a position of really greater responsibility in the Provincial Service, than he would subsequently occupy in the lowest grade of Assistant Commissioner?—No. I do not think so. At the most he would have been a Subdivisional Officer, and, if he went in as a 4th grade Assistant Commissioner, he would also go in as a subdivisional officer. He would not necessarily go down to the township again; he would not have to go through that training again.

21124. There would be no danger of his suffering in authority on account of his holding a subordinate post in the Indian Civil Service as compared with the post he was holding in the Provincial Service?—No. No member of the Indian Civil Service ever holds the post of township officer except for the matter of training.

21125. You give this man the same pay, status and position as an Indian Civil Servant?—I would.

21126. And thus get rid of all the anomalies that now exist as between the listed posts and those reserved for the Indian Civil Service?—Yes.

21127. You would keep a few posts for selection?—Yes, a few. I would not absolutely bar selection, but I do not think it ought to be common.

21128. Can you, looking back over the period of your service in the Commission, say that any distinction has ever been made or felt as between yourself and your colleagues—between the military men recruited for the service and the Indian Civil Servants?—Not a bit.

21129. The moment you left the army, your position was exactly the same as that of an Indian Civil Servant?—Yes.

21130. You recommend in your answer to question (126) that military officers in the mixed Commission should be given the same pension as the members of the Indian Civil Service and should be allowed to join their Family Pension Fund. I should like to have some information as regards the pension conditions of those officers who have been recruited from the army?—I get £700 as pension at the end of 32 years' service, that is to say I can take 6 years' furlough, being in civil employ, and I have to do 26 years in the country.

21131. At the end of 26 years' active service you get £700 as pension?—Yes.

21132. Do you pay any contribution towards that?—No.

21133. You get nothing, in addition, from the army?—I think it all comes from the army. We revert to military employment the day we leave the country. We get our army pension. It is the army pension that we get, but not the civil pension.

21134. Although you may have left the army 25 years before?—Yes.

21135. You would like to come under the pension scheme authorized for Indian Civil Servants?—Certainly. It is an absurdity that we should be shown in the Army List.

21136. In the early years, when you join the Commission, how are you shown in the list?—When a military officer is appointed to the Commission, he is first of all seconded in his regiment for 5 years and in the army for 10 years; and after 10 years he is placed in the supernumerary list.

21137. For 15 years you are still shown in the Army List?—You lose your place in the regiment at the end of 5 years; but you are still shown in the Army List for the whole of your career as a supernumerary.

21138. Can you be recalled in the event of a war?—They can recall me before the end of 10 years; and I can claim to go back within 5 years. After 5 years you can have no right or claim to go back, though they can call you back within 10 years.

21139. You would like to be placed under the same conditions as an Indian Civil Servant, in which case you would get a pension of £1,000 at the expiration of your service?—Yes.

21140. You would like to serve for 25 years instead of 32 years?—Yes.

21141. How would you get over the difficulty of contribution in the earlier years?—You mean for the first 5 or 6 years before I came into the civil employment. That is a calculation to be worked out as to what I have to pay on account of the early years.

21142. You propose to pay the additional amount?—I should have to do that. For the Family Pension Fund it will have to be the same way.

21143. One more question in regard to your answers to questions (60) and (62). You made some remarks in answer to these questions about the training of junior officers in India. You have had long experience, and I should like you to tell me briefly what you consider would be a proper training for young men in this country?—I think the first part of his training must consist in his getting to know the people. In his three months' wanderings about the country he learns a certain amount of qualifying work, such as the system of assessment, revenue work, and so on. Beyond all that he would have to get a knowledge of the people and improve his knowledge of the language of the people. Then comes possibly the treasury work. I do not know if he would learn much of police work; but I think personally he ought to do a great deal of police work. I have always thought so. When he goes and sits on the Bench, he does not know anything of the difficulties which the police have had to undergo; but if he is trained for 5 or 6 months in police work he would gain some experience.

21144. What kind of work would you put him to?—I would put him to work under an experienced Assistant Superintendent of Police. I would put him in a district, specially a district where there is lots of crime. I would post him as a supernumerary to see what is going on,—to see the whole work of the police behind the scenes.

21145. You think that would be a useful part of the training of a young Civilian?—I think it would be of tremendous value.

21146. For how long would that last?—He is learning not also police work, but also he is learning the people, which after all is a great thing. He has got to know the people and learn the languages. If he succeeds in that he will have done a good deal. He must also have a certain amount of training in judicial work, in learning the records, and so on.

21147. It has been suggested that it would be of some good if for 6 months or for 3 or 4 months the young officer is given a course of lectures by trained men on the work he has got to do?—That sort of thing, I think, might be useful.

21148. All this time he would be under the supervision of one of the Commissioners?—He would be attached to a district, and he would be under the supervision of a Deputy Commissioner as he is, to a certain extent, now.

21149. (*Lord Ronaldshay.*) I gather from the answers which you have given to the Chairman that you think it is desirable that Indians should be given a greater opportunity of being employed in the higher branches of the service?—I said that a certain number of men should be selected from the Provincial Civil Service. They might be Anglo-Indians, Indians or Europeans.

21150. Probably they would be natives of Indian: they would come under the definition of "Natives of India"?—Yes.

21151. In other words—I am only asking you because I am not quite sure if I understand what your scheme is—you consider that the present competitive examination in England does not really give the "Natives of India" all the facilities that they are entitled to ask for?—I think that the competitive examination must be the main thing. You must have 75 per cent. or 80 per cent. recruited from that source I do not mind 25 per cent. being thrown open for other services. I would take men not only from the Provincial Service, but also from any other service in the country, that is, wherever you see a good man. I would not be hide-bound to an examination system.

21152. Your object in advocating that system is not mainly in order to give the Natives of India greater facilities for getting into the higher branches of the service?—Oh no; it is not mainly for that. You want to get the best man for the service and, if you find him in a particular place, you should take him.

21153. Then in answer to question (9) where you were asked whether you would be in favour of filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India recruited by means of a separate examination, you say that you can see no object in doing so. You say "the best" men are wanted for the service and, under the above proposed system, very good men might be put on one side in favour of "their inferiors"?—Yes.

21154. I suppose you mean by that, if you had a separate examination in India, a certain number of Indian Civil Service posts would be filled by Natives of India with only moderate qualifications, which would otherwise be filled by highly qualified members of the Indian Civil Service?—That is practically what I meant.

21155. Does not that objection apply to your system of taking men from the Provincial Service and other services without any qualifying examination and promoting them to the cadre of the Indian Civil Service?—But they have been tried; you have seen their work.

21156. You object to it in one case and not in the other?—In the one case you simply take an examination which may be of any standard as compared with the present standard. You take him on the results of the examination. But in the other you are taking him after you have had opportunities of judging as to what he is capable of doing from the work he has done for 4 or 5 years.

21157. With regard to the members of the Provincial Service, who might be enrolled in the Indian Civil Service, should they in your opinion pass a departmental examination which the young Indian civilian passes during the first few years of his arrival?—They have already passed that.

21158. The departmental examinations for the Indian Civil Service and Provincial Civil Service are identical?—Yes.

21159. Would you tell me whether the members of the Provincial Civil Service exercise first class magisterial powers?—A large number do.

21160. How soon are they generally given first class powers?—That I could not tell you. That depends enormously upon the man himself.

21161. I want to know whether under your system the men who are enrolled in the Indian Civil Service are likely to be the men who were exercising first class powers?—I think they would be sure to do so at the end of 4 or 5 years, if you are taking selected men as you are likely to do.

21162. How soon is a young civilian granted first class powers?—Generally after one year.

21163. So that, these men, coming into the Indian Civil Service, would come into it on terms of precise equality with the members of that service?—Precisely.

21164. Except, of course, that they have not passed through the competitive examination?—Yes.

21165. Thenceforth they will go side by side with the members of the Indian Civil Service and be, in every sense, members of that service, though recruited in a different way?—Yes.

21166. In answer to question (62), where you were asked as to what your opinion was about the qualifications of the members of the Indian Civil Service for speaking the vernacular lan-

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guages at the present time, you say that you would specially insist on the candidates being able to write the language?—Yes.

21167. Is there a test of any kind, as far as written language goes, in any of the departmental examinations?—You have simply to read the language.

21168. But not write it?—No. I am talking about the departmental examinations in Burma.

21169. You think that the departmental examination ought to be increased in stiffness and to include a test as to the ability of the man to write the language?—I certainly think that he ought to be able to write it.

21170. With regard to question (109) you say that you consider that the rates of furlough allowances are suitable. We have had a great mass of evidence which suggests to us that a man finds it almost impossible to take as much furlough as he would like to take, because he cannot afford to do so. But your opinion does not conform to that view?—My opinion does and does not. If I have £1,000 a year, I think it is ample. You have to consider that an officer has a wife to take home and has to keep his family in England and he has to bring them back. That takes up a lot of money. The actual allowance at home is suitable enough.

21171. In addition to the furlough allowance, you would like to get the passage money both for going and coming back?—That would be practically in addition to the furlough allowance. You want something certainly. My answer is badly written; I ought to have written fuller to convey what I meant exactly.

21172. In other words, you are not quite satisfied with the present furlough allowances?—It is the custom of the country to pay for the passage. Firms do the same thing.

21173. One more question I want to be clear about. That is with regard to your answer to question (128). You say that the men holding listed posts should be eligible for the Indian Civil Service pension, and you also say that if a man were promoted to a listed post at a late stage of his service, he might find it hard, if not impossible, to pay the necessary contribution. My question on that is, should it, in your opinion, be optional for the man who holds a listed post to say, "I will pay my back contribution and claim the Civil Service pension, or I will remain as I am and merely take the pension that I am granted under the present system?"—You see that I really propose to do away with the listed posts absolutely. I propose that the men who go into the service should be equal to others. When you are taking men while young, it should be compulsory on them to join the ordinary Civil Service Pension Fund. In every way they will be the same: they will get the same pension and will pay the same amount of contribution as their brethren in the Indian Civil Service. I would not have any discrimination.

21174. This question is asked on the assumption that the system of listed posts is continued. The question is: "Do you approve of the present system regulating the pension of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?" Your answer is: "The same as I have proposed for military officers against question (126), unless they are promoted late in life. Such officers might find it hard, if not impossible, to pay the necessary contribution to the fund." What I want to know is, suppose the listed posts system is continued, is it your intention that an officer holding a listed post should have the option either to pay the back contribution and claim the Civil Service pension or to say, "I cannot pay the back contribution, but I will take the pension which the present system of listed posts allows me?"—I think that he could not pay it if the listed post system continues as at present. He would not be getting the pay of the appointment, and therefore in practice he could not pay the back contribution.

21175. On the assumption that the listed post system continues, you would really like to withdraw that answer?—Yes; I should.

Adjourned for a short time.

21176. (*Sir Theodore Morison.*) I see in your answer to question (15) you suggest that the successful candidates should be given an opportunity of completing their University course. We have had a good deal of evidence about the advantage of a University from men who have been there and I want to know your opinion. Do you think that a University course is of any particular use to an Indian Civilian?—Yes, I think it is of very considerable use. I think they are better educated; their education is more finished.

21177. Do you yourself feel any regret at not having had a University course?—I think I should probably have been better for it.

21178. We have had a good deal of evidence from civilians that soldiers do quite as well, and I want to know exactly what advantage you think there is in a University course?—It sounds silly perhaps to refer to such a thing as writing a report, but I think a man with an education obtained at the University can, with greater facility, write on a given subject at any given time. He can get a better report out than the man who has not had that education.

21179. You put it solely on educational grounds, but we have had a good deal of evidence about the social value. I am rather sceptical about it, and I want to know what your opinion is. University men do not put it on the ground of education, but solely on the ground of status, that existence at Oxford or Cambridge means considerable social advantage?—The ordinary military man has had a similar sort of training, because he has been to Sandhurst, he has knocked about in the regiment, and he has been more or less licked into shape.

21180. He has had all the social training I acknowledge. You think the advantage that a University gives them over Sandhurst is more a matter of intellectual training?—I was not at Sandhurst myself, and it is hard for me to say. I was at neither Sandhurst nor the University.

21181. With regard to your system of promotion for the young Indians in the Provincial Civil Service, you would select them when they have had about 3 years' service?—Yes.

21182. But do you know very much about a young fellow at that time? Are you in a position to form a fairly good opinion about him?—Not now perhaps, because men are transferred a good deal; but if that system was in force, I should hope that transfers would be fewer, and also that the senior officers would be keeping their eyes open more than perhaps they do now, and they would look for qualities they are perhaps not looking for now.

21183. But, of course, you have to compare the qualities of different men who have not been under the same officer. For instance, a Collector here and another Collector there would each have a candidate?—There would be the opinions of more than one officer about the man. What I meant about the transfers was that it might happen that a man had a lot of transfers, that he was under an officer for 2 or 3 months here and under an officer for 2 or 3 months there, and they were unable to gauge his capacity at all. You cannot do it in 2 or 3 months. But if he were under an officer for a year in one place and under another officer for a year in another place, and those two officers and other officers in the district who had dealings with him were unanimous that the man was fit, I think you would get a fair result from him.

21184. I quite see that with regard to that particular area, but you have to compare candidates from other areas who have been under other Collectors.—Yes.

21185. I suppose the Burmese Government or the Board of Revenue have no means of judging on the reports?—It would be a difficulty, but I think it could be got over.

21186. Do you think that the discontent on the part of the other Provincial Service men at finding a youngster put above them would be very considerable? Take the Provincial Civil Service man who has put in 20 years' service and has some work to his credit. Would he not be rather stuffy with this young fellow of 3 years' service who was put over his head?—I think there would be that trouble at first, but that could be compensated for to a certain amount.

21187. In what way?—They receive very bad pay as a whole for the work they do and they might be better paid. There might be a system of good service pensions, such as we have in the army; it begins whilst you are in the service and lasts when you retire. That is a system which might be brought in for the men of the Provincial Civil Service who are not going any further.

21188. You propose to give rather a knock to the Provincial Civil Service by depriving them of listed posts?—At first you would have to work the thing side by side. You have a number of men now who have claims on listed posts and you could not do away with it at once.

21189. I recognize that, but in future you contemplate that the Provincial Civil Service will not have such big prizes as they have now, that is to say, the 5 listed posts would be removed from them altogether?—They would have more prizes, but they would go to the junior men who would work up and get them.

21190. The men of over 10 years' service in the Provincial Service would not have the prizes they have now?—No; they would not.

21191. With regard to the military men in the Commission, you suggest they should be removed from the army altogether?—Certainly.

21192. Would you abolish their military titles?—Certainly, as soon as they are confirmed in the Commission.

21193. With regard to the question of training, is it your idea that they should go through something like the special classes that men in the Army go through?—I had not thought it thoroughly out. It was a question in my mind as to whether they should have this sort of provincial training, and if the men had practical training for 18 months, in the last 4 or 5 months I think they might have some Law classes, something like the men in the army go through, specialized to a certain extent.

21194. Would you send them up to a hill station to special classes?—Yes. I think that might be very useful.

21195. Does your answer to question (107) about privilege leave imply that you would compel a man to take leave every year?—No. I would not compel him.

21196. I should like your opinion on that question. Are you dissatisfied with the rule that privilege leave may not be accumulated for more than 3½ months?—I suppose the idea of that rule is to get a man to take frequent enough change to keep himself going, and it seems to me it is a very fair idea.

21197. A proposal had been made to us that it ought to be extended up to 6 months, which means 6 years. What is your view of that suggestion?—I should not say it was necessary.

21198. That means, of course, that he would be working hard for 5½ years; do you think that is too much?—I should not say it was necessary. I do not think it is quite a fair thing to ask. It is very nice, of course. There are occasions when a man cannot get leave, when he cannot be spared or something of that sort happens, and then I think it is extremely hard lines that he should lose any leave that he has earned. But that is a different thing.

21199. On the whole, you think it is probably for the good of the service that a man should take privilege leave at fairly short intervals?—Yes; I think it is.

21200. (*Mr. Chaubal.*) Am I right in understanding that in your division there is a separation of the judicial and the executive?—Yes.

21201. Do you remember the time when there was not that separation?—Yes.

21202. Will you kindly tell me whether in your experience the executive and revenue officers find it difficult to do their judicial and executive work on account of their magisterial powers having been taken away from them and given to another officer?—It is civil work that is taken away. There are certain additional Magistrates only doing magisterial work. Every township officer in this division is also a Magistrate.

21203. Leaving aside the townships and taking the subdivisions, what do you say?—There are Sub-divisional Officers who are Magistrates, and everyone of them try criminal cases.

21204. In what officers is there the separation between the judicial and the executive?—There are certain men in both subdivisions and townships who do purely judicial work, and there are other men who do judicial, that

is to say, criminal work not civil, and revenue work in addition.

21205. But are there not officers who do purely revenue and executive work without doing magisterial work?—I do not think there is one.

21206. So that you cannot say there has been a trial of the separation of the executive and judical in the sense of magisterial power?—There is not an absolute separation, no.

21207. You said at first there was a separation between the two?—We call it separation; it is separate as to certain functions.

21208. Apparently you attach considerable importance to experience of police work, which you say is of tremendous value?—I think so.

21209. For what kind of work—judicial work?—For judicial work considerably.

21210. For civil and criminal?—No. I did not mean civil. I meant purely the criminal part.

21211. I suppose in this province by judicial you only understand criminal judical?—No, I understand both; but I used the word judicial meaning criminal. I do not say that the police work would necessitate learning anything about civil cases.

21212. You think that if a man has had experience of police work he will make a very good criminal Judge?—I do not say he will necessarily make a good Judge at all. I say he will be helped in his work by having a knowledge of the police and the troubles and difficulties the police have to contend with.

21213. I wish you to confine yourself to the pure administration of criminal justice as a Judge. In that respect do you think that large experience of police work will make him an efficient criminal Judge?—I cannot say that it will make anyone an efficient criminal Judge, but I say it ought to help an efficient man and make him more efficient.

21214. Supposing you took the most efficient Superintendent of Police and put him in charge of the criminal work of a district, do you think he would be likely to do very well?—I did not say so, and I do not mean to say so.

21215. Do you think the other way about, that he will be inefficient?—You might get a perfectly good Superintendent of Police who might make an excellent Magistrate, but to take a man who has been doing police work for the last 20 years and make him a Sessions Judge would seem the height of absurdity.

21216. There is no objection to his exercising first class Magistrate's powers?—I have not suggested that in any way. I have suggested only that young civilians should do a certain amount of police training, because I think they get a tremendous knowledge of the people by so doing, and I think that will help them in their work. That is all I suggested.

21217. Can you give us any information as to the principle on which men from the Police, the Abkari and the Public Works Department were selected for recruitment into the Commission?—I cannot tell you; it was before my time or at the beginning of my service. I do not know what principle was gone on.

21218. Have you heard that there was any regular test, or was it merely nomination by superior officers?—I imagine the latter, but I am not qualified to talk about it.

21219. You said in answer to a question from the Chairman that as soon as you were recruited into the Commission you became completely assimilated into the Civil Service?—Yes.

21220. Do you think it would have been the same supposing an Indian had been appointed to the Commission?—I really cannot tell you. It depends very much on the man himself, I suppose.

21221. Upon the man himself, or upon the company in which he has to work?—It might depend on both. I could not answer a question like that.

21222. You yourself might assimilate easily, because you were allowed to assimilate; but if a person is not allowed to assimilate he might not find it quite so easy to assimilate, as you did?—I cannot tell you whether he would be allowed to assimilate or not. It is according to the man, I think.

21223. I quite understand that, and therefore my question is whether it will depend on the man or the service with which he has to assimilate?—I think your question is that if an Indian was appointed to the Civil Service direct from some other service, would he be received by members of the Indian Civil Service as one of themselves?

21224. In the same way as you were received as one of themselves?—I am not prepared to say that he would.

21225. (*Mr. Gokhale.*) In your answer to question (7), with regard to instituting a system of simultaneous examinations, you say such a system would not be suitable, and you mention only one objection, that it would be exceedingly difficult to obtain the right class of men for the oral examination. Am I to take it that that is your principal objection?—No, I do not think it is my principal objection.

21226. You do not mention any other?—I have other reasons.

21227. So far as this particular objection is concerned, I suppose you know that *viva voce* examinations have been abolished in all subjects except in the Continental languages, French, German and Italian?—I thought there were some in Science.

21228. There are practical, but there would not be the same difficulty about practical, because the work would be finally tested in England?—I do not know much about that.

21229. (*Mr. Sly.*) Will you kindly tell us how many years you spent in India before you joined the Burma Commission?—Six years.

21230. In what parts?—I was in Meerut, Peshawar and Saugor.

21231. During your 22 years' service in the Burma Commission, has the Government become much more settled and advanced on ordinary lines?—It is getting more machine-like perhaps.

21232. Can you tell us whether there is at the present time the same necessity or reasons for the recruitment of military officers to the Commission that existed when you were recruited?—About the time I was recruited I understand there was a dearth of civilians to fill the posts; there was a sudden demand for a lot of extra men. I think I am right in saying

that. I do not think that exists at the present moment, because, of course, it can be regulated.

21233. But so far as the conditions of the Burma Government at present are concerned, I should like to have your opinion as an officer of experience as to whether you still think there is a good case for the recruitment of military men to that service?—That is a little difficult to answer.

21234. I should like to know the case against the recruitment?—I do not say anything against the recruitment. You are getting a certain amount of fresh blood into the Commission of different sorts and of different services and that cannot damage it.

21235. The Burman military Civilian is employed equally with the Indian Civil Service civilian throughout the province in all parts, I believe?—Yes.

21236. There is no special reason for recruitment to the Burma Commission of the military officer on the ground that it includes frontier districts and hill tribes and other conditions particular tracts?—Not on those grounds, I think. As a matter of fact, there are a certain number still employed on the frontier.

21237. We have had considerable evidence that the military civilian has been as successful as the Indian civilian in the administration of Burma. From your former experience of India, do you think it would be a good thing to extend that system to Indian provinces in the same way? My difficulty is this, if there are no special reasons in Burma why the military civilian should be employed, can you help us to decide whether it is a system which might be extended to other provinces of India or not?—I think it is a good system in itself. It is what I said about the other services: fill your service mainly by competition, but do not shut the open door on a good man, no matter what he belongs to.

21238. Military or other services?—Military or other services.

21239 Can you tell us whether there is a considerable demand on the part of military officers to enter the Burma Commission?—I cannot tell you. There are very few regiments in the country now.

21240. But you do not know whether the candidates are numerous or not?—No. I do not.

21241. If they are recruited to the Burma Commission, you want them to be placed on equal conditions of pay and leave and pension in every respect?—Yes, in every respect.

21242. Your reason for that being that they are doing the same work?—They have abandoned their original work and are doing the same work.

21243 You do not consider it fair that an Indian Civilian, on account of his expensive training and method of recruitment by open competition, should have any advantage over a military civilian?—He is holding 75 or 80 per cent. of the posts, and you are only bringing in the exceptional man who has proved himself, and, if he is worthy of getting the post at all, he should get the pay.

21244. In regard to your proposal for the promotion of junior officers from the Provincial Service, do I understand you wish to give them, in addition to equal pay, exactly similar leave rules?—I do.

21245 The leave rules that are based on the requirements of the European services should be given to the provincial officer recruited in the province?—Yes; they should be given. He would not as a rule take them, but I would not bar him out of them

21246. Do you consider he should have just the same pension as the officer recruited from Europe?—I do. I think every man doing that work should be treated alike.

21247. No matter what the form of recruitment?—No matter what form it was.

21248 Can you tell us whether there is any class in Burma that under your scheme you think would be attracted to the Provincial Civil Service superior to the class that is at present attracted to it?—It would be the same class, but you might get certain men who do not go into it now, who perhaps go home and do not do very much good when they come out again. They might be attracted to the Provincial Service.

21249. Would there be a hope under your scheme of getting better Burman recruits than is obtained under the present system?—I think you would gradually get better men. Education is increasing: the whole standard of education is very much higher now than it used to be. The passes for the Calcutta Matriculation from percentage of Burma are higher than for Bengal. We are getting advanced. This thing would not come at once.

21250 In that advance is the Provincial Civil Service at present recruiting the best or not?—I have not seen very much of the men appointed direct. Most of the men are men who have been promoted from the Subordinate Civil Service It is only of recent years that the other system of appointment has begun, and I do not think I have seen very many of them.

21251. The point is whether your scheme is intended to attract a better type of Burman than has hitherto been secured for the Provincial Civil Service Is your scheme framed on the basis that there is a better Burman who can be secured by the better terms that you propose than the Burmans who are being secured at present?—I do not think there is a better class in the country than we are getting now.

21252. Then what is the strong justification for your scheme, if Government is getting on cheaper terms the best material available in the country?—I think there must be a certain amount of dissatisfaction about the matter at the present, though it is not so expressed as in other places. You will get men probably on any pay you like to name, but whether it is sound to take them on that pay is a different thing. Personally I do not think it is.

21253. You think that better prospects and better pay will not get better men?—I think you will get better men eventually.

21254. (*Mr. Macdonald.*) You have told the Commission that you would give certain prizes in the shape of special pay and special pensions to the provincial men who had not passed up into the Indian Civil Service?—Yes.

21255. That would be on the recommendation of superior officers, I suppose?—Yes; it would have to be on that.

21256. You could not do it otherwise?—It would have to be on the recommendation of superior officers. I do not know how else it could be done.

21257. And the men who were passed up would also be promoted on the recommendation of superior officers?—Yes.

21258. Have you visualised the amount of power that that gives a superior officer over his subordinates?—He would have the power to recommend the man he thought exceedingly good for a better post; he would get that power. It is of course a big power to give a man. He has practically got that power now in other ways.

21259. You are aware, I suppose, of the objections that might creep in—favouritism, and special prejudices, and likes and dislikes?—Yes; they would creep in undoubtedly.

21260. They would all have to come in?—Yes, but they would have to be ignored.

21261. But the superior officer is just as human as the rest of us, and it is not always advisable to give too much power into our hands?—No; it need not be left in the hands of one man. I have only outlined the scheme. Two or three men might sit on a Committee.

21262 The fundamental idea of your scheme is that the superior officer has got the promotion and the special pay and the special pensions of the inferior men in the hollow of his hand?—I should not say one superior officer; it would be done on the reports of several officers.

21263. In your answer to question (45) you seem to express some objection to probation altogether and also some hesitation about the value of probation spent at Universities?—Yes.

21264. Would you mind telling us what is in your mind?—I have asked several men who have been on probation, and they have said they considered the time was wasted. I also noticed that when these men come out to the country, after spending probation in learning languages, and so on, they do not seem to know very much about them.

21265. From the point of view of the practical administration of the province you think the probation spent at a University is not nearly so good as it appears to be?—That is so

21266. Do you find that when a man has been to a University until he is 23 or 24 there is just a little bit too much of school life about him?—If you mean that he comes out and lectures all of us and tells us exactly how we ought to run the country, well, we have had a lot of that.

21267. That is one aspect of it undoubtedly. Do you find that this kind of University "superiority" makes it a little bit difficult for the man to fit himself into absolutely new surroundings?—At first he comes out, I am sorry to say, sometimes with very complete notions of things, having made up his mind on a lot of points. Probably it would have been better to wait till he came out here to think about them at all. They are rather hide-bound, but after a bit they work into things, when they get among the people themselves.

21268. But they do it with a bit of a jolt?—Yes; there may be a jolt.

21269. Would you suggest that a man who has been at a University should come right away out here after passing his examination and be put under the tuition of an officer of a district or other officer, or do you think he ought to have some sort of preparation for the work he is to do before he actually gets into it?—I have suggested that during his time of going through a University in his ordinary course some part of his study should be directed towards the work of the province where he would be posted. Then he is prepared to a certain extent when he comes out here, and could go straight to a district for training.

21270. I do not know whether, like myself, you have never been to a University at all?—I have never been to one.

21271. But perhaps we both know enough about University life to see the difficulty of asking a man whose time is fully occupied in his University work to add to it a training in some special subjects. Do not you think it would be rather awkward for a man who is studying for his Oxford Greats to add to that training in law or vernaculars?—Yes. I was thinking that some subjects could be substituted for others.

21272. I am afraid that would be rather impossible, because the curriculum is made up for the purpose of passing certain examinations at the end of the University course?—I do not know much about Universities. In fact I know very little about them; but I imagine they can get in a University course by leaving out certain things and putting in other subjects. I cannot see there is any great difficulty about that.

21273. Roughly and generally I take it that your suggestion to us is that, if we could devise some means of giving a man a training which would make him more of a practical sort of man, much readier to get into harness when he does get here, it would be an improvement on the present system?—Yes. I also think he should go on with his education. I do not think the ordinary man has finished his education properly at the age of 18, 19 or 20 If you admit that he is going to have some more education on the top of that, I do not know where he is going to get it except at a University, and that is why I mention Universities.

21274. You want a very careful general education?—Yes.

21275. And yet a good special education for the work he has to do?—If you combine the two, certainly.

21276. (*Mr. Madge.*) Taking your answers to questions (1), (2) and (6) together, I notice that in answer to (1) you find the present system generally satisfactory, but in answer to (2) you would like to provide some remedy for some inefficient candidates, if possible. I take those words "if possible" to indicate an open mind as to whether even your own suggestions are the best possible or likely to be successful. If you adopt your system of combined nomination and examination, then the reasons which have been already referred to—favouritism or the shutting out of good men on the one hand, and on the other hand this comparatively small proportion of inefficient men, balancing one against the other, why would not you leave well alone?—I have no objection to leaving well alone. I have said that the system as a whole is exceedingly good. I also say that I have met men who ought not to be in the service in my opinion, and, if those men had never been allowed into the service, it would have been all the better for them, for the service and for the country. I do not see how it is possible to eliminate them at an early age; it is a very difficult thing, but, if possible, it should be done.

21277. Were the inefficients proportionately small in number?—Yes, proportionately small.

21278. Very small?—Quite a small proportion.

21279. Then all things considered, you would not be dissatisfied at all if you left well alone, considering the smallness of the proportion? In answer to question (15) you say: "I think the fairest system would be to hold the examination soon after leaving school." At what age would you fix that?—I mean an examination about the age of 18 or 19, or something of that sort. I was thinking of fairness to the candidate then, not of fairness to the country.

21280. Take it one way or the other, we are concerned with the results. Taking 18 on the one hand and 24 on the other, there would be an interval of about 6 years, and practically the selection would begin at about 18?—Eighteen or 19.

21281. Would you mind outlining the kind of disciplinary training to which he would be subjected during those 6 years?—I do not think I bound myself to 18; I said about the school-leaving age. I said I thought a satisfactory time for him to arrive out here was about 24, but I do not think it makes much difference to the country whether he arrives at 22, 24, or 25; there is very little difference in the practical result. I said about 24 for a certain reason.

21282. I think one of your reasons was that character would be better matured at 24 than it would earlier?—It was in a way.

21283. In answer to question (25) you have suggested a method of promoting deserving officers, and I should like to develop your answer to Mr. Sly's question. Other witnesses have been asked whether there is any means of devising any method of enlisting in the service a kind of talent that is not caught either by competition or any other existing method. Had you anything of that kind in your mind?—No. I had not in Burma. I think you get any amount of applications for all the services.

21284. You have already said that you have as good a type as you can get in Burma?—I think we have.

21285. You have no experience of the Service in India?—None at all of the Civil Service.

21286. With regard to your belief that on the average military men in civil employment have been as efficient as members of the Indian Civil Service, do you think that is owing to the non-regulation system, or would it work equally well in regulation districts?—I do not really know what is the difference between the two. One is called non-regulation and the other regulation, but I do not know what the difference of working is. I have never been in a regulation province in this particular capacity.

21287. (*Mr. Abdur Rahim.*) I understand you have had considerable experience of magisterial work?—Yes.

21288. And I suppose you would agree with me that it is very important a person accused of an offence should have an absolutely fair and impartial trial?—Certainly.

21289. And also that he should believe he is having a fair and impartial trial?—Yes.

21290. If you will kindly bear that proposition in mind, I should like to understand your position regarding the combination of the executive and judicial functions. I understand that in Burma the Deputy Commissioner has the control of the Magistrates subordinate to him, or rather of the officers who do magisterial work?—Yes.

21291. He is also the head of the police?—Yes.

21292. And in other respects he is the head of the district?—Yes.

21293. He can, if he likes, try criminal cases?—Yes.

21294. Now, supposing as head of the police he is responsible for the peace of the district, and supposing there are police cases which the subordinate Magistrates are trying, is it not possible that the subordinate Magistrate might be actuated by certain ideas to the particular view which the Deputy Commissioner might take of those cases on police reports, and be consciously or unconsciously biassed in the trial of cases?—You mean to say that if he thought the Deputy Commissioner was of opinion that a man should be convicted he might convict him, or should be acquitted he might acquit him?—That is practically what it comes to.

21295. That is practically what it comes to?—Certainly not.

21296. You do not think there is any such feeling in the mind of subordinate Magistrates?—I do not think there is that feeling in their minds at all.

21297. If there were any such feeling, it would be very desirable to separate the two functions?—I do not think there is that feeling.

21298. But supposing in any province any such feeling was supposed to exist, do not you think it would be desirable to have separation?—Do you say the opinion is supposed to exist or does exist?

21299. Of course it will depend upon public opinion, would it not?—There is no such opinion in Burma. I am talking about the Burmese, the people in the district, and they would rather have the one man do everything.

21300. But supposing there was such an opinion, do not you think it would be desirable in the interests of the administration of justice to separate the two functions?—If I were convinced there was a very genuine opinion I should say yes, but I have not studied the question.

21301. I think you have said you have had experience of one Indian officer: did he serve under you?—He did.

21302. Did you find there was any special difficulty in his getting on with the people or in discharging his administrative duties?—He did quite well.

21303. He found no special difficulties in discharging his duties?—I will not say he found no special difficulties, but he surmounted the difficulties and got on all right.

21304. (*Sir Murray Hammick.*) In reference to what you said to Mr. Macdonald, I take it you have seen a good many Indian Civil Service men who have come out in the last 5 or 6 years?—Yes, a number.

21305. Comparing them with the men who came out 15 or 20 years ago, do you find that they come out now rather more with that disposition which you mentioned of being inclined to teach rather than to learn, than formerly was the case?—I am looking at it from the point of view of a senior officer now, and I was a youngster myself in those days, and it is a little bit difficult to say.

21306. Making allowance for that, what do you say? It is rather an important point to get, and a point that has come up a good deal and is an important matter in the training of Indian Civil Service men, whether men do not come out with a disposition to teach rather than to learn. We senior men perhaps do not think we had it when we came out, but I should like to know whether you think it is a growing disposition owing to the training the men get now and to the age at which they come out?—I think the tendency is more that way than it used to be, but I cannot be certain about it.

21307. Probably that would be corrected if they came out younger?—Probably it would.

21308. Have you found that the men who have come out in the last few years, while they are willing to learn, find the course of probation they have to go through more irksome than the men who came out younger years ago?—I do not know exactly what you mean by irksome. If you mean troublesome, some of them find it troublesome. Some of them, for instance, in land records work, where there is a fair amount of drudgery, and not very interesting work, manage to do as little of it as they can. Perhaps if they were younger they would take their training better.

21309. (*Mr. Thompson.*) In reply to question (93) you say that dissatisfaction is more particularly felt in the higher posts with regard to the pay and grading. You, I believe, are the President of the Burma Commission Association?—Yes.

21310. Is the opinion you express based on a fairly wide knowledge of the senior officers?—It is based on what I have heard men talking of for several years past. I have heard grumbles here and grumbles there and talk about it, and I also know it is the opinion of the majority of members of the Burma Commission Association.

21311. (*Maung Ngwe Kaing.*) With regard to listed appointments, have you had many Burman officers of the Provincial Service under you?—Yes

21312. I suppose mostly in Lower Burma?—And some in Upper Burma.

21313 How do you find their work? Do you think they are successful in executive work—executive officers in charge of important subdivisions? Do you find them successful or otherwise?—I find them very successful under good supervision.

21314. Do you find that especially among those officers serving in Lower Burma?—I have to think back to particular men and particular things, because among the Provincial Service and the Subordinate Civil Service a provincial man might be holding it one week and a subordinate man the next, and it is little difficult to think who was holding the post at a particular time.

21315. So far as you have had experience of them, do you consider they are qualified to be put into higher appointments than the first grade? I think some of them are. I think you could select certain men.

21316. For executive purposes I mean?—Yes, for executive purposes.

21317. I understood you to say that you had one non-Burman officer under you?—Yes.

21318. Did he serve under you in an executive capacity, in independent charge of a subdivision?—He was in charge of a subdivision.

21319. Did you find him equally successful as an ordinary Burman in every respect, where an officer would expect an officer to be efficient?—Yes; I think he was

(The witness withdrew.)

MAUNG HPAY, K.S.M., Judicial Extra Assistant Commissioner; Additional Judge, Court of Small Causes, Rangoon

Written answers relating to the Provincial Civil Service.

21320. (1) Please refer to Government of India Resolution No. 1046-1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—The general conditions which should govern recruitment to the Provincial Civil Service as defined in Government of India Resolution No. 1046-1058, dated the 19th August 1910, in my opinion, are quite suitable for this province, except clause V, which requires Barrister, Advocate or Pleader to actually practise three years before he can be appointed to the Provincial Civil Service In my opinion, this clause should not be enforced against the sons of the soil, though it is quite suitable for Barrister, Advocate or Pleader of other nationalities, who are expected to learn the language and habits of the people. For entry into the Provincial Civil Service one who has just joined the Bar and knows the language and habits of the people, in my opinion, is in no way unsuitable than one who has been nominated or one who has successfully passed the competitive examination. All are expected to remain on probation and pass the departmental examinations, so by the time they are confirmed they are fully trained to their duties.

21321. (2) Please supply a copy of the rules for the recruitment of the Provincial Civil Service in force in your province. Are these rules suitable, or have you any recommendations to make for their alteration?—The rules for the recruitment of the Provincial Civil Service in force in my province are suitable The only alteration I have to suggest is that the Judicial branch of the service should be recruited mainly from Barristers, Advocates and Pleaders, and in this branch actual practice of three years should be enforced, so that the candidates may have a good training. I am of opinion that this system would work well if the recruitment of judicial officers were left with the Chief Court, who would register the names of candidates, and appoint them, when vacancies occur, upon reports periodically furnished by the district courts in which they practise as lawyers.

21322. (3) Please see the statement showing the constitution of the Provincial Civil Service, reproduced as Appendix B to these questions, and state whether the information is correct for your province. If not, what alterations are required?—Yes; the information is correct for my province.

21323 (6) What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present syetem of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend? In my opinion, for direct recruitment, combined nomination and examination would prove to be most satisfactory By having competitive examination men of superior qualification and ability would be secured, while having the nomination system in addition to it, the Local Government would be in a position to select men of well-known family and good status, though I would recommend that a minimum educational standard should be fixed for all candidates. In my opinion 25 per cent. of the vacancies should be filled by competitive examination and 75 per cent. by nomination of the Local Government, on reports furnished by the various Commissioners of divisions and heads of departments. As regards recruitment of officers to the Judicial Department, I would suggest that a register be maintained by the Chief Court of all Barristers, Advocates and Pleaders (not lower than second grade), who are willing to join the service; and appointments be made by the Chief Court, as vacancies occur, by seniority of registration as well as on recommendation of the district courts where the candidates practise.

21324. (7) To what extent are non-residents of the province employed in your Provincial Civil Service? Do you consider that only residents of the province should ordinarily be recruited?- Here in Burma, non-residents of the province are rarely employed in the Provincial Civil Service. I am of opinion that recruitment should mainly be confined to the residents of the province.

21325. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—All classes and communities are not duly represented in the Provincial Civil Service here. I do not consider that due representation is desirable, in view of the fact that transferring of officers to different stations after suitable intervals is very beneficial and salutary in its effect. Though there is some outside population in large towns, the interior towns are mainly filled in by Burmans. A Burman officer, who knows the language and habits of the people, would be far superior in dealing with the people to an alien officer, however qualified he may be.

21326. (9) What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and, if not, what alterations do you recommend?—The system of training and probation adopted for officers of the Provincial Civil Service here in Burma is quite satisfactory.

21327. (10) Is the existing system of departmental examinations suitable; and, if not, what changes do you recommend?—The existing system of departmental examinations here in Burma is quite suitable

21328. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—From the statement showing the constitution of the Judicial branch of the Provincial Civil Service of Burma, it will be seen that there are only four appointments on salaries Rs. 600 to Rs. 800, while there are 25 appointments on salaries Rs. 300 to Rs. 500. In Punjab, where the services are almost similar, the proportions are 12 to 36. Under the existing circumstances the chances of promotion in the Burma Provincial Judicial Service are very small for officers in Rs. 300 to Rs. 500 grades. Even in a backward province like Central Provinces the proportion is 10 to 38. In my opinion, to cause an even flow of promotion one appointment in each of the three grades of Rs. 800, Rs. 700 and Rs. 600 should be added by reducing one appointment in each of the three grades on Rs. 500, Rs. 400 and Rs. 300. Then the proportion will be only 7 to 22, which even then would be lower than that of Punjab.

21329. (12) What is the system on which the strength of the $\frac{\text{Executive}}{\text{Judicial}}$ branch of your Provincial Civil Service is fixed? Do you consider it satisfactory; and, if not, what alterations do you recommend?—I consider the system on which the strength of the Provincial Civil Service is fixed here as satisfactory.

21330. (13) In particular, is the leave reserve adequate, and the system on which it is graded suitable?—In my opinion the leave reserve is very inadequate The leave reserve of Indian Civil Service works out at over 25 per cent. of the total number of the superior and inferior posts allocated to them, while that of the Provincial Civil Service works out at only 14 per cent. I admit that the members of the Indian Civil Service, owing to foreign climate, require frequent leave; but the leave reserve of the Provincial Civil Service being very inadequate, I would suggest that 20 per cent. of the total cadre be kept as leave reserve.

21331. (14) Is there any reserve for officers under training and is it adequate?—There is a reserve for officers under training, and I think it is adequate for the purpose.

21332. (18) To what extent are the functions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?—In this province a few judicial officers have to do executive work in addition to their judicial duties, while many of the officers of the executive branch are required to take up judicial work. In my opinion judicial work should be left entirely to judicial officers, who should all be placed under the direct control of the Chief Court. If this be given effect to, an addition must be made to the number of officers in the Judicial Service, which, if properly graded, will be equal in respect of promotion and proportion to the Executive branch.

21333. (19) Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to these posts suitable? If not, what alterations do you suggest?—The existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Services of proved merit and ability and the system followed in making appointments to these posts are suitable. But in comparison with the other provinces this province has the least number so open. In my opinion at least two more posts should be thrown open in this province. All such posts should be kept filled regularly, so that the members of the Provincial Civil Service may have the impression that merit will have its reward one day, and it will keep them zealous about their duties

21334. (20) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?—Yes, I am satisfied with the system.

21335. (21) Are you satisfied with the present designation "The Provincial Civil Service?" Yes, I am satisfied with the present designation

21336. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed?—Yes, the principle recommended is quite right.

21337. (25) Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend? In my opinion, the present system under which officiating promotions are not made in the Provincial Civil Service is rather a hard line. Almost in every other kind of service officiating step promotions are given, and I would suggest that the same be done in our service, the officiating allowance being regulated by the Civil Service Regulations.

21338. (30) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—I do not approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service. Only officers of approved merit are selected to fill those listed posts and the incumbents have to discharge the same onerous duties as those of the members of the Indian Civil Service. For doing the same kind and same amount of work, to pay different salaries is quite an anomaly to the ordinary sense of justice. It hurts the self-respect of the incumbents, who, in my opinion, should be given the full pay of the posts.

21339. (32) Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service; and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—Leave on full pay even is not fully availed of by the officers, as going on leave is generally followed by a transfer on account of deficient leave reserve.

21340. (33) Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—The officers of the Provincial Civil Service do not generally avail themselves of all the furlough due to them. In my opinion, though furlough is not fully availed of by the officers, the amount that can be earned is suitable.

21341. (38) In particular, are they a contributory cause of excessive transfers of officers, and, if so, how can this difficulty be met?—The excessive transfers of officers may be met by having a sufficient leave reserve. The leave reserve men would form the lowest grade and, when an officer goes on leave, men from that grade would be deputed to hold the post till the return of the incumbent. This would obviate the necessity of frequent transfers, while junior officers would have a good training before they join a permanent appointment.

21342. (39) Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service; and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for the European and Indian services as suitable?—Under the existing rules one cannot have furlough within 18 months of return from privilege leave of over 6 weeks' duration. Nobody generally takes furlough unless urgently pressed for some work; and so, when one goes on privilege leave, he cannot possibly foresee what may happen after he rejoins. In my opinion this restriction, which causes great hardship, should be removed. In Indian service furlough is few and far between. In my opinion it should be granted at any time subject to the exigencies of the service. In my opinion the condition attaching to the forfeiture of furlough by taking leave on urgent private affairs should be abolished.

21343. (41) Have you any suggestions to make in favour of any modifications in its detailed working; and, if so, what, and for what reasons?—I do not approve of the system of payment of gratuity to those who are compelled to retire before they complete. 10 years' service. This system may continue up to 5 years' service. No one, after he has served for 5 years, retires for the sake of getting some gratuity or a small pension; but some accident or chronic illness compels him to retire, and, if he gets a pension, however small, it may save him from starving. Under the circumstances I am of opinion that pension should be granted from 5 years' to 10 years' service in lieu of gratuity at the option of the officers retiring. Those who retire at an earlier period, do so on compulsion as explained above; and so it is they who have spent a long time on medical leave. But for this, over which they had no control, their pension is reduced in the way that time spent on medical leave does not count as active service unless he has completed 15 years' service. One would suggest that the period of service, for which time spent on medical leave for one year would count as active service, should be reduced from 15 to 10 years. I take this view in consideration of the fact that these officers will get the least pension. As regards officers who have longer service they would get higher pension, and in my opinion, no necessity exists for a change.

21244. (43) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?—In my opinion, officers of the Provincial Civil Service holding listed posts are, as a matter of course, entitled to full pension, because after they complete a number of years' meritorious service, they are selected to fill the listed posts. So I would suggest that, as a rule, they may be granted the special pension of Rs. 6,000 a year, so that in their old age they might reap the fruits of their energetic and zealous work of their lives. Though I have advocated equal pay with Indian Civil Service while on duty, the same principles do not apply here, as the officer has to spend a number of years, on which pension is calculated, in the Provincial Civil Service.

MAUNG HPAY called and examined.

21345. (*Chairman.*) You are a Judicial Extra Assistant Commissioner?—I am.

21346. In answer to questions (1) and (2) you make certain suggestions regarding recruitment for the Judicial branch of the Provincial Civil Service, but in reading the two together I do not quite understand what you mean. You suggest that there should be several Barristers, Advocates and Pleaders appointed to this branch, and in the first paragraph I gather that you say they need not have 3 years' practice?—Yes.

21347. You see no necessity for it?—That is so.

21348. But in the second paragraph you rather lay stress on the importance of the 3 years. You say that actual practice of 3 years should be enforced so that the candidates may have a good training. Which am I to understand you would suggest?—The first answer refers to the Provincial Service and the second answer refers to the Judicial Service.

21349. The first answer refers to the Judicial branch also?—I say the recruitment in the Judicial branch of the service should be mainly from Barristers, Advocates, etc.

21350. I will put the question to you in a simpler way. Having recruited these posts from Barristers, Advocates and Pleaders, are you in favour of a 3 years' training for them, or would you dispense with that training?—In the Judicial Service I am in favour.

21351. We are only dealing with the Judicial Service?—In the Provincial Executive Civil Service I am not in favour of that.

21352 In answer to question (6) you suggest recruitment to the service to the extent of 25 per cent. by competitive examination and 75 per cent. by nomination by the Local Government?—Yes.

21353. What form of nomination would you like to see?—Nominations according to the existing rules of the Local Government.

21354. You want no alteration?—No alteration.

21355. In your answer to question (11) you suggest certain increases of pay in the grades between Rs. 800 and Rs. 600?—Yes.

21356. How many years ago is it since the regrading took place?—I am not sure of the date; it is not more than 5 years.

21357. I thought it was about 3 years?—Yes, probably it was 3 years.

21358. You would prefer that form of increase rather than an increase of pay in the different grades?—No, I suggest this: "In my opinion, to cause an even flow of promotion, one appointment in each of the three grades of Rs. 800, Rs. 700 and Rs. 600 should be added by reducing one appointment in each of the three grades Rs. 500, Rs. 400 and Rs. 300." It is only an alteration in the number of appointments.

21359. You would prefer that improvement to the one that has been submitted to us by other witnesses, namely, an increase in pay?—I was only comparing the matter with the other provinces when I made the suggestion. If it is possible to increase the pay of the grades, I prefer that to this scheme.

21360. In answer to question (13) you say that the leave reserve is very inadequate in the service?—Yes.

21361. You say that it works out at only 14 per cent., which is lower than there provinces similar to this, and you suggest its being raised to 20 per cent.?—Yes.

21362. And you think by that means you would get over the difficulty of stoppage of leave?—I think so.

21363. And you would also get over the difficulty of frequency of transfers?—Yes.

21364 In reply to question (18) you say that a few Judicial officers have to do executive work

in addition to their judicial duty. What work are you referring to?—Revenue work and other executive work in townships.

21365. What judicial officers have to do revenue work?—Purely judicial officers do not do revenue work, but officers in charge of townships do revenue work as well as some judicial work.

21366. There are certain judicial officers in townships who do executive work as well as their regular judicial work?—Yes.

21367. (*Sir Murray Hammick.*) When you talk of this recruitment to the judicial part of the Provincial Service from Barristers, Pleaders and Advocates, do you mean them to come in doing the same work that the township officers do now?—No. The township officers do not do the judicial work of the Provincial Judicial Service.

21368. But there are certain townships who do nothing but civil work, are there not?—Yes, there are some.

21369 What is the monetary limit of cases they can take up?—They are myooks and can go up to Rs. 500

21370 Do you mean to bring in Barristers who are Advocates or Pleaders to fill those appointments?—No.

21371. You would leave those appointments to the lower service?—To the Subordinate Judicial Service.

21372. What is the next grade above that?—Above that is the Provincial Judicial Service.

21373 What are the judicial appointments that they hold called?—Some are Sub-divisional Judges and Township Judges.

21374. To what monetary limit do they exercise power?—The Sub-divisional Judge exercises it up to Rs 3,000.

21375. And to those appointments you would like to see a certain number of Barristers and Pleaders admitted?—Yes, that is according to the existing rule in the Local Government notification by which certain outsiders are taken. I mean to suggest that in the recruit-ment of outsiders mainly Barristers and Pleaders should be taken.

21376. Are any of those kind of men put in now?—Yes

21377. The Government recruit now from some of those men sometimes?—Yes, they do sometimes

21378. Do you want the whole of the men recruited in that way?—No; only a portion of them.

21379. More than are appointed now? I suppose it is now only very rarely that these men are appointed?—Sometimes they are appointed, but I cannot say the proportion.

21380. You would bring in these men as what you call Township Civil Judges trying cases up to Rs. 3,000?—As Extra Assistant Commissioners.

21381. Very much like what the Sub Judge is in India?—I think so, but I do notknow India.

21382. Do you think there are any good Pleaders or good Barristers who would take up those appointments?—Yes

21383. Would they be called to take up such appointments?—Yes.

21384. Would a man having a good practice give up his practice in order to take a judgeship of that kind?—Not all. Some of them would prefer to take up these appointments in order to be in Government service so that after working a certain number of years they might get a pension.

21385. I suppose you have looked at the list and observed the way in which the Judicial Service is recruited in the provinces of India, such as Madras or Bengal?—Yes, I have.

21386. What you have in your head is to try and introduce something of that sort in Burma?—No; it is not that. I only compared the number of appointments and the number of appointments of different grades of pay, and I say that Burma is much behind in the number of appointments.

21387 But Burma is not only behind in the number of appointments, it is behind in a way that the civil and executive work are done by the same man very often. If you have a separate Provincial Judicial Service you must separate your executive men from your judicial men. You would like to see that done, I suppose?—If it were possible.

21388. (*Mr. Madge.*) In your answer to question (6) you suggest a system of combined nomination and examination, and you reserve to the Government the right of nominating 75 per cent., leaving only 25 per cent. open for competitive examination. Do you think this opinion would be popular amongst your countrymen here generally?—I think so.

21389. You have reason to think so?—I have reason to think so.

21390. Have you made enquiries?—Yes, I have heard my countrymen say that some educated Burmans should get into the service by competitive examination.

21391. (*Mr. Macdonald.*) Do you mean that 25 per cent of places to be filled by competitive examination would be acceptable to your fellow countrymen, or do you mean that the 75 per cent. of the nominations would be acceptable to your fellow countrymen?—I think both would be acceptable, from what I have heard.

21392. Do you want the 25 per cent. as an improvement?—I have given the reasons in my written answers.

21393 (*Sir Theodore Morison.*) In your answer to question (43) you suggest they should all get Rs. 6,000 pension. Would not that increase their pension above that which is drawn by all but a few officers in the other services, the Education Department, Public Works Department, and so on? Do you think their work is more important, or do you think that pensions ought to be raised all round?—I am not prepared to say anything about the other services. When I wrote this answer I was thinking of the Provincial Civil Service men.

21394. What is the pension of people of this class?—Rs. 4,000, I think.

21395. You think that is the maximum and you propose that it should be raised?—Yes.

21396. (*Lord Ronaldshay.*) You say in reply to question (19) that all the listed posts should be kept filled regularly so that the members of the Provincial Civil Service may have the impression that merit will have its reward one day. Are not the listed posts filled regularly?—Yes, they

are filled regularly. There are only two, so that once they are filled it takes a long time before they become vacant.

21397. There are five posts altogether?—No, only two.

21398. You think that the officers holding the listed posts ought to have the same amount of pay as members of the Indian Civil Service, and you say that if they do not have the same amount of pay it is quite an anomaly to the ordinary sense of justice. Is not the reason why the Indian Civil Service officers receive higher pay because they have greater expenses by reason of the fact that they are serving away from their country?—I admit that.

21399. So that it is not intended in any sense to be a slur upon officers holding listed posts?—No.

21400. Nevertheless, do you consider that it is regarded as an injustice by the officers holding the listed posts?—Sometimes they may think they are not treated equally; they think they are lower in estimation by having smaller pay while holding the same kind of appointment.

21401. I understand from your evidence that your general wish is that there should be a larger number of listed posts, and that the pay of those posts should be the same as the pay of the members of the Indian Civil Service?—Yes.

21402. That is your wish?—Yes.

21403. (*Maung Kyaw Nyein.*) In your answer to question (6), you say that 25 per cent. of the vacancies should be filled by competitive examination and 75 per cent. by nomination of the Local Government, but your answer to Mr. Macdonald appears to me not quite clear. Do you mean to say that none of the members of the Subordinate Civil Service must be nominated?—I give my reasons here. I say: "By having competitive examination men of superior qualification and ability would be secured, while having the nomination system in addition to it the Local Government would be in a position to select men of well known family and good status."

21404. (*Maung Ngwe Kaing.*) You say that 75 per cent. are to be nominated, and I should like you, in order to give satisfaction to all those who have been in the Subordinate Service and those who have had a good education and can appear in the competitive examination, kindly to give the proportion that you are suggesting?—I say in my written answers that the rules for the recruitment for the Provincial Civil Service in the province are suitable. According to this rule recruitment in Burma is made partly by appointment of selected members of the Subordinate Service and Judicial Services and other departments, such as the Police, and partly by the appointment of persons not already in Government service. The 75 per cent. includes the appointment of persons not already in the Government service.

21405 I want to make it clear. Out of that 75 per cent. what percentage would you leave for promotion from the Subordinate Civil Service and what proportion for nomination?—Of course that would be left to the Local Government.

21406. There is another question I want you to clear up; I do not know if I grasped what you said, but I understood you to say that some of the Judicial Extra Assistant Commissioners had to do revenue work. Are you sure of that?—I think so, but I am not quite sure. I have been a long time out of it now.

21407. Do you mean they act as Revenue officers or Subdivisional Revenue officers, or simply act as Treasury officer in the absence of the Township officer, or do you mean that Subdivisional Judges who were appointed Special Power Magistrates and Head-quarters Assistants have to sign for the Deputy Commissioner and open papers?—Do not some of the Township officers try criminal cases?

21408. I mean regarding the employment of Judicial officers on the executive side. Do I understand you to mean that Judicial Extra Assistant Commissioners have to discharge the functions of Revenue officers?—I do not mean that. I mean Provincial Civil Service men.

(The witness withdrew.)

MAUNG TUN MYAT, Rangoon.

Written answers relating to the Provincial Civil Service.

21409. (51) Please refer to Government of India Resolution No. 1046—1058 dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—I am of opinion that the resolution reproduced in Appendix A of the letter under reply is suitable with the following additions:—(*a*) rules for the conduct of a competitive examination for the recruitment of Provincial Civil Service should be framed entirely based upon the conduct and principles of the existing subordinate Civil Service competive examination now being held in Rangoon. (*b*) The eligible candidates for the above examination should be mainly from the Subordinate Civil Service without considering seniority. The examination of such candidate should only be on general proficiency on executive, judicial and revenue works, high moral character, high proficiency in one of the popular vernaculars. (*c*) Candidates from outside may or may not be allowed; and, if allowed, certain qualifications should be specified for admission into the examination.

21410. (52) In particular, are the rules for the recruitment of the Provincial Civil Service in force in your province suitable, or have you any recommendations to make for their alteration?—On the whole the present system appears suitable. I would recommend only as regards recruitment made fresh either from home or locally. Recruitment from experienced Subordinate Civil Service or by examination recommended in the answers to question (50) are more suitable.

21411. (53) Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?—Yes: it should be restricted to Europeans, Anglo-Indians and Burmese so far as Burma is concerned, and such must be the permanent residents of Burma as may be easily trained to acquire the manners and custom of their nation.

21412. (54) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—The classes and communities should be restricted to the nations recommended in the foregoing answer, and, so far as Burma is concerned, the recruitments may easily be made if the new examination rules of the Provincial Civil Service as recommended in the answers to question (50) be taken into favourable consideration.

21413. (55) Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service? If not, please state your objections, and what other arrangements you recommend?—Yes; if the present training of the officers may be extended as recommended in the foregoing answer to question (54).

21414. (56) Do you consider that the numbers of officers authorized for the various grades of your Provincial Civil Service are satisfactory? If not, please state your views?—Yes; but if the 1st and 2nd grade Myooks be absorbed in the Provincial Civil Service, there will be much zeal in the remaining three grades of Myooks in their work entrusted to them.

21415. (57) To what extent are the functions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?—I do not think there are any functions of the officers of the Executive and Judicial branches of the Provincial Civil Service differentiated to any extent, and no change is therefore desirable.

21416. (58) Are you satisfied with the present designation "the Provincial Civil Service?" If not, what would you suggest?—Yes. I have no suggestion to make, provided that the example shown by the Government recently in giving chances to the deserving officers to be in the executive services is continued.

21417. (59) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—Yes. I fully concur with the principles recommended by the Public Service Commission of 1886-87, and it would be much more suitable if the salary scale of the grades may extend to Rs. 1,000 as the pay for the highest of the Provincial Service.

21418. (60) Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?—Yes. If the highest pay as recommended in the foregoing answer be approved for consideration the salary of the remaining grades should also be taken into consideration to be raised proportionately, but the travelling allowance should be fixed taking into consideration the facility or otherwise of travelling according to the locality.

21419. (61) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service?—Yes.

21420. (62) Have you any proposals to make with regard to the leave rules applicable to the Provincial Civil Service? In particular, do you regard the existing differences between the leave rules for the European and Indian services as suitable?—No. I have none. The present arrangements answer well.

21421. (63) Are you satisfied with the present system of superannuation pensions for officers of the Provincial Civil Service? If not, please say what modifications you would suggest, and on what grounds?—Yes. I have no modification to make.

21422. (64) Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable?—I have nothing more to suggest on this point, and should say that I am satisfied with the present organization of the Provincial Civil Service.

MAUNG TUN MYAT called and examined (through an interpreter).

21423. (*Chairman.*) You are a member of the Legislative Council?—I am.

21424. Have you held any public positions in Burma other than that?—I am an Honorary Magistrate.

21425. In answer to (51) question you say that "eligible candidates for the above competitive examination should be mainly from the Subordinate Civil Service without considering the seniority." Do you mean by that that those who are to be promoted from the Subordinate Civil Service should be promoted by selection?—I do not mean selection by the Government; I mean that the recruitment should be by examination.

21426. I am dealing with your answer (*b*)?—I mean that members of the Subordinate Civil Service should be allowed to sit for the examination without reference to their seniority in that service.

21427. Then it will be through a competitive examination that they will enter the service?—The candidates should be selected from the Subordinate Civil Service to sit for the examination for entrance to the Provincial Civil Service.

21428. And the candidates may be of any age or occupy any position in the Subordinate Service?—I would limit the age to 25.

21429. Do you think that asking officers of the Subordinate Service to prepare for and pass an examination might interfere with their official work as officers in the service?—With some there would be interference with work, but not with others. It would all depend on the industry of the man.

21430. You set sufficient store on having examinations to run any risks there may be of causing inconvenience even to the Subordinate Service?—There is that risk.

21431. In answer to question (56) you suggest that the 1st and 2nd grade of the Myooks should be absorbed in the Provincial Civil Service. Do you suggest they should be placed in that service on the same salaries as they at present get in the Subordinate Service?—Yes.

21432. Their duties would be precisely the same; the only change would be that they would be removed from the Subordinate to the Provincial Service?—The change will be in name only.

21433. Would that be acceptable equally to the Subordinate Service and to the Provincial Civil Service?—I cannot say whether it would be popular or not with either service.

21434. I can understand it being popular with the Subordinate Service, but I wanted to know whether you consider it would be popular with the Provincial Service?—It would be popular with the Subordinate Service, but I do not see how it can affect the Provincial Service prejudicially.

21435. In your answer to question (59) you concur with the principles recommended by the Public Service Commission of 1886-87, and you "say" it will be much more suitable if the salary scale of the grades is extended to Rs. 1,000 as the pay for the higher Provincial Service. Do you mean by that there should be higher posts established in the Provincial Service, in lieu of the listed posts, as I believe was suggested by the Public Service Commission of 1886?—I want to make the Rs. 800 grade Rs. 1,000 grade.

21436. With a corresponding rise in the lower grades?—Yes, a corresponding rise in the lower grades.

21437. In answer to question (60) you suggest that travelling allowances should be fixed with reference to the facilities or otherwise of travelling, according to the locality. What do you mean by that?—There are some parts of the province which are difficult of access, where there are no railways or roads, and in those parts higher rates of travelling allowance should be allowed to officers who have to exert themselves more than when they have proper travelling facilities.

21438. Do you mean that the cost of travelling in those inaccessible parts causes greater out-of-pocket expenses to the officer?—Yes, and there is great trouble to the officer who has to travel in those parts because of the lack of travelling facilities.

21439. Is it on the score of greater trouble or on the score of greater expense, or both?—It is because of the trouble entailed.

21440. (*Lord Ronaldshay.*) I want to make quite clear that point with regard to question (59). I assume that what you mean is that there should be a grade of Rs. 1,000 in the Provincial Civil Service, but that the men in that grade should perform the same duties as those now performed by the men in the Rs. 800 grade?—Yes, the duties would be the same.

21441. You refer to the competitive examination which is now held in Rangoon for the Subordinate Service: is the whole Subordinate Service recruited by means of the competitive examination?—No; there is also nomination by the Government.

21442. Can you say what proportion of the Subordinate Service is recruited by examination and what proportion by nomination?—I do not know.

21443. Is the examination held only in in Rangoon or is it held in any other town?—In Rangoon only.

21444. (*Mr. Gokhale.*) With regard to the competitive examination that you propose for members of the Subordinate Civil Service, for getting into the Provincial Civil Service, how often would you allow a man to appear at that examination. Would you allow a man to appear every year until he passes?—I would let him go up twice.

21445. With an age limit of 25?—Yes.

21446. (*Mr. Madge.*) You say in answers to question (53) that the recruitment for the service should be restricted to Europeans, Anglo-Indians and Burmans. Do you get along as well with Anglo-Indians as Europeans?—About the same; there is not much difference.

21447. (*Maung Ngwe Kaing.*). You have a large number of assistants under you, I believe?—Yes.

21448. What pay do you give them?—about Rs. 1,500 a month.

21449. What capacities are they in?—Under-broker to me.

21450. Have you any assistants who work in your office?—I do not pay anybody a salary; I pay by commission, brokerage.

21451. Do you mean that you pay Rs. 1,500 a month?—They would make about Rs. 1,500 a month in brokerage.

21452. How do the stamp of those men compare with the stamp of officers of the Provincial Civil Service in their mode of living, education, and other qualities?—They are inferior to the members of the Provincial Civil Service.

(The witness withdrew.)

MAUNG KIN, Barrister-at-Law, Officiating Assistant Government Advocate, Burma.

Written answers relating to the Indian Civil Service.

21453. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—Yes. I accept the system as generally satisfactory in principle.

21454. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of his Majesty? If not, what alteration do you recommend?—

No. I think it should be confined to the natural-born subjects of His Majesty in the United Kingdom and in India.

21455. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—I do not think it is to the advantage of Indian interests The requirements of the Colonial or Home Civil Services do not seem to be similar to those of the Indian Civil Service. While the Indian Service is open to the Colonials, the Indians are not eligible for the Colonial Service. I think the Indian Civil Service examination should be modelled on the special needs of India.

21456. (6) In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?—I am not in favour of simultaneous examinations in England and in India.

21457. (7) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service Cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examination in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?—I would recommend the filling of a fixed proportion of the vacancies in the Indian Civil Service Cadre by Natives of India recruited by means of a separate examination in each province. One-tenth of the vacancies may thus be thrown open for competition. And the competition should be open only to the Natives of the particular province. I would limit the advancement of men recruited by such an examination, their highest appointments being 1st grade Deputy Commissionership and 1st grade Divisional Judgeship.

21458. (8) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, what system would you recommend? In particular do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?—I am not in favour of nomination or combined nomination and examination. I do not think it practicable that when the recruitment is by a competitive examination open to all, all classes and communities should be represented, but I do think it practicable to confine the admission to the separate examination in each province to the Natives of that province.

21459. (9) If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?—Yes.

21460. (10) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?—As supplementary to the present system of promoting to listed posts officers of the Provincial Civil Service.

21461. (11) Do you recommend any separate method of recruitment for the Judicial branch of the Indian Civil Service? If so, please describe the system which you would propose?—I would throw open the Judicial branch of the service to Barristers and Pleaders of the High Court of at least 7 years' standing who have a thorough knowledge of the vernacular of the province in which they are employed. No registers should be kept of candidates for the posts so thrown open. Government should make offers to suitable men through the Chief Justice or Chief Judge of the High Court concerned.

21462. (12) Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including "any person born and domiciled within the dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter?—Yes.

21463. (13) If the system of recruitment by open competitive examination in England is retained, state the age limits that you recommend for candidates at such examination, giving your reasons?—22 to 23.

21464. (14) What in your opinion is the most suitable age at which junior civilians recruited in England should commence their official duties in India?—25.

21465. (15) What age-limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age-limits for Natives of India, and for other natural-born subjects of His Majesty?—I would not recommend any differentiation in this respect.

21466. (17) Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates?—No.

21467. (18) Do you consider it necessary that certain posts should be reserved by Statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons?—Yes. In addition to the posts they are now filling, I would suggest that they be employed in the following posts:—Inspector-General of Police, Collector of Customs.

21468. (21) Do you consider that the old system of appointment of "statutory civilians" under the Statute of 1870 should be revived; and, if so, what method of recruitment would you recommend?—I am not in favour of the old system being revived.

21469. (22) If the system of recruiting military officers in India for posts in the Indian Civil Service Cadre has been stopped, or has never existed in your province, would you advise its reintroduction or introduction, as the case may be, and if the system should be introduced or reintroduced, to what extent, in your opinion, should it be adopted?—In Burma, military officers are still being appointed to posts in the Indian Civil Service Cadre.

21470. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—I am in favour of the system.

21471. (25) Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or statutory civilians, may be appointed to one quarter of the listed posts?—No.

21472. (27) Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why? In Burma the listed posts are as follows:—2 Deputy Commissionerships, 2 District Judgeships, 1 Settlement Officer. I am satisfied with this arrangement, provided a separate examination for the Indian Civil Service is held in my province and the recruitment of Barristers and Pleaders of 7 years' standing to the superior branch of the Judicial Service is sanctioned. Otherwise I would ask for 4 Deputy Commissionerships, 3 District Judgeships, 2 Settlement Officers.

21473. (29) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?—I think they should.

21474. (30) If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?—Two years.

21475. (31) Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty?—No such differentiation is necessary.

21476. (32) Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?— Yes. Best in England.

21477. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian services recruited in England?—No.

21478. (34) Do you think it desirable that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—No.

21479. (35) Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—Yes. I am satisfied with the present arrangements in my province in this respect, except as regards appointments to District Judgeships. Before being appointed to a District Judgeship an officer should have for three years held charge of a subdivision in Lower Burma in which he has to discharge the duties of a Sub-divisional Judge in addition to his other duties.

21480. (36) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?—I find that the members of the service in my province are proficient in their knowledge of Burmese.

21481. (37) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of Law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial branch?—For all officers in general, I am satisfied with the present syllabus of the departmental examination. For the officers selected for the judicial branch a knowledge of the general principles of equity (with special reference to Mortgages, Trusts, Specific Performance of Contracts and Injunctions) and the Commercial Law of England is necessary.

21482. (40) Is any differentiation desirable in a system of training after appointment in India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend?—No.

21483. (41) If you have recommended the introduction of any scheme of direct recruitment in India for Natives of India, whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation and training you recommend for officers so recruited?—Two years in Engalnd as in the case of officers recruited in England.

21484. (42) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are Natives of India as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent?—No.

21485. (44) Do you consider that the number of officers authorized for the various grades of the Indian Civil Service are satisfactory?—Yes.

21486. (47) Turning now to the case of the statutory civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the service?—No. I would recommend three-fourths instead of two-thirds in my province.

Written answers relating to the Provincial Civil Service.

21487. (51) Please refer to Government of India Resolution No. 1046-1058, dated the

19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—One-third of the vacancies should be recruited by a competitive examination open to the Natives of each province, one-third by promotion from the Subordinate Civil Service, and one-third by nomination. The general conditions defined in the Resolution are suitable.

21488. (53) Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?—Yes.

21489. (54) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—In my province there are 124 appointments in the Provincial (Executive) Service, about 60 of which are held by men bearing European names, most of the rest are held by Burmans, some by Zerabadi Muhammadans. Most of the important subdivisional charges are held by Burmans.

21490. (55) Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service?—Yes.

21491. (56) Do you consider that the number of officers authorized for the various grades of your Provincial Civil Service are satisfactory? If not, please state your views?—At present there are 3 in the 1st grade, 5 in the 2nd grade, 8 in the 3rd grade, 36 in each of the three lower grades. I would rearrange as follows:—4 in the 1st grade, 6 in the 2nd grade, 10 in the 3rd grade, 32 in the 4th grade, 36 in each of the two lower grades.

21492. (58) Are you satisfied with the present designation "the Provincial Civil Service?"—Yes.

21493. Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed?

21494. (60) Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? Yes.

MAUNG KIN called and examined.

21495. (*Chairman.*) You are a Barrister-at-law?—I am.

21496. And you occupy several public positions in Rangoon?—Yes.

21497. Have you ever been in the public service?—I have not been in the Civil Service or the Provincial Civil Service.

21498. Are you now practising at the Bar in Rangoon?—Yes.

21499. You are not in favour of simultaneous examinations?—I am not.

21500. What is your reason for objecting to them?—I want to keep the administration of the country in the hands of the British.

21501. You think that if simultaneous examinations were established you would run the risk of the British predominance being unduly reduced?—I think so.

21502. You are in favour of recruitment by a system of separate examination?—Yes.

21503. You propose to hold a separate examination in each province?—Yes.

21504. Would that examination be similar in standard to the open competition in England?—It would be similar. You may have one examination and hold the examination at different centres and have different sets of men for different provinces sitting for the examination.

21505. The same examination, but the candidates for each province would be residents of that province?—Yes.

21506. Would you have any selection of candidates first or would it be an open examination?—I think I would have a selection of the candidates in the first place, as there is now selection for the competitive examination for the Subordinate Civil Service in this country.

21507. They have to be nominated before they can sit for the examination? Would you have a qualifying standard to which every competitor must attain?—No, I would leave it to the authorities.

21508. If you get the standard of examination you suggest, how many do you think in Burma would be able to attain to the necessary standard in the immediate future?—I think you could get about 4 or 5 every year.

21509. You think there are 4 or 5 Burmans who could go to England and do credit to themselves in the open competition?—Yes: but the question is one of expense. They have not the means to go there. That is the reason why I advocate separate examination, the distance to England.

21510. You think it is only a question of distance?—Distance and expense of staying there and such things which prevent them going to England to compete for the examination. I want to give a chance to these men in their own country.

21511. And you think there are Burmans here now of sufficient capacity and educational proficiency to be able to go to England and compete, if not successfully, at any rate creditably in the open competition?—Certainly.

21512. And you think that if they were given an opportunity to prepare for a year or so in England, with the education they have now, they might very likely be successful in the competition?—I think so.

21513. Have you an intimate acquaintance with the University here?—We have no University; we are asking for one.

21514. You have a college and it would be the students of that college you are speaking of?—Yes.

21515. You have an intimate acquaintance with that college?—Certainly. I am on the staff of the college.

21516. And you feel quite sure of what you say?—I feel quite sure of what I say.

21517. You have a high opinion of the educational proficiency of the best students in your college?—Yes.

21518. I gather from your answers that you suggest retaining the listed posts?—Yes; they will continue under my scheme; the present number will be retained—5 listed posts.

21519. And through the separate examination you will fill up to one-tenth of the total number of vacancies?—That is a tentative proposal. I find by reference to the quarterly Civil List of Burma that we have not had so far as many as 10 vacancies in any one year. In one year we had 8 vacancies, that is to say, we had 8 civilians drafted into the Burma Service. If that number is to remain, I would propose quite another percentage so as to enable the Burmans to compete for at least one of the appointments If we were certain on the average that there would be about 8 coming in every year I should say one-eighth.

21520. That would give a due proportion to Burma?—Considering there are so many provinces in the Indian Empire, and that we get only about 60 vancancies for the whole of the Indian Empire, it is not likely that we should have for many years to come more than 8 or 9. Eight is the highest number we have had, and we have had as small a number as 5. The average, I think, is 6: therefore I would amend that answer of mine by saying such percentage as would enable the Burmans to compete for at least one appointment.

21521. In your answer to question (11) you say you would throw the Judicial branch open to Barristers and Pleaders of the High Court of 7 years' standing?—Yes.

21522. What proportion would you suggest should be recruited from those sources?—I would suggest one-third, and I would increase the number of District Judges in the provinces. There are only 8 now, and we should have a District Judge in almost every district of Lower Burma. Just now we have one District Judge for 3 districts in the Delta, and that District Judge spends only about 7 days in each district and 7 days are occupied in travelling from one district to another. We have also cases of two districts being held by one District Judge.

21523. You think the districts are undermanned so far as District Judges are concerned?—Yes.

21524. How would you fill each district with a District Judge in Lower Burma?—I should probably leave out Arracan, because I do not think there is very much civil litigation there. The two most important divisions are Irrawaddy and Pegu and a portion of Tenasserim Division. In that division the 3 districts I am thinking of are Thaton, Amherst and Toungoo. They are important districts. There are 6 in the Pegu Division, and about 5 in the Irrawaddy, which makes 14, and I would have 14 District Judges as against the 8 now.

21525. Therefore you make a proposal that there should be an increase of 6?—Yes.

21526. As regards these Barristers and Pleaders of 7 years' standing, do you think the Service would attract many Barristers and Pleaders of good standing and capacity?—Yes. I mean that the recruitment is to be to the Indian Civil Service; to the superior service. If they start as District Judges and draw a pay of Rs. 1,500 that ought to be sufficient attraction for men of 7 years' standing or even more.

21527. You think you would get a really good class of men?—I think so.

21528. Is there a large number to choose from?—Just now not very large, but in a few years' time the number will be very large.

21529. Have you many Europeans practising at the Bar?—We have about a dozen and we have over 40 Burmese Barristers.

21530. Any Indian?—Yes, Indian Barristers and Vakils of the High Courts.

21531. Would you make them Judges at once, or would you put them through a course of training?—A man who has actively practised at the Bar for 7 years should be fit enough for a District Judgeship.

21532. He should go straight into it?—Certainly.

21533. Then you are in favour of continuing the practice of appointing military officers to posts in the Indian Civil Service?—I have not said so. I have only said that military officers are being employed. I am ready, however, to answer questions on that subject.

21534. Are you in favour of it or not?—So far military officers of the Civil Service have been employed in regard to subdivisional charges, district charges, and charges of divisions. I have not come across any military officer who has been employed in the Secretariat, and I do not think I have come across any military officer employed on settlement duties. Therefore, as far as I know, military officers have not been employed in every branch of the administration.

21535. You have not come into contact with them?—Yes, some. By reference to the quarterly Civil List for a period of 5 or 10 years a man could find out whether military officers have been employed in all branches or not, and, so far as my study of those books goes, military officers have not been employed in all branches of the administration.

21536. What is your opinion?—As Deputy Commissioners they have been found to be very useful; they seem to be more in touch with the people.

21537. What do you say as to their employment in other branches?—I have had no experience. I cannot say whether they will be useful if employed in other branches or not. All I know is that they have not been employed in other branches. I am willing to have a certain proportion of military officers in the Civil Service Cadre.

21538. (*Sir Murray Hammick.*) I suppose you went to England?—Yes.

21539. Did you go to the University?—No.

21540. You went to England and read for the Barristers' examination?—Yes.

21541. Did you spend all your time in London?—I lived in London.

21542. How long were you at home?—Three years.

21543. How many years ago was that?—I went to England in 1893 and settled there till 1896.

21544. You have been in Burma since 1896?—Yes.

21545. And you have been practising at the Bar since then?—Yes.

21546. Do you travel all over Burma?—I travel all over Burma except the Chindwin and Bhamo districts.

21547. As a Barrister, conducting cases?—Partly in connection with my professional duties and partly on other business.

21548. You are a lecturer in the Law College?—Yes.

21549. Is that a part-time lectureship which allows you to practise at the same time?—Yes.

21550. You are not earning a pension then?—No.

21551. Would you recruit the whole of the judicial appointments in the Indian Civil Service or the Burma Commission from Barristers and Pleaders?—No. I said only one thirds; two-thirds will be by the Civil Service examination.

21552. How many do you propose to take from the Bar in recruiting to the Provincial Civil Service on the judicial side?—I said one-third by nomination for the Provincial Service, executive and judicial, one-third by competition, and one-third by promotion from the Subordinate Civil Service.

21553. And those would be what are called here Judicial Extra Assistant Commissioners?—Yes.

21554. You propose to recruit those Judicial Extra Assistant Commissioners from the Bar to the extent of one-third?—No; that is not what I mean. Taking the two branches of the Provincial Service—the Judicial Extra Assistant Commissioners and Extra Assistant Commissioners—one-third of the vacancies will be recruited by competitive examination and, after examination, the successful candidates will be drafted into either the Judicial Service or the Executive Service.

21555. And then there will be a certain number to be nominated by the Government?—Yes.

21556. And the nomination by Government would be either to Extra Assistant Commissioners or to Judicial Extra Assistant Commissioners?—Yes.

21557. And for the Judicial Extra Assistant Commissioners the Government would nominate from the Bar on the recommendation of the Chief Court?—Probably from the Bar.

21558. (*Mr. Abdur Rahim.*) What is the jurisdiction of a District Judge in civil cases?—From 1 rupee up to anything.

21559. It is unlimited jurisdiction?—Yes.

21560. Do you not think a Barrister of 7 years' standing, ordinarily speaking, would perhaps not be a desirable officer to exercise that unlimited jurisdiction?—I do not know. A Barrister of 5 years' standing is eligible for a seat in the Chief Court of Lower Burma.

21561. But very few of that standing have been appointed?—I mean of at least 7 years' standing.

21562. How many Barristers are there altogether here?—I think there are about 70.

21563. And Vakils practising in the Chief Court?—Altogether, Barristers, Vakils and Advocates, those who are entitled to practise in the Chief Court number about 120.

21564. That is to say, 50 who are not Barristers and 70 Barristers?—I will not be quite sure, but that is my impression.

21565. I understand that a number of young men have gone to England now to qualify for the Bar?—Yes.

21566. Do you know the number of Burmans who have done that?—I think there are about 40 in England now.

21567. How many men are there in practice who would refuse the position of a District Judge?—Three.

21568. Only 3?—Of the Burmans.

21569. Taking the whole profession together?—It is a very difficult question to answer.

21570. What I mean is this, can you get a class of men who have sufficient practice to give them experience of the work and who can be trusted with these responsible duties, who would accept a District Judge's place?—I think so.

21571. How many men are there who are competent to fill such places?—Out of the 120 I should think you could find about 40 at least competent and who would accept. There are more than 40 competent. I should say there are about 60 competent and about 30 or 40 who would accept.

21572. And they have some practice at the Bar?—Yes. You have to look forward to the prizes ahead; you may eventually get to the Chief Court, and there is a pension, and so forth. A man who has a leading practice will not take a District Judgeship

21573. But you will get men with sufficient practice willing to take the District Judgeship?—Yes, and work himself up. A man in leading practice will not accept anything less than a Chief Court seat.

21574. Have there been many appointments made from the Judicial to the Provincial Civil Service direct?—Yes, 7 or 8.

21575. Within recent years?—Yes, 7 or 8 members of the Bar properly so-called Barristers.

21576. Is there a tendency to recruit more largely from that source for the Provincial Civil Service?—I believe there is a list of candidates kept at the Secretariat, and the list is getting very formidable.

21577. Is any preference shown to members of the Bar or Vakils for appointments to the Provincial Service direct?—We have had no case of Vakils being appointed.

21578. Only Barristers?—Only Barristers.

21579. Have you got any Barristers as Judges in the Court of Small Causes?—The 1st Judge is a Barrister.

21580. How many Judges are there?—Two, and the 1st Judgeship is a Barrister appointment.

21581. Are there any Magistrates in Rangoon corresponding to the Presidency Magistrates in Calcutta or Madras?—No; we have none.

21582. Of course you have Magistrates in Rangoon?—Yes.

21583. But they are all in the Provincial Service?—They are all men of the Provincial Service or the Burma Commission.

21584. Is the work in Rangoon different from the work in the mufassal districts?—Slightly different; cases are more complicated.

21585. And there are more legal questions also?—Yes.

21586. Criminal breaches of trust?—Yes, account cases, and forgeries, and so on.

21587. Misappropriations?—Yes. In the districts they are mostly cases of violent crime.

21588. Have any experiments been made to appoint men from the Bar to the magistracy here?—No such experiment has been made. About 4 years ago there was some talk about having Presidency Magistrates, and then the matter was shelved so far as I could hear.

21589 (*Mr. Madge.*). If you think that the character of the Judicial Service will be improved by recruitment from the Bar, why do you restrict that method of recruitment to only one-third?—I must, because the Indian civilians are also useful as Judges.

21590. Do you attribute any portion of their usefulness to the experience that they gather in the early portion of their career, their experience of the country and the people?—Yes, in the early stages of their career

21591. A Barrister appointed direct would be without that experience?—No; he has that experience, because he conducts cases for the people.

21592. But these civilians exercise both judicial and executive functions, do they not?—Yes.

21593. Then in what way would a Barrister acquire the experience which a civilian gets in the exercise of his executive functions?—He comes in contact with the people just as much as the civilian, and should be in a better way, because he comes in contact with the people with the varnish off.

21594. You are speaking now of Burmese gentlemen?—Yes.

21595. But would your remarks apply to an English Barrister?—No, if they did not know the language of the country.

21596. Besides ignorance of the language they would have no acquaintance with the other conditions referred to?—Certainly. They cannot enter into the lives of the people without knowing their language.

21597. (*Mr. Macdonald.*) You heard certain proposals made by another witness about promotion by nomination and by selection and on reports of superior officers from the lower grades up to the Indian Civil Service?—Yes

21598. Without going into any details, would that be satisfactory to the educated Burmans now?—I think not. I have partly nomination and partly examination; all nomination I object to.

21599. Is the idea spreading in Burma now that all these important posts must be won by some sort of examination test?—I think the feeling is that examination is the best means.

21600. Would you take it with all its faults?—Yes. Nomination to a certain extent breeds favouritism, and even though the superior officers are absolutely fair, there is the question of the point of view of the public. They may misjudge officers, and once they mistrust the officers, rightly or wrongly, that is a matter to be reckoned with.

21601. You think, as a matter of fact, it would not be good for the officers themselves if they had this responsibility?—If I were an officer I should be very chary of nominating anybody.

21602. You say that some men have gone to England to study for the Bar, but no men have gone to study for the Indian Civil Service?—Yes.

21603. They have not yet sat for the examinations?—I think 4 have sat, but they have not been successful.

21604. Were they very far down?—I do not know. The one great lawyer we had, Mr. Chan Tun, was plucked twice, I think, but he came out very well in the Law examination.

21605. Is there a determination on the part of young Burmans to go to England to try the Indian Civil Service examination?—Yes, but they have no money.

21606. But those who can go, are they trying to go?—Those who go sometimes are not good enough to try for it.

21607. Am I right in my impression that your objection to simultaneous examination is that if you have simultaneous examination you will let in Europeans, Indians and Burmans, but that if you had a simultaneous examination between Europeans and Burmans alone you would be in favour of it?—I would be in favour of it.

21608. You are in favour of the principle, but not in favour of certain details which have been brought in because Burma is part of the Indian Empire?—That is one reason.

21609. Have you other reasons?—Another reason is that we shall have very little chance of getting into the service if simultaneous examinations are held in England and India, and the result will be that there will be a large number of surplus successful Indian candidates for whom places must be found, and probably they will come to Burma.

21610. You say that, having in view the present state of Indian education?—Yes.

21611. I think you told us that in your mind you felt there was a difference between the military officer who became a Civil Servant and the officer who came in through examination. You differentiate between the two as a matter of experience?—Yes.

21612. Could you tell us where the difference is?—The difference, so far as my experience goes, is that the members of the service recruited by examination have been employed in every branch of the administration; whereas military officers appointed to the service have not been so employed.

21613. I mean in the administration of their districts. Do they handle their districts differently?—Do you mean is he a better man?

21614. I will not put it that way; it is not a question of better or worse, but a question of difference. Does the military officer handle his district more sympathetically? Does he keep in touch with the people? Do you feel he is more a man and a brother? You see the sort of idea I have in my mind?—I have come

across about half a dozen military officers in charge of districts and I find them sympathetic.

21615. Do you find them more sympathetic than the civil man?—I cannot say that. They are sympathetic enough.

21616. What I wanted to find out was whether in your experience you divided the military officer from other civilian officers from the point of view of his sympathy with the people and his general capacity to administer a district in a satisfactory way?—I laid stress on that, because people might jump to the conclusion that because a man is a military officer he is a rough and ready sort of man, but we have not found him to be that.

21617. Have you found him to be less stilted in his manner and more free and open?—Those I have come across are very free and open.

21618. More so than the ordinary civilian?—I do not think I can say that.

21619. You find it difficult really to draw a line between the two?—Yes, I find it difficult.

21620 (*Mr. Sly.*) You suggested recruitment by separate examination to the Civil Service and at the same time you wish to have a part of the Judicial branch of the Civil Service recruited from the Bar?—Yes.

21621. You recomend both those proposals?—Yes. We have three methods of recruitment now to the service—one is supposed to have been stopped, but there is no reason to believe it will not be revived; one by open competition, the second by appointment of military officers, and the third by appointment of outsiders, such as taking men from the Police and other departments.

21622. Under your system one-third of the posts of the Judicial Service would go to the Bar?—Yes.

21623. And there would remain the Executive Service *plus* two-thirds of the Judicial?—I would lump the appointments in both the Services together.

21624. I am trying to work out what your scheme means?—It does not necessarily follow that all the members of the Bar recruited will go to the Judicial Service. They may be found to be useful for Executive Service and be drafted into that.

21625. Do you wish to recruit from the Bar for the Executive Service?—Yes, but of course more to the Judicial than to the Executive.

21626. The actual annual rate of recruitment is 7 officers a year?—There were 8 in one year.

21627. But the actual annual recruitment at present is 7, the standard figure. Out of that 7 you wish a certain proportion to go to the Bar?—Yes.

21628. And of the remaining portion a certain proportion has to go for separate examination in Burma?—Yes.

21629. And a certain proportion to go to the Indian Civil Service?—Yes.

21630. And a certain proportion to go to the military civilian?—No; the military will be out of it altogether. I am only encroaching upon the 7 men for the Indian Civil Service. The military is recruited otherwise.

21631. The total number of officers recruited each year is 7, so that in that 7 under your scheme we have to provide first for the Indian Civil Service, secondly for the military civilian, thirdly for the officers from other departments, fourthly for a separate examination in Burma, and fifthly for the direct recruitment from the Bar?—I will knock out the other departments, because the policy of the Government, so far as I know, is to stop recruitment otherwise than by examination.

21632. There would be still four sources?—Yes.

21633. Will you tell us out of those 7 appointments what would you give to each?—I would give one to the Burmese candidates, one to the Bar, and the rest to the competitionwallahs, and I would not recruit military officers every year.

21634. You would wish to reduce the proportion of military officers recruited?—Yes; that must be so, because the military officers were appointed during the troublous times—at the time of annexation.

21635. Do you mean to say that you have any feeling that military officers at present are less suitable for employment than they were?—I do not say that. It is a question of sharing the spoils. If we are just as good as military officers, why should not we share them? Let us have fair treatment.

21636. Then with regard to your proposals for the Provincial Civil Service, can you tell us, with more authority than we have been able to get up to the present, whether the recruits for the Provincial Civil Service at the present time are or are not the best educated youth growing up in this country? Does it attract the best Burman educated youth of the present day?—With regard to direct recruitment, that has been within the last 3 or 6 years from the Burmese members of the Bar. Every source of recruitment is by promotion from the Subordinate Service, and those people get up to this Provincial Service when they are rather old. The average age of the man who gets up to the Provincial Civil Service from the Subordinate Service is 35.

21637. From your knowledge of the students in the college here, do the best students here seek for direct appointment into the Provincial Service, or do they wish to go in for other careers?—I think they want to join the Provincial Civil Service. They do not now-a-days care so much for the Subordinate Service as their fathers did. They think they are good enough for the Provincial Service. Now the graduates of the Calcutta University are appointed to the Subordinate Civil Service without any examination; they start from Rs. 100 first of all as probationers, and, when they have passed their departmental examination, they get Rs. 150 and they have to go through four grades, and each grade has a large number of officers, and it is a terrible business to pass through each grade.

21638. Would the best Burmese graduates prefer to go into the Provincial Service, or to the Bar, or to Commerce, or to some other pursuit?—I think they are equally divided with regard to the Bar and the Provincial Service. Our best young men have just begun to think of going into commercial life and industrial pursuits, but they have not actually entered upon such pursuits yet.

21639. If the Provincial Service is already attracting the best Burmese youth, there is no strong case for increasing its pay and prospects, is there?—I have not advocated that. I think the pay and grading is quite good enough.

21640. Is it sufficient at the present time to attract the best Burmese type?—Yes, the only thing I recommend is that there should be a rearrangement regarding the number in each grade, because there are 36 in the three lower grades and it is rather up-hill work for them to get higher.

21641. (*Mr. Gokhale.*) Did I understand you correctly when I thought you said that any Burmans who have studied at either of the local colleges here could go to England and appear for the competitive examination and get through without some special preparation in England?—No, I do not say that. I said after preparation there.

21642. How long would it require for them to prepare themselves?—Two years.

21643. At least two years?—Yes.

21644. Your standard is the same as that of the Calcutta University and it has been found in India that even men who take a very high degree are not able to get in by means of the London examination without at least a couple of years' preparation?—I knew the case of Mr. Patell and Chandra De who prepared for the examination for nine months to a year, and we have had men here who have taken honours nearly as good as those.

21645. Ordinarily you would think at least two years' preparation would be wanted?—Yes, ordinarily.

21646. You are in favour of a separate examination for Burma for about one-sixth or one-seventh of the recruitment, whatever it may be. Would you have that examination the same in stiffness as the London examination, or would you have it lower?—As far as possible the same. I would add to the present syllabus a knowledge of oriental languages.

21647. That would be a detail, but, taking the examination as a whole, you would insist that it should be the same in stiffness?—The same stiffness, but modelled in such a way as to suit the needs of each province.

21648. But you would not want it to be any easier that the examination in London?—Certainly not.

21649. You would not want it to be said that the men recruited here were inferior to the men recruited in England?—I do not want that to be said.

21650. If you think that at the present time the proportion for Burma could be reasonably one-sixth or one-seventh, it may be that for some provinces in India the proportion might be higher?—Yes, it all depends on the number of vacancies.

21651. Your opinion that there should not be any simultaneous examination applies only to Burma. You do not mean to express an opinion about India?—I know nothing about India.

21652. If Burma was excluded from the scope of any simultaneous examination that might be instituted, you wish to express no opinion on that subject?—I should still object to simultaneous examination so long as we form part of the Indian Empire.

21653. Your view is that Burma might be overrun by successful candidates from India?—That is one reason, and the other is that the British character of the administration might go.

21654. Your anxiety about that character is for Burma, is it not?—No, I have two reasons: one is self-protection and the other the protection of British interests.

21655. You are looking at it from the standpoint of British interests?—Yes, because I think that is the best.

21656. But you have not much knowledge of India?—I have read a good deal about India, and I have read your speeches and speeches of other Indian statesmen.

21657. Have you any personal knowledge of any part of India?—No.

21658. Then your opinion might be left out of account so far as India is concerned. With regard to your anxiety about the British character of the administration, I see you have not answered question (19) about the minimum of European officers in the service. Is that omission accidental or is it deliberate?—I have not thought carefully over it. I was in a hurry at the time, but I have not formed any definite opinion about it even up to now, and am not ready to give any opinion. I must ask to be excused.

21659 You do not think there should be a minimum laid down, or you do not want to express an opinion?—I have not formed an opinion one way or the other.

21660. (*Mr. Chaubal.*) What degree did you take in the University?—I have taken no degree.

21661. What was your standard of education before you went in for the Bar?—I passed the First Arts at the Calcutta University—F.A.

21662. Are you anxious that the Burmese should have the right of appearing for the examination in England?—They have that right now.

21663. But is it your desire they should have that right, or do you not care for that right?—We care for that right. I will allow everybody to enter for that.

21664. You want to retain the right for Burmese to appear in England for the open competitive examination?—Yes.

21665. In virtue of what do you claim that right?—Because we are British citizens.

21666. Because you come within the definition of "Natives of India" as given in the Statute?—Yes.

21667. Then it is only because you come within the expression "Natives of India" that you are able to appear for the Indian Civil Service competitive examination?—That is so.

21668. Those who so appear for such examination have certain rights given to them of entering the public service in any portion of the British dominions?—They may have that right theoretically.

21669. But have not they got it in practice?—If you put that theory into practice, there will be trouble as far as our country is concerned.

21670. Supposing a man passed the open competitive examination and the Government nominated him to a particular province, say Bengal. He must go, must he not?—Yes, he must go.

21671. Therefore, if you want to have that right of appearing for the competitive examination in England you must accept the liability to to go and serve the British Government in any part of the dominions?—Yes.

21672. And as a loyal citizen you would not oppose that right being exercised?—I do not think it would be inconsistent with loyalty to oppose that right.

21673. Do you mean you would be acting in accordance with the British spirit if you opposed a Bengali or a Muhammadan Indian civilian being appointed in Burma?—I should be acting in the best interests of the British Empire by opposing his coming here.

21674. Then I suppose you would be acting consistently in the best interests if you refused to go to certain other provinces?—Yes. I do not think I should be happy in Bengal.

21675. It is not a question of happiness. Can you say, if you passed the competitive examination and the Government appointed you to serve in Bengal, you would be acting in the best interests of the country if you refuse to go?—Not in that case, because if I refused I should be probably dismissed from the Service.

21676. Looking at it from the point of view of the Bengalis, would they be justified in refusing?—I think they would be, because they would not be so useful as they would be in Bengal.

21677. Would the Bengalis be justified?—Certainly not, as a matter of theory.

21678. Take an actual concrete case of a person being appointed to Bengal, and supposing the Bengalis rose up and said they would not allow it, would that be acting in the best interests of the country?—No.

21679. But you would be acting in the best interests of the country if you opposed him coming here?—No. But Government must feel the pulse of the people and act accordingly. I suppose that is practical politics.

21680. How many separate examinations would you like to have for Burma?—Only one for the whole province.

21681. I thought perhaps it might be more convenient to have one for Upper Burma and one for Lower Burma?—No, we now hold Law examinations and other examinations in one centre for the whole of Burma, and the system has worked very well.

21682. You said in answer to a question by Mr. Gokhale that you wanted the examination to be modelled in such a way as to suit the circumstances in each province?—As far as possible.

21683. Do you think that can be done consistently with maintaining the British standard of administration?—I think so.

21684. (*Sir Theodore Morison.*) I think you said there were about 40 Burmans in England?—Forty studying for the Bar.

21685. Do you include those who are reading at Oxford or Cambridge?—Some of them are reading for the Bar as well. Those who are reading for the Bar, whether at Oxford, Cambridge, London, or elsewhere, number about 40.

21686. What is the number approximately at the Universities?—I do not know. I do not think there can be more than 8 or 10.

21687. Do you remember what sort of academic distinctions Burmans have won hitherto?—They have done very well at Cambridge.

21688. Have they won any scholarships?—Yes, especially in Law. They have done very well. One man from this country took all the prizes at the Inns of Court.

21689. Would you allow these men who have done well in England to sit for this separate examination you instituted in Burma?—Yes. I would not give them two chances. I would not allow them to sit in England and then come back and sit here for the local examination; they must choose one thing or the other.

21690. I understand that for this separate examination you will have the candidates nominated?—I think that would be better.

21691. All of them?—Yes, all of them.

21692. On what ground?—Examination is not the only test; force of character is an important thing, physique, and so on.

21693. The ordinary reasons?—Yes.

21694. And you would entrust the task of nomination to the Government?—Yes.

21695. That qualifies the remarks you have made?—Not necessarily to the Government only. The nomination can in the first place come from heads of colleges and then be countersigned or approved of by the heads of Government departments.

21696. But I understand you would temper your competitive examination by some system of nomination?—For the candidature, yes.

21697. (*Maung Kyaw Nyein.*)—You stated to Mr. Sly that there was no reason for raising the pay of the Extra Assistant Commissioner. Do not you know that the cost of living is very high in Burma?—Yes.

21698. Higher than it was 10 or 15 years ago when the pay of the Extra Assistant Commissioner was fixed?—Yes.

21699. Do you know that the pay of the Police and other departments has been raised on the ground that the cost of living is very high?—Yes.

21700. Do you think there is good ground for raising the pay of the Extra Assistant Commissioner?—It is only a matter of opinion. I said the pay need not be increased, because I was thinking of my proposal regarding the recruitment to the service, that is to say, for a young man appointed to the 6th grade it would not take him very long to get through all the grades; he would get through in 20 years and after that he has the chance of getting the listed appointments.

21701. As you know, the present Extra Assistant Commissioners are complaining of promotion and low pay?—I know that they are complaining

21702. Do not you think therefore their pay is not sufficient, especially for a man with a large family?—That is a relative question. It all depends on circumstances. We must strike an average. Hard cases make bad Law.

21703. (*Maung Ngwe Kaing.*) What is your opinion in regard to the employment of Indians in the Civil Service of the province?—I do not think it is advisable to employ them now.

21704. Why?—Because if Indians are employed as executive officers I think there will be great trouble. There will be disaffection to the Government, partly owing to the people's dislike for Indian officers; and I do not think that any Indian officer will be able to suppress a Burmese riot.

21705. Have you any more reasons?—Introducing Indian officials would be like the thin end of the wedge. One official may come and having regard to the lessons we have learned from the Postal Service, the Accounts Department, the ministerial appointments are likely to be filled by Indians, also because it is quite natural that Indians would get on better with Indian subordinates than with Burmese subordinates.

(The witness withdrew.)

(Adjourned till to-morrow at 10-30.)

At Rangoon.

Friday, 7th February 1913.

TWENTIETH DAY.

PRESENT:

THE RIGHT HON. THE LORD ISLINGTON, K.C.M.G., D.S.O. (*Chairman*).

THE EARL OF RONALDSHAY, M.P.
SIR MURRAY HAMMICK, K.C.S.I., C.I.E.
SIR THEODORE MORISON, K.C.I.E.
MAHADEV BHASKAR CHAUBAI, ESQ., C.S.I.
ABDUR RAHIM, ESQ.
GOPAL KRISHNA GOKHALE, ESQ., C.I.E.
WALTER CULLEY MADGE, ESQ., C.I.E.
FRANK GEORGE SLY, ESQ., C.S.I.
JAMES RAMSAY MACDONALD, ESQ., M.P.

And the following Assistant Commissioners:—

HERBERT THOMPSON, ESQ., C.S.I., I.C.S., Officiating Financial Commissioner, Burma.
MAUNG KYAW NYEIN, K.S.M., A.T.M., (Additional District Judge, Henzada).
MAUNG NGWE KAING, K.S.M., A.T.M. (Subdivisional Officer, Pyapon, Kyaiklat).

M. S. D. BUTLER, ESQ., C.V.O., C.I.E., (*Joint Secretary.*)

A. W. BINNING, ESQ., Chairman, Burma Chamber of Commerce.

Written answers relating to the Indian Civil Service.

21706. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—Yes.

21707. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—Would recommend the age limit being reduced for probationers to 19 to 21 at time of recruitment, with two years' probation at home.

21708. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—Have no objection to offer; if India holds out sufficient inducement to candidates, she will get the best.

21709. (5) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose?—We offer no objection to the present system being continued, but would prefer a system of selection combined with examination.

21710. (6) In particular what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?—We are strongly opposed to simultaneous examinations in England and India.

21711. (8) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, describe fully what system you would recommend. In particular do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?—So far as Burma is concerned, we consider that no Burman should be appointed to the higher grades of the Burma Commission until he has proved his ability and character in the lower grades.

21712. (11) Do you recommend any separate method of recruitment for the Judicial branch of the Indian Civil Service?—No.

21713. (13) If the system of recruitment by open competitive examination in England is retained, state the age limits that you recommend for candidates at such examination, giving your reasons?—As stated in our reply to question (2); but the age limit for arrival in India should be not more than 23, this being the best age for the average man to arrive. When older than this, men are not so receptive and have become more settled in English ways. This is the experience of the mercantile community in Burma.

21714. (15) What age limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age limits for Natives of India and for other natural-born subjects of His Majesty?—Would not recommend any differentiation.

21715. (22) If the system of recruiting Military officers in India for posts in the Indian Civil Service cadre has been stopped or has never existed in your province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent, in your opinion, should it be adopted?—We recommend the continuance of recruitment of Military officers for the Burma Commission on the present lines.

21716. (23) Do you consider that such a system should be restricted to the recruitment of Military officers, or extended to the recruitment of selected officers from other Indian services?—Consider the system might be extended to officers of other Indian services, *stationed in Burma*, who have shown ability to warrant appointment.

21717. (29) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the service?—Consider that candidates should undergo a period of probation for at least two years at home; in fact, revert to the system current some years ago. The present period of one year is not sufficient to learn all that is necessary as to ordinary duties as well as the working of the courts at home. Would suggest a special training college in London for the probationary period, and not at the Universities.

21718. (32) Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?—In England for all.

21719. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian services recruited in England?—No.

21720. (34) Do you think it desirable that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—Would recommend training in the provinces to which appointed, as at present in Burma.

21721. (36) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages; and, if not, how could this best be remedied?—In our opinion the knowledge of languages possessed by the Civil Servants of this province is adequate.

21722. (37) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judical branch?—Officers desirous of serving in the Judicial branch must elect within five years of arrival in India and, before admission to the Judicial side, should be certified by a senior officer (? Commissioner) as being fit persons. Study leave to England to be granted under conditions similar to those which work with success in the case of officers of the Indian Medical Service.

21723. (45) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished; and if so, under what conditions? Should such abolition apply to officers already employed, or be restricted to future entrants?—Would recommend that exchange compensation be abolished, the pay of officers being increased in proportion.

21724. (48) Have you any proposals to make in regard to the leave rules applicable to members of the Indian Civil Service? Consider that existing restrictions should be relaxed in so far that an officer who has leave due and whose services can be spared should get furlough. Leave earned by an officer should never be refused, except for reasons of Government necessity.

21725. (50) Please add such other remarks as you may desire to offer on any point relating to the conditions of service, salary, leave and pension in the Indian Civil Service.—(*i*) We consider that the pay is insufficient, as this was fixed many years ago, since when the cost of living and all charges have enormously increased, so that the rate of pay fixed long ago is now quite inadequate. An increase of salary is also called for with a view to attracting the best men in face of greater openings in other walks of life. (*ii*) In the matter of promotion, selection and not seniority should be the guiding principle for filling the higher posts, that is, promotion to grades higher than 1st grade Assistant Commissioner upwards. (*iii*) It ought to be easier than at present to get rid of an inefficient officer. No matter how indolent or incapable an officer may be, it seems at present impossible to retire him compulsorily before his time is up.

Written answers relating to the Provincial Civil Service.

21726. (53) Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?—Consider recruitment should ordinarily be restricted to residents of the province, but there are appointments where such natives are not suited, *e.g.*, the Chin Hills and the Chinese Frontier, and we therefore do not recommend any fixed rule regarding these.

21727. (58) Are you satisfied with the present designation "the Provincial Civil Service?" If not, what would you suggest?—Would suggest that this service be called after the province in which it serves, as the "Burma Civil Service."

21728. (60) Are the existing rates of pay and grading in the provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?—For the same reasons as given in our reply to question

(50), we consider an improvement in the scale of pay in the Provincial Civil Service necessary.

21729. Letter from the CHAIRMAN, Burma Chamber of Commerce, to the Joint Secretaries, the Royal Commission on Public Services in India, dated Rangoon, 6th February 1913.

I HAVE already forwarded to you with my letter of 17th January 1913 the replies of this Chamber to the series of detailed questions submitted to it on the subject of the recruitment and working of the Indian and Provincial Civil Services, but I now have the honour to address you again on some of the more general aspects of the question.

As the enquiry has been proceeding and with the reports of the evidence in Madras and Calcutta appearing daily in the newspapers, public interest has naturally been greatly aroused; and, in view of the trend of the large part of that evidence, considerable alarm is being felt lest the impression may gain ground that there is not only a demand but justification for a more or less radical change in the character of the administration of the country.

The evidence to which I refer is mainly that which deals with the question of simultaneous or separate examinations in India, which have been strongly advocated; and genuine fear is felt as to the result of conceding such a change. It is evidently hoped that the way will thereby be opened to a large increase in the number of Natives admitted to the higher posts in the service, and it is the extreme danger of such a change which we wish to emphasize.

In the opinion, therefore, of the body of the members of this Chamber, whose names appear at foot and who have all expressed their strong support of the contents of this letter, it appears necessary to make a representation to you expressing their general views on the question. It will not be denied that we have a special right to be heard, both on account of the enormous and increasing interests of British capital, which has been and continues to be primarily responsible for the material development of the country, and also on account of the means which are given to us through our organisations, extending as they do throughout the whole of the country, of gaining a reasoned view of the real needs and wishes of the people.

Our interests as merchants have been fostered in the past on the basis of friendly relations with Natives, and we hold that these are the only conditions under which the general contentment and prosperity of the country, on which we depend, can continue and be advanced. There need consequently be no suspicion or antagonism or prejudice on our part. Our interests and theirs alike, and the continuance of inducements and security for the inflow of capital, are all dependent on a stable and efficient Government. The maintenance of such a Government appears to us to be seriously menaced by the claims which are being put forward for a more or less wholesale increase in the number of Natives in the higher posts of the administration; and, as the situation stands to-day, we are strongly of the opinion that to concede what is now asked would entail ignoring the essential features of the Government of the country.

Totally unlike other countries where democratic forms of Government exist, India in its various provinces embraces a mass of entirely distinct races; in different stages of civilisation and with different religions and castes, many of them seriously hostile one to another. Considering their history in the past, it seems a wonderful achievement that India should have arrived at, and that it should be possible to maintain, the present condition of peace and liberty which have led to so much development and prosperity. That the secret of this and of the strong feeling of security lies in British power and administration is an incontestable fact; and to our minds it is equally an axiom that the entirely British character of the administration must be maintained. There are never wanting signs that the national and religious antipathies of the different races are at the best only dormant; and, so long as British power is looked to by them to hold the scales even, we consider that we have no right to give up our trust, and that the reins of Government must be controlled by the best men of our race. It seems to us that it will constitute a betrayal of that trust if we admit the liability of a district of one race or religion to be ruled by a Native of India of another race or religion. On this point we can speak with special emphasis with regard to Burma. Not only is this province geographically separate from India, but the origin and manners and customs of its inhabitants are entirely distinct from those of the races of India, and there can be no excuse for submitting them to the rule of a Native from India to whom they have particular antipathy.

If and when there is to be any development in the direction of the admission of Natives to the higher ranks of the Government service, it should be on purely local lines which admit of the application of the principle that Natives of one race or religion should not be dominated by those of another.

The Indian Civil Service is a corps to whom is entrusted the rule of the whole of India, regardless of the above distinctions, and the inauguration of simultaneous examinations in India would at once subvert the principles for which we argue. The reasons for this are not far to seek.

Even if the number of candidates to be so appointed were limited, the absence of any training in England would immediately weaken the British tone and influence (not that we consider English training alone to be all that is required), and the mere fact of the number being limited would in itself provide an obvious source of political unrest and agitation. The reasons advanced for the institution of simultaneous examinations are that it should be made easier for Natives to enter the service, and it must logically be expected that the number of Native candidates would be largely increased. It must be remembered that the annual number of vacancies will always be very limited, and the resulting increase in the number of unsuccessful candidates, entering on life with a feeling of disappointment, is very much to be deprecated

India requires to be freed from political agitation, which is only likely to be fostered by the raising of false hopes in large numbers of youths aspiring to office; and the greatest good would be done if any means could be devised of assisting the diversion of the ambition of Natives of ability to other spheres of utility and enterprise.

Again, it will be admitted unhesitatingly that certain classes of Natives display far greater aptitude for passing examinations than others, and we think it will also be admitted that, in the majority of cases, they are the very classes who would be most dependent on the British power for maintaining them in authority. This state of affairs could only militate against the stability and prestige of British rule.

In contradistinction to the claims which are now being advanced in the evidence, and which we feel really to be the claims only of a small minority interested in trying to gain authority without the proof of any backing from the people actually to be governed, we wish to urge a different point of view.

As we have stated above, we hold that we are morally bound, so long as India remains part of the British Empire, to see that the best men of our race are provided for its Government. We therefore consider that the most serious attention should be given to ensuring that the standard of character and general qualification of the British officer recruited for the Indian Civil Service should be maintained on the highest level. Unfortunately, a condition appears to be gaining ground under which the best men no longer elect to come to India. This is no doubt partly due to the need for a revision in the scale of pay in competition with other openings in life and in face of greater cost of living, but we consider that it is also due to a feeling on the part of the present members of the service of want of support from outside and at home in their efforts to carry on the administration of the country. Enquiries into and criticism of their work, not to mention cases of unjust treatment, are too frequently their lot now-a-days.

In conclusion, we would express our apprehension that if in the course of the evidence which is being given there may be an apparent lack of corroboration of the views which we have given, it will be largely due to a feeling of diffidence, especially on the part of officials, of publicly expounding their full views on a subject which, for obvious reasons, requires very delicate handling.

The following firms endorse the views expressed in this letter:—

Messrs. Steel Brothers & Co., Ld.
" Harperink Smith & Co.
" Bombay-Burma Trading Corporation, Ld.
" Finlay Fleming & Co.
" Balthazar & Son.
" Bulloch Brothers & Co., Ld.
" J. & F. Graham & Co.
" Trading Co. (late Hegt & Co.).
" British Burma Petroleum Co., Ld.
" Rangoon Oil Co., Ld.
" Arracan Co., Ld.
" Mohr Brothers & Co., Ld.
" National Bank of India, Ld.
" Thomas Cook & Son.
" Gillanders Arbuthnot & Co.
" Chartered Bank of India, Australia & China.
" Binning & Co.
" J. A. Begbie & Co.
" Latham Black & Co.
" Norman, Clarke, Dunlop & Co., Ld.
" Hongkong & Shanghai Banking Corporation, Ld.
" Irrawady Flotilla Co., Ld.
" Macgregor & Co.

MR. A. W. BINNING called and examined.

21730. (*Chairman.*) You are the Chairman of the Burma Chamber of Commerce?—Yes, at present.

21731. Can you tell us the numerical strength of your Chamber?—We have between fifty and sixty members.

21732. And they represent the whole of the mercantile world of Rangoon?—Yes, I think so; certainly the European portion. There are a few Indian members, Chinese and Natives.

21733. Have you Burman merchants in the Chamber as well as European merchants?—No, there are no Burman merchants.

21734. Have you any Indian merchants?—Yes, several.

21735. Have you a large Indian mercantile community here?—Yes, very large.

21736. Administering businesses of their own unaided by Europeans?—Yes.

21737. I have not had time to read the paper which you have just put in, but the Commission will have pleasure in reading it subsequently. I understand that it represents the general views of the Chamber of Commerce on the subjects we have under inquiry?—That is so. I would like to explain that we had no time to obtain the signatures of the whole of the members of the Chamber, but the twenty odd members who have signed represent the greater portion of the capital invested in Burma in all branches.

21738. Does it represent the views of the Committee of your Chamber?—It represents the views of the body of the members as well as of the Committee. The answers to the questions have been discussed by the Committee, and they are the opinions of the Committee.

21739. In answer to question (2) you say that you are in favour of reducing the age limits for the examination to 19 and 21?—We find that our assistants who come out older than 23 are not so useful.

21740. Your answer is based on your experience as a member of the mercantile community?—Yes.

21741. You find that young men joining your offices, do better if they arrive at an earlier age than at a later age?—Yes.

21742. You would like to see some form of selection combined with the competitive examination?—Yes.

21743. Is that because you are not altogether satisfied with the results of the present system?—Yes, to a great extent it is. We believe that if the probationers for the Indian Civil Service were to be put in a training college, say, in London, there would be responsible men there who would study their characters before they were allowed to come out to India.

21744. Then you would like to have in preference to a University training a probationary course in a separate institution established, possibly in London?—That is so.

21745. Specifically for the purpose of training young civilians?—Not altogether; but also to enable them to attend the Courts in London, where they would learn the ordinary procedure of law, and how the cases are conducted.

21746. Would you suggest that this institution should be confined to officers intended for the Indian Civil Service?—Yes.

21747. Indian officers as well as Europeans?—Yes, certainly.

21748. Why do you suggest this scheme in preference to the existing system?—I believe at present there is only one year's probation, and I am told that during that one year people have not the opportunity of attending the Courts at home, which we think is very necessary.

21749. You set considerable store by a wider training in law than is at present given?—Yes. They would attend Court and report cases to professors or examiners.

21750. Is your idea in establishing a training college to afford an opportunity, not only of education, but of general character training for those who come out subsequently to India?—Yes; and it would result in the selection which we aim at. Those who were obviously unsuited to India would not be sent out.

21751. Do you suggest that the candidates should go to the training college before or after passing the examination?—After they have passed their open examination.

21752. When would they go through your process of selection; prior to the examination, or after?—Any time during two years. If a man was obviously unfitted during probation, he should be told so, and turned out.

21753. Do you not think it probable that a certain number of candidates might be prevented from going up for the examination by the feeling that even if they succeeded at the examination, they might be discharged during the two years' probation?—I do not think so.

21754. You suggest that selection for the Judicial branch should be made after five years' service?—Within five years.

21755. And you say that officers selecting the Judicial branch should be certified. I suppose you mean by that, that they would have to pass some law examination?—No. What we meant was that a Commissioner, for instance, should state that in his opinion an officer was suitable for the Judicial branch.

21756. There would not be an examination: the certificate would be given on a general knowledge of the civilian's efficiency?—Yes.

21757. Now one or two questions as regards the commerce of Rangoon. You say that the trade of Burma is expanding?—Yes, I should say so.

21758. Have you been here in the mercantile world for many years?—Yes, a great many years.

21759. And you have seen a development of trade?—It has extended enormously.

21760. In starting a new enterprise, do you get most of your capital from London?—Yes, I think so. It all comes from England.

21761. You do not get any capital subscribed from elsewhere?—There are a few companies. The capital in the large enterprises is entirely English, I should say.

21762. Do you know of many merchants who employ Burmans on their staff?—They all do.

21763. Do they employ them in superior and supervisory positions?—No.

21764. You do not know instances where Burmans are employed in positions of authority and real responsibility?—There are paddy brokers. They are very responsible, and they are entrusted with a good deal of money.

21765. Do you know any instances where Burmans have to supervise large groups of men?—I cannot say that I do. They are themselves subordinate, I should think, to Europeans in all the businesses managed by Europeans.

21766. There would always be Europeans over them?—Yes.

21767. Are many Indians employed?—Yes, a great many; more Indians than Burmans, I should think.

21768. Are they employed together?—Yes.

21769. Harmoniously?—Yes, I think so.

21770. We have heard a great deal with regard to the increased cost of living here. I have no doubt you are able to speak with intimate experience on that point. You have seen the cost of living steadily rising; is that so?—Yes, it has been steadily rising. We have to pay our assistants much more than we used to have to pay them.

21771. With regard to rates of salary in the mercantile world, they have risen, I suppose, more or less in proportion to the increase in the cost of living?—Yes.

21772. What rise in salaries has there been in merchants' offices during the last ten years? I should say 25 to 30 per cent. at least.

21773. Would you say that there is room for improvement in the salaries offered to the Civil Service?—Yes, certainly.

21774. To meet this rise in cost?—Not only to meet the rise in cost, but to ensure getting the best men. We look upon the Civil Service as one which needs the very best men we can get from home, and unless you hold out extra inducements you will not get them.

21775. I suppose the cost of living is proportionately higher in Rangoon than in almost any other part of Burma?—I cannot say, I have never lived outside Rangoon.

21776. (*Lord Ronaldshay.*) Will you tell us how many years you have been in Rangoon?—I have been in Rangoon, now, for 31 years.

21777. With regard to the system of selection which you advocate for members of the Indian Civil Service, would you say that such a system is more necessary now than it was, say, twenty or thirty years ago, when you first came out to the country?—I cannot prove it; but we have got that impression. I cannot give you any reasons, but we have got that impression.

21778. Your impression is that it is more necessary to have such a system now than it was thirty years ago?—Yes.

21779. With regard to your particular method of getting rid of undesirable candidates, does it not occur to you that if you are to reject men after they have passed their open competitive examination, it must have an ill effect upon their future career? Would it not mean that such men were rejected for some defect in character, or something of that kind?—Yes, it would. At the same time, it is very necessary to get the very best men out here, I consider.

21780. I agree with you there. I am suggesting that your method of eliminating the undesirable candidates is one which would press very hardly upon the men themselves. Would it not be more desirable to get candidates nominated before they could go up for the examination at all? Have you ever considered that?—We have; but we came to the conclusion that practically anybody could get a nomination at home. There is no great difficulty in getting a nomination.

21781. You think, therefore, that a system of nomination for the examination would not be effective in eliminating undesirable candidates?—No, I do not think so.

21782. With regard to the qualifications of the present recruits, you say that one year's probation is not sufficient. Have you any experience of the recruits who came out to this country prior to the year 1891, when there was a two years' probationary course enforced?—Yes.

21783. How do you say that they compare with men who have come out subsequent to 1891, as far as their equipment in law and other subjects of that kind is concerned?—I should not like to express an opinion upon that. We have merely put forward this opinion as being one which seems to us advisable: the two years' course whereby a man can study the working of the Courts at home, and come out to this country better equipped, necessarily, than one who has had no opportunity of going to the Courts. If they do one year's probation at home, it is spent at the University.

21784. I agree there; but I am rather doubtful whether the system of having one central institution in which your recruits are to pass their two years' probation would have any great advantages over a two years' course of probation at selected Universities. What is your particular reason for desiring that they should pass this probation in one central institution?—One reason is that it would be very much easier to get to the Courts if they were in or near London. The great point of the institution is that the character of the men would be studied by the professors, or some one put in charge, who could arrive at a decision with regard to their character principally, and manners possibly.

21785. It is to enable you to get rid of the undesirable recruits?—Yes.

21786. With regard to the rise in salaries, you told the Chairman that there had been a general rise of about 25 per cent. During what period would that be?—I should think since 1885, certainly.

21787. Do a great number of English clerks come out to Rangoon at the present time?—Yes. Nearly all the offices are entirely run by European clerks.

21788. Could you tell us, generally, what salaries these men come out at from home?—The salaries vary. They get house allowance. The commencing salary would generally be between Rs. 300 and Rs. 350. As a rule these men are younger than the Indian civilians. They would probably come out at the age of 20 or 21; so that by the time they are 23 they would probably get Rs. 450.

21789. So that comparing them with Indian civilian officers a clerk is really getting a higher salary at the same age?—I really do not know what an Assistant Commissioner gets.

21790. If an Assistant Commissioner got Rs. 450, as I understand he does, it would be practically the same?—Yes, it would be practically the same.

21791. Can you tell us what these men who come out as clerks would rise to?—The rise would vary in various offices. I know the case of one office where the head man gets Rs. 3,500 a month. I know the case of another man in another office who gets Rs. 2,500 a month.

21792. Are these men who have come out originally as clerks?—Yes.

21793. After how many years' service do you think it would be before they rose to salaries of that kind?—I do not think the man who is drawing Rs. 3,500 a month has had twenty years' service. Probably before they got to such a position they would have to put in about twenty years' service.

21794. Could you tell us, generally speaking, whether you get public school-boys to come out as clerks?—Yes. They are increasing every year; and we get University men, too.

21795. I suppose, generally speaking, their scholastic attainments would not be nearly so high as those of the Indian Civil Service officers?—I think in the Bombay-Burma they get a great many men with first-class honours. Mr. Holberton, who is coming after me, will be able to explain that better than I can.

21796. (*Sir Theodore Morison.*) With regard to this special institution which you advocate, do you advocate it on the ground that it gives special advantages with regard to selection?—Yes.

21797. That is the principal ground?—Yes, that is one of the principal grounds.

21798. That one man would have two years under close supervision?—Several men would have.

21799. Do you contemplate that the weeding would be very drastic?—I do not think it needs to be very drastic. There is only a very small percentage of officers which one feels should not be here.

21800. You would allow everybody to come in by open competition?—Yes.

21801. And then you would submit them to a process of weeding by a man who is in a position to judge?—Yes.

21802. The weeding would, therefore, be more intelligent, and conducted with more knowledge than any process of previous selection?—Yes.

21803. Would you pay them an allowance, which I think they are paid at the present moment?—Yes, certainly.

21804. And they would have, during that time, their education free at this institute, would they not?—I do not know what is done at present; but I should think it ought to be free.

21805. So that even if they are not selected they would have a good education to start with elsewhere?—Yes.

21806. And their education would be principally in the law?—Yes, and suitable subjects for the Indian Civil Service.

21807. There would be a strong *esprit de corps* amongst these men?—Yes, certainly.

21808. And you lay stress upon that?—Yes.

21809. You have told us something about the salaries which are paid to Englishmen. Will you tell us whether you have had to raise the salaries of the Burmans to the same extent?—Yes, I think so. All salaries have increased—Native as well as European.

21810. Do you employ in your business men of about the same class as get into the Provincial Service?—As a matter of fact the headmen in my office are not Burmans. I have got one who is a Mogul. Another man is a Chinaman. Those are the two Native staff seniors in my office.

21811. What salaries would they rise to? Or, rather, what did they come in at?—They came there on about Rs. 40 a month, and they have gradually risen.

21812. With regard to your answer as to what an Englishman does sometimes rise to, Rs. 3,500, do I understand you to say that that represents the largest prize in the mercantile world, or are the largest prize given to men who become partners—men who cease to be salaried but sharers in profits?—As a rule men out here have a salary, and in addition to that they get either a bonus or a share in the profits.

21813. Do these men who come out as clerks ever become partners?—Oh, yes.

21814. I want to know from you whether the biggest prize to which a young clerk coming out here at Rs. 300 a month can look to would be that of a partnership or a very large salary with a bonus?—I should think a partnership would be better.

21815. So that in addition to these high salaries which you have mentioned can sometimes be obtained, they have also another field which is quite as remunerative?—Yes.

21816. I suppose you have dealings with, and are well acquainted with, Calcutta?—I have very few dealings with Calcutta.

21817. Can you answer this question? Is the price of living here higher, and, if so, how much higher, than the price of living in Calcutta?—I could not say.

21818. (*Mr. Chaubal.*) With regard to your answer to question (6), is your opposition to simultaneous examination based on the possible reason that if such examinations were started, a larger number of Burmese students would come in as Civil Servants?—That is not our reason. Our reason is better expressed in the letter which I have handed in. Our reason for opposing simultaneous examinations is that we wish the British interest to predominate in the service as far as possible; and if any Indian desires to get into the Indian Civil Service, he would necessarily need to go to Europe to study before he goes up for this examination. We are of opinion that that would give him a certain British tone when he comes out here.

21819. Would that objection be equally good if the scheme is that after the simultaneous examination here everyone who passes must stay in England for three years?—Our idea is that he must go to England for two or three years to be at school there before he can go up for this Entrance examination.

21820. What difference do you make in that? You know the educational standard out here. Supposing a man has got to take his degree of B. A?—I am afraid I do not know the educational standard here.

21821. The Indians who go home for the Indian Civil Service generally go up for their B. A. degree. They study for two or three years, and then appear at the examination. My question, to which I invite an answer, is as to what objection there could be if you secured the same residence and education in England? The only difference is that the one follows an examination here and the other precedes it?—I do not quite grasp your question.

21822. At present the Indian students who appear for the competitive examination in England take their B. A. degree in India; they then go to Oxford and study there for two or three years, and then appear for the competitive examination; then they have their one year's probation, and those that are successful come out here. The idea proposed to us is that you should have a simultaneous examination, exactly the same examination, of the same difficulty and the same stiffness, and the same syllabus of subjects. It is only those who are successful in that examination who will go to England and stay there for three years, and then enter the Civil Service as Civil Servants in India?—It is a very difficult question. We have heard many reports of examination papers in India leaking out; and that is one reason why we object to the simultaneous examination. I really do not see what difference it makes. If a man is going to be three years at home, if he is able to pass the examination in India, he is equally able to pass it at home,—in anything, I should think.

21823. I will tell you the difference later on. Beyond this objection with regard to the difficulty of maintaining the secrecy of the question papers, does any other objection not occur to you to a system which proposes a simultaneous examination and a subsequent stay for three years in England?—I do not see very much objection, but I do not approve of it.

21824. As regards the other objection which you have mentioned, what is said is that the institution of simultaneous examinations will prevent the amount of expense to the parents in the case of the majority of those who go from here and do not succeed. In their case that trouble and expenditure will be saved, whilst in the case of simultaneous examination the expense will be incurred only in the event of the student succeeding. In the one case they spend money on a chance, and as results go, in ninety-nine cases out of a hundred, there are failures?—Yes. It is unfortunate, but I do not think we ought to consider the matter of expense in trying to get the very best men into the service.

21825. Your opposition to simultaneous examination was not due to the fear that a large number of Indian or Burmese students would get in?—That is another reason.

21826. Taking what you have already said. Supposing the educational experts say that the present educational institutions in India are not at all adapted to instruct boys and students in the syllabus required for the Indian Civil Service examination, and that therefore for a generation or so they do not see any chances of large numbers of Indians passing the simultaneous examination, would that meet your objection?—I should think that if there was simultaneous examination, the Indians would very speedily get up to the standard.

21827. Who would come up to the standard?—They would get educated up to it very speedily.

21828. But there are no institutions where they can be taught those subjects?—There would be in four or five years.

21829. With reference to your answer to question (37), may I know why you select five years as the point of bifurcation as between the Judicial and the Executive?—We do not say that five years is the limit: we say *within* five years. We do not think that a man ought to be allowed to go into the Judicial branch after he has been more than five years.

21830. So that you have no objection to bifurcation in less than five years?—No. We think that a man ought to come out to the country and see the conditions before he elects for either service.

21831. May I know what your objection would be to separating the judicial and executive functions of officers?—We approve of the separation of it.

21832. You have stated in answer to a question from Lord Ronaldshay that the mercantile career of an English boy is quite as profitable, if not more profitable, than the Civil Service career. Do you know of any instances in which boys intending to go in for the Indian Civil Service have changed their minds and gone into the commercial line?—No; I cannot recollect any instances at the moment.

21833. (*Mr. Sly*). You have told us that there has been a large increase in the commerce of Rangoon?—Yes.

21834. Will you kindly tell us whether the proportion of that increase in the hands of the European firms is larger or smaller than formerly?—I should think it is much larger.

21835. That relatively the proportion of increase secured by European firms is larger?—Yes.

21836. Is the number of Europeans employed in the commerce of Rangoon relatively to the increase larger or smaller than it used to be? Is there any tendency in Rangoon to supplant European agency in business by the employment of indigenous agency?—No.

21837. Do the European assistants who come out here into business firms come out under agreements?—Yes.

21838. Can you tell us what are the principal terms of those agreements upon which they come out—length of service, pay and other conditions?—Different offices have different rules; but the ordinary engagement is for three years, with an increase in salary of Rs. 50 per month annually.

21839. In addition to the salaries which you mentioned, do they have free houses, or house allowances?—Some have free houses, and others get house allowances.

21840. Either free houses or house allowance?—Yes; or it may be included in their salary.

21841. What is the ordinary amount of house allowance?—It varies—Rs. 50. When a man gets more senior, it may go up to Rs. 200.

21842. Do they get free conveyances?—In some cases there are men in charge of mills who very often get a motor car supplied to them so that they can go down to the mills.

21843. What are the ordinary conditions under which European assistants are granted leave by business firms in Rangoon?—They stay out, as a rule, the first time, for five or six years. They then go home for about eight or nine months. As a general rule they are never kept out longer than four years after this.

21844. Is this period of leave which is given them of eight or nine months ordinarily given on full or half pay?—The allowance depends upon circumstances. Some offices give £50, others may give £40, whilst others may give £35, a month.

21845. How does that allowance compare with their salaries? Does it amount to about their salaries, or to half, or to more than a half or less than a half?—Some offices have a fixed rule. No matter whether he has been there five years or twenty-five years, he goes on the same £50 a month. Other offices may vary.

21846. Are they granted free passages out and back?—As a rule the firm pays the passage one way.

21847. Have you got any system under which you grant an annual holiday to Europeans?—No. If they can be spared, we always let them go away.

21848. Does the European commercial world consider it desirable that European assistants should be given an annual holiday, or not?—Not necessarily. I like to let my men get away for three or four weeks once in two years.

21849. Can you tell us what system you have in the commercial world for the rejection of the unfit that you bring out?—We get rid of them. Sometimes we give them a bonus to go away; and at other times we keep them to the

end of the three years. We get rid of them here. We do not keep them.

21850. If you get rid of them at the end of the three years, do you grant them any bonus?—Not necessarily.

21851. Could you give us any idea of the average position which the European employed in commerce in Burma secures at the time of this retirement as compared with the civilian?—You are aware, of course, that the civilian at the completion of his service retires on an annuity of £1,000 a year, which ceases at his death?—Yes.

21852. Can you tell us whether the average European employed in commercial business in Rangoon on completion of his service gets an income of more or less than £1,000 a year—from savings and other sources of profit which he has gained in his career in Burma?—I should think that certainly in the larger firms he gets considerably more than a £1,000 a year to retire upon. It depends to a great extent upon whether there happens to be a series of good years, in which case a man may have a very large sum to retire upon. I have known men who have been out here for twenty years who have died worth £56,000, or something like that.

21853. That is an exceptional prize?—Well, £28,000 or £30,000 is very common after being out many years. It used to be an ordinary sum.

21854. That would be about the average?—Yes. That would be some years ago. The last few years, business has not been so good; and lately I do not know what men have been going away with.

21855. You have answered a question with regard to the separation of the judicial and the executive functions?—Yes.

21856. In your reply were you referring to the separation of the Civil Judicial branch, or were you referring also to the separation of the magisterial work from the executive?—More the magisterial work from the executive.

21857. You desire to see the magisterial work taken away from the Executive officers?—Yes, and worked by men who have been trained specially for it.

21858. As Magistrates?—Yes.

21859. (*Mr. Macdonald.*) You have stated that you think you have observed a deterioration in the services?—That is an impression we have got, I think.

21860. You have been here, I think you said, about thirty years?—Yes.

21861. And looking back upon your experience and recollection you give us that information?—There are exceptions which come out here which give us that impression; but it is not the general rule.

21862. In the old days there was no selection?—No.

21863. So that in so far as the service was protected from bad men in the earlier years, it was not because there was a system of selection in operation?—No; but there were greater inducements to come out then, as the pay was relatively much higher.

21864. You are proposing selection; and so far as that is concerned we have had no experience of either the good or bad effects of selection?—No.

21865. But we have had the experience of the good reputation of the service?—Yes.

21866. Which you think selected better men?—Yes.

21867. Have you thought of the effect of the recent changes in the examination?—No.

21868. You know that within the period you have been here the examinations have got stiffer?—I do not know that.

21869. You do not know that the old English residential Universities have taken a firmer grip upon the examination now than they did then?—No.

31870. Do you recollect that in the old days we used to get men out direct from Scotland and Ireland without going through training at English Universities?—Yes, we have got some here.

21871. You have got some of them still?—Yes, and not very senior officers either.

21872. But when you select the one method of selection, you have not forgotten, have you, the other conditions besides high pay which you used to obtain when you got what you admit to have been a better average of officer?—I did not say that it was a better average. I made a mistake. What I meant to say was that we got very occasionally an officer who is probably not very desirable.

21873. It is only an occasional case?—Yes.

21874. And in order to weed out this occasional case you want to establish a separate institution?—Yes.

21875. And change the basis of admission to the service?—Yes.

21876. And make the minds of many men very uncertain whether they are going to get out after they have passed the examination?—Yes.

21877. Supposing we made your recommendation and it was accepted, would you reckon that one of the effects of it would be that every man who was doubtful of his character would go into the Home service?—He might try.

21878. More particularly, as you say in answer to question (4) that you do not want a division of the examination?—Yes.

21879. They all sit together?—Yes.

21880. No selection before examination, but selection afterwards?—Yes.

21881. Therefore if a successful candidate was doubtful about his character, he would accept the Home position?—Yes.

21882. With reference to the income of Rs. 3,500 a month, I should like to know a little more precisely what that is. Is that a salary, or income from various sources?—That is a salary.

21883. Are there additional sources of income?—I do not think so; not in this case.

21884. Is the person you refer to a manager of business operations, or a manager of office work?—I really do not want to say who it is. He is a manager of a large concern.

21885. I want it in such general terms that we can get an idea of the man's responsibilities. It is a manager of a large concern—not merely inside manager?—No.

21886. Does he get a pension when he retires?—No.

21887. Is he secured for life in his position?—Oh, no. It depends upon himself.

21888. He can be discharged?—Yes.

21889. Supposing he got ill this year, and could not come back again?—Then, I am afraid, he would lose the appointment.

21890. He would lose the appointment, and he would have nothing except what he has saved?—No, I do not suppose he would. They might give him a bonus; they probably would.

21891. That would be *ad miserecordiam.* They would not be bound to do it, but it would be because they are sympathetic people?—No, they are not bound to do it.

21892. With reference to the Memorandum which you have put in, and which I have only had a chance of glancing at, I see you have referred to the evidence given at Madras and Calcutta regarding simultaneous examination?—Yes.

21893. I suppose you have read that evidence?—I have not seen the evidence. I believe the evidence which was telegraphed to the local papers was not very exact.

21894. But it is upon that evidence that you have put your name to the memorandum?—It was that evidence which made us think we had better put in this additional letter.

21895. Would you like to withdraw your letter until you have had the full evidence?—No, I think we would rather that it should go in.

21896. Are you aware that every witness who supported simultaneous examination did it on condition that it would not alter the British character of the administration?—I do not know that.

21897. That is rather important from the point of view of your statement, is it not?—I do not see how it can avoid altering it myself.

21898. It narrows it down to a difference in judgment between you and them as to how the British character of the administration can be maintained?—If it can be maintained, I do not think there would be so many objections.

21899. You take a political objection to it, that it would increase unrest; but you think it is a great pity to hold out hopes which cannot be fulfilled. Do you think that is a condition which is objectionable from a political point of view?—Certainly.

21900. Would you give weight to the other consideration that it is very objectionable from a political point of view to tell great masses of Indians that they are not going to get a share in the administration of their country except in subordinate offices?—I do not think we say that. I am only talking about Burma. My remarks only apply to Burma as far as Burma is concerned. We consider that if a Burman has shewn his ability and character in the lower grades he ought to get promotion.

21901. I am not dealing with your answers to the questions; I am dealing with your Memorandum, which I think you have also signed. The Memorandum refers to the whole of India, and not to Burma alone: you refer to caste in it?—Yes, we have had examples of this. Unless the papers misinform us, we are told that sedition in India is mainly started by the young students, and what we are afraid of is that if many people suffer from a grievance there might be more sedition.

21902. You do not think it is a grievance that a large number of people have no opportunity at all, unless they are wealthy, of even trying to get into the Civil Service; I mean the higher ranks of the Civil Service?—What we are afraid of is not that the people would suffer the hardship, but if there were examinations in India we have a feeling that instead of twenty or thirty, or probably two hundred, going up, there might be ten thousand Natives of India going up and trying to pass the examination. We believe that that would be the case in the course of a few years; a generation or two.

21903. You seriously tell us that if there was competition for ten places in the Indian Civil Service you would get ten thousand candidates?—I do not say ten thousand for that, but if you increase the proportion.

21904. Supposing there was competition for ten, even if one thousand men went up there would be nine hundred and ninety disappointed?—Yes.

21905. In the present case there would be one thousand who never had a chance of going up at all?—Yes.

21906. Take the alternative, the disappointment of nine hundred and ninety *versus* the one thousand; the disappointment of the nine hundred and ninety is much more serious from a political point of view than the disappointment of the one thousand who had no chance at all: it comes to a matter of common-sense judgment, does it not?—It does to a certain extent.

21907. (*Mr. Madge.*) Question (19) asks: "Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil administration." Under this question there is no reply. You used the expression "British tone" in answer to a question already asked you. Are you aware, or are you not, that in most minds this question of a minimum proportion of Europeans relates to the preservation of a British tone in the administration? Are you aware of that?—Yes.

21908. With this fact in mind,—I do not say at all with reference to the exclusion of Indians, but for the preservation of the British tone in the administration,—do you, or do you not, think it is absolutely necessary to preserve a certain proportion, whatever that may be, of the British element?—Yes.

21909. Have you always thought so?—I am afraid I am not quite sure.

21910. The matter of preserving a minimum proportion of the British element in the Indian administration resolves itself into the preservation of a British tone in the administration?—This was a question which the Committee of the Chamber of Commerce did not consider themselves qualified to answer.

21911. I have not anything about the Chamber of Commerce before me, nor have I seen it, nor can I form any idea about it but it is in your answers under your own name?—These are answers by the Chamber of Commerce.

21912. Then have you no opinion on the subject?—I am afraid I do not understand your question. Perhaps I am rather stupid.

21913. You think it is desirable to maintain a British tone in the administration?—Yes.

21914. Do you not think that to that end it is necessary to preserve a certain proportion of Europeans in the service?—Yes.

21915. That is to say, that if for instance the whole service became Indian and Burman and not British, the tone of the service would change?—Yes.

21916. Now, as I put the question to you, do you not think it is desirable to maintain a minimum proportion of European subjects in the service?—Yes, certainly.

21917. Would you like to say what proportion you think would be desirable?—No.

21918. Half-and-half?—No, I could not say.

21919. Then, as to your reasons for desiring a British proportion, apart from the general good of the country, how do you think the absence of a British tone would affect the commercial prosperity in this country? You have a stake in the country?—I should say that if the British influence were to decrease it would check the flow of capital into the country very seriously.

21920. Not only to your own loss and the loss of the merchants, but to the loss of the country generally?—Yes, to the country generally.

21921. Why do you think so?—There would be want of confidence. Capital goes where there is confidence.

21922. May I direct your attention to this fact, that the investment of foreign capital in this country improves the condition of the whole country; provides employment for Indians. You have thought upon that subject, have you not?—Yes.

21923. It does open up careers, for the humbler classes to a great extent?—Yes.

21924. And you think that any withdrawal of British and foreign capital from the country in consequence of any change in the tone of the administration would result in a very serious loss to the prosperity of the country generally?—Certainly, yes.

21925. You have referred to a certain theoretical inefficiency in the service, and you have replied that it is comparatively small. Would you give any proportion to the bad bargains: would they be very small?—I could not give you a proportion, a percentage.

21926. Do you think it is very small?—Yes, I should think it might be.

21927. Then, considering there are risks on the other side about selection, and it is a plunge into the unknown, do you think it worth while to run any risks to avoid any small proportion of inefficiency? There would be risks in wrong selections and mistakes?—The difficulty about having an undesirable officer is the getting rid of him. Apparently, however, undesirable an officer may be, the Government cannot get rid of him. He stays on here until he gets £1,000 a year.

21928. If the inefficient officer is a comparatively rare one, the evil is not so very grievous after all, as the unknown risk of getting inefficient men from sources which have never been tried?—I should like to see all the inefficient officers retired compulsorily.

21929. You think that the relations between Indians and Burmans has been fairly good?—Fairly friendly.

21930. Does it not, in a measure, depend upon their relations to one another, when they are on an equal footing, or one is over the other or under the other?—In what capacity do you mean: do you mean in Government service?

21931. Mercantile or any other capacity?—I find in my office they obey orders. They are quite subordinate—the Burmans—if they are under an Indian; or *vice versâ*.

21932. You approve of bifurcation. Have you any means of ascertaining what kind of experience an Executive officer acquires in the early portion of his career, and whether it is valuable to him afterwards as a Judicial officer?—I should think that a knowledge of the country is necessary for an officer who takes up the Judicial branch.

21933. And you think he can have quite enough of that in five years?—He gets the start anyhow; and he learns all the time afterwards.

21934. You do not think that a prolongation of the period might add to his value as an official?—It might, possibly; but within five years we think he might be qualified.

21935. You have spoken of the pensions of civilians. Of course you are aware that half of it is contributory?—Yes.

21936. In consequence of that practically the civilian is, on the whole, in no better position than the mercantile assistant; perhaps worse?—Yes.

21937. Do you think, considering the increase in the salaries of mercantile assistants in recent years, that it is not a good ground for raising the salaries of Native officials all round?—Yes, I think it is a good ground.

21938. (*Mr. Abdur Rahim.*) Do you know many Indians holding high offices in the administration of the country?—I know one who is a Member of Council.

21939. In the Executive Council?—In the Governor's Council.

21940. That is all your experience, I suppose, of men in high offices?—I cannot recollect any more at the moment.

21941. You have not sufficient experience of the work of Indians filling high offices in the administration to be able to say whether they keep up the British tone of administration or not?—No.

21942. How many men are there in the mercantile world who draw salaries of Rs. 3,500 a month in Rangoon?—I know of one. I suppose that others get it made up in the shape of bonus or share in profits, and in other ways.

21943. I am speaking of drawing a salary?—I only know of one.

21944. How many Englishmen are there in your office?—Four, and, with myself, five.

21945. Are any of them graduates of Universities or have they been through public schools?—No.

21946. But in some of the offices there are men who have been educated in public schools?—Yes.

21947. Are the conditions under which the work is done in your mercantile businesses here more pleasant than the conditions under which members of the Indian Civil Service work in Burma?—I would not like to express an opinion upon that. Some men like sitting in an office, but others like being out in the districts. It all depends upon the man, I fancy.

21948. With regard to the engagement of clerks in an office who come out on Rs. 300 to start with, I understand that the engagement is that each party is at liberty to terminate it after three years: is that so?—Yes.

21949. Do you think you get good men under such conditions?—Yes.

21950. Do you find them, on the average, efficient men?—Some of them are. On the average, I think we get fairly good men.

21951. Have you got to reject many of them after three years?—I do not, specially.

21952. But the other firms?—Yes.

21953. There are some English lawyers here in Rangoon, are there not?—Yes.

21954. And there are some Barristers and Solicitors?—Yes.

21955. I suppose you come into contact with their work?—Very slightly.

22956. Some of them are in very good practice?—Yes.

21957. Do you not think it would be an advantage if you could induce some of them to accept a District Judge's place; Judges in the mufassal, or in Rangoon?—No, I do not think so. I would not advise it.

21958. You do not think they would make good Judges?—The only men who would take such a post would be those who have no prospects.

21959. You mean that there is not any intermediate class, who, not having a leading practice but who are sufficiently competent, would accept judgeships?—I do not think so.

21960. Do you know how the salaries which are paid in the mercantile world at the present moment compare with the salaries of the men in the Civil Service? Are men in the mercantile world better paid, or is it the other way?—I think as years go on, possibly, every merchant does not get to the top. The Indian Civil people generally rise to a fairly good income.

21961. (*Sir Murray Hammick.*) You have expressed the opinion that you are in favour of the division of the judicial from the executive. Can you tell us why you have got that opinion?—We thought that if a man is going to be a Magistrate, he ought to be specially trained for a Magistrate.

21962. You think the man would be a better Magistrate if he was a Magistrate only?—Yes.

21963. You have not anything in your mind as to any evils which might result from the combination of the highest officer in the district being both an Executive officer and a Magistrate?—I have no knowledge.

21964. That was all you had in your mind?—Yes.

21965. With reference to your answer to Mr. Macdonald with regard to simultaneous examination, I suppose when you talk of discontent, what you mean is that at present the position in India is thoroughly understood?—Yes.

21966. That no hopes are raised in the minds of any youths in India that they can get into the Civil Service in any way except by going to England?—Yes.

21967. On the other hand, if you had simultaneous examination, a great many hopes would be raised in the minds of a good many boys?—Yes.

21968. And therefore the disappointment which is caused amongst the younger student population by the failure of an enormous majority at the examination would be a dangerous element which does not exist now?—That is our opinion.

21969. (*Mr. Thompson.*) In your reply to question (50), you say that you consider the pay of the Indian Civil Service to be insufficient at present, that the rate was fixed long ago, and is now quite inadequate. Have you any idea of the extent to which the pay should be raised in order to put the service on the same footing as it was when you first came into the country?—If the merchants required to raise their salaries 25 or 30 per cent., I do not see why the Indian Civil pay should not also be raised.

21970. You would take the increase of 25 or 30 per cent. as a fair amount by which to raise it in order to put it on the same footing as it was years ago?—Yes.

21971. Supposing that increase in pay were made, you would still adhere to your system of selection; or do you think that there would be no need for this with the greater inducements offered?—I think we should still have selection.

21972. In your reply on the Provincial Service, in answer to question (60), you say, in the same way, that the pay is inadequate?—Yes.

21973. And you would raise it in the same way 25 to 30 per cent.?—Yes.

(The witness withdrew).

WALTER FRANCIS RICE, Esq., C.S.I., I.C.S., Chief Secretary to the Government of Burma (representing His Honour the Lieutenant-Governor).

Written answers relating to the Indian Civil Service.

21974. (1) What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—The Lieutenant-Governor thinks that the working of the present

system is, on the whole, fairly satisfactory. A system of purely literary competition excludes the consideration of many essential qualities, and is not even a thorough test of intellectual capacity; but Sir Harvey Adamson does not think that it is possible to contrive a perfect system, and thinks that the existing system, in spite of its defects, is the best that can be devised.

21975. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—The Lieutenant-Governor thinks that the present age-limits are too high. He thinks that the limits of age ought to be the same as those prescribed for the Indian Police, namely, 19 to 21 years; that candidates who are successful at the examination should thereafter undergo a course of training in England, which should extend over two years; and that this training should be provided in a special institution to be established in or near London, not at a University. The Lieutenant-Governor also recommends that candidates should be unmarried, and that they should be liable to forfeit their appointments if they marry before completing one year's service in India.

21976. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—The Lieutenant-Governor believes that the system of recruitment by an open competitive examination is less suitable in the case of Natives of India than in the case of Europeans. The defects of the system are, as a general rule, minimized in the case of European candidates by their racial attributes and the character-forming education which they have received; and for that reason a system which leads to the recruitment of well-educated young Englishmen of average character and capacity produces reasonably good results. But in the case of Indians a purely literary test does not ensure the recruitment of persons possessing the qualifications required for public service in India. On the contrary, the system favours the recruitment of members of certain Indian races whose principle attribute is mental acuteness, and excludes almost entirely members of other races accustomed to rule and possessing strength of character, but deficient in literary education. Nevertheless the Lieutenant Governor does not recommend any alteration of system so far as recruitment in England is concerned, because he does not think that it would be possible now to exclude Natives of India from the open competitive examination.

21977. (4) Further, is any differentiation desirable between other classes of natural-born subjects of His Majesty? If so, what do you propose?—The Lieutenant-Governor thinks that no differentiation is desirable. A Native of a British Colony or Dominion who is of European descent may be treated on the same footing as a European. Members of non-European races elsewhere than in India are not attracted by the Indian Civil Service, and may be disregarded.

21978. (5) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—The Lieutenant-Governor thinks that the combination is neither injurious nor advantageous. All that is necessary, so far as Indian interests are concerned, is that the attractions of the Indian Civil Service should be maintained at a sufficient level to induce suitable candidates to come to India.

21979. (6) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles:—(*a*) Selection by head-masters of schools approved or otherwise. (*b*) Selection by authorities in Universities approved or otherwise. (*c*) Nomination by head-masters or University authorities and selection under the orders of the Secretary of State. (*d*) Combined nomination and examination. (*e*) Any other method?—The Lieutenant-Governor does not recommend the adoption of any such system, for His Honour believes that in the case of European candidates nothing better can be devised than recruitment by open competitive examination. Although a system of selection or nomination by head-masters of schools or University authorities may be the best in theory, Sir Harvey Adamson does not believe that any such system could be worked impartially and without patronage or favouritism.

21980. (7) What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?—The Lieutenant-Governor is strongly opposed to a system of simultaneous examination in India and England. Sir Harvey Adamson's opinions on this subject are precisely those which were set out at length by the Government of India in their despatch to the Secretary of State, No. 62, dated the 1st November 1893, and need not be repeated here. A special objection, which applies to Burma only, is that Burmese young men are not likely, for many years to come, to compete successfully with Indian students at a competitive examination. An open competitive examination held in India would therefore probably not admit a fair proportion of Burmans to the Indian Civil Service.

21981. (8) Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's dominions?—No. The Lieutenant-Governor considers that a single examination in England is sufficient.

21982. (9) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If so, what proportion do you recommend?—The Lieutenant-Governor is not in favour of this proposal. As already stated, Sir Harvey Adamson's opinion is that a literary examination is not the best means of selecting Indians for the public service. The selection of Indians to fill the higher ranks of the service should be made from among those whose merit and capacity have been proved by actual experience in subordinate employment during a period of several years.

21983. (10) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, please describe fully what system you would recommend. In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?—The Lieutenant-Governor considers that Natives of India should be selected in India for admission to the Indian Civil Service, not by nomination or examination at the commencement of their career, but by their merit and capacity proved by actual service in subordinate employment. That is to say, His Honour is in favour of maintaining the existing system by which officers of the Provincial Civil Service are selected for appointment to listed posts; but with one modification, namely, that instead of listing certain actual posts to be held, His Honour would set apart in each province a certain number of places in the Indian Civil Service to which selected members of the Provincial Service might be appointed. They could then be employed in any capacity, like any other member of the Indian Civil Service. The selected officers would take rank not at the bottom of the cadre, but in any place which the Government of India on the advice of the Local Government might think suitable, having consideration to their age, length of service and general qualifications. Sir Harvey Adamson considers it desirable that all classes and communities should be represented; and believes that the existing system, with or without the modification which he suggests, sufficiently fulfils this requirement.

21984. (11) If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India" in India, do you consider that "Natives of India" should still be eligible for appointment in England, or would you restrict that right to other natural-born subjects of His Majesty?—The Lieutenant-Governor would not restrict the right of competing in England to persons other than Natives of India. Although His Honour does not regard a literary examination as the best means of recruiting Indians, he nevertheless would not now exclude Natives of India from the open competition in England, for he does not think that it would be expedient to withdraw so highly valued a privilege.

21985. (12) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services. If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?—The system proposed in the answer to question (10) would be in lieu of the present system of promoting to listed posts members of the Provincial Civil Service. It would require no alteration in the existing conditions governing the Provincial Civil Service. The only change would be that tried and proved officers at any stage of their career in the Provincial Civil Service might be promoted to the Indian Civil Service.

21986. (13) Do you recommend any separate method of recruitment for the Judicial branch of the Indian Civil Service? If so, please describe the system that you would propose?—The Lieutenant-Governor does not recommend any separate method of recruitment for the Judicial branch of the Indian Civil Service. Sir Harvey Adamson recognizes the necessity that Judicial officers should enter upon their duties with an adequate equipment of legal knowledge, but this can be secured by extending the period of training in England to two years and making it include a thorough course of instruction in the principles of law and the practice of the English Courts. This preliminary training, supplemented by the practical legal training afforded by a few years' executive work in India, will render the civilian fitted to assume judicial duties. Legal knowledge is in fact as necessary for the Executive as for the Judicial officer.

21987. (14) Are you satisfied with the present definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Viet., c. 3), as including "any person born and domiciled within the dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, please state fully any proposals that you wish to make in regard to this matter?—The Lieutenant-Governor thinks that the definition is sufficient for practical purposes, and has no alteration to suggest.

21988. (15) If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to attract candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education? The Lieutenant-Governor recommends that the age-limits be fixed at from 19 to 21 years. By this means successful candidates will arrive in India at about 22 or 23 years of age, after undergoing a two years' probationary training in England, which His Honour believes to be essential if the candidates are to receive a proper legal training. The age may be regarded as intermediate between school and University, but the Lieutenant-Governor sees no objection on that account; and the same age-limits have not proved inconvenient in the case of candidates for the Police. On the other hand it is necessary (*i*) that candidates on arriving in India should not be too young, because wide powers are necessarily entrusted to officers shortly after their arrival, and (*ii*) that

they must be young enough to be willing to be taught the details of their work. The age-limits proposed will, in Sir Harvey Adamson's opinion, fulfil both these requirements.

21989. (16) What is your experience of the relative merits of the candidates selected under varying age-limits, particularly under the systems in force from 1878 to 1891 (age-limits 17—19 years, followed by two or three years' probation at an approved University) and since 1891 (age-limits 21—23 or 22—24 years, followed by one year's probation)?—So far as officers in Burma are concerned, it is impossible to distinguish between the merits of the candidates selected under the two systems. It may be noted, however, that an officer's efficiency during the earlier years of his service is impaired by marriage, and one result of the higher age-limits is that a comparatively large number of officers come out to India already married. A young officer who is unmarried is likely to associate more closely with the people of the country, and so to become better acquainted with their language and character.

21990. (17) What is your opinion regarding the suitability of the recent recruits to the Indian Civil Service?—The Lieutenant-Governor is not prepared to say that recent recruits to the Indian Civil Service are less suitable than their predecessor; but the remarks regarding marriage in the reply to question (16) may be referred to.

21991. (18) What is the most suitable age at which junior civilians should arrive in India?—The Lieutenant-Governor thinks that 22 or 23 years is a suitable age [see the reply to question (15)].

21992. (19) What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age-limits for "Natives of India" and for other natural-born subjects of His Majesty?—The Lieutenant-Governor recommends that no differentiation be made between Natives of India and others as regards age-limits for the open competitive examination. Sir Harvey Adamson sees no reason why the age-limits proposed—*viz.*, 19 to 21 years should not be suitable for Indian candidates.

21993. (20) On what principle should the subjects for the open competitive examination be fixed? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that "the examination should be of such a nature that no candidate who may fail shall, to whatever calling he may devote himself, have any reason to regret the time and labour which he had spent in preparing himself to be examined," and that the object should be to secure, not specialists in any particular subject that may be useful in a subsequent Indian career, but the ordinary well-educated young man of the period?—The Lieutenant-Governor accepts the principle laid down in 1854.

21994. (21) Please examine the table in Appendix I to these questions, which shows the various phases of the authorised syllabus of the open competitive examination, and state what changes, if any, are, in your opinion, desirable, differentiating between the cases of candidates (*a*) of school-leaving age and (*b*) of University-leaving age?—The Lieutenant-Governor does not recommended any changes in the authorized syllabus of the open competitive examination. The syllabus in force down to 1877, when the age-limits were 17 to 21, would be suitable for the age-limits now proposed, *i.e.*, 19 to 21 years.

21995. (22) Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates? If so, please state them and give reasons?—The Lieutenant-Governor thinks that no differentiation is desirable.

21996. (23) Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service; and if so, what posts and for what reasons? Please state in detail what alterations (if any) you recommend in the schedule of the Indian Civil Service Act of 1861 (24 & 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54), and of the Government of India Act, 1870 (33 Vict., c. 31), reproduced as Appendices II and III to these questions]?—The principle observed hitherto has been that the Indian Civil Service should be regarded as a *corps d'élite*, and its number limited to what is necessary to fill the chief administrative appointments of the Government, with such a number of smaller appointments as will ensure a complete course of training for junior civilians. The Lieutenant-Governor's opinion is that this principle should be adhered to, and that it is therefore necessary that certain posts should be reserved for officers recruited to the Indian Civil Service. Sir Harvey Adamson does not recommend any alterations in the Schedule of the Act of 1861, which has indeed little reference to Burma.

21997. (24) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the civil administration? If so, to what *proportion* of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might under present conditions properly be admitted?—The Lieutenant-Governor considers it absolutely necessary that a minimum proportion of the higher posts of the civil administration in India should be filled by Europeans. The proportion of the posts included in the Indian Civil Service cadre to which Natives of India might, under present conditions, properly be admitted should not, in Sir Harvey Adamson's opinion, exceed one-sixth of the whole. Present conditions in Burma, however, do not allow this proportion to be worked up to.

21998. (25) Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54)? Do you recommend any alterations in this system; and if so, what?—As already stated, the Lieutenant-Governor considers that the best method of recruiting Natives of India to the Indian Civil Service is to recruit them in India by selection. Recruitment in accordance with the Acts of 1861 and 1870 is therefore, in Sir Harvey Adamson's opinion, more satisfactory in principle than recruitment by the competitive examination in England. But Sir Harvey Adamson does not think it possible to abandon the present system under which Natives of India are recruited also through the open competitive examination. His Honour would therefore retain the existing system under which Natives of India are recruited partly through the open competitive examination in England and partly by special arrangement in India.

21999. (26) Give a list of the "Natives of India" now serving in your province who were recruited to the Indian Civil Service by means of open competition in England, stating in what year they were admitted, in which posts they are now serving, and their present rate of salary:—(1) Mr. A. T. Rajan—admitted in 1907; employed as a Sub-divisional Officer; salary, Rs. 700 *per mensem*. (2) Mr. D. D Nanavati—admitted in 1908; employed as a Sub-divisional Officer; salary, Rs. 700 *per mensem*.

22000. (27) Have the "Natives of India," recruited by means of open competition in England, proved, on the average, as efficient as the European members of the Indian Civil Service of the same standing and recruited in the same manner? Has it been found possible and expedient to employ them in all branches of the administration, whether on executive or judicial duties?—The recruitment of the only two Indian members of the Indian Civil Service who are employed in Burma is still so recent, that it is not possible to answer this question fully with regard to them. It may, however, be stated, as a general remark, that in Burma members of the Indian Civil Service who are Indians (and not Natives of Burma) are never likely, on the average, to be so efficient or so useful to the administration as Europeans. This is due partly to the fact that Indian members of the Civil Service regard service in Burma as service in exile, and partly to the fact that the people of Burma do not respect or appreciate Indians, however advanced or educated.

22001. (28) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived; and, if so, what method of recruitment would you recommend?—The Lieutenant-Governor is not in favour of reviving the old system of Statutory Civilians. His Honour thinks that that system was bound to fail, because in selecting Natives of India for the superior ranks of the public service it is not possible to foresee whether a young man who is selected at the commencement of his career will prove a success or a failure. As already stated, Sir Harvey Adamson considers that the best method of recruiting Natives of India to the Indian Civil Service is to select them after they have proved their worth by practical experience in the Provincial Service.

22002. (29) What experience have you had of Military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your province? Please distinguish in your reply between (*a*) Military officers, and (*b*) others; and give details of the latter?—For some years after the annexation of Lower Burma the British Burma Commission was mainly officered by Military and Uncovenanted officers. Thus, on the 1st April 1876, the Commission consisted of 31 Military officers, 13 uncovenanted officers and 16 members of the Indian Civil Service. In 1876 the Secretary of State decided that in future the proportion of Military to Civilian officers should not exceed 1 to 3, and that no Uncovenanted officer should be appointed to the Commission without the Secretary of State's sanction previously obtained. These orders were observed until 1886, when owing to the annexation of Upper Burma the strength of the Burma Commission had to be suddenly increased. During the next six years (1886—1891) the proportion of Military officers to Civilians recruited to the Burma Commission exceeded 1 to 3, and a number of uncovenanted officers also were appointed. During that period 40 Civilians, 22 Military and 31 Uncovenanted officers were appointed to the Burma Commission. In subsequent years the proportion of Military to Civilian officers appointed to the Burma Commission has been about 1 to 3, except in the years 1905 and 1906, when owing to the creation of a separate superior Judicial Service the cadre was under strength, and the proportion of Military recruits was therefore increased. There are at present 48 Military and Uncovenanted officers serving in the Burma Commission. Of these, 35 are Military and 13 are Uncovenanted officers. The following details refer to the 13 Uncovenanted officers:—(1) Mr. H. M. S. Mathews, C.S.I., served in the Telegraph Department from 1879 to 1885, and was appointed to be an Assistant Commissioner in the Burma Commission in February 1886. He is now Commissioner of Settlements and Land Records. (2) Mr. B. S. Carey, C.I.E., after holding non-gazetted appointments from 1886, was appointed to be an Assistant Commissioner in the Burma Commission in January 1887. He is now a Commissioner of a division. (3) Mr. T. J. Metcalfe, after serving in the Andamans Commission from September 1886, was appointed to be an Assistant Commissioner in the Burma Commission in December 1888. He is now a Deputy Commissioner, 2nd grade. (4) Mr. E. N. Drury, after serving in the Burma Police from 1887, was appointed to be an Assistant Commissioner in the Burma Commission in July 1890. He is now a Deputy Commissioner, 2nd grade. (5) Mr. N. S. Field, after serving in the Burma Police from June 1887, was appointed to be an Assistant Commissioner in the Burma Commission in July 1890. He is now a Divisional Judge, 2nd grade. (6) Mr. W. V. Wallace, after serving in the Burma Police from 1888, was appointed to be an Assistant Commissioner in the Burma Commission in September 1891. He is now a Deputy Commissioner, 2nd grade. (7) Mr. C. C. T. Chapman served in the Burma Police from 1886, and was appointed to be an Assistant Commissioner in the Burma Commission in October 1891. He is now a

Deputy Commissioner, 2nd grade. (8) Mr. A. H. Gayer served in the Burma Police from 1886, and was appointed to be an Assistant Commissioner in the Burma Commission in September 1891. He is now a Deputy Commissioner, 2nd grade. (9) Mr. W. A. Hertze, C.S.I., was appointed to be a Myook in 1886, and was promoted to the rank of Extra Assistant Commissioner in February 1888. He was appointed to be an Assistant Commissioner in the Burma Commission in December 1894. He is now a Deputy Commissioner, 3rd grade. (10) Mr. G C. B. Stirling, C.I.E., was appointed to be a Myook in 1888, and was promoted to the rank of Extra Assistant Commissioner in February 1889. He became an Assistant Commissioner in the Burma Commission in 1896. He is now a Deputy Commissioner, 3rd grade. (11) Mr. H. N. Tuck served in the Burma Police from 1888, and was appointed to be an Extra Assistant Commissioner in 1893. He was appointed to be an Assistant Commissioner in the Burma Commission in 1896, and is now a Deputy Commissioner, 3rd grade. (12) Mr. E O. Fowler was appointed an Inspector of Police in 1891, and became an Extra Assistant Commissioner in 1899. He was appointed to be an Assistant Commissioner in the Burma Commission in 1902, and he is now an Assistant Commissioner, 2nd grade. (13) Mr. W. Street was appointed an Inspector of Police in 1896, and became an Extra Assistant Commissioner in 1900. He was appointed to be an Assistant Commissioner in the Burma Commission in 1907, and he is now an Assistant Commissioner, 4th grade.

22003. (30) Have such officers proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility? Has it been possible and expedient to employ them in all branches of the administration, whether on executive or judicial duties? —The Lieutenant-Governor thinks that the Military and Uncovenanted members of the Burma Commission have, on the average, performed their duties in Burma as efficiently as members of the Indian Civil Service. They have been employed in all branches of the administration in Burma, but not hitherto in any of the highest judicial appointments, *e.g.*, that of a Judicial Commissioner or a Judge of the Chief Court of Lower Burma. It must be remembered of course that these officers were carefully selected.

22004. (31) If the system of recruiting Military officers in India has been stopped, or has never existed in your province, would you advice its re-introduction or introduction as the case may be; and if the system should be introduced or re-introduced, to what extent should it be adopted?—The system of recruiting Military officers still continues in Burma. The Lieutenant-Governor thinks that the time has not yet arrived for its discontinuance. It cannot be said that there is any division or district in Burma whose conditions now necessitate that it should be held by a military officer. The only appointment open to the Commission, which cannot be held by a civilian, is the Inspector-Generalship of Police, the reason being that he is in command of an army of many thousands of military police. The presence of military officers causes no undue retardation of promotion of civil officers, because military officers usually join the Commission about the age of 28, when they have about 24 years to serve in order to secure a full pension, and about 27 years to serve before compulsory retirement. Military officers cannot be trained in law before appointment to the Commission, and must be dependent on the training which they receive after admission. If therefore it is decided to give Civilians a full training in law before admission it may be necessary to reconsider the question of enlistment of military officers, who would then be at a disadvantage as compared with civilians. But at present there are considerable advantages in retaining military enlistment. The intermixture of Civilian and military officers broadens the tone of the Commission. It brings into the Commission a number of officers who have a competent knowledge of Hindustani,—a language not easily acquired though very useful in Burma. Moreover, experience has shown that military officers are ready to acquire a knowledge of Burmese in order to secure admission. Most of the military officers who have been enlisted of late have passed the higher standard in Burmese before selection.

22005. (32) Do you consider that such a system should be restricted to the recruitment of Military officers or extended to the recruitment of selected officers from other Indian services?—The Lieutenant-Governor would not extend the system to the recruitment of selected officers from services other than the Indian army. Young officers in other services do not receive so useful and thorough a training as those in the Indian army.

22006. (33) Please now refer to the rules, dated 26th August 1910, made in exercise of the powers conferred by section 6 of the Government of India Act, 1870 (33 Vict., c. 3), and reproduced as Appendix IV, and to the statement in Appendix V to these questions, showing the number of offices, places and appointments, commonly known as listed posts, ordinarily held by members of the Indian Civil Service, to fill which it has been declared that members of the Provincial Civil Service can properly be appointed; and say whether the figures given are correct for your province?—The figures given for Burma are correct.

22007. (34) Are all the posts thus listed ordinarily and regularly filled by "Natives of India"? If not, please state for the last five years to what extent there has been any failure to work up to the authorised list, and explain the reason?—The rules were first extended to Burma in 1905, when two posts of District Judge were listed as open to members of the Provincial Civil Service. Two posts of Deputy Commissioner were listed in 1907, and one post of Settlement Officer was listed in 1909. Each of these five listed posts is still occupied by the officer who was first selected to hold it. Of these five officers, two are Europeans and three are Natives of India. All five are members of the Burma Provincial Civil Service, which includes a certain number of European officers.

22008. (35) To what extent also during the last five years have these listed posts been filled—(*a*) by members of the Provincial Civil Service; (*b*) by other "Natives of India"? Please give the names and positions of the latter, if any?—The posts have been entirely filled by members of the Provincial Civil Service [see the reply to question (34)].

22009. (36) Has the power to fill one-quarter of the listed posts with "Natives of India" other than members of the Provincial Civil Service or Statutory Civilians been ordinarily and regularly exercised? If not, can you give the reasons for this; and do you think it advisable that the power should be utilized, and in what direction?—The power has not been exercised in Burma. The Lieutenant-Governor considers that ordinarily Natives of India to fill listed posts or posts in the Indian Civil Service should be selected from the Provincial Civil Service, where they have proved their fitness by actual experience in duties similar to those which they will exercise in their new position. By this means the attractions of the Provincial Civil Service and the efficiency of its members are greatly enhanced.

22010. (37) Does the system by which most of the inferior listed posts are merged in the Provincial Civil Service give satisfaction (*a*) to the members of the Provincial Civil Service, and (*b*) to the public interested in this question; and what advantages, if any, does this arrangement possess?—The Lieutenant-Governor has no doubt that the system gives satisfaction to the members of the Provincial Civil Service; and thinks that it probably satisfies also the public from whom those members are drawn. The advantages are that an officer's fitness for the higher ranks of the service are tested in a practical manner before he is selected, and that the efficiency of the Provincial Civil Service is enhanced by the fact that its members can aspire to higher posts

22011. (38) Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why?—The Lieutenant-Governor considers that the listing of definite posts is not satisfactory. An officer is listed for a certain post, say, Settlement Officer. He holds it for a considerable number of years, and naturally becomes stale in the duties. It is hard to revert him to the Provincial Civil Service on much lower pay. It is not easy to find another listed post for which he is suitable. For this reason the Lieutenant-Governor would prefer the system which has been sketched in the answer to question (10).

22012. (39) Have the officers of the Provincial Civil Service, selected to fill listed posts, proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility, and has it been found possible and expedient to employ them in all branches of the administration?—As already stated, the system in Burma dates from 1905 only; and only five officers have as yet filled listed posts in Burma. These five officers are not, on the average, as efficient as members of the Indian Civil Service filling posts of similar responsibility. It has not been thought possible or expedient as yet to employ any officer of the Burma Provincial Civil Service as a Divisional Judge. The question whether either of the two officers who are filling the listed posts of Deputy Commissioner is qualified for selection to the post of Commissioner has not yet arisen. On account of the limited number of listed posts, and the fact that only specified posts are listed, it has not been found practicable to employ any of the listed officers in any post except the particular one to which he was listed.

22013. (40) Please now turn to the Indian Civil Service Act, 1861 (24 and 25 Vict., c. 54), which will be found in Appendix II to these questions, and say how many "Natives of India" have been appointed permanently to posts in your province under its provisions during the last five years, giving names and the nature of the posts so filled?—None

22014. (41) Are there any other ways in which "Natives of India" are appointed to your province to Civil Service posts?—No

22015. (43) What is your experience of the results of the existing system under which successful candidates in the open competitive examination are required to undergo a probationer's course of instruction in England? Do you recommend the continuance or abolition of this system?—The Lieutenant-Governor considers that a preliminary training in England is very necessary. Sir Harvey Adamson not only recommends the continuance of the system, but recommends that the term of probationary training in England be extended to two years.

22016. (44) What should be the duration of the probationer's course in England (*a*) under the present system of the open competitive examination and (*b*) under any modification of that system recommended by you?—The duration of the probationer's course in England should be two years, the age-limits for the open competitive examination being fixed at from 19 to 21 years.

22017. (45) Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?—The Lieutenant-Governor does not think that residence at a University is essential, or even desirable having regard to the legal training which the probationers ought to receive, and which can best be obtained in London. Sir Harvey Adamson's recommendation is that probationers should spend their period of probation at a special institution, to be established in or near London, where they should receive a thorough course of instruction in the theory and practice of law and other necessary subjects.

22018. (47) Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend?—The Lieutenant-Governor recommends an allowance of £150 *per annum* during the two years' period, *plus* passage money to India.

22019. (50) If a probationer's course is continued in England, do you accept the principle laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education, and that their future studies should be such as have a special tendency to fit them for their calling? Does

your answer apply equally to candidates who pass the open competitive examination after leaving school, and to those who do so after completing a University course?—The Lieutenant-Governor accepts the principle laid down in 1854; and thinks that it should be applied to all candidates recruited in England, whatever may be the age-limits fixed for the open competitive examination.

22020. (51) Please examine the statement printed as Appendix VI to these questions showing the courses of studies prescribed for probationers in 1891 and 1912, and state what alterations (if any) you desire to recommend in the present course (*a*) under the existing system of the open competitive examination, and (*b*) under any modification of that system recommended by you?—The Lieutenant-Governor considers that the present course of studies for probationers is insufficient, and recommends that a return be made to the two years' course which was prescribed in and before 1891. In particular, a thorough course of instruction in law is a necessity for every civilian, whether he is employed in the Executive or in the Judicial branch. This course should include attendance at lectures on all branches of the subject, the reporting of cases heard in the Courts and instruction on the reports, and perhaps also a period spent in a Barrister's chambers. The study of the History and Geography of India and Political Economy should remain as it stood in 1876; but, as regards Indian languages, Sir Harvey Adamson considers that the syllabus might with advantage be curtailed by the omission of colloquial tests His Honour thinks that these are out of place in England, and that the main object to be aimed at there is a solid literary grounding, *i.e.*, a sound knowledge of grammar and a sufficient study of text-books to enable candidates to master the language after some reading and practice in India. His Honour would also limit the number of optional languages to one. And, in addition, Sir Harvey Adamson regards it as very important that probationers should acquire a knowledge of book-keeping and accounts. Sir Harvey Adamson's views are, in short, those expressed by the Government of India in their despatch to the Secretary of State No. 16, dated the 4th July 1907—a despatch for which as Home Member he was especially responsible. In two respects that despatch is not a full expression of the views which Sir Harvey Adamson then held and still holds. The proposal that the age should be reduced to 20—22, and the omission of any mention of a special institution for the training of Indian civilians, were due, so far as he was concerned, to a belief that University influence in England would be so strongly opposed to more radical proposals as to endanger the whole scheme. Sir Harvey Adamson, in short, thought that half a loaf was better than no bread. He is however strongly of the opinion now, as he was then, that the best course would be to reduce the age to 19—21, and to provide a special institution in or near London for the training of the candidates.

22021. (53) Do you consider that the probationer's course of instruction can best be spent in England or in India?—Sir Harvey Adamson is strongly of opinion that the probationer's course of instruction should be spent in England.

22022. (54) What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?—The Lieutenant-Governor is not in favour of this proposal. In Sir Harvey Adamson's opinion the best preliminary training for a civilian is a probationary course of instruction in England followed by a period of practical training in an Indian district.

22023. (55) What is your opinion of a proposal that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—See reply to question (54). The Lieutenant-Governor sees no necessity to assemble all probationers at a single centre for their training in the province in which they are to serve. It is better to post them to districts where they see actual work being performed under practical conditions.

22024. (56) In the report of the Treasury Committee appointed to consider the organization of oriental studies in London (1909) the view is taken that the preliminary training in oriental languages and in law required by probationers can be given better in England than in India, because of the difficulties which junior civilians would experience in learning these subjects in India, the lack of good teachers in Indian district head-quarters, the difficulty of even good Indian teachers appreciating the European student's point of view, and the difficulty of arduous study in a tropical climate Do you consider that these objections could be met by a suitable scheme of instruction in India?—See reply to question (54). The Lieutenant-Governor does not think that the objections could be met, and sees no object in trying to provide a scheme of instruction in India. The required training in law can best be given in England, while even in the case of Oriental languages a literary grounding can best be imparted in England and the colloquial knowledge afterwards acquired in India

22025. (57) If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment if England, please state what system of probation you recommend for such officers?—The Lieutenant-Governor's recommendation is that Natives of India recruited in India for the Indian Civil Service should be selected from the Provincial Service. Such officers have proved their worth and require no further probation.

22026. (59) Do you consider that any differentiation is necessary during the period of probation between the course of study for probationers who are "Natives of India" and the course prescribed for other natural-born subjects of His Majesty?—The Lieutenant-Governor thinks that no differentiation should be made.

22027. (60) Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—The Lieutenant-Governor thinks that in Burma the present arrangements for the training of junior members of the Indian Civil Service are satisfactory and does not desire any change.

22028. (61) Is the existing system of departmental examinations suitable; and, if not, what changes do you recommend?—The Lieutenant-Governor considers the existing system to be suitable, and does not recommend any change.

22029. (62) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages; and if not, how could this best be remedied?—The Lieutenant-Governor is satisfied that, in Burma, European members of the Indian Civil Service acquire, as a rule, an adequate knowledge of the local languages.

22030. (63) Do you recommend any changes in the rules for the encouragement of the study of Oriental languages; and if so, what changes?—The Lieutenant-Governor does not recommend any change.

22031. (64) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial branch. In particular, do you favour a system of granting study leave to Europe; and if so, what course of study (course for a call to the Bar, reading in Barristers chambers or other) and what conditions do you propose?—See reply to question (51). The Lieutenant-Governor considers that a thorough course of legal instruction is necessary for all civilians, executive and judicial, and that this can best be obtained by extending the probationary period in England to two years. After the legal training recommended in the reply to question (51) has been undergone, the legal experience gained by a few years' executive work in India will supply the necessary qualifications for judicial employment, and study-leave will be unnecessary; but study-leave should be given to those civilians now in the service who purpose to adopt the Judicial branch, and whose probationary period in England was one year only. In the case of those officers the course of study during leave should include such legal training as the Secretary of State may deem fitting. Sir Harvey Adamson's views on this subject are set out at length in his Minute of Dissent attached to the Government of India's despatch to the Secretary of State, No. 9, dated the 26th March 1908.

22032. (65) Do you recommend any special course of study in law in India for officers selected for the Judicial branch?—See the reply to question (64). The Lieutenant-Governor, as already stated, recommends that every civilian, whether he is destined for a judicial or an executive career, should undergo a systematic training in law before arrival in India. If a reversion is made to a period of two years' probation in England, and if a more stringent course of law studies during that period is prescribed than was in operation prior to 1891, the civilian of the future will, in Sir Harvey Adamson's opinion, arrive in India fittingly equipped by judicial duties. He will then have to pass the departmental examinations in law to show that he has made himself familiar with the local codes; and his work as an executive officer will give him practical experience in their administration. Sir Harvey Adamson does not think that any further special course of study in law need then be prescribed for officers selected for the Judicial branch, but he would set apart in each province a certain number of minor posts in which such officers would hold charge of civil courts of comparatively low grade, and would thereby obtain practical experience of civil work in India before becoming District Judges.

22033. (66) Do you recommend any special training in subordinate judicial posts for officers selected for the Judicial branch? If so, please give details?—See the reply to question (65). Sir Harvey Adamson thinks it desirable that an officer selected for the Judicial branch should hold charge, during about one year, of a subordinate court. In Burma this would be a subdivisional court, which is now ordinarily in the charge of an Extra Assistant Commissioner.

22034. (67) Do you recommend any system for encouraging the higher study of law analogous to the rules for the encouragement of the study of Oriental languages?—No.

22035. (68) Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty?—The Lieutenant-Governor thinks that no differentiation is desirable.

22036. (69) If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of training you recommend for such officers?—The Lieutenant-Governor's recommendation is that Natives of India recruited in India for the Indian Civil Service should be selected from the Provincial Service. Such an officer's career in the Provincial Civil Service has been in itself a sufficient training for his future work in the Indian Civil Service, and no other system of training is required.

22037. (70) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent?—The Lieutenant-Governor thinks that no differentiation is necessary.

22038. (72) The present theory underlying the conditions of service in the Indian Civil Service is that—(*a*) the members of the service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and (*b*) that they should, throughout the whole

period of their service, have sufficient salaries and sufficiently responsible duties. To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem* is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?—The Lieutenant-Governor accepts the system, and considers that the period of eight years is suitable. No alteration of this period would be necessary if the age of recruitment were lowered.

22039. (73) It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior posts," and should be drawing pay at rates above that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?—The Lieutenant-Governor accepts the arrangement as suitable, and does not recommend any alteration.

22040. (74) Please show in a tabular statement for the last five years, quarter by quarter, with foot-notes, giving the names, the total net number of officers who have failed to obtain promotion in accordance with the principles set out in the preceding questions, and say whether any inconvenience, and if so, what has been caused thereby to the administration?—A tabular statement is attached, as requested. The only officers in Burma of over eight years' service who have, during the last five years, failed to occupy superior posts with salaries of over Rs. 1,000 *per mensem*, are two officers whose promotion beyond the rank of Assistant Commissioner was withheld on special grounds. The only officers in Burma of over two but under eight years' completed service who have not, during the past five years, been drawing pay at rates above that of the lowest grade of Assistant Commissioners are certain officers who failed to pass their departmental examinations within the prescribed period.

The only inconvenience caused to the administration was that which necessarily resulted from the inefficiency of the two officers whose promotion had to be withheld.

1908.

—	1st January.	1st April.	1st July.	1st October.
(1) Officers of over eight years not drawing over Rs. 1,000.	*Nil.*	*2	*1	*1
(2) Officers of over two years and below eight years not drawing pay above lowest grade.	*2	†1	†3	†1
	* Mr. J. A. Stewart and Captain Sandeman were drawing Rs. 475 each.	* Messrs. F. L. J. Williamson, I.C.S., and R. G. McKerron, I.C.S., were drawing Rs. 1,000 each. † Mr. J. A. Stewart, I.C.S., was drawing Rs. 475.	* Mr. Williamson. † Mr. J. A. Stewart, I.C.S., Lieutenant D. N. Stuart and Captain H. P. M. Lord were all drawing Rs. 475.	* Mr. McKerron. † Mr. E. H. Jones, I.C.S., was drawing Rs. 475.

1909.

—	1st January.	1st April.	1st July.	1st October.
(1) Officers of over eight years not drawing over Rs. 1,000.	* 1	* 1	* 1	* 2
(2) Officers of over two years and below eight years not drawing pay above lowest grade.	† 2	† 2	† 2	† 2
	* Mr. McKerron. † Mr. E. H. Jones and Mr. J. C. Mackensie were each during Rs. 475.	* Mr. McKerron. † Lieutenant H. H. Batten and Captain G. H. Newcombe were drawing, respectively, Rs. 475 and Rs. 460.	* Mr. McKerron. † Lieutenant Batten and Captain Newcombe were drawing, respectively, Rs. 475 and Rs. 450.	* Messrs. Williamson and McKerron. † Lieutenant Batten and Captain Newcombe were drawing Rs. 475 each.

NOTE.—(1) The promotion of Messrs. McKerron and Williamson was stopped on account of inefficiency.
(2) The reason in the case of each officer who was drawing less than Rs. 500 was that he had not yet passed all the departmental examinations.

1910.

—	1st January.	1st April.	1st July.	1st October.
(1) Officers of over eight years not drawing over Rs. 1,000.	*2	*2	*2	*2
(2) Officers of over two years and below eight years not drawing pay above lowest grade.	†1	†1	*Nil.*	*Nil.*
	*Messrs. Williamson and McKerron. †Captain Newcombe was drawing Rs. 475.	*Messrs. Williamson and McKerron. †Captain Newcombe was drawing Rs. 475.	*Messrs. Williamson and McKerron.	*Messrs. McKerron and Williamson.

1911.

—	1st January.	1st April.	1st July.	1st October.
(1) Officers of over eight years not drawing over Rs. 1,000.	*2	*2	*2	*2
(2) Officers of over two years and below eight years not drawing pay above lowest grade.	†3	†2	†2	†1
	*Messrs. McKerron and Williamson. †Mr. A. E. Gilliat, I.C.S., Mr. J. St. C. Saunders, I.C.S., and Mr. E. G. Pattle, I.C.S., were each drawing Rs. 475.	*Messrs. McKerron and Williamson. †Mr Gilliat and Lieutenant W. A. S Grey were each drawing Rs. 475.	*Messrs. McKerron and Williamson. †Mr. A. E. Gilliat and Lieutenant Gray were each drawing Rs. 475.	*Messrs. McKerron and Williamson. †Lieutenant Grey was drawing Rs. 475.

1912.

—	1st January.	1st April.	1st July.	1st October.
(1) Officers of over eight years not drawing over Rs 1,000.	*2	*1	*1	*1
(2) Officers of over two years and below eight years not drawing pay above lowest grade.	†3	†2	*Nil.*	*Nil.*
	*Messrs. McKerron and Williamson. †Mr. F. H. Steavenson, I.C.S., and Lieutenant Grey were each drawing Rs. 475.	*Mr. McKerron. †Lieutenant V. Beadon and Captain Hackett were each drawing Rs. 475.	*Mr. McKerron.	*Mr. McKerron.

NOTE.—(1) The promotion of Messrs. McKerron and Williamson was stopped on account of inefficiency.
(2) The reason in the case of each officer who was drawing less than Rs. 500 was that he had not yet passed all the departmental examinations.

22041. (75) Please now see the statement marked AA and the list marked *Burma = F*, which have been reproduced in Appendix VII to these questions, and say whether they are correct for your province. If not, please state what amendments are necessary?—The statement marked AA and the list marked F are correct, except that in list F the number of Assistant Commissioners, second grade, is wrongly shown as 10. The correct number is 13.

22042. (76) Is any difficulty experienced by the administration in working with the number of superior posts shown in the list for your province? Do all the posts entered as superior carry a salary of more than Rs. 1,000 *per mensem*, and are they all such as are ordinarily held by officers in the Indian Civil Service? If not, what changes, if any, do you suggest?—No difficulty is experienced in Burma. All the posts entered as superior carry a salary of more than Rs. 1,000 *per mensem*, and they are all such as are ordinarily held by officers in the Indian Civil Service. The Lieutenant-Governor does not recommend any changes in this respect.

22043. (77) Does the number of superior posts shown as held directly under the Government of India correspond with the actual experience of the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable. (Attention is invited in this connexion to List J in Appendix VII to these questions)?—The number of the superior posts directly under the Government of India which are shown as held by members of the Burma Commission does not correspond with the actual experience of the last five years. A tabular statement is attached to this reply showing quarter by quarter of the number of such posts actually held by officers the Burma Commission during that period. From 1908 to 1911 the cadre of the Burma Commission made provision for seven such posts; it now provides for six. But the number actually held by officers of the Burma Commission has never exceeded three, and since 1909 has been two only. The only officers of the Burma Commission who are occupying such posts at present are (*i*) a junior officer employed as an Assistant Collector of Customs, and (*ii*) a senior officer who has been occupying the post of Superintendent of Port Blair but is now on the point of vacating it. When that officer returns to the service of this Government early in 1913, the only superior post under the Government of India held by an officer of the Burma Commission will be the comparatively minor appointment of Assistant Collector of Customs. This discrepancy between the number of superior posts provided for in the Burma Commission cadre and the number actually allotted to Burma is due to the fact that the Government of India, in selecting officers to fill the posts directly under their control, have not seen fit to select officers from Burma; and the only change of practice which seems to be necessary is that the Burma Commission should not be overlooked in this respect.

1908.				1909.				1910.				1911.				1912.			
1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.
3 (a)	3 (a)	3 (a)	3 (a)	3 (a)	3 (a)	(a)	2 (b)	2 (b)	2 (b)	2 (c)	3 (c)	2 (c)	2 (c)	2 (c)	2 (c)	3 (c)	2 (c)	2 (c)	2 (c)

(a) 1. The Hon'ble Sir Harvey Adamson, *Kt.*, K.C.S.I., I.C.S., Member of Council.
2. Mr. G. B. H. Fell, C.I.E., I.C.S., Deputy Secretary to the Government of India in the Home Department.
3. Lieutenant-Colonel H. A. Browning, I.A., Superintendent of Port Blair.

(b) 1. The Hon'ble Sir Harvey Adamson, *Kt.*, K.C.S.I., I.C.S.
2. Lieutenant-Colonel H. A. Browning, I.A.

(c) 1. Mr. A. H. Lloyd, I.C.S., Assistant Collector of Customs.
2. Lieutenant-Colonel H. A. Browning, I.A.

22044. (78) Does the number of superior posts allowed for temporary appointments and deputations correspond with the actual experience of (say) the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable?—The number of superior posts in the Burma Commission allowed for temporary appointments and deputation is three. A tabular statement is attached to this reply, showing the actual number of temporary appointments and deputations quarter by quarter, during the last five years. The average actual number is 5·4. No inconvenience, however, has resulted from this excess of actuals over the number provided in the cadre, because the excess is more than counterbalanced by the deficiency of officers selected to hold posts directly under the Government of India, which has been referred to in the reply to question (77). If the full number of appointments directly under the Government of India were ordinarily held by officers of the Burma Commission, it might then become necessary to increase the number allowed for temporary appointments and deputations.

1908.		1909.	
1st JANUARY.	1st APRIL.	1st JULY.	1st OCTOBER.	1st JANUARY.	1st APRIL.
Six.	Five.	Two.	Five.	Seven.	Five.
One Additional Judge, Chief Court, Lower Burma. Three on special duty in Secretariat. One on special duty in the Hanthawaddy district. One Census Commissioner, Egypt.	One Census Commissioner, Egypt. One Additional Judge, Chief Court, Lower Burma. One on special duty, Secretariat. One Additional Sessions Judge, Delta Division. One on special duty in connection with Co-operative Societies.	One on special duty in Secretariat. One on special duty in connection with Co-operative Societies.	One on special duty. One on special duty in Secretariat. One on special duty in connection with Co-operative Societies. One on special duty in Financial Commissioner's office. One on special duty in connection with supervision of oil fields.	One on special duty in Collectorate. Three on Forest Settlement duty. One on special duty in connection with Co-operative Societies. One on special duty. One on special duty in connection with supervision of oil fields.	Two on Forest Settlement duty. Two on special duty in connection with Co-operative Societies. One on special duty in connection with supervision of oil fields.

1909—*concld.*		1910.				1911.
1st JULY.	1st OCTOBER.	1st JANUARY.	1st APRIL.	1st JULY.	1st OCTOBER.	1st JANUARY.
Five.	Six.	Four.	Four.	Five.	Five.	Eight.
One on special duty at Moulmein. One on special duty in Secretariat. One on special duty in connection with Co-operative Societies. One on special duty in connection with supervision of oil fields. One on special duty.	One on deputation to Simla. One on special duty at Moulmein. Two on special duty in Secretariat. One on special duty in connection with Co-operative Societies. One on special duty in connection with supervision of oil fields.	One on special duty at Moulmein. One Additional Judge, Divisional Court, Hanthawaddy. Two on special duty in Secretariat.	One on special duty at Moulmein. One Superintendent, Census Operations. One on special duty in Rangoon. One on deputation to Simla in the Legislative Department.	Two on special duty. One on special duty at Moulmein. One Superintendent, Census Operations. One on deputation to Simla in the Legislative Department.	One on special duty at Moulmein. One Superintendent, Census Operations. One Additional Sessions Judge, Bassein Division. One on special duty for compiling General Administration Report. One on deputation to Simla in the Legislative Department.	One on special duty at Moulmein. One on special duty in Secretariat. One Superintendent, Census Operations. Two on Forest Settlement duty. One on special duty in the Myitkyina district. One on special duty in the Sagaing district. One on duty in the Chin Hills

1911—*concld.*			1912.			
1st APRIL.	1st JULY.	1st OCTOBER.	1st JANUARY.	1st APRIL.	1st JULY.	1st OCTOBER.
Eleven.	Five.	Five.	Eleven.	Five.	Two.	Three.
One on special duty at Moulmein. One Superintendent, Census Operations. One on special duty, Coronation Durbar. One on special duty under Director of Agriculture. One on special duty in the Sagaing division. One on Forest Settlement duty. One on special duty in the Court of the District Judge, Hanthawaddy. One on duty in the Southern Shan States. One on special duty in the Myitkyina district. One on special duty in the Sagaing district. One on duty in the Chin Hills.	One on Forest Settlement duty. One Superintendent, Census Operations. One on special duty in connection with Co-operative Societies. One on special duty to examine the question of the reform of Land Records, etc. One on special duty in the Môn Canals.	One on special duty in connection with Coronation Durbar. One Superintendent, Census Operations. One on special duty in the Secretariat. One on deputation under the Port Commissioners.	One on special duty in Rangoon. One on special duty in the Hanthawaddy district. One Additional Sessions Judge, Hanthawaddy, Delta and Bassein divisions. Four on Forest Settlement duty. One Superintendent, Census Operations. One on special duty, Coronation Durbar. One on special duty in Secretariat. One on special duty in the Môn Canals.	One on Forest Settlement duty. One Superintendent, Census Operations. One on special duty in connection with Co-operative Societies. One on special duty in the Môn Canals.	One on special duty, Môn Canals. One Additional Sessions Judge, Hanthawaddy division.	One on special duty. One Additional Sessions Judge, Hanthawaddy division. One on special duty, Môn Canals

Actual total in five years 108
Annual average ... ... 5·4
Number provided in the Commission 3

22045. (79) Does the arrangement by which officers, recruited against temporary superior posts, are shown in the lowest grade, work satisfactorily? If not, what change of practice appears to you to be necessary?—The Lieutenant-Governor has no objection to the existing arrangement, and does not recommend any change regarding it.

22046. (80) Does the allowance of 39 per cent. on the number of superior posts give the right number of junior officers for the work of the administration of your province? If not, please

state what excess or deficiency in your opinion exists, giving your reasons in detail?—The number of junior officers provided by the allowance of 39 per cent. on the number of superior posts is suitable so far as Burma is concerned.

22047. (81) Junior officers are considered to be under training during the first two years of their service. Does this approximate to the actual conditions? If not, what alteration is necessary in the percentage of 15·5 allowed for training?—A tabular statement is attached to this reply, showing quarter by quarter the number of junior officers actually under training in Burma during the last five years. The average is 8 as compared with 13 officers provided in the cadre. But if the number provided in the cadre were reduced, it might perhaps be necessary to increase the number provided for temporary appointments and deputations.

1908.				1909.				1910.				1911.				1912.			
NUMBER OF OFFICERS ACTUALLY UNDER TRAINING ON—				NUMBER OF OFFICERS ACTUALLY UNDER TRAINING ON—				NUMBER OF OFFICERS ACTUALLY UNDER TRAINING ON—				NUMBER OF OFFICERS ACTUALLY UNDER TRAINING ON—				NUMBER OF OFFICERS ACTUALLY UNDER TRAINING ON—			
1st January.	1st April.	1st July.	1st October.	1st January	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October	1st January.	1st April.	1st July.	1st October.
13	9	9	6	9	11	10	8	11	7	7	5	6	6	5	3	8	8	8	6

Average actual number, 8.
The provision for training in the Burma Commission at 15·5 per cent. of total superior appointments is 13.

22048. (82) Does the leave allowance of 32·7 per cent. for superior posts, 6·7 per cent. for inferior posts and ·6 per cent. for training posts approximate to the actual conditions? If not, please state what alteration is desirable?—A tabular statement is attached to this reply, showing quarter by quarter the number of officers of the Burma Commission actually on leave during the last five years, as compared with the number provided in the cadre on this account. The leave reserve is 35, and the average actual number of officers on leave was 33. The discrepancy is small, and no alteration appears to be necessary. It may be noted that the actual number of junior officers on leave was greater than the proportion provided on their account in the leave reserve. This is perhaps due to the fact that the junior ranks of the Burma Commission include Military officers who enter the Commission after some years' service in the Indian army.

—	1908.				1909.				1910.				1911.				1912.			
	NUMBER OF OFFICERS ACTUALLY ON LEAVE ON—				NUMBER OF OFFICERS ACTUALLY ON LEAVE ON—				NUMBER OF OFFICERS ACTUALLY ON LEAVE ON—				NUMBER OF OFFICERS ACTUALLY ON LEAVE ON—				NUMBER OF OFFICERS ACTUALLY ON LEAVE ON—			
	1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.	1st January.	1st April.	1st July.	1st October.	1st January.	1st April	1st July.	1st October.
Superior ...	18	16	22	22	15	18	20	19	17	17	18	20	17	22	25	27	12	12	28	19
Inferior ...	5	7	7	8	10	8	7	11	8	10	9	8	7	6	8	7	6	5	6	6
Fourth-grade Assistant Commissioners.	1	6	9	10	8	8	8	7	3	3	6	7	2	3	8	8	8	9	9	7
Total ...	24	29	38	40	33	34	35	37	28	30	33	35	26	31	41	42	26	26	38	32

The leave reserve provided in the cadre of the Burma Commission is 35, made up as follows:—

	32·7 per cent.	of 87 = 28
	6·7 ,,	of 87 = 6
	·6 ,,	of 87 = 1
Total ...	40 per cent.	of 87 = 35

Average of superior officers on leave	18·95
,, of inferior ditto	7·45
,, of fourth-grade Assistant Commissioners on leave	6·5
Total ...	33

22049. (83) Does the annual decremental rate of 4·17 per cent. on the total strength of the service correspond with the actual experience of the last 20 years? If not, please give the actual facts for this period, and suggest a suitable figure, with reasons in support of the same?—A tabular statement is attached to this reply, showing the actual decremental rate of the Burma Commission during the last 20 years. The average actual rate has been 3·42 per cent., as compared with 4·17 per cent., being the rate fixed for annual recruitment. The deficiency has been balanced by the fact that additions have been made to the total strength of the cadre from time to time, in accordance with the development of the province; and the actual strength of the Burma Commission has not ordinarily been in excess of its sanctioned cadre. There appears to be no immediate necessity to reduce the rate allowed for in the cadre, but the matter is one which will require to be watched in the future.

Year.	Actual number of casualties.	Strength of Commission.	Actual decremental rate.
1893 ...	3	124	2·41
1894 ...	7	132	5·30
1895 ...	7	132	5·30
1896 ...	2	136	1·47
1897 ...	7	136	5·14
1898 ...	10	136	7·35
1899 ...	1	136	0·73
1900 ...	7	128	5·46
1901 ...	5	136	3·67
1902 ...	6	136	4·41
1903 ...	5	136	3·67
1904 ...	3	155	1·93
1905 ...	7	157	4·45
1906 ...	3	159	1·88
1907 ...	2	163	1·22
1908 ...	4	169	2·36
1909 ...	5	169	2·95
1910 ...	7	169	4·14
1911 ...	5	171	2·92
1912 ...	5	169	2·95
Average ...	5·05	2,949	3·42

Rate of annual recruitment, 4·17 per cent.

22050. (84) Does the theoretical strength of the service correspond ordinarily with its actual strength? If not, please state the facts, and, in particular, offer any remarks which may suggest themselves with regard to the existing discrepancy shown in the statement marked BB, which is included in Appendix VII to these questions?—A tabular statement is attached to this reply, showing the theoretical and actual strengths of the Burma Commission in each of the past twenty years; and it will be seen that the figures have, on the average, approximated fairly closely. A difficulty in respect to this matter which exists in Burma is that the province is developing, and the strength of the Burma Commission has a constant tendency to increase. Thus although the sanctioned strength of the Burma Commission was in 1899-1900 reduced by 8 men, the total sanctioned strength has nevertheless during the past twenty years risen from 124 to 169. In these circumstances it is inevitable that there should be occasional discrepancies between the theoretical and actual strength. The actual strength is at present 6 in excess of the theoretical strength, but this is partly due to the [illegible] reduction of the theoretical strength from 171 to 169, owing to the number of superior posts under the Government of India which are allotted to the Burma Commission being reduced from 7 to 6. It is probable that the post of Inspector-General of Police will shortly be held by members of the Burma Commission, and when that occurs the theoretical strength of the Commission will again become 171. Moreover there is a proposal now under consideration to appoint an Additional Divisional Judge; and if this is done, the theoretical strength of the Commission will become 173, *i.e.*, two less than the present actual strength.

Year.	Sanctioned strength on 1st April.	Actual strength on 1st April.
1893 ...	124	127
1894 ...	132	129
1895 ...	132	131
1896 ...	136	132
1897 ...	136	136
1898 ...	136	135
1899 ...	136	131
1900 ...	128	135
1901 ...	136	130
1902 ...	136	133
1903 ...	136	137
1904	155	140
1905 ...	157	144
1906 ...	159	145
1907 ...	163	155
1908 ...	169	164
1909 ...	169	171
1910 ...	169	173
1911 ...	171	172
1912 ...	169	175

22051. (85) Do you consider that the present system of a quinquennial examination of the conditions of service is adequate to regulate the rate of recruitment and flow of promotion? If not, what alterations do you recommend?—The Lieutenant-Governor thinks that the present system is reasonably adequate for the purpose. His Honour is not prepared to say that the examination should take place more frequently than once in five years.

22052. (86) State the principles on which the actual indent for recruitment to the Indian Civil Service in regulated. Do you consider that accurate results are attained thereby? If not, what alterations do you recommend?—The statistics on which the annual indent is based were last worked out in 1904, under the orders of the Comptroller-General, and gave the results shown in the following table:—

—	On duty.	On leave.	Total.
1	2	3	4
1. Men of over eight years' service holding superior cadre appointments.	100·0	32·7	132·7
2. Men from third to the eighth year of service inclusive holding inferior cadre appointments.	39·0	6·7	45·7
3. Men of the first and second year of service reckoned as in training.	15·5	·6	16 1
Total of service ...	154·5	40·0	194·5

That is, a total cadre of 194·5 is required to provide 100 men, on duty, of over eight years' service, who should hold superior posts; and for 100 men of over eight years' service holding superior posts there should be 39 men of from three to eight years' service holding inferior posts. Further, it was found on the figures of the previous fifty years that a service of 23,949 men can be regularly recruited by the addition of 1,000 men annually. In other words, the annual recruitment should be 4·17 per cent. on the total strength of the service. Thus for the Burma Commission, with a total cadre of 169, the annual recruitment should be 7. The Lieutenant-Governor is not in a position to criticize the figures, or to suggest any alteration of system in applying them.

22053. (87) Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—The Lieutenant-Governor considers that in Burma, under the existing system of promotion, the interests of individuals and of the administration are reconciled as far as is possible, with the single exception that sufficient provision is not made for the removal of officers who are inefficient. Sir Harvey Adamson thinks it very desirable, in the interests of the public service, that there should be power to order the retirement of an officer definitely proved to be inefficient; but, before such power could be exercised, it will be necessary to introduce a scale of proportionate pensions to be granted in such cases. On this point, and in regard to selection for higher appointments, His Honour shares the views stated by the Government of India in their despatch to the Secretary of State, No. 20, dated the 19th September 1912.

22054. (88) To what extent are the functions of the officers of the Executive and Judicial branches of the Indian Civil Service differentiated? Is any change desirable; and if so, in what directions?—Except in Mandalay, where a whole-time District Judge is employed, the functions have not been differentiated in Upper Burma. With that exception, every Deputy Commissioner in Upper Burma is also the District Magistrate and District Judge; and the Commissioner is the Sessions Judge for his division. In Lower Burma the differentiation of functions has proceeded further. Seven whole-time District Judges are employed in Lower Burma exercising jurisdiction over 14 districts; and in only seven of the lighter districts of Lower Burma is the Deputy Commissioner still the District Judge. Moreover, with the steady increase of work in Lower Burma, it has been found necessary from time to time to appoint Magistrates to the head-quarters of the more important districts, and to confer on them special powers under section 30 of the Code of Criminal Procedure, 1898; and these Magistrates dispose of much of the criminal work which formerly fell to the lot of the District Magistrate, with the result that, in the busiest districts of Lower Burma, District Magistrates have almost ceased to try criminal cases at all. In the Arakan division of Lower Burma the Commissioner is the Sessions Judge, but in the three other divisions whole-time Divisional and Sessions Judges are employed. The Lieutenant-Governor does not think it necessary or desirable to make any change in the existing system. In Burma the expansion of work is gradually solving for itself the problem of separating executive and judicial functions.

22055. (90) Please see the two statements contained in Appendix VIII to these questions, showing the various rates of pay drawn by officers holding posts in the Indian Civil Service cadre, and the grading of each class of post for the different provinces, and say whether they are correct for your province?—The two statements are correct so far as Burma is concerned.

22056. (91) Please give full information regarding the rates of pay and the number of posts in each of the main grades of the service authorised on the 1st April of each of the following years:—1860, 1870, 1880, 1890, 1900 and 1912?—A tabular statement is attached to this reply containing the information required. The earliest date for which the information is readily obtainable as regards Burma is the 1st May 1866:—

MAIN GRADES.	1st MAY 1866.		1st APRIL 1870.		1st APRIL 1880.		1st APRIL 1890.	
	No.	Pay.	No.	Pay.	No.	Pay.	No.	Pay.
		Rs.		Rs.		Rs.		Rs.
Commissioners	3	2 500	3	2,750	3	2,750	8	2 500
Deputy Commissioners, 1st grade ...	2	1,500	4	1,833⅓	4	1,833⅓	8	1,833⅓
Ditto, 2nd „ ...	3	1,200	4	1,666⅔	3	1,666⅔	10	1,666⅔
Ditto, 3rd „ ...	5	1,000	4	1,333⅓	4	1,333⅓	10	1,333⅓
Ditto, 4th „ ...	5	800	4	1,000	5	1,000	6	1,200
Assistant Commissioners, 1st „	5	700	6	800	5	800	10	1,000
Ditto, 2nd „ ...	5	600	4	700	6	700	11	700
Ditto, 3rd „ ...	9	500	12	500	5	600	11	600
Ditto, 4th „ ...	...	...	...	...	15	500	36	450 to 500
Divisional Judges, 1st „ ..	...	...	...	...	...	...	...	...
Ditto, 2nd „ ...	...	...	...	...	...	...	...	...
Ditto, 3rd „ ...	...	...	...	...	...	...	...	...
District Judges	...	...	...	...	...	...	...	...

MAIN GRADES.	1st APRIL 1900.		1st APRIL 1910.		1st APRIL 1912.	
	No.	Pay.	No.	Pay.	No.	Pay.
		Rs.		Rs.		Rs.
Commissioners.. ...	8	2,750	8	2,750	8	2,750
Deputy Commissioners, 1st grade ...	11	2,250	12	2,250	12	2,250
Ditto, 2nd „	11	1,800	13	1,800	13	1,800
Ditto, 3rd „ ...	14	1,500	14	1,500	15	1,500
Ditto, 4th „ ...	...	...	...	...	...	...
Assistant Commissioners, 1st „ ...	10	1,000	11	1,000	11	1,000
Ditto, 2nd „ ...	10	700	13	700	13	700
Ditto, 3rd „ .	7	600	10	600	10	600
Ditto, 4th „ ...	37	450 to 500	51	450 to 500	51	450 to 500
Divisional Judges, 1st „ ..	...	...	2	2,750	2	2,750
Ditto, 2nd „ ...	...	...	2	2,250	2	2,250
Ditto, 3rd „ ...	...	...	2	1,800	2	1,800
District Judges	...	...	8	1,500	8	1,500

22057. (92) Are the present rates of pay and grading suitable? If not, what alterations do you recommend?—The Lieutenant-Governor is not prepared to say that the present grading requires alteration. But as regards the present scale of pay, the general scale of salaries for members of the Indian Civil Service as a whole was fixed when the expenses of living both in England and in India were much lower than at present, and there has been no general revision of salaries since the time when the rupee was worth approximately two shillings. The Lieutenant-Governor thinks that the time has come when the question of a general revision should be considered, so as to meet present conditions; and His Honour believes that some increase of salaries will be found to be necessary if the attractions of the Indian Civil Service are to be maintained at their former level. An inquiry into prices throughout India has been proceeding under the orders of the Government of India, and the result of that inquiry will probably afford a partial basis for further consideration of this question. The Lieutenant-Governor is not at present in a position to make any definite recommendations as to the extent to which salaries in the Indian Civil Service should be increased.

22058. (93) If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts, or to both?—There is no doubt that considerable dissatisfaction is felt at present among members of the Indian Civil Service throughout India. The dissatisfaction has found recent expression in a large number of memorials which have been submitted by officers serving in the United Provinces, the Punjab, the Central Provinces and Burma. In Burma the memorials were submitted by officers whose terms of service range from 23 years to one year. It does not appear that such dissatisfaction as exists in Burma relates to the pay or grading of any special posts. It is probably caused by a general feeling that the pay of the service as a whole requires revision in the light of existing conditions.

22059. (94) Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on this score exist in your province; and if so, what?—The necessity for identical rates of pay all over India for work of a similar character has never been admitted, but there has always been a tendency towards uniformity; and the Lieutenant-Governor considers that this tendency should be maintained and applied in such a manner as to equalize, as far as possible, the position of members of the Indian Civil Service in the various provinces. Thus, if service in any province entails special disadvantages, a corresponding measure of compensation should, in Sir Harvey Adamson's opinion, be afforded. There are special disadvantages attached to service in Burma, and there is dissatisfaction among the members of the Burma Commission arising from the fact that no compensation has been afforded to them. Officers of other Imperial services in Burma draw a special Burma allowance, which has never been granted to members of the Burma Commission. The Royal Commission are in possession of the report of a committee which was recently appointed by the Government of India to enquire whether the conditions of life in Burma are such as to justify the continuance of the Burma allowance; and a copy of this Government's letter in which the Lieutenant-Governor placed his views before the Government of India is attached to this reply. Sir Harvey Adamson considers that the committee's report showed conclusively that the comparative expenses of living and disadvantages of service in Burma, as compared with India, render a Burma allowance necessary if the members of the Indian Civil Service in Burma are not to be permanently relegated to an inferior position. The financial stringency from which the province is at present suffering is the only reason why the Lieutenant-Governor has not yet submitted definite proposals for the grant of a Burma allowance to every member of the Burma Commission.

Letter from the Hon'ble Mr. G. F. ARNOLD, I.C.S., Revenue Secretary to the Government of Burma, to the Secretary to the Government of India, Finance Department, No. 600—13A-1, dated the 31st March 1911.

IN continuation of my letter No. 2772M.—13A-1, dated the 30th November 1910, with which was submitted an advance copy of the report of the Committee appointed to enquire

into the necessity of continuing the Burma allowance, I am directed to submit the conclusions of the Lieutenant-Governor on the said report.

2. The main points for consideration in your letter No. 6125—F. O. & A., dated the 6th December 1909, may be stated as follows:—

(*a*) whether the conditions of life in Burma are still such as to justify the continuance of the Burma allowances;

(*b*) whether, if so, these allowances should not be localized, compensation being given only for service in the most remote or expensive localities;

(*c*) how far the present rule giving an increased mileage allowance in Burma generally is justified by the present circumstances of the province;

(*d*) whether, if a Burma allowance be continued, a uniform limit of salary *plus* allowance should be fixed for all departments.

Instructions to the Committee appointed to hold the enquiry were given in the Financial Department Resolution of this Government, No. 13A-1, dated the 20th April 1910, of which a copy was submitted with my letter No. 520—13A-1, dated the 29th January 1910.

3. The Committee have made a careful enquiry on the points submitted to them, and have come to the conclusions that the continuance of the Burma allowance is justified, that it should be general and not confined to special localities, that the continuance of the increased mileage allowance is also justified, and that there should be no limit of salary *plus* the allowance fixed above which the allowance should not be granted.

These conclusions have been based on evidence relating to statistics of prices in Burma and India, rents, cost of construction of houses, comparative accommodation, expenses of living, scarcity of supplies, cost of furniture, facilities for hiring private houses, average expenditure of officers with consequent comfort or discomfort experienced, difficulties and expense of taking leave and resorting to hill-stations, ability to obtain skilled medical attendance, facilities for education, difficulties and expense of touring, absence of communications, wages of servants, as well as the opinions of numerous witnesses who had served both in India and Burma as to the comparative advantages and disadvantages of service in the two countries. Some very strong opinions were elicited as to the unpopularity of service in Burma and the desire of officers to leave it and return to India even forfeiting any extra allowance or remuneration which they had obtained on transfer to this province. Further, it was shown by the average length of service on retirement of civilians that in Burma officers retire soonest and senior officers take more leave than in any other province except the Punjab. This is doubtless due to the unhealthiness of the climate of Burma and the general lack of amenities in the country. It was also demonstrated that though the relative increase in cost of living has been greater in India, the absolute increase has been greater in Burma, and, that the Burma allowance granted falls short of compensating for the disadvantages of residence in Burma. The observations of Mr. Silberrad, the member of the Committee specially sent over from India to assist in the inquiry, as given in his separate note, contain a strong opinion as to the comparative disadvantages of service in Burma, and include a statement that an addition of Rs. 500 a month to his salary till the end of his service would not compensate him for a transfer to Burma.

The Lieutenant-Governor considers that the conclusions of the Committee are amply warranted by the evidence recorded by them and the reasons adduced, and that it is unnecessary to review further a case which has been so overwhelmingly proved.

4. Although in His Honour's view there is no room for two opinions on the main points that the conditions of service in Burma have been and still are greatly inferior to those of service in India, there are several recommendations of the Committee which need careful consideration. In paragraph 152 of their report they propose a scale of allowances which is to be proportionate to pay, the proportion being somewhat less for subordinates than for gazetted officers. It is understood that some of the officers to whom the grant of this allowance is recommended are shown in Appendix IX to the report, but that according to the Committee's recommendation others who do not now draw it should be permitted to do so, and that no one otherwise eligible should be debarred by the fixing of a limit of salary. It is explained in paragraphs 153—157 that the criterion which the Committee would adopt is that officers recruited at one and the same time and by one and the same method for service in Burma and India should draw the Burma allowance when they serve in Burma, provided that the scale of pay for officers serving in the two countries is the same. Applying this standard, portions only of the Civil Police and Burma Commission would obtain the allowance, which would be denied to the rest on the ground that they joined the service knowing that they would serve in Burma and Burma only. It is argued that they knew what the pay was likely to be, and have no legitimate cause of complaint if they are not subsequently granted an allowance for service in Burma, when other officers in the same or other departments who were jointly recruited for the whole Indian Empire get such an allowance.

With reference to this I am to say that the Lieutenant-Governor approves the scales of allowance proposed in paragraph 152, and also considers that the Committee have made a good case against the adoption of a limit. His Honour concurs with the Committee in deprecating the principle cited in paragraph 5 of your letter No. 6125—F.O. and A., dated the 6th December 1909, viz., that such allowances should be given to assist officers in receipt of moderate salaries on whom local prices weigh heavily, and that therefore in each department a limit either of salary or grade should be fixed beyond which the allowance should not be drawn. If this were the principle, there would be no reason to institute comparisons with conditions of services in other provinces. It would merely be a question whether Government was paying its officers a living wage having regard to the expenses of the particular province in which they were serving. It is clear, however, that this is not the main ground on which such allowances are granted. That ground is the desire to equalize conditions of service and prevent dissatisfaction among officers who in the public interests are posted to work in the least desirable provinces. That this happens to them is often a pure chance due to the particular place they took on some examination list years ago, or some such reason, and they would evidently have real ground for complaint, if on such an account they are penalised for the whole of their service and compensation denied them on the sole ground that it was just their luck. When it is admitted that the principle of equalization of conditions of service is the chief reason for these allowances, it appears to the Lieutenant-Governor that there can be no ground for fixing a limit at which the grant of the allowance shall cease. The Lieutenant-Governor, however, is not able to agree in the proposal that certain members of the Civil Police and the Burma Commission should be considered ineligible for the allowance. Although the reasoning of the Committee is plausible, it seems to him that broader reasons must prevail. If the Burma allowance is to be given to any service, it should, in Sir Harvey Adamson's opinion, be given to the whole service, and not only to officers who are recruited for service in India and Burma. In the first place it seems probable that the conditions of Burma were not sufficiently realised when the rates of pay for service in Burma were fixed. Next it cannot be denied that the officers to whom it is proposed to refuse the allowance do the same work as the new recruits and so naturally expect the same rate of pay. It would appear to them grossly unfair that, after long service during which they had put up with all the disadvantages of Burma, when the allowance was given they should be left out. Further, the splitting up of a service into two parts, one of which drew the allowance while the other did not, could not fail to produce great discontent in it, which would far outweigh any financial advantage gained by Government. For these reasons His Honour cannot subscribe to this recommendation of the Committee.

5. The Committee have not made any recommendation to grant a Burma allowance to those services which are recruited entirely for Burma, such as the Provincial Civil Service, the Land Records Department, the Provincial Police Service and the Subordinate Civil Service. Yet it has been clearly demonstrated in the report that the cost of living in Burma is much higher than in India. If so, it appears to the Lieutenant-Governor only just that, if the Provincial and Subordinate Services in Burma are at the present time recruited at the same rates of pay as the corresponding Provincial and Subordinate Services in other provinces, they should in some way be compensated so that their conditions of service may be equalized as compared with those of their fellows in India and of officers of similar standing in Imperial services who on transfer to Burma draw the allowance. That the Provincial Services in Burma have been recruited, in some cases at all events, at Indian rates of pay, appears to be clear from the following facts: It was proposed in paragraph 68 of the Report of the Indian Police Commission of 1902-1903 that the pay of Deputy Superintendents of Police should run from Rs. 250 to Rs. 500 in four classes. These rates were sanctioned for all India in paragraph 33 of the Resoluton of the Government of India, Home Department, No. 248—259, dated the 21st March 1905, and they are the rates drawn by Deputy Superintendents in Burma. A comparison of the rates of pay of the Provincial Civil Service and the Provincial Judicial Service in Burma, with corresponding services in India, appears to show that they are on substantially the same rates of pay, though in some provinces there are lower grades of such officers. This was referred to in paragraphs 11 and 13 of Appointment Department letter No. 86-7P.—3, dated the 6th March 1902, to the Secretary to the Government of India, Home Department, and a proposal that the pay of the first-grade Extra Assistant Commissioner should be Rs. 1,000 *per mensem* was dissented from in paragraph 5 of Finance Department letter No. 395 of 1905 to His Majesty's Secretary of State, on the ground that it would give rise to a claim for the creation of a similar grade in other provinces. This it would only do if the services were admitted to be recruited on the same rates of pay in the provinces concerned. It was further remarked that the grading proposed by this Government was more favourable than that in various Provincial Services in Northern India, which was an objection to it. In the case of the Burma Forest Provincial Service the rates of pay are the same as in India, and the necessity of giving these officers some compensation for the expenses of living in Burma is recognized by the grant of a Burma allowance. It may be that in some branches the conditions are different in Burma, and it is scarcely possible to institute a comparison. This seems to be so in the case of the Provincial Educational and Veterinary Services. Where, however, the service is one of any size and has been established for any time, the rates of pay appear to be generally similar, or sufficiently so to warrant the inference that the pay of these branches was intended to be fixed at Indian rates.

As regards the Subordinate Service, I am to submit comparative tables showing the rates of pay of the Subordinate Civil Service and Inspectors of Police in Burma and other provinces. Although the rates of pay do not correspond in every grade, it is clear that taken as a whole the pay of these services has been fixed in Burma at the same rates as are given in India. It is possible to find in some or other province appointments corresponding to the appointments in Burma of each service. In these circumstances the statement that in Burma the pay of the Subordinate Services in some cases has been fixed at Indian rates appears to the Lieutenant-Governor to be justified, and in these instances something should be done for such officers if it is intended to equalize the conditions of their service with that of their fellows in India. The Lieutenant-Governor does not propose that Burma allowance should be given to these services

which have been recruited specially for Burma; but he considers that the fact that their pay has been fixed at Indian rates is a good reason for re-examining their position, when financial circumstances permit, in order to see whether it should not be improved. The enhanced cost of living in Burma as compared with India affects them also, and His Honour is of opinion that this should be recognized now and the principle admitted that the rates of pay of these services should be revised, when finances allow of it, so that they may be on an actual and not only on a nominal equality with those of corresponding services in India.

6. Objection may perhaps be raised to the proposal to grant the Burma allowance to the Burma Commission so far as Assistant Commissioners are concerned, on the ground that officers of the lowest grade receive an initial pay of Rs. 50 a month more than officers of similar grade in India, and that the pay of Assistant Commissioners of the first grade is Rs. 1,000 a month whereas in most provinces of India they draw Rs. 900. This matter was formerly referred to in paragraph 4 of the letter of the Government of India in the Home Department, No. 141, dated the 10th March 1899, and it was argued in reply (paragraph 6 of Appointment Department letter No. 649, dated the 23rd March 1899, from the Chief Secretary to the Government of Burma) that the higher rates of pay given to Assistant Commissioners in Burma were the practical equivalent of the local allowances drawn by the lower grades of Imperial Departments in Burma. The Lieutenant-Governor has no desire to repudiate this argument, and will not object to the reduction of the initial pay of the fourth grade of Assistant Commissioners to Rs. 400 and of the first grade of Assistant Commissioners from Rs. 1,000 to Rs. 900 a month as a condition of their obtaining the Burma allowance. Such reduction, however, would not take place until the Burma allowance is actually drawn by the officers of the Commission.

7. In the course of their report, the Committee have dealt with the subject of rents and house accommodation in Burma, in respect of which they consider that officials in Burma are at a special disadvantage as compared with similar officials serving in India. They have stated in paragraph 161 of the report that the allowances proposed by them are not in themselves sufficient to equalize conditions of service in Burma and India, and have recommended a reduction in the interest charged for house accommodation from 3½ per cent. to 1½ per cent. On this point I am to say that the Lieutenant-Governor agrees with the Committee in their opinion that conditions of service in India and Burma cannot be equalized unless the subject of house-rent is dealt with, and he proposes to consider it separately in communication with his advisers in the Public Works Department. The Committee have further shown that concessions other than the enhanced rates of travelling allowance are necessary in order to put Burma on an equality with India and to enable officers to travel in a manner that is conducive to health. These proposals also require prolonged consideration. His Honour thinks it unnecessary to delay consideration of the Committee's general proposals until such time as their special recommendations regarding house-rent and travelling allowance have been completely examined.

8. In the preceding paragraphs of this letter an attempt has been made to show what is necessary in the Lieutenant-Governor's opinion to put all the services in Burma on a par with similar services in India. It is not supposed that the mere grant of these allowances will in fact compensate for the many indirect disadvantages of service in Burma which have been reverted to in the report of the Committee. Injury to health caused by the climate, discomfort, want of educational facilities for children, lack of skilled medical attendance and other such drawbacks are matters which cannot be entirely compensated by money. Further, only those who have to undergo them can realize the full extent to which they are penalised by residence in a country to which such disadvantages attach. In His Honour's opinion the services in Burma have a real ground of complaint if nothing is done to remedy the situation and place them, as nearly as may be, on an equality with similar services in India. He is therefore most anxious that action should be taken to give effect to those recommendations of which he has recorded his approval, and to improve the position of those other services which in his judgment equally need it. Sir Harvey Adamson is aware that financial reasons may be advanced at the present time against such a course, and he does not suggest that the payment of any new allowances should be sanctioned until the finances allow of it. His Honour merely asks that the principles of his recommendations may be accepted, and that it may be left to him to consider the question of carrying out these measures when the financial situation improves. The Government of India have already been addressed in a separate communication on the subject of the finances of this province, and it is hoped that as the result of that representation steps may be taken to relieve the financial stress at an early date. But however that may be, the Lieutenant-Governor urges very strongly that such considerations should not be regarded as a reason for refusing recognition of the justice of a case which has been so plainly demonstrated as in the present instance. I am therefore to solicit that the Government of India may be pleased to support and recommend for the sanction of His Majesty's Secretary of State the following principles:—

(*a*) That a Burma allowance shall be paid to all officers in the services in Burma which have been recruited at one and the same time and by one and the same method for service in Burma and India at the rates recommended by the Burma Allowance Committee in paragraph 152 of their report.

(*b*) That no limit shall be fixed beyond which officers are not eligible for the allowance.

(*c*) That it shall be left to the Lieutenant-Governor to pay these allowances as soon as the finances of the province shall admit of it, and that in the meantime the allowances at present paid shall be continued.

(*d*) That as regards the services which have been specially recruited for Burma only, in those cases in which the pay has been fixed at Indian rates, it shall be recognized now that their pay should be revised when the finances of the province permit, so as to place them on an actual equality with corresponding services in India.

SUBORDINATE CIVIL SERVICE.

GRADE.	Burma.	Bengal.	Madras.	Bombay.	United Provinces.	Eastern Bengal and Assam.	Punjab.	Central Provinces.
	Myokôks.	Sub-Deputy Magistrates and Sub-Deputy Collectors.	Tahsildars.	Mamlatdars.	Tahsildars.	Sub-Deputy Magistrates and Sub-Deputy Collectors.	Tahsildars.	Tahsildars.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
First ...	250	250	From 250 to	250	250	250	250	250
Second ...	225	200	225	225	200	200	200	200
Third ...	200	175	200	200	175	175	175	175
Fourth ...	175	150	175	175	150	150	150	150
(Offg.) ...	150		and		125 minimum.			
Fifth ...	100	100	150 No grade being given.	150	...	100	...	Naib Tahsildars. 100 1st grade. 80 2nd grade. 60 3rd grade.
Sixth ...	50 Myothugyi.	...	...	...	...	...	...	

SUBORDINATE JUDICIAL SERVICE.

GRADE.	Burma.	Bengal.	Madras.	Bombay.	United Provinces.	Eastern Bengal and Assam.	Punjab.	Central Provinces.
	Judicial Myokôks.						Munsifs.	Munsifs.
	Rs.						Rs.	Rs.
First	250	...	...	...	...	...	250	250
Second	200	...	...	...	...	...	200	200
Third	...	...	...	...	...	...	175	175
Fourth	...	...	...	...	...	...	...	150

SUBORDINATE POLICE SERVICE.

Pay of Inspectors of Police.

GRADE.	Burma.	Bengal.	Madras.	Bombay.	United Provinces.	Eastern Bengal and Assam.	Punjab.	Central Provinces.
		*	*				*	Reserve Inspectors.
	Rs.	Rs.		Rs.	Rs.	Rs.		Rs.
First ...	250	...	...	250	200	250	...	250
Second ...	200	...	...	200	175	200	...	200
Third ...	175	...	...	175	150	..	...	175
Fourth ...	150	...	...	150	...	...	...	150
Probationary.	60	...	...	...	...	...	...	...
	Rangoon Town Police.	Calcutta Police.						Circle Inspectors.
First ...	300	300	...	...	...	...	...	250
Second ...	250	250	...	...	...	...	...	200
Third ...	200	200	...	...	...	...	...	175
								150

NOTE.—Appointments not shown in Civil Lists.

22060. (95) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished; and if so, under what conditions? Should such abolition apply to officers already employed, or be restricted to future entrants?—Exchange compensation allowance has been already abolished in the majority of the Indian services, and the Lieutenant-Governor thinks that the abolition may suitably be extended to the Indian Civil Service. A necessary condition is that salaries should be increased by an amount approximately equivalent to the withdrawn allowance. The abolition may then apply to officers already employed as well as to future entrants.

22061. (96) If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?—It will be necessary to grant an increase of salary to all members of the service, including those who now draw no exchange compensation allowance.

22062. (97) How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience, and have you any suggestion to make on the subject?—The system works satisfactorily, and is not productive of inconvenience. The Lieutenant-Governor has no suggestion to offer regarding it.

22063. (98) How is the system of officiating grade promotions, where there is no change of duties, actually worked? Is the system convenient in the interests both of the Government and of the officers of the service? Have you any recommendations to make for its alteration?—The system is that an officer is appointed to officiate in a higher grade whenever a temporary vacancy occurs in that grade. The system is not inconvenient to the Government, and it is responsible for a substantial portion of the emoluments of the officers of the service. The Lieutenant-Governor has no recommendation to make for its alteration.

22064. (99) What is your opinion regarding the substitution for the existing graded system of promotion of a time-scale of salary? If you are in favour of a time-scale, should it be restricted to the lower grades of the service or not?—The Government of Burma has not had any occasion to consider the adoption of a time-scale of salary for the officers of the Burma Commission, and the Lieutenant-Governor is therefore not in a position to express a final opinion regarding it. Sir Harvey Adamson's present opinion is that if a time-scale were adopted for the Burma Commission, it should be restricted to the lower grades of the service, *i.e.*, to the four grades of Assistant Commissioners. His Honour does not at present see any strong objection to the adoption of a time-scale of salaries for Assistant Commissioners only, but the details would have to be worked out by careful investigation.

22065. (100) As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?—The Lieutenant-Governor is not in a position to express a definite opinion regarding a time-scale of salaries for the Burma Commission. He does not at present think that any advantage would be gained by adopting a time-scale for officers above the rank of Assistant Commissioner.

22066. (101) What is your experience of the practical working of time-scales of pay in other Indian services?—Experience in Burma of the working of time-scales of pay in other Indian services is so brief that no useful deduction can be drawn therefrom.

22067. (103) If you are in favour of a time-scale of pay, how would you secure that the recruitment of junior officers is restricted to the number likely to be promoted in a reasonable time to posts of independent responsibility, and do you or do you not consider it desirable that all members of the Indian Civil Service should have the prospect of rising to such posts within a fixed time?—A time-scale restricted, as suggested in the foregoing replies, to officers below the rank of Deputy Commissioner, would apparently not affect the question of recruitment. It is not possible to provide that every member of the Burma Commission shall attain the substantive rank of Deputy Commissioner within a fixed time. The Lieutenant-Governor does not think it possible to do more than, as at present, endeavour to ensure that an officer will officiate permanently as a Deputy Commissioner after completing eight years' service.

22068. (104) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the service?—The Lieutenant-Governor thinks that the present arrangement is suitable; and His Honour would extend it to members of the Indian Civil Service appointed to India under the system proposed in the reply to question (10).

22069. (106) Is there any reason to suppose that officers of the Indian Civil Service take more or less leave of any particular kind than they did 5, 10, 15 or 20 years ago? If so, to what is this due?—The Lieutenant-Governor has no reason to suppose that there has been any material alteration during the periods mentioned as regards the total amount of leave of any particular kind taken by officers throughout their service. In Burma the practice of taking special leave at an early period of an officer's service is more common than it was formerly. The former custom was to take privilege leave only, and then to wait until furlough was due after eight years' completed service. But of the officers now in the Burma Commission who are below twelve years' standing, a large proportion have taken six months' combined privilege leave and special leave after completing three or four years' service. This is probably due to the fact that a comparatively large number of the younger members of the Burma Commission are married men.

22070. (107) Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service; and if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—As a general rule, all the leave on full pay due to an officer in the Burma Commission is taken. Cases doubtless occur in which officers, for private reasons, allow some of the privilege leave due to them to lapse, but such cases may be regarded as exceptional. The Lieutenant-Governor thinks that the amount of privilege leave which can be earned is suitable, and does not recommend any alternative arrangement.

22071. (108) Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—There are cases in which the full amount of six years' furlough admissible during an officer's service is not taken by officers of the Indian Civil Service in Burma; but the full amount of four years' furlough, which is allowed for in the 25 years' service entitling an officer to an annuity of £1,000, is ordinarily taken. The Lieutenant-Governor does not think it desirable to reduce the amount of furlough permissible under the present rules.

22072. (109) Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?—The Lieutenant-Governor considers that the rates of furlough allowances are suitable, and does not recommend any change.

22073. (110) Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other than privilege leave allowances, issued at the Home treasury, or in a colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1s. 6*d.* the rupee? If so, what change?—The Lieutenant-Governor does not recommend any change in regard to this.

22074. (111) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees; and, if so, what change?—The Lieutenant-Governor considers that the maximum and minimum limits at present fixed are suitable, and does not recommend any change.

22075. (112) Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—The Lieutenant-Governor's only recommendation is that stated in the reply to question (113).

22076. (113) Generally speaking, do any of the present leave rules applicable to the Indian Civil Service cause inconvenience to the Administration, and, if so, what, and what remedy do you suggest?—The Lieutenant-Governor is in favour of the recommendation made by the Royal Commission upon Decentralization, in paragraphs 650-658 of their report, namely, that the leave rules should be simplified by the abolition of certain existing restrictions. The system recommended is, briefly, that the leave earned by an officer under the general rules should be entered to his credit, and that he should be allowed to draw upon such credit at any time at which it may be convenient to the Government to spare his services. Proposals for the introduction of such a system have been circulated by the Government of India to Local Governments.

22077. (114) In particular are they a contributory cause of excessive transfers of officers of the Indian Civil Service, and, if so, how can this difficulty be met?—Transfers owing to officers taking leave cannot be avoided, and the Lieutenant-Governor does not think that the transfers which take place on this account in Burma can be described as excessive. Such inconvenience as exists will probably be slightly lessened if the leave rules are simplified as suggested in the reply to question (113).

22078. (115) Do any of the present leave rules press hardly in any way on officers of the Indian Civil Service themselves, and, if so, in what respects? What is, in your opinion, the appropriate remedy?—There are restrictions in the present leave rules which press hardly on individuals in certain cases, in particular, the restrictions on the combination of different kinds of leave, and the periods which must elapse before leave of certain kinds can be repeated. The simplification proposed in the reply to question (113) will provide a sufficient remedy.

22079. (116) Do the present leave rules applicable to Statutory Civilians, or to officers of the Provincial Civil Services employed in listed posts, cause any inconvenience to the administration, or press hardly on the officers themselves, and in what respects? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?—The present rules do not cause inconvenience to the administration, and the Lieutenant-Governor does not think that they press hardly on the officers themselves. Sir Harvey Adamson thinks it reasonable that there should be separate sets of leave rules for officers whose homes are in India and in England, respectively.

22080. (118) Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service?—So far as the Lieutenant-Governor is aware, the present system of equal annuities is generally accepted as satisfactory both by the Government and by the members of the Indian Civil Service. This reply is, however, subject to the recommendations contained in the replies to questions (120) and (122).

22081. (119) Would a non-contributory system of superannuation pensions, varying in amount with the amount of salary drawn at the time of retirement, be preferable in the interests either of the Government or of the members of the Indian Civil Service?—The Lieutenant-Governor does not think that the substitution of a non-contributory system of superannuation pensions would further the interests of the Government; and he doubts if it would be welcomed by the members of the Indian Civil Service. His Honour's view is that the assured annuity of £1,000 after 25 years' service is one of the main factors which attract young men to enter the Indian Civil Service; and that it would

be dangerous to substitute another system which might prove less attractive.

22082. (120) Assuming the maintenance of the annuity system, do you suggest any modifications in its detailed working, and, if so, what and for what reasons?—One modification which the Lieutenant-Governor desires to suggest is that the 4 per cent. contribution which every member of the Indian Civil Service makes towards his annuity should cease to be levied from him after he has earned his annuity by completing 25 years' service. This would be a substantial concession to officers nearing the end of their career, and Sir Harvey Adamson recommends that it be granted.

22083. (121) In particular, what is your opinion of the arrangement by which members of the Indian Civil Service, who are appointed Judges of High Courts, obtain special pensions of £1,200 a year after 11½ years' actual service as Judges? Do you recommend any change in the present conditions?—The Lieutenant-Governor thinks that it would be undesirable to apply differential treatment to Judges of High Courts according as they are recruited from the Bar or from the Civil Service, and he therefore does not recommend any change in this respect.

22084. (122) Do you consider that a similar system should be applied to the cases of high Executive officers, and, if so, to which? Please state the amount of pension and the conditions which you recommend as suitable?—The Lieutenant-Governor would maintain, as a general rule, the principle which awards to members of the Indian Civil Service a uniform scale of annuity on retirement; and for this reason Sir Harvey Adamson would not extend the system which applies to High Court Judges, to high Executive officers generally. There is, however, one exception to this rule which the Lieutenant-Governor would make, namely, in regard to the pension of Lieutenant-Governors. A Lieutenant-Governor as head of a Province holds an altogether exceptional position; and it was for that reason that the Government of India, in their despatch to the Secretary of State No. 16, dated the 5th February 1903, recommended that an officer who has held the rank of Lieutenant-Governor should draw a special additional pension of £100 for every completed year during which he has held office, subject to a maximum of £500. The proposal was rejected by the Secretary of State on the ground that if an exception were made in the case of Lieutenant-Governors, it would be difficult to refuse similar applications on behalf of other high officials. But the exception has been made in the case of High Court Judges, and Sir Harvey Adamson sees no reason why the case of Lieutenant-Governors also should not be treated as a special exception. The arguments put forward by the Government of India in their abovementioned despatch appear to His Honour to have great force.

22085. (123) Assuming the substitution of a non-contributory system of superannuation pensions varying in amount with the amount of salary drawn at the time of retirement, please describe the system that you recommend?—The Lieutenant-Governor does not recommend the substitution of a non-contributory system of superannuation pensions.

22086. (124) Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?—The Lieutenant-Governor strongly recommends the introduction of such a system. Sir Harvey Adamson shares the views of the Government of India, as stated in their despatch to the Secretary of State No. 20, dated the 19th September 1912, *i.e.*, that the scale allowed in the event of premature retirement for reasons of ill-health should be adopted as a standard in the case of officers retired on account of inefficiency, the standard to be departed from only on special cause shown.

22087. (125) Do you consider the existing pension rules suitable in the interests both of the Government and of the members of the Indian Civil Service? In particular, what is your opinion of the present rules regulating voluntary and compulsory retirement?—The Lieutenant-Governor considers that the existing pension rules are suitable having regard to both interests. His Honour is satisfied with the present rules regulating voluntary and compulsory retirement, *i.e.*, the rules by which an officer can retire on a full annuity after 25 years' service, and must retire after 35 years' service unless he is holding one of certain high appointments.

22088. (126) Do you approve of the present system regulating the pensions of Military officers holding Indian Civil Service posts? If not, what do you suggest?—The Lieutenant-Governor approves the present system, and does not suggest any alteration.

22089. (127) Do you approve of the present system regulating the pensions of Statutory Civilians? If not, what do you suggest?—There are no Statutory Civilians in Burma.

22090. (128) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Services holding listed posts?—The Lieutenant-Governor considers that the present system is suitable.

22091. (129) Do you accept as satisfactory the regulations of the Indian Family Pension Fund, or have you any suggestions to make either for their abolition or for their alteration? Have you any proposals to make in regard to the present methods of working such regulations?—The Lieutenant-Governor accepts the regulations as satisfactory, and has no suggestions to offer.

22092. (130) In particular do you approve of the exclusion from their benefits of "Natives of India" who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?—Experience in Burma does not justify the expression of any opinion on this subject.

22093. (133) Is the existing system under which provision is made for the families of deceased Military officers holding Indian Civil Service posts satisfactory? If not, what would you suggest?—Provision for the families of deceased Military officers holding Indian Civil Service posts is made in accordance with the Indian Military Service Family Pension Regulations, which apply to the officers of the Indian Army. The Lieutenant-Governor has no suggestion to offer with regard to these regulations.

22094. (134) Have you any criticisms to make on the facilities at present offered—(*a*) to Statutory Civilians, (*b*) to members of the Provincial Civil Services holding listed posts, for providing for their families against their decease?—There are no Statutory Civilians in Burma. Members of the Provincial Civil Service holding listed posts are entitled to contribute to the Government General Provident Fund, and the Lieutenant-Governor does not think that anything further is required.

22095. (136) Are you satisfied with the existing organization of the Indian Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you suitable?—Subject to the proposals which the Lieutenant-Governor has put forward in the replies to the foregoing questions, His Honour is satisfied with the existing organization.

Written answers relating to the Provincial Civil Service.

22096. (1) Please refer to Government of India Resolution No. 1046-1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—The Lieutenant-Governor considers that the conditions are suitable, and does not recommend any alteration. [The Government of India Resolution has been published as an Appendix to this Government's rules regulating the appointment of members of the Burma Provincial Service. A copy of those rules is attached to the reply to question (2).]

22097. (2) Please supply a copy of the rules for the recruitment of the Provincial Civil Service in force in your province. Are these rules suitable, or have you any recommendations to make for their alteration?—A copy of the rules is attached to this reply. The Lieutenant-Governor considers that the rules are suitable, and does not recommend any alteration.

NOTE.—The appointments of Deputy Commissioner and Settlement Officer are not open to members of the Provincial Judicial Service.

No. 546, dated Rangoon, the 7th December 1910.

NOTIFICATION.—By the Government of Burma, Appointment Department.

No. 546—The following rules regulating the appointment of members of the Burma Provincial, Civil and Judicial Services are published for general information. The Resolution of the Government of India in the Home Department, Nos. 1046—1058 (Establishments), dated the 19th August 1910, on which the rules have been based, is published as an appendix* thereto.

* This Resolution appears on page xxxiii of this volume.

1. The undermentioned posts have been notified as appointments to which members of the Burma Provincial Service may be appointed, subject to the rules for the time being in force under 33 Vict., Cap 3, section 6:—

2 appointments of Deputy Commissioner.
2 appointments of District Judge.
1 appointment of Settlement officer.

2. When the abovementioned appointments are held by members of the Provincial Service, their pay is as follows:—

Deputy Commissioner—	Rs.
1st grade	1,600
2nd ,, ...	1,200
3rd ,, ...	1,000
District Judge	1,000
Settlement officer ...	1,000

3. The Provincial Service consists at present of the following appointments graded as below:—

	Rs. Per mensem.
Civil.	
3 Extra Assistant Commissioners, 1st grade	800
6 Extra Assistant Commissioners, 2nd grade	700
10 Extra Assistant Commissioners, 3rd grade	600
36 Extra Assistant Commissioners, 4th grade ...	500
36 Extra Assistant Commissioners, 5th grade	400
36 Extra Assistant Commissioners, 6th grade	300
	Rs. Per mensem
Judicial.	
1 Judicial Extra Assistant Commissioner, 1st grade ...	800
1 Judicial Extra Assistant Commissioner, 2nd grade ...	700
2 Judicial Extra Assistant Commissioners, 3rd grade ...	600
6 Judicial Extra Assistant Commissioners, 4th grade	500
6 Judicial Extra Assistant Commissioners, 5th grade ...	400
6 Judicial Extra Assistant Commissioners, 6th grade ...	300

NOTE.—The Local Government reserves the right to make promotion to the superior grades of the Provincial Service without regard to seniority. Seniority alone gives no claim to promotion to the 4th and higher grades.

4. There are also three appointments of Probationary Extra Assistant Commissioner. An officer may be appointed either to be an Extra Assistant Commissioner on probation or to be a Probationary Extra Assistant Commissioner. In either case the period of probation is ordinarily two years, during which time probationers receive a practical training and are expected to pass the prescribed departmental examinations by the higher standard. Any probationer failing

to pass the departmental examinations by the higher standard within two years is liable to be removed from his appointment.

5. The recruitment of the Provincial Service in Burma is made partly by the appointment of selected members of the Subordinate Civil and Judicial Services and other departments, such as the Police, and partly by the appointment of persons not already in Government service. A register is kept in the office of the Chief Secretary to Government in which are entered the names of approved candidates for appointment to the Provincial Service, other than members of the Subordinate Civil and Judicial Services, and from which selections are made by the Lieutenant-Governor as vacancies become available.

6. Vacancies in the Provincial Service shall ordinarily be filled by the appointment of persons who are Natives of India as defined in 33 Vict., Cap. 3, section 6. The name of an applicant who is not a Native of India may, at the discretion of the Lieutenant-Governor, be entered in the register referred to in rule 5, but he shall not be appointed to the Provincial Service except with the sanction of the Governor-General in Council. Nor may a member of the Subordinate Civil or Judicial Service who is not a Native of India be appointed to the Provincial Service, except with the like sanction.

NOTE.—With the previous sanction of the Governor-General in Council in each case, a limited number of appointments in the Burma Provincial Civil Service are filled by Europeans recruited for employment on frontier work.

7. Subject to the provisions of rule 4, no member of the Provincial Service shall be dismissed or removed otherwise than on the result of a judicial or formal departmental inquiry.

8. A candidate for admission to the register will ordinarily be required to possess the undermentioned qualifications before he is registered :—

(*a*) If he is a Native of India as defined in 33 Vict., c. 3 section 6, he must be a Native of Burma or a person who has definitely settled in Burma and has recently resided for not less than three years in Burma.

(*b*) If he is not already in Government service, he must not be under 21 or over 25 years of age.

NOTE.—This does not apply to Barristers, Advocates or Pleaders registered for appointment to the Judicial branch; these excepted cases are governed by Article 51 of the Civil Service Regulations. No Barrister, Advocate or Pleader will be appointed as such to the Provincial Service, although he has been admitted to the register, unless he has been at least three years actually practising his profession in Burma and can speak Burmese.

(*c*) Every candidate must give satisfactory evidence that he possesses a *minimum* educational qualification equivalent to the Matriculation Standard of the Calcutta University.

(*d*) He must give satisfactory evidence of (i) good moral character, (ii) good physique, (iii) habits of personal activity and (iv) gentlemanly bearing.

9. A registered candidate who holds no substantive appointment under Government will be required to comply with the undermentioned conditions before he is appointed to the Provincial Service :—

(*a*) He must furnish the certificate of physical fitness prescribed by Article 49 of the Civil Service Regulations.

(*b*) If Burmese is not his native language, he must have passed the departmental examination in Burmese by the higher standard.

NOTE.—This condition may be relaxed in the case of an officer recruited for frontier or other special work. Such an officer will be required to pass in Burmese within two years under rule 4.

10. A Myook appointed to the Provincial Service is ordinarily appointed to be an Extra Assistant Commissioner, 6th grade, permanently. Any other officer of Government who is transferred to the Provincial Service is ordinarily appointed to be an Extra Assistant Commissioner, 6th grade, on probation, and comes under the provisions of rule 4. A registered candidate who holds no substantive appointment under Government and who is selected for appointment to the Provincial Service is appointed to be a Probationary Extra Assistant Commissioner, and receives pay at the rate of Rs. 250 per mensem until he passes the departmental examinations in all subjects by the higher standard and has completed the two years' period of probation referred to in rule 4. He is then, if his service is approved, appointed to be an Extra Assistant Commissioner, 6th grade, permanently, as soon as a substantive vacancy occurs in that grade.

11. All officers appointed to the Provincial Service rank, while in the 6th grade of Extra Assistant Commissioners, according to the dates of their respective appointments, whether permanent or on probation; but an Extra Assistant Commissioner appointed on probation will not be given promotion beyond the 6th grade so long as he is still on probation. A Probationary Extra Assistant Commissioner, when appointed to be an Extra Assistant Commissioner, 6th grade, takes rank in that grade in accordance with the date of his first appointment to be a Probationary Extra Assistant Commissioner.

22098. (3) Please see the statement showing the constitution of the Provincial Civil Service reproduced as Appendix B to these questions, and state whether the information is correct for your Province. If not, what alterations are required?—The 6th grade of Extra Assistant Commissioners in Burma contains 36 officers, and not 35 as shown in Appendix B. There is moreover a probationary grade, on Rs. 250 a month, which contains 3 officers, who are not shown in Appendix B. With these two exceptions, the figures in Appendix B are correct so far as Burma is concerned.

22099. (4) Please state the different systems of recruitment that have been adopted for the Provincial Civil Service, the periods for which they were in force, and the number of officers recruited year by year in your province under each system since its formation?—Until the rules of 1910 [attached to the reply to question (2)] were framed, there were no formal rules in Burma to regulate the appointment of members of the Provincial Civil Service; but the principle has long been recognized in Burma that appointments in the Provincial Service ought ordinarily

to be reserved for Natives of India. On the annexation of Upper Burma, however, it became necessary to appoint a number of Extra Assistant Commissioners who were not Natives of India, because qualified Natives of India were not available for all the Sub-divisional charges which had to be filled by Extra Assistant Commissioners. Since that time many more Extra Assistant Commissioners who are Natives of India have become available in Burma for Sub-divisional charges, but on the other hand a number of frontier charges and charges in the Chin Hills and Shan States have been created from time to time, and have been allotted to the Provincial Civil Service; and to fill these charges Europeans are indispensable. So far as Sub-divisions in the interior of Burma are concerned, the necessity of appointing Europeans to be Extra Assistant Commissioners has now ceased, but so far as the charges on and near the frontier are concerned, the necessity exists and will continue to exist. Europeans are not appointed to the Provincial Civil Service in Burma except for the purpose of filling such charges. The only system which has been adopted in Burma is that recruitment to the Provincial Civil Service is made partly by selection from the Subordinate Civil Service and other Departments, such as the Police, and partly by the direct appointment of outsiders not already in Government service. During the 10 years from 1901 to 1910, *i.e.*, prior to the introduction of the rules now in force, 148 officers were recruited in Burma for the Provincial Civil Service. Of these, 104 were officers selected from the Subordinate Civil Service, 8 were selected from the Police, 4 from the Education Department, 2 from the Excise Department, 1 from the Land Records Department, 7 from Ministerial appointments, 2 from Judicial appointments, and 20 were direct appointments of outsiders. Of these 20, 13 were Natives of India and 7 were Europeans. The following statement shows the numbers and classes of officers recruited to the Burma Provincial Civil Service in each of the years from 1910 to 1912 :—

YEAR.	Promoted from the Subordinate Civil Service.	DIRECT APPOINTMENTS OF OUTSIDERS.	
		(*a*) Natives of India.	(*b*) Europeans.
1910 ...	23	3	1
1911 ...	1	2	1
1912 ...	1	5	*Nil.*

22100. (5) Please state the number of natural-born subjects of His Majesty other than "Natives of India" recruited in your province in each year?—Persons other than Natives of India are recruited to fill frontier posts only. Recruitment is made in accordance with actual requirements, which vary from time to time; and the number of persons to be recruited annually has not been fixed. The number of persons other than Natives of India recruited to the Burma Provincial Civil Service in each of the years from 1901 to 1912 is as follows :—

1901-4, *Nil*; 1905, 1; 1906, 2; 1907, 2; 1908, *Nil*; 1909, 1; 1910, 1; 1911, 1; 1912, *Nil*; Total in 12 years, 8.

22101. (6) What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend?—The officers selected by both the methods adopted in Burma, *i.e.*, selection from persons already in Government service and direct recruitment of outsiders, have as a general rule given reasonable satisfaction; and the Lieutenant-Governor does not think that either method of recruitment should be adopted to the exclusion of the other. Sir Harvey Adamson considers that the present mixed system of recruitment is satisfactory, and does not recommend any alteration. In the case of the direct recruitment of outsiders, Sir Harvey Adamson is not in favour of any system of competitive examination, whether with or without nomination. He believes that the present system is the best, by which candidates are required to possess a minimum educational qualification before they are admitted to the Register, and a selection is then made from among the candidates on the Register, as vacancies occur, having regard to their moral character, physique, habits of personal activity, gentlemanly bearing, and any other qualities which are likely to fit them for the public service.

22102. (7) To what extent are non-residents of the province employed in your Provincial Civil Service? Do you consider that only residents of the province should ordinarily be recruited?—As already stated, a certain number of Europeans are required in the Burma Provincial Civil Service to fill frontier posts. Apart from these, the Service is recruited almost entirely from among Natives of Burma, to the exclusion of Natives of other provinces. The Lieutenant-Governor considers that this system is sound, and that only residents of the province should ordinarily be recruited in Burma.

22103. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—Members of Indian races which are not indigenous to Burma are seldom recruited to the Burma Provincial Civil Service; and members of such races would not ordinarily be suitable for the work of Extra Assistant Commissioners among the Burmese population. With that exception, all classes and communities in Burma are duly represented under the existing system of recruitment; and the Lieutenant-Governor considers that the existing arrangements require no alteration in this respect.

22104. (9) What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory; and, if not, what alterations do you recommend?—A Myook who is appointed to the Provincial Civil Service has undergone his training in the Subordinate Civil Service, and no further training is required in his case. Any other officer of Government who is transferred to the Provincial Civil Service and any outsider who is

selected for appointment to the Provincial Service are appointed on a probation for two years, during which time they receive a practical training and are expected to pass the prescribed departmental examinations by the higher standard. Any such probationer who fails to pass the departmental examinations by the higher standard within two years is liable to be removed from his appointment. The training which these probationers undergo is similar to that prescribed in the case of Assistant Commissioner. The Lieutenant-Governor thinks that the system is satisfactory, and does not recommend any alteration.

22105. (10) Is the existing system of departmental examinations suitable; and, if not, what changes do you recommend?—The Lieutenant-Governor thinks that the existing system of departmental examinations is suitable, and does not recommend any change.

22106. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—The Lieutenant-Governor does not recommend any change in this respect.

22107. (12) What is the system on which the strength of the $\frac{\text{Executive}}{\text{Judicial}}$ branch of your Provincial Civil Service is fixed? Do you consider it satisfactory; and, if not, what alterations do you recommend?—As regards the Executive branch, the system is first to reckon the exact number of inferior charges in the province, including the number of deputation charges shown by experience ordinarily to be necessary, and from the figure thus arrived at to deduct the number of posts to fill which junior members of the Indian Civil Service of from 2 to 8 years' completed service are available. The balance is the number of appointments to be provided for in the Provincial Civil Service; and to the total is then added a number of posts to form a leave reserve. The strength of the Judicial branch is fixed in accordance with the number of officers actually required to dispose of the current work of the courts of which Extra Assistant Commissioners are ordinarily in charge, and no deduction is made on account of junior officers of the Indian Civil Service. The Lieutenant-Governor considers that the system is satisfactory, and does not recommend any alteration.

22108. (13) In particular, is the leave reserve adequate, and the system on which it is graded suitable?—The leave reserve in the Burma Provincial Service consists of 15 officers in the Executive branch and 4 officers in the Judicial branch. The Lieutenant-Governor considers that the reserve is adequate, and that the system on which it is graded is suitable. [The grading is in accordance with the principles laid down by the Government of India in their Home Department Resolution No. 68-2024—35, dated the 15th December 1881.]

24109. (14) Is there any reserve for officers under training, and is it adequate?—The reserve for training in the Burma Provincial Civil Service consists of three probationary officers. There is no separate reserve for the Judicial branch. The reserve has hitherto been found to be reasonably adequate.

22110. (15) What is the annual rate of recruitment, and how is it fixed? Has it worked well in practice, and does it secure an even flow of promotion?—There is no fixed annual rate of recruitment in Burma. Recruits are selected to fill vacancies as they occur. The Lieutenant-Governor thinks that the system has worked well, and that the flow of promotion is sufficiently even.

22111. (16) To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?—The Government of Burma has reserved the right to make promotions to the superior grades of the Provincial Service without regard to seniority; and it has been laid down that seniority alone gives no claim to promotion to the 4th and higher grades. The principle is stated in a Note under rule 3 of the rules regulating the appointment of members of the Burma Provincial Service, and is observed in practice. In making promotions in and above the 4th grade of Extra Assistant Commissioners, due regard is paid to seniority, but an officer is not promoted unless he has shown himself to be thoroughly efficient and trustworthy. The Lieutenant-Governor does not think that any change of practice is required in this respect.

22112. (17) Are you satisfied that under the existing system of promotion the interests of individual officers and of the administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—The Lieutenant-Governor considers that under the existing system the interests of individuals and of the administration are reconciled so far as is possible, and does not suggest any alteration. Under the system which obtains in Burma, the majority of officers prove their fitness by actual service in subordinate employment before they are appointed to the Provincial Service, and the direct recruits are not only carefully selected but undergo a term of probation before they are confirmed. In these circumstances the Lieutenant-Governor does not think that it is necessary to make special provision for the compulsory retirement of inefficient officers, so far as the Burma Provincial Service is concerned.

22113. (18) To what extent are the functions of the officers of the executive and judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?—There is a separate Provincial Judicial Service in Burma, and the functions of its members are completely differentiated from those of the members of the executive branch. The members of the Provincial Judicial Service are employed almost entirely on judicial work, namely, as Judges of the Small Cause Courts in Rangoon and Mandalay, as Additional Judges of District Courts, and as Judges of Sub-divisional Courts in Lower Burma. Some members of the executive branch, however, perform judicial as well as executive functions. Thus, in Upper Burma an Extra Assistant Commissioner, who is a Sub-divisional officer, is also the Judge of the Sub-divisional Court, but in all the busiest Districts of Lower Burma the Subdivisional Courts are in the charge of Judicial Extra Assistant Commissioners. The Lower Burma system is spreading by degrees as the Province develops, and as the executive duties of Sub-divisional officers become too onerous to be combined with judicial functions. In Burma the expansion of work is gradually solving for itself the problem of separating executive and judicial functions, and the Lieutenant-Governor does not consider that any change of system is required.

22114. (19) Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to these posts suitable? If not, what alterations do you suggest?—[The Lieutenant-Governor has answered this question in his reply to question (10) of the questions relating to the Indian Civil Service.] His Honour is in favour of maintaining the existing arrangements with one modification only, namely, that instead of listing certain actual posts to be held, His Honour would set apart in each Province a certain number of places in the Indian Civil Service to which selected members of the Provincial Service might be appointed.

22115. (20) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?—[The Lieutenant-Governor has answered this question in his reply to question (36) of the questions relating to the Indian Civil Service.] Sir Harvey Adamson considers that ordinarily Natives of India to fill listed posts or posts in the Indian Civil Service should be selected from the Provincial Civil Service, where they have proved their fitness by actual experience in duties similar to those which they will exercise in their new position.

22116. (21) Are you satisfied with the present designation "the Provincial Civil Service?" If not, what would you suggest?—The Lieutenant-Governor considers that the present designation is suitable, and does not suggest any alteration.

22117. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—The Lieutenant-Governor considers that the principle is suitable, if properly understood. But it must be remembered that the best available men may be attached not only by the pay but by the dignity of the appointment and the power which it places in their hands. These allurements may attract men to posts of which the pay is inadequate, and thus lead to a situation of considerable danger. In his reply to question (24) the Lieutenant-Governor has explained why the pay of the Provincial Service in Burma should in his opinion be higher than elsewhere.

22118. (23) Please give full information regarding the rates of pay and the number of posts in each of the main grades of the Provincial Civil Service authorised on the 1st April of each of the following years:—1890, 1900, and 1912. When was the last general reorganization effected, and what improvement of prospects was effected thereby?—A tabular statement is attached to this reply, containing the information required. The last re-organization of the Burma Provincial Civil Service was in 1909, when 19 additional appointments were created. These appointments were spread over the various grades, and the prospects of the Service as a whole were not improved thereby.

MAIN GRADES.	1ST APRIL 1890.		1ST APRIL 1900.		1ST APRIL 1912.	
	No.	Pay.	No.	Pay.	No.	Pay.
		Rs.		Rs.		Rs.
Extra Assistant Commissioners, 1st grade ...	2	800	1	800	3	800
Ditto ditto, 2nd ,, ...	3	700	2	700	5	700
Ditto ditto, 3rd ,, ...	6	600	5	600	10	600
Ditto ditto, 4th ,, ...	17	500	17	500	36	500
Ditto ditto, 5th ,, ...	16	400	17	400	36	400
Ditto ditto, 6th ,, ...	20	300	23	300	36	300
Probationary Extra Assistant Commissioners ...	...	...	...	...	3	250
Judicial Extra Assistant Commissioner (5), 1st grade	...	...	...	...	1	800
Ditto ditto, 2nd ,,	...	...	...	...	1	700
Ditto ditto, 3rd ,,	...	...	...	...	2	600
Ditto ditto, 4th ,,	...	...	...	...	3	500
Ditto ditto, 5th ,,	...	...	...	...	3	400
Ditto ditto, 6th ,,	...	...	...	...	9	300

22119. (24) Are the existing rates of pay and grading in the Provincial Civil Service of your Province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?—The Lieutenant-Governor recommends improvement both in the grading and pay of the Burma Provincial Civil Service. The existing rates of pay in Burma are the same as those prescribed for the Provincial Services in other Provinces, namely, Rs. 250 in the lowest grade and Rs. 800 in the highest grade; but there is in reality serious inequality, because the cost of living in Burma is much higher than in India. This is a matter which has recently been examined by a Committee, whose report

is in the possession of the Royal Commission and has been referred to in this Government's reply to question (94) of the questions relating to the Indian Civil Service. A copy of a letter* in which the Lieutenant-Governor's views on the subject have been placed before the Government of India is attached to this reply. So far as the Burma Provincial Service is concerned, Sir Harvey Adamson thinks that the pay of its members should be increased so as to place them on an actual and not merely a nominal quality with the members of Provincial Services in India. Financial reasons have hitherto prevented the Lieutenant-Governor from making definite proposals to that effect. The present grading of the Provincial Civil Service in Burma [omitting the Probationers on Rs. 250] is as follows:—3 on Rs. 800, 5 on Rs. 700, 10 on Rs. 600, 36 on Rs. 500, 36 on Rs. 400, 36 on Rs. 300: total 126. The number in the first three grades is thus 18, *i.e.*, 14 per cent. of the total cadre. This percentage of 14 was fixed by the Government of India in 1881, on the ground that the appointments in first three grades should be limited to a number sufficient to provide for specially able or distinguished officers. In 1902 and 1904 the Burma Government recommended that the proportion of appointments in the three senior grades in Burma should be increased, on the ground that special reasons exist for a more liberal grading in Burma than in other Provinces; but the Government of India decided that the standard scale laid down in 1881 for the whole of India should be adhered to in Burma. The result of the present grading is that a minority only of the members of the service can expect to rise beyond the 4th grade; and having regard to the special conditions in Burma, the Lieutenant-Governor does not consider that the pay and prospects are at present sufficient to put the members of the service beyond the reach of temptation or to enable them to maintain their position and to educate their families in a suitable manner. His Honour therefore recommends that in Burma the first three grades should include 25 per cent., and the three lower grades 75 per cent. of the total cadre; and His Honour would regrade the service, on revised rates of pay, as follows:—5 on Rs. 900, 9 on Rs. 800, 18 on Rs. 700, 31 on Rs. 550, 31 on Rs. 400, 32 on Rs. 300: total 126. The above relates to the Executive branch of the Provincial Service, but the arguments apply equally to the Judicial branch. The present grading of the Provincial Judicial Service in Burma is as follows:—1 on Rs. 800, 1 on Rs. 700, 2 on Rs. 600, 8 on Rs. 500, 8 on Rs. 400, 9 on Rs. 300: total 29. His Honour recommends that the cadre be regarded, on revised rates of pay, as follows:—2 on Rs. 900, 2 on Rs. 800, 3 on Rs. 700, 7 on Rs. 550, 7 on Rs. 400, 8 on Rs. 300: total 29.

22120. (25) Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?—As stated in the reply to question (24), the Lieutenant-Governor considers that the members of the Burma Provincial Civil Service are in need of some increase of emoluments, but he does not think that it should take the form of officiating promotions. His Honour is satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service.

22121. (26) What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?—The Government of Burma has not had any occasion to consider the adoption of a time-scale of salary for the officers of the Provincial Civil Service, and the Lieutenant-Governor is therefore not in a position to express a definite opinion regarding it. But Sir Harvey Adamson is disposed to think that a suitable time-scale could hardly be devised for the Burma Provincial Civil Service, owing to the two different methods by which the service is recruited. A member of the Subordinate Civil Service who is selected for promotion to the Provincial Civil Service enters the Provincial Service probably at about 40 to 45 years of his age, and can therefore expect to serve during from about 10 to 15 years only in the Provincial Service. It would be very difficult to devise a time-scale equally suitable to such an officer and to an officer appointed directly to the Provincial Civil Service at an age of from 21 to 25 years, seeing that the latter might expect to serve during about 30 years in the Provincial Service. If therefore a time-scale were adopted in Burma, it should probably be restricted to the 5th and 6th grades.

22122. (28) What is your experience of the practical working of time-scales of pay in other Indian services?—Experience in Burma of the practical working of time-scales of pay in other Indian services is so brief that no useful deduction can be drawn therefrom.

22123. (30) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—This question has been answered in the Lieutenant-Governor's reply to question (104) of the questions relating to the Indian Civil Service. The Lieutenant-Governor thinks that the present arrangement is suitable; and His Honour would extend it to officers selected for appointment to the Indian Civil Service under the system which he has proposed in the reply to question (10) of the questions relating to that service.

22124. (31) Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15 or 20 years ago? If so, to what is this due?—The Lieutenant-Governor has no reason to suppose that there has been any material alteration in this respect during the periods mentioned.

22125. (32) Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service; and if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—All the leave on full pay—*i.e.*, privilege leave—due to them, is not ordinarily taken by officers of the Provincial Civil Service in Burma. The reason in the case of Natives of Burma, who have their homes and families in Burma, probably is that they have no inclination to take frequent holidays so long as they are in good health, and their pay is not more than sufficient to enable them to live quietly at home; and, in the case of Europeans, that their pay is not sufficient to enable them to take frequent holidays to Europe. As already stated, the Lieutenant-Governor desires to increase the pay of the Provincial Civil Service in Burma when the state of the provincial finances permits. The Lieutenant-Governor does not desire to make any alteration in the amount of leave on full pay which is admissible to officers of the Provincial Civil Service under the existing rules.

22126. (33) Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—All the furlough due to them is not ordinarily taken by officers of the Provincial Civil Service in Burma; but the Lieutenant-Governor would not make any reduction in the amount of furlough which an officer can take under the existing rules.

22127. (34) Do you consider that the rates of furlough allowances are suitable? If not what changes do you recommend?—Under, Article 340 of the Civil Service Regulations a member of the Provincial Civil Service on furlough is entitled to half his average salary. The Lieutenant-Governor considers that this is a suitable rate of furlough allowance.

22128. (35) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?—The maximum and minimum rates of leave allowances are given in Articles 341 and 342 of the Civil Service Regulations. Half average salary is subject to the following maxima:—(*i*) if paid in India, Rs. 666-$\frac{2}{3}$ a month in the case of officers holding listed appointments, and Rs. 500 a month in the case of other officers; and (*ii*) if paid in England, £600 a year; and the following minima:—

(*a*) if paid in India, Rs. 166-$\frac{2}{3}$ a month or $\frac{1}{4}$ths of the salary last drawn on duty, whichever is less; and,

(*b*) if paid in England, £200 a year or $\frac{1}{4}$ths of the salary last drawn on duty, whichever is less.

The Lieutenant-Governor considers that these limits are suitable.

22129. (37) Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the administration; and, if so, what, and what remedy do you suggest?—The present leave rules do not cause inconvenience to the administration.

22130. (38) In particular, are they a contributory cause of excessive transfers of officers; and, if so, how can this difficulty be met?—Transfers owing to officers taking leave cannot be avoided; and the Lieutenant-Governor does not think that the transfers which take place on this account among officers of the Burma Provincial Civil Service can be described as excessive.

22131. (39) Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service; and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for European and Indian services as suitable?—The Lieutenant-Governor thinks it reasonable that there should be separate sets of rules for officers whose homes are in India and in England, respectively; but there are restrictions in the present leave rules which press hardly on individuals in certain cases, in particular the restrictions on the combination of different kinds of leave and the periods which must elapse before leave of certain kinds can be repeated. The Royal Commission upon Decentralization made certain recommendations for the removal of these restrictions and the simplification of the general rules; and the Government of India are considering a scheme on those lines. If such a scheme is introduced, the rules will, in Sir Harvey Adamson's opinion, be satisfactory.

22132. (40) Is the present system of superannuation pensions satisfactory in the interests both of the Government and the members of the Provincial Civil Service?—The Lieutenant-Governor considers that the present system is satisfactory in the interests both of the Government and the members of the Provincial Civil Service.

22133. (41) Have you any suggestions to make in favour of any modifications in its detailed working; and, if so, what, and for what reasons?—The Lieutenant-Governor has no suggestions to make with regard to this.

22134. (42) Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient, but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?—As stated in the reply to question (17), the Lieutenant-Governor does not think that the necessity for such a system has been shown to exist in Burma. But if the system were introduced, the proposal made in this Government's reply to question (124) of the questions relating to the Indian Civil Service would be suitable for the Provincial Service also, namely, that the scale of pension allowed in the event of premature retirement for reasons of ill-health should be adopted as a standard in the case of officers retired on account of inefficiency, the standard to be departed from only on special cause shown.

22135. (43) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?—The Lieutenant-Governor thinks that the present system is suitable, and does not suggest any alteration.

22136. (44) Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what

*This letter is printed in the answer to question (94) of the Indian Civil Service questions preceding (*vide* pages 153-57) so it is not reproduced here.

changes do you recommend?—The Lieutenant-Governor considers that the existing rules, namely, that an officer may retire after 30 years' service and must retire on attaining the age of 55 years unless his service is extended, are suitable; and His Honour does not recommend any alteration.

22137. (45) To what extent do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund, or to other official or officially recognised funds? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?—All members of the Provincial Civil Service can subscribe to the Government General Provident Fund, and European and Eurasian members are obliged to subscribe. The Lieutenant-Governor does not think that any further facilities or arrangements are necessary.

22138. (46) Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable?—The Lieutenant-Governor is satisfied with the general organization of the Provincial Civil Service in Burma, and does not recommend any other organization.

MR. W. F. RICE called and examined.

22139. (*Chairman*). You are Chief Secretary to the Government, are you not?—Yes.

22140. I understand that the replies to questions which have been put in, represent the opinions of His Honour the Lieutenant-Governor, and that the replies to questions put to you now in connection with them are to be regarded as yours, and not His Honour's?—Yes, any expressions of opinion will be mine.

22141. In answer to question (2) the suggestion is made that the age-limits should be reduced to 19 and 21?—Yes.

22142. And a proposal is made that, instead of the training and probationary period being passed at one of the recognised Universities, there should be a central institution for the purpose in or near London?—Yes.

22143. On what grounds is this proposal based?—It is the necessity of giving thorough legal training, which is not to be had, in my opinion, except in or near London.

22144. It is not to be had at the University?—No; because I consider that a legal training to be thoroughly efficient must include constant attendance in courts of law in England, so as to learn the procedure of the courts and the practice of law, as well as learning the theory of law from lecturers and books.

22145. You regard it as important that all civilians coming out to this country should, as far as possible, be trained together?—Yes, I think that is advantageous.

22146. This would be an expensive scheme, would it not?—Yes, it would doubtless be expensive.

22147. You consider it would be worth the trouble and expense involved?—Yes, I think so.

22148. You are satisfied that the advantages to be derived from a separate institution are superior to any advantages that can be derived from a course at Oxford or Cambridge?—Yes. I do not see how the difficulty about legal training is to be got over at Oxford or Cambridge.

22149. Do you find that young civilians coming out to this country are under a real disability owing to deficient knowledge of law?—I believe that is the general opinion. I have no reason to doubt its being correct. The one year's training at home which is given at present contains nothing but the dry bones of law, which are of no interest to anybody, and is no legal training at all.

22150. What training were you given in your early days?—I was at Oxford for two years. We were made to attend the courts in London, but not so frequently as under the system which I propose would be the case.

22151. You consider that you had a sufficient legal training to enable you effectually to carry out the work that lay before you?—I think it was reasonably sufficient; but I think it might have been more efficient.

22152. Has all your service been confined to Burma?—Yes, all in Burma.

22153. I see stress is laid on the view that young civilians, when they come out, should not be married?—Yes.

22154. Is that view based on considerations of efficiency, or the cost of living, or on both alike?—Entirely from the point of view of their efficiency.

22155. As a matter of fact, do many young civilians get married before they join the service?—Two did so in the last two years, and a considerable proportion marry shortly after their arrival. I am referring to officers posted to Burma only.

22156. Under your scheme, they would come out at about the age of twenty-three?—Twenty-two or twenty-three.

22157. You go so far as to suggest that no married men should be recruited, and that they should not marry for the first year?—The proposal corresponds with an existing rule in regard to recruitment to the Indian Police. A probationer of the Indian Police is liable to forfeit his appointment if he arrives in India as a married man.

22158. The additional expense is a very serious problem, is it not?—The young civilian who arrives out here married at present has, certainly, a very difficult situation to face.

22159. He can hardly keep within the margin?—He probably does not keep within the margin.

22160. You say that the practice adopted in the Indian Police should be followed?—Yes.

22161. What class of men are recruited for the Police?—I think they are the same class of men as are recruited into Sandhurst and Woolwich.

22162. Your summing-up of the arguments with regard to competitive examinations is that, on the whole, it is better to retain the present system, and not to interpose anything in the nature of selection?—That is my opinion.

22163. You have come to the conclusion that although there may be advantages in selection those advantages are, probably for the most part, rather theoretical than practical?—Yes.

22164. And that along with those advantages there are very serious disadvantages which it might be difficult to overcome?—Yes.

22165. On the whole are you satisfied with the class of young civilians who come out here to-day, in spite of all that has been said that they are not up to standard?[—] I am not prepared to say, on comparison, that the present young civilians who are being recruited into the service are inferior to their predecessors; but there are reasons to suppose that the attractions of the service are less than they were.

22166. You are not prepared to say, personally, that you think there is any deterioration?—Not on comparison: I cannot say anything of the sort.

22167. You are opposed to simultaneous examinations?—Yes.

22168. And your main reason for your opposition to that is that you see no guarantee of maintaining the British preponderance in the English administration?—That is a reason of general application. I have a special reason which applies to Burma only; and that is, if simultaneous examinations were instituted in India, I do not believe that the Burmans would be able to compete successfully at it. They would probably be excluded from the service altogether for a good many years to come.

22169. You think that it will be many years before any Burman would attain to such a standard of intellectual efficiency as would enable him to compete successfully?—I should not like to say *any* Burman, but any considerable number of Burmans.

22170. Or any proper proportion?—Quite so.

22171. Do I interpret your answer to question (10) correctly as suggesting that the opportunity now given to Indians to compete at the open examination in England should be withdrawn?—No.

22172. Do you consider that the present system, so far as Indians are concerned, should be retained?—Yes.

22173. Am I right in interpreting that listed-posts, as such, should be abolished, and that something should be substituted in their place?—It would be a very slight modification.

22174. It is so slight that it is hardly an alteration, is it?—At present there is a listed post to which an officer is appointed, and he has to remain in that post throughout the rest of his service. My suggestion is that instead of having a listed post for such an officer, a vacancy should be made in the cadre, and that the officer should be appointed to that vacancy. He would then be liable to be employed in any capacity, the same as any other member of the Civil Service.

22175. He might go right up the line?—Yes, he might go right up the line.

22176. The real difficulty is that whereas the listed post is something rather different from the Indian Civil Service, you would suggest that when an Indian is promoted he should be promoted into the Indian Civil Service?—Yes.

22177. You would like to get rid of this somewhat anomalous position in regard to listed posts?—Yes. The Government may wish to employ a man in some other capacity, and they cannot do so at present because he belongs to a listed post and can do nothing else.

22178. In answer to question (13), with regard to the training for the Judicial, you suggest certain modifications in existing arrangements. You think that by the extension of the period of probation to two years, with a proper legal course, the civilian will be sufficiently equipped?—Combined with the practical training which he receives on arrival in India, yes.

22179. What practical training would you suggest for him after arrival in India?—He would receive the same training as an Assistant Commissioner receives at present. He is appointed to be a third-class Magistrate when he first arrives, and he is posted to the head-quarters of a district, where he sees experienced officers doing their work. He learns from them how to do his work, and he is trained in special subjects such as land records, and survey, and the charge of a district treasury and record room. He is given practice in trying petty civil and criminal cases. This training lasts, generally, for six months, after which he is ordinarily transferred to the head-quarters of a sub-division, where is put under an experienced Sub-divisional Officer, who shows him how a sub-division is run. After six months of that he is placed in charge of a sub-division of his own.

22180. That is the general training of a young civilian?—Yes.

22181. You would suggest that after a certain period he should definitely elect to go into the Judicial branch; or do you consider that he can do judicial work satisfactorily by dint of the training you have just referred to?—I do not think that he ought to be transferred to the Judicial branch until after a certain number of years.

22182. How many years do you suggest?—Seven or eight.

22183. You say that you would regard the legal training as being as important to the Executive side as to the Judicial?—Yes.

22184. The executive officer has a great deal of legal work to do in Burma?—He has. I imagine that he has under any system, because even revenue work is conducted on judicial principles. A Revenue Officer has to dispose of disputes with regard to land and questions of ownership and tenancy. All these require a judicial training.

22185. You consider that the proportion of posts in the Indian Civil Service cadre to be filled by Indians should not exceed one-sixth. In Burma the number you have got is considerably less than that?—The present number is much less than that.

22186. How many would you say that Burma is ready for now?—I am not prepared to say that any considerable increase could be made at present. I think that one-sixth in Burma would have to be regarded as the ideal maximum to be worked up to in the course of time.

22187. It would be over a long period of time?—Yes; having regard to the qualifications of the officers in the Provincial Service from which the men have to be taken.

22188. In answer to question (27), you definitely say that Indians are unsuitable for employment in Burma?—Yes, in the Indian Civil Service.

22189. And you therefore desire in the interests of the administration of the country to see Indians excluded from appointments?—And in the interests of the individuals themselves. They do not find it congenial serving in Burma.

22190. You find that the employment of Indians is not only unpopular with Burmans, but that it is also unpopular with the Indians themselves—it is uncongenial work?—Yes, they are generally very anxious to be transferred to their own provinces.

22191. With regard to your answer to question (29) I notice that a great many of the appointments enumerated are appointments from the Police, and not from the Army?—These are only uncovenanted officers, the reply does not relate to the Military officers in the Burma Commission.

22192. Are you still recruiting from the Police?—No. The recruitment of uncovenanted officers has ceased.

22193. Your proportion to-day of Military civilian officers is one to three. Do you suggest that that proportion should be maintained in years to come?—Yes, I think it is suitable. The actual proportion is slightly less.

22194. It is roughly one to three?—That is correct as regards recruitment; but the number of Military officers at present is 35 as opposed to 127 civilians. It is rather more than one-fourth.

22195. You are satisfied that the system is a good system, and one which should be continued in the future?—I think that the system has proved by experience in Burma to be a good system.

22196. Have you any knowledge as to whether the system is popular with Military officers?—I am afraid I do not know.

22197. In your experience have many Military officers who have been appointed returned to their regiments?—It is the exception, but some of them have.

22198. Some have been returned, because they have been found unsuitable. Others, because they did not care for the work and wanted to return to military life?—I remember one case in which an officer was not confirmed. They are on probation before they are confirmed. The period of probation is not less than one year, and not more than three; and if they are not confirmed at the end of that period, they are transferred to military duty.

22199. Or, I suppose, they can choose themselves, to go back?—They can go back at their own option.

22200. After three years are they definitely incorporated in the Indian Civil Service?—They are definitely struck off the list of their regiments and incorporated into the Burma Commission.

22201. Do they retain their military rank onwards after this point?—Up to the rank of Lieutenant-Colonel.

22202. Would you suggest that that practice should be maintained, or not?—I have no opinion upon that subject.

22203. As regards pension, we had it in evidence yesterday that the Military officers get £600 a year after 32 years' service?—They revert to military duty nominally for one day when they retire from the service.

22204. Do you suggest that as regards pension they should come under the same system as civilians?—I am not sure that they would like to come under the civilian system.

22205. They do pretty well now as they pay no contribution?—They do not contribute anything. They might prefer that. I do not know which they would prefer.

22206. You have no opinion on the point and you cannot say what the opinions of the Military civilians may be?—I do not know what their opinions may be. I have not considered the question of military pensions at all.

22207. Your answers to question (74) and onwards relating to conditions of service, etc., contain much information that will be very useful to us. As far as I can see, the summing up under each of these heads is that the present system, on the whole, is satisfactory and requires no alteration?—Yes, that is the result.

22208. In answer to question (87), I see you advocate the retirement of inefficient officers, but you do not suggest any definite scheme. Have you worked out a scheme by which anything in the nature of abuse or prejudice may be avoided?—I think that an officer's inefficiency, if it exists, must be proved in the same way as anything else. He would have to be formally charged with being inefficient, and he should be given the opportunity of defending himself; and if the charge were proved, action would then be taken.

22209. We have had suggestions made to us in this connection that an outside committee of civilians, in no way connected with the officers, should sit upon the case, and should recommend to the Local Government, and that the decision should be ultimately confirmed by the Secretary of State. Does that kind of scheme recommend itself to you?—Yes; something of that kind would probably work well enough.

22210. In answer to question (92), you consider that the present grading does not require any alteration. Can you say when changes were last made in the grading of officers?—In 1900.

22211. As to the scale of pay, you say that a general revision of salaries is necessary in the early future?—I think that the question requires to be examined.

22212. In the light of the cost of living?—Yes.

22213. You are not prepared to make any definite recommendations to assist us in that matter at present, because there is an enquiry, either taking place or pending, by the Government of India throughout the whole country. Is an inquiry taking place now in Burma?—I do not know whether the enquiring officer has visited Burma. I am not sure about that.

22214. You would therefore postpone any definite recommendations until the findings of the enquiry are published?—Yes, but I do not know whether the findings of that enquiry would be sufficient for this question. I am not in a position to give any suggestion as to the amount, if any, that the rates should be increased to.

22215. It would be useful to us if some scheme of that character could be submitted to us. As regards the question of Burma allowances, we have had a report sent in to us, which we have read; but at the present juncture, of course, we are not in a position to say more than that we have read it. It has, however, a very definite bearing upon this question of the grading of salaries?—My reply to this question was intended to apply to the Indian Civil Service as a whole, and not only to Burma. The Burma allowance is a separate matter.

22216. The revision of grading would apply to the whole of India?—Not grading, but the scale of pay.

22217. But the scales of pay would not necessarily be uniform?—Perhaps not. The conditions might differ slightly in different provinces.

22218 You would like to see the same scale all over India, would you not?—Yes.

22219. With regard to the scale of pay, I notice in the despatch of the Lieutenant-Governor that he suggests that if the allowances were made, he would be prepared to reduce the initial pay of fourth-grade Assistant Commissioners to Rs. 400, and of first-grade Assistant-Commissioners from Rs. 1,000 to Rs. 900 a month as a condition of their retaining the Burma allowance?—Yes.

22220. So that any revision of the scale of salaries that may be suggested in the future would, I take it, be contingent on whether the Burma allowances are granted or not. That would have to be taken into consideration, would it not?—Yes; the granting of Burma allowances, of course, would affect the question.

22221 With regard to the Provincial Service, in answer to question (4) in the Provincial Service Series you have said that appointments to the Provincial Civil Service are ordinarily reserved for Indians, subject always to the necessity of providing Europeans for frontier charges?—Yes.

22222. And in answer to question (5) you show that only eight persons other than Indians have actually been appointed during the last twelve years. Does this figure you give include members of the domiciled community or not?—They are included under the heading "Natives of India." "Natives of India" is used in that reply in the sense of the statutory definition, which includes the domiciled community.

22223. They are included in that?—Yes. The domiciled community are included under "Natives of India." The heading "Europeans" means Europeans who are not domiciled.

22224. Have you any idea how many of those would belong to the domiciled community?—I can tell you how many we have in the service now, if that will do. We have 63 out of a total strength of 130 Extra Assistant Commissioners. Sixty-three are Europeans including Anglo-Indians, and of these 23 are English or non-domiciled and 40 are of the domiciled community. There are 65 Burmans, one Muhammadan and one Native of Bengal.

22225. In answer to question (16), you say,—"In making promotions in and above the fourth grade of Extra Assistant Commissioners, due regard is paid to seniority, but an officer is not promoted unless he has shown himself to be thoroughly efficient and trustworthy"?—Yes.

22226. Can you tell me how many officers there are now left in the fifth grade, who have been superseded for promotion?—Only one in the fifth grade, and two in the fourth grade.

22227. In answer to question (24), you say that no alteration is needed in the existing grading of the service. From the figures given it appears that there are only eighteen officers in the grades from Rs. 600 to Rs. 800, and there are 108 in the grades from Rs. 300 to Rs. 500?—Yes.

22228. I suppose this means that an officer of ordinary merit has no very certain prospects of rising above the Rs. 500 grade?—The majority probably do not rise above the Rs. 500 grade.

22229. The great majority?—Only a small minority get into the first two grades, and probably a minority into the third grade.

22230. With reference to your answer to question (45), will you please tell us to what extent the members of the Provincial Civil Service who are not Europeans or members of the domiciled community subscribe to the Government General Provident Fund?—I am afraid that I have not the information.

22231. (*Sir Murray Hammick.*) With reference to your answer to question (88) as regards the functions of the officers of the Executive and Judicial branches of the Indian Civil Service being differentiated, can you give us from the top to the bottom generally the cases of officers exercising the functions both of Magistrates and Judges in Upper and Lower Burma? Can you explain the constitution of the service in this province? We were told something about it yesterday, but we did not quite understand the system. To begin with, how many Commissionerships are there in the whole of Burma?—Eight Commissionerships, *i.e.*, eight divisions, each in charge of a Commissioner.

22232. The Commissioner, I understand, of the division, looks more or less after the Police in the division and has no magisterial powers?—A Commissioner has no magisterial powers; but he exercises the power of a Sessions Judge.

22233. First of all, do they look after the Police?—The Police are under the control of the District Magistrate; and the Commissioner controls the District Magistrate. Thus he controls the Police through the District Magistrate.

22234. Do the Police diaries go to the Commissioner before they go to the Government?—Police diaries would not generally go to the Commissioner, but he could send for any police diaries.

22235. When he is on tour in big towns?—He may; it would rest in the Commissioner's discretion.

22236. How many Commissioners are District and Sessions Judges?—We have no District and Sessions Judges in Burma at all. The system here is what is known as the Punjab system; it is different from the system in Bengal or Madras. We have District Judges, who are Judges of the District Court and are not Sessions Judges; and above the District Judges there are Divisional Judges, who are also Sessions Judges.

22237. Do these Commissioners exercise, any of them, powers of Judges?—All the four Commissioners in Upper Burma and one Commissioner in Lower Burma are Sessions Judges.

22238. That is to say, they do not concern themselves with civil work?—No.

22239. Cases as committed to them from all districts in their divisions?—Yes.

22240. Committals are made to the Commissioner sitting as Sessions Judge?—Yes, he goes on circuit in his division.

22241. There are only these Sessions Courts?—Yes, with one small exception—the District Judge in Mandalay town is an Additional Sessions Judge.

22242. All these Commissioners exercise Sessions Judges' powers in Upper Burma. They are Sessions Judges?—Yes.

22243. In Lower Burma?—One only, in the Arakan Division.

22244. In the other divisions in Lower Burma, they have not judicial powers?—No; they do not exercise judicial powers; there are six Divisional Judges, who exercise judicial powers in their place.

22245. There are Divisional Judges besides the Commissioner?—In Lower Burma, in those Divisions where Commissioners are no longer exercising judicial powers, the powers are exercised by Divisional Judges.

22246. And the Divisional Judges' jurisdiction is the same as the Commissioners?—Not quite; as a matter of fact, there are two Divisional Judges in each of the three divisions in Lower Burma. There are six Divisional Judges in Lower Burma who exercise jurisdiction over the three Commissioners' divisions.

23247. We come down to the districts, and there the Deputy Commissioner would in every case be a District Magistrate?—Every Deputy Commissioner is a District Magistrate.

22248. He has magisterial powers?—Yes.

22249. I understand in some of these districts there are certain officers who hold special powers under the Criminal Procedure Code, section 30?—Yes.

22250. How many of those districts are there?—Those are the District Judges; there are eight of them, of whom one is employed in Mandalay, so that there are seven in Lower Burma and they exercise jurisdiction over fourteen districts.

22251. They are District Judges with special sessional powers?—Not sessional powers; they exercise special magisterial powers under section 30 of the Criminal Procedure Code.

22252. Next, below that, you have the divisions in the district?—We call them sub-divisions.

22253. Every district is divided into three or four sub-divisions?—Yes.

22254. Every Assistant Commissioner in charge of a sub-division is also a first class Magistrate?—Yes.

22255. Does he exercise appellate powers above the Magistrates under him?—No

22256. That is the distinction—all appeals go to the District Magistrate in this province?—Where there are District Judges, appeals from second and third class Magistrates go to the District Judges, who have been specially empowered as Magistrates to hear appeals.

22257. Then these Sub-divisional Magistrates have first class powers without appellate power as a rule?—Yes.

22258. Then the District Magistrate—the Deputy Commissioner is the District Magistrate—hears no appeals at all?—That only refers to those districts which are within the jurisdiction of the seven District Judges.

22259. In other districts?—There are only 15 of those districts out of a total of 22 in Lower Burma; in the remaining seven the Deputy Commissioner is the District Magistrate and does all that kind of work.

22260. He hears all the appeals from second class Magistrates? Second and third class.

22261. And then under the Sub-divisional Magistrates there are the town Myooks?—Yes, township Myooks.

22262. What powers do they exercise?—They exercise third, second and first-class powers.

22263. Some are first, some are second and some are third-class Magistrates?—Yes.

22264. Is it according to the length of their service, or in accordance with the divisions in which they are situated?—It is according to their personal qualifications.

22265. A Myook, after a certain number of years' service, after he has served a term as second and third-class Magistrate, becomes a first-class Magistrate?—Not as a matter of course; not all, but only those who have been certified as fit for it. The selection for first class powers is very strict. A large number do not get beyond second class powers.

22266. All these Magistrates exercise powers of committal?—No; not the second-class Magistrates.

22267. As a rule, he does not?—Without looking at the code I cannot say, but I do not think so; I think only first-class Magistrates commit.

22268. That completes the story—there are no more Magistrates after that, after the Myook?—There are no stipendiary Magistrates below the Myook.

22269. Have you Honorary Magistrate Benches?—Yes.

22270. All over the province?—In all large towns, but not elsewhere.

22271. Are all these Magistrates, Myooks, exercising revenue authority as well as magisterial authority?—No, not all.

22272. Some of them are?—They have been treated on the same lines as Deputy Commissioners. Owing to the increase of work in certain townships, the Myook, who is the township officer, had to be relieved of his judicial work, and an additional Myook to do judicial work had to be appointed alongside of him. Similarly in subdivisions, where the work is heaviest, the Sub-divisional Officer has been relieved of his court work, and the work of the sub divisional Court is done by a whole-time Subdivisional Judge.

22273. To the Sub-divisional Magistrate you have tacked on civil work?—Yes. The Subdivisional Officer is still the Sub-divisional Magistrate in every case.

22274. In some cases you have added on civil work?—Yes.

22275. Extra Assistant Commissioners in some of these divisions do civil work?—Yes; they do also criminal work as well.

22276. Then you are aiming eventually at having a separate Judicial service and a separate Revenue service throughout?—Yes, I do not say we are aiming at it; but as the province expands and the work increases, it will become so in course of time.

22277. Have you heard any complaint in Burma of the combination in the Deputy Magistrate of his magisterial and revenue powers?—I have heard no complaint.

22278. There is only one other question which I would ask you, that is, with reference to your answer to question (10). You say: "Instead of listing certain actual posts to be held, His Honour would set apart in each province a certain number of places in the Indian Civil Service to which selected members of the Provincial Service might be appointed?"—Yes.

22279. I take it that this one-sixth will be held by Natives of India—that would mean 30 posts?—Yes, about 30 or rather less—28.

22280. What I want to ask you is: is it your idea that these posts should be separated off entirely from the existing cadre of posts; that is to say, you reserve one Commissionership, one Judgeship, one Collectorship, and so on?—No, exactly the contrary; I should not reserve any posts.

22281. You would simply introduce this man as Assistant Commissioner?—Or Deputy Commissioner, according to the age and standing at which he is brought in.

22282. And then they rise to any post that might happen to be vacant?—Yes.

22283. The defect of such a system is that it produces great uncertainty in the minds of the Indian Civil Service men from England as to whether they will ever get an appointment that is vacant; the Government at the time may have put in a Provincial officer?—That is so.

22284. That has been the fatal objection to the old statutory system, because, in the former days, when the statutory system was in force, the minds of the Indian civilian officers from England were very much perturbed at the thought that their prospects would eventually become uncertain; and that would be a strong objection to the scheme. But, on the other hand, if you take out first of all a number of appointments and place them parallel to the service, do you think it could possibly work?—A certain number of posts, you mean? If so, that will be the same as the system of listed posts.

22285. Take out enough posts to give a series of opportunities for Burmans to serve. Suppose you take out fourteen civilian posts, add six inferior posts and ten more posts reserved for leave on exactly the same system as that on which the cadre is formed for the Indian Civil Service?—Meaning thereby the formation of a separate service? There would be two separate services.

22286. Yes, pay them the same amount, call them the same, give them the same titles but place them on a separate list?—If you are going to treat them as the same and regard them as holding the same position, they ought, I think, to be in the same service.

22287. The only difficulty of keeping them in the same service is that it would make the position of the Indian Civil Service men very uncertain?—I recognise the difficulty; but I do not see how it could be avoided.

22288. You think that the effect of having a separate list, no matter whether you call them by the same name, would be that the officers in it would never hold the same position and status as the Indian Civil Service men?—I think so

22289. Is it true, as we were told yesterday, that in the departmental examination in Burmese the writing test is not included and you are not taught to write the Burmese language?—The writing test is not prescribed.

22290. Can you tell us why that should be so? Is the Burmese language very difficult to write?—No; many officers can write it fluently.

22291. It seems to me an extraordinary thing that an officer could be said to be proficient in a language and yet he should not be able to write it?—An officer's work in Burma does not entail much writing in Burmese. It hardly ever falls to his lot to write the language.

22292. I have known Assistant Magistrates who have to take down depositions in Tamil and Telugu?—I have no doubt that that is done in Burma.

22293. It is very useful that they should be able to do it, sometimes?—Yes.

22294 (*Mr Abdur Rahim*) Under what Act is this distribution of Judicial officers made?—May I ask which Judicial officers?

22295. Is it done under the Burma Civil Courts Act or under the Civil Procedure Code?—Under the Burma Courts Act, 1900, in Lower Burma; and in Upper Burma there is the Upper Burma Civil Courts Regulation.

22296. The Criminal Procedure Code as regards Magistrates?—The Criminal Procedure Code as regards empowering District Judges as Magistrates.

22297. Would there be any notifications issued under these Acts and Regulations?—Yes

22298. Could you give us references to those notifications and notices, to give us a complete idea of the judicial system here?—I am afraid I cannot give them off-hand, but I can obtain them for you.

22299. Not now, would you supply us later on?—Yes.

22300. I find that, under your system, the same officer has got to do sometimes magisterial as well as civil work?—Yes.

22301. Have you any experience as to how it works as regards the posting of cases?—I have not had any recent personal experience, but I know approximately how it works.

22302. Criminal cases, I suppose, require very prompt disposal, do they not?—It is left to the Deputy Commissioner to distribute the criminal cases among the Magistrates of his division. It is his business to see that a Civil Judge who has a certain amount of spare time, free from civil duties, is not overburdened with too many criminal cases being thrown upon him.

22303. What I meant to say is: if there is a large proportion of criminal work as well as civil work to be done, there is difficulty in arranging the business of the court; I do not

know if you have any experience?—I have not much personal experience; but I see no reason why criminal and civil cases should not be arranged together in the day's work of the court.

22304. I understand that there is no separation of the two functions, judicial and executive, here so far as the Deputy Commissioner is concerned?—There is no separation, except in so far as in those districts where the Deputy Commissioner is relieved by the presence of a District Judge he does not himself try or very seldom tries any criminal cases.

22305. But he has the control of the subordinate magistracy?—Yes, he retains all the powers of a District Magistrate; he controls Subordinate Magistrates and the Police.

22306. That is the combination which is complained of in the other parts of India. You have that combination?—Yes.

22307. I understand there is no complaint here in Burma on that score?—I have never heard the question raised in Burma, I think.

22308. What is your opinion; do you think that it would add to the efficiency of the administration if there was separation?—No; my opinion is contrary. As far as Burma is concerned—I am talking of Burma only—unless the head of the district maintains what I may call the executive portion of a Magistrate's duties, he would hardly be able to keep the peace and preserve order.

22309. He keeps the peace, I take it, purely in the executive capacity?—In the exercise of his magisterial powers.

22310. That is, only trying cases?—No; he can take action for the prevention of offences by requiring persons to give security to keep the peace or to give security for good behaviour, or he may cancel any such bond imposed by Subordinate Magistrates, or he can order unlawful assemblies to disperse.

22311. As regards the dispersing of unlawful assemblies, it could be taken to be executive under sections 107 to 110 and 145 of the Criminal Procedure Code; those are judicial proceedings liable to be revised, are they not?—They are liable to revision; I would call them semi-judicial proceedings.

22312. Do you mean by that that evidence has to be taken; proceedings have to be based on legally admissible evidence; there is to be a judgment; superior Courts must see whether the judgment is right and is according to law?—Yes.

22313. So they are really judicial proceedings?—Yes. I have no objection to the term.

22314. They are carried out under the Criminal Procedure Code?—Yes.

22315. As regards the desirability of Magistrates having power of dispersing unlawful assemblies, that can be entirely separated from his judicial powers?—That could be done; but there are other things; for instance Magistrates can order search for arms under the Arms Act—it is an important provision.

22316. That can be retained; but I mean purely judicial functions, magisterial powers?—I think he ought to exercise supervision over the Subordinate Magistrates of the district.

22317. Cannot the purely Judicial officer do that, because that is really supervising the judicial work of the Magistrates?—I see no object in lowering the status of the head of the district. It would have that effect, among others, if there was no other inconvenience.

22318. That is the real objection?—That is one objection. It would also work inconveniently in practice for Magistrates to be under two masters or under no master at all.

22319. There is the District Judge who is the master?—The District Judge has not the same knowledge of the conditions of the district; he sits in court and tries cases; he has no first-hand knowledge of the work of the Police, or of the state of crime or anything of the kind.

22320. I do not think that I have made myself quite clear, because, so far as the working of the Police is concerned, the District Magistrate will retain all those powers. But, so far as the judiciary or the trying magistracy is concerned, the District Judge might have supervision, because it is purely judicial work?—Do I understand that he is to lose his powers of prevention—the powers which he possess under the preventive sections of the Criminal Procedure Code?

22321. It is not necessary that he should lose it?—Then I think he must preserve his powers of control; he must exercise the same powers of control as he has at present over Subordinate Magistrates in order to see that Subordinate Magistrates make a proper use of their powers.

22322. You think that he ought to have the power of hearing appeals?—Yes. He should also control their action in undertaking preventive measures. The District Magistrate being the head of the district and being responsible for the peace and order of the district, must in my view be able to see that all the Subordinate Magistrates in the district who are empowered to take a similar action do it on proper lines and in proper time and abstain from it when it is not necessary.

22323. You mean as regards preventive measures?—Yes.

22324. That might be delegated to some specially appointed Executive officers?—My opinion is that the District Magistrate should retain control over Subordinate Magistrates for that purpose.

22325. As regards the Indian residents in Rangoon, can you tell me whether they are eligible for the Provincial and Subordinate Services in Burma?—Those that are domiciled in Burma are eligible.

22326. That is those who have made Burma their home?—Yes; and the sons of those that have made Burma their home.

22327. There is no rule, I suppose, debarring them?—No; on the contrary, we have framed our rules specially so as to admit them. Our rule is that the candidate for admission, if he is a Native of India, as defined in 33 Viot., c. 3, must be either a Native of Burma or a person who has definitely settled in Burma and has recently resided for not less than three years in Burma; and if Burmese is not his native language, he must pass the departmental examination in Burmese by the higher standard.

22328. Is there any foundation for the statement—I have received certain information in regard to that—that the Indian residents of Burma, who are candidates for the Provincial or Subordinate Service, are in practice required to change their dress before they are given any office?—There is no foundation for that.

22329. They are given equal facilities with Burmans?—Yes, exactly the same. I would say, as you mention the Subordinate Service, that there is a competitive examination for the Subordinate Service to which every person who is a Native of India, as defined in the statute, is eligible for admission.

22330. There is no special difficulty in their way?—No. But it is a fact that there are very few in the service, the reason being that they have not tried to enter it. In my experience there has been only one application from a Muhammadan living in Burma to enter the Provincial Service, and that application was accepted, as far as could be, because he was admitted to the register; but it was not possible to appoint him because he was a Barrister-at-Law and had not yet practised for three years. According to the rules, although he might be admitted to the register, he could not be appointed, unless he had been practising his profession for at least three years. The question of giving him an appointment will be reconsidered when the applicant completes his period. That is the only Muhammadan who has tried to get into the Provincial Service.

22331. As regards the Subordinate Service?—There is a competitive examination which is open to them if they wish to enter it; but they do not. We have one Muhammadan in the Subordinate Service, but he is a Native of Arakan and not a Native of India.

22332. I find that in answer to question (24) you have stated that the proportion of the posts included in the Indian Civil Service cadre to which Natives of India might be admitted should not exceed one-sixth. Is that with reference to the whole of India, or only to Burma?—That refers to the whole of India.

22333. You are not yourself acquainted with the conditions of India?—It is the opinion of the Lieutenant-Governor that is printed there. It is not my personal opinion.

22334. You do not express any personal opinion as regards India?—I would rather confine my opinion to Burma.

22335. Now, as regards legal training, I should like to undertand what you mean by your answer to questions (64 & 65). You say in the course of your reply to question (64), "after the legal training recommended in the reply to question (51) has been undergone, the legal experience gained by a few years' executive work in India will supply the necessary qualifications for judicial employment." You mean that the executive work supplies the legal experience?—Yes.

22336. In what way?—I mean executive work in Burma. A great majority of the junior Executive officers in Burma have to perform judicial work. When an Assistant Commissioner is posted to the charge of a sub-division, he is, as a rule, a Sub-divisional Officer for executive purposes, a Sub-divisional Magistrate for criminal work, and a Sub-divisional Judge, in which capacity he tries civil cases and gets experience that way.

22337. Then what is really meant is magisterial work?—I meant executive work, but he will have judicial work as well.

22338. I want to know the nature of the work that supplies legal experience?—The executive work supplies it.

22339. What is the nature of the purely executive work which supplies the legal experience?—The administration of the Land Revenue Acts and matters of that kind. Disputes arising out of land in Burma are, many of them, triable only by Revenue officers; for there are sections in certain Acts by which the jurisdiction in such cases has been withdrawn from the civil Courts and given to Revenue officers, and it is in the disposal of such cases that Revenue officers gain legal experience.

22340. That is after hearing the parties?—Yes, parties and advocates.

22341. You say that it will supply "the necessary qualifications for judicial employment." I do not know whether you can express any opinion. Do you think that the executive experience is a sort of *sine quâ non* for judicial appointment?—Yes; in my opinion it is.

22342. Do you think that persons ought not to be appointed as Judges, unless they have had executive experience?—I think they are likely to be more efficient in districts as Judicial officers, if they have had executive experience.

22343. I suppose you confine yourself to Burma?—Yes; I prefer to do that.

22344. (*Mr. Madge.*) So far as you are able to form any judgment on the point, do you think that the reasonable ambition of the people of the country to get into the higher offices and any dissatisfaction that may be felt from this ambition not being satisfied—do these feelings relate, or do not these feelings relate, rather to the number of appointments which may be secured than to any method of selection?—I am not quite sure that I understand the question.

22345. Indians have a desire to secure certain high appointments in this country, their own country; they also tell us that there is a certain dissatisfaction from their ambition in this respect not being satisfied. What is your opinion on this point? Do not these feelings relate rather to the number of appointments that are secured in this way than to any mere process of getting in?—I do not think I have any information on which I can form a conclusion about that.

22346. I shall give you some information from this paper before me. If you do not object, you may give me your opinion on the abstract question. People want access to higher appointments. Would they be satisfied if they got them, no matter how they got them?—If they were reasonable, they should be satisfied as long as they get the appointments.

22347. In the answer to question (1) it is stated "a system of purely literary competition excludes the consideration of many essential qualities, and is not even a thorough test of intellectual capacity"?—Yes.

22348. The Lieutenant-Governor also thinks "but in the case of Indians a purely literary test does not ensure the recruitment of

persons possessing the qualifications required for public service in India"?—Yes.

22349 In answer to question (10), it is stated: "The Lieutenant-Governor considers that Natives of India should be selected in India for admission to the Indian Civil Service, not by nomination or examination at the commencement of their career, but by their merit and capacity proved by actual service in subordinate employment. That is to say, His Honour is in favour of maintaining the existing system by which officers of the Provincial Civil Service are selected for appointment to listed posts; but with one modification, namely, that instead of listing certain actual posts to be held, His Honour would set apart in each province a certain number of places in the Indian Civil Service to which selected members of the Provincial Service might be appointed." Bearing in mind the certain risks that young Indians run in being sent away from their own country, the risks which are consequent, not only on what happens abroad, but on the possibility of alienation, to a certain extent, from their own people—bearing this fact in mind; bearing in mind also that, if listed posts were not filled up, there would be an entrance into the Civil Service proper, do you not think that the whole country will be better satisfied if any number of appointments in the Indian Civil Service, which the Government consider open to the Indians, were open to them through this channel instead of by the competitive examination which everybody admits to be imperfect?—Would the people of the country in general like the system better, do you mean?

22350. The whole country, not any particular sections?—I cannot say. I have no means of judging whether people would prefer the competitive test or this system; I cannot express an opinion on that.

22351. His Honour is not prepared to recommend any immediate separation of the judicial and executive. You have already told us that every civilian in the early portion of his career acquires valuable experience as an Executive officer. What is your opinion of the period to which any bifurcation, if it is to take place, should be deferred?—I think he should have seven or eight years' experience.

22352. At least?—Yes, at least.

22353. Then the question of age-limit has arisen in various connections. When do you think that the character is more likely to be formed; at the age of 21 or later?—Later.

22354. Then, from that point of view, the final selection of the service ought to be made as late as possible?—I am not sure that it is advisable that a man's character should be formed definitely before he comes out here. He might take less kindly to the change of life and circumstances.

22355. His Honour thinks that one-sixth of the whole appointments should be reserved for Indians, in answer to question (24)?—Yes.

22356. With reference to that proportion I want to find out, if I can, whether, that being reserved and no distinction being made between people who get in from the Provincial Service or in any other way, whether that would not give greater satisfaction generally? If you feel that you are not at liberty to give an opinion on that, you need not?—I cannot say whether that would satisfy the people more than a system of entering by the competitive examination.

22357. In filling posts in administration, the Government have, of course, to consider the interests of the large masses who are practically voiceless and perhaps in many cases have no opinion of their own, and also to conciliate the popular sentiment of the educated community. To which branch of its responsibility would you attach greater importance?—I am not sure that I quite understand.

22358. The Government has the responsibility of looking after the voiceless masses who do not know their own minds, and doing what is best for them, and also on the other hand of conciliating educated opinion. To which of these two responsibilities do you attach greater importance?—It is difficult to say which is more important. Both are important, and should, as far as possible, be reconciled.

22359 Do the interests of any small class run parallel with those of the great masses?—Perhaps not. But I do not think that it is contrary to the interests of the people at large to increase, to a certain extent, the number of Burmans employed in the Indian Civil Service; i.e., to the limited extent I have suggested.

22360. I do not want you to suppose that the wishes of the educated classes, as a rule, go contrary to those of the masses. Suppose they did, the Government have to decide between three hundred millions and what are sometimes called the microscopic minority. To which side should its sense of responsibility incline it more? You may or may not have an opinion on the point?—I can hardly answer the question in general terms. I think it is the business of the Government to be impartial; its decision will depend upon the circumstances as they arise.

22361. You have referred to Europeans and domiciled Anglo-Indians having been recruited. So far as you are aware, do the domiciled community render service as efficiently as any other class, or not?—In the Provincial Service?

22362. Yes?—Yes.

22363 Why, may I ask you, has the system of recruitment that you refer to in answer to the previous question been stopped?—Which system of recruitment do you refer to? Is it the recruitment of uncovenanted members to the Burma Commission?

22364. Yes?—It was stopped under the orders of the Secretary of State.

22365. (*Mr. Macdonald.*) We have heard a good deal about the increase in prices recently, but we have had no accurate details. Could you tell us whether there is an index number for Burma?—What is precisely an index number?

22366. You know Saurbeck's index number of prices?—I am afraid I do not.

22367. I am quite sure that you would have come across it if there was one for Burma?—I have not seen any.

22368. With reference to the quality of the Civil Service, have you followed the changes in the examination that have taken place within the last dozen years or so?—I am afraid I have not given close attention to the changes during the past twelve years; but I do not think there has been much change of importance during that period. The last change of importance was in 1891.

22369. The changes have been in the nature of making the examination somewhat more difficult?—The age was raised in 1891, and the higher age entailed a more difficult examination.

22370. The examination itself was made more difficult and the age was increased?—It became an examination for graduates of a University; whereas, before that, it was an examination for young men before they went up to a University.

22371. We have had it suggested that the effect of that change was to widen the field from which recruitment took place. Do you agree with that?—I do not know. I have heard it suggested that the recruitment has, in fact, been from a wider field during recent years; but I doubt if that change was the cause.

22372. If you got your boys immediately after they left school of a good standard, do you not think that you would get them from a much wider field than you would get them if you waited until you could get only University men?—It seems likely. That was the former system.

22373. In answer to question (2), your Lieutenant-Governor says, "that the age should be fixed at from 19 to 21." Can you tell me if you agree with it?—That is, in my opinion, a suitable age.

22374. That is for passing the Entrance examination?—Yes.

22375. Why do you fix 19?—I admit that it is a non-descript age—neither a school-leaving age nor a University age. I suggest it as a compromise in order that men may not come out to India too young for the responsible duties that they are given to do shortly after they arrive. But at the same time they should not be too old to be ready to learn details of the work and to adapt themselves generally to their new life.

22376. Have you not considered, as an alternative, that you should give them three years' probation instead of two?—No; I have not considered that. I have never heard it suggested that the probation should be for more than two years.

22377. We have had that suggested in the course of the evidence. Does it strike you that the three years would be too long a period to provide?—I am disposed to think that three years would be too long for a young man to wait before commencing his work.

22378 If you fix the age at 19, you catch a boy immediately after he leaves school?—No; he would probably go to some special institution.

22379. Do you not think that you are putting a tremendous emphasis on cramming?—Not more than in the past. I believe that the so-called cramming institutions are quite useful.

22380. You think they are quite useful?—The evils of cramming institutions have, in my opinion, been considerably exaggerated.

22381. You do not regard them in that way?—I do not regard them as a serious evil.

22382. That would be the result of fixing the age at 19. The boy leaving his school at about 18 and who thinks of trying for the Indian Civil Service would probably go to Wren's for about 12 months and then for the Civil Service?—Yes. We have got the same age for the Indian Police and I have not heard of any inconvenience as regards the men entering the Indian Police. They come from 19 to 21.

22383. Do you get them straight away from the school and put them into appointments?—They undergo their training on arrival in India. We have a training school in Burma where they stay for nearly two years.

22384. If you do not feel very great objection to cramming, there is no objection to your age?—That is my idea.

22385. Supposing a boy fails at the age of 19 after having been crammed for 12 months, do you think that he is in the same position of getting into a mercantile line or any other line that he may care to take up?—I should think that he is not too old for that.

22386. But his education has been diverted on to a specialised line?—No; I do not think that the open competitive examination is too specialised. It is supposed to be an examination to test a man's general education.

22387. Would you also lower the standard of the examination if you fix the age at 19?—It will have to be lowered slightly, as compared with the present standard.

22388. With reference to the simultaneous examinations, I think you say that you have not had experience of India, or outside Burma?—No; I have had none.

22389. But I suppose you agree that the conditions, say, in Bengal, raise some different political problems from the conditions in Burma?—Certainly.

22390. That it is the duty of the Government, in settling these matters, to take political conditions into account?—I think so.

22391. That if you have an educated community imbued with western ideas, having western prejudices as well as western enlightenment, the Government has to take that into account whether it likes or not?—Everything must be taken into account.

22392. That is one of the objective problems of the Government. Now, if you have a considerable educated community in Burma, educated in western habits and thoughts and western political ideas, do you think that the problem of simultaneous examinations will be far more pressing than it is now?—In Burma?

22393. In Burma?—It may become so if or when that situation arises, but I do not regard the problem as at all pressing at present. I expect that the majority of the people in Burma just now would vote against simultaneous examinations.

22394. As a matter of fact, you have no demand for it?—No; I think that on the contrary there is a demand against it.

22395. That is a political factor. If you had a political demand for it, you would require other reasons than those that you have given now?—One reason I gave just now was that the Burmans would not successfully compete at an examination open to the whole of India.

22396. And also there is no real demand for it?—Quite so.

22397. Those reasons could not be given if there was an educated demand for it. You will

have to change everything *pari passu*?—I think that the Burmans would not compete successfully at present, and the demand will not arise until they think that they can.

22398. In the meantime, you think that the best way of filling up higher posts is through selection?—I think so.

22399. On the experience of administrative capacity?—Yes; on the experience of actual work in the performance of very much the same functions as they would have to perform in the Indian Civil Service.

22400. By and by will you not have a very large amount of administrative efficiency in your Provincial Service?—I hope so. But that would not be a correct description of the present conditions.

22401. If you had that large amount of efficiency, would you not find it very difficult to select men and give them enough of posts to allay a very great discontent?—I do not know. I think that we must wait until that large amount of efficiency arises. There is no sign of anything of that sort at present.

22402. So your answer is on the hypothesis that things remain as they are?—My answer is meant for things as they are. They are likely to remain, I think, as they are for a considerable period, beyond which it is impossible to make plans beforehand.

22403. Would you mind telling us if the Indian Civil Service Association has ever discussed this matter?—The Burma Commission Association you mean?

22404. Yes, you change your name for each province?—I was not sure whether you meant for the whole of India.

22405. I mean only the Burma Commission Association. Has it ever discussed the answers given to question (10), which suggests the abolition of listed posts and opening a way into the Indian Civil Service, as a whole?—No; I believe not.

22406. Has it ever discussed a similar proposition?—Not to my knowledge.

22407. I suppose you would not like to say whether it would have agreed or disagreed with it, if it had discussed it?—No. As far as I know the question has never been discussed by the Association.

22408. In answer to question (87), you indicate that it would be advisable to take more power to remove officers, who have been proved to be inefficient. Would you say from your experience that if those officers who had proved themselves to be inefficient, had been examined for character or anything else that you may like to call it, for that indefinite thing, described as character, before they came into the service, could you have detected their defects?—My opinion is that you could not.

22409. Consequently, as a practical administrator, you put these things all to one side—do you not, according to the evidence that has been given?—I am not in favour of any form of Selection Board.

22410. The point is this, and I would like to put it on general grounds—that, as a practical administrator, you would suggest that it is not at the entrance where the trap can be put, but after you have experienced your men?—That is so, in my opinion.

22411. When you have experienced your men, and when the experience is quite clear about the failure you must then exercise a power to remove?—Yes.

22412. You are willing to give them very fair conditions of retirement—a limited pension and so on?—Yes.

22413. You think that, in so far as the service comes short of that great thing, character, that is the only way to get rid of difficulties?—Yes; because I do not believe that they could be foreseen.

22414. (*Mr. Sly.*) I think you have stated that the recruitment of officers from other services and Military officers to the Burma Commission has ceased under the orders of the Secretary of State?—Uncovenanted officers, not Military officers. The recruitment of Military officers still continues.

22415. Have you got the orders of the Secretary of State? To my mind they do not support your statement?—The last order, which, I think, we received was in the year 1906, from the Government of India, in which they said: "I am to observe that with regard to the sanctioning of an occasional appointment of uncovenanted officers to the Commission, the Secretary of State has impressed upon the Government of India that such a step must be taken only for exceptional reasons, based upon the personal qualifications of the candidates in question."

22416. That does not prohibit you?—No; not in words. But, in fact, it had led to the total exclusion in practice. When we recommended, as we recently did, a certain officer, he was not appointed.

22417. So far as you know, that prohibition has not been enforced on the ground of any experience that Burma has had with reference to the recruitment of that class of officers?—I do not think so.

22418. Can you tell us whether there are any conditions in Burma peculiar to Burma which justify the recruitment of a mixed Commission?—My opinion is that there are not. I consider that the justification for the continuance of the present mixed Commission in Burma is to be found in the good work that the Military officers have done; and that being so, it would be a misfortune to lose this avenue of recruitment, which has given us good material and continues to give it. We do not, as a matter of fact, employ Military officers on work different in any way from that done by the other members of the Burma Commission.

22419. Can you tell us whether the Military garrison in Burma is substantially less than it is in India?—Less in proportion to the area or to the population?

22420. As compared with the population of the country, what is the number of British troops in Burma?—The number of British troops is less.

22421. Do you think that it has any influence on this question?—On the mixed Commission?

22422. Yes?—None, I think.

22423. You do not think that, owing to the fact of there being such a small British population in Burma, the members of the Indian Civil Service derive much greater benefit from association with the British officers in the Commission?—I think that the suggestion is somewhat far-fetched?

22424. Then we have this grievance of the Burma Commission, that they have not received a fair number of appointments under the Government of India?—Yes.

22425. Can you tell us whether you know any members of the Burma Commission who have refused any appointments under the Government of India?—No member of the Burma Commission has ever refused a superior appointment under the Government of India.

22426. Under the conditions that exist at present, do you think that it would be desirable, in the interest of the Burma Commission, to reduce the percentage of recruitment, that is at present made, for posts under the Government of India?—We have not found that the present rate of recruitment has raised our Commission beyond its sanctioned strength, with the exception of a recent small excess, which is due more or less to temporary causes.

22427. But, under this system, I think Burma suffers two disabilities. One is that it does not get posts under the Government of India and secondly that it has an excess in consequence of officers recruited in Burma holding higher appointments in Burma?—If it were settled that we are not to get appointments under the Government of India, we should reduce the cadre in the Burma service by six superior appointments which would carry with them six inferior appointments, making a total reduction of twelve in the cadre of the whole service. But this would not benefit any individual now in the service.

22428. You do not think it would?—I would merely accelerate promotion in the case of officers recruited in future, because the number of officers in the lowest grade would be reduced.

22429. The Government has expressed certain opinions in regard to the amount of leave taken by officers in Burma. Can you say whether those opinions are based upon an actual examination of the statistics of the officers who have taken leave, or are they merely impressions?—May I ask you to which questions you refer.

22430. Questions (106), (107) and (108), which are questions as to the amount of leave taken?—The answer to question (106) is not based on a definite examination, but the answer to question (107) is, and so also is the answer to question (108). Those are both statements based on an actual examination.

22430(*a*). The full amount of four years' furlough is ordinarily taken?—Yes.

22431. That is based on an actual examination?—Yes, but the full amount of 6 years' furlough admissible is not always taken.

22432. Can you give us any general statistical information with regard to the progress that has been made in Burma—progress of higher education in Burma?—I have had a statement prepared which gives the figures for the degrees taken and the results of the University examinations in the colleges at Rangoon during the last ten years. The figures show that the number of young men who have taken the B.A. degree in Rangoon during the last ten years, that is since 1903, is 11, 7, 4, 9, 8, 7, 9, 8, 13 and 21. You will see that the increase is only in the last two years:—

Statement showing number of passes in the University examinations of students from Burma for the last 10 years.

YEAR OF EXAMINATION.	ENTRANCE OR MATRICULATION.			F. A. OR I. A. AND I. SC.			B. A.		
	Buddhists.	Non-Buddhists.	Total.	Buddhists.	Non-Buddhists.	Total.	Buddhists.	Non-Buddhists.	Total.
1903 ...	64	87	151	7	10	17	8	3	11
1904 ...	51	54	105	13	5	18	3	4	7
1905 ...	70	80	150	23	16	39	2	2	4
1906 ...	36	35	71	3	10	13	3	1	4
1907 ...	63	42	105	9	10	19	4	4	8
1908 ...	99	65	164	16	13	29	3	4	7
1909 ...	152	92	244	15	14	29	4	5	9
1910 ...	114	43	157	21	21	42	5	3	8
1911 ...	62	31	93	36	20	56	6	7	13
1912 ...	98	36	134	44	29	73	10	11	21
Total ...	809	565	1,374	187	148	335	48	44	92

One passed M. A. (private student) in Pali in 1911.

22433. (*Chairman.*) Is the standard the same here as in the other provinces?—The colleges in Rangoon do not give degrees. They are affiliated to the Calcutta University and the degrees are given by the Calcutta University.

22434. Can you give us any special reasons for the increase in the last two years?—There are two colleges here, one a Government college and the other managed and supported by the American Baptist Mission Union. The latter college has been raised from the second grade to the first grade recently, by which students of that college have become eligible for taking degrees. That is one cause of the increase. Another cause is that the Government College has been improved, and its staff, especially the staff recruited in England, has been increased, and the number of subjects taught has been enlarged; and it is generally more efficient as an institution than it was.

22435. Can you tell us, out of the total number of successful candidates at the B. A. examination, how many were Burmans?—The statement gives the figures as to Buddhists and non-Buddhists. In the last ten years there were 48 Buddhists and 44 non-Buddhists.

22436. (*Sir Theodore Morison.*) Have you got the figures for 1911 and 1912?—In 1911 there were six Buddhists and seven non-Buddhists, making a total of 13; and in the year 1912 there were 10 Buddhists and 11 non-Buddhists, making a total of 21.

22437. (*Mr. Sly.*) Can you give us any information in regard to the educational qualifications of men who have received direct appointment into the Provincial Service in recent years?—The minimum qualification that we require is comparatively a small one, namely, qualification equivalent to the Matriculation examination of an Indian University.

22438. I knew that; but I should like to know whether you could give us any information

as to the actual qualification of those who have entered the service?—They come from all over the world, and it is difficult to say. A certain proportion of our men have been up for the Indian Police examination and failed. That is perhaps about the average standard.

22439. That is European?—That refers to the European element.

22440. But I am asking you about the other element?—As regards the other element there is a certain proportion in it of B. A.'s and some Barristers-at-Law.

22441. You have not worked it out?—I have no statistics.

22442. But what I wanted to get at was whether the Provincial Service has, by direct recruitment, been able to attract a better class of educated men than formerly?—The younger men are, as a class, better educated than their predecessors.

22443. Can you give us any difinite opinion as to whether the Provincial Civil Service is at present attracting the best of the Burman educated youths?—I have no doubt that it is. My experience is that young Burmans, *i.e.*, educated young men, are both anxious and eager to enter the Provincial Civil Service.

22444. Under the existing conditions of the service?—Yes. There is no doubt that the present conditions of the service do attract sufficient candidates of the best quality available.

22445. Can you tell us, then, what is the justification for improving the prospects of the Provincial Civil Service?—I do not think that the pay is really sufficient to enable them to maintain the position they have to maintain, to educate their families, and at the same time to lift them above temptation. They are exposed to a considerable amount of temptation in the responsible positions that they occupy.

22446. Can you tell us whether there is any marked difference between the standard of the Provincial Civil Service officers who have received direct appointment and that of officers who have been promoted from the Subordinate Service to the Provincial Service?—Do you mean as regards efficiency?

22447. In efficiency?—I do not know that there is. I could not say that there is any marked difference in efficiency.

22448. Does the Subordinate Service attract as good a material as the direct appointment to the Provincial Service?—No, I think not. It attracts a number of good recruits; but there are at the same time a certain number of young men who would be glad to accept an appointment in the Provincial Service, but who would not care to take up an appointment in the Subordinate Service.

22449. As to the recruitment of Europeans for the Provincial Service, can you tell us exactly on what basis the recruitment of Europeans is regulated?—Do you mean Europeans as opposed to statutory Natives of India?

22450. First of all as regards Europeans?—We recruit Europeans for one purpose only; and that is for employment in frontier posts, on and near the frontiers of Burma where they have to do with tribes under a less settled administration.

22451. How many of these posts are there?—Twenty-six; but we do not recruit as many as 26. There are 26 posts at present, but two are temporary. There are 24 permanent posts.

22452. There are 24 frontier posts?—Yes.

22453. Does that number include posts in the Shan States?—It includes the subordinate posts in the Shan States, not the superior posts reserved for the Burma Commission. Officers holding subordinate frontier posts are 11 Assistant Superintendents in the Shan States, 4 in the Chin Hills, 1 in the Pakokku Chin Hills, 1 in the Kodoung, and 9 in the Kachin Hills.

22454. Can you tell me how the Government recruits Europeans? Is there an annual recruitment of Europeans for the service?—We have no annual recruitment. We keep a sufficient number of Europeans to fill the posts, with perhaps one or two in reserve in case of emergency. If the number is reduced by a European officer retiring, we recruit one European in his place; but as long as we have got a sufficient number, we do not recruit Europeans.

22455. Can you tell me whether Anglo-Indians are included as officers suitable for employment in these posts?—Some are and some are not. Some of them turn out useful in that way and are so employed.

22456. Is it the definite policy of the Government that the Burmans themselves are unsuitable for employment in these posts?—Yes.

22457. (*Mr. Chaubal.*) About the recruitment of these Military officers for the Civil Service posts, these posts in the Commission are posts which are scheduled to the Act of 1861?—Yes, that is so. But this is a non-Regulation Province, and the schedule hardly applies.

22458. That is my question. I do not find it anywhere stated that the operation of this Act is excluded from a non-Regulation Province?—If you look at the schedule itself, you will find, for instance: "Civil and Sessions Judges, or chief Judicial officers of districts in the provinces now known as Regulation Provinces."

22459. Yes, I beg your pardon. I see it is in the Act. Can you give me some information about the principle on which the Uncovenanted Service has recruited those appointments that are alluded to in the printed answers?—The principle on which they were recruited is that they were selected from the other services in Burma as having shown special qualifications likely to make them useful in the Burma Commission.

22460. Are you sure that they must have been selected, or is it only your supposition? Do you know that they were selected on account of special capacity?—Yes. They were selected on account of the good work they did in other departments.

22461. Take, for instance, No. 2 in the list given in the answer to question (29). He is a man who held a non-gazetted appointment in 1886, and who was appointed as Assistant Commissioner in January 1887?—I must modify my reply as far as that officer is concerned. He was probably not appointed entirely on those grounds.

22462. It struck me as curious that a person simply because he has been holding a non-gazetted appointment for one year should be appointed as Assistant Commissioner at the

end of the period?—He is an exception, I admit.

22463. Then there are some taken from the Burma Police after two to three years' service therein?—That was service spent in the troublesome times between 1887 and 1890. If an officer did well in those years, it was a good test.

22464. I think the written answer of the Burma Government to question (3) is not confined to Burma, but is of general application?—Yes.

22465. There is something in that answer that I do not quite follow, and I should be much obliged if you would kindly enlighten me on it. I suppose you take it that the capacity to rule is hereditary or do you think it is capable of acquisition?—Yes.

22466. It is capable of acquisition, or is it only hereditary?—I do not know. I think that it is probably capable of acquisition to some extent.

22467. I suppose that will include the training in character also?—Yes.

22468. Now I want to know, from your knowledge of Indian History, to what races you can properly and accurately refer as being accustomed to rule. The expression used is "races accustomed to rule," and I have been trying to understand it. I want to know what races you consider as races accustomed to rule?—Do you mean in India.

22469. Anywhere?—I have very little personal knowledge of India, so that I cannot really answer that question.

22470. When it is said "races accustomed to rule," is it meant generally, or is it races accustomed to rule in each province in India? I cannot understand what particular races could be said to be accustomed to rule—certainly not in the present day. We know that the Mahrattas ruled in one period of history, that Muhammadans ruled in one period, and that Brahmans ruled in one period of the history. Can you say that any of these races was or was not a race accustomed to rule?—I think that the members of any race that was once accustomed to rule would inherit the capacity to a certain extent.

22471. So that suppose for a moment that the Mahrattas or the Brahmans of the Deccan passed in large numbers in the competitive examination, can you necessarily say, after they pass that they belong to a race not accustomed to rule?—I am afraid that I do not know enough about those races to express an opinion of that sort.

22472. When you say "accustomed to rule," had you in your mind whether it was accustomed to rule well or ill, or you simply left it vague?—I think the argument relates to the fact of the rule, and not to the quality of the rule.

22473. The quality of the rule may be anything, but it is only the ability or the capacity of the rule that is aimed at?—That is the point of the remark in this Government's reply to question (3)—the ability to rule, not the quality of the rule.

22474. Would you endorse the statement—that the hereditary element may be retained after a hundred years? If it belongs to a race that was "accustomed to rule," then that is a very desirable qualification in one seeking employment in the service?—Yes; I do not think that the quality of the rule in the past would affect the question.

22475. You would consider that qualification for service as hereditary?—I think that a member of that race would probably have some hereditary qualification.

22476. So that the ability inherited to govern badly is a qualification?—I do not know whether you can inherit a capacity to govern badly.

22477. I want to know if, at any time, it has come to your ears that, in certain provinces,—I do not exclude Burma from it,—there is a sort of belief that there is no promotion in the service without conviction—no conviction, no promotion—so far as the promotion of Magisterial officers goes?—Do you mean that there is a belief that Magistrates who do not convict are not promoted?

22478. I do not say "are not promoted," but generally the percentage of convictions is taken as some test of efficiency?—There is no foundation for that in Burma—absolutely none.

22479. As regards the question of the separation of the judicial and the executive functions, the Assistant Commissioner or the Deputy Commissioner—whatever you call him—is the person who does not necessarily see the actual evidence which was before the Magistrate in every case?—The Deputy Commissioner does not interfere in the trial of cases by Subordinate Magistrates; he would not interfere with the actual conduct of a case.

22480. I am not talking of interference. The prospects of the promotion of Subordinate Magistrates are in the hands of this gentleman whom you call the head of the district—the District Magistrate?—The prospects of promotion of these men are not in his hands, except in so far as he reports on their work.

22481. That would be the way in which it would be in anybody's hands, so far as the promotion and prospects of subordinate servants are concerned?—Promotion does depend upon reports.

22482. And you think it not possible at any rate that the District Magistrate should arrive at a conclusion as to the efficiency of a man by the impression he has got of his disposal of criminal cases?—Certainly, the manner in which he disposes of criminal cases would be an indication of his efficiency or inefficiency, as the case may be.

22483. If, say, in a year, on five or six occasions he finds a Subordinate Magistrate acquitting cases, as being the head of the district and responsible for its peace, is he not likely to entertain an unfavourable opinion about the Magistrate?—I think he is more likely to look into the cases and see whether there was just cause for acquittal.

22484. If he did that, that would be a different thing. Is he not likely to carry that sort of opinion- is it not possible that a District Magistrate may form a slightly unfavourable opinion about the officer, if he finds or has anyhow the

impression conveyed to him, that he acquits or has acquitted?—I am afraid I cannot agree with that.

32485. You think it is not possible at all?—No; I cannot say it is not possible. But I think it is extremely improbable.

22486. (*Mr. Chaubal.*) May I know why in answer to question (13) it is said that any such scheme would be altogether premature and at present impossible?—My view is that every officer, whether he is going to be Judicial or Executive ultimately, ought to begin with a certain amount of general experience.

22487. But I am now speaking of a separate method of recruitment. Take, for instance, the scheme which has been proposed in some other provinces, of having the Judicial branch mainly recruited from practising lawyers. In the first place, may I ask whether that is meant to be an answer purely for Burma?—I think as far as the Lieutenant-Governor's opinion goes it probably applied generally, but my own opinion is expressed with regard to Burma alone.

22488. It has been said in other places that it is possible to recruit the Judicial branch from trained and practising lawyers, both Europeans as well as Indians?—They would then have no executive experience at all, which I think would be a defect.

22489. That would come under the part of the training that you might provide for them, if necessary. My question arises on account of the wording "altogether premature and at present impossible?"—It is premature in Burma, because there is not a sufficient supply of competent lawyers from which the candidate could be be drawn.

22490. But you could employ Europeans as you are doing at present in the higher posts?—Yes, but I still think it better that they should be recruited with the rest of the service and receive an executive training before they take to their judicial functions. It adds to their efficiency as Judicial officers.

22491. On the general question, do you think that practising lawyers will not make efficient Judges?—I do not think you would induce successful lawyers to accept the appointments that could be offered to them.

22492. But supposing those who know say that you can get men of sufficient practice, 10 or 12 years' practice, of whom you cannot say that they have had no experience of criminal or civil work, willing to accept a District Judge's place for instance, what would you say then?—Even so, my opinion is they would probably, as a class, be less efficient than if they had spent the earlier years at district work instead of at the Bar.

22493. I suppose you are not a believer in what is called the judicial frame of mind. Do you believe it is better that a Judge should have what is called a judicial frame of mind?—Certainly, I think he should.

22494. Do you believe in what some people suggest, that experience in the Executive Department for 10 or 12 years tends to destroy that judicial frame of mind?—No, I do not agree with that.

22495. I suppose that is mere opinion, is it not?—That is my opinion.

22496. With regard to question (24), will you kindly say something more about the present conditions that you refer to in connection with the posts?—The suggestion is that we should work up by degrees to a maximum of one-sixth. The present conditions of Burma do not allow this proportion to be worked up immediately, because a sufficient number of efficient and qualified officers could not be provided from the Provincial Service.

22497. There is no reference whatsoever to any political conditions?—I do not think that political conditions in Burma would necessity preclude the admission of Burmans up to one-sixth if thoroughly qualified officers were forthcoming.

22498. (*Sir Theodore Morison.*) With regard to your answer to question (10), in connection with the method of recruitment from the Provincial Service, it has been said that those who are promoted from the Subordinate Service remain subordinate at heart, especially if they are promoted late in life Taking men promoted from the lower service where they have been in the habit of taking their orders direct from a higher officer, is it not a fact that they themselves consider they are not on an equality when they are promoted late in life?—I do not think that we have found that in the Provincial Service in Burma. I think that the two classes of officers that we recruit are much the same as far as the exercise of authority is concerned.

22499. At what age do you propose to take these young men?—I think that would depend a good deal upon the qualifications of the men. As the Provincial Civil Service in Burma is composed at present, they would have to be taken late.

22500. At what age do these men get the listed posts now?—At about 45, on the average.

22501. Over 40?—Yes, over 40.

22502. And they must retire at 55?—Yes.

22503. What are their chances of running up to the top of the service?—They are not likely to run up to the top of the service.

22504. Is it a very attractive idea to give the Indians an equality of opportunity with these two objections, first that they come in late when the gift is practically valueless to them, and secondly that they are subordinate still?—The high age is not a permanent objection, for it will not always be necessary in Burma to select officers of advanced age. It would probably be necessary at present, because the officers in the Provincial Service who have shown themselves to be efficient are generally men of comparatively small education, and in the absence of educational qualifications we should have to look to their experience and tried efficiency. But in future, as the educational qualifications increase, we shall be able to select younger men, after perhaps five or six years, in the Provincial Service.

22505. Will you be able to select them, supposing their educational qualifications are higher, with so little service as that?—I think so; after from 5 to 10 years' service.

22506. How do you propose to find out that such and such a person is so outstanding as to justify you putting him above the others, taking him from the second division and putting him in the first division?—He would have to show by his work that he was of outstanding merit. I think it would be possible to discriminate.

22507. How much does head-quarters know of the work of an officer of five years' service?—The head of the Government receives reports periodically from all the senior officers under whom a junior officer serves, and must rely on those as well as on his personal knowledge of the officer.

22508. Can this be made an avenue for a man of good qualities, but not of such outstanding ability as to belong to a perfectly different class?—I think so I think that the members of the Provincial Service would vary sufficiently to enable the Government to pick out the best of them.

22509. So far you have had no experience?—No, not of selecting at an early age.

22510. There are no well-educated men in the Provincial Service yet?—There are no members of the Provincial Service in Burma who are on a level with a member of the Indian Civil Service so far as their educational qualifications are concerned.

22511. That leads me to another question I wanted to ask. Your standard of admission is the Matriculation standard, is it not?—That is the minimum qualification required; some have higher qualifications.

22512. How much higher do you actually get?—Among Burmans we get men with a B. A. degree, and a certain number who have been to England and become Barristers-at-Law.

22513. And you admit them direct?—Yes.

22514. Do you know whether a considerable proportion of the service is composed of these people with higher qualifications now?—No, a small proportion.

22515. Are you getting near the time when you can raise your minimum of Matriculation to something higher?—I do not think it would be safe; it would exclude a good many men who are very useful.

22516. You would not really have a wide enough choice?—I do not think we should.

22517. With regard to your answers to questions (32) and (94), am I right in understanding that there are two evils which require to be remedied, that there must be some revision of the salaries of the Indian Civil Service generally?—Yes; and there is the separate Burma grievance.

22518. On general grounds you think that the salaries of the Indian Civil Service must be revised?—I think so.

22519. And the Burmans must be treated separately from the Indian Civil Service and the rest of India?—Yes.

22520. I think there is a reference somewhere that the pension is inadequate as compared with the money received in England, being less now than it used to be?—My impression is that the pension does not offer the same attraction now as it used to.

22521 You are referring to low prices that rule in England when you came into the services, but that was due to the fact that prices were falling very fast indeed. If you take the index number you would see that you are comparing it with a state of things in which prices were very low, much lower than when the salaries were actually fixed?—I thought that it was generally acknowledged that expenses of living are now very much higher than they were in the past. I was not comparing present conditions with any particular year in the past.

22522. Supposing you were to find that in 1874 prices were higher than they are now, would that make you revise your opinion?—Yes, I think that my opinion would require revision if it were shown that the general expenses of living are lower now than formerly.

22523 English prices are still lower than when the rupee was worth two shillings?—I do not know.

22524. I am talking about English prices?—I do not think I have suggested anything with regard to English prices.

22525. What is the difference between an Extra Assistant Commissioner on probation and a probationary Extra Assistant Commissioner?—Men who are not already in Government service, when appointed to the Provincial Civil Service, are appointed to be Probationary Extra Assistant Commissioners, and get Rs. 250 instead of Rs. 300. The Extra Assistant Commissioner on probation gets Rs. 300; he is a man who has been taken from some other department; he might have been an Inspector of Police or a Deputy Inspector of Schools.

22526. It is a separate grade?—Yes; Probationary Extra Assistant Commissioners form a separate grade.

22527. (*Lord Ronaldshay.*) In answer to question (27) you say that two Indian members have been appointed; did the two Indian members of the Civil Service to whom you refer come by their own choice, or were they selected by the Government of India?—They were selected by the Government of India for service in Burma.

22528. In answer to question (37), you say: "The advantages are that an officer's fitness for the higher ranks of the service are tested in a practical manner before he is selected." But surely if the inferior listed posts are merged in the Provincial Civil Service, the Provincial Civil Service officer does not know whether he is holding a listed post or not?—I am afraid we did not understand the question in that sense. The question was answered on the understanding that it asked whether the practice by which the listed posts are all filled from the Provincial Civil Service, and not from outsiders, gave satisfaction.

22529. But the system surely is that the inferior listed posts are merged in the Provincial Service, and there is nothing to distinguish them from the other posts of a similar kind in the Provincial Civil Service?—We have no inferior listed posts of that kind in Burma. The only listed posts which we have are in the Burma Commission.

22530. With regard to the list of officers which you have given in reply to question (74), apparently two of these officers have been holding posts of less than Rs. 1,000 a month for at least five years subsequent to their first eight years of

service?—Yes. One of them is drawing more now. The other still draws less.

22531 I suppose it is a very unusual thing that a man should not fill a superior post until after 13 or 14 years' service?—Yes. These are officers whose promotion was withheld on special grounds.

22532. With regard to the answer as to the suitability of the furlough allowance, we have had a great deal of evidence which suggests to us that furlough allowances are very inadequate, and I should like to hear from you the facts with regard to a concrete case. I suppose a man who is eligible to take furlough, generally speaking, will occupy the position of a Deputy Commissioner?—No, not when he is first eligible for furlough. He would be an Assistant Commissioner, but he would probably be officiating as a Deputy Commissioner.

22533. What sort of an allowance would he be drawing when he is first eligible to take furlough?—He would be getting probably Rs. 1,200 a month, and he would get half that if he went on furlough.

22534. He would be entitled to about Rs. 600 a month?—Yes, commuted into sterling at 1*s.* 6*d.*

22535. He has to pay his passage home and back here?—Yes.

22536. So that when he has paid these necessary expenses he has not a very large sum left for the maintenance of himself and his family in England?—No, not if he has only his furlough allowance.

22537. Do you want to modify in any way the answer which has been given that the present furlough allowances are quite suitable, in your answer to question (109)?—The Local Government's opinion, as far as I know, when I wrote that reply, was that it was reasonable for an employer to give half-pay when a man was not doing work.

23538. With regard to your scheme for giving Indians greater facilities for serving in the higher posts of the service, your scheme is promotion from the Provincial Service, of fit men who will be then enrolled in the cadre of the Indian Civil Service?—Yes.

22539. But you do not think it is necessary that these men should pass any period of probation before entering the Indian Civil Service?—No, I think that their probation would have been undergone in the Provincial Civil Service.

22540 But if they are promoted in this way, without any special probation, will they not fall very far short of the average of the members of the Indian Civil Service who have passed a fairly stiff probationary period of instruction after their examination, for instance in the matter of law?—They will have already been through the same training. The members of the Provincial Civil Service are trained in the same way as Assistant Commissioners.

22541. But you are confusing training with probation. After the examination you advocate a two years' period of probation in England?—Yes.

22542. That has nothing to do with the training out here. I presume you want a curriculum similar to that which was in force prior to 1891?—Yes.

22543. You know that the curriculum was a pretty stiff one. There was a great deal of Law and Political Economy, and so on?—Yes.

22544. If these Provincial Civil Service men are to be appointed to the Indian Civil Service without any probationary period of that kind, how are they to acquire the knowledge it is considered necessary members of the Indian Civil Service should have?—I do not think they ever would acquire the same amount of knowledge. I do not anticipate that members of the Provincial Service promoted in this way will be equally efficient with Englishmen recruited in England for the Indian Civil Service. I think that they will be less efficient, but that it is on the whole the best method of recruiting Burmans if it is considered advisable to give them an opportunity of entering the service.

22545. That I suppose would not matter much so long as there were only a few men appointed; but supposing the time comes when it is found desirable to appoint fairly large numbers of Indians to higher posts, and supposing it is decided that the best way of appointing them is to promote them from the Provincial Service, what would be your view with regard to a scheme such as this, that picked men from the Provincial Service should be sent to England for a two years' probationary course prior to their inclusion in the ranks of the Indian Civil Service?—I have not considered that proposal before. I think that it would depend a great deal on the age of the man when he was selected for promotion, as to whether it was a suitable way of treating him or not. A young man night perhaps be sent to England for a course of instruction, but not a man of mature age and long service.

22546. If you have not considered it, it is no use my asking you these questions; but there is one general question on which perhaps you have formed some opinion. If a fairly large number of Natives of India were appointed to the Indian Civil Service in this way, do you not think that if they had no training in England at all their inclusion in the Indian Civil Service might have some effect upon the British standard of administration?—I think that they would be probably less efficient than the English members of the service, but the British nature of the administration would nevertheless continue.

22547. (*Mr. Thompson.*) You have mentioned in the course of your statements certain advantages to the administration secured by the combination in one officer of the Deputy Commissioner and District Magistrate. In doing so you have made no reference to the fact that the Deputy Commissioner is also the Head of the Police and is responsible for them. Do you not think from that point of view it is very essential he should also be District Magistrate?—Yes, I do. The Deputy Commissioner is the Head of the Police and ought, I think, to control the working of the Police from the point of view of a Magistrate rather than from that of a mere Executive officer.

(The witness withdrew.)

EDGAR JOSEPH HOLBERTON, ESQ., Manager of the Bombay-Burma Trading Corporation, Limited, Rangoon.

Written answers relating to the Indian Civil Service.

22548. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—I consider the system to be wrong in principle. Apart from a medical examination, which keeps out men with definite defects in their constitution, it consists entirely of a written examination on certain set subjects. The brain able to acquire a sufficient knowledge of certain of these subjects to pass the examination must necessarily be an active one, but it need not by any manner of means be the best for practical purposes of administration. The system does not pretend to any preference for men of strong character, good family history, robust physique, or active habits of life. It differentiates in no way between the various races comprising the British Empire. It would, I fancy, be considered a most inadequate method of recruitment for any mercantile service. Nevertheless, judging from this Province alone I am constrained to admit that the results of the system have up to date been astonishingly good.

22549. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—I am not in a position to criticize the detail of the present system, if, as I take it, by detail it is intended to infer choice of subjects for examination, method of setting the papers, etc., etc. I may, however, mention that I consider the age-limit to be set too high, and as I shall explain under question (5) I consider the examination should not be open but subject to selection of candidates.

22550. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—I would not admit Natives of India to this examination at all. My ideas on their admission to the Service will be found under question (8).

22551. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—I am certainly of opinion that it is. By extending the range of appointments, you encourage applicants and procure a wider choice. I would however qualify this opinion to the extent of allowing Natives of India to sit for appointments in the Home Civil Service, and I would be guided by the advice of the Colonies as to their admission for this Service also.

22552. (5) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose?—I advocate the introduction of some system of nomination and of selection. I would appoint a board of nine in England, whose duty should be to select or nominate boys for this Service. The board should be appointed by the India Office as regards one-third of its members. The other two-thirds should be composed equally of retired Government servants and non-officials to be nominated by the Viceroy in Council from lists forwarded to him by the Local Governments of each Province. The qualification for inclusion in these lists should be European parentage and a residence of at least 15 years in the Province. Such nominees would be in a position to have acquired real knowledge of the requirements of the Service. Likely boys, that is to say, boys whose credentials on the face of them seem promising, would be interviewed at the age of 16 by this board, who would select those from the candidates, who *primâ facie* appear likely to develop into useful administrators. Having obtained in this way a nomination the boys would resume the ordinary routine of their education and would come up again before the board at the age of 19. Such as were able to satisfy the board that they had developed and sustained their promise would be allowed to sit at a written examination on very much the present lines. If they passed this test, they would at once enter into the service as probationers for a period of three years. Two of these would be spent in study at certain selected Universities, when their course would be confined to the study of such subjects as may be deemed likely to equip them for their career in India. During these two years their salary might be fixed at £200 a year. If they passed this probationary period satisfactorily they should then be despatched to India, where they would be for a further year in training at the headquarters of a district on a salary of Rs. 450 a month, after which they would come on to the regular establishment at the age of 22, unless it appeared to the Viceroy, on the recommendation of the Local Governments, that some grave defect of character or some gross misconduct during the last year unfitted them for the grave responsibilities of their position.

22553. (6) In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?—My previous answers will have indicated my strong objection to an examination in India at all.

22554. (7) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examinations in each Province or group of Provinces in India? If you favour such a scheme, what proportion do you recommend?—I would elect no Natives of India by examination.

22555. (8) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so,

describe fully what system you would recommend. In particular, do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?—Natives of India should only be admitted after a probationary period in the Provincial Services. I would moreover limit the service of Natives of all castes and creeds to the Province which they call their home. For instance, I would strictly bar all Natives of India proper from the establishment of this Province.

22556. (9) If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?—No.

22557. (10) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?—I would abolish the system of listed posts and admit such members of the Provincial Service as are *for special merit* promoted to the higher service, to the full rank and emolument of their grade. I would allow their service in the Provincial Service to count in full when grading them in the list of the Civil Service.

22558. (11) Do you recommend any separate method of recruitment for the judicial branch of the Indian Civil Service? If so, please describe the system which you would propose?—No. I am of opinion that the present system under which men elect one branch or the other after some experience of the conditions of service in India works very well.

22559. (12) Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Acts, 1870 (33 Vict., c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter?—I am satisfied with the present definition.

22560. (13) If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons?—As shown under question (5), I would put the age for sitting for the competitive examination at 19, but perhaps we might say 19 or 20. This would bring the recruit on to the regular establishment at 22 or 23, which appears to me correct. A great advantage of this over the present system is that parents are spared a costly 2 or 3 years' course with an indefinite prospect at the end of it. It seems to me that on the system advocated by me you will get a much better field for selection, as many boys would be available at 19 or 20, whose parents cannot afford to keep them unemployed up to 23 or 24.

22561. (14) What in your opinion is the most suitable age at which junior civilians recruited in England should commence their official duties in India?—Coming out for their year's final probation at 21 or 22, they would commence responsible duties at 22 or 23, which seems to me the best and most suitable age.

22562. (18) Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons?—I am clearly of opinion that this system should be continued, but am not in a position to go into detail.

22563. (19) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might under present conditions properly be admitted?—Provided really eminent and outstanding men are available from the ranks of the Provincial Services, I would advocate their admission by selection as suggested in my replies to questions (8) and (10) to the number of 5 per cent. of the establishment.

22564. (20) Do you accept as generally satisfactory in principle the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre partly through the medium of an open competitive examination in England and partly by special arrangement in India?—No. As stated before, I would not admit them to examination in England.

22565. (21) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend?—Not for Burma. It does not seem to have worked well here, as one member out of the only two appointments ever made preferred to revert to the Provincial Service.

22566. (22) If the system of recruiting military officers in India for posts in the Indian Civil Service cadre has been stopped, or has never existed in your Province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent, in your opinion, should it be adopted?—The introduction of selected officers from the Army undoubtedly tends to strengthen the cadre. I would however limit such appointments to 10 per cent., or such other percentage as would be equal to double the number of appointments made available for Natives of India

22567. (23) Do you consider that such a system should be restricted to the recruitment of military officers, or extended to the recruitment of selected officers from other Indian Services?—Ordinarily the system should be restricted to the recruitment of military officers, but the Local Governments should have power in exceptional cases and with the sanction of the Viceroy to take in men from other Indian Services. Such appointments should only be made in the cases of men of such obvious power with the Native that their inclusion will strengthen the hand of Government. I would advocate the grading of men so taken in immediately below civilians of the same length of service. I would limit these appointments to 2 per cent. of the establishment.

22568. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—I would abolish these in favour of the system advocated by me in reply to question (19).

22569. (25) Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one-quarter of the listed posts?—No.

22570. (26) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service?—Yes, provided the listed post system is continued in existence.

22571. (31) Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend?—Under my system there would be no Native of India probationers in the Civil Service. Their probation would have been spent in the Provincial Service.

22572. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?—No.

22573. (34) Do you think it desirable that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—It appears to me that a probationary period of one year would best be spent in the capacity of Personal Assistant to some busy Deputy Commissioner. During this period the recruit should have no executive or judicial powers of his own.

22574. (35) Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—The present system appears to work well, but it seems to me that it would be an improvement to spend the year in the way advocated in reply to question (34).

22575. (36) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?—From my own experience of this Province I should say the proficiency of the present establishment is adequate.

22576. (37) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the judicial branch?—My experience has given me no reason to be dissatisfied with the results of the present system.

22577. (47) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the Service?—As long as the listed system prevails, the arrangement seems fairly adequate, but I have already expressed views in favour of the abolition of listed posts.

22578. (50) Please add such other remarks as you may desire to offer on any point relating to the conditions of service, salary, leave and pension in the Indian Civil Service?—I am not in a position to say when the present rules of service were fixed, but I am probably safe in assuming that they have changed very little, if at all, in the last 20 years. During that period life has undoubtedly become more expensive and openings for really promising young men of good education have increased. It seems to me, then, more than likely that the scale of pay should now be improved, as it must be your desire to attract the very best material available. I may mention that in our own firm we have found it essential to raise our rates of recent years in order to attract the class of recruit we want. It is not my intention to enter into the calculation closely, but I have no hesitation in saying that an enhancement of 10 per cent. at least is needed to render the Service as attractive as it was even 10 years ago. An alternative to an actual rise in the scale of pay would be to remit contribution to the Pension Fund while leaving its benefits unchanged. I would welcome the institution of a system whereby all promotion to posts carrying a salary of more than Rs. 1,000 a month should be by selection, seniority only being considered in the case where two men of equal merit but different length of service are available for one appointment. It should also be possible to shorten by compulsory retirement the services of officials whose retention is not to the interest of Government. Such retirement would not be tantamount to dismissal as it would not carry with it loss of pension.

MR. E. J. HOLBERTON called and examined.

22579. (*Chairman.*) You are the Manager of the Bombay-Burma Trading Corporation?—I am a manager.

22580. This Corporation I understand has very large interests in Burma?—We have a large organization in the timber business. We are confined almost entirely to that.

22581. You have men in your employ in various parts of Burma?—Yes, in a great many parts of Burma.

22582. Do you conduct the whole of your organizing work at Rangoon or have you organizing centres?—You may say that the organization is all carried on from Rangoon. There are headquarter forest stations, but the organizing has to be sanctioned by Rangoon.

22583. Have you been in the country for some years?—About 13 or 14 years.

22584. Have you been employed in this business the whole of the time?—Yes.

22585. I note that you consider the open competition is wrong in principle, and you go on to say, from your experience and observation I suppose, that the results have been astonishingly good?—That is so.

22586. You do not agree with those who say that there is a perceptible deterioration in the class of civilians who are now coming out to serve in the administration of the country?—I have not noticed any deterioration in the good work the Service does. That is what I meant when I said they were efficient.

22587. You mean, speaking broadly, that the general administration of the country has been maintained at the same high level as formerly?—Yes.

22588. You do not necessarily imply by that that the standard is maintained in every individual instance?—I should say on the whole that it is.

22589. However, judging the principle to be wrong, you suggest an alternative scheme in the form of nomination. You would establish a board of nine in England?—Yes.

22590. A third appointed by the Secretary of State and two-thirds by the Secretary of State on the recommendation of the Local Governments. Some of them would be retired Indian officials?—Half of them would be officials and half of them would be business and commercial men who had spent their life in the country and who had retired and gone Home.

22591. You would have all candidates who contemplated entering the Service brought up before this board at the age of 16, in the middle of their school life?—Yes, just about the time when their school life is beginning to shape into something definite.

22592. What would be the procedure of the board?—My idea is that it would be very much on the lines on which I understand the Naval cadet is selected. There is no written examination. The boy is examined and passed as a gentleman, that is to say, as one likely to behave well to the people he is going to rule or employ, and as showing himself generally bright in intelligence. That would be all.

22593. You would not ask him to pass any examination at that point?—No.

22594. If he was in all respects satisfactory he would leave with an intimation that if he behaved himself for the next four years and came up again and passed the open examination, and also I suppose passed another scrutiny by the board, he could then enter the Service. Is that the scheme?—Yes. He would begin to get pay at once then, which is the great point in my scheme.

22595. After the examination he would enter the Service?—Yes.

22596. For the first three years in a probationary capacity?—Yes.

22597. But he would be a member of the Service?—On that point I should leave it to the experts to say what they call him.

22598. Would his pension date from that time?—I have not thought it out in those details. My point was that I wanted him to have an income from about that date. Otherwise I thought you might miss the best people.

22599. You would give him a small income?—About £200 a year.

22600. And he would have to go to a University for about two years and then he would come to India and be put under the supervision of a District officer for another year?—Yes.

22601. I understand you would not continue to give an opportunity to Indians to compete in the open competition?—I certainly would not.

22602. You would withdraw the privilege which they now enjoy?—I would.

22603. Do you speak from any experience of India as distinguished from Burma?—No, I am speaking for Burma. I have never been stationed in India.

22604. Of course a proposal of the character you suggest would have to be universal; you do not suggest it merely for Burma, do you?—No.

22605. You suggest it for India?—Yes. My knowledge of India is only the merest hearsay; I have no personal experience of India.

22606. You have no idea how the educated community of India would view such a proposal?—Yes, I think I know how they would view it.

22607. Do you think the view they would take would tend to the smooth running of Government in India?—You are asking me questions about India, and I can only give my own personal opinion for what it is worth.

22608. The proposal you make is a very important one, namely, the withdrawal of the opportunities that Indians how have of competing at the open examination in England?—My reasons for that would be that I have heard that at the present moment the examination is actually only open to a very few classes of the Natives of India. That is to say, only a very few of them are specially adapted to examinations, and it is not altogether certain that those particular classes are the correct classes to have the rule, if any do. But I speak without personal experience.

22609. In answer to question (24) you say you would abolish the system of listed posts?—Yes.

22610. And substitute appointment by Local Governments?—Yes.

22611. To the extent of five per cent. of posts in the Indian Civil Service?—Yes, to the full posts in the Indian Civil Service.

22612. Would those appointments be from officers in the Provincial Service?—That would be my idea. Those particular appointments would be straight from the Provincial Service.

22613. The selection would be by merit and not by seniority?—Entirely by merit.

22614. You would like to see all the distinctions, both financial and other, that at present exist as between the listed post officer and the Indian Civil Service officer, removed?—If you have men good enough to be specially appointed by the Local Government, I think those men should have the whole advantages of the Service.

22615. Your proposal is practically the same as the present scheme, except that you abolish the listed post and incorporate the officer in the Indian Civil Service and give him the same pay as the Indian civilian?—Yes, it is really.

22616. Promotions to listed posts is also by selection, is it not?—Yes, it is the same principle.

22617. I understand you employ in your Corporation a considerable number of Europeans?—We do.

22618. On clerical work?—We really have two separate services. We have what we call our up-country staff, men who organize and look after our up-country work, some of whom spend a portion of their time eventually in the office; and we have what we call our commercial staff, whose business it is to do the merchanting of the timber, and they are resident in Rangoon.

22619. They supervise the actual cutting of the timber?—Yes, the up-country staff.

22620. It is a technical profession, is it not?—No, it is pure organization. The up-country service consists almost entirely of organization.

22621. What class of men do you get in your Corporation? Do you get any University men?—I should say 60 to 79 per cent. were University men.

22622. Do you rather make a point of trying to recruit University men?—Nowadays I think we do.

22622. Could you explain your method of recruitment?—For the Forest Service our method of recruitment is this. Some of us go Home every year and we probably go to the Oxford Appointments Board and to the Cambridge Appointments Board, and we tell them we have some appointments and ask if they have any suitable men. It is more than likely they think they have the right men, and then we interview them. This is the only system we have. Sometimes, however, men come in through their friendship with some of our staff, being introduced in that way.

22624. One of course follows on another?—Exactly. But when we go into the market for a staff that is the procedure we adopt.

22625. Do the officers come out here as soon as they are recruited, or is there any term of probation?—They come out on a one year's agreement. At the end of one year they can either leave us or we can dispense with their services. Our idea is that in the course of one year we can find out whether a man's health is going to stand it and whether his temperament is going to help him to deal with Burmans.

22626. You lay stress on the latter qualification?—That is one of the most important points in our whole service, that they get on well with the Burmans; in fact, that is essential.

22627. For the first year they are, as it were, apprentices?—Yes, practically. They generally go round with some other man in the execution of his duties.

22628. They have somebody over them, I suppose?—Always.

22629. Do you find in the majority of cases that they fall into their work and get on with the inhabitants?—We have very, very few failures whom we have to send back.

22630. One word with regard to salaries. What class of salary do you give these two branches?—We have not different grades for our European service. The two services have different grades, but a man comes out always for the Forest Service on Rs. 300 a month. He gets a free house.

22631. Are you particular about his being married?—We are very particular about his not being.

22632. You do not take a married man?—No. He gets a free house and travelling allowance, free transport, free dâk messengers, and he has only to pay for his own private servants.

22633. How does the salary rise?—You may say that unless there is anything to prevent it a man gets Rs. 50 a year, starting after about 17 months' service.

22634. Up to what?—The Forest appointment salary does not go beyond Rs. 1,000 a month.

22635. It goes from Rs. 300 a month by Rs. 50 a year up to Rs. 1,000?—It goes by Rs. 50 to Rs. 700, and after that it depends entirely on efficiency, chances, and things like that.

22636. And the maximum is about Rs. 1,000?—Yes, that is pay. When a man gets to that stage he might almost always count on a bonus.

22637. Is there any system of profit sharing?—Only to the extent that in good years we give the staff bonuses. That is all done by our Head Office, and we have no say in that.

22638. Have you got men in your Corporation who have been many years in the business?—The most senior man at present I think has been with us thirty years.

22639. Have you a pension scheme?—We have a Provident Fund.

22640. Contributed to by the officers?—They contribute 10 per cent. of their pay and they get 6 per cent. cumulative interest, and the Corporation endows the Fund with half as much as they put in every year and sometimes more.

22641. Can they take that out?—No, they cannot touch it on any account whatever.

22642. How many years have they to serve before they become eligible for it?—They can start contributing the day they join. They do not get a pension at all. It is their own money.

22643. They draw it out when they leave the firm?—Yes.

22644. It is their own property and if they die it goes to the family?—It is their own property as regards the money they have put in and the interest, but in the event of misconduct the Corporation reserves the right of withdrawing the amount with which it has endowed the Fund, say for gross misconduct. It has never been done, but they reserve the right.

22645. Has your firm had to raise its salaries to meet the rise of prices in the last ten years?—We have.

22646. How much per cent. would you say?—I do not know that I could put it in percentage; we used to bring men out at Rs. 250, and now we bring them out at Rs. 300. We used to bring office men out at Rs. 350, and now we have to bring them out at Rs. 400.

22647. Is there a rise in salary for the higher grades?—That is the rise practically throughout their service.

22648. Right through?—Yes.

22649. (*Lord Ronaldshay.*) In your answer to question (1) you say you think the present system of recruitment for the Indian Civil Service would be considered a most inadequate method of recruitment for any mercantile service, but you nevertheless think that the results of the system up to-date have been astonishingly good. Do you mean that the results have been astonishingly good considering the system, or that the results have been astonishingly good on their own merits?—Considering the system.

22650. You have not told the Chairman how you pay your men in the other branches. When they come out at Rs. 400 do they go up by a time scale in the same way as the men in the Forest Department?—They go up faster if they are successful at all.

22651. What will a man in that branch of the service rise to? I understand that Rs. 1,000 is the limit of salary for men in the Forest Department, and I want to know what a man in the other department can rise to?—A man who does not become manager is not likely to get more than Rs. 1,000 a month.

22652. *Plus* the other allowances you mentioned?—Yes.

22653. Generally speaking, from your experience, would you say that the pay and prospects of a young man coming out into a firm like yours compare favourably with the pay and prospects of a young Englishman joining the Indian Civil Service?—I would rather like you to explain what you mean by "favourably." Do you mean you want me to say whether one is better than the other?

22654. Certainly?—I would rather not express an opinion as it is my firm.

22655. (*Sir Theodore Morison.*) Do you know whether you pay men more in Burma for the same work than you would pay them in other parts of India?—We have no office in India staffed by our own men. We have certainly no up-country service in India, so that I am afraid I cannot tell you.

22656. Has your firm ever estimated what is the up-country value of the different allowances you give, house allowance, travelling allowance, etc.?—Except for the question of house allowance they are all fixed. You can put down the travelling allowance at Rs. 4 a day for every day they are out of their headquarters.

22657. How much does that come to in a month?—On an average I should say Rs. 75 to Rs. 80. Then they get two messengers which they would have to have, and that saves them about Rs. 30 a month. They have elephant riders, which saves them another Rs. 30 and an extra man or so about the camp, which means the saving of Rs. 15. I think that is about all, apart from house allowance.

22658. What would be the house allowance?—In Rangoon if they do not live in a house belonging to or hired by us we give various sums according to a man's position in the firm, but up-country we provide the houses.

22659. Do you know what they are worth?—About Rs. 40 or Rs. 50 a month up-country, I should think, but I do not know

22660. The allowances come to about Rs. 200 a month roughly speaking?—Something like that I should think.

22661. What sort of leave allowances do you give these men?—They get passage both ways and half pay at Home, with a minimum of £20 a month.

22662. A first class passage?—Yes, and a small sum in addition for tips on the voyage.

22663. How often does this leave occur?—In the ordinary course of events they get leave every 3½ years: six months at Home, and about 7½ months out of the country. Of course if they are sick they go Home at once, quite irrespective of their term, for as long as may be necessary.

22664. What allowances do they get then?—The same allowances, half pay and passages, and doctors paid for at Home.

22665. With reference to your answer to question (10) you say "I would allow their service in the Provincial Service to count in full when grading them in the list of the Civil Service"?—If you take a five-year man out of the Provincial Service, I would put him at the bottom of the five years' civilians on the list.

22666. Your system contemplates promoting a Provincial Service man possibly after he has had 15 years' service?—If it seemed to the Local Government desirable to do so they could certainly do so at any point of his service.

22667. When writing that answer you had in view promoting the junior men?—Yes.

22668. (*Mr. Chaubal.*) Am I correct in assuming that you wish this Commission to report to the Secretary of State that Indians should not be allowed to compete for the examination in England? I suppose you are aware of the history that has led to the appointment of this Commission?—I cannot say I am altogether.

22669. Do you believe that this Commission has been appointed because anybody complained that there is a large number of Indians in the Service and that they want the door shut against them?—No, I never thought that was the reason.

22670. I thought perhaps you might be under that impression. In answer to question (8) you recommend that different castes and creeds should be confined to what they call their home. In what Province would you put Eurasians?—In the Province which he has made his home.

22671. Where would you put the Eurasian who has made India his domicile?—Whichever Province he lives in.

22672. Am I to understand that a Eurasian has any particular Province which he calls his home, the Eurasian or the Anglo-Indian?—I do not really know, but I suppose he has his home somewhere.

22673. Coming back to the first question, the recommendation that you wish the Commission to make is that the Indian should be prevented from competing in the examination, that no separate examination should be held here, and that such places as the Government of the day think proper should be given to them when the Government choose?—Yes.

22674. (*Mr. Gokhale.*) Is there any perceptible movement, as far as you are aware,

among the more advanced Burmese gentlemen, to send their sons to England for education?—I should say there was a distinct movement.

22675. Is the tendency on the increase?—From my own knowledge I should say yes.

22676. So that you expect a steadily increasing number of young Burmans to go to England for their education?—Yes.

22677. There would be among them some exceptionally clever men?—There would.

22678. And yet you would shut the London door for the Indian Civil Service against these men?—I would.

22679. Have you considered how they would regard such exclusion and what would be the effect of such exclusion on their minds when they came back to this country?—I have given them an alternative.

22680. You give them promotion from the Provincial Civil Service up to a limit of 5 per cent?—I have given them another alternative; I have given them the right to sit for examinations for the Home Service.

22681. That means you would ask them to be exiles for the whole of their lives?—No more exiled than we are.

22682. Is it likely that many Burmans would care to enter the Home Service and spend their lives in England?—Does not that rather show they are not such an enterprising race as the British?

22683. The question is not about their being enterprising or anything else, but of their wanting to be of use to their countrymen in their own country. If a young Burman has the ambition to be appointed to high office in his own country and to enter by the same door as the Englishman, why should you prevent him?—What is your point in preventing him?—My point is that I do not yet consider, at this stage of time, that the Burman is so fit to rule as the Britisher. He still wants more training. His school training does not affect him in the slightest.

22684. You do not believe that the Burman, who passes the London competitive examination, and has his training for a certain time in England, acquires those qualities which you think are necessary for a man in charge of high office in this country?—I do not think the fact of his passing that examination in any way proves that he has those qualities.

22685. A man who has to pass a very difficult examination has to read a certain amount of your literature and of your history, and he has to study your institutions. Do you think that all that would have no effect on his mind whatever?—I think it will have an effect.

22686. No Burman has entered the Indian Civil Service by the London door yet?—No.

22687. Would you not wait until you saw what the effect was before you shut the door?—I would rather wait and see the effect of the promotions, on my system, of really promising, eminent young Burmans to the full rights of the Commission from the Provincial Service.

22688. Is that quite fair to the Burmans? The promoted men that you would thus recruit into the Indian Civil Service would not be men who have received the same kind of education that the Englishmen have received. If they are to be compared on fair terms they should have gone through the same training as the Englishmen who are in the Service?—You mean that they should have done the same amount of reading for this particular examination.

22689. Yes. Is not there something in that?—I should not myself have thought that reading for a particular examination was going to qualify a man for a path of life.

22690. It is not merely an examination; it is acquiring a fairly intimate knowledge of the whole of English civilisation and English culture, which is a wholly different thing from merely passing an examination?—There is nothing in my system to prevent the young Burman doing that.

22691. If he is only here he could not acquire the same acquaintance with English civilisation and culture that he would acquire if he went to England?—But he has been to England probably before he joins the Provincial Service.

22692. You mean that a clever Burman goes to England and receives his education there and then comes here and starts on Rs. 200 or Rs. 250 a month?—I do not know what the pay of the Provincial Service is.

22693. It is not in any case the same as the Indian Civil Service pay?—No, it is not.

22694. You know that certain promises of equality of treatment have been given to the people of India by the British Government?—I have heard so.

22695. And the same promises now extend to the people of Burma?—Yes.

22696. Therefore so far as the theory of the thing is concerned the people of Burma and the people of England are on a footing of equality as regards employment in this country?—From that point of view, yes.

22697. If that is so, how can you prevent Burmans from appearing at the competitive examination without taking from them the equality that has been promised to them?—I am not quite sure how you can; I have only expressed my opinion.

22698. (*Mr. Sly.*) Do you employ Burmans in your firm?—Very largely.

22699. What posts do they rise to in your office?—I think the best paid clerk in our office gets Rs. 450 a month.

22700. A Burman?—No, he is a Chinaman. The best paid Burman at the present moment gets about Rs. 220.

22701. And up-country?—Up-country I should think about Rs. 180 was our limit for the clerical, and among the non-English speaking Burmans who do the forest work the best appointments I think are Rs. 120.

22702. Do you employ Indians in your office?—We employ any clerk whom we think suitable.

22703. Are they paid at the same rates as Burmans?—We do not differentiate. There is a slight differentiation between people who adopt English methods of living, like the Eurasians, they probably get more as it is considered to be more expensive for them to live.

7th February 1913.] MR. E. J. HOLBERTON. [*concluded.*

22704. (*Mr. Macdonald.*) You suggested that a man passing up from the Provincial Civil Service, say of five years' standing, should be placed at the bottom of the men who have been five years in the Indian Civil Service?—Yes.

22705. But does not that upset your whole system of promotion?—Not materially when you have only 5 per cent.

22706. You limit it to 5 per cent.?—Yes.

22707. And your scheme is only practicable so long as you do limit it to 5 per cent.?—Certainly.

22708. With reference to the answer you gave to Sir Theodore Morison about the extras you give to your men up-country, did not you include in some of those allowances things that are, strictly speaking, not increases of salary at all, but provisions that firms have to make—the elephant rider for instance?—I do not think I called them salaries.

22709. You assented when Sir Theodore said that that was an extra salary of Rs. 200 a month?—My impression is that the elephant transport in the Government is charged to them by the Government, but we do not charge our men with it at all. We give them their transport free, whether it be elephants, or carts, or railways.

22710. What sort of men do you recruit from Oxford? You say you go over and see an Appointment Board?—We go and see what they call the Cambridge Appointments Committee, and I think it is the same name at Oxford.

22711. What sort of men do you recruit, technical experts in forestry?—Good gracious me, no!

22712. Not men who have gone through Doctor Schlich's school?—No. We just take nice men whose appearance and manners we like and who have shown their ability to hold their own in the schools to a certain extent, and in athletics.

22713. With no specialised knowledge?—No.

22714. (*Mr. Madge.*) Do I understand that you desire to exclude Indians from the Service or that you hope they will come in by the channels which you believe to be better?—I wish to include in this very important Service only the best Natives who have proved themselves such.

22715. Is it by mere accident or on information you have received that I find some opinions you have expressed here have also been expressed by the responsible Government of this Province?—I can only tell you that my answers have been written without consultation with anybody.

22716. (*Mr. Abdur Rahim.*) Supposing the Government could get more than 5 per cent. competent to hold the appointments in the Civil Service, you would still limit the number of Indians to 5 per cent.?—You mean if the Government could find more suitable people?

22717. Yes, more suitable men?—I am not very much accustomed to very cast-iron rules. I should say that if that occasion arose at any time a rule such as that could be altered.

22718. You would increase the percentage provided you got suitable able men?—Yes, gradually.

(The witness withdrew.)

SAMUEL ANDREW SMYTH, ESQ., I.C.S., Settlement Officer, Yamethin and Toungoo districts, Toungoo.

Written answers relating to the Indian Civil Service.

22719. (1) What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—Yes.

22720. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—I think the system is also the most suitable for "Natives of India," etc. It would scarcely be suitable to differentiate recruitment for the Indian Civil Service according to race.

22721. (4) Further, is any differentiation desirable between other classes of natural-born subjects of His Majesty?—No.

22722. (5) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—I think that the combination is of advantage as increasing the number of candidates. Probably a number of candidates who enter for the examination with the idea of securing an appointment in the Home Service and fail to do so accept the Indian Service. If the examination for the Home Service were excluded, there is thus a probability that the Indian selections would not be so good as at present. Further, the standard of the examination might be lowered, and this would be regrettable.

22723. (6) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles?—(*a*) Selection by head-masters of schools approved or otherwise. (*b*) Selection by authorities in Universities approved or otherwise. (*c*) Nomination by head-masters or University authorities and selection under the orders of the Secretary of State. (*d*) Combined nomination and examination. (*e*) Any other method?—I would combine the principles of selection and examination if any feasible system of selection could be devised, and make selection prior to examination. But in choosing an authority to select, a dilemma is encountered. A single central selecting board can know nothing about the candidates; with many selecting authorities it is impossible to ensure that all the candidates are selected on uniform principles. In the absence of a satisfactory method of selection, I would adhere to the competitive system.

7th February 1913.] MR. S. A. SMYTH. [*continued.*

Selection without examination is, I think, the most objectionable method of recruitment.

22724. (7) What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?—I am not in favour of this, because I consider that the number of "Natives of India" admitted to the Indian Civil Service ought to be restricted as far as possible on administrative grounds, at any rate, so far as the Province of Burma is concerned. Indians meet with no respect in Burma; in fact they are regarded by the Burmese as an inferior race. In India, I imagine the same feeling would exist if members of inferior castes succeeded in entering the Indian Civil Service Under a system of simultaneous examination also there is reason to fear that the class of Indian candidates would be lowered.

22725. (8) Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's Dominions?—No.

22726. (9) What would be your opinion with regard to filling a fixed proportion of the vacancies of the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each Province or group of Provinces in India? If so, what proportion do you recommend?—I am not in favour of this. It would lower the standard of the Service generally and render it less homogeneous.

22727. (10) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination; (*b*) combined nomination and examination; or (*c*) any other method? If so, please describe fully what system you would recommend. In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?—I am not in favour of any such system. Nor would I pay any attention to the representation of classes and communities in the Indian Civil Service. It ought to be recruited regardless of classes and communities altogether.

22728. (12) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India" as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services. If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?—I think officers of the Provincial Civil Service ought to continue to be promoted to listed posts under any system of recruitment to the Indian Civil Service.

22729. (13) Do you recommend any separate method of recruitment for the judicial branch of the Indian Civil Service? If so, please describe the system that you would propose?—I do not recommend any separate method of recruitment. My experience is that the knowledge of law required in Burma can be easily acquired in the ordinary course of duty without any prior legal training; and also that a knowledge of the people is much more important to a Judicial officer than a knowledge of legal technicalities.

22730. (14) Are you satisfied with the present definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, please state fully any proposals that you wish to make in regard to this matter?—I see no reason to alter the definition.

22731. (15) If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to attract candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?—I consider that the age-limit should be fixed so as to attract candidates who have completed a University course, and that as little time as possible should elapse between the completion of that course and the Indian Civil Service examination. For that reason I would revert to the 21—23 years limits fixed between 1896 and 1905. Candidates should have a full education, should not be too old to have lost habits of discipline, and should be young enough to be capable of adapting themselves to a new country.

22732. (16) What is your experience of the relative merits of the candidates selected under varying age-limits, particularly under the systems in force from 1878 to 1891 (age-limits 17–19 years followed by two or three years' probation at an approved University) and since 1891 (age-limits 21–23 or 22–24 years, followed by one year's probation)?—I am not in a position to answer this question to advantage, as I am not acquainted sufficiently with the work of officers recruited under the various age-limits.

22733. (17) What is your opinion regarding the suitability of the recent recruits to the Indian Civil Service?—Of those I know I should regard about a quarter as scarcely suitable. I am not sure whether this is a greater proportion than formerly. The unsuitability is not in intellectual ability, but in the absence of habits of discipline and respect for authority, such as ought to be imparted during school life, in the want of adaptabitity and effort to understand the people and consequent failure to take broad views, and in a considerable amount of what might be called conceit.

22734. (18) What is the most suitable age at which junior civilians should arrive in India?—I think about 23-24 years is the most suitable age. Twenty-five years is an outside limit, and under 22 I think rather young.

22735. (19) What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age limits for "Natives of India," and for other natural-born subjects of His Majesty?—Lower limits than at present, probably, because of Indian precocity. I do not recommend any differentiation between age-limits for "Natives of India" and for others. On this question it is difficult to form an opinion in Burma, from which there are no candidates.

22736. (20) On what principle should the subjects for the open competitive examination be fixed? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that "the examination should be of such a nature that no candidate who may fail shall, to whatever calling he may devote himself, have any reason to regret the time and labour which he had spent in preparing himself to be examined," and that the object should be to secure, not specialists in any particular subjects that may be useful in a subsequent Indian career, but the ordinary well educated young man of the period?—I accept the principle laid down by Lord Macaulay's Committee. "Cram" subjects, such as Political Economy, Political Science, etc., should either be excluded altogether from the examination, or the examination in these subjects should be made of such a nature that it could not be passed by mere "crammers."

22737. (21) Please examine the table in Appendix I to these questions, which shows the various phases of the authorized syllabus of the open competitive examination, and state what changes, if any, are, in your opinion, desirable, differentiating between the cases of candidates (*a*) of school-leaving age, and (*b*) of University-leaving age?—I have no changes to suggest except in relation to "cram" subjects.

22738. (22) Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates?—I do not think so. The examination ought to be uniform if it is to be truly competitive.

22739. (23) Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons? Please state in detail what alterations, if any, you recommend in the Schedule of the Indian Civil Service Act of 1861 (24 & 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54) and of the Government of India Act, 1870 (33 Vict., c. 3), reproduced as Appendices II and III to these questions]?—Yes. I think that, as far as Burma is concerned, officers of the Commission (including Indian Civil Service men, military officers, etc.) should alone be eligible for nearly all the superior posts, excepting the "listed" appointments. Some latitude might be allowed in non-executive appointments; but on the executive side the interests of a centralized administration are best served when the officers composing it belong to the same Service, or the great majority of them. The Indian Civil Service is not a parliament, but an instrument of administration.

22740. (24) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what *proportion* of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might, under present conditions, properly be admitted?—No I think that for administrative purposes it is advisable that the great majority of the higher posts should continue to be filled by European subjects of His Majesty. They command more respect (in Burma and probably in other Provinces) than Indians, and are, for this reason alone, more efficient. As a rule also they take broader views and are more capable of taking responsibility than Indians, and are more fitted for independent executive charge.

22741. (25) Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54)? Do you recommend any alterations in this system, and, if so, what?—I think the present system is generally satisfactory in principle, as expressed in practice.

22742. (29) What experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your Province? Please distinguish in your reply between (*a*) military officers, and (*b*) others; and give details of the latter?—I have served under the following:—Mr. S. H. T. De La Courneve, Deputy Commissioner, recruited, I believe, from the Provincial Service; Colonel H. Des Voeux, Deputy Commissioner, recruited from army; Mr. N. S. Field, Deputy Commissioner, recruited, I believe, from police; Mr. C. T. C. Chapman, Deputy Commissioner, recruited, I believe, from police; Major F. C. Owens, Settlement officer, recruited from army.

22743. (37) Does the system by which most of the inferior listed posts are merged in the Provincial Civil Service give satisfaction—(*a*) to the members of the Provincial Civil Service; and (*b*) to the public interested in this question; and what advantages, if any, does this arrangement possess?—I have never heard any expression of dissatisfaction. The arrangement possesses the advantages of enabling the Local Government to reward specially meritorious officers of the Provincial Service, and to appoint them to offices for which they are specially suited.

22744. (38) Is the class of posts listed suitable?—The posts are suitable.

22745. (43) What is your experience of the results of the existing system under which successful candidates in the open competitive

examination are required to undergo a probationer's course of instruction in England? Do you recommend the continuance or abolition of this system?—I would recommend the abolition of the system, because (*i*) languages can be best learnt in the countries where they are spoken; (*ii*) the other subjects can be learnt without lectures by candidates who have had sufficient ability to pass the competitive examination; (*iii*) the course of instruction during the year of probation in England is far from sufficient to occupy the entire time of the candidate, and habits of application and discipline tend to become relaxed.

22746. (44) What should be the duration of the probationer's course in England (*a*) under the present system of the open competitive examination, (*b*) under any modification of that system recommended by you?—Nil, is I think best; but if the probationary period is to be spent in England, a year is ample.

22747. (45) Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?—If there is to be a period of probation in England, yes.

22748. (46) If so, do you advise the selection of one or more Universities for this purpose and for what reasons?—More than one University should be selected so as to give candidates a choice. Some of them would desire to have facilities for the study of subjects outside the probationer's course. Besides, the selection of a single University would be rather invidious.

22749. (47) Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend?—Yes. (*a*) If probation is spent in England, the present scale is, I think, suitable. (*b*) If in India, full pay.

22750. (49) Would it, in your opinion, be desirable to establish a separate institution in England for this purpose, and, if so, under what conditions?—No, not in any circumstances.

22751. (50) (*i*) If a probationer's course is continued in England, do you accept the principle laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education and that their future studies should be such as have a special tendency to fit them for their calling? (*ii*) Does your answer apply equally to candidates who pass the open competitive examination after leaving school and to those who do so after completing a University course?—(*i*) Yes. (*ii*) No, because candidates selected after leaving school have a very incomplete education.

22752. (51) Please examine the statement printed as Appendix VI to these questions, showing the courses of studies prescribed for probationers in 1891 and 1912, and state what alterations, if any, you desire to recommend in the present course (*a*) under the existing system of the open competitive examination, and (*b*) under any modification of that system recommended by you?—No alterations suggested.

22753. (52) In particular, please state your opinion as to the desirability during the period of probation of (*i*) compulsory attendance at Law Courts in England and reporting of cases; (*ii*) the teaching of Indian Law in addition to the general principles of jurisprudence; (*iii*) the teaching of the grammar and text-books of Indian languages with or without any attempt at colloquial instruction; (*iv*) the teaching of (*a*) Indian Geography, (*b*) Political Economy, (*c*) Accounts?—If probation is spent in England:—(*i*) Compulsory attendance is desirable; (*ii*) general principles only; (*iii*) with colloquial instruction; (*iv*) (*a*) hardly necessary; (*b*) hardly necessary; (*c*) hardly necessary; some knowledge of Indian industrial and agricultural history and development is important and could suitably be imparted during the period of probation in England.

22754. (53) Do you consider that the probationer's course of instruction can best be spent in England or in India?—I consider that it can best be spent in India.

22755. (54) What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian Services recruited in England?—I would not recommend any training college.

22756. (55) What is your opinion of a proposal that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—I would not recommend training at any one centre.

22757. (56) In the report of the Treasury Committee appointed to consider the organization of Oriental studies in London (1909), the view is taken that the preliminary training in Oriental languages and in law required by probationers can be given better in England than in India, because of the difficulties which junior civilians would experience in learning these subjects in India, the lack of good teachers in Indian district head-quarters, the difficulty of even good Indian teachers appreciating the European student's point of view, and the difficulty of arduous study in a tropical climate. Do you consider that these objections could be met by a suitable scheme of instruction in India?—I disagree with the view of the Treasury Committee, because (*i*) the opportunity of speaking a language is more important than having a good teacher. Candidates are ordinarily capable of learning the grammar from text-books without a teacher to explain it. (*ii*) Indian Law is mostly codified and the codes can be learnt without a teacher. The principles are explained in commentaries and rulings and can also be learned. Attendance at Indian law courts and subsequent reading of case records is a better training than reporting cases at English Courts. (*iii*) The study is not so arduous as is the work which the candidate will subsequently be required to do in India. I think instruction in India far more suitable than in England.

22758. (59) Do you consider that any differentiation is necessary during the period of probation between the course of study for

probationers who are "Natives of India" and the course prescribed for other natural-born subjects of His Majesty?—No.

22759. (60) Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—No. (*i*) The amalgamation of the period of probation now spent in England with the training now undergone in India. (*ii*) Training period to be spent in a district where there is a sessions court. (*iii*) Examination on subjects studied during training to be held at one centre in each Province and conducted by a competent board of examiners. (*iv*) Examinations at end of period of training to be more comprehensive and stricter.

22760. (61) Is the existing system of departmental examinations suitable, and if not, what change do you recommend?—No. The amalgamation of the final examinations now held in England with the departmental examinations in India. Examinations should be held in each Province at one centre and conducted by a competent board, as before suggested.

22761. (62) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?—I do not think there is any deterioration, but even the senior officers have in my opinion an inadequate knowledge of the language, —at any rate in Burma. The only remedy for this is to increase the number of examinations and make each examination more difficult. There ought to be an additional examination for officers who have completed four years' service. The Higher Standard examination is now ordinarily passed by an officer before he has completed two years' service. This period is not sufficient for obtaining an adequate knowledge, and there ought to be means of preventing officers dropping their study of the language at this point.

22762. (63) Do you recommend any changes in the rules for the encouragement of the study of Oriental languages, and, if so, what changes?—No. I think it is more important that officers should have a good working knowledge of the languages of their Provinces than that they should learn extraneous languages.

22763. (64) Please give your views as to what steps, if any, are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the judicial branch. In particular, do you favour a system of granting study leave to Europe, and, if so, what course of study (course for a call to the Bar, reading in barristers' chambers or other), and what conditions do you propose?—The study of law during the period of probation and training should be in India and should be of (*a*) general legal principles, (*b*) Indian Law. It should be supplemented by attendance at both superior and inferior courts and the reading of completed records. The examination in Law should be conducted with the other examinations at the end of the period of training at one centre, by a competent board, and should be made more general and more difficult than either the departmental examinations or the final examination now is. The same training is applicable to officers selected for the judicial branch. I am not in favour of any system of study leave, because I do not think it is required, and it would probably lead to abuse.

22764. (65) Do you recommend any special course of study in Law in India for officers selected for the judicial branch?—No special course. All officers would study Law as recommended above during their periods of training. Those who, subsequent to training, showed an aptitude for judicial work and desired to join the judicial branch might be selected for it. In Burma there is opportunity to test an officer's judicial abilities between training and appointment to the judicial branch.

22765. (66) Do you recommend any special training in subordinate judicial posts for officers selected for the judicial branch? If so please give details?—No, but an officer should not be selected for superior judicial posts, unless he had previously shown aptitude in subordinate posts.

22766. (67) Do you recommend any system for encouraging the higher study of Law analogous to the rules for the encouragement of the study of Oriental languages?—No.

22767. (68) Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty?—No.

22768. (70) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent?—No.

22769. (71) Please add such remarks as you may desire to offer on any points relating to the system of probation and training for the Indian Civil Service which are not covered by your answers to the foregoing questions?—I think at present the year of probation in England is wasted, because the work done during probation and that done during training largely overlap.

22770. (72) The present theory underlying the conditions of service in the Indian Civil Service is that—(*a*) the members of the Service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and (*b*) that they should, throughout the whole period of their service, have sufficient salaries and sufficiently responsible duties. To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem* is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration, if any, would be necessary if the age of recruitment were lowered?—Yes. I consider eight years a suitable period. No alteration would be required if the age of recruitment were lowered by a year or so.

22771. (73) It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior posts," and should be drawing pay at rates above that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?—Yes. No alterations suggested.

22772. (77) Does the number of superior posts shown as held directly under the Government of India correspond with the actual experience of the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable. [Attention is invited in this connexion to List J in Appendix VII to these questions]?—I think the number of superior posts shown as held directly under the Government of India is greater than was actually held. I have not the materials to give particulars of discrepancies. I think from the point of view of promotion and in order to have the Province properly represented in India the full number ought to be held as a rule. Burma is probably less known in India than any other Province; from an agricultural and commercial standpoint it is one of the most important.

22773. (81) Junior officers are considered to be under training during the first two years of their service. Does this approximate to the actual conditions? If not, what alteration is necessary in the percentage of 15·5 allowed for training?—No. Junior officers are in Burma placed in independent charge at the end of one year's training as a rule. Not many years ago they were appointed to posts at the end of 6 months' training. As far as I can see, no alteration is required in the percentage because it allows a number of officers for training approximately equal to twice the annual recruitment.

22774. (87) Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—I consider that no officer ought to be appointed to a higher post than that of Deputy Commissioner, 2nd grade, by seniority alone; and that officers of proved inefficiency ought to be retired compulsorily.

22775. (88) To what extent are the functions of the officers of the executive and judicial branches of the Indian Civil Service differentiated? Is any change desirable, and, if so, in what directions?—I do not consider any immediate change desirable. The differentiation of executive and judicial functions is going on in the Province at a natural rate.

22776. (92) Are the present rates of pay and grading suitable? If not, what alterations do you recommend?—I think the present grading is suitable. The rates of pay are probably low relative to the expense of living compared with, say, 20 years ago.

22777. (93 If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts, or to both?—To both. Dissatisfaction exists regarding the rates of pay and the flow of promotion. There is a feeling that the pay is not so adequate as it was when the expense of living was lower; that this has been recognized by raising pay in other departments and that something ought also to be done for the Commission. It is also felt that, in Burma, civilians are relatively worse off than in other Provinces. The flow of promotion is uneven: for a period of years it is good and for the next period poor, so that some officers have drawn throughout their service a much higher average pay than others.

22778. (94) Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the Provinces, and does any dissatisfaction on this score exist in your Province, and, if so, what?—No. I think pay should be fixed with reference to the conditions in each Province. Burma is a much more expensive Province than most Provinces in India, and rates of pay ought to be fixed accordingly.

22779. (95) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—It ought to be abolished under the condition of increased salaries. The abolition ought to apply to officers already employed.

22780. (96) If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the Service who now draw no exchange compensation allowance?—I would not differentiate.

22781. (97) How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience, and have you any suggestion to make on the subject?—I do not think the system involves much inconvenience. I have no suggestion to make.

22782. (99) What is your opinion regarding the substitution for the existing graded system of promotion of a time scale of salary? If you are in favour of a time scale, should it be restricted to the lower grades of the Service or not?—I do not think a time scale desirable.

22783. (101) What is your experience of the practical working of time scales of pay in other Indian Services?—None.

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22784. (104) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the Service?—Yes I think they are suitably paid at a two-thirds rate.

22785. (105) Have you any other proposals to make in regard to the conditions of salary not covered by your answers to the above questions?—Abolish all additions and deductions on the salary bill as far as possible. It requires an expert to prepare a salary bill.

22786. (106) Is there any reason to suppose that officers of the Indian Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?—I think there is more leave-taking of all sorts now than there used to be, due probably to improvement of communication and increase of family ties. Junior officers seem inclined more to marry than formerly.

22787. (107) Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?—The amount of leave which can be earned on full pay each year is suitable; but I see no reason to restrict the total amount to three months. A good many officers lose part of their leave on full pay by the restriction, and it constitutes a temptation to frequent leave-taking.

22788. (108) Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—No change suggested as to amount. I would remove the restrictions as to the time which must elapse between period of leave, but I would not allow an officer to take long leave very early in his service, say, before he has completed five years' service. The present period of eight years is somewhat long.

22789. (109) Do you consider that the rates of furlough allowances are suitable?—Suitable, I think, on the whole.

22790. (110) Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other than privilege leave allowances, issued at the Home Treasury, or in a colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1*s.* 6*d.* the rupee?—No change?

22791. (111) (*i*) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? (*ii*) Do you recommend any change in the alternative rates fixed in sterling and in rupees, and, if so, what change?—(*i*) Yes. (*ii*) No.

22792. (112) Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—No.

22793. (113) Generally speaking, do any of the present leave rules applicable to the Indian Civil Service cause inconvenience to the Administration, and, if so, what, and what remedy do you suggest?—From the nature of the case all leave inconveniences the Administration. The action with regard to the leave rules which the Government of India proposes to take as a result of the report of the Decentralization Commission will remove many anomalies; and the matter of leave might be left to be dealt with in that connection.

22794. (114) In particular, are they a contributory cause of excessive transfers of officers of the Indian Civil Service, and, if so, how can this difficulty be met?—I suppose they are, but I see no way of meeting the difficulty.

22795. (118). Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service?—I think it is fairly satisfactory. Compulsorily-retired officers ought to get their pensions reduced, if their inefficiency came to notice before the completion of their qualifying service.

22796. (119) Would a non-contributory system of superannuation pensions, varying in amount with the amount of salary drawn at the time of retirement, be preferable in the interests either of the Government or of the members of the Indian Civil Service?—I do not think so. Salary drawn at time of retirement is often a matter of chance (due to unequal flow of promotion), and pension proportional to salary would encourage officers to stay on unduly long after qualification for pension in hope of promotion to highly-paid appointments.

22797. (120) Assuming the maintenance of the annuity system, do you suggest any modifications in its detailed working, and, if so, what, and for what reasons?—No.

22798. (124) (*i*) Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? (*ii*) If so, what do you suggest?—(*i*) Yes. (*ii*) Pensions proportional to their years of service (active).

22799. (125) Do you consider the existing pension rules suitable in the interests both of the Government and of the members of the Indian Civil Service? In particular, what is your opinion of the present rules regulating voluntary and compulsory retirement?—No amendment is suggested regarding the rules for voluntary and compulsory retirement at end of period of qualifying service.

22800. (130) In particular, do you approve of the exclusion from their (*i.e.*, Family Pension Fund) benefits of "Natives of India" who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?

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—I think something might be done for Native of India civilians in this respect, but I am not in a position to make any definite suggestions.

Written answers relating to the Provincial Civil Service.

22801. (1) Please refer to Government of India Resolution No. 1046-1058, dated the 9th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—I think the rules are suitable. I have no recommendations to make for their alteration.

22802. (5) What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend?—As regards direct recruitment, I do not recommend any departure from the present method of selection in Burma under the conditions which now exist. An open competition would not attract sufficient candidates, unless the standard of examination were made low. In Burma there are few persons or bodies, beyond Government officials, whose nominations could be accepted

22803. (7) To what extent are non-residents of the Province employed in your Provincial Civil Service? Do you consider that only residents of the Province should ordinarily be recruited?—Not a large extent: I consider that only residents of the Province should ordinarily be recruited; but there are in Burma some frontier posts which should ordinarily be held by Europeans, and for these recruitment of non-residents is advisable.

22804. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—Most are I think, except Indians and Chinese, who do not seem keen on being appointed. I see no reason to trouble about the representation of classes and communities in Burma, and would certainly lay down no definite rules on the subject.

22805. (9) What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and, if not, what alterations do you recommend?—I see no reason to alter the present system of probation and training.

22806. (10) Is the existing system of departmental examinations suitable, and, if not, what changes do you recommend?—Yes. No changes proposed.

22807. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—No.

22808. (12) What is the system on which the strength of the $\frac{\text{Executive}}{\text{Judicial}}$ branch of your Provincial Civil Service is fixed? Do you consider it satisfactory, and, if not, what alterations do you recommend?—The strength of both branches is fixed, I think, from consideration of actual requirements, and this is the most satisfactory method.

22809. (13) In particular, is the leave reserve adequate, and the system on which it is graded suitable?—I have heard no complaints about the inadequacy of the leave reserve. I do not understand the last part of the question; the leave reserve is included in the cadre and graded accordingly.

22810. (14) Is there any reserve for officers under training and is it adequate?—There is a reserve of 3, which is probably adequate as most of the training is practical.

22811. (15) What is the annual rate of recruitment and how is it fixed? Has it worked well in practice and does it secure an even flow of promotion?—I do not think there is any definite annual rate of recruitment. Vacancies are filled as they occur either by direct appointment or promotion from the Subordinate Civil Service.

22812. (21) Are you satisfied with the present designation "the Provincial Civil Service?"—Yes.

22813. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed?—Yes.

22814. (24) Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?—I think the rates and grading are adequate for the present. Some improvement will no doubt be required later on.

MR. S. A. SMYTH called and examined.

22815. (*Chairman.*) You are Settlement Officer?—Yes.

22816. Will you be good enough to tell us what your service has been?—I have had 11 years' service.

22817. In Burma?—Yes, all my service was in Burma.

22818. In answer to question (7) you say that Indians ought not to be employed in Burma, and in answer to question (27) you refer to the difficulties experienced by Indian officials. Could you explain what you mean in regard to that?—Burmans do not entertain any respect for natives of India; they regard them as aliens and rather despise them, I think.

22819. Your experience is that in Burma it is better from the point of view of

administration for Burmese and not Indians to occupy those positions?—Yes

22820. On the whole you are in favour of competitive examination?—Yes.

22821. But in answer to question (17) you say that a quarter of the recruits in your judgment are unsuitable?—Yes.

22822. So that although you are in favour of the process by which the recruits are introduced into the Service you are not very satisfied apparently with a not inconsiderable proportion of the recruits?—That is so.

22823 Is this the result of your observations in Burma?—Yes.

22824. You have in your mind a considerable number of officers in Burma?—I have in my mind a few officers with whom I am acquainted.

22825. Have you found that they are a injuriously affecting the administration of the country owing to their unsuitability?—I cannot speak from the administrative standpoint very much.

22826. In what way do you regard these officers as unsuitable for Burma?—I think they are not sympathetic with the people to begin with. They are not adaptable and they have not got sufficient habits of discipline and respect for authority.

22827. Do you find as year follows year that there is any improvement?—I could not say whether that is so or not. It would require some considerable experience to answer that question.

22828. Would you say that what you have observed is due to defective training or to the defective character of the individual?—I think a little of both.

22829. You are very strongly in favour of recruits coming straight out?—Yes.

22830. I suppose you have come to that conclusion with reference to the circumstances that you have just been alluding to?—That was one of the reasons, but there are several other reasons.

22831. Do you think the recruit coming out here immediately after he has passed his examinations will have an opportunity of being trained in the habits and customs of the country in a way that he could not be trained at home?—Yes.

22832. And I suppose you lay considerable stress on that?—Yes.

22833. What are the other advantages you see in a training in India as distinguished from a training in England?—I think the present curriculum in England is not sufficient to occupy a man's whole time, and the result is that after having been engaged in strenuous studies prior to the competitive examination there is an immediate relaxation of study which is not good for a man. Another reason is that the study of the languages cannot be so well done at home as in the country where the languages are spoken. I do not think that the year as a whole is so well spent as it might be spent.

22834 Would you establish a special institution for the training of these young civilians?—No, I would not establish any special institution to train them; I would post them to place where they have good opportunities of being trained.

22835. By senior officers?—Yes.

22836. Do you think the mass of work the ordinary Indian civilian does to-day, no matter what department he is in, enables him to give due attention to the training of these young officer?—No, I do not think that the district officials can train these men in detail, but the men will have opportunities of learning for themselves.

22837. You could hardly put a young man, on first coming out, to learn by himself. He would have to be under direct supervision?—My experience is that men when they come to this country, generally do learn for themselves as a rule.

22838. But it sounds rather a happy go-lucky system, does it not?—It may sound so.

22839. You must have someone over them?—Someone generally over them, but not to train them in detail.

23840. Do you think that the present officers would be able to devote sufficient attention to the training of juniors?—Yes, general attention.

22841. You combine the final examination now held in England with the departmental examinations out here?—Yes.

22842. When would you expect officers to pass through that combined examination?—I think at the end of one or one and a half years. I have not very definite views on the subject.

22843. Would you give them pay during the probationary period?—Yes.

22844. In answer to question (93) you complained of the uneven flow of promotion, and in answer to question (99) you say you are not in favour of a time-scale. What is your objection to that as a remedy for stagnation of promotion?—The objection to a time-scale as a remedy to the uneven flow of promotion is this. A time-scale generally leads to absence of effort on the part of officers concerned. I do not think under a time-scale there would be any incentive on the part of officers specially to distinguish themselves.

22845. Can you suggest any remedy to meet the difficulty?—No, I am sorry to say I cannot.

22846. (*Sir Murray Hammick.*) Do you mind telling us what school you came from before you went up for the competitive examination?—I was at Foyle College in Londonderry.

22847. After you had passed how did you spend your year?—Before I went up for the competitive examination I was at Queen's College in Belfast. and I spent six months at Wren's

22848. Then you passed the open competition and had one year's probation in England?—Yes.

22849. Where did you spend that?—In London.

22850. Working by yourself?—No; I attended lectures at the London University on Indian Law, Burmese, Chinese, and so on.

22851. In answer to question (15) you say you consider the age limits should be fixed so as to attract candidates who had completed the University course, but in another answer you

fix the age at 21 to 23. That hardly fits in with the University course, either with the completion or the beginning?—They fitted all right in my case at Belfast.

22852. When do men take their degrees at Belfast University?—Generally about 21 or 22.

22853. So that a man who comes up at 21 has not finished his degree while the man who comes up at 23 has already had a year after he has taken his degree. That was the objection originally taken to the ages 21 and 23. That was the age at which I passed and I was not able to go to the University before I passed and could not attend the University long enough after I passed to get my degree. The same thing would happen here, although you say you consider a degree necessary or advisable. Is not your age rather an awkward age for getting that degree except at Belfast?—It is quite suitable in the case of Belfast, but I do not know about other Universities.

22854. What do you say to 19 to 21 with a probation of two years in England?—I would not approve of that.

22855. You object to the probation in England altogether?—Yes.

22856. You say in answer to question (56) that the Indian Law is mostly codified and codes can be learned without a teacher; but in answer to question (52) you propose to give some work in general principles of Law. Do you think an ordinary average successful candidate can be trusted to come out here and learn the general principles of law without any teacher?—Yes, I think so.

22857. You think lectures are quite unnecessary for that purpose?—I do not know that lectures are quite unnecessary.

22858. I will put it in this way, not only lecturers but the association of men who are doing the same thing is necessary or very advisable to a boy taking a course in the rudiments of the principles of Law?—They are no longer boys. They have passed through a University course, and I think they are quite capable of studying the law for themselves.

22859. Do you propose that this probationary period in India should be passed in a College together, or that they should be sent to separate stations?—Separate stations.

22860. Do you think that a boy sent up during the hot weather, in Burma, in his first year, could learn enough of the codes and principles of Law without any teacher or associates with whom he could talk over his work?—Yes; if he has passed an examination before he is promoted he certainly will.

22861. Do you think that you are likely to find suitable examiners to set papers on the principles of Law in Burma?—The papers might be set from India or England.

22862. Would you allow these men to go to the hills in the hot weather to take this course you speak of?—No.

22863. You would make them work during the hot weather?—Yes.

22864. You have strong objections to a time-scale on the ground that it encourages laziness?—Yes.

22865. Is not promotion in the Burmese Commission very much as it is in the rest of India, that it goes very much according to the seniority unless a man absolutely disgraces himself?—Not according to seniority entirely, though there is a good deal according to seniority.

22866. A man gets a Deputy Commissioner's post if he has managed to get through his period as Assistant Commissioner without disgracing himself?—Yes.

22867. Do you think it would make very much difference if he rose to the Assistant Commissioner's post by a time-scale?—Perhaps not at that stage.

22868. You would not object so much to a time-scale provided it stopped at the Deputy Commissioner's grade, after which it would cease and he would rise by promotion?—It would be rather anomalous to have one scale at one period of service and another method at another period of service.

22869. That is the rule in the Forest Department and the Public Works Department. The lower appointments are by time and the higher appointments by merit? I have not considered a scheme of that sort.

22870. In the subjects to be learned you suggest some knowledge of Indian industrial and agricultural history and development as important, and I quite agree with you there. Would not you add to that a knowledge of Indian history and sociology?—Yes, I think I would. It is rather important, but I do not think it is anything like so important as the industrial and economic history.

22871. Do you think a boy by himself would be likely to learn much about the history and development of industry and agriculture?—Yes, I think so, because he has to learn it after he comes out here in any case by himself.

22872. But do not you think a course at home of that kind would probably do him more good than learning it out here in the hot weather, in the backwoods of Burma?—I think the year of probation in Burma at present is much the easiest year of the service

22873. The year of training in Burma?—Yes, preparing for the departmental examination.

22874. It is the year of probation out here that is so easy?—Yes.

22875. Do not you think the very fact that the man who comes out here for his year of probation has an easy year gives him an opportunity of learning a great many things about the country which he would not learn if he had to give up his time to learning law and sociology and the history of industry by books? Do not you think it is rather a good thing that the man has some spare time when he comes out to this country at first?—I do not think it is altogether good.

22876. (*Mr. Abdur Rahim.*) Have you had any experience of India?—No.

22877. So far as India is concerned you do not know that there are any objections on administrative grounds to the employment of Indians more largely than at present in the Civil Service appointments?—On general principles I should think there are objections.

22878. But you do not know the conditions in India?—I do not know the conditions in India.

22879. Supposing there is an advanced Province and the people are well educated would there be any objections then?—I do not think it is a question of education so much as a question of character.

22880. Do you say education has nothing to do with character?—I think the administration under present conditions must be primarily British administration.

22881. Do you think education has anything to do with the development of character?—It may have through a series of generations, but I do not think so in one generation.

22882. Then does it come to this, that in your opinion, give a man any training or education you like, it is not likely to improve him?—There is a difference between training and education.

22883. You do not think that training is included in education?—Supposing training was included in education I have no doubt you would improve a man's character by training.

22884. Do you think that in that case it would be sufficient to employ Indians more largely in the higher administrative position in India?—Yes, I have no doubt it would

22885. Do you know the number of Indians now in the Civil Service and what proportion the number bears to the whole cadre?—No.

22886. When you say they must be restricted as far as possible on administrative grounds you are not thinking of the present number of Indians in the Civil Service?—No, I am not aware of the exact number of Indians.

22887. Can you give me any idea of what would be a proper number of Indians in the Civil Service?—No, I would not venture to fix an exact proportion.

22888. Have you had any Indians serving under you in Burma?—No.

22889. So that whether Indians would be successful here in Burma or not in higher appointments is more or less a matter of conjecture so far as you are concerned?—I have heard that Indians were tried in this Province in previous years and did not succeed.

22890. You do not know the facts?—I have no first hand knowledge of the facts.

22891. Have you held judicial posts?—Yes, I have had more or less judicial posts.

22892. Have you done any Civil work?—Yes.

22893. When did you start doing Civil work?—Practically from the beginning of my service.

22894. You mean magisterial work?—Magisterial and Civil work, after I had been in the country six months.

22895. What training had you in Law before that?—I had no special training in Law other than the final examination and the departmental examination.

22896. I understand that you think it desirable the members of the Civil Service should undergo a much better training in Law?—In legal principles. I would differentiate that from the Codes. I do not think it does one much good to learn up the Codes in India.

22897. You think it is possible that they could be properly trained in legal principles out in India in the course of one or two years?—I think so.

22898 What would you have in view—attending the Courts?—No, I would have them read for themselves.

22899. How would you enforce it?—I would have an examination at the end of the period of training.

22900. You would make the present examination more difficult?—Yes, I would make it more difficult and of a different scope altogether. Then I would employ them in subordinate judicial posts and if they demonstrated their ability in subordinate posts they might be appointed to higher posts.

22901. Is there any opinion in Burma there should be a much better legal training for members of the Civil Service than they receive at the present?—I have not heard any complaints on the subject.

22902. In legal circles?—I do not think I have heard anything serious.

22903. (*Mr. Macdonald.*) You have used the word "despise" with reference to the state of mind of the Burman regarding the Indian. You know that word was used yesterday?—No, I was not here yesterday.

22904. Do you know that certain Burman witnesses objected very much to its use?—No, I did not. I am sorry to use the word, but I think it more or less correctly represents the state of affairs.

22905. Do not you think in a case like this you had better allow the Burmese to express their own feelings, especially when they have said in evidence that they do not agree with the word?—I gave my own opinion in my evidence.

22906. In answer to question (16) you say that about a quarter of those coming out are scarcely suitable?—That is so.

22907. Does any proportion of that quarter become suitable in time?—Yes, most of them do become suitable in time. They are not altogether unsuitable, but they are not so suitable as they might be.

22908. That being so, supposing the pay of the Service was increased, would that reduce your quarter of unsuitable men who come out now?—That is entirely a matter of opinion. I am afraid I could not say. I suppose the tendency would be to attract a better class of men in England to the competitive examination.

22909. You think you would get men with more sympathy for the Burmans if you paid them more?—I think so.

22910. Do you mean that the reputation of the Service would go up at home and would attract men with better natures?—We generally find that a highly paid service attracts the best men.

22911. So far as sympathy is concerned, not merely ability?—The best all round men.

22912. With reference to the answers you gave to Sir Murray Hammick about individual reading, it is not the case that in the North of Ireland as in Scotland there is far more individual study than there is in England and that you are taking rather a point of view that may not be true of a crowd of very good men brought from English areas?—I have not had much experience of England, but I should think the same would apply to Englishmen, because after they come out here, they have to learn the Acts, Codes, Rules and everything, a very formidable body of Law and Procedure. I do not see why they should not learn legal principles, which are very simple compared with the complicated Acts, Rules and Codes they have to learn.

22913. I was wondering whether you were not imparting a specialised habit of study which is very common in the North of Ireland men and Scotchmen, and assuming that you would get the same results if you applied it to people who have not been trained in the same mental discipline which you have been trained in?—No.

22914. You would still apply it to the whole Service?—Yes

22915. (*Mr. Gokhale.*) I see you take the expression "Natives of India" not to include the Burmans. In your answers to many of the questions you use the expression "Natives of India" as though it did not include Burmans. For instance, in answer to question (7) you say "I am not in favour of this, because I consider that the proportion of the 'Natives of India' admitted to the Indian Civil Service ought to be restricted as far as possible on administrative grounds: at any rate so far as the Province of Burma is concerned." Then you give your reasons. But the expression "Natives of India" is much wider than the word Indians?—Yes.

22916. Would you restrict the employment of Burmans in the Indian Civil Service in the same way as you would that of Indians in Burma?—Yes, not to the same extent as I would restrict the employment of Indians in Burma. Generally there are other objections to the appointment of Indians in Burma that do not apply to the appointment of Burmans in India.

22917. Question (7) is intended to apply to Indians and Burmans and you only state your objections to the employment of Indians in Burma. I want to know whether you have the same objection in the other case?—I have the same objection in principle.

22918. So that you would not have Burmans in the Indian Civil Service in any considerable proportion?—No.

22919. (*Mr. Chaubal.*) Do I understand your answer to question (88) to be that there has been some differentiation in the past and some differentiation is likely to come along in the future?—Yes.

22920. Has such differentiation in the past given any cause for complaint?—I have not heard of any complaint.

22921. In that case you do not see any objection to the complete differentiation of the two?—Yes, I see very serious objection to the complete differentiation of the executive and judicial functions.

22922. Am I to understand that in so far as that differentiation has appeared in this province serious objection obtains?—No, because it does not touch my objection.

22923. I should like to know your objection?—My objection is that the head of the district ought to be the District Magistrate.

22924. Why?—He must have control of the police.

22925. He might have control of the police without being the head of the Magistrates so far as their judicial and magisterial work goes?—I think the Police Act specifies that the District Magistrate must have control of the police, not the Deputy Commissioner.

22926. What has the control of the police got to do with the performance of magisterial judicial work?—It has nothing particularly to do with it.

22927. I am only confining myself to that. When one speaks of the system of separation of the judicial and executive functions, it is meant that the same person who performs any executive work should not be clothed with authority to do the actual criminal trial. He must be clothed with authority or otherwise he could not get any control. He must be the District Magistrate.

22928. But what is there in the name? Why should not anyone else do it? Supposing the District Judge is given all the superintendence over the magisterial work of Magistrates, and supposing the Collector has control and supervision over the executive work, I do not see why the administration should suffer, and I should like to know whether you have any objection to the severance of the two functions?—I think a man responsible for the peace of the district must have magisterial powers in the district.

22929. If you say there ought to be somebody who must have control of the subdivision, and that the person who had such control and supervision must be a person of certain standing and authority, I quite admit that; but what is the force of saying that one European officer is not quite as good for supervising and controlling that branch as another? It is not as if the subordinate magistracy is going to be altogether removed from anybody's control; they are going to remain under practically the same kind of control as now.—There is a double control instead of a single control.

22930. You think that the system of double control is good?—No: single control.

22931. You think it is a better system that the work of A, who has two different kinds of functions, should be supervised in both branches by one who knows only the details of one branch and not of another?—I do not quite gather what you mean.

22932. The District Judge, for instance, at present supervises the civil work done by the subordinate judiciary. Supposing the same District Judge controls and supervises the magisterial work performed by the same officer, what would be your objection to that?—My objection to that is that the Civil Judge is not responsible for the peace of the district.

22933. He will not be responsible for the peace of the district, but he may certainly supervise the magisterial work of the district?—If you place responsibility on a man you must give him the means of enforcing it.

22934. Am I to understand that you advocate the theory that the District Magistrate should have the power to charge a man and try him himself?—Yes.

22935. He is the Head of the District and Head of the Police, and you would carry it so far that he should be able to charge a person and try him before himself?—Yes.

22936. (*Sir Theodore Morison*). In your answer to question (62) you say that even the senior officers have an inadequate knowledge of language, at any rate in Burma?—That is so.

22937. I was under the impression that English officers knew the language of Burma better than any other part of India?—I think they would perform their duties with much greater facility if they had a better knowledge of the language.

22938. Can an ordinary English officer in Burma cast his eye down a written document and tell you the meaning of it?—Not without reading it. He cannot cast his eye down a document as he would down a document in English.

22939. With much less facility than the average Englishman could cast his eye down a French newspaper?—To get the drift of a Burmese document you must read it closely.

22940. Can he take up a piece of unseen Burmese and read it out without stumbling or stopping?—Yes, he can do that fairly well.

22941. If he had a speech to make could he read it straight off in Burmese?—The average officer could not.

22942. You call that inadequate?—Yes.

22943. You would expect of him that he ought to be able to read off fairly correctly a piece of written Burmese?—He ought to be able to express himself exactly in Burmese fairly fluently.

22944. Do you mean with literary grace or with a good working knowledge?—A good working knowledge of the language.

22945. And that he has not got?—In some cases he has not got it.

22946. He can talk, I suppose, with the ordinary villager on the question of his crops?—Yes.

22947. But he could not discuss political or philosophical problems?—No, he could not discuss crop diseases with any great facility.

22948. That is rather technical and I should not like to do that anywhere?—He could not discuss varieties of soil with any degree of fluency.

22949. That also is technical?—He could not talk to a Burman on every day affairs such as the Burmans talk about among themselves with any degree of fluency.

22950. Could he not report an ordinary conversation if he heard two Burmans talking?—No, he would find it very difficult.

22951. (*Lord Ronaldshay*). I understand that you object to a time-scale because you think it might act as a check on industry?—Yes.

22952. Would your difficulty be got over if it were necessary for an officer to produce a certificate as to his industry before he received the rise of pay allowable under the time-scale, a certificate from his superior officer?—No, I think those certificates would be granted as a matter of course.

22953. Is it not the case that in the service at home where they have a time-scale a system of that kind is in force and acts very well?—I have no experience of that.

22954. You are satisfied with the existing furlough allowances, and I want to understand what is the position of a man going home for his first furlough. Assume that, generally speaking, when he goes home for his first furlough he will be receiving a pay of about Rs. 1,200 a month?—Rs. 1,200 a month or under.

22955. We will take Rs. 1,200 as being the outside. While he was on furlough he would receive Rs. 600 a month?—Yes.

22956. That at the privilege rate of exchange amounts to £540 a year. Out of that he has to pay a return passage for himself and probably for his wife. Can you tell me what the amount of a return passage for a man and his wife is from Rangoon to England?—I forget.

22957. Have you been on furlough yourself?—Yes. I think the passage would cost about £150.

22958. That leaves him less than £400 a year, and on that he has to keep himself and his wife, and probably a family. Is that sufficient to enable him to enjoy a profitable and satisfactory year at home?—No. What happens is that he takes privilege leave in combination with furlough, and for the first three months of his leave he is drawing full pay.

22959. That would make an addition I suppose of about £100?—About £120 a year.

22960. And that in your opinion is adequate?—It is a living wage.

22961. But no more?—No more.

22962. I suppose you would not see any grave objection to having it slightly raised?—I see no objection whatever.

(The witness withdrew.)

MAUNG MAY OUNG, M.A., LL.B., Barrister-at-Law.

Written answers relating to the Indian Civil Service.

22963. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—I accept the present system as generally satisfactory in principle. My experience of it, derived from personal contact with a large number of Civilians in Burma since joining the legal profession in 1902, is that it is, so far as it goes, an efficient test of the capability of candidates for the work of administration.

22964. (2) In what respects, if any, do you find the present system faulty in detail, and what alternations would you suggest?—The present system does not, I believe, take account of the previous scholastic attainments of candidates. It is, I think, necessary to do this in the case of those at and near the bottom of the list of successful candidates, as it may, and probably often does, happen that a candidate, who had regularly achieved distinction in the past, is beaten by a very narrow margin by men who have "crammed" at the last moment.

22965. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—No. "Natives of India" are handicapped by the fact that the systems of education in Great Britain and in India are different, the latter being distinctly inferior. The average graduate of an Indian University is a great deal behind the average English public school boy. I cannot recommend any material alteration in the system. What is really required is a levelling-up of higher education in India.

22966. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—It is not to the advantage of Indian interests because:—(*i*) The Indian Civil Service is now open to Colonials, whereas Indians are not, as far as I am aware, eligible for Colonial Service. (*ii*) The requirements of the services are different and require different training. (*iii*) The competition for the Indian Civil Service is strong enough without the added candidature for the Home and Colonial Services. I consider that there should be a distinct examination for the Indian Civil Service.

22967. (6) In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?—I do not think that a system of simultaneous examinations comes within the range of practical politics, although theoretically it would be an advantage, inasmuch as it would afford a very much wider field of selection. Judging from the brilliant scholarship of several Indians in England, it may safely be assumed that there are scores of young men who are equally brilliant, but unable to proceed to England on the ground of expense, and who would score heavily if the examination were held in India. Being aware of the decided opinion, held by the India Office, that there must always be an adequate number of European members of the Indian Civil Service, I feel that a discussion of this matter would be no more than an academic one.

22968. (7) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examinations in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?—I am decidedly in favour of filling a fixed proportion of the yearly vacancies in the Indian Civil Service cadre by Indians. I am of opinion that it is advisable to allot a proportion of appointments variable according to the general requirements of the service for each Province, and that for such purpose separate competitive examinations should be held in each province, open only to Indian subjects of His Majesty born in that province. In these examinations there should be a standard of minimum efficiency, and in case there is no candidate in any particular province attaining that standard, the vacancy or vacancies may be filled by another Indian or other Indians who have competed in other provinces in the same year and attained the required standard. For Burma, I would suggest a proportion of not less than one-sixth [please see answer to question (19)].

22969. (8) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, describe fully what system you would recommend. In particular do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?—I do not consider it desirable that all classes and communities of Indians should, as of necessity, be represented in any kind of appointments. The public interest demands that the best men should be recruited. "A fair field for all, and no favour" should be the ruling principle.

22970. (9) If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?—No; unless the parents happened to be domiciled in England.

22971. (10) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?—In lieu of. I consider that the Provincial Civil Service, as at present constituted, should be abolished. Please see the answer to question (34).

22972. (11) Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system which you would propose?—I would recommend that a distinct Judicial Service be created and placed under the control of the High Court. Each district should have a District Judge who should not have any Executive duties to perform. Where the civil work is light he should also be the District Magistrate; where the civil work is heavy a separate District Magistrate, independent of the Executive, should be provided. A number of these posts should be reserved for practising lawyers and the appointments should be on the same footing as those in the Indian Civil Service, including prospects of promotion to Divisional and Sessions Judgeships and to the High Court Bench. No other separate method of recruitment is necessary.

22973. (12) Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict. c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter?—No. The present definition allows the "domiciled community" to exercise the bat's choice between bird and beast according as it suits them There is at present an illogical distinction between Europeans (of mixed and unmixed descent) and Indians in the matter of education. There are different education codes, one called the European Code and the other the Anglo-Vernacular. The curricula of studies differ materially, the standard in the former being higher. Scholarships of higher value than those given to Indians are given to Europeans, a large number of whom do not differ in the slightest from educated Indians, except as regards name, dress and religion. All this gives the European an advantage over the "Anglo-Vernacular" youth, and therefore the present definition should not be applied when questions of appointments to the public service arise, unless and until there is introduced a uniform system of English education throughout India.

22974. (13) If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reason?—The age limit should be so fixed as to require that the new Civilian shall not enter upon actual service till he is 25. This is to ensure, as far as possible, a fairly mature outlook upon life in general, before the burden of responsibility is taken up.

22975. (15) What age limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age limits for Natives of India, and for other natural-born subjects of His Majesty?—No differentiation is necessary.

22976. (16) What alterations, if any, do you recommend in the authorized syllabus of subjects and marks prescribed for the open competitive examination?—I would suggest the inclusion, as compulsory subjects, (*i*) in the case of the proposed separate examinations in India,—the language and literature of the province in which a candidate competes; (*ii*) in all cases,—a knowledge of Indian law and procedure. For both these there should be a standard of minimum proficiency. (Local laws peculiar to the province to which a candidate is to be posted should be studied during the period of probation.)

22977. (17) Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates?—No.

22978. (18) Do you consider it necessary that certain posts should be reserved by Statute for officers recruited to the Indian Civil Service, and if so, what posts and for what reasons?—I consider that it is necessary that certain posts should be reserved by Statute for officials in the Indian Civil Service. One good reason seems to be that this would ensure promotion when due, but there may be others. As far as Burma is concerned the present arrangements appear to me to be suitable.

22979. (19) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might under present conditions, properly be admitted?—I should rather say that there should be a minimum proportion of Indians. According to the Burma Quarterly Civil List issued in October last, there were then 124 Indian Civil Service Officers and 49 officers in the Commission other than those belonging to the Indian Civil Service. Considering this total of 173, and putting the average period of service at 30 years, I consider that the proportion of Indian officers in Burma should be one-sixth. This would give one each year. As regards the higher posts of the Civil Administration I consider that a proportion of four to one, Europeans preponderating, would be suitable, but I do not think that a hard and fast rule should be laid down.

22980. (20) Do you accept as generally satisfactory in principle, the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre partly through the medium of an open competitive examination in England, and partly by special arrangement in India?—I am not aware of any recruitment by special arrangement in Burma, except with regard to the five listed appointments now open to non-Civilians.

22981. (21) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and if so, what method of recruitment would you recommend?—No.

22982. (23) Do you consider that such a system should be restricted to the recruitment of military officers, or extended to the recruitment of selected officers from other Indian services?—Since 1889, only two appointments have been given to non-military officers, both Europeans, one in 1891 and the other in 1899. (I state this on the authority of the Quarterly Civil List already quoted.) I know of no reasons why such officers should not be selected more frequently, provided suitable men are available.

22983. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—There are only five listed posts in Burma,—two Deputy Commissionerships, two District Judgeships, and one Settlement Officership. Of these, two—one Deputy Commissionership and one District Judgeship, are held by Burmans. They were the first lot selected, and are acknowledged to have given every satisfaction. If the system is to be retained, these appointments should be substantially increased in order to attract the best men to the Service, and to satisfy senior members of the Provincial Civil Service. There are at present at least two Burman gentlemen performing the duties of District Judges, but who are styled Additional District Judges and draw no more than their grade pay. There are also several Extra Assistant Commissioners who are called special Power Magistrates and have to try cases which were formerly exclusively tried by Deputy Commissioners or by Sessions Judges; they also draw no more than their grade pay. As an attempt to satisfy, in some measure, the aspirations of Natives of India, the system is appreciated, but it does not go far enough.

22984. (25) Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one quarter of the listed posts?—I am not aware of the application of such a rule in Burma.

22985. (27) Is the class of posts listed suitable?—The class of posts listed is suitable.

22986. (28) Please add such remarks as you may desire to offer on any points relating to the system of recruitment for Indian Civil Service posts which are not covered by your answers to the foregoing questions?—The following quotation from a recent newspaper article is submitted—"A man of exceptional ability may be too poor to go to England, while the mediocre son of well-to-do persons enjoys the opportunity of creeping in at the bottom of the list. It is a deeply deplorable lack of discrimination that leaves to the accident of parental affluence so vitally important a matter as the entrance to the most responsible offices of the administration."

22987. (29) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?—Yes.

22988. (30) If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?—Two years. For candidates recruited in England the course of study should include—(*i*) the language and literature of the province assigned; (*ii*) the laws peculiar to that province; and (*iii*) the history of British Administration in the Indian Empire (including economic studies relating to the province chosen) For candidates recruited by means of separate examinations in India, the same period, but a course of English literature instead of (i) above.

22989. (31) Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India, and the course prescribed for other natural-born subjects of His Majesty?—No.

22990. (32) Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?—In England. This is applicable to all

22991. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?—No.

22992. (34) Do you think it desirable that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—No.

22993. (35) Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—Yes, except with regard to the training of Judicial Officers. Please see answer to question (37).

22994. (36) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?—So far as I am aware, there has been no deterioration in this respect in Burma.

22995. (37) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch?—With regard to all officers, the inclusion in the open competitive examination of Indian law and procedure as a compulsory subject, and of Local laws in the final examination, would effect a great improvement.

22996. (38) Do you recommend any special course of study in law in India for officers selected for the Judicial Branch?—No. Please see the answer to the next question.

22997. (39) Do you recommend any special training in subordinate judicial posts in India for officers selected for the Judicial Branch? If so, please give details?—Recruits should be called upon to decide as early as possible whether they wish to follow the Executive or the Judicial line. If the latter, they should after a brief probation be made to hold exclusive charge of a Township Court, combined with an additional Magistracy, for at least one year, and of a Subdivisional Court and First Class Magistracy for at least three years. These should be at busy centres. Transfers should be reduced to a minimum; it very often happens that an appeal from a Subordinate Judge's decision is not disposed of until he has been transferred elsewhere and he has then no opportunity of realizing mistakes, if any. Before substantive appointment as a District Judge, the officer should be placed on special duty in the High Court in order to study the work there, especially on the original side.

22998 (40) Is any differentiation desirable in a system of training after appointment in

India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty?—No.

22999. (44) Do you consider that the numbers of officers authorized for the various grades of the Indian Civil Service are satisfactory? If not, please state your views.—? The number of officers in the Judicial branch might with advantage be increased.

23000. (47) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the service?—I submit that the pay of officers in listed posts should be equal to that drawn in the same posts by members of the Indian Civil Service. Having regard to modern Burman social life and the necessity for a good modern education for their children, Burman officers have to spend just as much as Europeans. An extra Burma allowance of Rs. 100 a month to the latter might, however, be granted.

Written answers relating to the Provincial Civil Service.

23001. (51) Please refer to Government of India Resolution No 1046—1058, dated the 19th August 1910, defining the General conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—In this and in the following answers I assume that the Provincial Civil Service is to be retained. If the separate examinations advocated in the answer to question (7) be instituted, I should be inclined towards allotting a few posts each year to candidates who have failed to gain posts in the Indian Civil Service, but who nevertheless have displayed a high standard of merit. Failing this, I would recommend that a fixed proportion of vacancies in the Provincial Civil Service cadre should be reserved for candidates to be recruited by means of a competitive examination open to Indian graduates born in the province in which the examination is held. This would attract to the Service the best men among the graduates and would also give a further impetus to higher education. At present, graduates are given posts in the Subordinate Civil Service without examination, but these cannot hope to reach the Provincial Civil Service under eight to ten years; as a consequence, graduates are now-a-days turning to other occupations.

23002. (53) Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?—Yes.

23003. (54) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object? Please see the answer to question (8).

23004. (55) Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service?—Yes.

23005. (56) Do you consider that the numbers of officers authorized for the various grades of your Provincial Civil Service are satisfactory? If not, please state your views?—The numbers are satisfactory, but I would suggest the exclusion of certain officers from the Provincial Civil Service cadre. The Assistant Superintendent of Stamps, Rangoon, the Sub-Registrar, Rangoon, the Government Translator, and the eight Superintendents of Commissioners' offices. At present, there are also one Subdivisional Judge and one Township Judge in the Provincial Civil Service, who properly should belong to the Judicial Service. I would also suggest a substantial increase in the numbers of officers in the various grades of the Provincial Judicial Service.

23006. (57) To what extent are the functions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and if so, in what direction?—A Provincial Judicial Service was created in Burma in 1906 but the number of appointments therein is yet too few. I am in favour of the constitution of a distinct Judicial Service under the control of the High Court, and for this purpose the cadre needs to be increased to a large extent. In order that the expense may be limited as much as possible, the local limits of the jurisdiction of Subordinate Judges might be extended in all localities wherein travelling facilities exist.

23007. (64) Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable.—No. If the proposed separate examinations be instituted, I would recommend the abolition of the Provincial Civil Service. This would have to be done gradually. In order to compensate officers of the subordinate service, some new grades should then be added above the present first grade.

23008. (65) Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them?—I have frequently heard expressions of dissatisfaction uttered by members of the Provincial Service when extensions are given to officers who have attained the age of 55, and promotion is thus blocked.

MAUNG MAY OUNG called and examined.

23009. (*Chairman.*) You are a Barrister-at-Law?—Yes.

23010. Have you ever occupied any position in the Civil Service?—No.

23011. You were educated at Cambridge?—Partly at Cambridge.

23012. How many years were you there?—Two years, between 1904-06.

23013. Were there other Burmans there when you were there?—There was one before I arrived, but several others arrived after me.

23014. Do you look back with pleasure on your life at Cambridge?—Very much indeed.

23015. You enjoyed your life there?—Yes.

23016. Did you make many friends amongst Englishmen?—In my second year I did make a good many friends.

23017. I notice in answer to question (2) you regard the proposal for simultaneous examinations as outside the range of practical politics at present?—Yes.

23018. What is your reason for coming to that conclusion?—I came to that conclusion by a study of the various publications and pronouncements that have been recently made with regard to simultaneous examinations. I understand that the India office insists on an adequate number of Europeans in the Civil Service, and that being so I am afraid simultaneous examination will not comply with such a demand.

23019. You do not think there would be any prospect in the immediate future of Burmans being successful in the examination?—No, not within the next five years for instance.

23020. Have you any other objection to simultaneous examinations?—No other.

23021. You are anxious to see a general levelling up of education and you would like to see the establishment of a separate examination for each Province?—Yes.

23022. You lay great stress on the fact that each Province should be represented by its own people?—Yes; by that I mean not only the Natives of that particular Province but all people domiciled there.

23023. What proportion would you suggest for Burma?—One-sixth. There are six appointments a year and I would give one of them to a man domiciled in Burma.

23024. Would the examination be on the same lines as the open competitive examination in England?—Yes.

23025. Would you make it as difficult?—Yes.

23026. You would have a qualifying standard?—Yes, I would have a minimum standard of efficiency.

23027. Do you think there would be many Burmans who would be able to reach the qualifying standard?—At first perhaps we might not get more than two or three a year, but later on there would be more; I mean two or three or more with confidence enough to sit for such an examination.

23028. Who do you propose should set and look over the papers?—The Civil Service Commissioners, as at present.

23029. I see that if this proposal of yours were carried out, you would abolish the Provincial Service altogether?—Yes. It would take some time to abolish it, but I do not mean to take away all the prospects of the Subordinate Civil Service men. I wish the grades to be increased above the present first grade so that they may have some chance of a rise.

23030. You mean you would increase the grades of the Subordinate Civil Service?—That is so.

23031. And abolish the Provincial Service?—Yes.

23032. How do you think members of the Provincial Civil Service would view such a proposal?—The men who are at present in it would not suffer, because I would not abolish the Service at once; it would be gradual, as the men at present in the Service take their pensions.

23033. How are you going to fill up the cadre necessary for the administration of the country?—There is the separate Judicial Service which I am suggesting. A good many men would be taken away for that I understand. If the cadre of the Judicial Service is increased, substantially a good many men would be required there from the present Provincial Service.

23034. What would you call them as a Service?—They would be simply the Burma Judicial Service.

23035. Do you propose that the scheme should apply generally to India?—I have not considered it with reference to any other Province.

23036. In default of that scheme you would like to see an extension of the listed post system?—Yes.

23037. There are four district posts listed at present, are there not?—Yes; two Deputy Commissioners and two District Judges.

23038. How many more would you like to see?—At least four Deputy Commissioners and eight District Judges.

23039. You would like the pay to be the same as that of the I. C. S?—Yes, I should do away with the two-thirds rate at present in force.

23040. And give them the full pay?—Yes.

23041. You say you want a separate Judicial Service under the High Court. What do you mean by the High Court?—For Lower Burma the Chief Court of Lower Burma.

23042. What power would the High Court have?—The power of selecting suitable officers for the Judicial post and the power of removing or suspending them.

23043. The entire power, in fact?—Yes.

23044. In other words you would withdraw that patronage from the Executive as representing the Crown and place it in the hand of the High Court?—Not entirely, because my scheme allows of a certain number of posts to be filled by nomination by the Lieutenant-Governor, so that he would have a certain number of posts at his command.

23045. Do you mean that all this patronage would be bestowed on the recommendation of the High Court to the Executive Government or that the High Court should have the final deciding voice in the matter?—I daresay a workable scheme could be thought out by which there could be no clash of interests. The High Court should have a very strong say in the matter, but I am not prepared to say they should have the final say in the matter.

23046. You do not think the final say should be withdrawn from the representative of the Crown?—No, not entirely withdrawn.

23047. (*Lord Ronaldshay.*) I am not quite clear about your scheme for the abolition of the Provincial Service. At present, as I understand

it, in Burma it contains about 154 officers ?—Yes.

23048. How would you allocate these 154 officers between the Subordinate Service and the Indian Civil Service if the Provincial Service was abolished ?—There would be a creation of new grades above the present first grade. The present first grade would perhaps become a new fourth grade or third grade in the Subordinate Civil Service.

23849. How many of these 154 officers are you going to put into the Subordinate Service and how many into the Indian Civil Service ?—I should not put any into the Indian Civil Service. I should wait gradually for them to take their pensions, the men in the first three grades at any rate; there are very few of them.

23050. If there are 154 officers in the Provincial Service there must be approximately 150 posts which those officers have to fill. If you are going to abolish the Provincial Service I want to know how many of those posts in future you will include in the Indian Civil Service and how many you will include in the Subordinate Service ?—What I have suggested here is thirty in the Indian Civil Service.

23051. And the remaining 120 posts under your scheme would be included in the Subordinate Service ?—Yes, what is at present called the Subordinate Service.

23052. In answer to question (56) you told us you would suggest the exclusion of certain officers from the Provincial Civil Service cadre, the Assistant Superintendent of Stamps, the Sub-Registrar of Rangoon, the Government Translator, and the eight Superintendents of Commissioner's offices. What Service are you going to put those men into ?—No Service at all. They would be men holding special appointments under Government.

22053. They are not to rank in any Service ?—That is so.

23054. Are they to hold these posts permanently when once appointed ?—I believe as a matter of practice they do hold them permanently now.

23055. What is your particular objection to their still ranking as members of the Provincial Service ?—They block promotion.

23056. How will you increase promotion, because by taking the officers out you take the posts out as well ?—What I mean is to take the men away and to give those posts to other men, purely Executive men. There will be the same number of posts in that grade. For instance, in the grade where the Government translator is at present there are six appointments and if the Government Translator is taken away, there would still remain six appointments in that grade.

23057. What you really mean to do is to increase the number of places in some of the grades of the Provincial Service ?—That is one way of looking at it.

23058. (*Sir Theodore Morison.*) Would you explain to me your answer to question (11) where you suggest the separate recruitment for the Judicial Service ?—Partly.

23059. I want to know what that "partly" is. You say "a part of the number of these posts should be reserved for practising Lawyers"; have you any idea at all about what number you would reserve for the appointments from the Bar ?—I am afraid I have not thought about it.

23060. You wish it to be open to members of the profession who are practising at the Bar ?—Yes.

23061. I understand that Burman gentlemen have to spend as much as European upon the education of their children ?—Yes.

23062. Where do they send their children for education ?—Within recent years they have been sending them more and more to England.

23063. At what sort of age do they send them ?—It varies very much: between 12 and 20.

23064. Do they send them even as young as 12 to English schools ?—Yes, there is a boy of ten who went to a preparatory school the year before last.

23065. A boy who goes so young and comes back at about 23 can know very little of Burma ?—Very little indeed.

23066. Is that approved of ?—Not generally, I think.

23067. People prefer to get a good education in this country if they can ?—Yes.

23068. Why do they send them to England ?—In order that they may be better qualified for service or for a profession.

23069. Are there no good schools in Burma ?—There are some very good schools, but the educational system is not all on the same level. There are schools called European schools which are specially for European children.

23070. Are European schools better ?—They are much better. The curriculum is much larger and the standard is much higher.

23071. (*Mr. Chaubal.*) Do I understand your objection to the Provincial Service is to the nature and character of the present Service in which no person can rise above Rs. 800 ?—No, I have not looked at it in that light. I think it is entirely unnecessary to have three different services.

23072. Supposing you do away with the Provincial Service and amalgamate it with the Subordinate Service, do you think it is right to have a service in which no man who enters it can ever aspire to a post above Rs. 800 in that service ? Is that a feature of any service which it is desirable to maintain ? Do not you stamp it by its nature as a Subordinate Service ?—Yes.

23073. Is that considered by educated Indians and Burmans as the great drawback of the Provincial Civil Service as a whole ?—I am not aware of any general opinion in that way.

23074. Do you yourself approve of the division of the Service into an Imperial Service and a Provincial Service, meaning a Subordinate Service ?—I have not thought of it in that way, but I consider it necessary that such a division should be made. There should be one Imperial Service and one purely Local Service.

23075. Is it proper that a Service should be constituted in which it is not open to any man to aspire to a post above a certain amount ? Should it not be a Service in which the best and most ambitious man can start from the lowest rung of the ladder and rise to a member of the Executive Council if he shows himself fit for it ?—That is perhaps a consummation most devoutly to be wished, but you will find such men very rare, I am afraid.

23076. In Burma you have no complaint like that against the Provincial Civil Service ?—No.

23077. In your answer to question (57), you say you are in favour of the constitution of a distinct Judicial Service under the control of the High Court, and for that purpose the cadre needs to be increased to a large extent. Do you think that a complete separation of the Judicial and Executive functions would be desirable ?—Yes.

23078. By Judicial do I understand you to mean Criminal as well as Civil ?—Yes.

23079. How many years have you been practising at the Bar ?—Eleven years including my two years' stay in England, when I was not in active practice.

23080. I suppose you are aware generally of the character of the Executive work performed by Indian Civil Servants in the first year of their Service ?—Yes.

23081. And you are aware of the Executive work performed by Assistant Commissioners and Extra Assistant Commissioners, Civil and Criminal work ?—Yes.

23082. With your knowledge of the country and the cases conducted before these different officers and the character of their work, do you think there would be serious difficulty encountered by a Deputy Commissioner or an Extra Assistant Commissioner in the performance of his Executive work if his Judicial power was transferred to another officer ?—I do not think so. I would allow the Deputy Commissioner or Subdivisional Officer, as the case may be, to have magisterial powers; that is to say, he would be empowered, but the actual trying of cases should be made over to the purely Judicial man.

23083. I suppose the District Magistrate very rarely tries a case ?—Now-a-days very rarely.

23084. You are in favour of a complete separation of the two functions; if you carry that out, do you apprehend any serious difficulty in the way of Executive Officers performing their revenue and executive work, having regard to the fact that they will no longer have any magisterial powers ?—If you take away all the powers altogether, there may be difficulties I think.

23085. Would there remain the same difficulty if you retained the preventive powers under the Criminal Procedure Code ?—No, there would be no difficulty at all then.

23086. (*Mr. Gokhale.*) I should like the Commission to be quite clear about your scheme in connection with the abolition of the Provincial Service. Is not this Provincial Service comparatively a recent creation ?—Yes.

23087. Before the Public Service Commission of 1886 recommended its creation there were only two Services, the Covenanted Service and the Subordinate Service ?—Yes.

23088. And the higher posts of the Subordinate Civil Service were separated from it and constituted into the Provincial Civil Service ?—Yes.

23089. With a few posts taken from the Indian Civil Service merged into it ?—Yes.

23090. And a few more were thrown open as listed posts ?—Yes.

23091. You think the three Services are unnecessary ?—Unnecessary altogether.

23092. Do you think that the idea has come to prevail that, with these three Services, the Provincial Service is practically good enough for the bulk of the Indians or Burmese people and that the Indian Civil Service should be practically for Englishmen ?—Yes, there is that idea.

23093. So that you would like to abolish the Provincial Service and revert to the old two Services, so that the Indian Civil Service should be composed partly of one and partly of the other, and the Subordinate Civil Service should be mainly recruited from the ranks of the people of the Province ?—That is my idea.

23094. You have expressed some interesting opinions on one or two points, and I want to ask you a few questions on them. First with regard to simultaneous examinations. I see your only objection to simultaneous examinations is that the India Office in England are understood somehow to be against such a system ?—That is not the only objection. I say I refuse to discuss it because of that.

23095. But you say elsewhere that it is very unfair that brilliant young men should not be able to appear at this examination and only sons of well-to-do people without intellect should appear. That means that if you come to examine the question on its own merits a system of simultaneous examinations would be fairer to the people of this Province and of India than the present arrangement, as a matter of fair play and justice to the best young men ?—I am afraid it would not be fair to the Englishmen.

23096. Although they have an examination in England ?—No, because I think the larger numbers of candidates in India would tend to swamp the Service with Indians.

23097. Are you quite clear about that ? You yourself have pointed out here that our educational facilities are not anything like what they have in England. The examination is exceedingly difficult, is it not ?—It is.

23098. Educational experts have stated that the examination is practically twice as difficult as the M.A. of any Indian University ?—That is so.

23099. The English intellect on the average is certainly not inferior to the Indian or Burman intellect ?—No.

23100. The examination is in English and most of the subjects give a special advantage to Englishmen ?—Yes.

23101. With all these advantages on the English side do you really think that with a system of simultaneous examinations the Service would be swamped by Indians or Burmans ?—Yes, because as soon as you institute a simultaneous examination a whole number of establishments like Wren's will crop up in India and there will be special cramming for this examination. That is what I anticipate.

23102. I should like to be clear about that also. I put it to a witness in Madras who

knew something about Wren's how long a young man spent at Wren's, and he said it was on an average about one year, which means that, that man must have received a very good education before he could go to Wren's in order to qualify for the Indian Civil Service Do you think we have any facilities here to train a man for getting into an establishment like Wren's. Would your University education enable a man to get into Wren's and spend a year and get through the examination?—They would spend even more; one or two years.

23103. You are well acquainted with the subjects of the examination for the Civil Service. With the exception of Mathematics, Natural Science, and such subjects, do not you think Indian candidates would be experiencing difficulties if they were educated in India only? Do you not require a knowledge of Greek and Latin for most other subjects?—They could substitute Sanskrit and Pali.

23104. Pali is not there?—If Pali is not there the sooner it is put in the better, I should say.

23105. We must take the curriculum as it is. Sanskrit and Arabic do not carry as many marks as Latin and Greek?—That is one thing I should like to see improved.

23106. Take the examination as it is, and suppose that a system of simultaneous examinations is instituted with the curriculum as it stands. For many subjects, historical subjects for instance, you will find a knowledge of Latin and Greek and German and French necessary. With all those requirements, do you still think that Indian candidates have a very good chance of getting in, in large numbers?—Not for the first few years.

23107. How long do you think it would take before we reach that stage?—Ten years, I should say.

23108. Only ten years?—Yes, because I have great faith in the cramming capacities of the Indians.

23109. What do you mean by "cramming capacities of the Indians," taking the Indians and Burmans together for this purpose? The complaint about cramming is often heard in England, is it not?—Yes.

23110. There have been even Committees of Enquiry in regard to that subject?—Yes.

23111. Is it a special Indian characteristic to cram?—I think the Indian can do it better than the Englishman, because when he makes up his mind to cram he can work more hours a day than any Englishman.

23112. There is nothing to prevent the Englishman working as hard as the Indian?—But they do not do it.

29113. I see you are in favour of a separate examination, and suggest one-sixth for Burma?—Yes.

23114. For Indian Provinces the proportion might be different?—It might be larger.

23115. You look forward to the spread of Western education in the Provinces?—Yes.

23116. So that this proposal of one-sixth is not your final proposal for Burma. As education advances you would like this proportion increased for Burma?—Yes.

23117. You would like to have the examination equal in stiffness to the Indian Civil Service examination?—Yes.

23118 And conducted under the Civil Service Commissioners?—Yes.

23119. Which practically comes to a system of simultaneous examinations, although you do not use the expression. If the examination is to be of the same difficulty, and under the authority of the Civil Service Commissioners with only a certain limit fixed as to the number of men who are to get in here, there is not much difference between what you advocate and what many advocates of simultaneous examinations urge?—That is the whole point of the thing, the limitation of the number.

23120. If the number is limited, you have no objection?—None at all.

23121. I see you say that you would limit this Provincial examination not only to the Natives of the province but to all people domiciled in that province? Does that apply to Burma as well as to Indian provinces?—Yes.

23122. You express the rather striking opinion, that if in any province you did not get the number you require from the men of that province you would get men from other provinces to make up the deficiency?—When I wrote that down I was thinking of India proper, not Burma.

23123. You are expressing an opinion about India?—Yes.

23124. I do not know that you have had much experience of India, have you?—I was in Calcutta for 14 years; I was educated in Bengal.

23125. So that you think so far as India is concerned you can have that arrangement as between the different provinces?—Yes.

23126 And when education extends in Burma later on, you would not mind having the same thing in Burma?—Yes, later on.

23127. I think some misapprehension is likely to be caused by an answer you give to question (9). You were asked: "If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India", in India, do you consider that Natives of India, should still be eligible for appointment in England," and you say "No". I suppose by that you mean for employment in England. The question is about recruitment in England for the Indian Civil Service?—That is what I meant.

23128. Do you say that the English door should be closed to us?—If we have an open door here, I do not see why we should have another unless the parents are domiciled there.

23129. Supposing parents send their children for education to England, would you prevent those young men appearing for the examination there? For instance, Burmese young men going from here and studying at Cambridge or Oxford, would you prevent them from appearing for the Indian Civil Service there?—Yes, because they can come back and take the examination here.

23130. You think that practicable, and you would close the London door against the people of this country?—Yes, unless the parents of the Natives of India concerned were domiciled in England.

23131. (*Mr. Abdur Rahim.*) Are there a number of competent European Barristers who could be properly appointed to fill the places of District Judges?—There is one very great objection I see to that; they do not make any attempt to acquire a knowledge of Burmese.

23132. But supposing they are required to pass an examination in the language, as the members of the Civil Service are, would you say you can get qualified men?—Yes, I think so.

23133. We have been told by some witness that, generally speaking, there are two classes of men at the Bar, briefless Barristers and Barristers rolling in money: and that those who have leading practices will not accept Judgeships and those who are briefless are incompetent and cannot be appointed?—I do not think there is such a sharp dividing line. There are a good many men who are betwixt and between.

23134. There are a number of competent men who would be qualified to fill those places?—Yes.

23135. Would there be any difficulty in discharging their duties in the mufassal courts owing to the fact that they have not done any executive work.—I should not think so.

23136. It is suggested that experience of executive work is necessary as a qualification for Judicial officers in Burma. Do you agree with that?—I do not.

23137. It is also suggested that unless you have such experience it is not possible to know the people or to be conversant with their manners and customs, and that the training at the Bar is not adequate for that purpose. Do you agree with that opinion?—If the practice has been in Burma, certainly I do not agree with that opinion.

23138. If the practitioner has done his work in Burma you do not agree?—That is so.

(The witness withdrew.)

(Adjourned till to-morrow at 10-30.)

At Rangoon.

Saturday, 8th February 1913.

TWENTY-FIRST DAY.

PRESENT:

THE RIGHT HON. THE LORD ISLINGTON, K.C.M.G., D.S.O. (*Chairman*).

THE EARL OF RONALDSHAY, M.P.
SIR MURRAY HAMMICK, K.C.S.I., C.I.E.
SIR THEODORE MORISON, K.C.I.E.
MAHADEV BHASKAR CHAUBAL, ESQ., C.S.I.
ABDUR RAHIM, ESQ.
GOPAL KRISHNA GOKHALE, ESQ., C.I.E.
WALTER CULLEY MADGE, ESQ., C.I.E.
FRANK GEORGE SLY, ESQ., C.S.I.
JAMES RAMSAY MACDONALD, ESQ., M.P.

And the following Assistant Commissioners:—

HERBERT THOMPSON, ESQ., C.S.I., Officiating Financial Commissioner, Burma.
MAUNG NGWE KAING, K.S.M., A.T.M., Subdivisional Officer, Pyapon, Kyaiklat.
MAUNG KYAW NYEIN, K.S.M., A.T.M., Additional District Judge, Henzada.

M. S. D. BUTLER, ESQ., C.V.O., C.I.E. (*Joint Secretary.*)

MAUNG MYAT TUN AUNG, C.I.E., K.S.M., F.D.M., Deputy Commissioner.

Written answers relating to the Indian Civil Service.

23139. (1). What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—Yes.

23140. (2). In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—The examination should be held in England and India simultaneously.

23141. (4). Further, is any differentiation desirable between other classes of natural-born subject of His Majesty? If so, what do you propose?—Burma for Burmese.

23142. (5). Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—I see no disadvantage.

23143. (6). If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles:—(*a*) Selection by headmasters of schools approved or otherwise: (*b*) Selection by authorities in Universities approved or otherwise: (*c*) Nomination by headmasters or University authorities and selection under the orders of the Secretary of State: (*d*) Combined nomination and examination: (*e*) Any other method?—I think the present system is good. I do not understand the second part of the question.

23144. (7). What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?—I think it is very desirable.

23145 (8). Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's Dominions?—It might be held in every province.

23146. (9). What should be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If so, what proportion do you recommend?—I cannot say, but the number at present is too low.

23147. (10). If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination; (*b*) combined nomination and examination; or (*c*) any other method? If so, please describe fully what system you would recommend. In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?—In Burma a Burman naturally loves his country best, others are here by force of circumstances, accident, etc. Therefore, his interest should be held as paramount and this principle of Burma for Burmans should not be lost sight of. In principle, the number for each community should be in proportion to the number of population of each community, but all classes, need not be considered equally; for instance, in Burma at least Chetties, Chittagongeans, Chinese, etc., may be treated as pure outsiders.

23148. (11). If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India" in India, do you consider that "Natives of India" should still be eligible for appointment in England, or would you restrict that right to other natural-born subjects of His Majesty?—We must wait for that a little longer, but I have never been out of India and Burma, so I do not understand the conditions in other places. Perhaps you do not care to have a Burmese Governor in some of your counties?

23149. (12). Would you regard any system of selection in India which you may recommend for young men who are "Natives of India" as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services? If the former, what alterations, if any, would you recommend in the conditions governing the Provincial Civil Services?—The present arrangement seems to be suitable. I have no alteration to suggest.

23150. (13). Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system that you would propose?—I can think of nothing better than the present system.

23151. (14). Are you satisfied with the present definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33, Vict c 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, please state fully any proposals that you wish to make in regard to this matter.—It is difficult to draw the distinction too closely now-a-days. I will not try, but the motto "Burma for Burmans" should not be forgotten.

23152. (15). If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to attract candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?—Above 20 and under 25. I think it is undesirable to have too young persons as Magistrates and Judges. No amount of school examination will fit a person to be, for instance, a Magistrate and Judge. Now, a boy is taught his work by being allowed to try cases. Would you teach a man to whip by allowing him to use his cane on people? I think boys should be kept out of serious work of life till they have learned something of it by experience.

23153 (18). What is the most suitable age at which junior Civilians should arrive in India?—Twenty-five.

23154 (19). What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age-limits for "Natives of India," and for other natural-born subjects of His Majesty?—I think 20 to 25 would be best. I think a man should make up his mind what would be his most suitable profession after leaving school about 20 to 25 years of age.

23155. (21). Please examine the table in Appendix I to these questions, which shows the various phases of the authorized syllabus of the open competitive examination, and state what changes, if any, are, in your opinion, desirable, differentiating between the cases of candidates (*a*) of school-leaving age and (*b*) of University-leaving age?—None that I can think of.

23156. (23). Do you consider it necessary that certain posts should be reserved by Statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons? Please state in detail what alterations (if any) you recommend in the Schedule of the Indian Civil Service Act of 1861 (24 & 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54) and of the Government of India Act, 1870 (33 Vict., c. 3), reproduced as Appendices II and III to these questions]?—It is a difficult question for me to answer. In principle, there should be as little reserving as possible. Let every one work out for himself: the fittest will always come to the top; others go to the wall. There should be no propping up in building the public service. Those who pay have a right to select.

23157. (24). Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the civil administration? If so, to what *proportion* of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might, under present conditions, properly be admitted?—I can only say that under the present condition to keep up the European prestige, at least two-thirds should be Europeans.

23158. (25). Do you accept as generally satisfactory in principle, the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 and 25 Vict., c. 54)?—Yes.

23159. (29). What experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your province? Please distinguish in your reply between (*a*) military officers and (*b*) others; and give details of the latter?—I have worked under many; have seen the work of many others. With few exceptions, there is nothing more to be desired. I do not see the difference between them and others (I. C. S.).

23160. (30). Have such officers proved, on the average, as efficient as members of the Indian

Civil Service filling posts of similar responsibility? Has it been possible and expedient to employ them in all branches of the Administration, whether on Executive or Judicial duties?—Yes.

23161. (31). If the system of recruiting military officers in India has been stopped, or has never existed in your province, would you advise its re-introduction, or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent should it be adopted?—One-third of the whole strength.

23162. (32). Do you consider that such a system should be restricted to the recruitment of military officers or extended to the recruitment of selected officers from other Indian services?—Choose the fittest.

23163. (35). To what extent also during the last five years have these listed posts been filled—(*a*) by members of the Provincial Civil Service; (*b*) by other "Natives of India"? Please give the names and positions of the latter, if any?

Maung Myat Tun Aung, C.I.E., K.S.M., T.D.M., } Deputy Commissioners.
W. B. Tydd, Esq., }
Maung Aung Zan, K.S.M., } District Judges.
E. Dawson, Esq., }
C. H. Duffin, Esq., Settlement Officer.

23164. (53). Do you consider that the probationer's course of instruction can best be spent in England or in India?—In India, of course.

23165. (54). What is your opinion of a proposal to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?—It will be very good indeed.

23166. (55). What is your opinion of a proposal that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—Very good.

23167 (57). If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation you recommend for such officers.—Two years' probation.

23168 (58). In particular, if a period of probation is recommended for such officers, do you advise that it should be passed in England or in India?—In India.

23169 (59). Do you consider that any differentiation is necessary, during the period of probation, between the course of study for probationers who are "Natives of India" and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.—No.

23170 (60). Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—I think the present arrangement works all right.

23171 (61). Is the existing system of Departmental examination suitable, and, if not, what change do you recommend?—It is suitable. No change seems necessary.

23172 (62). Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?—Most of them do not know enough. Make them work in "Indian", make them write their judgments, etc., in "Indian."

23173 (63). Do you recommend any changes in the rules for the encouragement of the study of Oriental languages, and, if so, what changes?—No.

23174 (64). Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial branch. In particular, do you favour a system of granting study leave to Europe, and, if so, what course of study (course for a call to the Bar, reading in barristers' chambers or other) and what conditions do you propose?—I do not think it necessary. They can learn enough here also I should think.

23175 (65). Do you recommend any special course of study in law in India for officers selected for the Judicial branch?—No. They have to pass the Departmental examination. That I think is sufficient.

23176. (66). Do you recommend any special training in subordinate judical posts for officers selected for the Judicial branch? If so please give details?—The Departmental examination is, I think, all that is necessary. If higher training is necessary (I think it is) let them pass the 1st grade Advocate examination.

23177. (67). Do you recommend any system for encouraging the higher study of law analogous to the rules for the encouragement of the study of Oriental languages?—Yes. I think it is only fair. If a Judicial officer has to know more than others he should get a better pay, too.

23178. (68). Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty? If so, please state your proposals?—They should undergo longer period of training.

23179. (69). If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India" whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of training you recommend for such officers?—Let them work under experienced officers for a time.

23180. (70). Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals?—It should be the same I think for all.

23181. (72). The present theory underlying the conditions of service in the Indian Civil Service is that—(*a*) the members of the service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and (*b*) that they should, throughout the whole period of their service, have sufficient salaries and sufficiently responsible duties. To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem* is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?—I think the present arrangement of pay is sufficient. As for other matters, I cannot say.

23182. (73). It is also part of the existing system that officers of over two but under eight years' completed service, should fill with practical permanency, in the ordinary course of promotion, charges of minor responsibility, called technically "inferior posts," and should be drawing pay at rates above that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?—I think so.

23183. (92). Are the present rates of pay and grading suitable? If not, what alterations do you recommend?—I do not recommend any alterations.

23184. (93). If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts or to both?—I am not aware that any dissatisfaction exists. I get less pay as a Deputy Commissioner than other European Deputy Commissioners. Their expenses are perhaps greater, as their qualifications are also higher.

23185. (94). Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on this score exist in your province, and, if so, what?—I do not know other provinces. Some place has more work than others. I was in the Upper Chindwin as subdivisional officer for 12 years, and had only three civil suits during that time. In Moulmein I had a heap every day, but my pay was the same, my expenses greater. It is very hard to arrange to give every one an equal amount of work. It is easier to pay them equally. This sort of thing is made up by local allowances, where necessary, I think.

23186. (96). If abolition of exchange compensation is recommended, with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?—Europeans get higher pay when serving here. It should cover everything. We get no higher pay when rice is scarce.

23187. (97). How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience and have you any suggestion to make on the subject?—It seems to be all right.

23188. (98). How is the system of officiating grade promotions, where there is no change of duties, actually worked? Is the system convenient in the interests both of the Government and of the officers of the service? Have you any recommendations to make for its alteration?—It seems to be all right. I have no alterations to recommend.

23189. (104). Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary, approximately, at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the service?—The present scale of pay seems to suit right enough.

23190. (109). Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?—I think they are suitable.

23191. (112). Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?—I think they are quite suitable but I have never taken any leave since I joined the Government service in 1878.

23192. (113). Generally speaking, do any of the present leave rules applicable to the Indian Civil Service cause inconvenience to the administration, and if so, what, and what remedy do you suggest?—None that I am aware of.

23193. (114). In particular, are they a contributory cause of excessive transfers of officers of the Indian Civil Service, and if so, how can this difficulty be met?—Transfers are not frequent now—the present conditions are satisfactory.

23194. (115). Do any of the present leave rules press hardly in any way on officers of the Indian Civil Service themselves, and, if so, in what respects? What is, in your opinion, the appropriate remedy?—I am not aware of any hardship. Everybody seems to get his leave right enough.

23195. (116). Do the present leave rules applicable to Statutory Civilians, or to officers of the Provincial Civil Services employed in listed posts, cause any inconvenience to the administration, or press hardly on the officers themselves, and in what respects? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?—The present leave rules seem to suit everybody right enough.

23196. (121). In particular, what is your opinion of the arrangement by which members of the Indian Civil Service, who are appointed Judges of High Courts, obtain special pensions

of £1,200 a year after 11½ years' actual service as Judges? Do you recommend any change in the present conditions?—No.

23197. (124). Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?—It will be a waste of money to give pensions to those who cannot earn it.

23198. (130). In particular do you approve of the exclusion from their benefits, of "Natives of India" who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?—I do not see that any distinction should be drawn. I think Natives last longer than Europeans here.

23199. (131). Do you recommend that such admission should be optional or compulsory?—Optional.

23200. (132). If you do not approve their admission to the Indian Civil Service Family Pension Fund, do you recommend the formation of a separate Family Pension Fund?—I do.

Written answers relating to the Provincial Civil Service.

23201. (1) Please refer to Government of India Resolution No. 1046-1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—I think the number of appointments open to the officers of the Provincial Civil Service in Burma should be more. It is very few compared with other provinces, but as a beginning has been made it will go on and may lead to a larger end.

23202. (6) What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend?—I think the present system is good. Those who are appointed by nomination have larger experience, which makes up for book knowledge.

23203. (7) To what extent are non-residents of the province employed in your Provincial Civil Service? Do you consider that only residents of the province should ordinarily be recruited?—The principle should be Burma for Burmese only.

23204. (8) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—No. We have no Chin Myooks or Extra Assistant Commissioners, as yet, for instance. As far as I can judge, race distinction is doomed and dying out. In the end everyone will be as good as the other, but the change is just beginning, and it is difficult to make a suitable answer to your question. Wait and see the development which is in progress, although it is slow just now.

23205. (9) What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and if not, what alterations do you recommend?—I think it is satisfactory.

23206. (10) Is the existing system of departmental examinations suitable, and, if not, what changes do you recommend?—I do not think any change is necessary.

23207. (11) Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?—I do not think so.

23208. (12) What is the system on which the strength of the Executive and Judicial branches of your Provincial Civil Service is fixed? Do you consider it satisfactory, and, if not, what alterations do you recommend?—The strength is fixed according to the requirements and, perhaps, state of the public funds (revenue), the Judicial branch is in growth, and it is hoped it will be extended more to other places later on. I have no recommendation to make for its immediate alteration.

23209. (13) In particular, is the leave reserve adequate, and the system on which it is graded suitable?—I do not know much about this. There is not much difficulty in getting leave.

23210. (16) To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?—I do not think any change is necessary. However, I have often noticed that Burmese myooks of proved ability and long standing, are often jumped over by junior officers or outsiders of other race. Those who are at the head of affairs know the reasons, and they must be very good ones. They cause most acute pain to those who are jumped over, and the impression that undue preference is shown to Eurasians is widespread and general.

23211. (17) Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?—I have nothing to add to what I have said to the last question. The only thing I can suggest for getting rid of inefficient officers is to tell them to go.

23212. (18) To what extent are the functions of the officers of the Executive and Judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?—Yes. I think the Executive officers should be relieved of judicial work. This I understand is being gradually done.

23213. (19) Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and

ability, and is the system followed in making appointments to these posts suitable?—Yes.

23214. (20) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?—Yes. I have no change to suggest.

23215. (21) Are you satisfied with the present designation "The Provincial Civil Service?" If not, what would you suggest?—A rose is sweet under any name, which does not signify much.

23216. (22) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—Yes. The lower grades are filled with Burmese who are supposed to be able to do with small pay; as I have said the junior Eurasians are often placed in the higher grades. Most of the new appointments with higher pay are given to Eurasians. You will find this the case in Excise Department, also in the Police. A Burmese knows his country best and is more useful and is as good as another. The principle I recommend is to be more just.

23217. (24) Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed?—Yes. I think they are adequate.

23218. (25) Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?—No: I am not. I think officiating promotions should be made. I think also when a township officer is placed in charge of a subdivision he should get an extra allowance for his increased responsibility. The present system is unfair.

23219. (26) What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?—If the time-scale has advantages over the present system, have it by all means in all grades.

23220. (30) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary, approximately, at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—I have already given my answer on this point elsewhere. Pay depends on work and qualifications, not on work alone. Indian Civil Service is intended for persons with higher qualifications than the men of the Provincial Service. I cannot speak for others, but I am satisfied with my lot.

23221. (31) Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?—No: I do not think so.

23222. (32) Is all the leave on full pay due to them, ordinarily taken by officers of the Provincial Civil Service, and, if not, what are the reasons? Is the amount which can be earned, in your opinion, suitable? If not, what alternative arrangements do you suggest?—I think so. Many have no occasion to take leave frequently; I am one of them.

23223. (33) Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?—I suggest no change.

23224. (34) Do you consider that the rates of furlough allowances are suitable?—I think so.

23225. (35) Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?—Yes.

23226. (37) Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the administration, and, if so, what; and what remedy do you suggest?—None that I am aware of.

23227. (38) In particular, are they a contributory cause of excessive transfers of officers, and, if so, how can this difficulty be met?—No.

23228. (39) Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service, and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?—It does in this way. When a Subdivisional Officer takes leave, a township officer is sent to work as Sub-divisional Officer. The transfer causes more expenses than covered by his travelling allowance, but he gets no allowance for the extra trouble and extra responsibilities.

23229. (40) Is the present system of superannuation pensions satisfactory, in the interests both of the Government and the members of the Provincial Civil Service?—Yes, I think so.

23230. (42) Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?—No. It is a pity to pay them at all, anything.

23231. (43) Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?—Yes. They get half of the average pay subject to the maximum of Rs. 6,000 per annum, I think. It should not be less than that at any rate.

23232. (44) Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?—Yes.

23233. (45) To what extent, do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund, or to other official or officially recognized funds? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?—I think they should be permitted to subscribe as much as they wish, subject to a minimum amount.

23234. (46) Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable?—Subject to what I have said, I say I am satisfied.

MAUNG MYAT TUN AUNG called and examined.

23235. (*Chairman.*) You are a Deputy Commissioner of the second grade, are you not?—Yes.

23236. How many years have you been in the service?—Thirty-four years and four months.

23237. In answer to one of your questions you state that you have never taken any leave throughout your long service. Is that a fact?—Yes.

23238. I see in your general answers to the questions that you hold strong views as to the advisability of keeping Burma for the Burmans?—Yes, I do.

23239. I take it by that that you are anxious to have an increase of Burmans in the public service?—Yes.

23240. What number of posts would you like to see occupied by Burmans?—It seems that in other provinces the number of posts held by the Provincial Service men is larger.

23241. Is that because Burma is a province with a comparatively short history?—The appointments are open, I think. It rests with the Government, as it thinks fit, to fill up the number, or to leave it open. The mere fact there are so many appointments would influence the others, perhaps, to work better.

23242. In answer to question (10) you say,—"In Burma at least Chetties, Chins, Chittagongeans, Chinese, etc., may be treated as pure outsiders"?—I should think so.

23243 You mean that you would not like to see any of these given the opportunity of entering the service?—Not in the present century at least—for another hundred years. For instance, with Chins they will take a long time.

23244. You think that at some distant time, in the twenty-first century perhaps, they might qualify for employment?—Perhaps the Chetties will prefer to remain Chetties for ever.

23245. What is your objection, apart from patriotic feelings, to any of those parts of the community having representation in the service?—I should think the Chins count for nothing at all in the public service. They are so ignorant at present. You cannot deny the fact that they are inhabitants of Burma. The Chetties generally come here to make money, and the same with the Chittagongeans. They are happy in their own country, and I do not think they would be as useful as a Burman in Burma would be as a Government servant.

23246. You do not think that any amount of education, or facilities of environment, would tend to make them become useful servants of the State?—I think a Chin, although he is very low now from a social point of view, might, if well educated, in about a hundred years hence, be a suitable man to become a Myook or a Deputy Commissioner, or, perhaps, a Commissioner; but within a measurable distance of time their chances are so remote that I think that they might count as nothing at all.

23247. In your judgment educational development moves slowly amongst these communities?—That is what I think.

23248. You do not think that extra facilities might accelerate the movement?—I do not think they will live here at present.

23249. In answer to question (15), you point out the unsuitability of entrusting magisterial powers to young men. Will you tell us, shortly, what you think would be the best means of educating and training a young man to become an efficient magisterial officer?—I think they might be made to undergo a certain amount of training as a Myook or as a Magistrate's clerk in a Magistrate's court. He is selected as a Magistrate—a third-class Magistrate which is lowest; and he is empowered to put persons into jail or to fine them. As a District Magistrate and Sub-divisional Magistrate I have often seen cases in which persons have been, I am afraid, wrongly convicted and punished. These cases are more frequent with persons of little experience than with persons of mature service. It is rather unsafe and rather unfair, I think, to the community.

23250. You think that mistaken judgments have been given owing to a lack of training?—Yes. I should like to see them trained better before they are entrusted with powers to punish people.

23251. They have a certain amount of training now, have they not?—They get a certain amount of training, but they do not get enough training, in my opinion. In school, for instance, if a boy passes his examination for the Subordinate Service, he gets his appointment and is appointed Magistrate and has magisterial powers. I was told that Magistrates in Europe are really appointed only after they have attained a certain age.

23252. You would like to see men put into these posts after more adequate training, and, if possible, at a later age?—Yes.

23253. You think they go in too young?—Yes, I think they go in too young.

23254. What age are they now?—19, 20 to 25.

23255. There are none so young as 19 are there?—I judge by their appearance. I have never taken the trouble to ask their ages, but, so far as their appearance is concerned, they seem to be too young to be Magistrates.

23256. They may be youthful in appearance, but they must be more than 19?—I must have made a mistake.

23257. In answer to question (16) you say, "I do not think any change is necessary. However, I have often noticed that Burmese Myooks of proved ability and long standing are often jumped over by junior officers or outsiders of other race." Has that been your experience to a large extent?—Perhaps I did not answer that question quite correctly. I was perhaps mixed up about the Subordinate Civil Service and the Provincial Civil Service. What I meant to say was that there are men who I consider as outsiders, like an Inspector of the Police, who are appointed here as Extra Assistant Commissioners over the heads of the Myooks. I should like to see more Myooks appointed to Extra Assistant Commissionerships than they are at present. That is what I meant to say.

23258. But I suppose you would not care to see any other practice than that of appointment on the ground of merit and ability?—Sometimes barristers have been appointed to be Commissioners. I think it rests with Government, rather, if a man is found fit.

23259. The Government select most of them on their past services, and their ability in their discharge of those services, do they not?—Yes.

23260. And this jumping over, which you speak of, is due to the fact that Government has selected a man who has proved himself to be capable in the work he is doing, and shown, probably, that he is capable of doing more responsible work. Is that the practice?—My observation only is about the general practice. I think in particular cases if Government thinks fit to appoint any persons, it does so. The Government knows the business better than I do.

23261. You say at the end of the answer that "undue preference is shewn to Eurasians, which is widespread and general?"—I think the answer which I have just given applies to that also.

23262. You think that the proportion of Eurasians appointed is an undue one?—My mind has wandered over other subjects in answering that question. I have often noticed, for instance, that Excise Superintendents have been almost exclusively Anglo-Indians. In point of pay the Excise Superintendent gets much better pay than a Burmese Myook generally gets, although the work which the Myook has to do is far heavier. I think, in point of education, if the Myooks are not superior, at any rate they are equal, to most of the Anglo-Indians who have been appointed Excise Superintendents.

23263. That is opening up a different subject altogether. However, I see the satisfactory remark you wind up with—that you cannot speak for others, but that you are satisfied with your own lot?—I am.

23264. That is a happy frame of mind to be in, and I congratulate you.—Thank you.

23265. (*Lord Ronaldshay.*) I see you are in favour of a system of simultaneous examination, and you think that there should be a minimum of European officers in the Service, do you not?—Minimum! I mean maximum.

23266. I understood that you thought a minimum of two-thirds of the service ought to be Europeans?—I think there should be more Europeans than Natives in the higher appointments.

23267. Quite so. I think you and I both mean the same thing. You mean that about two-thirds of the service ought to be European officers?—Yes.

23268. But if you have a system of simultaneous examinations, how are you going to make certain that you will be able to maintain that number of European officers?—It is easily done, if Government makes up its mind, to give so many appointments to Natives, and so many to Europeans.

23269. But surely, simultaneous examination, if it is a competitive examination, means that the people who get the highest places in the examination have the right to be appointed to the service, have they not?—If that is the thing, I think we had better not have it.

23270. Then I understand you are opposed to simultaneous examination?—Yes.

23271. That, obviously, is the system of competitive examination?—I think we had better not have it if the result of these examinations is likely to cause us to have gentlemen from India coming here as Assistant and Deputy Commissioners.

23272. If you hold your competitive examination in England and in India as well, a good many Indians might get in through that examination, might they not?—You will remember that I say, in *every* province. These examinations should be held in every province. I do not say, in India. If the examination is held in Burma, the men who pass that examination will serve in Burma. If the examination is held in India, the men who pass will work in India. But an Englishman passing his examination in England will be eligible for both India and Burma. That is what I meant to say.

23273. Have you heard it suggested that it might be a good system to promote men from the Provincial Civil Service to the Indian Civil Service: that is to say, that you would pick promising men out of the Provincial Service, and promote them to the ranks of the higher service? Would you approve of that?—I cannot say less, because I have been one of the men selected.

23274. Yes, you are one of the men selected; I suppose you have jumped over the heads of a certain number of other people?—That is Government's business, not mine.

23275. You say that when a man is jumped over the heads of other people it causes the most acute pain, I want to know whether you think that the fact of your having been selected to one of these higher posts has caused most acute pain to many of your colleagues?—I am not responsible for it.

23276. In answer to question (42), you say that you do not approve of a system of reduced pensions in order to enable the Government to get rid of inefficient officers. You say that it is a pity to pay them anything at all. But do you think the Government would feel entitled to dismiss an officer without making some provision for the remainder of his life?—Personally, if I feel unfit for the work for which I am paid, I think I should go out, and I should expect nothing at all. I cannot answer for others.

23277. You might have served for ten years, or so. Would you not think that you ought to have a small pension?—In that case a man would be earning his money for nothing at all. I think he should be quite satisfied that he has been retained in Government service and been paid for services which he has been found unfit for.

23278. (*Sir Theodore Morison.*) I should like to ask you a question about the listed posts. As you are a holder of such a post I want to know your opinion. It has been suggested to us that some dissatisfaction is felt because the people are only promoted to definite posts, and that they would like better to be put into the Indian Civil Service, and have an opportunity of rising to any posts which the Government thought they were capable of filling. Are you dissatisfied with the listed post system?—No, I am not dissatisfied with it. I have been benefited by it personally. We hope that by degrees more appointments will be made.

23279. Would you like the additional appointments to be made on the same terms as at present, for instance, in your own case, that instead of being appointed to be Deputy Commissioner you should have been appointed to the Burma Commission, and hold the appointment either as a Deputy Commissioner or Commissioner, or whatever position Government might think you were fit for?—I have joined the Government service, and if the Government thinks that I would be more useful in a different capacity, I think the Government is perfectly right to use me as it likes. I have no ground to feel dissatisfied.

23280. Then I see in answer to question (24), you approve of the creation of a college in India in which the probationers are to be trained. Do you mean one college for the whole of India and Burma, or do you mean one college in each province?—If that is done I think we ought to have one college for Burma, certainly.

23281. (*Mr. Gokhale.*) Your complaint about appointments to the Provincial Service is that sometimes men from other departments are appointed direct over the heads of deserving Myooks and others in the Subordinate Service, not because they are more fit, but because they are either Europeans or Anglo-Indians. Is that your complaint?—Yes.

23282. And you would, therefore, like more deserving gentlemen from the Subordinate Civil Service to be appointed to the Provincial Service?—Yes.

23283. Or, if Europeans and Anglo-Indians are to be appointed they should rise from the Subordinate Service?—Yes.

23284. That is what you mean?—Yes.

23285. Can you tell us what proportion of the Provincial Service is held by Europeans and Anglo-Indians?—I think about half.

23286. Do you consider that proportion satisfactory for the people of Burma?—No, I do not think so.

23287. Would you like a much larger increase for Burma?—Yes.

23288. Would you like practically the whole of the Provincial Service to be recruited from Burmans?—As much as possible from Burmans.

23289. You think the whole service should, as far as possible, be for Burmans?—Yes.

23990. (*Mr. Sly.*) You know the methods of recruitment to the Provincial Service?—I do.

23291. Some members are promoted from the Subordinate Service, and some gentlemen receive appointments direct, I think, as B. A.'s, do they not?—Yes.

23292. Can you tell us, from your long experience, which you think is the best method in Burma of recruiting the Provincial Civil Service?—If you find men capable and fit for appointment, I think the selection should be made from the persons already holding appointments in the Government service.

23293. From the Subordinate Civil Service?—Any service.

23294. From the Subordinate Civil Service?—Yes.

23295. You prefer that method to the method of recruiting a certain proportion of them direct from young B. A.'s, or young barristers?—I think persons who have been already working in the service are fitter than persons who have passed examinations, even if they are B. A.'s or whatever it may be. I think we should consider anyone who is not already in the service as an outsider. It is better, if you can, to give preference to a member of the family, so to speak, than to an outsider.

23296. Will it not be hard upon your educated young men of Burma?—If they choose to go and pass examinations for barristers and advocates, let them do so, and be barristers and advocates.

23297. If these young men of good education are made to go in as low down as subordinate civil servants, do you think that they would be satisfied?—Let them remain advocates and barristers—let them suffer. It is their own choice. If they choose to be Government servants, let them go in for it. Let them choose their own professions.

23298. You do not approve of appointing outsiders?—If I had the appointing of things, I should first look round among the Government servants we have already got before giving appointments to outsiders.

23299. You do not approve of selection from other departments?—Government is supposed not to do anything without consideration. Occasionally, if Government thinks it necessary to make a proper selection for a better service and chooses a man not from among the Government service, but from outside, it has a perfect right to do so. I think I should trust the Government to do it.

23300. Supposing there is a good young Burman officer in the police, would you like to see him put into the Provincial Service?—If he is fit, and you cannot get a better man for it in a legitimate line. I have not been given to criticising the work of my superior officers.

23301. It is not a matter of criticism: The question is, which do you think the best method?—I think the best method is to give the position to the fittest man.

23302. (*Mr. Madge.*) Do you think that Burmans should be employed to a larger extent in Burma, whether or not they are capable of passing an examination?—I do not place much weight upon the passing of examinations. I think there are other things to be considered.

23303. You do not object to education, but you think that the existing system of testing by mere examinations is not the best test of the necessary qualities of an official?—That is the best test, I think, under the circumstances. You cannot make any better arrangement than by having a test examination. I think, after having passed a test examination, the man undergoes a certain amount of training, for instance, for becoming a Magistrate.

23304. Do you think that your plan of giving the preference to experienced men would contribute to the greater popularity of the Government in this province?—Yes, I think so.

23305. I find in answer to question (7) that you approve of simultaneous examinations. Would you confine such examinations for Burma to Burma, or would you have them all over India?—I think I have already answered that question.

23306. In your answer to question (14), you are afraid to draw the distinction too closely now-a-days. You say, "I will not try, but the motto 'Burma for Burmans' should not be forgotten." I suppose it is necessary to find some legal definition, and you think "Asiatics" would not do. Would you have, "domiciled subjects of the King" for all India?—You wish to know whether a man who is not an Anglo-Burman should come here as an Assistant or Deputy Commissioner?

23307. No. It is more a question of what sort of title should be adopted instead of a long one for "Natives of India" with a long explanatory phrase following it. Do you think the simple words "domiciled subjects of the King" would be suitable instead of "Natives of India"?—Words go for very little. I mean to say that, as a general rule in Burma, I think a Native of India will not find himself at home in administrative work.

23308. I am afraid you have missed my point. Language is not always given to conceal thought. I want an expression which in a short form of words will state what is wanted instead of "Natives of India" with a long explanatory phrase. Would you have "domiciled subjects of the King"?—The King has so many people under him and different nationalities. I am sorry I cannot express myself well, as you must have noticed. But if you would have a Mussulman, or a Hindu, or a Punjabi, to serve in Burma as an Assistant or Deputy Commissioner, I am sorry I cannot give you a better answer.

23309. That is not the point at all. I do not in the least object to your wanting Burma for the Burmese; but if you do not care to answer the question it does not matter. Have you any opinion, as an experienced official, about the appointment of Burmese Civil Servants to the Imperial Departments of the Government of India? Do you think the province would be better cared for and better represented, if, in rotation or otherwise, Burmese Civil Servants were appointed to the Imperial departments of the Government of India?—That is a very large question to answer. I will try to express what I mean. Burmans are very different from other nationalities, I think, in many ways. Next to our English masters, I believe I may say that we are more like them than anybody else, for the reason that we can go anywhere and mix with anybody. For instance, if a Burman is sent to India to be an Assistant Commissioner, or anything, I think he will rule that country better than you can do yourself, because he will be in a position to treat everyone without consideration of caste, and things like that.

23310. Kindly let me help on your answer by stating that I have not the slightest objection to a Burman being in the Imperial Department, or anywhere else. I want to know whether you think it would be advisable, in the interests of this province, that a Burma official should have his right share in the departments of the Government of India, so that the interests of the Burma Province may be represented there?—I beg your pardon, decidedly yes.

23311. You give that as your opinion as an experienced Burman official?—Yes. I think some gentleman from Burma has already served on the Indian Council.

23312. I mean, should it be a regular thing, just as the other provinces are represented?—Yes.

23313. In answer to question (21), with regard to the authorized syllabus, when asked whether you approve of the present syllabus of the open competitive examination, and what changes, if any, are desirable, you say, "None that I can think of." Do you say that because you are not satisfied with the present syllabus?—I am quite satisfied with it. I think it is good enough. I cannot suggest a better one.

23314. In answer to question (64), with reference to the Indian Civil Servants acquiring more legal knowledge, you say, "I do not think it is necessary. They can learn enough here also, I should think." Do you desire that opinion of yours to be adverse to the separation of the Judicial from the Executive?—It is being done gradually. I do not think it is at present necessary to have separate examinations or separate training.

23315. Is that because you think the knowledge acquired in Executive functions is very valuable to an officer in Burma in any capacity?—Most of the officers employed in the Judicial Service have undergone training as Judges and Magistrates also. They have passed the same examinations as those employed in Executive service for the work they have got to do. I think that that examination is quite sufficient.

23316. I am afraid I have not made myself plain to you. Whatever your opinions are upon that point, may I understand your answer here to be that you want a separation of the Executive from the Judicial at present?—It is very necessary to do it.

23317. It is necessary?—Yes.

23318. (*Mr. Thompson.*) You have said in the course of your statements that, as a District Magistrate, you had some reason to be dissatisfied with the decisions of untrained and inexperienced Magistrates?—Yes.

23319. Your experience as District Magistrate has been confined wholly, or largely, to one district, has it not?—When I was in the Upper Chindwin district I had appellate powers.

23320. When you make this statement, are you referring to all the services, or to any one particular service—to the Indian Civil, the Provincial, or the Subordinate?—Chiefly to the Subordinate Civil Service.

23321. The appointment to the Subordinate is partly by competitive examination?—Yes.

23322. And your remarks apply chiefly to the Subordinate?—Yes.

23323. (*Maung Kyaw Nyein.*) Is your District Superintendent of Police a Burman?—Yes.

23324. Is your district quiet?—It seems to be all quiet.

23325. (*Maung Ngwe Kaing.*) With regard to your replies to the Chairman you referred to the Chins. Who are they? I think that should be explained because a non-Burman may not understand who the Chins are. They are Natives of Burma, are they not?—I should be very sorry to call myself a Chin.

23326. Who are the Chins? Are they the people who live in the hills?—Yes.

23327. They are a wild class of people?—Some of them are wild; some of them are semi-wild; and some of them have become quite tame.

23328. They cannot be compared, at any rate, with Burmans, at any rate of the type one comes across in Lower Burma—that is the thing I want to get at?—I do not know the number of the different kinds of Chins we have got in the country.

23329. As far as you have come across them, are they not far inferior to the type of men you come across in Lower Burma?—They are in a very low state of civilization. They are almost next to animals.

23330. In your answer to the Chairman you said something about Magistrates of 19 or 20 years of age. Have you ever come across any Magistrate of any nationality of that age in your tenure of service?—I cannot tell exactly the ages of persons who have worked with me and under me. I think some of them seem to be too young from their appearance.

23331. As far as I understand, the Government do not appoint men less than 21 years of age. I want to clear that up?—There is a difference between 19 and 21. I cannot tell exactly the age of these persons; but they seem to be rather young, and they might have more training.

23332. With reference to your answer to question (6) you say, "Those who are appointed by nomination have larger experience". Do you mean those officers who are appointed by nomination have larger experience?—I am one of them.

23333. I mean the Provincial Service proper, not listed appointments. Do you think from your experience, both as a Subordinate Executive Officer and as a Deputy Commissioner, that those who are nominated from outside, who have no experience in any other department, have larger experience? Is that what you mean?—People who are appointed by nomination are almost in every case appointed and nominated for fitness and for long service and for some conspicuously worthy services which they have performed in Government service. Those people have a larger experience and are more useful than the little boys we have got as Myooks. Of course these boys will grow up and become useful. If you take man for man appointed by selection and nomination, they would be far more useful and have larger experience than persons who have been appointed after passing examinations.

23334. You say you have come across young men who have convicted in cases where they should not have convicted?—Yes.

23335. Have you come across many cases?—I have got a bad memory; but I have an impression that when I have got a new man, and especially a young man, he has made more mistakes than an older man would do.

23336. I mean, especially, men who have been appointed during the later years, that is those who have to undergo regular training in accordance with the Local Government order?—As a rule, I think in every profession a man becomes more useful as his experience becomes larger. Men who are just commencing in the service have smaller experience than older men. I do not think these young men should be appointed straight off as Magistrates.

23337. I only want to clear up this point, because the majority of the officers are recruited from the Subordinate Civil Service. I want to know whether they have been qualified or not. Have you served long in Lower Burma in the Executive Department as subdivisional officer, or head-quarters assistant in a district, or in any other capacity; I mean more especially in Lower Burma than Upper Burma?—I think I served four years in the Akyab district. I served three years in the Amherst district, and four or five years in the Arakan Division

23338. Did you find those young officers in those divisions in which you served wanting in experience in trying cases as third-class Magistrates? I believe they are appointed third-class Magistrates when they are first given a charge.—They are making mistakes now.

23339. Have you ever had either a young Civil Servant, an Assistant Commissioner or a Myook for training under you, because I think it entirely depends on the way they are trained?—I have often had Myooks under me for training.

23340. Allow me to tell you that I have had two Assistant Commissioners under me, and many Myooks, and I have found the Assistant Commissioners pick up their trying cases very well, particularly one gentleman, an Englishman, whom I was sorry to lose when he was transferred. The present generation of Burmans are very superior, and they pick up things very quickly. That is why I confined myself to Lower Burma.—Do you say that they never make mistakes? I make mistakes myself almost every day!

23341. Exactly so. With reference to your answer to question (18) you say: "I think the Executive officers should be relieved of Judicial work." Do I understand that the term "Judicial work" includes magisterial work?—Look here. As Deputy Commissioner now I have to be the Port officer; I have to be District Magistrate; I have to be Income-tax Collector; I have to be all kinds of things. Therefore, if I had got a less amount of work I should be able to do my work as Deputy Commissioner better.

23342. That is on personal grounds, not on administrative grounds?—It should be the same on every ground.

23343. Do you not imagine that in the province there may be at least one Deputy Commissioner having magisterial powers?—You mean to say the heavier the load you carry the better?

23344. Do you not think that there is at least in the province one Deputy Commissioner who, for want of magisterial powers, finds it rather difficult so far as the administration of his revenue functions are concerned? Take, for instance, Rangoon. I have never served in Rangoon myself. I simply put the broad question on this point of separation?—You think it will not be a good thing to separate?

23345. I am speaking on administrative grounds under the present circumstances of the country?—I think they are quite ripe for separation. I think we are delaying it too long.

23346. I believe you have no head-quarters assistant?—No.

23347. Do you know that most Deputy Commissioners who have head-quarters assistants are greatly relieved of work, and that in name they are District Magistrates for the purpose of controlling the district?—Yes, and I wish I had one.

23348. With regard to your answer to question (24)—Provincial Service—you say that the existing rates of pay and grading are suitable and adequate. Do you really mean for all classes of officers constituting the Provincial Civil Service now, or does that really depend upon the social position of the particular officers, and such like?—I think they are adequate.

23349. Do you think they are adequate for all classes of officers now constituting the Provincial Civil Service?—The existing rates of pay. I think we ought to have more first grade Extra Assistant Commissioners than we have now.

23350. Do you not think that there will be a difference in the requirements in the cases of officers—we will take the case of one who rises from a clerk, and another one who rises from the Subordinate Civil Service, and another who goes to England, barristers and all that, who have acquired a certain amount of English modes of living: do you not think there should be some difference in the requirements of those different officers?—It depends on the social requirements.

23351. You think he should spend more money?—Perhaps.

23352. With regard to what you have said about simultaneous examination, do you mean simultaneous examination the same as separate examination, or do you really mean simultaneous examination? I take it there is a different meaning. How would you take it?—I think I have already answered that question.

(The witness withdrew.)

OLIVER H. MCCOWEN, ESQ., B.A., LL.B., Solicitor, Organizing Secretary, Young Men's Christian Association in Burma; Municipal Commissioner.

Written answers relating to the Indian Civil Service.

23353. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—All replies to the questions raised in this inquiry are based on the very limited and superficial knowledge acquired through ordinary observation and intercourse with various classes during the past fourteen years. The present system of recruitment is fairly satisfactory. It is, however, open to the objection that scholastic requirements and physical fitness constitute the only qualifications for admission to the service. The objection raised in India that the expense and difficulties of proceeding to England for study exclude native men of ability, applies (theoretically at least) in Burma.

23354. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—See answer to question (1). I would suggest some method of careful selection before examination of candidates in England, and some similar system of selection in India and Burma, coupled with a scheme of scholarships for study in England, of promising youths from this country.

23355. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—No, Natives of this country lack the benefit of Western training and education. Some system of preparation and education in England under very careful supervision would appear advisable.

23356. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons.—Am unable to say.

23357. (6) In particular, what would be your opinion regarding a system of simultaneous examinations—in India and in England, open in both cases to all natural-born subjects of His Majesty?—The system would unquestionably result in a very large increase of Natives of India in the service, too large for effective administration. An increase of Indian officials would not be welcomed in Burma, where conditions are so different from those prevailing in India, and by reason of the fact that Indians do not command either the respect or affection of the Burmese people. The institution of such examinations in India would, in my opinion, be prejudicial to true education.

23358. (7) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examinations in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?—I am not in favour of either alternative.

23359. (8) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, describe fully what system you would recommend. In particular do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?—I would favour

selection from the Provincial Service after tried and approved service, and, in very exceptional cases, nomination of others by the Local Government.

23360. (9) If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?—Yes.

23361. (10) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?—As supplementary to the present system of listed posts, the number of which might be increased.

23362. (11) Do you recommend any separate method of recruitment for the Judicial branch of the Indian Civil Service? If so, please describe the system which you would propose?—Only in very exceptional cases where practising barristers and advocates in Burma show not only outstanding ability, but also have acquired a thorough knowledge of the country and people. Believing that the experience gained in executive work is invaluable in after years in the Judicial branch and that both branches need more legal training, I would recommend one year of the probationary period be devoted to legal training of some approved character. After a few years of executive work, careful selection should be made of men showing special aptitude for the Judicial side and special study leave be given during their first furlough.

23363. (12) Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Viet. c. 3), as including "any person born and domiciled within the dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter?—Yes.

23364. (13) If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons?—The age-limit ought to be such as would enable men to secure sufficient home training and arrive in the country not later than 23.

23365. (14) What, in your opinion, is the most suitable age at which junior Civilians recruited in England should commence their official duties in India?—23.

23366. (15) What age-limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age-limits for Natives of India and for other natural-born subjects of His Majesty?—For some time to come the age-limit of the Burman ought to be at least two years later than that of the Englishman or Indian, as I consider he is considerably behind both in education.

23367. (17) Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates?—No.

23368. (18) Do you consider it necessary that certain posts should be reserved by Statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons?—Yes, in order to ensure the British character of the administration there ought to be that elasticity in the regulations as would permit of exceptions being made in exceptional cases.

23369. (19) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might, under present conditions, properly be admitted?—This is certainly necessary as far as Burma is concerned.

23370. (20) Do you accept as generally satisfactory in principle the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre, partly through the medium of an open competitive examination in England, and partly by special arrangement in India?—If this refers to listed appointments I agree, but consider that the number of such appointments might be increased with advantage.

23371. (21) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend?—No.

23372. (22) If the system of recruiting military officers in India for posts in the Indian Civil Service cadre has been stopped or has never existed in your province, would you advise its reintroduction or introduction, as the case may be, and if the system should be introduced or reintroduced, to what extent, in your opinion, should it be adopted?—Military officers are recruited for the Burma Commission and might be continued in the present proportion. Some officers have shown conspicuous ability. (Townshend, McNabb and Browning.)

23373. (23) Do you consider that such a system should be restricted to the recruitment of military officers, or extended to the recruitment of selected officers from other Indian services?—I see no reason why the system should not be extended to officers from other Indian services. In past years such selections have been made in Burma from the Public Works Department, Telegraph and other services with considerable success.

23374. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—Excellent, but the number of such appointments should be increased, as this would undoubtedly attract a better quality of men to the subordinate and Provincial grades in the hope of promotion, and would tend towards greater efficiency throughout the service.

23375 (25) Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one quarter of the listed posts?—This rule does not appear to hold in Burma and would not meet with approval, as only those of proved ability and fitness should be appointed.

23376. (26) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service?—No. Men promoted to listed posts should be treated in the same way as members of the Indian Civil Service who are not promoted above a certain grade, unless capable of taking charge of a heavy district. I would make the proved ability of the man the condition of promotion to the higher posts.

23377. (28) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the service?—Yes. In particular, more attention should be given to legal training.

23378. (30) If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?—If wisely spent, two years would not be too long. See answer to question (11).

23379. (31) Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty?—No.

23380. (32) Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?—There is something to be said in favour of a portion of the probationers' course being spent in India, provided he has acquired the legal training already referred to in England. The probationers' course for Natives of India, etc., can best be spent in England.

23381. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?—No, actual work is the best training.

23382. (34) Do you think it desirable that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—No.

23383. (35) Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?—The practical training they are given would appear to be sufficient.

23384. (36) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?—I have heard complaints that Judicial officers often rely on their bench clerks to read and translate petitions, and, generally speaking, I have come to the conclusion that members of the Indian Civil Service do not acquire any enthusiasm about proficiency in the language.

23385. (37) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial branch?—Further study during furlough.

23386. (38) Do you recommend any special course of study in law in India for officers selected for the Judicial branch?—No.

23387. (39) Do you recommend any special training in subordinate judicial posts in India for officers selected for the Judicial branch? If so, please give details?—Under present conditions in Burma, as I understand them, it is quite possible for a man appointed as a District Judge to be called on to adjudicate in a civil case involving a lakh of rupees, without having any previous experience in civil cases! Just as a Deputy Commissioner gains experience in running a district by having held charge of a sub-division, so a District Judge ought at least to have the advantage of having been in charge of posts held by Judicial Extra Assistant Commissioners.

23388. (40) Is any differentiation desirable in a system of training after appointment in India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty?—No.

23389. (42) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are Natives of India as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent?—No.

23390. (47) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service?—Yes, this would appear to be a fair rate of pay having regard to their circumstances.

Written answers relating to the Provincial Civil Service.

23391. (51) Please refer to Government of India Resolution No. 1046-1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—These conditions appear to be quite suitable.

23392. (52) In particular, are the rules for the recruitment of the Provincial Civil Service in force in your province suitable, or have you any recommendations to make for their alteration?—Yes.

23393. (53) Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?—Yes.

23394. (54) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—From examination of the Civil List it will be found that the Provincial Service in Burma is confined to natives of the country whether of *pure or mixed Burmese descent.* (There are some few exceptions.) This is desirable, Burma being so different in its conditions from India.

23395. (55) Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service?—Apparently quite satisfactory.

23396. (58) Are you satisfied with the present designation "the Provincial Civil Service?"—Yes.

23397. (59) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—I approve of the principle, but consider that the higher cost of living in Burma should be taken into consideration in fixing the salaries of officers of the Provincial Civil Service in order to put them on an equality with officers of the same grade in India.

23398. (60) Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?—On the whole, yes, subject to remarks on previous page.

23399. (61) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service?—Yes.

MR. O. H. McCOWEN called and examined.

23400. (*Chairman.*) You are a solicitor, I believe?—Yes.

23401. And you are the Organizing Secretary of the Young Men's Christian Association?—Yes.

23402. Have you been out in this country for many years?—For over fourteen years.

23403. Have you been carrying on the profession of a solicitor during the whole of that time?—No, I do not practise here. I am on the rolls here, but I do not practise.

23404. You occupy most of your time with work in connection with the Young Men's Christian Association?—Yes.

23405. I notice from your answers to the early questions that you are in favour of open competition, but you would like to introduce some element of selection?—Yes.

23406. Both in India and in Burma?—Yes.

23407. And you would like to combine selection in the latter case with a system of competition?—Yes.

23408. How would you organize a system of selection for India and Burma?—I suppose it should be done largely in co-operation with the heads of various colleges.

23409. You would have to have a Local Board here?—Yes. I would have a careful system of selection first, and then a system of competitive examination afterwards.

23410. What is your reason for recommending selection?—I think there is a fairly general feeling that better men would be got for the service than those being secured at the present moment. As I have stated in my answer, mere ability to pass an examination and to pass a physical examination seem to be all that is necessary in order to get into the Indian Civil Service, whereas if there was some careful method of selection, taking the other of course into account, I think we should have a better class of men coming into the country.

23411. I suppose with the present educational standard Burmans have little hope of passing the competitive examination at home?—Yes.

23412. It would therefore be necessary for a Burman, if he is to hope for any chance of success, to go home for a year or so to study for the examination?—Yes

23413. Therefore, your scheme of selection would have to take place early in the life of the young man?—Yes I think that Burmans and indeed Indians, if they were selected, ought to be sent home at quite an early stage, and given the advantage of a public school education as well as a University education or other probationary training at home.

23414. In theory, of course that is very good, but in actual practice do you think it would be likely that Burman parents would let their children go to England at that age? It would mean sending them to England about 13 or 14?—Yes. Some of them are doing it now. I think there might be some objection; but some are doing it at present and sending their boys to public schools at home.

23415. Do you know of any considerable number of cases?—No, not a considerable number. I know half a dozen.

23416. Do you know what public schools these boys are at?—Dulwich and Leys School, in Cambridge. I think one boy is at Winchester.

23417. Do you hear how they are getting on?—I know of one boy, whom I was instrumental in sending to Leys School, who was not a success and he came back. The cause of that was that he was so much behind the standard of the other boys of his own age at Leys.

23418. That was on educational grounds, and not on any social or racial grounds?—No, that is so.

23419. Do you know about the other cases?—No; I have not heard about them.

23420. With regard to your proposed scholarships for these boys you send home: would the scholarships be granted to small boys at the time of going to England, or when would the scholarships come into force?—There is some system of sending home boys on scholarships from Burma.

23421. There is a scheme now, is there?—Yes. I am not quite familiar with the details of it; but I know that boys are sent home to a limited extent for medical study, as far as I understand; but they are not quite as young as the boys we are now contemplating

23422. Do they have to pass an examination first?—I am not quite sure. I think it is largely done by selection.

23423. I presume these scholarships would take the form of grants to enable small boys to go to England for a public school education?—Not only small boys. I think it would cover boys from the High Schools here as well as boys from the colleges.

23424. What age would they be?—There are boys in the High Schools here at the ages of 19 and 20.

23425. They would go to England for a University training?—Yes.

23426. Do you think that if the best educated boys and young men that you know of here had an opportunity of a thorough education for a couple of years at home, they would stand a fair chance of being successful in the open competition?—I think so.

23427. You would supplement the number of Burmans admitted to the service by increasing the number of listed posts?—Yes.

23428. What increase would you like to see?—I am not sufficiently familiar with the system; but it seems to me that only providing for five listed posts is insufficient. I think the number could be largely increased without making any dangerous experiment. It seems to me that the present experiment is too timid

23429. There are only two, are there not?—Five altogether.

23430. Two Burmans?—Yes, two Burmans.

23431. You think that there is room for more than that?—Yes, I think so.

23432. Do you consider that a minimum number of Europeans is necessary?—Yes, certainly in Burma.

23433. Are you prepared to suggest any kind of proportion?—No.

23434. I should like to hear your considered and detached opinion on the following question with regard to the employment of Indians in Burma. In asking the question I know you will understand that you are not desired to enter into any of the personal aspects of the question, because that would not be profitable to our enquiry. At the same time, it would be useful for us to know from as many impartial sources as possible what the real feeling of Burmans is. On this point I put it to you, have they a definite objection to having Indians in the Civil Service on account of the divergent conditions of their lives, and so on?—I might say, first of all, that some of my best friends here in Rangoon are Indians, and that has been so ever since I came here. But the fact is undeniable, as I have said in my answers, that the Indian does not command the affection or the respect of the Burman. It is very hard to explain why that should be so; but I think anybody who has lived in Burma for some years knows that it is a fact. The Burman is a casual kind of man. He tolerates the Indian here. He will work beside him in an office, but when the office is over, he will not by choice associate with him afterwards. Generally speaking, the Burmans keep by themselves, and leave the Indians by themselves

23435. So that really it is due to the very divergent aspects of their life, their outlook, and so on?—Yes. I think the Burman looks on the Indian as being rather exclusive himself. He thinks that some of his customs and habits make him an exclusive man; and perhaps, for that reason, the Burman does not want to have much to do with him, because he himself is so liberal towards everybody.

23436. On the other hand, I take it that in Rangoon, and I suppose it is the case in other parts of Burma, there is a very considerable community of Indians in active employment?—Yes.

23437. And they do various grades of work?—Yes.

23438. I suppose they are the largest community, are they not, outside the Burmans?—They are larger than the Burmans in Rangoon. I should think that outside the Burmans they are the largest community throughout Burma easily. The Chinamen are running them very close.

23439. Speaking broadly, from your intimate experience here, would you say that in a town like Rangoon, where there is this large element, it would be of advantage or not to have Indian representation in the Civil Service?—It might possibly be used with advantage in Rangoon, but certainly not throughout the province.

23440. Wherever you get to a completely Burmese community you think it would be better controlled by servants of their nationality?—Undoubtedly.

23441. What I am asking is whether you think it would be of advantage or not to have some kind of representation of communities in a town which contains of a population of various races, as is the case here?—It may be advisable, and I do not think there would be objections. Rangoon is such a tremendously cosmopolitan city. We have Indians here from all parts of India. The same question may arise with regard to the Bengalis having to deal with the Madrasis or Oorias or Punjabis, or men from Bombay.

23442. In answer to question (6) you refer to the higher cost of living in Burma. Do you know the whole of Burma as well as Rangoon?—Not so well as Rangoon. I have been fairly well all over Burma.

23443. I did not know whether your remarks were confined to Rangoon?—I can speak fairly generally of Upper Burma and other parts of Burma. I think there is no question about the cost of living in Burma being heavier than the cost of living in India. There has been a very marked increase in the cost of living within the last ten or fifteen years.

23444. You think that the salaries of the Civil Service should correspond in some shape or form with that increase?—Yes.

23445. I see that you do not favour the proposal of recruiting largely from the Bar for

the Bench in Burma?—No. I think there are exceptional cases where a man has displayed very great ability, and also possesses an intimate knowledge of the people and customs of the country. I think the Regulations ought to be elastic enough to admit such a man.

23446. But you think that they should be exercised with great reservation?—Yes.

23447. How many years at the Bar should be made a condition of appointment?—It is very difficult to say. I think it would depend very much upon the man, and upon his ability.

23448 Do you think a really efficient man could be induced to leave the Bar and enter the service?—I think the good men in practice in Rangoon would not be induced to do so. I think what he makes in Rangoon is much better than anything the service could offer him.

23449. Do you think you might be able to recruit men from the Bar in other parts of Burma?—Yes. I think that for the Provincial Judicial Service you might get hold of young barristers who would do very good work.

28450. You would like to see a closer study of law during the probationary period, would you not?—Yes.

23451. You do not think the actual practical work is sufficient at the present time, do you?—No. I think it is very difficult for a man to succeed in a judicial position without having had more opportunity of attaining the legal mind, and being able to apprehend the differences in legal questions. I think the present legal training is very superficial, having regard to the amount of legal work the man has to do afterwards.

23452. With regard to your association, is that confined to Europeans, or have you Burmese and Indians in it?—We have Europeans and Anglo-Indians in one branch, and Burmans in another branch, and Indians in a third branch here in Rangoon.

23453. Is the association confined exclusively to Christians?—No, it is open to men of all religions. The management is kept in the hands of Christians.

23454. Do you find that it is doing good work here?—I am hardly the person to be asked that. I believe it is.

23455. How many members have you got in your branch here in Rangoon?—We have 500 in the European branch, and about 100 in the other branches.

23456. (*Sir Murray Hammick.*) You say you would like to see the probationers arriving in India about 23?—Yes.

23457. Do you think probationers come out too late now?—No, I do not say that. I gave that answer irrespective of the present age of arrival, as I consider 23 the most suitable age for a young man to arrive in this country.

23458. You have not noticed that the age they come out now as a rule is about 25. I did not know whether you thought that that age is too old?—I think it is a little too old. I think there is a danger of a man getting into set home ways if he waits till 25.

23459. You do not make this remark from observation you have made of men who have come out later in the service?—No.

23460. With reference to question (39) you say that you understand "it is quite possible for a man to be appointed a District Judge to be called on to adjudicate in a civil case involving a lakh of rupees without having any previous experience in judicial cases." Do you know that is a fact in Burma, or have you been told that all the Assistant Commissioners, or a great many of them, do civil work from the time they come out?—They get a certain preliminary legal training which is mostly magisterial, as far as I understand it. As I understand the present system, when a young Civilian comes out he is put into a district for training; he sits in the Township Court, and has some treasury work, and gets a Commissioner's training, which, I believe, is a very good one. But he does not go up through the grades of judicial work before he is appointed as District Judge. I have been looking over the Civil List, and I find that there is not a single Civilian acting as Judicial Extra Assistant Commissioner.

23461. (*Mr. Abdur Rahim.*) Are there many English Barristers practising in Rangoon?—Yes.

23462. How many?—I should think 30 or 40.

23463. I do not mean men called to the English Bar, but Barristers of European nationality?—Roughly speaking, I should say 25 or 30.

23464. Are they generally in good practice?—The best practice is confined to a few of the leading firms; I think they would not admit to you that they were doing a very good practice.

23465. They form themselves into firms here, do they not?—Yes.

23466. That is something the practice in other parts of India?—They practically act as a solicitor does at home; they have an office, and deal directly with their clients.

23467. Are there a large number of them?—Yes, a large number.

23468. Are they doing well?—Yes, very well.

23469. In your opinion, do you think that English or Indian Barristers who have a sufficient practice and experience would be willing to accept the posts of District Judges—some of them?—I should think they would be willing. The question is whether they are as efficient for the position as one who has had the undeniable benefit of executive training in his earlier years of service as a Civilian.

23470. But so far as legal training goes, they would have an advantage?—Yes, I should say so.

23471. You mean as far as their executive training goes, they would be at a disadvantage?—Yes, in so far as the executive training gives them a knowledge of the people and the country, and so on.

23472. Take, for instance, an Indian Barrister. Does he have a knowledge of the people and the country?—Not of Burma.

23473. Take a Burmese Barrister?—A Burmese Barrister would have a knowledge of the people, but if he was to be appointed straight to the office of a District Judge he would find himself at a considerable disadvantage in not having had the earlier experience that an ordinary Civilian has had.

23474. Will you tell me more definitely in what respects he would be at a disadvantage?—The experience he gathers in the early years of his service in Burma, the intimate knowledge of the details of administration, and the various questions which arise every day in the governing of the country.

23475. I wish to be clear upon the point. The Judge, in deciding cases, I suppose, has to confine himself entirely to the evidence that is brought before him: is that not so?—Yes.

23476. If he knows enough of the people of the country, that ought to be sufficient for his purpose in appreciating the evidence?—If he had that and had also the knowledge of the country which a Civilian District Judge has, he would make a doubly better man, in my opinion.

23477. That is what I want to get at. What is the knowledge which a Civilian has in doing his executive work which is of so much use to him in starting his judicial duties afterwards?—I think it gives him an invaluable knowledge of men. I think an ordinary Barrister when he begins to practise is very experienced in his knowledge of men and their ways. The fact that the man has knocked about Burma for five or six years, and has had to do with the administration of very many different aspects of the work, will be invaluable to him and make a broader man.

23478. Do you think that any Barrister can acquire any practice unless he knows how to handle men?—Do you mean at home, or here.

23479. I mean here?—When an English Barrister comes out he generally attaches himself to some big office, otherwise his progress would be very slow. If he attaches himself to a big office he has the benefit of the experience of his superiors in the office.

23480. In the course of his practice he has to examine witnesses and cross-examine witnesses, does he not?—He does, at a disadvantage.

23481. It gives him in time considerable experience of men, does it not?—It does, after a while.

23482. Supposing you have a man of sufficient intelligence and practice, I do not see how he would be at a disadvantage?—It has always been my opinion that the ordinary executive work in the province is of immense importance I believe the lawyer is a much better man if he has had, so to speak, a business training as well.

23483. What you mean, generally speaking, is the more knowledge of human nature which a lawyer possesses the better?—Yes.

23484. That, undoubtedly, is true; but I want to know exactly the value of the executive experience of a Judge?—He is familiar with the technique of administration which must be of advantage to him at every hand's turn in acting as a Judge, as well as the other advantages I have mentioned.

23485. Can you give me any more definite idea than that?—No; it is hard in a moment to define exactly what it does for a man; but all this knowledge of the people is invaluable; and I believe that knocking about the districts does that far more effectively than being stationed here at Rangoon.

23486. Do not Barristers knock about a good deal?—Not very much.

23487. They go upcountry, do they not?—They go out to the District Courts. They go into the Court and plead their case, and then they come away. Everything is more or less cut and dried for them by their clerks, or some one else.

23488. This notion is quite opposed to the English notion, is it not, with regard to the necessity for executive experience in a Judge?—It is somewhat different. I think the conditions are different.

23489. Have Barristers who are appointed to the Chief Court any executive experience?—Yes, here in Burma they have.

23490. I am referring to Barristers appointed to the Chief Court.—No, barristers who are appointed to the Chief Court have not executive experience.

23491. And so, also in the High Court of India?—I cannot speak for India.

23492. How many barrister-Judges are there in Rangoon?—I am not quite sure. Two or three, I think.

23493. How many Judges are there altogether?—Five or six. I am not quite certain of the number.

23494. Are there any Burmese or Indian Judges in the Chief Court here?—No.

23495. In the Small Cause Courts?—I am not quite sure. I think there is one Burman.

23496. Are there any in the Magistrate's Court in Rangoon?—Yes, I think there is a Burman Magistrate also.

23497. There is another thing which I should like to know. There is considerable Indian litigation here in Burma, is there not?—Do you mean between Indians?

23498. Yes. In which Indians are parties, on the one side or the other, are they not?—Yes, of a certain limited character; but not dealing very much with land questions.

23499. A considerable proportion of the suits in the Chief Court are of Indian litigants, are they not?—Yes.

23500. That is on the Civil side?—Yes.

23501. And the suits are of considerable value, are they not?—Yes.

23502. You consider, on the whole, that the Indian portion of the Bar, including the Burmese, is an efficient Bar here?—I am not familiar enough with it to give an opinon that would be of any worth.

23503. But do you know that some of them are very successful?—Certainly: some outstanding men.

23504. (*Mr. Madge.*) During your long stay here, have you come into contact with all classes, Europeans, Anglo-Indians, Burmans and Indians, official and non-official?—Yes.

23505. From that general basis when you temper your opinion about the competitive system with the statement that some of the services are inefficient on account of the system, do you say this from a theoretical preference of one system over another? Have you come across anything that you would call inefficiency

in the Civil Service—I do not want personalities—or have you been aware of it from any source? Is it a difference between theory and practice? Is it a theoretical preference for what you have recommended, or a preference effected by a knowledge of facts?—I have heard from time to time of some few men in the Civil Service who were inefficient, and who, when the time came for them to take charge of a district, were not considered good enough to take charge of the district, and had to be passed over. There are no means, apparently, at the present time, of getting rid of such men. I think, possibly, that danger would be obviated either by a process of selection at the start, or by some power whereby Government could get rid of those men, say, within the first ten years of their service, or when the time comes to take charge of the district, if they cannot do it.

23506. You realize the force that selection would be exposed to the risk either of selection by favouritism or selection which will exclude a man of talent that was deserving of consideration, but which had not come within the knowledge of the selectors?—Of course there is a risk.

23507. Balancing these risks, you would still have selection?—Yes, I would rather have selection.

23508. Do you see much of the domiciled Anglo-Indian community here?—Yes, a good deal.

23509. Have you come across many of the latter which you would include under the general head of reversion to the British type of character?—I do not quite understand your question.

23510. There are certain moral and intellectual qualities, apart from the mere standard of living that is shared by the people. According to that standard have you come across Anglo-Indians—of course they cannot be entirely British, because they are not—whom you would consider qualified for any career in public life?—I say, first of all, that they are British in tendency and aspirations and sentiments; but I would not like to say that all whom I have come into contact with were fit for any position in commercial life. I have met some very able and outstanding men among them who fill positions with credit. There are men of that community in the Commission at present who, I understand, are capable men.

23511. I do not mean all: I mean, rather, any?—Yes, certainly.

23512. You would not care to name the proportion of the whole lot?—No.

23513. You would not like to say whether they are half and half, or above, or below?—I would rather not attempt to give a proportion.

23514. Have you, in conversation with Burmese gentlemen, and others, come across a recommendation of any method by which the Civil Service could be recruited which would give you a better return than a mere competitive system?—We are seeking a method of recruitment which will give us the best men possible.

23515. Does any other method occur to you, beyond what you have already stated, that might improve the type of character which would be useful in public life, although not secured by mere competitive examination?—I have recommended, in my answers, a system of promotion.

23516. I understand your method, but I mean, have you acquired from Burmese gentlemen their opinion on this point?—No.

23517. With reference to the cosmopolitan character of Rangoon, you have had in mind the possibility of the appointment of an Indian Civilian here, but do you think, or have you any material for judging, whether any administrative difficulty would arise in the way of confining to Rangoon an Indian Civilian?—I cannot say.

23518. With reference to the separation of the Judicial from the Executive, you are, of course, aware that at home a good deal of criminal justice is administered by Honorary Benchers, by men who have grown up among the people and are familiar with them. That condition does not prevail here. Is it your view that the importance you attach to executive knowledge arises from that difference?—No, I do not think so. I have always felt that the great benefit of this early experience which the Civilian gets of different kinds in the province, is, so to speak, a business training which opens his mind, gives him a knowledge of men, and makes him a broader man. A lawyer is all the better for the wider experience of men and things which he gets as well as this increased knowledge of the technique of the administration.

23519. Then, as an outsider interested in Burma, do you think that Burma officials in the Civil Service should have a regular term of office in the inferior departments? I ask this question not in the interests of the Civil Service, but in the interests of Burma?—I am afraid I am not capable of answering that question; I suppose, obviously, it would be of some advantage, but beyond that I cannot go

23520. (*Mr. Macdonald.*) Have you been giving some study to this question of Civil Service organization for some time?—No, not any special study.

23521. I suppose you specialised on it when you knew that we were coming here?—Yes. I looked of course into certain points that were raised in the questions.

23522. What I wanted to get from you was whether you had discussed these questions, and listened to expressions of opinion upon them, with the men with whom you come into contact as the Secretary of the Y. M. C. A.?—Yes.

23523. Is that so; you have done that?—Yes I have.

23524. What type of man comes to your Young Men's Christian Association?—I meet a large class of men outside those who come to the Young Men's Christian Association. The class of men who come into the European Young Men's Christian Association are principally European shop assistants, Anglo-Indians, Government officials, and business men.

23525. Do you keep into close touch with the Indian branch and with the Burmese branch?—Yes.

23526. What type of Burmese do you get?—Students.

23527. I think you have said that they are not necessarily Christians?—Not necessarily Christians.

23528. Have you gathered from conversations with these men whether there is any particular point connected with the Indian Civil Service which seems to commend itself very much to you?—Any information I give is not the result of simple intercourse with these classes which you mention, but rather as the result of my intercourse with all the other classes I have met with during the past 14 or 15 years. Questions with regard to the Indian Civil Service have come up, and they have always spoken in the highest terms of the service—both Indians and Burmans.

23529. Do you find that they are treating the service more lightly than they used to do?—I have not seen any trace of that.

23530. You have found no trace of that?—No.

23531. Do you find any traces in their conversation of opinions shewing less satisfaction with the conduct of the men now coming out?—No.

22532. You do not find that either?—No.

23533. As a matter of fact, do you find any deterioration in them so far as your experience goes as Secretary of the Young Men's Christian Association? I do not want you to tell me about the English commercial opinion in Rangoon, but, so far as your experience goes, as the officiating head of the Young Men's Christian Association. Coming across Burmese students, and so on, if you were told that the Indian Civil Service was deteriorating, you would say that that was evidence of the fact?—Yes, that is so.

23534. And you say you have not come across it?—Yes.

23535. With reference to your answer to question (6), you say that simultaneous examinations "would unquestionably result in a very large increase of Natives of India in the service." Do you mean immediately?—No, not immediately; but I believe within the next 10 or 15 years we should be flooded with them.

23536. Do you think that they will be able to face this examination more successfully than Englishmen?—I think that the Indian intellect is quite as sharp as the English intellect. I have met with students in Calcutta and Madras and Poona, and have had a great deal of intercourse with Indian students generally. I was very much struck by their brilliancy of intellect, taken by itself; their power to cram for an examination, and their power to get through an examination.

23537. You do not think that far too much has been made of this word "cramming"? It has begun to get very loosely rolled off the tongue. Do you think it is a real danger? Do you think it is a real danger that men can cram and store their minds for six weeks or so, which they can use for writing out a paper, and that it is no indication of intellectual ability, and no indication of governing capacity, but that it indicates nothing, but a certain temporary retentiveness of memory?—A man might have these other qualities, and still benefit by cramming as far as passing an examination goes. My experience of cramming is that, directly the examination is over, you forget most of what you have learnt during the time.

23538. And that capacity to cram successfully indicates nothing, but a test of memory?—Not necessarily. The man himself may have many very valuable qualities.

23539. But is not an assumption always made when one talks of cramming as an evil that it simply means a test of memory?—Generally speaking.

23540. If it really meant something more, and there was something more behind it, cramming would not mean anything very serious, would it?—I think it is a wrong ideal of education altogether. It is the ideal given by some Universities at home. It is a very bad ideal for the whole country.

23541. I agree. That is another point. But from the point of view of an examination set simultaneously, or an examination of equal stiffness set in India and in England, would the evil of cramming be such that the Indian could get a larger proportion of places in the Indian Civil Service than his ability would justify him in holding?—Yes, I think so, because there are not so many avenues of service open to the Indians in India as there are to Europeans at home; and I think we should have a tremendously larger proportion of students going in for this examination than the proportion going in for it in the home examination.

23542. Take, Burma, for instance. You are going a head as fast as you possibly can with education now, are you not?—Yes.

23543. And your education is modelled exclusively on western lines?—Yes.

23544. You are destroying as fast as you possibly can all the old Burmese systems of education?—Not altogether. We are trying to adopt, as far as possible, and to modify, the old system of primary education in the monasteries. The Government at present is paying a good deal of attention to maintaining the present system of teaching given by the Phongyees in the monasteries.

23545. Is that the reason?—Yes.

23546. In any event, you are going ahead, I think, exclusively on western lines so far as the Rangoon College and similar educational institutions are concerned?—On the whole, yes.

23547. Is not that going to have a considerable effect upon the Burmese character?—Undoubtedly, yes.

23548. Do you find that the Burmese students are looking exclusively to Government appointments?—No.

23549. What would you say, in your experience, are the avenues down which a Burmese student is now looking for future employment?—I should say, primarily, the law; and, secondarily, the Provincial Service. A certain proportion of them get into business, and into the Subordinate Service.

23550. Is the information I had the other day correct, that the Burmese student is going more and more into business; I mean industry as well?—I should say that might be so. I think that Burmese fathers are a little dissatisfied with the careers of their boys in London, and there is a general tendency to discourage sending Burman lads to London for that reason.

23551. The point of these questions is this. I suppose we can conceive that if simultaneous

examinations were started, to begin with, there would be a certain amount of excessive allurement offered by them, and you would probably get a considerable number of competitors?—Yes

23552. From your knowledge of education here, of course, you would conclude at once that there would be a very excessive proportion of failures?—Yes, certainly.

23553. Men would go up in a sportive sort of way?—Yes.

23554. What would the effect of that be upon the numbers who would go up each successive year?—I should think it would discourage them very much.

23555. Would you say that it would discourage them so much that by the end of four or five years the competition would settle down to just normal limits?—Yes.

23556. That your crowd would get so small that the sort of speculative part of the competition would be eliminated, and that at last you would get men going up who had a tolerably good chance of succeeding?—Yes, I think that possibly in four or five years an adjustment would take place, and that with the improvement of education probably there would be a drop in the number. I think it is quite possible.

23557. And you would say that certain fears which have been raised in our minds that we should get a thousand compe itors would be altogether fictitious when things settle down to the normal?—I would not say so as regards India.

23558. I am talking about Burma?—I think there is no fear of the market being flooded by Burmans for a long time.

23559. You would not have a crowd of failed competitors going about with grievances and agitating the country in a political way?—No, certainly not as regards Burma.

23560. Now, you seem to have something in your mind about India. Have you had any Indian experience?—Not very thorough. I have had a good deal to do with the leaders of our students' work throughout India.

23561. But have you been a resident in India?—Not for any time.

23562. You have not been responsible for any organization?—No.

23563. You say that simultaneous examination would be prejudicial to good education?—Yes, I believe so.

23564. Is that covered by what we have already been talking about cramming?—Yes, I think here in Burma it would put a wrong ideal of education before the people.

23565. But has it put a wrong ideal before the people of England?—Very largely, I think it has. I think the ideal of several Universities at home is nothing more nor less than a cramming ideal.

23566. Cramming for what?—Getting men to pass examinations, and get their degrees.

23567. Educational examinations?—Yes, looking rather at the utilitarian side of education than at the other side.

23568. But is not that an evil disposition of Providence over the design of man? How can you avoid that sort of thing?—I suppose here in a young province we want to avoid the mistake to begin with.

23569. But have you not started by beginning with western education?—We have not done it to an appreciable extent. If we got our own University I think it is quite possible we might alter our methods

23570. (*Mr. Sly.*) You have told us that you have three branches of your Association in Rangoon?—Yes.

23571. European, Indian and Burman?—Yes.

23572. And are they all three quite distinct?—How do you mean distinct?

23573. Distinct in premises, distinct in members and distinct in organization?—They are all affiliated, but they are autonomous.

23574. Do you find that the students of these particular branches mix together to any great extent?—No.

23575. Will you tell us why you have found it necessary in your Association to start separate branches?—I think that the various classes feel more at home when they are among themselves. Their habits of thought and life are different. I do not think they are very much at their ease when they are mixing up with men of other races.

23576. From the point of view of your work it is essential to recognize race distinctions?—There are different ideals here and in India. In Madras, for instance, there is a different ideal. There has been an attempt made to include all nationalities in one Association; but I do not think it has been a success.

23577. In Burma that has not been tried, has it?—No.

23578. Do you think that there would be any possibility of its success in Burma?—I think you would not do the best work for any one class.

23579. (*Mr. Gokhale.*) I should like to have your idea somewhat more clearly as to what you mean by saying that "the institution of simultaneous examination in India would in my opinion be prejudicial to free education." Do you mean that college education would suffer on account of this?—Yes. I think that men would get the idea that cramming was education.

23580. Would the institution of simultaneous examinations lead to cramming in colleges or any of the Universities?—I think that the colleges would naturally or unconsciously take that trend.

23581. Have you any special experience of educational institutions either in Burma or in India?—No, except the experience of an interested onlooker.

23582. One who comes in contact with students? Yes.

23583. Will you tell me what the process exactly would be; how college education will be affected by the institution of simultaneous examinations?—It is very hard to prophesy correctly.

23584. I want your idea?—My idea is that if simultaneous examinations were instituted in India, men would immediately turn their attention to getting together a certain amount of scholastic knowledge and getting it as quickly as possible and passing the examination merely for the benefit of the examination.

23585. If they belong to a University or a college they would have to go through the course which is prescribed for that particular college or for that particular University: is not that so?—Yes.

23586. How will the institution of simultaneous examinations make a change in the curriculum of the particular college or the particular University?—I think it is quite possible that the college may alter its curriculum.

23587. Can a college in India alter its own curriculum of its own accord?—I do not know.

23588. It could not unless the University changed its curriculum. And the University could not make the change unless the Government sanctioned it. But you have no personal knowledge of that?—No.

23589. (*Sir Theodore Morison.*) Continuing this subject with regard to cramming, do you not think that colleges in Burma suffer from cramming already, the colleges that prepare for the Calcutta University?—Yes.

23590. Do you hope that as a result of the formation of a University of your own, you will alter the Calcutta system?—I think most certainly they would.

23591. One of the first things you would advocate so far as education here is concerned would be a reduction in cramming?—Yes. I think a system of University education would be more suitable to the people, and it would have to be on what we believe to be sounder lines of education.

23592. What do you think is the cause of the vice of cramming from which the Indian system of education already suffers: to what is that due?—I suppose the competition of modern life. Positions are only open to men who acquire certain degrees, and men must acquire those degrees at any cost.

23593. How are educational qualifications tested: how are they vouched for?—The possession of certain degrees, the passing of certain standards.

23594. Exactly, the passing of examination?—Yes.

23595. So that the vice of the present system is that all the Universities devote themselves solely to examination?—Yes.

23596. And if you introduced another examination, which is to be the biggest prize of all, I gather that you would accentuate the evil which is very present in India?—Yes, certainly.

23597. I should like a little more information in connection with your answer to question (32). You recommend that the probationers' course could best be spent in England. What is your experience of the advantage derived by Burmese students going to live in England?—As at present carried on, I think there are very few benefits, but if the suggestion were adopted, I think a better system of supervision over the students at home should be instituted. I think the evil of the present system of boys going home to London to study for law, and not being under control, is a very bad system.

23598. There is some supervision for Burmese students, is there not?—There is a Burmese Club, but there is very loose supervision.

23599. Is the Anglicising tendency most strong among Burmans who have been to England, or amongst Burmans who have never left this country?—Certainly amongst those who have been in England.

23600. Do you deplore or welcome the anglicising tendency?—Certain features of it I welcome, and certain features I deplore.

23601. Supposing the anglicising tendency shows itself markedly in this country, and there were no evils such as you have indicated with regard to residence in London, does it work for good, on the whole, do you think?—It is very hard to say. I think the Burman is, perhaps, more adaptable than the Indian, and whatever there is of evil effect in it, perhaps would be more pronounced in the Indian than in the Burman. The Burman can come back and settle down among his own people in spite of having spent several years in England, better than an Indian can.

23602. And develop his own culture and and his own literature, or does that go by the board?—I do not think he would bother very much about lite-ature or culture.

23603. If he is anglicised I presume he has sympathies with English culture?—In a general way, and with British ideals. I think it does not interfere in any degree with his loyalty.

23604. I was not thinking of that: I was thinking rather of the extent to which he adopts British ideals while *pro tanto* he neglects and forgets Burmese ideals?—I think it is inevitable that he must forget some of his Burmese ideals.

23605. Have you any sort of idea what number of Burmese boys are studying industries? I know that a great many are studying law, and that a certain number are at the Universities. Have you any information about how many are studying industries?—I should say very few. I do not know of any.

23606. (*Lord Ronaldshay.*) In answer to Sir Theodore Morison, you have referred to some of the disadvantages attaching to the system of probation in England in the case of Burmans; but you do not tell us what the advantages are which you expect to accrue from it?—I think the advantages are that he would acquire the ideals of culture we have just been speaking of (the English ideals of culture) unconsciously and in spite of himself. Then I think, also, he would get the British ideal and the British outlook. He would get a far wider knowledge of things.

23607. You think, therefore, in the case of a Burman who is destined to occupy one of the higher posts in the administration out here, that it is desirable that he should acquire these British characteristics by means of a term of probation in England?—Yes, under supervision.

23608. I understand that you are opposed to simultaneous examinations in this country, and you are opposed to a separate examination in this country?—Yes.

23609. Do you think that the Burman who aspires to go into the Indian Civil Service should go through the English door?—Yes.

23610. But you quite admit that under present conditions it is not likely that very many Burmans, for a long time to come, will find their way to that service through that door: is that so?—Yes, unless aided by this system of scholarship which I suggest.

23611. Therefore you are prepared, in order to give the Burmese rather a better chance of getting into the Indian Civil Service, to advocate a system of promotion by picking men from the Provincial Service?—Yes, or from the colleges,—the most brilliant men from the colleges.

23612. And pass them into the Indian Civil Service out here by nomination?—Are you speaking now of the Indian Civil Service examination, or by promotion of men out here from the Provincial Service to the higher service?

23613. My point is this. You object to a system of examination out here for the Indian Civil Service, and you agree with the view that Burmans are not likely to find their way into the Indian Civil Service by the English door, and I understand, in order to give the Burmese an opportunity of getting into the higher service, that we should have a system of promotion of fit officers from the Provincial Service to the higher service. Is not that so?—I make two suggestions—a suggestion for scholarships for students to go to England; and I also make the suggestion of increasing the number of posts to the Burma Commission for the Burmans, to which men of proved and tried ability in the Provincial Service might be promoted.

23614. That is what I was asking. I want to ask you this further question. Do you consider it would be desirable that before these men are picked from the Provincial Service for promotion to the higher posts, they should undergo a course of training in England in the same way as the Burmans who go up for the competitive examination in England?—No, not necessarily.

23615. Did I not understand you to say that, in your opinion, it was desirable that the Burmese who were to hold high posts in the administration out here, should have a British training in England in order that they may acquire these British tendencies?—Yes, I think so still. I think that men entering by the door of competitive examination in England, young men coming out to the country for the first time, would greatly benefit by such an experience. On the other hand, I think that the men who have been tried and have proved their ability here in this country have, perhaps, in the process acquired these qualities which will help them to govern when promoted, though they have not had the advantage of education in England.

23616. You think that in the case of men who have passed a certain number of years in the Provincial Service out here this term of probation in England is not really necessary in the event of their being promoted?—No, I say it is not. It would be very difficult to give it.

23617. It might be difficult to give it; but it has been suggested to us that fit men from the Provincial Service, that is to say, men who were picked out as capable officers for promotion to the higher service, might be sent to England after their first few years of service for a term of training in England before resuming their duties in the higher service. What would your opinion be with regard to such a system as that?—My opinion would be that they would possibly lose more than they would gain in the process.

23618. Then you would be opposed to it?—Yes.

(The witness withdrew.)

JULES EMILE DUBERN, ESQ., Merchant and Vice-President, Rangoon Municipality.

Written answers relating to the Indian Civil Service.

23619. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—Under present conditions it is generally good.

23620. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—I do not know the detail. Mere capacity to pass competitive examination does not imply capacity to rule. Before a candidate is permitted to sit for an examination he should first have been nominated by a responsible body. No one should be nominated who is not physically fit, of a respectable family and gentlemanly bearing.

23621. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—No! Starting point, *i.e.*, home influences, vastly different. I recommend as in answer to question (2).

23622. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons.—I consider the larger field of European selection an advantage under restriction stated in answer to *Q.* (2).

23623. (6) In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?—I am against simultaneous examinations in India and England. Selection should be the ground-work of admission of Indians.

23624. (7) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examinations in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?—I am not in favour of a fixed proportion. Natives of India should serve in the provinces to which they belong by race. I have no proportion to suggest. In Burma, certainly no Natives of India should be appointed.

23625. (8) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, describe fully what system you would recommend. In particular, do you consider it desirable that all

classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?—I am in favour of combined nomination and examination. I would recommend, first, nomination based on physical suitability, moral training, family standing, followed, secondly, by examination for final admission. With the above in view, I would make no differences as to communities.

23626. (9) If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?—I consider the Native appointed in England, if based on selection, will be superior to the Native recruited in India only.

23627. (10) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?—I would recommend selection, taking into account length of service as well.

23628. (11) Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system which you would propose?—No separate recruitment, but after a term of general work Law study-leave should be granted to selected officers, who would then be posted to judicial appointments, a special allowance being given to make the post attractive.

23629. (12) Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter?—No; persons of pure Indian descent of whatever race or creed should be styled "Natives of India." Persons of mixed European and Indian descent and persons of unmixed European descent, born or permanently domiciled in India, should be styled "Statutory Natives of India."

23630. (13) If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons;—Twenty-two to twenty-four. The character of a man is fairly formed at the age of twenty-two, and, if allowed to enter after twenty-four, there would be no time left for training prior to commencing duties.

23631. (14) What, in your opinion, is the most suitable age at which junior Civilians recruited in England should commence their official duties in India?—Twenty-three to twenty-five years.

23632. (15) What age-limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age-limits for Natives of India and *for other natural-born subjects of His Majesty*?—Twenty-two years. Because then they could be given training in England prior to their joining appointments in India.

23633. (17) Is any differentiation in the subjects for the open competitive examination in England desirable between canditates who are Natives of India and other candidates?—None.

23634. (18) Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service and, if so, what posts and for what reason?—There are some, but I cannot at present name them.

23635. (19) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might under present conditions properly be admitted?—In view of the maintenance of British supremacy, the proportion of Europeans and their descendants in the Civil Service should be three to one.

23636. (20) Do you accept, as generally satisfactory in principle, the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre partly through the medium of an open competitive examination in England, and partly by special arrangement in India?—The only departure on the recruitment, as proposed in answer (2), would be by promotion from the Provicial Civil Service of men of marked ability and character.

23637. (21) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived and, if so, what method of recruitment would you recommend?—My foregoing replies indicate my opinion.

23638. (22) If the system of recruiting military officers in India for posts in the Indian Civil Service cadre has been stopped or has never existed in your province, would you advise its reintroduction or introduction, as the case may be, and if the system should be introduced or reintroduced, to what extent, in your opinion, should it be adopted?—I consider a proportion of military officers in the Indian Civil Service recruited in India by selection, good in executive posts in the Service.

23639. (23) Do you consider that such a system should be restricted to the recruitment of military officers, or extended to the recruitment of selected officers from other Indian Services?—I consider it should be extended to members of the Provincial Civil Service.

23640. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—I consider the system of listed posts good and capable of extension with advantage.

23641. (25) Are you satisfied with the present rule which prescribes that Natives of

India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one-quarter of the listed posts?—I would restrict this to men who are serving Government.

23642. (26) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service?—Yes; if the Provincial Service is kept actually provincial and open to men of the province only, especially so in Burma.

23643. (27) Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why?—I believe so.

23644. (28) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the service?—Yes; this period should, in the case of Europeans, be in India, and for Indians in England.

23645. (30) If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?—Two years. The study should be languages and secretarial work.

23646. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?—I consider training in the districts of the province selected under officers of known ability better than training in a college.

23647. (36) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages and, if not, how could this best be remedied?—(*a*) Yes. (*b*) The greater facility for the employment of interpreters the less direct contact with the people. (*c*) Generally no. (*d*) By making it a condition of promotion and by examinations being held by the professors of languages, and not by officers of the Service.

23648. (37) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch?—This is answered in reply to question (11).

23649. (38) Do you recommend any special course of study in law in India for officers selected for the Judicial Branch?—Yes.

23650. (39) Do you recommend any special training in subordinate judicial posts in India for officers selected for the Judicial Branch? If so, please give details?—Yes; they should pass examinations in law, and should regularly attend the courts of District Judges for training. The period should extend from eighteen to twenty-four months.

23651. (40) Is any differentiation desirable in a system of training after appointment in India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty?—Not after the term of probation.

23652. (42) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are Natives of India, as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals.—Answer as in (29).

23653. (44) Do you consider that the number of officers authorized for the various grades of the Indian Civil Service are satisfactory? If not, please state your views?—The number of Indian Civil Service men acting in grades above those in which they are substantive points to a deficiency in the number of officers in the Service.

23654. (45) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—Exchange compensation as such should be abolished, and in lieu of it a proportion of an officer's salary should be remitted though the India Office at a favourable rate of exchange for the family of the officer desiring to be so. No distinction as to nationality would then be necessary. This system exists in mercantile concerns and works well.

23655. (46) If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the Service who now draw no exchange compensation allowance?—All officers having home ties, and in consequence having to remit money home would be naturally compensated as in answer (45).

23656. (47) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the Service?—The pay of any officer holding the posts should be identical, as, presumably, an officer holding the appointment is a fit and proper person to fill it.

23657. (48) Have you any proposals to make in regard to the leave rules applicable to members of the Indian Civil Service?—I consider the practice of spending short leave out of India not an advantage for the good government of India. This should be spent in suitable places in India.

23658. (49) Have you any proposals to make in regard to the leave rules applicable to Statutory Civilians and to members of the Provincial Civil Services holding listed posts? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?—(*a*) No. (*b*) No.

Written answers relating to the Provincial Civil Service.

23659. (51) Please refer to Government of India Resolution No. 1046-1053, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—I should add after "Community" of the province—

2*a*. And men already employed in Government service.

5. None but natives of the province should be eligible.

6. I should strike out altogether.

23660. (52) In particular, are the rules for the recruitment of the Provincial Civil Service in force in your province suitable, or have you any recommendations to make for their alteration?—Yes, suitable.

23661. (53) Do you consider that recruitment for the Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?—Yes, more especially in Burma.

23662. (54) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangement do you recommend to secure this object?—Yes.

23663. (55) Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service? If not, please state your objections, and what other arrangements you recommend?—For probationers to the Provincial Civil Service in Burma a special training should be provided. This should be carried out in conjunction with the University which is to be established in Burma.

23664. (58) Are you satisfied with the present designation—"the Provincial Civil Service"? If not, what would you suggest?—The designation "Provincial Civil Service" only should be used, and words such as "extra, etc.," should be dropped.

23665. (59) Do you accept, as suitable, the principle recommended by the Public Service Commission of 1886-87 and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—There should be a rise of salary as conditions have considerably altered.

23666. (61) Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?—There should be no difference in the pay of posts. The difference is suggested in previous replies.

23667. (62) Have you any proposals to make with regard to the leave rules applicable to the Provincial Civil Service? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?—I should insist on some of the long leave granted to the Provincial Civil Service being spent in Europe. I would then make no difference in the leave rules.

23668. (63) Are you satisfied with the present system of superannuation pensions for officers of the Provincial Civil Service? If not, please say what modifications you would suggest, and on what grounds?—The maximum retiring allowance should be raised to Rs. 500 in view of compulsory retirement at 55 without option of extension.

23669. (65) Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them?—I would insist on compulsory retirement at 55. The pay of the Provincial Service should be ruled by years of approved service and not by grades, and by having to wait for vacancies in the higher grades for increments to salaries. Members of the Provincial Civil Service acting in appointments usually held by members of the Indian Civil Service should receive an acting allowance as is usually granted to officers of this latter Service. A number of listed posts reserved for the Provincial Civil Service have recently been withdrawn and filled by young Civilians. This should not be in view of my reply to Q. (44). The tendency should rather be to create more listed posts tenable by the Provincial Civil Service, and thus strengthen the link between the Government and the people.

MR. J. E. DUBERN called and examined.

23670. (*Chairman.*) You are a merchant and Vice-President of the Rangoon Municipality?—Yes.

23671. Have you lived in Rangoon for many years?—Yes, twenty years.

23672. You are opposed to simultaneous examinations?—Yes.

23673. Would you give briefly your reasons for holding that view?—Simultaneous examinations would give the Indian of the cramming class such an advantage over the English that he would swamp him.

23674. Do you think that a very large number would go in for these examinations?—Yes, a very much larger number.

23675. Owing to the much larger population in India than the population in England, the number of candidates that would compete at the examination in India would be largely in excess of the number of candidates in England?—Not quite that; facilities that would be given to students of much smaller means, to be able to go in for the examination, would lead to cramming.

23676. It is on the score of cramming you are opposed to it?—Yes, on the score of cramming.

23677. You are opposed to it because you are afraid that, in the future, there might be an undue proportion of Indians successful?—I do not think, in the first place, the Indian character is good enough to lead the whole of the Indian Empire.

23678. That is not an answer to my question. I am asking you another question. Do you think that, if simultaneous examinations were introduced, in years to come, the number

of Indians who would be successful in that examination would swamp the number of Europeans?—Yes; if it was a pure examination test, it would.

23679. How many years do you think it would be before that might take place?—I could not say.

23680. You know India?—Yes.

23681. You have lived in India?—Yes, twenty-five years.

23682. Do you think from your knowledge of India that many would go in for this examination?—Yes.

23683. Do you think that they would continue to compete for it in large numbers?—Yes.

23684. You do not hold the view that, as time proceeds, the number would tend to diminish?—No.

33685. You think rather that, as time proceeds, the increased educational facilities that are afforded would correspondingly increase the number of those who might hope to succeed at the examination?—Yes

23686. Your proposal is for nomination, is it not?—Yes.

23687. Prior to the examination?—Yes.

23688. Do you suggest that there should be nominations to compete at the open competitive examination in England?—Yes.

23689. Nomination through a Selection Board in India?—Yes.

23690. Would you suggest a separate Board for Burma?—I do not think there would be enough of Burmans going up to necessitate that at present.

23691. You mean that the Burmans would have to go before an Indian Selection Board?—In Burma.

23692. You would have a Selection Board in Burma?—Yes.

23693. In answer to question (7), you say that no Natives of India should be appointed in Burma. Do you use that expression in the statutory sense including members of the domiciled community, or meaning only Indians?—I mean Indians apart from the Burmans.

23694. You mean it as unmixed?—Yes.

23695. Why do you ask for a special designation?—Because, at present, the tendency is for the Christianized Indian to put himself down as of mixed European descent. He is a pure Indian.

23696. You want to make it perfectly clear?—Yes, perfectly clear.

23697. In answer to question (29), you say, "this period (of probation) should, in the case of Europeans, be in India, and for Indians in England?"—Yes.

23698. How many years probation would you recommend for Europeans coming to India?—Two years.

23699. Directly after the examination?—Yes, directly after the examination.

23700. What would be the character of the probation?—That would have to be detailed by the authorities themselves. Give them the best suited. I could not give the details.

23701. Would you send them to institutions here?—No.

23702. Would you place them under officers?—Place them under well-known officers who have the capacity for training young officers.

23703. You think more profit is to be gained by European officers coming to India and being trained here than by undergoing the period of probation in England?—Yes.

23704. In answer to question (45), you make an interesting suggestion in regard to the exchange compensation allowance. You say, "a proportion of an officer's salary should be remitted through the India Office at a favourable rate of exchange for the family of the officer desiring to do so. * * * This system exists in mercantile concerns and works well". Can you tell us something about these analogous instances?—There are firms here that allow men to remit a certain amount of money home at a favourable rate of exchange, in fact as high as two shillings to a rupee.

23705. Where is that amount remitted to?—To their families.

23706. What is the process by which the officers draw it?—They draw it from the home offices of these firms.

23707. Do you suggest that the India Office should do it for the officials?—Yes.

23708. Large sums are remitted at very favourable rates?—In some instances half of the salary.

23709. I suppose it really amounts almost to an increase of salary?—Yes; it makes it certain that the money is remitted home, and the man who has home ties gets the full advantages from its remittance home.

23710. It is also a substantial bonus, is it not?—Yes, it is a bonus in the right direction.

23711. I suppose the bonus is taken into consideration when the salary is fixed?—I think it is.

23712. In answer to question (59), you say that you would like to see a general rise of salary for the Provincial Civil Service?—Yes.

23713. You have not put down any specific suggestions?—No.

23714. In what grades or in what directions should the rise be given?—I think the life of every man has been affected by the dearness of all commodities, and therefore the rise should be all round.

23715. Do you think it applies to officers on the higher salaries equally with those on the lower?—Yes, their modes of life remain the same.

23716. Have you noticed that officers have been obliged to modify their mode of living owing to this fact?—Perhaps it has not gone up to as high a standard as it might have.

23717. That is a different way of looking at it. That is not quite an answer to the question I put to you. Have you noticed that, as a result of high prices, there is any modification in the mode of living?—I think the tendency is to keep him in debt, if he gets into it.

23718. Is the tendency to get him into debt?—Sometimes.

23719. (*Lord Ronaldshay.*) I would just like to ask you, in regard to your answers to the Chairman, as to your suggestion in answer to question (45), do you think that if your suggestion were adopted, the cost to the State would be approximately the same, as the cost of the exchange compensation allowance?—It might be slightly higher.

23720. You think, roughly speaking, it would be about the same?—Yes, about the same.

23721. Under the present system, a distinction is maintained, is it not, between Europeans and Natives of India?—Yes.

23722. One advantage of your suggestion is that this distinction would be done away with?—Yes.

23723. When any one has his family in England, he would be entitled to demand of the Government that a certain proportion of his salary should be payable through the India Office at home at these privileged rates?—Yes.

23724. You say in your answer to question (54) of the Provincial Service questions that all classes and communities are duly represented in your Provincial Service. What I want to ask you is, what do you understand by classes and communities in Burma?—In Burma, in particular, we have not many classes. What I mean is the Anglo-Indian class and the Burman class—the people of the country.

23725. Are other communities, such as the Muhammadan community, the Hindu community or any of those other communities represented in the Provincial Service?—Those communities have come here principally for trade, and they have remained in trade. I do not think the time has come for those that are domiciled to go into that Service.

23726. Surely your answer to the effect that all classes and communities are duly represented in the Provincial Service is then scarcely correct?—I have put the meaning of the word duly as 'demand';—it is the demand of the various classes that is meant. If there were any Muhammadans we considered eligible for the Service, I have no doubt they would have been appointed.

23727. One more question, and that is in regard to your answer to question (65). You say that a number of listed posts reserved for the Provincial Service have recently been withdrawn and filled by young Civilians; could you tell me exactly what posts they are that have been withdrawn and filled by young Civilians?—Some in the Secretariat.

23728. That is, posts that have actually been listed as open to be filled by the members of the Provincial Service and which have now been withdrawn?—I could not give you any specific instances of that—any specific post which has been withdrawn, unless it be perhaps the Secretary to the Financial Commissioner and one of the Registrars in the Chief Court.

23729. Were they listed posts?—I do not know whether they were actually listed posts, but certainly they were in the occupation of Anglo-Indians.

23730. Surely when you have made this definite statement that a number of listed posts reserved for the Provincial Service have been withdrawn and filled by young Civilians, you could not have made that statement without having definite cases in your mind?—I have that one case in the Chief Court; one man has been replaced by a Civil Servant.

23731. A member of the Provincial Service has been replaced by a Civil Servant?—Yes.

23732. (*Sir Theodore Morison.*) May I understand a little more about this system to which you refer in your answer to question (45) as to the way in which privileged rates of exchange are allowed? I understand you to say that private firms allow their employés such rates?—Yes.

23733. Let us put it in figures and the matter will then be plain. Suppose a man draws Rs. 900. You say he may remit home in some cases half his salary at the privileged rate of exchange?—I do not say quite that. I said that it had gone up as high as half. I do not recommend that it should be half.

23734. You say that Rs. 450 of his salary he may remit at a higher rate?—Yes.

23735. Sometimes at the rate as high as two shillings to the rupee?—Some of them do.

23736. The ordinary rate at which he may remit Rs. 450 would give him £30?—Yes.

23737. He is to be allowed to remit instead £45 on account of specially favourable rates?—Yes.

23738. That is, he gets a bonus from the firm of £15 a month?—Yes.

23739. That is to say an increase of 25 per cent. of his salary?—Yes.

23740. What is there to prevent his getting that regularly?—He has got his ties at home and it is necessary for him to do so.

23741. It is just the same as increasing everybody's salary by 25 per cent.?—No, in the case of the Indian Civil Servant, if he had ties at home, if he had wife and children at home, he would then benefit by it. But those members of the Indian Civil Service who are Indians, who just now could not send their families to England, would not benefit and that would benefit the State.

23742. It means to say that a married man, with wife and children at home, if he was an Englishman, could avail himself of it?—I would make no distinction.

23743. That is the practice now. If a man is English domiciled, you are giving him what is called exchange compensation?—Yes.

23744. Exchange compensation is given to men of that sort?—Yes; a person not having ties at home has not to spend his money at home, but he gets exchange compensation, and he gets actually an advantage.

23745. I do not understand the logic of your answer. I will not press you. It is to be given only to a married man?—No, I do not say so. I said a man with "home ties."

23746. Home ties you interpret to mean—you exclude mother and sister and that sort of home ties—this you ignore?—All those who are actually dependent on him. If this system were introduced in the Service, I should be inclined to limit it to those who have dependents at home.

23747. Home ties you interpret to exclude mother and sister, and that is the sort of home ties which we all know?—No, I include all those who are actually dependent upon him. If it were introduced into the Service, I should be inclined to make it applicable only to those who have dependents at home.

23748. It may be perfectly true that in private firms they know the condition of everybody when they say they have to maintain such and such people. But how could a Government department ever look into a man's private affairs in that close way and ascertain the truth of the statement that he is going to remit the money home? How are you going to prevent his thus claiming 25 per cent. of his salary which very likely he might get back to India to be spent here?—That presupposes that your Government servants are not honest.

23749. But you are putting a tremendous temptation on their being not honest. Under your proposal you pay £15 to a man every month who may claim to have it sent home. I cannot see how people can resist that claim?—A man who could not resist that claim is not fit to be in the Service.

23750. (*Mr. Gokhale.*) You said that you were for 25 years in India; in which part of India were you?—Bengal and Madras: for 2½ years in Madras and most of the time in Bengal and some time in Ceylon.

23751. You said that if simultaneous examinations were instituted, men of the cramming class in India would flood the Civil Service in India in a few years?—Yes.

23752. Which class do you mean? Have you any special class in view?—No, I take it the mere cramming class, the people that go in for cramming.

23753. Is there any class, as a class, that goes in for cramming?—No, I think they all go in for it.

23754. You mean that in India it is all cramming and nothing else?—No.

23755. Is higher education for the most part cramming only?—A very large percentage of it is.

23756. Have you any experience of educational institutions in India?—I have been in one of the institutions.

23757. Have you had any actual teaching experience?—No.

23758. Any official connection with educational institutions?—In the college I was in there was a considerable number of Natives.

23759. As students?—Yes.

23760. How were you connected with the College? Were you a student?—I was a student in the college.

23761. Where was this?—In Calcutta.

23762. You found that a considerable number of students there were mere crammers?—Yes.

23763. Have you any experience of students in England?—No.

23764. Then how can you compare those two classes, Indian students and the English students—and say that one class are crammers more than another? Have you any personal experience of the matter to compare them in that way?—I have no personal experience but I have gathered knowledge.

23765. How can you be sure that there is no cramming in England, but there is cramming in India, without any experience of the two countries? Is it not a somewhat difficult thing to say?—I do not say that it does not exist at all, but not nearly as much.

23766. For that, one requires some special educational experience; is not that so? I mean laymen are not in a specially favoured position to express a useful opinion on the subject of cramming?—I do not know if an observant man may not be able to see it. I am inclined to think that he would.

23767. An observant man may see these things and be able to compare the conditions prevailing in India with those in England. I would allow a lay man to express an opinion if he had gone to England and observed the methods of education and compared them with the methods of education in India?—I have been to England.

23768. Have you compared the methods of education?—Yes, I have.

23769. You do not mean to say that the Indian university education leads to cramming, pure and simple?—No.

23770. You know that a large amount of original work is now being done in Bengal?—Yes.

23771. In various fields?—Yes.

23772. As time goes on, more and more original work will be done in different universities?—It depends upon the class of original work.

23773. You know the class of original work that is being done in Bengal in science?—Yes, research work.

23774. Historical research also?—Yes, and scientific research.

23775. If more work like this is done, do not you think that this character of cramming, which is attributed to the people of India, will tend to disappear?—I do not think so.

23776. You do not think that this charge of cramming is purely due to the fact of very little original work having been done in the past?—No. Besides the ordinary value attached to education, there is a value attached to passing examinations.

23777. What do you think these crammers do? I was connected for twenty years with an educational institution and I do not know exactly what you have to say against these men. How do these crammers get up their subjects without understanding them?—In many cases they go up for B.A. and M.A., and for higher examinations.

23778. Can a man get through a highly difficult test in any subject without understanding the subject?—Without making a good use of the subject afterwards.

23779. That depends upon the opportunity that a man has to put his knowledge to use, which is a wholly different question. If there were facilities for the young men to pursue their studies, they would do something useful in several directions?—There would be a good number.

23780. Are there special facilities in India, after a man completes his university examination, to induce him to devote himself to academical work?—That depends entirely upon the Indians themselves.

23781. What can an Indian that wants to do so do? What openings and facilities are there for him? I do not wish to pursue the subject any further; but I wanted to know if you had thought about this?—An Indian is eminently suitable, for instance, for chemical research.

23782. But you want a laboratory to work in for research, do you not?—Yes.

23783. How is a man to work if there is no laboratory?—His community must provide it.

23784. That is a different thing altogether; that is not the fault of the young man himself?—No.

23785. It does not follow that he has been cramming, because he has not been able to follow chemical research?—No.

23786. One word about exchange compensation. You know that the method that you advocate was thought of in 1893, when exchange compensation was granted, and was expressly rejected by the Government on the ground that it would lead to the kind of fraud that Sir Theodore Morison suggested—that a man would remit money to England and have the money remitted back here afterwards?—I do not know.

23787. It was thought of and rejected. Would you press your idea if that was the opinion of the Government at that time?—I would still press it.

23788. (*Mr. Sly.*) In your criticism of the rules for admission to the Provincial Civil Service, you have suggested that rule No. 6 should be struck out altogether, which would have the effect of excluding any appointment of Europeans in that Service. Can you tell us why you want that done?—Because they have already facilities of entering the Indian Civil Service. Why should a man who has failed and who is able to bring influences to bear come in by a back door into the Provincial Service? I should keep it entirely Provincial.

23789. But the Local Government tell us that there are certain posts, frontier posts, and posts in certain of the Hill States, in which it is necessary to employ Europeans. Would you make an exception in those cases?—I would class them under Military posts. I have in one of my answers, I think, allowed that the Military should be allowed to come in. If those posts were reserved for those people, it would solve the question.

23790. But if the posts are not sufficiently important to employ such men, then?—Then the Provincial Service is quite capable of coping with it.

23791. (*Mr. Macdonald.*)—Do you know how many vacancies take place every year for the Civil Service?—I do not know.

23792. Can you give us a sort of idea as to what you have in your mind as to that number?—I do not know.

23793. You have no knowledge?—No.

23794. Is it not essential to have that knowledge before you come to a conclusion on the subject?—No.

23795. Supposing there is a vacancy of one, would it not affect the number recruited for 20 years hence?—No.

23796. You think that if there is one vacancy in one year, there will be the same number of candidates going up for 20 years as if there were five thousand vacancies?—That is putting it too big.

23797. That is putting an extreme case?—Yes.

23798. After putting that extreme case, do you still agree that we do not require to know the number of vacancies before we can know the number of candidates?—Not quite.

23799. (*Mr Madge.*) I put my first question without any personal reflection, but to find out from what standpoint you regard these things. Do you stand in the position of belonging to any particular society or community, or do you, like myself, equally belong to all, so long as you are allowed to have your own opinion?—My position is such that I belong to all and I have no prejudices.

23800. Do others, as far as you are concerned, rank you among the domiciled community, as they do me in Bengal?—They do.

23801. Do you think, with reference to your answer to question (6), that greater importance is attached to employment under Government than to other employment, and that would affect the trend of education generally?—I think so.

23802. You want to temper examination with selection. Are you aware that grave risks are involved in all matters of selection, that there might be favouritism or you might exclude men who might otherwise come in?—I presuppose that you will get a selection committee that will not go in for favouritism.

23803. There is that risk; though, no doubt, we hope for the best. In answer to question (12), you say that "persons of pure Indian descent of whatever race or creed should be styled Natives of India". I fear that your answer may be mistaken. I want you to develop it fully. All Anglo-Indian associations exclude all but Anglo-Indians, not, as I understand it, from any prejudice against Indians generally, but because the class of Indians who accept the title of Eurasians are generally of the lowest class—I do not make any very sweeping statement. The majority of them are of the humblest class adopting a different standard of life from Anglo-Indians. Is that so?—Yes,

23804. So that, if an Indian of your own standing in life would be included, would you object to him also?—No, not personally.

23805. Do you think, as a mercantile man, if there were any great or serious change in the administration with reference to its British character and tone, that it would affect the confidence that you have in the Government?—I would say that it would affect the Indians most.

23806. Affect all classes generally?—All classes generally.

23807. And it might lead to serious embarrassment both among commercial classes and in the prosperity of the country itself?—Yes.

23808. Do you think, or do you not think, that the investment of foreign capital has led to greater prosperity in the country and to the employment of Indians?—Certainly.

23809. With reference to your answer to question (58), do you think that any difference is being made in the prospects of the members of the old Uncovenanted Service since it was called the Provincial Service, and a bar drawn between the two Services?—I do not catch you.

23810. To explain myself: there is an opinion that formerly men in the Uncovenanted Service were very often picked out for the higher or for very high appointments in the country, and

since it was called the Provincial Service, separated from the Imperial, I believe that no selections have been made?—The tendency has been to restrict.

23811. Do you think that the bar that is drawn has worked prejudicially to the interest of the humbler Service?—Yes.

23812. And to its members, whatever their abilities may be?—Yes.

23813. (*Sir Murray Hammick.*)—I suppose that, when you referred to cramming, you referred to a system which used to exist in many Indian Universities by which a candidate was enabled to get a very high degree for instance, in Physics, coming up from a college which had no laboratory or apparatus to teach science?—Yes.

23814. That is the kind of cramming you refer to?—Crammiug from some text-books and learning a new subject from mere books.

(The witness withdrew.)

MERWANJEE COWASJEE, ESQ.

Written answers relating to the Indian Civil Service.

23815. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—I accept the working of the open competitive examination in England for the Indian Civil Service as satisfactory in principle in so far as it concerns those who obtain their education at English universities. But the system appears to me to be faulty and unfavourable to those of the Natives of India, who, through want of means or on account of religious scruples or through fear on the part of their parents of evil temptations, are unable to proceed to England to acquire the necessary qualification. On this ground I consider the present system unsuitable for the free admission of Natives of India into the Indian Civil Service.

23816. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—The present system is faulty in detail in that the curriculum limits the choice of subjects for the Indian students. I would, therefore, include two of the most popular Indian languages in the syllabus, and suggest that the marks in Arabic and Sanskrit, which form part of the present syllabus, be raised in proportion to the marks allotted to English language and its allied group.

23817. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—My answer to the first part of this question is in the negative. I would recommend simultaneous examinations in England and in India with slightly altered curriculum on the lines suggested in my foregoing answer.

23818. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons?—I do not consider the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service as favourable to Indian interests. The main reason against such combination is that conditions differ from one another in the two Services. The laws and procedure in force in the Colonies, with which the Indian students will have to become acquainted, will be of no practical use to them in India. It would cause loss of time and labour for the Indian students to study subjects which will eventually be useless to them in their service in India; and it is not at all likely that Indian candidates will seek service in the Colonies.

23819. (5) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose?—I am in favour of the system of an open competitive examination for recruitment to the Indian Civil Service, subject to my foregoing remarks.

23820. (6) In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?—I would strongly advocate a system of simultaneous examinations in England and in India. Such a system would give a great impetus to higher education, and afford opportunities to such promising and talented young Indians, who, for some reason or other, are unable to proceed to England to qualify for the Service.

23821. (7) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?—I am of opinion that such a scheme will prove very acceptable, and I approve of it. I would suggest that one-third of the posts in the Executive Branch should be reserved to be filled up by natives of India passing this examination which should be held separately in each province.

23822. (9) If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?—Such Natives of India, who are educated at the English universities, should still be eligible for appointment in England.

23823. (12) Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter?—The present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), is to my mind satisfactory.

23824. (13) If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons?—In view of the fact that, according to present regulations, Indian youths cannot commence their English education in India until they have acquired their vernacular to a certain standard, I think it reasonable to raise the age-limit from 22 to 25 for candidates to the Indian Civil Service examinations.

23825. (14) What, in your opinion, is the most suitable age at which junior Civilians recruited in England should commence their official duties in India?—I think the suitable age at which junior Civilians, recruited in England, should commence their official duties in India, should be not earlier than 26 years, as maturer years will gain for them the qualities required for the proper discharge of their responsible duties.

23826. (15) What age-limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age-limits for Natives of India, and for other natural-born subjects of His Majesty?—My reply as to the age-limit is given in answer to question (13). I would not recommend any differentiation between the age-limits for Natives of India and for other natural-born subjects of His Majesty.

23827. (17) Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates?—I do not think that any differentiation in the subject is desirable between Natives of India and other candidates. On this point I would refer to my answer to question (2).

23828. (19) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might, under present conditions, properly be admitted?—I think that a maximum proportion of the European subjects of His Majesty should be employed in the higher posts of the Civil Administration. The Natives of India may, under present conditions, be admitted to one-third of the posts included in the Civil Service cadre.

23829. (20) Do you accept, as generally satisfactory in principle, the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre partly through the medium of an open competitive examination in England, and partly by special arrangement in India?—I think that open competitive examinations in England and in India should be the only system for the recruitment of Natives of India for posts in the Indian Civil Service cadre, supplemented by a scheme as suggested in question (7).

23830. (21) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived and, if so, what method of recruitment would you recommend?—I do not approve of the revival of the old system of appointment of Statutory Civilians under the Statute of 1870.

23831. (22) If the system of recruiting Military officers in India for posts in the Indian Civil Service cadre has been stopped or has never existed in your province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent, in your opinion, should it be adopted?—I am not in favour of the re-introduction of the system of recruiting Military officers in India for posts in the Indian Civil Service cadre.

23832. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—I think the system is a very good one and, so far as I know, has met with public approval, as being a step towards the advancement of capable men in the Provincial Civil Service. I would strongly recommend the extension of this system more freely.

23833. (25) Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one-quarter of the listed posts?—I have no objection to the present rule, which prescribes that Natives of India, other than the members of the Provincial Civil Service, or Statutory Civilians, may be appointed to one-quarter of the listed posts.

23834. (26) Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service?—Yes, I am satisfied with the system.

23835. (27) Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why?—I have no doubt that the class of posts listed is most suitable, the only drawback being that such posts are very few. I would advocate the increase of their number so that officers of approved merit and ability in the Provincial Civil Service may have larger scope for advancement.

23836. (29) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?—Yes. I am of opinion that candidates should undergo a period of probation before being admitted into the Service.

23837. (30) If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?—The period of probation should, I consider, be two years, and the course of study should include—(*a*) Principal vernacular language of the province to which the candidate is assigned; (*b*) Indian Penal Code: (*c*) Civil Procedure Code; (*d*) Indian Police Act; (*e*) The Indian Evidence Act.

23838. (31) Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty?—I do not see the necessity for any differentiation in their course of studies.

23839. (32) Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?—The probationers' course of instruction, I consider, should be spent in India, both in the case of the Natives of India as well as other natural-born subjects of His Majesty.

23840. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?—Yes. I think it desirable to start at some central place in India a college for the training of probationers of the Indian Civil Service.

23841. (34). Do you think it desirable that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—No. The establishment of one central training college would quite meet the requirements.

23842. (42) Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are Natives of India as between persons of unmixed Indian descent, of mixed European and Indian descent and of unmixed European descent?—I do not think there should be any differentiation in their probation and training.

23843. (45) Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—The exchange compensation allowance in practice is, I think, reasonable and should not be disturbed.

23844. (47) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the Service?—I approve of the differentiation of pay drawn by Statutory Civilians and officers of the Provincial Civil Service holding listed posts, and by members of the Indian Civil Service holding similar appointments.

MR. MERWANJEE COWASJEE called and examined.

23845. (*Chairman.*) You are a Member of the Legislative Council, Burma?—Yes.

23846. You have lived in Burma for many years?—Yes, from the time of the Burmese Kings.

23847. You were actually in India?—Yes, off and on.

23848. You say the present system of open competitive examination is unsuitable for the free admission of Indians into the Indian Civil Service?—Yes.

23849. And you recommend the institution of simultaneous examinations?—Yes.

23850. I gather from your answer to question (7), that you would put a limit upon the number of Indians who might be admitted to the executive side of the Civil Service by means of that examination?—Yes, I do.

23851. How would you put this limit into practical operation?—I would not let the number of Indians go beyond one-third of the whole Service.

23852. You mean, by the whole Service, both the Executive and the Judicial branches?—Yes, the whole of the Indian Civil Service.

23853. Would you have the simultaneous examination in both countries, with the same papers?—The same papers as are given at home should be given in India.

23854. As far as Indians were concerned, they would know that only those who came out within the margin of one-third would be successful?—Quite so.

23855. I notice that you would like to see the age-limits raised from 22 to 25 for candidates going for the Indian Civil Service examination?—Yes.

23856. How many years' probation do you suggest after that?—Two years of probation.

23857. So that a Civilian would not come out to this country until he was 27 years of age?—I consider that a proper age to be allowed to be given charge of responsible work.

23858. Do you think that 25 years is too young?—I think 25 is just the age at which a candidate should be allowed to come.

23859. But, under your scheme, he would not be allowed to come in at 25?—Not younger than 25.

23860. Where do you suggest that he should pass the probationary period, in England or in India?—His probation should not start before 25 years of age.

23861. He should not begin the work as Civil Servant before 27 years of age?—Yes.

23862. Is not that rather too old to begin?—It is; but I am rather in favour of maturer years to be given charge of responsible work.

23863. Do not you think it will be rather difficult to expect him to adapt himself to the conditions here when he has reached a comparatively advanced age?—The two years' probation which I have recommended to be in India will be quite enough for a candidate to understand the ways of the people.

23864. Will it not be rather a waste of time between 19 and 25? How is he going to fill up all those seven years; have you thought of that aspect of the question?—My idea is that young men, on coming out, should not be given charge of responsible work before they get a proper training.

23865. In answer to question (22), you say, "I am not in favour of the re-introduction of the

system of recruiting military officers in India for posts in the Indian Civil Service cadre?—I am speaking throughout for India.

23866. You do not say whether, in regard to Burma, you are in favour of it or not?—All my answers are for India including Burma.

23867. Why do you object to it in Burma?—This is a small province by itself and a separate rule I do not think would be advisable. It should be included in India as it has been already included.

23868. You do not suggest the withdrawal of the military element?—No; my reason is that the dual appointment given in the hands of one officer takes away so much of the posts which would go to the other. There are a certain number of posts, and, if a military officer who has already got a post in the Army, is given this Civil Service post, that post will go out of the hands of those that are going in for the Civil Service. It is not a personal objection, for, as far as I have seen, the military officers have done their work remarkably well in the administration of the country.

23869. You object to the general principle?—He should confine himself to his own branch of the Service—the Military, the Army. From my own experience which I have had since the time Burma was annexed, I can say that the military officers have done wonderfully well when they had the administration of the country entirely in their hands. My objection is to giving two appointments to one officer.

23870. You strongly recommend the extension of the listed posts system?—Yes.

23871. Will you explain on what grounds?—The listed posts are looked up to very much in the province by Burman officials, and they aspire to them. But, unfortunately, there have been only two appointments which were given as listed posts to Burmans. If we have more listed posts open to officials in the Provincial Service, more will have a chance of getting in. In the interests of those officers who have done well in the Provincial Civil Service, I should like to see more listed appointments thrown open to them.

23872. Do you think that it will be an encouragement to the Provincial Service?—Yes.

23873. To have a larger number of higher posts thrown open to them?—Yes.

23874. Do you think that officers in the Service have reached the standard of efficiency which would entitle them to occupy these posts?—Those in the Provincial Service cannot get promotion and they have to stick to a certain place although they may have done very good service to the country.

23875. As regards your answer to question (3), you would like to see an Indian college established?—Yes.

23876. Do you suggest that the Burmans would attend that college?—Yes, they would; as it is, they go to Calcutta and study in the colleges there.

23877. You do not think that there would be any obstacle in the way of Burmans mixing with the Indians in the college?—Not the least.

23878. Is it your experience of Rangoon that the two races intermix harmoniously?—I should think so; my best of friends are among the Burman community.

23879. (*Mr. Abdur Rahim.*) How long have you lived in this country?—Since the time of Burmese Kings—before annexation.

23880. How many years?—Nearly all my life-time.

23881. You say that the relations between the Indian residents here and the Burmans are quite cordial?—I do not know about the lower classes of Indians; but as far as respectable and well-to-do classes go, cordiality does exist.

23882. Then you do not believe in the statement that has been made here that there is not good feeling between the different classes, and your experience is the other way?—Yes; that is my experience.

23883. Do you know many Burmans employed under Indian merchants?—There may be; but I cannot point out instances just at this moment. I believe there are.

23884. I suppose there is a feeling amongst Burmans that, so far as the Provincial Service is concerned, it ought to be recruited, as far as possible, from their own community?—Well, that may be the feeling, but my opinion is that all depends upon the officer. If he is just, upright, kind and sympathetic towards those over whom he is put to rule, I think that nationality has very little to do. It all depends upon the individual officer himself.

23885. Have you had experience of up-country—mufassal?—Not at the present moment; but I have had experience of upcountry in my younger days.

23886. Your remarks apply not only to Rangoon but to the mufassal?—Yes, I think I can say that.

23887. Have you had any experience of Indian officers in Burma?—There are only one or two Indian Civil Servants that came here, but I have never met them, and I do not know where they are.

23888. You do not know as to how they got on with the people?—I have no knowledge.

23889. (*Mr. Madge.*) Just one question. I gather from your answers to questions (1) to (6), that one of your reasons for advocating the simultaneous examination is that the religious scruples may prevent Indians from going to England?—That is one.

23890. In answer to question (1) you refer to religious scruples?—Yes.

23891. And you advocate the system of simultaneous examination in England and India, I presume, for the purpose of providing an opening for all Indians who cannot go to England, for whatever reason?—Yes.

23892. Do you or do you not, among those reasons, include these religious scruples that you refer to in your answer?—Brahmans do not care to go, as they would lose their caste by going to Europe.

23893. That is one among the other reasons why you advocate the simultaneous examinations?—Yes, that is one of them.

23894. Do you or do you not think that, although religious scruples are a very good reason for respecting a man—and they make a man of excellent character everywhere—yet they might, under certain conditions, militate against his being a good official? I put this from the point of view of those who say that a

certain kind of English training, if not absolutely necessary, is, at any rate, desirable for the man that enters the Civil Service?—My personal opinion is this: for a young Indian I do not think it is absolutely necessary that he should go to England. There are advantages and there are disadvantages. But I may tell you that my main reason for simultaneous examinations is——

23895. If, assuming the authorities agree that the English training at an earlier or a later year is either necessary or desirable, it may turn out that men, who cannot go to England, on account of religious scruples, although they may be of the highest character in all other relations of life, might not make good administrators?—My personal opinion, which may not agree with that of the majority, is that, if you give the Indians equal facilities in India, they will be just as good as the candidate that has had his training in England. That is my personal idea.

23896. (*Mr. Macdonald.*) I would just like you to make that last question a little more definite. We have had evidence in favour of simultaneous examinations, which has assumed that, when Indian candidates were successful in India, they would then have to go for the probationary period to England. A suggestion has been made to us that that is essential and that should be compulsory. You do not take that view?—I am not in favour of that.

23897. (*Mr. Sly.*) You were about to give the main reason why you were in favour of simultaneous examinations. Will you please tell us that?—My main reason is that it will, I believe, make the British rule in India more popular with Indians and it will strengthen the hands of the Government. That is the chief reason why I have suggested that simultaneous examinations should be held.

23898. With what classes of Indians, in particular?—It is very difficult to draw the line.

23899. You think that it will be also necessary to improve the standard of higher education in India at the same time?—Certainly: unless you do that, it will be impossible for Indian candidates to pass the simultaneous examinations.

23900. You are in favour of a substantial advance in higher education in India?—Yes, certainly.

23901. (*Lord Ronaldshay.*) I just want to know whether I am quite clear about your scheme. You want to have simultaneous examinations, and then you say that one-third of the posts should be reserved to be filled by the Natives of India. I just want to ask you this question: suppose there were 60 vacancies in one year, and suppose that, as a result of the competitive examination, 50 Englishmen and 10 Indians filled the first 60 places, how are you going to get your extra Indians into the Service?—They cannot get into the Service; it will be blocked.

23902. In answer to question (7), you say that one-third of the posts should be reserved for being filled by Indians?—I mean one-third of the whole number; not for each examination, but of the whole number.

23903. If you are going to have one-third of the whole number, surely you must reserve one-third of the vacancies each year?—Not necessarily. In one examination you may have more and in another less; but, on the whole, the number of Indian candidates should not exceed one-third of the whole number.

23904. (*Mr. Thompson.*) I should like to know in regard to your proposal to have a separate examination in each province, whether your idea is to restrict the candidates to the people of that province or will others be also allowed to compete?—There will be a separate examination in each province.

23905. Would the admission to the examination be restricted to the people of the province, or be open to the people of the whole of India?—It will be restricted to the province.

(The witness withdrew.)

(Adjourned for a short time.)

AHMED MOOLLA DAWOOD, Esq., President, Moslem Association, Rangoon.

Written answers relating to the Indian Civil Service.

23906. (1) What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?—Not wholly satisfactory for Indians, because Indians are at a great disadvantage to compete in the examination held in England only—(*i*) On account of the remote distance—expensive journey and living; (*ii*) To compete in foreign languages with candidates born to the languages.

23907. (2) In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?—It is faulty because it is held in England only, and because an equal number of marks is not prescribed for Sanskrit and Arabic as for Latin and Greek. I would suggest the former to be placed on the same level of classical languages as the latter.

23908. (3) Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?—Not at all.

23909. (4) Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interest? Please give your reasons?—This question is not quite clear. By Colonial Civil Service, is it meant to admit candidates from self-governing Colonies? If so, such a combination will be to the greatest disadvantage of Indian interests. For, on no account the Colonists should have either the chance or right in the administration of India, since they will not extend the same rights to the Natives of India in their Colonies.

23910. (5) If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle,

please state what alternative you would propose?—The system so far is satisfactory in principle, but it does not afford the same facilities to "Natives of India".

23911. (6) In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?—Simultaneous examinations are very desirable in India as in England. The former should be open to all "Natives in India", and in the latter case to Indians and British-born subjects only.

23912. (7) What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India recruited by means of a separate examination in India, or by means of separate examinations in each province or group of provinces in India?—I do not favour this scheme.

23913. (8) If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination (*b*) combined nomination and examination, or (*c*) any other method? If so, describe fully what system you would recommend. In particular, do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?—I am in favour of simultaneous examination [*vide* (6)], but I would also recommend nomination to meet an adequate representation of all communities in the Civil Service cadre. Such nomination should be from graduated members of merit from the Provincial Civil Service of the inadequately represented community.

23914. (9) If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?—Yes.

23915. (10) Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?—My suggestions to question (8) are partly in lieu of, and partly supplementary to, the existing system.

23916. (11) Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system which you would propose?—According to my opinion, it would be desirable to select at least half of the members for the Judicial Branch of the Indian Civil Service, from barristers of known ability and merit, and of at least seven years' standing, as also from other legal practitioners who have acquired the degree of B.L. or L.L.B. and of at least ten years' standing and of known ability and merit.

23917. (12) Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3) as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent?—Yes.

23918. (13) If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons?—I would suggest 21 to 23 years for English-born candidates, 22 to 25 for Natives of India. My reasons are that English-born candidates have to study the course throughout in their mother-tongue to which they are born, whereas the Natives of India have to spend at least four years in the study of their vernaculars before they are admitted in the primary English class, which in itself is practically a foreign language to them; and hence it would be but fair to give them a due compensation of the difference of age for the time spent in the early part of their studies in their vernaculars as above explained, and studies in a foreign language.

23919. (14) What, in your opinion, is the most suitable age at which junior Civilians recruited in England should commence their official duties in India?—In my opinion, the proper age for junior Civilians to commence their official duties in India should be between 25 and 27.

23920. (17) Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates? If so, state them and give reasons?—If my suggestions made in my answers to questions (2) and (16) are adopted, no further differentiation appears to me necessary.

23921. (18) Do you consider it necessary that certain posts should be reserved by Statute for officers recruited to the Indian Civil Service and, if so, what posts and for what reasons?—I do not consider it necessary.

23922. (19) Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might, under present conditions, properly be admitted?—In my opinion, fixing a minimum of proportion in either case would be against the policy of the British Government which has been adopted since 1833 and has since then been confirmed from time to time by Statutes and Resolutions of Parliament in the House of Commons. All members of the Indian Civil Service cadre of proved merit and efficiency should be eligible for the higher posts without any other distinction.

23923. (21) Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived and, if so, what method of recruitment would you recommend?[—]No.

23924. (22) If the system of recruiting military officers in India for posts in the Indian Civil Service cadre has been stopped or has never

existed in your province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent, in your opinion, should it be adopted?—The system exists in my province, but it should be abolished as it has been done in other provinces of India.

23925. (24) What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?—I approve of the existing system.

23926. (25) Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one-quarter of the listed posts?—No.

23927. (29) Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?—Yes.

23928. (30) If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?—Two years. In cases of simultaneous examination in India, successful Natives of India should spend their probation time in England and those having passed in the examination held in England *vice versâ*. As to the course of study, I would suggest the same course prescribed in Appendix VI shown under the column of Final Examination Course of 1912.

23929. (31) Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty?—I do not think any differentiation i necessary.

23930. (33) Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?—No.

23931. (34) Do you think it desirable that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?—I do not think it desirable.

23932. (35) Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India?—Yes.

23933. (36) Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages and, if not, how could this best be remedied?—I consider that there has been a deterioration in the knowledge of Indian languages possessed by members of the Civil Service on account of their excluding themselves from the society of the people of the district or division to which they might have been attached. No course would be better as a remedy to this than that of mixing freely with the people.

23934. (37) Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch?—I think officers selected for the Judicial Branch should undergo a training of first two years of their service exclusively in the Judicial line, and pass a departmental examination in law.

23935. (40) Is any differentiation desirable in a system of training after appointment in India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend?—No.

23936. (45) Do you consider that the exchange compensation allowance introduced in 1895, eligibility for which depends on nationality or domicile, should be abolished and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?—According to my opinion, there is no necessity of exchange compensation now, as the standard for gold currency in India has since then been fixed. The system of exchange compensation, therefore, should be abolished and made applicable to all.

23937. (46) If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the Service who now draw no exchange compensation allowance?—I have recommended no compensation in the form of increased salaries, but, if it is at all granted, it should be also extended to those members of the Service who now draw no exchange compensation allowance.

23938. (47) Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the Service?—I do not approve of the existing system of the rate of two-thirds of the pay for listed posts held by the officers of the Provincial Civil Services. I suggest that they should be given the same pay as drawn for the same posts by members of the Indian Civil Service.

23939. (49) Have you any proposals to make in regard to the leave rules applicable to Statutory Civilians and to members of the Provincial Civil Services holding listed posts? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?—I have no proposals to make regarding leave rules, but at the same time remark that there should be no separate sets of rules for officers of the Provincial Civil Services holding listed posts. The same rules should apply to them as to those of the Indian Civil Service.

Written answers relating to the Provincial Civil Service.

23940. (51) Please refer to Government of India Resolution No. 1046—1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?—I would suggest the following alterations:—(*a*) Only graduated members of the Subordinate Civil Service should be selected by the Local Government for recruitment, to fill in half the vacant posts of the Provincial Civil Service. (*b*) For the remaining half posts by candidates who are not in the Subordinate Civil Service, I would say both nomination and competitive examination are necessary and that candidates for the competitive examination must come in by nomination. Such nomination should be made from graduates only, and for the Judicial Branch of the Service from barristers of three years' practice.

This system would not only encourage education for higher standard, but would also meet with the necessity of due representation of different communities, as also would ensure efficiency of members for the Service.

23941. (52) In particular, are the rules for the recruitment of the Provincial Civil Service in your province suitable, or have you any recommendations to make for their alterations?—Not wholly suitable; *vide* answer to question *ante*.

23942. (53) Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?—Yes, *vide* Local Government Notification No. 546, dated Rangoon, the 7th December 1910. Rule 8 (*a*). I may further add that there should be no unwarranted compulsion for change of costume or name.

23943. (54) Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?—No. There is not a proper representation of all classes. I would suggest the same arrangements to meet this deficiency as those of my previous answers to questions (51) and (53).

23944. (55) Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service?—Yes.

23945. (56) Do you consider that the numbers of officers authorized for the various grades of your Provincial Civil Service are satisfactory? If not, please state your views?—The numbers of officers authorized for all the grades were fixed some time ago, and since then, as the province has developed, the administration in the Executive and Judicial Branches has proportionately increased. I would therefore suggest an adequate increase of officers to meet with the requirements.

23946. (58) Are you satisfied with the present designation "the Provincial Civil Service"?—I think it is satisfactory.

23947. (59) Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87 and since followed, that the conditions of the Provincial Civil Services, as regards salary, should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?—This principle is more than a quarter of a century old. Since then, living in Burma has become more expensive, and the standard and style of life have considerably advanced. The time has now arrived when there should be a change of this principle and increase the standard of salaries on these bases to secure members of desired qualifications for the Service in all grades.

MR. A. M. DAWOOD called and examined.

23948. (*Chairman.*) You are President of the Moslem Association?—I am.

23949. Have you resided for many years in Burma?—About 35 years.

23950. Are you employed in business?—Yes.

28951. Have you ever occupied any position in the Civil Service?—No.

23952. You say that the present system of examination in England is not satisfactory?—In principle it is not satisfactory for the Indians.

23953. On account of distance?—Yes.

23954. And you suggest the establishment of simultaneous examinations in Engand and India?—Yes.

23955. The former being open to all Indians and the latter to Indians and British-born subjects only?—Yes.

23956. You recommend nomination before examination?—Yes.

23957. And nomination from members of the Provincial Service?—A gradual number of the Service.

23958. Would you confine the candidates for the simultaneous examination to officers in the Provincial Service?—No. The simultaneous examination will be on the same principle as that held in England.

23959. You say in reply to question (8) "I am in favour of simultaneous examinations, but I would also recommend nomination to meet an adequate representation of all communities in the Civil Service cadre. Such nomination should be from graduated members of merit from the Provincial Civil Service of the inadequately represented community." Am I correct in inferring from that that all candidates for this examination must be drawn by nomination from the Provincial Service?—That is only for those members who have been partly selected in the present system, as giving certain members of the Provincial Service listed posts. A certain number of the Provincial Service may be taken into the Indian Civil Service on those conditions. At present they are taken in on the listed posts after nomination.

23960. Those who occupy positions in the listed posts do so by nomination from the Provincial Service; but that is different from the proposal you are making here. What I want to

know is whether you confine the candidates who are to come up for the simultaneous examination to members of the Provincial Service?—No, I do not.

23961. You mean that certain members of the Provincial Service may be nominated and then go up for this examination?—Yes.

23962. And others who may come from outside who will also have to be nominated?—I do not mean that. The question I was asked was: "If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which a Native of India would be selected in India for admission into the Indian Civil Service?"; and in reply to that question I have given my printed answer. This is in addition to the simultaneous examination in the ordinary way taken without nomination, such as the system which exists now for the examination.

23963. This does not really refer to simultaneous examination at all? You mean that these officers who are recommended from the Provincial Service will be promoted into the Indian Civil Service without examination?—Quite so.

23964. Do you propose that there should be any form of nomination for the candidates who go up for the simultaneous examinations?—No, I do not think it necessary.

23965. Do you propose there should be any minimum of European representation in the administration?—I do not think that is necessary.

23966. You would leave the simultaneous examination open to all Indians?—Yes.

23967. Either in India or in England?—Yes.

23968. Are you desirous to see a European preponderance maintained in the Indian administration?—That will be always so, I think.

23969. But are you anxious to see it?—I do not think it necessary.

23970. Do you think the establishment of simultaneous examinations would result, in years to come, in the preponderance of European representation being removed?—I do not think so.

23971. Why do not you think so?—Because the Europeans are examined in their own language, and they have a better climate to study in than Indians, and also they have finer physiques and have many other advantages.

23972. Why do not you regard as important the maintenance of a preponderating European representation in the administration?—It shows partiality or unfairness to all the subjects of the King-Emperor; it gives preference to one class of subjects. As far as the examinations at present are concerned, I do not think the Indians will preponderate at all. There will always be a European preponderence.

23973. But do you regard it as important that there should be that preponderance?—No, I do not so regard it.

23974. You think that the future government of India can be conducted quite satisfactorily without Europeans?—I think so.

23975. In your answer to question (13), you suggest age-limits of 21 to 23 for English-born candidates and 22 to 25 for Indians. Why do you suggest different age-limits?—I mention as my reason that the present Indian educational rule means that practically they are spending four years of their lives on the vernacular and that gives the English candidates an advantage. Besides that, English candidates have their own language in which to study and the examination is held in their language, whereas the Indian has a foreign language to learn. Therefore, I must give due compensation to them.

23976. Did not you say just now that one of your chief reasons for establishing a simultaneous examination was that there should be an open competitive examination on lines of equality for all? Would it be logically carrying out your principle if you have different age-limits for different classes?—I believe so.

23977. You think it would make no difference?—I do not think so; it is a little bit in favour of the English-born candidates still.

23978. You think the advantage would be on the side of the English?—Yes.

23979. In answer to question (14), you suggest that the proper age for junior Civilians to commence their official duties would be between the ages of 25 and 27; why do you suggest that age?—They will be more matured officers to be put in charge of their duty.

23980. Do not you think that 27 is rather old?—It will be a better administration if we have men of a more mature age; people will get justice then in the trial of their cases.

23981. But do not you think it would be difficult for a man of 27 to adapt himself easily to the conditions of the country?—I do not think so.

23982. In answer to question (36), you say "I consider there has been a deterioration in the knowledge of Indian languages possessed by members of the Civil Service, on account of their excluding themselves from the society of people of the district or division to which they might have been attached." In what way have Civil Service officers been excluding themselves from the society of people in their districts?—They do not mix with the people of the district as any Indian officer can do, and therefore they do not have much practice in speaking the vernacular.

23983. You mean that the officers in charge of districts are not brought in the course of their daily work into such close touch with the people as they were in previous years?—In some cases it is so, but not always. Sometimes, they think it is against their dignity to mix much with them.

23984. Do you think the tendency is more marked now than it has been in previous years?—I cannot say. I am speaking about the present; I have not much experience of the past.

23985. In the course of their ordinary work I suppose the officers have to be closely in touch with the people of their districts?—That is only in a very formal, official way. The people have to go before the Collector or Magistrate only in the way of business, and I do not call that being attached to the people and improving in language, and so on.

23986. According to your answer to question (47), you do not approve of the existing system of two-thirds pay for the holders of the listed

posts. Do you suggest they should be paid the same amount as the Indian Civil Service men?—Yes.

23987. Do you think they should have in all respects the status and position of members of the Indian Civil Service?—As far as pay is concerned, I do suggest it.

23988. Would you like to see the listed posts abolished, and incorporated, for all practical purposes of status and pay, in the Indian Civil Service?—Yes, I think so.

23989. You recommend for the Provincial Civil Service that a proportion of officers should be promoted and a proportion should enter by examination combined with nomination?—Yes.

23990. Why do you suggest this for the Provincial Service and not for the Indian Civil Service?—To get adequate representation.

23991. You think it is more necessary to have adequate representation in the case of the Provincial Service than it is in the case of the Indian Civil Service?—Yes.

23992. (*Lord Ronaldshay.*) Is the Moslem Association a Branch of the All-Indian Moslem League?—No, it is a separate Association.

23993. Are the views which you have expressed in this written evidence, the views of your Association or your own personal views?—My own personal views. I received the questions too late to have any chance of holding a meeting and obtaining the views of my Association on the matter.

23994. We are not entitled to assume that these are the views of the Association?—No.

23995. In answer to question (6), you think there should be an examination in England and in India, and you say the examination in India should be open to all Natives of India and the examination in England should be open to Indians and British-born subjects only. Is not the examination in India to be open to Indians and to Europeans?—In India, the Europeans who are domiciled here come under the designation of Natives of India and are not excluded. In England, I want to get only English-born to come. I exclude those who are Colonials or natural-born British subjects, because I do not want them to take any part in the administration.

23996. Your object is to exclude members of the Dominions from examination?—Quite so.

23997. In addition to the entrance to the Service by means of the competitive examination, you want to reserve a certain number of posts to be filled by nomination?—Yes, from the Provincial Service under certain conditions, which I mention.

23998. Would you lay down the number of vacancies which are to be filled by examination and the number which are to be filled by nomination?—No, I do not want to limit the numbers.

23999. Supposing there are 60 vacancies to be filled: the first 60 men who come out on the top in the ordinary course would be selected to fill those vacancies; but I understand you then want some recruits nominated from the Provincial Service. Are you going to wait until the examination has been held and then tell a certain number of these 60 successful men that they are not to have these posts, because you wish to fill them by nomination?—Some of those who have passed the examination will get the vacancies next year. You can give, say, 10 per cent. for nomination and take 90 per cent. from those who have passed the examination.

24000. How are you going to decide how many vacancies are to be filled by examination candidates, and how many by nomination candidates?—That would require some rule to be made.

24001. Then you would lay down a proportion?—I think so.

24002. What proportion would you lay down?—I have not thought of that matter, so that I cannot answer.

24003. You have not thought out your scheme very definitely?—No.

24004. Have you lived chiefly in Rangoon or in other parts of the country?—Chiefly in Rangoon, but I go very often into the districts.

24005. Have you come to the conclusion that the officers in the Indian Civil Service exclude themselves from the society of the people in the district as the result of your own personal observation?—Yes, in many cases but not all of them.

24006. In many cases you have come across these officers and have seen that they do not mix with the people and do not come in contact with them?—Yes.

24007. (*Sir Theodore Morison.*) Do you employ Englishmen and Anglo-Indians in your business?—Yes, I have Englishmen.

24008. And the rest of your employés are Indians?—Mostly Indians.

24009. Do you employ any Burmans?—Yes.

24010. Do you find it necessary to pay your English servants more than you pay the Indians?—That depends on their merits. At present my Indian servants are getting bigger pay than Europeans.

24011. Do you employ Europeans in special branches?—Yes.

24012. What sort of employment?—It is not quite special; sometimes I employ them for correspondence and sometimes for general outdoor work.

24013. Have you any manufacturing business?—Yes. I have four factories, and in only one factory is there a European engineer in charge. In the other three they are Burmans and Indians.

24014. Do you get Burman engineers?—Yes.

24015. At what sort of salaries?—About Rs. 200 or Rs. 250.

24016. And they all get the same?—Yes.

24017. Where do the Burman engineers get their training?—In Rangoon.

24018. Is there a college here?—No; they go in for practical work and sit at an examination before the Board of Examiners and obtain a certificate for capability of being in charge of prime-movers.

24019. What sort of training do the Englishmen get?—They also have a prime-mover-certificate, a certificate that they can take charge of a boiler and engine and that is all I want.

24020. Do you employ any of them in clerical work also?—Yes.

24021. Do you have to give these Englishmen special leave or do you treat them exactly the same?—We have a general rule for the treatment of our servants.

24022. Do you give them more leave?—If they are in need of leave, we do give it to them sometimes.

24023. Have you had to raise salaries within recent years, or do you give the same pay as you did many years ago?—We have raised the pay of some older men in our service.

24024. But have you had to give more pay all round owing to the rise in prices, that is to say, are you giving higher salaries now than you gave ten years ago, owing to the increased cost of living?—Not only that, but owing to their having been so many years in our service.

24025. You treat your old employés better than you do the fresh men?—Yes.

24026. It is said that Burma is very dear?—That is so.

24027. Do you pay an Indian employé in your firm here more than you would in Bombay?—Yes.

24028. How much more do you pay? What would you pay an engineer in Bombay that you pay Rs. 250 to here?—About Rs. 150 or Rs. 175 in Bombay.

24029. Is he as well-off there or better off?[—]I think he can live in Bombay on Rs. 150 or Rs. 175 as well as he can live on Rs. 200 here.

24030. He is not richer here?—No.

24031. In your answer to question (51), you say that only graduated members of the Subordinate Civil Service should be selected by the Local Government for recruitment to fill in half the vacant posts of the Provincial Service. Are many of the Subordinate Service men graduates now?—There may be some, but I cannot tell the number.

24032. You think it would be a good rule for the future, but you do not know now?—I do not know how many there are now.

24033. (*Mr. Gokhale.*) Did you mean to say in reply to the Chairman that you did not care whether there were or were not Englishmen in the Civil Service?—I did not mean that. I say there is no special importance in that.

24034. You do not mean to say you are quite indifferent whether there are or are not Englishmen?—If there are good and efficient Indians, I think they will do just as well as Europeans.

24035. True, but the idea is that if British rule is to continue, there would have to be some Englishmen in Government service?—I think the Indian members of the Service are just as anxious to have the British rule as the Englishmen; they know the benefit of the English rule; they now enjoy peace, progress, and prosperity. I do not see why there should be any harm to British rule by having Indian Civil Servants.

24036. If all the men in the Civil Service were Indians, what would you say?—I do not say that at the present time.

24037. We are speaking of the present time?—I think at the present time there will be a certain proportion of Englishmen in the Service.

24038. But you do not want to lay down any proportion by rules, because you are of opinion that the rules should be based on equal treatment for all the King's subjects?—Just so.

24039. But you certainly do not contemplate now or in the immediate future the exclusion of Englishmen from the Civil Service?—I do not want to exclude them.

24040. (*Mr. Sly.*) Your object in promoting officers from the Provincial Civil Service is to secure the representation of communities?—Yes.

24041. When you promote an officer from the Provincial Service to the Imperial Service, you would promote him not according to his efficiency in the Service, but according to his community?—The two things must be considered together.

24042. Do you not think it will harm the Civil Service very much if an officer knows that the selection is to be made by communities and not by efficiency of work?—My suggestion is efficiency as well as due representation of the communities. They should be considered together.

24043. Do you think that many Muhammadans would get in by the simultaneous examination?—Those who are fit persons to get in.

24044. Do you think many would get in?—I cannot say.

24045. How many Muhammadans have entered up to date in the Indian Civil Service?—I think there are a few.

24046. As a matter of fact, there have been two within the last ten years?—I do not know the number, but there are a few of them in the Service.

24047. If Government had always to select from the Provincial Service Muhammadans and representatives of backward classes for those appointments, do not you think that would create a difficulty?—Not if they are fit persons.

24048. Then you want half the Judicial Branch recruited from the Bar. Do you mean the Indian Bar?—I do not say whether Indian or European.

24049. Do you mean half from the Bar in India or from the Bar in England?—All I want is that a good tried member of the Bar should be recruited.

24050. A tried member of the Bar practising in India or a tried member of the Bar who is practising in England?—I prefer India.

24051. You wish them all to come from India?—Yes.

24052. You want to fix the age for the Englishman at 21 to 23 and the age for commencing his duties at from 25 to 27. Do you want to give him four years' probation?—No; from 21 to 23 he would get only two years.

24053. But it is from 23 to 27, that is four years?—I have not been into the details of the scheme. It might be arranged hereafter to give the proper time for probation. What I meant by 27 was that it would be the higher age. I did not mean to say that all of them should come out at that age. I have explained this in my answers to Mr. Rahim's questions.

24054. Why do you want to abolish the recruitment of military officers in Burma?—For the same reason that it has been abolished in the other parts of India. I think in all the provinces they are recruited by examination into the Civil Service.

24055. Do you consider it a bad system for Burma?—I do not want to say a bad system, but I do not see why Burma should not be treated the same as the other parts of India.

24056. Do you think that Burma would be better governed if there were no military Civilians?—I think the Civilians would get a better field and would not grumble at the Natives of India coming in.

24057. It is to compensate the Indian Civil Service for losing posts to the Natives of India:—is that the reason?—You may take that as one of the reasons.

24058. In answer to question (53,) you alluded to some unwarranted compulsion for change of costume or name; what do you mean by that?—I have heard it reported that men who want to get into the Government service, especially in the Subordinate Service, were asked to change their Burmese name and Burmese costume.

24059. Who asked them?—The Secretariat.

24060. The Secretariat of the Government of Burma requested certain candidates to change their costumes and names?—Yes.

24061. From whom did you hear it?—I know of one case of a man who was in the Educational Service. He used to wear his Indian costume, and when he applied to the Subordinate Service he had to change.

24062. (*Mr. Madge.*)—When the Chairman asked you about the preponderance of the British element in the Service, I thought I heard you say that would always be. You think there will be always a preponderance of the English element in the higher Service?—Yes.

24063. Then when you were asked afterwards about Indians and Englishmen, you replied that you thought one was as good as the other?—Yes.

24064. Did that mean for the appointments that were left after the British element?—No; what I meant to say is that there is no necessity to have a preponderance of the European element in the Indian Civil Service; there will always remain a preponderance of that element owing to the facilities the English have for education, which the Indians have not.

24065. (*Mr. Abdur Rahim.*) What is the highest pay you give to your English employé?—I have not more than one at Rs. 300.

24066. How many Burmese do you employ of different grades?—I have Burmese from Rs. 20 to Rs. 200.

24067. Have you Burmese labourers in the factory?—Yes, up-country.

24068. Many?—Eight hundred or a thousand in one factory alone.

24069. Have you found any difficulty in managing Burmans in your business?—Not at all.

24070. In the 35 years you have been in Burma, have you found any difficulty in getting on with the Burmese in the country?—Never.

24071. I understood, in regard to the simultaneous examination, you think there will not be any substantial decline in the number of Englishmen in the Civil Service if such examinations are instituted?—That is so.

24072. Do you not think there should be an adequate number of Englishmen in the Civil Service at present?—Yes, for the present I do consider so.

24073. What you suggest is that the time may come when you may not require such a large number of Englishmen and the administration may be carried on efficiently with a small number?—Quite so.

24074. I understood you to say that, in addition to men who come in through the open competition, you would have a number of appointments open to members of the Provincial Service?—Yes.

24075. You know that, at the present moment, the practice is to leave out the number of posts which are open to members of the Provincial Service, so that your scheme could be worked out in that way?—Yes.

24076. With regard to the ages you suggest, you do not say that all of them should come out at the age of 27?—No.

24077. But that would be the higher age?—Yes.

24078. What sort of business is yours?—I have a rice business, a cotton business, and I have some ginning factories, oil-crushing plants, and two rice mills.

24079. You are a member of the Burma Chamber of Commerce?—Yes.

24080. And an Honorary Magistrate and Municipal Commissioner of Rangoon?—Yes.

24081. Are there any other Muhammadan members of the Burma Chamber of Commerce?—I think there are two or three more.

24082. Are there any other Indians in the Burma Chamber of Commerce?—I think there is one.

24083. (*Sir Murray Hammick.*) What posts do these Europeans hold in your business?—One is an engineer and one is an outdoor supervisor.

24084. You want to see equal terms for all the Indians and English?—Yes.

24085. You want to have open competition in England to which Indians are to be allowed to go?—Yes.

24086. You want to have simultaneous examinations in India at which Englishmen from England are not to appear?—The Englishman is included if he is domiciled in India; he comes under the disignation of a Native of India.

24087. You say the simultaneous examination should be only open to Natives of India in India, and in England it should be open to Natives of India and Britishers, so that you exclude Englishmen from the examination in India?—That is not so. If they are resident in India they will come in as Natives of India.

(The witness withdrew.)

(Adjourned to Calcutta.)

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APPENDIX No. I.

Officials, Non-Officials and Associations in Burma who, at the request of the Royal Commission, furnished written answers to the interrogatories printed on pages v—xxxviii *of this volume, but who were not orally examined.*

(*a*) *Officials.*

(1) W. J. Keith, Esq., I.C.S., Secretary to Government, Revenue Department, Burma.
(2) G. F. Arnold, Esq., I.C.S., Deputy Commissioner, Insein.
(3) H. Thompson, Esq. I.C.S., Offg. Financial Commissioner, Burma.
(4) L. H. Saunders, Esq., I.C.S., Offg. Judicial Commissioner, Upper Burma.
(5) A. T. Rajan, Esq., I.C.S., Assistant Commissioner.
(6) E. N. Bell, Esq., I.C.S., Offg. District Judge, Mandalay.
(7) W. B. Brander, Esq., I.C.S., Registrar, Chief Court, Rangoon.
(8) F. Lewisohn, Esq., I.C.S., Deputy Commissioner, Bhamo.
(9) A. E. English, Esq., I.C.S., Registrar, Co-operative Credit Societies, Burma.
(10) B. S. Carey, Esq., I.C.S., Commissioner, Sagaing.
(11) C. R. P. Cooper, Esq., I.C.S., Assistant Commissioner.
(12) J. B. Marshall, Esq., I.C.S., Sub-divisional Officer, Myanaung.
(13) B. H. Heald, Esq., I.C.S., Divisional and Sessions Judge, Hanthawaddy.
(14) J. MacKenna, Esq., I.C.S., Director of Agriculture, Burma.
(15) Maung Aung Zan, K.S.M., District Judge, Myaungmya.
(16) W. Street, Esq., Sub-divisional Officer, Insein.
(17) Maung Ba, Judge, Small Cause Court, Mandalay.
(18) W. H. H. Godber, Esq., Headquarters Assistant, Toungoo.
(19) Maung Tun Nyein, Government Translator.
(20) R. B. Smart, Esq., Assistant Settlement Officer, Myingyan.
(21) Maung Ngwe Kaing, Sub-divisional Officer, Kyaiklat.
(22) Maung Po Hla, Extra Assistant Commissioner, Bassein.
(23) Maung Shwe Zan Aung, Special Collector for Acquisition.
(24) Maung Kyaw Dan, Extra Assistant Commissioner, Shwedaung.
(25) Maung Po The, Sub-divisional Officer, Taikkyi.
(26) Maung Ba So, Judge, Mudon.
(27) Lieutenant-Colonel S. L. Aplin, Offg. Commissioner, Mandalay.
(28) Major F. R. Nethersole, Deputy Commissioner, Tharrawaddy.
(29) Captain S. Bazett, Offg. Deputy Commissioner, Minlen.
(30) Captain G. H. Newcome, Sub-divisional Officer, Pyinmana.

(*b*) *Non-Officials.*

(31) Maung Shwe Hle, Merchant and Planter, Kado.
(32) H. C. Fisher, Esq., Pleader, Myaungmya.
(33) W. Orr Orr, Esq., Merchant.
(34) Maung Shwe Tha, Banker, Alhyat.
(35) Maung Ba Saing, Bar.-at-Law, Rangoon.
(36) R. S. Giles, Esq., Bar.-at-Law, Rangoon.
(37) Revd. R. R. Smith, Principal, Diocesan High School, Rangoon.
(38) Maung Nyun, Proprietor, "Star of Burma" Press, Rangoon.
(39) A. C. Morgan, Esq., Manager, Burma Electric Tramways and Lighting Company, Mandalay.
(40) Maung San Shwe, Head Master, High School, Prome.
(41) Maung San Win, Bar.-at-Law, Rangoon.
(42) L. Dawson, Esq., Public Prosecutor, Pyapon.

(*c*) *Associations.*

(43) Burma Social Association.
(44) Rangoon Trades Association (M. Oppenheimer, Esq.)
(45) Rangoon Bar Library Association.

APPENDIX II.

Officials, Non-Officials and Associations in Burma, who furnished written answers to the interrogatories printed on pages v—xxxviii *of this volume in response to a notification printed in the* Burma Gazette, *but who were not orally examined.*

(*a*) *Officials.*

(1) C. R. Wilkinson, Esq., I.C.S., Deputy Commissioner, Henzada.
(2) D. D. Nanavati, Esq., I.C.S., Sub-divisional Officer, Wakema.
(3) C. E. Hill, Esq., Extra Assistant Commissioner, Mogok.
(4) A. G. H. Breithaupt, Esq., Extra Assistant Commissioner, Keshi.
(5) E. Dawson, Esq., Additional Sessions Judge, Amherst.
(6) J. C. Clancey, Esq., Assistant Director of Land Records, Rangoon.
(7) Major W. R. Stone, Commissioner of Excise, Rangoon.

(*b*) *Non-Officials.*

(8) Maung Nyo, Rangoon.
(9) J. D. Bayley, Esq., Retired Judge, Moulmein.
(10) Babu J. C. Chatterji, Advocate, Mandalay.

(*c*) *Associations.*

(11) Moslem Association, Rangoon.
(12) Burma Provincial Congress Committee (Dr. T. S. S. Rajan).
(13) Memorial on behalf of the Zerbadi Community of Burma.
(14) Resolutions passed at a public meeting at Rangoon on the 19th March 1913.
(15) Anglo-Indian Empire League, Burma Branch (P. M. Bernau, Esq.).

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Previous scholastic attainments of candidates should be taken into consideration, *Maung May Oung* 22,964

Right class not always obtained by, *Fell*, 19,365, 19,504–6; *Hartnoll*, 20,510, 20,669–70, 20,773–6, 20,792–801, 20,849, 20,994–7.

Right of entry for Burmans to be maintained, *Maung Kin* - - - - - - - - 21,662–79

Standard of examination might be raised, *Maung Ogh* 20,400

Standard would have to be lowered slightly if age of admission 19 years, *Rice* - - - - 22,387

SYLLABUS:

Approved, *Rice*, 21,994; *Maung Myat Tun Aung*, 23,155, 23,313.

Differentiation not advocated, *Fell*, 19,377; *Hartnoll*, 20,528; *Des Vœux*, 21,023; *Maung Kin*, 21,466; *Rice*, 21,995; *Smyth*, 22,738; *Maung May Oung*, 22,977; *McCowen*, 23,367; *Du Bern*, 23,633; *Cowasjee*, 23,827.

Greater number of Oriental languages, and more liberal marks for, advocated, *Maung Po Tha* 20,376

Inclusion of the two most popular Indian languages, and higher marks for Arabic and Sanskrit, advocated, *Cowasjee* - - - - 23,816

Indian law and procedure should be compulsory, *Maung May Oung* - - - 22,976, 22,995

Political economy, political science, and other "cramming" subjects, should be excluded, *Smyth* - - - - - - 22,736–7

Sanskrit and Arabic should be marked equally with Latin and Greek, *Dawood* - - 23,907

Sanskrit and Pali might be substituted for Greek and Latin, for Indian candidates, *Maung May Oung* - - - - - - - - 23,103–5

System has worked fairly well, but better method might be adopted, *Fell* - - 19,360–1, 19,551

not Too specialised, but a test of general education, *Rice* - - - - - - - - - 22,386

Indian Services Family Pension Fund:

Contributions should cease on retirement, *Fell* 19,431, 19,448

EXCLUSION OF INDIANS FROM BENEFITS:

Approved, *Fell*, 19,432, 19,449; *Hartnoll*, 20,601–2.

Disapproved, and optional admission advocated, *Maung Myat Tun Aung* - - - 23,198–9

not Wholly approved, *Smyth* - - - 22,800

Separate institution for, advocated, *Fell*, 19,450; *Hartnoll*, 20,603; *Maung Myat Tun Aung*, 23,200.

Higher rate of subscription during service in India, advocated, *Fell* - - - - - - - 19,448

Military officers should be forced to join, *Des Vœux* 21,081

Pension to fatherless sons should be continued until 24 years of age, *Fell* - - - 19,431, 19,448

Indian Service Family Pension Fund—*continued.*

Readjustment of, to enable payment for wife during actual service, such payments to cease on retirement, *Hartnoll* - - - - - - 20,600

Regulations satisfactory, *Rice* - - - 22,091

Suggested remittance of contributions in lieu of increased pay, benefits to remain unchanged, *Holberton* - - - - - - - - 22,578

Inefficient Officers retirement on reduced pensions (*see under* Pensions *and under* Retirement).

Inferior posts system (*see under* Conditions of service).

Inspector-General of Police (*see under* Police).

Insufficiency of Staff, I.C.S.:

District and Sessions Judges, number of, should be increased, *Maung Kin* - - - 21,522–5

Judicial branch, number of officers might be increased, *Maung May Oung* - - - 22,999

Insufficiency of Staff, P.C.S.:

Judicial branch, number of officers might be increased, *Maung May Oung* - - - 23,005, 23,033–5

Leave reserve should be strengthened, *Maung Ne Dun*, 19,849; *Maung Tun Lwin*, 20,146, 20,218–20, 20,323–8; *Maung Ogh*, 20,406–7, 20,431–2; *Maung Hpay*, 21,330, 21,360–3.

Leave reserve adequate, *Rice*, 22,108; *Smyth*, 22,809.

Strength satisfactory, *Maung Hpay* - - 21,239

J.

Judges:

Chief courts, pension, 1,200*l.* after three years' completed service, advocated, *Fell*, 19,426, 19,447; *Hartnoll*, 20,593.

HIGH COURTS, PENSIONS:

1,200*l.* a year, advocated, *Hartnoll* - - 20,593

Special, suitable, *Fell*, 19,425; *Rice*, 22,083; *Maung Myat Tun Aung*, 23,196.

DISTRICT AND SESSIONS:

Certain practical experience to be gained before reaching appointment as, and suggestions, *Rice* 22,032

Forty Burmans competent to fill post, *Maung Kin* 21,567–73

Increase, advocated, *Maung Kin* - 21,522–5

Many European barristers competent to fills posts of, but knowledge of Burmese essential, *Maung May Oung* - - - - - - 23,131–5

None in Burma, *Rice* - - - 22,236–44

Number and power, *Rice* - - 22,250–1, 22,319

Pay should be equal to that in other provinces, *Hartnoll* - - - - 20,569–71, 20,771

Rates of payment in different provinces, *Fell* 19,443

DIVISIONAL:

Number and power, *Rice* - - - 22,245–6

Officer of Burma P.C.S., not suited for appointment, *Rice* - - - - - - - 22,012

1,100*l.* pension after three years' completed service, advocated, *Fell* - - - - 19,426

Pay should be equal to other provinces, *Hartnoll* 20,569–71, 20,711

Rate of payment, *Fell* - - - - 19,443

Sub-divisional, one in P.C.S. cadre should be included in judicial branch, *Maung May Oung* 23,005

Township, one in P.C.S. cadre should be included in judicial branch, *Maung May Oung* - - 23,005

Judicial Branch, I.C.S.:

BIFURCATION:

Selection should be made within five years' service, *Binning* 21,722, 21,754, 21,829–30, 21,932–4

Seven to eight years' experience necessary, *Rice* 22,181–2, 22,351–2

Combination of executive and judicial functions, particulars *re* system, *Hartnoll*, 20,567–8, 20,633; *Des Vœux*, 21,200–7; *Smyth*, 22,775, 22,919.

Executive experience unnecessary, *Maung May Oung* 23,136–8

Judicial Branch, I.C.S.—*continued.*

Magisterial and civil work often done by same officer, and powers should be retained, *Rice* 22,300–24

Number of officers might be increased, *Maung May Oung* - - - - - - - - 22,999

Particulars as to work of, *Hartnoll* - 20,919–57, 20,981–8

PAY:

Increase advocated, *Maung Myat Tun Oung* 23,177

Rangoon, should be on level with other courts, *Hartnoll* - - - - - - 20,569–71

Scale, *Fell* - - - - - - 19,443

RECRUITMENT:

from the Bar, only advocated in exceptional cases, *McCowen* - - - - 23,361, 23,445–9

Barristers and pleaders of the High Court of seven years' standing should receive one-third of appointments, *Maung Kin* - 21,461, 21,472, 21,521, 21,526–32, 21,551, 21,560–1, 21,589–96, 21,620

Present method satisfactory, *Maung Myat Tun Aung* - - - - - - - - 23,150

Selection of one half, from barristers, and from other legal practitioners, advocated, *Dawood* 23,916, 24,048–51

Separate method not advocated, *Fell*, 19,372; *Hartnoll*, 20,520; *Des Vœux*, 21,016; *Binning*, 21,712; *Rice*, 21,986–7; *Holberton*, 22,558; *Smyth*, 22,729; *McCowen*, 23,362.

Suggestions, *Maung Kin* - - - 21,551–7

SEPARATION OF EXECUTIVE FUNCTIONS FROM:

Advocated, *Maung Hpay*, 21,332, 21,387; *Binning*, 21,831, 21,855–8, 21,961–4; *Maung May Oung*, 23,077–85; *Maung Myat Tun Aung*, 23,212, 23,314–7, 23,341–7.

not Advocated, *Hartnoll*, 20,780; *Rice*, 22,054; *Smyth*, 22,921–35; *Du Bern*, 23,628.

will Come naturally, as province expands, *Rice* 22,054, 22,276

not Important, *Fell* - - - - 19,826–9

Study leave (*see under* Training).

SUBORDINATE POSTS, SPECIAL TRAINING FOR:

Advocated, and particulars, *Du Bern* - - 23,650

not Advocated, *Hartnoll*, 20,560; *Smyth*, 22,765.

Candidates should pass first grade advocate examination, *Maung Myat Tun Aung* - 23,176

District judge should have had experience as judicial extra assistant commissioner, *McCowen* 23,387, 23,460

no Officer should be selected for higher posts unless merit proved in, *Smyth* - - 22,765

Opinion *re*, *Des Vœux* - - - - 21,054

TRAINING:

Extension of probation to two years, with proper legal course combined with practical training in executive work on arrival in India, sufficient, *Rice* - - - 21,986, 22,178–81, 22,335–43

First two years of service should be spent in exclusive judicial instruction, and departmental examination in law should be passed, *Dawood* 23,934

Law, special course:

Advocated, *Smyth*, 22,764; *Du Bern*, 23,649.

not Advocated, *Des Vœux*, 21,053; *Maung May Oung*, 22,996; *Maung Myat Tun Aung*, 23,175.

Study leave should be granted to selected officers after term of general work, followed by judicial appointments with special salary, *Du Bern* 23,628

Suggestions, *Rice* - - - - - 22,032

Officer should hold charge of subordinate post for one year, *Rice* - - - - - 22,033

One year of probation should be devoted to legal training followed by several years' executive experience, and study leave in first furlough, advocated, *McCowen* - 23,362, 23,477–85, 23,518

Suggestions, *Smyth*, 22,763; *Maung May Oung*, 22,997.

knowledge of Vernaculars often inadequate, *McCowen* 23,384

Judicial Branch, P.C.S.:

Appointment of Burmans to posts in, advocated, *Maung Ne Dun* - - - - - - 19,854

Certain executive officers employed in judicial branch with special criminal and civil powers, but not admitted to benefits, *Maung Tun Lwin* - 20,151

Certain officers in P.C.S. cadre should be included in, *Maung May Oung* - - - - - 23,005

COMBINATION OF EXECUTIVE AND JUDICIAL FUNCTIONS:

Differentiation of functions, *Hartnoll*, 20,614; *Rice*, 22,113.

Functions overlap, and separation advocated, *Maung Ogh* - - - - 20,412, 20,465–73

Separate services in Rangoon, but duties often interchangeable, and particulars of system, *Maung Ne Dun* - 19,854, 19,923–4, 20,099–111

Executive duties performed by, *Maung Tun Lwin*, 20,221–30; *Maung Hpay*, 21,332, 21,364–6.

Extension in the future, advocated, *Maung Myat Tun Aung* - - - - - - - - 23,208

Increase in numbers, advocated, *Maung May Oung* 23,005, 23,033–5

Leave reserve should be increased, *Maung Ogh* 20,407

PAY:

Officers exercising special criminal and civil powers should receive special allowance of Rs. 100 each, *Maung Tun Lwin* - - - - - 20,151

Rangoon, allowance of Rs. 100, advocated, *Maung Tun Lwin* - - - - 20,151, 20,232–7

Readjustment of grades and pay advocated, *Maung Hpay* - - - - - 21,328, 21,355–9

RECRUITMENT:

from Barristers of three years' practice, advocated, *Dawood* - - - - - - - 23,940

Scheme, *Maung Hpay* 21,321, 21,323, 21,346–51, 21,367–86

Strength, particulars *re*, *Rice* - - - 22,107

Judicial Extra Assistant Commissioners (*see* Commissioners, Extra Assistant).

Judicial Service, creation of distinct, under control of High Court, advocated, *Maung May Oung* 22,972 23,006, 23,041–6, 23,058–60

K.

Kin, Maung, evidence of - - - - 21,453–705

L.

Languages (*see* Vernaculars).

Law:

Government might pay fees for calling to the Bar, *Hartnoll* - - - - - - - - 20,558

PROFICIENCY IN:

Adequate, *Hartnoll*, 20,558; *Holberton*, 22,576; *Maung Myat Tun Aung*, 23,174.

Further study during furlough, necessary, *Mc Cowen* 23,386

Present syllabus in departmental examinations satisfactory on the whole, *Maung Kin* - 21,481

Proposed rules for encouragement:

Advocated, *Hartnoll*, 20,561; *Maung Myat Tun Aung*, 23,177.

not Advocated, *Des Vœux*, 21,055; *Rice*, 22,034; *Smyth*, 22,766.

Study leave should be granted, *Binning* 21,722, 21,754–6

Sufficient knowledge attained by officers other than those in judicial branch, *Des Vœux* - 21,052

Wider knowledge necessary, *Binning* - 21,748–9, 21,783

Special instruction for officers selected for judicial branch, unnecessary, *Hartnoll* - - 20,559, 20,763–4, 20,769–70, 20,957–63

Law—*continued.*

TRAINING :
should be in India, and suggestions *re* syllabus, *Smyth* - 22,757, 22,763, 22,896–902, 22,912–4
Preliminary, should be in England, *Fell*, 19,396; *Rice*, 22,024.
(*see also under* Judicial Branch, I.C.S., *and under* Course of Study *under* Probation, I.C.S.)

Leave, I.C.S.:

ALLOWANCES :
Maximum :
Approved, *Rice*, 22,074; *Smyth*, 22,791.
Increase advocated, *Fell*, 19,421, 19,445; *Des Vœux*, 21,074.
Minimum, approved, *Fell*, 19,421, 19,445; *Hartnoll*, 20,585; *Rice*, 22,074.
Officer spending leave in India should receive full allowance, *Des Vœux* - - - - 21,074
Rate of exchange, approved, *Fell*, 19,420, 19,421; *Hartnoll*, 20,584; *Des Vœux*, 21,073; *Rice*, 22,073; *Smyth*, 22,790–1.
Arrangements suitable, *Smyth*, 22,792; *Maung Myat Tun Aung*, 23,191.

ON FULL PAY :
Accumulation to six months not advocated, *Des Vœux* - - - - - - - 21,195–8
Amount suitable, *Smyth* - - - - 22,787
Curtailment not advocated, *Rice* - - 22,070
Due amount taken, *Fell*, 19,417; *Hartnoll*, 20,581; *Rice*, 22,070.
Restriction to three months disapproved, and should be abolished, *Fell*, 19,417, 19,492–4, 19,521–3; *Smyth*, 22,787.
Six weeks per annum advocated in Burma, *Des Vœux* - - - - - - - 21,070

FURLOUGH :
Allowances :
Inadequate, *Fell*, 19,419, 19,446; *Hartnoll*, 20,583–5, 20,712–5.
Minimum sufficient, *Hartnoll* - - - 20,713
Suitable, *Des Vœux*, 21,072, 21,170–2; *Rice*, 22,072, 22,532–7; *Smyth*, 22,788–9, 22,954–62; *Maung Myat Tun Aung*, 23,190.
Full amount of four years' furlough taken, but not always full amount of six years, curtailment not advocated, *Rice* - - - 22,071, 22,430–1
Present amount necessary, *Des Vœux* - - 21,071
no Variation in amount taken, and system approved, *Hartnoll* - - - - - 20,582
Greater amount taken than formerly, *Smyth* 22,786
Minimum amount granted, *Fell* - 19,418, 19,445
should Never be refused, when due, except for reasons of Government necessity, *Binning* 21,724
Privilege (*see* on Full pay *above*).
Reserve officers, adequate, *Rice* - - - 22,107
Removal of certain restrictions advocated, *Smyth* 22,788

RULES :
Effect on transfers (*see under* Transfers).
Recommendation of Royal Commission on Decentralisation, approved, *Rice*, 22,076–8; *Smyth*, 22,793.
Satisfactory, *Maung Myat Tun Aung* - 23,192, 23,194–5
to Statutory civilians and officers in listed posts. I.C.S. rules should apply, *Hartnoll*, 20,589; *Des Vœux*, 21,076.
Same quantity taken as formerly, *Rice* - - 22,069
Short leave should be spent in India, *Du Bern* 23,657
more Short leave taken than formerly, *Hartnoll* 20,580
Special, six months' combined privilege leave and, frequently taken after completing three or four years' service, *Rice* - - - - - 22,069
Study, *see under* Training.
Subsidiary, abolition not advocated, *Hartnoll* 20,586
Tabular statement, *Rice* - - - - 22,048

Leave, P.C.S.:

ALLOWANCES, MAXIMUM AND MINIMUM :
Increase advocated, *Maung Tun Lwin* - 20,168
Suitable, *Maung Ogh*, 20,429; *Hartnoll*, 20,622; *Rice*, 22,128; *Maung Myat Tun Aung*, 23,225.
Amount taken, similar to that of former times, *Maung Ne Dun*, 19,867; *Hartnoll*, 20,620; *Maung Myat Tun Aung*, 23,221.
Annual, advocated, *Maung Tun Lwin* - 20,334–6
Condition under which Provincial men have to wait eight years after last furlough, abolition advocated, *Maung Ne Dun*, 19,872; *Maung Tun Lwin* 20,172.
Enforced commutation of privilege leave to leave on medical certificate, in case of illness, disapproved. *Maung Ogh* - - - - - - - 20,433
Existing difference between European and Indian leave rules, not approved, *Maung Tun Lwin*, 20,172
Extension of, applications should not be encouraged, *Maung Tun Lwin* - - - - - 20,150
Extraordinary, without allowances, should count as service for forlough, though not for pension, *Maung Tun Lwin* - - - - - 20,169
Full amount not taken owing to heavy expenses incurred and fear of transfers, *Maung Tun Lwin*, 20,164, 20,370–2; *Maung Ogh*, 20,425.

ON FULL PAY :
Accumulation :
not Advocated, *Maung Tun Lwin* - 20,337–8
for Six months, advocated. *Maung Ogh* - 20,426
Amount, suitable, *Rice* - - - - 22,125
Amount usually taken, *Maung Myat Tun Aung* 23,222
Full amount not taken, and reasons, *Maung Ne Dun*, 19,868; *Maung Tun Lwin*, 20,165; *Maung Hpay*, 21,339; *Rice*, 22,125.
Privilege leave, the only one possible, *Maung Ogh* 20,426

FURLOUGH :
Amount not excessive, *Maung Ogh* - - 20,427
Forfeiture by taking leave on private affairs, abolition advocated, *Maung Ne Dun*, 19,872; *Maung Tun Lwin*, 20,172; *Maung Hpay*, 21,342
Full amount not always taken, *Maung Ne Dun*, 19,868–9; *Maung Tun Lwin*, 20,166; *Maung Hpay*, 21,340; *Rice*, 22,126.
should be Granted at any time subject to exigencies of service, *Maung Hpay* - - - - 21,342
Quantity sufficient, *Maung Hpay* - - 21,340
Satisfactory, *Maung Myat Tun Aung* - 23,223

FURLOUGH ALLOWANCE :
Increase to two-thirds salary in case of officers proceeding to Europe, especially those who are to study for the Bar, advocated, *Maung Tun Lwin* 20,167, 20,339–40
Rate for officers going to England to study should not be more than allowed to I.C.S., *Maung Ne Dun* - - - - - - - - 19,870
Suitable, *Maung Ogh*, 20,428; *Hartnoll*, 20,621; *Rice*, 22,127; *Maung Myat Tun Aung*, 23,224.
Little difficulty in obtaining, *Maung Myat Tun Aung* 23,209
Long leave, portion should be spent in Europe, *Du Bern* - - - - - - - - 23,667
no Material alteration in amount taken. *Rice* 22,124
for Officers under training, adequate. *Maung Ne Dun*, 19,850; *Maung Tun Lwin*, 20,147; *Maung Ogh*, 20,408, 20,460–4; *Maung Hpay*, 21,331; *Smyth*, 22,810.
One-sixth of actual service, advocated. *Maung Ne Dun*, 19,872; *Maung Tun Lwin*, 20,172.
Privilege (*see* on Full pay *above*).

RESERVE :
Adequate. *Smyth* - - - - - 22,809
Inadequate, *Maung Ne Dun*, 19,849; *Maung Tun Lwin*, 20,146, 20,218–20, 20,323–8; *Maung Hpay*, 21,330, 21,360–3.

RULES :
Effect on transfers (*see under* Transfers).
Hardship in case of township officer taking post of subdivisional officer, *Maung Myat Tun Aung* 23,228

Leave, P.C.S.—*continued.*

RULES—*continued.*
Practically no inconvenience caused to Administration by, *Maung Ne Dun*, 19,872–4; *Maung Tun Lwin*, 20,170.
Recommendation of Royal Commission on Decentralisation, advocated, *Rice* - - 22,131
Satisfactory, *Rice*, 22,129; *Maung Myat Tun Aung*, 23,226.
not very Satisfactory, and more reserves advocated, *Maung Ogh*, 20,431–2.
Special, system satisfactory, *Maung Ogh* - 20,430
Subsidiary, denial to members of P.C.S. should be discontinued, *Maung Ogh* - - - - 20,433
Suitable, *Maung Tun Myat* - - - - 21,420

Lieutenant-Governors, pension :
1,500*l.* a year advocated, *Hartnoll* - - 20,593
2,000*l.* after 3 years' completed service, advocated, *Fell* - - - - - - 19,426, 19,447
Special, advocated. *Rice* - - - - 22,083

Listed Posts:

ABOLITION :
Advocated, *Holberton*, 22,557, 22,563, 22,568, 22,609–16, 22,665–7; *Dawood*, 23,987.
not Advocated, *Maung Kin* - - - - 21,518

ADMISSION OF NATIVES OF INDIA, OTHER THAN MEMBERS OF P.C.S. AND STATUTORY CIVILIANS, TO ONE QUARTER OF POSTS :
Approved, *Cowasjee* - - - - - 23,833
Disapproved, *Maung Kin*, 21,471; *McCowen*, 23,376; *Dawood*, 23,925.
Power not exercised in Burma, *Hartnoll*. 20,537; *Rice*, 22,009; *McCowen*, 23,376.
Restriction to men who are serving Government, advocated, *Du Bern* - - - - - 23,641
Age of appointment, 45 years, on average, *Rice* 22,500–1
Appointment of men of mature age, advocated, *Hartnoll* - - - - - - - 20,697–700
Appointment of Indians should be taken entirely from P.C. servants where merit has been proved, *Rice* - - - - - - - 22,009, 22,115
no Barrier between officer of I.C.S. and officer of P.C.S., advocated, *Maung Ne Dun* - - 19,866
Burmans efficient in, *Des Vœux* - - 21,311–6
Certain I.C.S. posts to be set apart in each province, to which selected members of the P.C.S. might be appointed, proposed, *Rice* - 21,983, 21,985, 22,011, 22,114, 22,174–7, 22,278–88, 22,349–50, 22,398–407, 22,498–508, 23,538–46
Difference in status from I.C.S. dependent solely on men in, *Hartnoll* - - - - - 20,657–61
Five in Burma, and particulars *re*, *Rice*, 22,007, 22,012; *McCowen*, 23,429; *Maung May Oung*, 22,983, 23,036.
Held by Burmans, particulars, *Maung Ne Dun* 19,955–60
Increase, advocated, *Maung Ne Dun*, 19,855, 20,019–26; *Maung Ogh*, 20,413, 20,496–7; *Maung Hpay*, 21,333, 21,401–2; *Maung Myat Tun Aung*, 23,278–9; *McCowen*, 23,361, 23,370, 23,374, 23,428–31; *Du Bern*, 23,640; *Cowasjee*, 23,832, 23,835, 23,870.

INFERIOR POSTS, MERGING INTO P.C.S. :
Approved, *Maung Ne Dun*, 19,856; *Maung Ogh*, 20,413; *Des Vœux*, 21,033; *Maung Hpay*, 21,334; *Rice*, 22,010, 22,528–9; *Holberton*, 22,570; *Maung Myat Tun Aung*, 23,214; *Cowasjee*, 23,834.
Approved, if P.C.S. is kept actually provincial, *Du Bern* - - - - - - - 23,642
Disapproved, *Maung Tun Lwin*, 20,153; *McCowen*, 23,376.

LEAVE RULES :
Satisfactory, *Rice*, 22,079; *Maung Myat Tun Aung*, 23,195.
Separate set, not desirable, *Dawood* - - 23,939
Separate set for officers whose homes are in India and in England respectively, advocated, *Rice* 22,079

Listed Posts—*continued.*
Men promoted to, should be treated in same way as members of I.C.S., and proved ability should be the condition of appointment, *McCowen* 23,376, 25,515, 23,611–4
Men over 40 years of age before receiving promotion to, *Des Vœux* - - - - - - 21,108–9
Names and postions of men holding, *Maung Kin*, 21,472; *Maung Myat Tun Aung*, 23,163.
Older men, desirable. *Maung Ne Dun* - - 19,961
only One Burman employed, and extension not advocated at present, *Hartnoll* 20,642, 20,857–62, 21,002–3

PAY :
Differentiation from other Services, disapproved, *Maung Po Tha* - - - - - - 20,377
Increase advocated, *Maung May Oung* - 22,983
Two thirds rule :
Approved, if system of listed posts retained, *Holberton* - - - - - - - 22,577
Disapproved and equal pay advocated, *Maung Ne Dun*, 19,866; *Maung Tun Lwin*, 20,163; *Maung Po Tha*, 20,384; *Maung Ogh*, 20,424; *Des Vœux*, 21,069; *Maung Hpay*, 21,338, 21,398–401; *Maung May Oung*, 23,000, 23,039–40; *Du Bern*, 23,656; *Dawood*, 23,938, 23,986–7.
System satisfactory. *Fell*, 19,416, 19,439; *Hartnoll*, 20,579; *Maung Tun Myat*, 21,419; *Rice*, 22,068, 22,123; *Smyth*, 22,784; *Maung Myat Tun Aung*, 23,189, 23,220; *McCowen*, 23,390, 23,399; *Cowasjee*, 23,844.
Three fourths advocated instead, *Maung Kin* 21,486

PENSIONS :
Rs. 500 a month advocated, *Maung Ne Dun*, 19,87 ; *Maung Ogh*, 20,437; *Maung Hpay*, 21,344, 21,393–5.
System approved, *Maung Tun Lwin*, 20,176; *Hartnoll*, 20,599, 20,626; *Rice*, 22,090, 22,135; *Maung Myat Tun Aung*, 23,231.
Portion of those reserved for P.C.S. withdrawn, and filled by civilians, and proceeding disapproved, *Du Bern* - - - - - 23,669, 23,727–31
Posts filled entirely from P.C.S., *Rice* - 22,007–8
Proposed scheme for selection of Indians, supplementary to, *Fell*, 19,371; *McCowen*, 23,361.

PROMOTION FROM P.C.S. :
Abolition advocated, and alternative scheme, *Des Vœux* - - - - 21,015, 21,103, 21,188–90
Occasional, advocated, but officers should then draw pay and pensions of I.C.S., *Des Vœux* 21,026, 21,101, 21,104
Promoted officers satisfied, *Fell* - - - 19,832
Provision for families of deceased officers, suitable, *Hartnoll*, 20,604; *Rice*, 22,094.

RECRUITMENT :
Greater care in selection necessary, and more Burmans should be appointed, *Maung Tun Lwin* 20,152, 20,263–5
Present system approved, with certain modifications, *Rice* - 21,983, 21,985, 22,011, 22,173
System should be continued, *Smyth* - - 22,728
Recruits from Provincial Service often the most valuable, *Fell* - - - - - 19,473, 19,687
Statement of numbers, correct, *Rice* - - 22,006
System approved, *Maung Po Tha*, 20,377; *Maung Ong*, 20,413; *Hartnoll*, 20,538; *Des Vœux*, 21,034; *Maung Kin*, 21,470; *Smyth*, 22,744; *Maung May Oung*, 22,985; *Maung Myat Tun Aung*, 23,149, 23,213, 23,278; *McCowen*, 23,370, 23,374; *Du Bern*, 23,640, 23,643; *Cowasjee*, 23,832, 23,835; *Dawood*, 23,925.

M.

Macaulay, Lord, Committee, principles laid down by, satisfactory, *Fell*, 19,376, 19,390; *Hartnoll*, 20,526, 20,543; *Des Vœux*, 21,022, 21,040; *Rice*, 21,993, 22,019; *Smyth*, 22,736, 22,751.
(*see also under* Probation, I.C.S.)

McCowen, Oliver H., evidence of - - 23,353–618

Magistrates:
Deputy, combination of magisterial and revenue powers, no source of complaint, *Rice* - 22,277, 22,307
District Magistrate should be head of District, *Smyth*, 22,923–35.
Particulars, *Hartnoll* - - - - - 20,680–90
"no Promotion without conviction," no foundation for such rumour in Burma, *Rice* - 22,477–8
Rangoon, all men of P.C.S. or Burma Commission, *Maung Kin* - - - - - - - 21,583

SECOND CLASS:
Exercise no powers of committal, *Rice* 22,266–7
Few in Burma, *Hartnoll* - - - - 20,680–90
Services seldom recognised for promotion by Government, *Maung Ne Dun* - - - - - 19,854
Sub-divisional, powers, *Rice* - 22,256–7, 22,272–4
Township, particulars *re*, *Hartnoll* 20,688–9, 20,701–2
Training inadequate, and age too young, and suggestions, *Maung Myat Tun Aung* - 23,152, 23,249–56, 23,318–22, 23,330–1, 23,334–9

May Oung, Maung, evidence of - 22,963–23,138

Merchants:
Burmans employed by, but not in superior posts, *Binning* - - - - - - - - 21,762–6
Comparison of pay with that of I.C.S., *Binning* 21,960
Employment of Indians and Burmans by, with harmonious results, *Binning* 21,767–9, 21,929–31
Particulars *re* employés, salaries, &c., *Dawood* 24,007–12, 24,065–9, 24,078, 24,083
Salaries in mercantile world have increased in proportion to higher rate of living, *Binning* 21,770–2, 21,786, 21,882, 21,943

Military and other Officers:
Abolition advocated, *Dawood* - 23,924, 24,054–7

APPOINTMENT OF:
Limitation to 10 per cent. advocated, *Holberton* 22,566
To one-third of strength of I.C.S. cadre, *Maung Myat Tun Aung* - - - - - 23,161
Arrangement approved, *Maung Myat Tun Aung* 23,159–60
Continuance, advocated, *Maung Kin*, 21,469, 21,533–7; *Binning*, 21,715; *Rice*, 22,004, 22,195; *McCowen*, 23,372.
no Difference between I.C. servants and, *Fell*, 19,460–2; *Des Vœux*, 21,128–9, 21,235; *Maung Kin*, 21,611–9.
Employed in all branches of service in Burma, except the highest judicial appointments, with satisfactory results, *Rice* - - - - 22,003
Employed equally all over the Province, *Fell* 19,635–6, 19,638
Particulars *re* appointment, number of posts, qualifications, &c., *Fell*, 19,382, 19,455–62, 19,526–8, 19,635–40; *Hartnoll*, 20,533–4, 20,653; *Des Vœux*, 21,030–42; *Rice*, 22,002, 22,004, 22,200–2, 22,418–23, 22,457.

PENSION:
Officers should come under I.C.S. pension rules, *Des Vœux* - - - 21,078, 21,130–42
Satisfactory, *Hartnoll*, 20,597; *Rice*, 22,088.
Proportion, *Rice* - - - 22,193–4, 22,414–6
Proportion, recruited in India by selection, and placed in executive posts, advantageous, *Du Bern* 23,638, 23,789–90
Provision for families of deceased officers, suitable, *Rice* - - - - - - - - - 22,093
Reduction, advocated, *Maung Kin* - 21,633–5
Re-introduction of system not advocated, *Cowasjee* 23,831, 23,865–9
Removal from Army, advocated, *Des Vœux* 21,078, 21,135–8, 21,191–2
Reversion to military employment possible if proved unfit for C.S. during year's training, *Hartnoll* 20,853
Return to regiments exceptional, *Rice* - 22,197–9
Rules as to entrance, *Des Vœux* - - 21,091–5

Military and other Officers—*continued.*
Selection of officers from other Indian services, in exceptional cases, approved, *Fell* - - 19,383
System might be extended to other services, *Hartnoll* 20,536

Muhammadans, question of appointment to Public Services in Burma, *Fell* - - - 19,770–805 (*see also under* Indians),

Myat Tun Aung, Maung, C.I.E., evidence of 23,139–352

Myooks:
Appointments as Extra Assistant Commissioners should be increased, *Maung Myat Tun Aung* 23,257
Officers of proved ability are often superceded by junior officers and consequent discontent, *Maung Myat Tun Aung* - - - 23,210, 23,257
Pay, increase advocated, *Maung Ne Dun* - 19,860
Township, powers, *Rice* - - 22,261–5, 22,271–2

N.

Natives of India (*see* Indians).

Navy, recruitment by Board of Selection, *Fell* - 19,671

Ne Dun, Maung, evidence of - - 19,841–20,135

O.

Occupations of the people, division of lands, &c. *Hartnoll* - - - - - - - 20,898–916

Ogh, Maung, I.S.O., evidence of - - 20,398–508

Open Competition in England (*see* Indian Civil Service Examination).

Overwork (*see* Insufficiency of Staff).

P.

Pay, I.C.S.:
Acting allowances, satisfactory, *Fell*, 19,412; *Hartnoll*, 20,574; *Rice*, 22,063; *Smyth*, 22,781; *Maung Myat Tun Aung*, 23,187.

BURMA ALLOWANCES:
Advocated, *Fell*, 19,443, 19,544–7, 19,649; *Des Vœux*, 21,064; *Rice*, 22,059.
Lt.-Governor's letter to Royal Commission *re*, *Rice* - - - - - - - - 22,059

EXCHANGE COMPENSATION ALLOWANCE:
Abolition:
Advocated if rates of pay correspondingly increased, *Fell*, 19,410, 19,444; *Maung Po Tha*, 20,382–3; *Binning*, 21,723; *Rice*, 22,060; *Smyth*, 22,780; *Dawood*, 23,936; *Smyth*, 22,779.
Advocated, and remittance of proportion of salary to family, suggested, *Du Bern* 23,654–5, 23,704–11, 23,719–23, 23,732–49, 23,786–7
not Advocated, *Hartnoll*, 20,572–3; *Des Vœux*, 21,067; *Cowasjee*, 23,843.
Eligibility should depend on domicile, *Hartnoll* 20,572
Officers now drawing no exchange compensation allowance should receive increased salary, *Fell*, 19,411; *Rice*, 22,061.

GRADING:
Increase in number of grades advocated, *Dawood* 23,945
Satisfactory, *Maung Kin*, 21,485; *Rice*, 22,057, 22,210; *Smyth*, 22,776.
Higher in Burma than elsewhere, and adequate, *Maung Myat Tun Aung* - - - - 23,186
Higher posts, pay and grading, unsatisfactory, *Fell*, 19,408, 19,489; *Des Vœux*, 21,065, 21,309–10.
Increase advocated, *Fell*, 19,407; *Binning*, 21,725, 21,774–5, 21,969–70; *Holberton*, 22,578; *Smyth*, 22,776–7.

Pay, I.C.S.—*continued.*
Lower in Burma than elsewhere, and disadvantages of province not compensated for, *Fell* - 19,443, 19,488, 19,544
Revision, advocated, owing to increased cost of living and decreased value of rupee, *Fell*, 19,407, 19,442; *Hartnoll*, 20,569–71, 20,666–8, 20,866; *Rice*, 22,057–8, 22,211–4, 22,220, 22,517–24.
Salary Bill, simplification suggested, *Smyth* - 22,785
Statement in Appendix VIII., correct, *Des Vœux*, 20,163; *Rice*, 22,055; *Maung Myat Tun Aung* 23,183–4.
Tabular statement of pay and grading, *Rice* 22,056

TIME-SCALE:
Approved in theory, but not sufficient grounds for change, *Fell* - - - - - - - 19,438
not Advocated, *Hartnoll*, 20,576–8; *Des Vœux*, 21,068; *Smyth*, 22,783, 22,844–5, 22,864–9, 22,951–3.
no Complaint heard of, in other Indian services, *Maung Ne Dun* - - - - - 19,864
Junior ranks, ought not to affect recruitment, *Fell* - - - - - - - - 19,415
Little experience of, in Burma, *Rice* - 22,066
should be Restricted to lower grades, *Fell*, 19,413; *Rice*, 22,064–5.
Separate, for each class, not approved, *Fell* 19,414

UNIFORM SCALE IN ALL PROVINCES:
Advocated, *Fell*, 19,409; *Des Vœux*, 21,064, 21,066; *Rice*, 22,059, 22,215–8; *Maung Myat Tun Aung*, 23,185.
not Advocated, *Smyth* - - - - 22,778

Pay, P.C.S.:
Acting allowance should be granted to officers of P.C.S. acting in appointments usually held by members of I.C.S., *Du Bern* - - - 23,669
Adequate, *Maung Kin*, 21,494; *Smyth*, 22,814; *Maung Myat Tun Aung*, 23,217, 23,348–9; *McCowen*, 23,398.
Adjustment, conditions satisfactory, *Fell* - 19,437

BURMA ALLOWANCE:
Advocated, *Fell* - - - - - 19,840
not Allowed, *Hartnoll* - - - 20,723–4
should be Fixed according to local conditions, *Maung Ne Dun* - - - - - - - - 19,858

GRADING:
Readjustment on revised rates of pay, advocated, *Maung Tun Myat*, 21,414, 21,431–4; *Maung Kin*, 21,491, 21,640; *Rice*, 22,119.
Improvements in 1909, *Maung Ogh* - - 20,417
Increase advocated, *Maung Tun Lwin*, 20,155; *Maung Po Tha*, 20,396; *Hartnoll*, 20,618, 20,726; *Des Vœux*, 21,187, 21,254–6; *Maung Tun Myat*, 21,418, 21,437–9; *Binning*, 21,728, 21,937, 21,972–3; *Rice*, 22,119, 22,125, 22,445; *McCowen*, 23,397, 23,444; *Du Bern*, 23,665, 23,712–8.
Maximum, Rs. 1,000 advocated with corresponding rise in lower grades, *Maung Ogh*, 20,418; *Maung Tun Myat*, 21,417–8, 21,435–6, 21,440.

RECOMMENDATIONS BY PUBLIC CIVIL SERVICE COMMISSION, 1886–7:
Approved, *Hartnoll*, 20,617; *Maung Hpay*, 21,337; *Maung Tun Myat*, 21,417; *Rice*, 22,117; *Smyth*, 22,813; *Maung Myat Tun Aung*, 23,216; *McCowen*, 23,397.
Principle too old, and revision of salaries advocated, owing to higher rate of living. *Dawood* 23,947
should be Regulated in accordance with importance and responsibility of post, irrespective of local considerations, *Maung Ogh* - - - 20,416
Reorganisation in 1909 only temporary relief to congestion in S.C.S., *Maung Ne Dun* - - 19,859
Scheme, *Maung Ne Dun*, 19,860, 19,927–9; *Hartnoll*, 20,618, 20,721–2, 21,004.
Tabular statement of pay and grading, *Rice* - 22,118

Pay, P.C.S.—*continued.*
TIME-SCALE:
should Admit of annual increment of Rs. 25 to each officer, *Maung Tun Lwin* - - 20,159
Adoption would be difficult, owing to two methods of recruitment in P.C.S. of Burma, *Rice* 22,121
if Adopted in Burma, should be restricted to 5th and 6th grades, *Rice* - - - - 22,121
Approved, *Maung Ne Dun*, 19,862; *Maung Tun Lwin*, 20,159; *Maung Ogh*, 20,420; *Maung Myat Tun Aung*, 23,219; *Du Bern*, 23,669
Inefficient officers should have no yearly increment, *Maung Tun Lwin* - - - 20,162
Scheme, *Maung Ogh* - - 20,423, 20,474–6
Separate for each main class:
not Advocated, *Maung Tun Lwin* - - 20,160
Approved, *Maung Ne Dun* - - - 19,863
not Necessary for lower grades, *Maung Ogh* 20,421
System satisfactory in other Indian Services, *Maung Ogh* - - - - - - 20,421

Pensions, I.C.S.:
CONTRIBUTION OF 4 PER CENT. TOWARDS ANNUITIES:
Abolition and institution of consolidated pension, approved, *Hartnoll* - - - - 20,718–9
should Cease after completion of 25 years' service, *Rice* - - - - - - - - 22,082
Proposed accumulation of contribution at compound interest to be paid on retirement, or to heirs at death, or with pension in addition, approved, *Fell*, 19,427, 19,498; *Hartnoll*, 20,720.

EQUAL ANNUITIES:
Minimum should not be less than 1,000*l.*, *Fell* 19,448
Present system unsatisfactory, *Fell* - - 19,423
Suitable, *Hartnoll*, 20,590, 20,594; *Rice*, 22,080; *Smyth*, 22,795, 22,797.
Higher, five years' tenure of certain offices, sufficient qualification for, *Hartnoll* - - 20,593, 20,717
Increase in certain cases, advocated, *Fell*, 19,407; *Hartnoll*, 20,592.
does not Offer same attraction as formerly, *Rice* 22,520–4

REDUCED, FOR INEFFICIENCY:
Advocated, *Hartnoll*, 20,595; *Des Vœux*, 21,077; *Smyth*, 22,795, 22,798.
not Advocated, no pension should be granted at all, *Maung Myat Tun Aung* - - - - 23,197
Similar amount to invalid pension, advocated, *Fell*, 19,428; *Rice*, 22,086.
Rules satisfactory, *Hartnoll* - - - - 20,596
Satisfactory, *Maung Ne Dun*, 19,875; *Maung Tun Lwin*, 20,173–4; *Hartnoll*, 20,623–4; *Maung Tun Myat*, 21,421; *Rice*, 22,132; *Maung Myat Tun Aung*, 23,229.
Scale, suggestions, *Fell*, 19,426; *Maung Ogh*, 20,434, 20,477–8; *Du Bern*, 23,668.

SUPERANNUATION, NON-CONTRIBUTORY SYSTEM:
not Advocated, *Hartnoll*, 20,591, 20,593–4; *Rice*, 22,081, 22,085; *Smyth*, 22,795.
Suggestion, *Fell* - - - - - - 19,728–30
Varying sum, not less than 800*l.* a year, advocated, *Fell* - - - - - - 19,427, 19,498
(*see also under* Contribution of 4 per cent. *above.*)

Pensions, P.C.S.:
from 5–10 years' service, advocated, in lieu of gratuity, *Maung Hpay* - - - - - - - 21,343
Good system, similar to that in army, advocated, *Des Vœux* - - - - - - 21,187, 21,254–6
Period of service for which medical leave for one year is counted as actual service, should be reduced from 15 to 10 years, *Maung Hpay* - 21,343

REDUCED FOR INEFFICIENCY:
Advocated, *Maung Ne Dun*, 19,877; *Maung Tun Lwin*, 20,175; *Hartnoll*, 20,595, 20,625.
not Advocated, *Maung Ne Dun* - - - 19,877
Approved, rates of invalid pension might be taken as *maxima*, *Fell* - - - - - - 19,440
no Pension should be granted at all, *Maung Myat Tun Aung* - - - 23,230, 23,276–7

Pensions, P.C.S.—*continued.*
REDUCED FOR INEFFICIENCY—*continued.*
Scheme, *Maung Ogh* - - - - - 20,436
System not necessary in Burma, but if introduced should be on scale of invalid pension, *Rice* 22,134
Three years' basis, reduction to one year, advocated, *Maung Ogh* - - - - - 20,435
Twenty-five years' active service should be qualification whatever the age, and compulsory retirement after 30 years' service, advocated, *Maung Ne Dun* - - - - - 19,876

Police Service:
Appointments with higher pay given unduly to Eurasians, *Maung Myat Tun Aung* - 23,216
Appointments should be open to P.C.S. and S.C.S., *Maung Tun Lwin* - - - - 20,198–203
Class of recruits, *Rice* - - - - - 22,161
Inspector-General, post always held by military officers, *Rice* - - - - - 22,004
Subordinate pay and grading, *Rice* - 22,059
Training, particulars, *Rice* - - - 22,382–3

Political Department:
Burmans should receive appointments in, and particulars, *Maung Ne Dun* 19,847, 19,919–22, 19,988
Experience in P.C.S. of value, *Maung Ne Dun* 19,988–9
Suggestions *re* grouping of officers, *Maung Ne Dun* 19,847, 19,860, 20,006

Postal department, more appointments of Burmans, advocated, *Maung Ne Dun* - - - - 19,915

Po Tha, Maung, evidence of - - - 20,373–97

Privilege Leave (*see* Leave on Full Pay).

Probation, I.C.S.:
ALLOWANCE:
150*l.* each year, passage to India, and 50*l.* for outfit; such sums to be refunded on failure, advocated, *Hartnoll* - - - - 20,543
150*l.* per annum, *plus* passage money to India, *Rice* - - - - - - - 22,018
Present scale suitable, *Smyth* - - 22,749
Approved, *Maung Po Tha*, 20,378; *Hartnoll*, 20,539; *Maung Kin*, 21,474; *Maung May Oung*, 22,987; *McCowen*, 23,377; *Cowasjee*, 23,836; *Dawood*, 23,927.
FOR BURMANS:
Candidates start to learn Burmese, and two years should be minimum period for acquiring language, *Fell* - - 19,813–6, 19,824–5
Knowledge of Hindustani optional, *Fell* - 19,821
COURSE OF STUDY:
Accounts, advocated, *Hartnoll*, 20,547; *Des Vœux*, 21,041; *Rice*, 22,020.
Approved, *Smyth* - - - - - 22,752
Burmese badly taught, *Fell* - - - 19,384
Compulsory attendance at Law Courts, advocated, *Fell*, 19,392; *Hartnoll*, 20,547; *Rice*, 22,020; *Smyth*, 22,753, 22,870–1.
Differentiation:
not Advocated, *Maung Po Tha*, 20,379; *Des Vœux*, 21,048; *Maung Kin*, 21,475; *Rice*, 22,026; *Maung May Oung*, 22,989; *Cowasjee*, 23,838; *Dawood*, 23,929.
not Advocated, except as regards languages, *Hartnoll* - - - - - 20,553, 20,563
Full university course, *Des Vœux* - 21,017, 21,035, 21,176–8, 21,279–82
General jurisprudence advocated, *Fell*, 19,391–2; *Smyth*, 22,753, 22,870–1.
Geography:
Advocated, *Hartnoll*, 20,547; *Des Vœux*, 21,041; *Rice*, 22,020.
not Advocated, *Fell* - - - - 19,392
Indian customs, knowledge of, necessary, *Fell*, 19,757–69; *Smyth*, 22,753, 22,870–1.
Indian history advocated, *Fell*, 19,757–69; *Rice*, 22,020; *Smyth*, 22,753, 22,870–1.
Indian languages:
Advocated, *Fell*, 19,392; *Hartnoll*, 20,547; *Smyth*, 22,753, 22,870–1; *Du Bern*, 23,645.

Probation, I.C.S.—*continued.*
COURSE OF STUDY—*continued.*
Indian languages—*continued.*
not Advocated, *Des Vœux* - - - 21,041
Number of optional languages should be limited to one, *Rice* - - - - - 22,020
Omission of colloquial tests, and sounder knowledge of grammar, &c., advocated, *Rice* 22,020
Indian Penal Code, Civil Procedure Code, Indian Police Act, Indian Evidence Act, principal vernacular language of province assigned, advocated, *Cowasjee* - - - - 23,837
Insufficient, and proposed amendments, *Rice* 22,020
Law:
Advocated, *Fell*, 19,392; *Hartnoll*, 20,547; *Des Vœux*, 21,041; *Maung May Oung*, 22,988; *Cowasjee*, 23,837.
Badly taught, *Fell*, 19,384, 19,654–5; *McCowen*, 23,362, 23,377–8, 28,450–1.
Buddhist law, instead of Hindu law, for Burma probationers, advocated, *Hartnoll* 20,546–7
Candidates who had studied for two years, much more efficient, *Fell* - - - 19,820
Thorough instruction in course of principles of law and practice in English courts, necessary, *Rice* - 21,986, 22,020, 22,032, 22,148–51, 22,486–95
Language, literature, and economic studies of province assigned to, with history of British Administration in Indian Empire, advocated, *Maung May Oung* - - - - 22,988
Political economy:
Advocated, *Hartnoll*, 20,547: *Des Vœux*, 21,041; *Rice*, 22,020.
not Advocated, *Fell* - - - 19,392, 19,716
careful Revision of, necessary, *Fell* - - 19,384
Secretarial work, advocated, *Du Bern* - 23,645
no Special course of study advocated, but should be under control of retired officers from provinces for which candidates are recruited, *Maung Po Tha* 20,379, 20,394
Differentiation, not advocated, *Fell*, 19,403; *Hartnoll*, 20,563; *Des Vœux*, 21,057; *Maung Kin*, 21,484; *Rice*, 22,037; *Smyth*, 22,758, 22,767; *Maung Myat Tun Aung*, 23,169, 23,180; *McCowen*, 23,389; *Cowasjee*, 23,842.
IN ENGLAND:
Abolition advocated, and reasons, *Maung Po Tha*, 20,379; *Des Vœux*, 21,035–8, 21,266–75; *Maung Kin*, 21,476; *Binning*, 21,718; *Rice*, 22,015, 22,021; *Smyth*, 22,745–6, 22,769, 22,854–5; *Maung May Oung*, 22,990.
at Approved university advocated, *Fell*, 19,386–7, 19,393, 19,700–13; *Hartnoll*, 20,541–2, 20,544, 20,548, 20,556; *Des Vœux*, 21,037, 21,269; *Smyth*, 22,747–8.
Differentiation, not desirable, *Des Vœux*, 21,057; *Maung Kin*, 21,484; *Rice*, 22,037; *Smyth*, 22,767; *McCowen*, 23,389; *Cowasjee*, 23,842.
for Indians advocated, *Hartnoll*, 20,552; *McCowen*, 23,615–8; *Du Bern*, 23,644, 23,697; *Dawood*, 23,928.
Special college:
Advocated, *Binning*, 21,717, 21,743–51, 21,784–5, 21,796–808, 21,874; *Rice*, 21,975, 22,017, 22,020, 22,141–8.
not Advocated, *Fell*, 19,389; *Hartnoll*, 20,544; *Des Vœux*, 21,039; *Smyth*, 22,750.
IN INDIA:
Advocated, and particulars, *Smyth*, 22,754, 22,829–40, 22,859–63; *Maung Myat Tun Aung*, 23,164, 23,168.
Advocated, for Indians, *Fell* 19,398, 19,480–2, 19,513, 19,752–3
not Advocated, *Des Vœux* - - - 21,042
Allowance, full pay advocated, *Smyth* - 22,749
English literature, laws and economic studies of province assigned, with history of British Administration in Indian Empire, advocated, *Maung May Oung* - - - - - 22,988
for Europeans of two years' duration proposed, *Du Bern* - - - - 23,644, 23,697–703
for Indians and British-born candidates, advocated, *Cowasjee*, 23,839; *Dawood*, 23,928.

Probation, I.C.S.—*continued.*
IN INDIA—*continued.*
some Portion should be spent in, *McCowen* - 23,380
Special college:
Advocated, *Holberton*, 22,572; *Maung Myat Tun Aung*, 23,165, 23,280; *Cowasjee*, 23,840–1, 23,875–7.
not Advocated, *Fell*, 19,394, 19,554; *Maung Po Tha*, 20,380; *Des Vœux*, 21,042–3; *Maung Kin*, 21,477; *Binning*, 21,719; *Rice*, 22,022, 22,024; *Smyth*, 22,755; *Maung May Oung*, 22,991; *Du Bern*, 23,646; *Dawood*, 23,930.
by Provincial Governments:
Approved, *Maung Po Tha*, 20,381; *Des Vœux*, 21,044; *Maung Myat Tun Aung*, 23,166; *Du Bern*, 23,646.
not Approved, *Fell*, 19,395; *Hartnoll*, 20,550; *Maung Kin*, 21,478; *Rice*, 22,023; *Smyth*, 22,756, 29,759; *Maung May Oung*, 22,992; *McCowen*, 23,382; *Cowasjee*, 23,841; *Dawood*, 23,931.
for Indians, advocated but careful supervision necessary, *McCowen* - - 23,380, 23,597–607
LORD MACAULAY'S COMMITTEE:
Principle accepted, as regards candidates who have passed University course, only, *Des Vœux*, 21,040; *Smyth*, 22,751.
Principle approved, *Hartnoll*, 20,545; *Rice*, 22,019. (*see also under* Macaulay, Lord.)
PERIOD:
1 year advocated, *Fell*, 19,385; *Maung Po Tha*, 20,379; *Smyth*, 22,746.
2 years, advocated, *Hartnoll*, 20,524, 205,40, 20,546, 20,644, 20,766, 20,972; *Binning*, 21,707, 21,717, 21,782; *Rice*, 21,975, 21,986, 21,988, 22,015–6, 22,020, 22,031; *Maung May Oung*, 22,988; *Maung Myat Tun Aung*, 23,167; *McCowen*, 23,378; *Du Bern*, 23,644; *Cowasjee*, 23,837, 23,856; *Dawood*, 23,928.
2 years in England advocated for Indians, *Maung Kin* - - - - - - - 21,483
3 years too long, *Rice* - - - 22,376–7
4 years advocated for Indians, *Fell* 19,397, 19,481
System should be continued, but course of instruction revised, *Fell* - - - - - - 19,384
System satisfactory, *Maung Tun Lwin*, 20,143; *Maung Kin*, 21,490; *Smyth*, 22,806; *McCowen*, 23,395; *Dawood*, 23,944.

Probation, P.C.S., satisfactory, *Hartnoll*, 20,610; *Maung Hpay*, 21,326; *Maung Tun Myat*, 21,413; *Rice*, 22,104; *Maung May Oung*, 23,004; *Maung Myat Tun Aung*, 23,206.

Promotion, I.C.S.:
by Nomination alone, disapproved, and part nomination part examination, advocated, *Maung Kin* 21,597–601
Officiating promotions, present method suitable, *Hartnoll* - - - - - - - - 20,575
Prospect within a fixed period of time, advisable, *Fell* - - - - - - - - - 19,415
from Provincial Service, advocated, *Hartnoll*, 20,641, 20,694: *Des Vœux*, 21,105–26, 21,157, 21,161–5, 21,182, 21,244–53, 21,257–62.
Selection for higher appointments, approved, *Fell*, 19,406; *Des Vœux*, 21,062; *Binning*, 21,725; *Rice*, 22,053; *Holberton*, 22,578; *Smyth*, 22,774.
Tabular statement for last five years of officers who have failed to obtain promotion, *Rice* - 22,040, 22,207, 22,530–1
Uneven flow, *Smyth* - - - - - 22,777

Promotion, P.C.S.:
Block in, *Maung Ne Dun*, 19,859, 19,898–906, 19,928, 19,970–3, 20,088–98; *Maung Tun Lwin*, 20,259–62; *Maung Ogh*, 20,411; *Maung May Oung*, 23,008.
Burmese should be given greater chances of promotion to Extra Assistant Commissionership before retirement, *Maung Ne Dun* - 19,842, 19,900
Grievance *re*, *Maung Ne Dun* - - - 19,842
on Merit and ability, and not solely on seniority, advocated, *Maung Tun Lwin* - - - 20,162
Officers who have been called to the Bar in England, more quickly promoted, *Maung Tun Lwin* 20,339–49

Promotion, P.C.S.—*continued.*
OFFICIATING, ABSENCE OF:
Approved, *Rice* - - - - - 22,120
not Approved, and I.C.S. system should be adopted *Maung Ne Dun*, 19,861; *Maung Tun Lwin*, 20,158; *Maung Ogh*, 20,419; *Hartnoll*, 20,619; *Maung Myat Tun Aung*, 23,218.
from Rs. 300 grade very slow, *Maung Tun Lwin* 20,272–5, 20,279–81
Selection system, particulars *re*, and considered satisfactory, *Maung Ne Dun*, 19,852; *Maung Ogh*, 20,411, 20,484–6; *Rice*, 22,111, 22,225; *Maung Myat Tun Aung*, 23,210.
Separation of branches into departments would relieve block, *Maung Ne Dun* - - 20,013–4
Slow, *Maung Ne Dun*, 20,088, 20,095–6; *Maung Tun Lwin*, 20,278.
System approved, *Hartnoll*, 20,613; *Rice*, 22,112.
System unsatisfactory, *Maung Tun Lwin* - 20,150
Undue preference to Eurasians, *Maung Myat Tun Aung* - - - 23,210, 23,216, 23,261–2

Provident Fund:
All members of P.C.S. can subscribe, and Europeans and Eurasians are obliged to do so, system approved, *Rice* - - - - - - - - - 22,137
Members of P.C.S. should be allowed to subscribe as much as they wish, subject to a minimum amount, *Maung Myat Tun Aung* - - - - 23,233
Subscription should be made compulsory, and fund more widely published, *Maung Tun Lwin* - 20,178
System satisfactory, *Maung Ne Dun*, 19,880, 20,117–25; *Maung Ogh*, 20,439.

Provincial Civil Service:
Abolition, and substitution of Separate Examination proposed, *Maung May Oung* 23,007, 23,029–36, 23,071, 23,086–93
BURMANS:
Best type attracted, *Hartnoll*, 20,863–5; *Maung Kin*, 21,637–40; *Rice*, 22,443–4.
Best type not attracted, *Maung Ogh* - 20,491–5
more Should be appointed, *Maung Ne Dun* 19,812–8, 19,972–3
Should be confined to, of pure or mixed descent, *McCowen* - - - - - - - 23,394
Certain posts should be added to, *Maung Tun Lwin* 20,153, 20,179
CLASS REPRESENTATION:
no Representation in Burma, *Maung Ogh* 20,402 (*see also under* Burmans *above.*)
Constitution, reproduction in Appendix B, correct, *Maung Hpay* - - - - - - 21,322
DESIGNATION:
Approved, *Fell*, 19,436; *Maung Ne Dun*, 19,857; *Maung Tun Lwin*, 20,154, 20,356–8; *Maung Ogh*, 20,415, 20,500–2; *Hartnoll*, 20,616; *Maung Hpay*, 21,335; *Maung Tun Myat*, 21,416; *Maung Kin*, 21,492; *Rice*, 22,116; *Smyth*, 22,812; *Maung Myat Tun Aung*, 23,215; *McCowen*, 23,396; *Du Bern*, 23,664; *Dawood*, 23,946.
"Burma Civil Service," suggested instead, *Binning* 21,727
Fixed proportion of appointments of candidates, recruited by competitive examination open to Indian graduates born in province, advocated, *Maung May Oung* - - - 23,001, 23,121–6
Higher posts should be filled by members of, *Fell* 19,563–6
Large number of members exercise first-class magisterial powers, *Des Vœux* - - 21,159–60
Nationalities, *Maung Ne Dun* - - - 19,844
ORGANISATION AND CLASS OF POSTS:
Changes advocated, *Maung Ne Dun*, 19,847, 19,860, 19,919, 20,004–15; *Maung Tun Lwin*, 20,145, 20,179, 20,308–14; *Maung May Oung*, 23,003, 23,052–7.
Satisfactory, *Fell*, 19,434; *Maung Ogh*, 20,405, 20,440; *Hartnoll*, 20,612, 20,628; *Maung Tun Myat*, 21,422; *Rice*, 22,138, 22,196; *Smyth*, 22,807; *Maung Myat Tun Aung*, 23,207, 23,234.
Practically no Indians in, *Fell* - - - 19,466

Provincial Civil Service—*continued.*
Preponderance of Europeans and Anglo-Indians, and consequent effect on promotion, *Maung Ne Dun* 19,844
Promotion from, to higher posts advocated, *Fell* 19,512–20
RULES:
Suitable, *Rice* - - - - - - 22,097
Table, *Rice* - - - - - - 22,097
STRENGTH:
Fixed according to requirements and state of public revenue, *Maung Myat Tun Aung* - 23,207
Raised to 129 in 1909, *Maung Ogh* - - 20,417
Satisfactory, *Maung Hpay* - - - 21,329
Statements in Appendix B correct with two exceptions, *Rice* - - - - - 22,098
(*see also* Leave, Pay.)

Provincial Executive Council (*see under* Council).

Public Works Department:
Higher pension granted to superior appointments in, *Fell* - - - - - - - - - 19,426
Recruitment by Board of Selection, *Fell* - 19,671

R.

Rangoon:
Cost of living very high, *Maung Tun Lwin* 20,233–4, 20,369
Some kind of representation of communities might be feasible in, *McCowen* - - - - 23,441

Recruitment, I.C.S.:
AGE OF ARRIVAL IN INDIA:
22–23 advocated, *Rice*, 21,988, 21,191, 22,156; *Holberton*, 22,561.
22–24 advocated, *Fell* - - - - 19,374
23 advocated, *Binning*, 21,713; *McCowen*, 23,364–5, 23,456–9.
23–24 advocated, *Smyth* - - - - 22,734
23–25 advocated, *Hartnoll*, 20,524; *Du Bern*, 23,631.
24 advocated, *Des Vœux* - - 21,020, 21,306–8
25, *Maung Kin*, 21,464; *Maung May Oung*, 22,974; *Maung Myat Tun Aung*, 23,153.
25–27 advocated, *Dawood* - 23,919, 23,979–81, 24,052–3, 24,076–7
26 advocated, *Cowasjee* - - - - 23,825
28 advocated, *Maung Po Tha* - - - 20,374
Annual rate, *Rice* - - - - 22,049, 22,052
CLASS REPRESENTATION:
Advocated, *Fell*, 19,369; *Rice*, 21,983.
not Advocated, *Maung Kin*, 21,458; *Smyth*, 22,727; *Maung May Oung*, 22,969.
Burma for the Burmese, advocated, *Maung Myat Tun Aung* - 23,141, 23,147, 23,151, 23,238–48
Differentiation, not advocated, *Fell*, 19,363; *Hartnoll*, 20,511; *Des Vœux*, 21,008; *Rice*, 21,977; *Smyth*, 22,721.
very Good men obtained in recent years, *Des Vœux* 21,019, 21,098, 21,284
not such Good men obtained as formerly, and reasons, *Binning* - - - - - - - 21,859–73
Haileybury College, system followed at, disapproved, *Fell* - - - - - 19,552–3, 19,556
OF INDIANS:
Act (I.C.S.) of 1861, no appointments of, in Burma during last five years, *Rice* - - 22,013
Annual selection by nomination and examination not advocated, *Des Vœux* - - - 21,014
Eligibility for appointment in England:
Advocated, *Hartnoll*, 20,518; *Maung Kin*, 21,459; *Cowasjee*, 23,822; *Dawood*, 23,914, 23,959.
not Advocated, *Fell*, 19,370; *Maung Myat Tun Aung*, 23,148; *McCowen*, 23,360; *Holberton*, 22,556.
not Advocated, unless parents domiciled there, *Maung May Oung* - - 22,970, 23,127
by Examination, disapproved, *Fell*, 19,369, 19,380; *Holberton*, 22,554, 22,564, 22,669, 22,673, 22,684–5.

Recruitment, I.C.S.—*continued.*
OF INDIANS—*continued.*
Fixed proportion of appointments:
Approved, *Cowasjee* - - - - 23,821
not Advocated, *Des Vœux*, 21,013, 21,153–6; *Rice*, 21,982; *Hartnoll*, 20,516; *Smyth*, 22,726; *McCowen*, 23,358; *Du Bern*, 23,624; *Dawood*, 23,912.
should not Exceed one-sixth, *Rice* - 22,185–7, 22,332, 22,355–9
not Less than one-sixth, by separate competitive examination in each province, advocated, *Maung May Oung* - 22,968, 23,023, 29,113–6
Number too low at present, *Maung Myat Tun Aung* - - - - - - - - 23,146
One-third, advocated, *Cowasjee* - - 23,821, 23,851–2, 23,901–3
should be Men of high birth, and those who have been in Government service, *Fell* 19,369, 19,472, 19,533–6, 19,584–92
Nomination:
Advocated, *Rice*, 21,983, 21,998, 22,001; *Du Bern*, 23,623, 23,627.
Occasional, from among those not in P.C.S., advocated, *Des Vœux* - 21,014–5, 21,046–7, 21,101–2, 21,127
Selection from P.C.S., after approved service, suggested, *Fell*, 19,734–6, 19,473, 19,560–3; *Hartnoll*, 20,516–7; *Des Vœux*, 21,014–5, 21,026, 21,101–16; *Rice*, 22,025, 22,036; *Halberton*, 22,555, 22,670–2; *McCowen*, 23,359; *Du Bern*, 23,636; *Dawood*, 23,913, 23,957–9, 24,040–2, 24,074–5.
Nomination, or combined nomination and examination, not advocated, *Maung Kin*, 21,458; *Rice*, 21,983, 22,496–7.
Partly by open competition and partly by separate examination, advocated, *Cowasjee* - - 23,828
Present system:
Approved, *Des Vœux*, 21,007, 21,026, 21,100, 21,157; *Smyth*, 22,720.
not Approved, and suggestions, *Fell*, 19,362, 19,368, 19,369, 19,375, 19,380, 19,468–71, 19,731; *Maung Kin*, 21,454; *Holberton*, 22,550, 22,673, 22,678–97; *Maung May Oung*, 22,965, 23,021; *McCowen*, 23,355; *Du Bern*, 23,621; *Cowasjee*, 23,815, 23,817, 23,848, 23,889–95; *Dawood*, 23,906, 23,908, 23,910, 23,952–3.
not wholly Approved, but abolition now impossible, *Rice* - 21,976, 21,984, 21,998–2,006, 22,171–2, 22,464–76
Proposed scheme of selection:
in Lieu of promotion of officers of P.C.S. to listed posts, *Maung May Oung* - - 22,972
Supplementary to present system of promotion to listed posts, *Hartnoll*, 20,519; *Maung Kin*, 21,460.
Partly in lieu, partly supplementary to existing system, *Dawood* - - - - - 23,915
Satisfactory, *Smyth*, 22,741; *Maung Myat Tun Aung*, 23,158.
Service in province to which they belong by race, advocated, *Fell*, 19,751; *Du Bern*, 23,624.
Indian Civil Service examination (*see that title*).
Junior grades appointments, no serious block at present, *Fell* - - - - - 19,490–1
Many good families too poor to send sons to England, and consequent loss to the Service, *Maung May Oung* - - - - - - - - 22,986
Men of good birth necessary, *Fell* - 19,576–80, 19,669–70
Nomination would not be effective in eliminating undesirable candidates, *Binning* - 21,780–1
NOMINATION, SELECTION, AND EXAMINATION:
Advocated, *Fell*, 19,365, 19,555–7, 19,569–71, 19,662–71; *Hartnoll*, 20,509, 20,513, 20,638–40, 20,778; *Des Vœux*, 21,006, 21,010, 21,097, 21,276; *Binning*, 21,709, 21,742, 21,752–3, 21,777–8; *Holberton*, 22,549, 22,552, 22,571, 22,589–608; *McCowen*, 23,354, 23,405–26, 23,505–7; 23,609–13; *Du Bern*, 23,620, 23,625, 23,686–92, 23,802.

Recruitment, I.C.S.—*continued.*
NOMINATION, SELECTION, &c.—*continued.*
Advocated if feasible, but open competition to be maintained in absence of satisfactory method of selection, *Smyth* - - - - - 22,723
not Advocated, *Rice* - - - - - 21,979
Age limit, 20–23 advocated, *Fell* - 19,365, 19,806, 19,810
Suggestions, *Maung Ne Dun* - - - 19,843 would be Welcomed by Indians, as regards Europeans, but not as regards themselves. *Hartnoll* - - - - - - 20,823–9
One quarter of recruits unsuited for service, *Smyth* 22,733, 22,821–8, 22,906–11
FROM OTHER INDIAN SERVICES:
Advocated, *Des Vœux*, 21,032; *Binning*, 21,716; *Holberton*, 22,567; *Maung May Oung*, 22,982; *McCowen*, 23,373.
Nomination of Government servants and without examination proposed, *Fell* - 19,369, 19,380, 19,472
Other than from Indian Army not advocated, *Rice* - - - - - - - - 22,005
Practically non-existent, *Fell* - 19,525, 19,642–4
PRESENT SYSTEM:
Approved, *Maung Po Tha*, 20,373; *Des Vœux*, 21,005, 21,091; *Maung Kin*, 21,453; *Binning*, 21,706; *Smyth*, 22,719, 22,820; *Maung May Oung*, 22,963; *Maung Myat Tun Aung*, 23,139, 23,143; *Du Bern*, 23,619; *Cowasjee*, 23,815, 23,819.
not Approved, *Holberton* 22,548, 22,585–8, 22,649
Separate examinations (*see that title*).
Simultaneous examinations (*see that title*).
System in Navy might be introduced, but unsuitable candidates should be rejected before examination, *Des Vœux* - - - - - - - 21,010
UNMARRIED MEN:
Appointments should be forfeited if marrying during first year of service, *Rice* 21,975, 22,153
more Efficient and able to associate closer with the people, *Fell*, 19,723–4; *Rice*, 21,989–90.
(*see also under* Indian Civil Service Examination.)

Recruitment, P.C.S.:
ANNUAL RATE:
Even promotion not secured by, *Maung Tun Lwin* 20,148
None in Burma, and present system satisfactory, *Maung Ogh*, 20,409; *Rice*, 22,110; *Smyth*, 22,811.
Particulars, *Maung Ne Dun* - - - 19,851
should be from Burma alone, *Maung Ogh* 20,399, 20,448–50, 20,503–7
Class of men in India more suited to the service than those usually obtained, *Fell* - 19,369, 19,530–2
Classes of officers appointed 1910–1912, table, *Rice* 22,099
CLASS REPRESENTATION:
not Advocated, *Maung Ne Dun*, 19,845; *Maung Tun Lwin*, 20,142, 20,291–2, 20,303, 20,352–5; *Maung Hpay*, 21,325.
Approved, as far as principal indigenous races are concerned, *Maung Ogh* 20,402, 20,456–9, 20,508
no Definite restrictions advocated, *Smyth* - 22,804
Desirable, *Rice*, 22,103; *Du Bern*, 23,662, 23,724–6.
Duly represented in Burma with exception of Indians, *Hartnoll* - - - - - 20,609
not Duly represented, and deficiency should be remedied, *Dawood* - - - - - 23,943
Members of Indian races not indigenous to Burma, unsuitable for work of Extra Assistant Commissioners, *Rice* - - - - - 22,103
Restriction to Europeans, Anglo-Indians, and Burmans, advocated, *Maung Tun Myat* 21,412
not Universal in Burma, and racial distinctions dying out, *Maung Myat Tun Aung* - 23,204

Recruitment, P.C.S.—*continued.*
CONDITIONS:
Certain additions and alterations advocated, *Du Bern* - - - - - 23,659, 23,788–90
One third of vacancies should be recruited by Natives of each province, one-third by promotion for S.C.S., and one-third by nomination, *Maung Kin* - - - - - 21,487, 21,552
Suitable, with certain exceptions, *Fell*, 19,433; *Maung Ne Dun*, 19,841; *Maung Tun Lwin*, 20,139, 20,192–6; *Hartnoll*, 20,606–7; *Maung Hpay*, 21,320, 21,346–51; *Maung Tun Myat*, 21,409, 21,425; *Rice*, 22,096, 22,101; *Smyth*, 22,801–2; *Maung Myat Tun Aung*, 23,202; *McCowen*, 23,391.
no Competitive examination for, *Maung Ne Dun* 19,887–8
Compulsory change of costume or name, not advocated, *Dawood* - - - 23,942, 24,058–61
DIRECT:
from Burmese members of the Bar, *Maung Kin* 21,636
from Judicial branch, number of appointments, and details, *Maung Kin* - - 21,574–8
30 per cent., advocated, *Maung Ne Dun* - 19,842, 19,974, 19,977
Frontier posts should be held by Europeans, *Rice*, 22,099, 22,100, 22,221, 22,449–56; *Smyth*, 22,803.
Graduate members of Subordinate Civil Service should be selected by Local Government to fill half the vacant posts of, *Dawood* - 23,940, 23,989–91, 24,031–2
Graduates, examination among, to fill vacancies in P.C.S. suggested, *Maung May Oung* - - 23,001
Graduates, half of posts to be filled by men recruited by nomination and competitive examination, from, *Dawood* - - - - 23,940, 23,989–91
Half Europeans, half Anglo-Indians at present, and more Burmans should be appointed, *Maung Myat Tun Aung* - - - - - 23,285–9
Hereditary claims should come first, *Maung Tun Lwin* - - - 20,140, 20,204–10, 20,297–302
Less promotion from clerks than formerly, and increase advocated, *Maung Ne Dun* - 19,950–3
no Marked difference between recruits from Subordinate C.S. and those appointed directly, *Rice* 22,446–7
Minimum educational standard for candidates, proposed, *Maung Hpay* - - - - 21,323
Moral qualities essential, in addition to literary qualifications, *Maung Ne Dun* - 19,842, 19,843
NOMINATION:
Officers appointed by, have larger experience, *Maung Myat Tun Aung* - - 23,202, 23,332–3
Suggestions, *Maung Ne Dun* - - - 19,843
Nomination and examination, advocated. *Maung Hpay*, 21,323; *Du Bern*, 23,620–5, 23,686–92, 23,802.
Number of appointments in Burma should be increased, *Maung Myat Tun Aung* - - 23,201
Open competition not approved, and suggestion, *Rice* - - - - - - - 22,099, 22,101
OF OUTSIDERS:
Qualifications, *Maung Ne Dun* - - 19,907–11
should be Restricted, and more Burmans appointed, *Maung Ne Dun* - 19,842–5, 19,848, 19,897, 19,911–6, 19,982
Seldom appointed, *Maung Ogh* - - - 20,401
Partly by selection from Subordinate C.S. and other departments, and partly by direct appointment of outsiders not already in Government service, *Rice* 22,099
Promotion from Subordinate Civil Service, advocated, *Maung Ogh* - - - - 20,400, 20,451–3
Qualification equivalent to Matriculation examination of Indian University, required, and present class of recruits better educated than formerly, *Rice* - - - - - 22,437–43, 22,511–6

Recruitment, P.C.S.—*continued.*
RESTRICTION TO RESIDENTS OF PROVINCE:
Advocated, *Maung Ogh*, 20,401; *Maung Hpay*, 21,324; *Maung Kin*, 21,488; *Rice*, 22,102; *Maung May Oung*, 23,002; *McCowen*, 23,393; *Du Bern*, 23,661; *Dawood*, 23,942.
Approved, with the exception of frontier posts, *Binning*, 21,726; *Hartnoll*, 20,608; *Smyth*, 22,803.
Europeans, Anglo-Indians and Burmans, advocated, *Maung Tun Myat*, 21,411, 21,446; *Maung Myat Tun Aung*, 23,203.
Principle long recognised in Burma, *Rice* - 22,099, 22,221
Too many Europeans appointed, and majority of appointments should be given to residents, *Maung Tun Lwin* 20,141, 20,211–7, 20,256, 20,315–22, 20,350–1
RULES:
Approved, *Maung Ogh*, 20,399; *McCowen*, 23,392; *Du Bern*, 23,660.
Competitive examination should be based on principles of S.C.S. examination in Rangoon, *Maung Tun Myat* - - - - - 21,409, 21,441–3
Recruitment from police not approved, *Maung Tun Lwin* - - - 20,140, 20,197–203
Satisfactory, but recruitment of judicial branch from barristers, advocates, and pleaders, by chief court, proposed, *Maung Hpay* 21,321, 21,323, 21,346–51, 21,367–86
Satisfactory on the whole, but recruitment from experienced S.C.S., or by examination, advocated, *Maung Tun Myat* - - - - - 21,410
Suitable, though educational qualities might be raised, *Maung Ne Dun* - - - - 19,842
not Wholly satisfactory, *Dawood* - - 23,941
Selection by merit, ability, loyalty, irrespective of seniority, system approved, *Maung Ogh* - 20,410
Selection should be from persons already in Government service, *Maung Myat Tun Aung* 23,292–301
FROM SUBORDINATE SERVICE:
Admission by competitive examination and nomination, *Maung Ogh* - 20,400, 20,451–3, 20,487–8
Average age, 35 years, *Maung Kin* - - 21,636
Extent, *Fell*, 19,646–8; *Maung Ne Dun*, 19,937; *Maung Ogh*, 20,479–83.
Graduate members of, should be promoted to P.C.S., *Dawood* - 23,940, 23,989–91, 24,031–2
Suggestions, *Maung Ne Dun*, 19,842–3, 19,893–9, 19,952, 19,993–8; *Maung Tun Myat*, 21,409, 21,425–30, 21,444–5.
System of recruitment of military officers to I.C.S. posts might be extended to, *Du Bern* - 23,639
25 per cent. of vacancies should be filled by competitive examination, and 75 per cent. by nomination of Local Government, *Maung Hpay* 21,323, 21,352–4, 21,388–92, 21,403–5

Registrarship of Chief Court, post should be open to P.C.S., *Maung Tun Lwin* - - 20,153, 20,179

Reservation of Appointments to I.C.S. (*see under* Statutory Regulations).

Reserve officers (*see under* Leave).

Retirement, I.C.S.:
COMPULSORY, FOR INEFFICIENCY:
Advocated, *Fell*, 19,406; *Hartnoll*, 20,595; *Des Vœux*, 21,062; *Binning*, 21,725, 21,927–8; *Rice*, 22,053, 22,208–9, 22,408–13; *Holberton*, 22,578; *Smyth*, 22,774.
Local Government might appoint committee of senior officers to consider cases, *Hartnoll* 20,566
VOLUNTARY AND COMPULSORY:
Pensions satisfactory, *Rice* - - - 22,087
Present system satisfactory, *Fell*, 19,430; *Smyth*, 22,799.

Retirement, P.C.S.:
COMPULSORY:
after 30 years' service, advocated, *Maung Ne Dun* 19,876
at 55 advocated, *Maung Ogh*, 20,438; *Du Bern*, 23,668–9.

Retirement, P.C.S.—*continued.*
COMPULSORY, FOR INEFFICIENCY:
Advocated, *Maung Tun Lwin*, 20,150; *Hartnoll*, 20,613, 20,852.
Full pension should be allowed to officers who have become inefficient through hard work, *Maung Ne Dun* - - - 19,853, 19,877, 19,879
Local Government should be empowered to act, *Fell* - - - - - - - 19,435
Special provision, not necessary, *Rice* - 22,112
Trials in different posts should be given before, *Maung Ne Dun* - - - 19,842, 19,853
Gratuity to officers compelled to retire before completing 10 years' service, not advocated, *Maung Hpay* - - - - - - - 21,343
System satisfactory, *Hartnoll*, 20,627; *Rice*, 22,136; *Maung Myat Tun Aung*, 23,232.
Voluntary, 30 years too long to wait for pension, and members should be allowed to go on retiring pension after 25 years, *Maung Tun Lwin* - 20,177

Revenue, Board of (*see* Board of Revenue).

Rice, Walter Francis, C.S.I., evidence of 21,974–22,547

S.

Sanscrit (*see under* Syllabus *under* Indian Civil Service Examination).

Secretaries:
ASSISTANT, TO GOVERNMENT:
Appointment should be open to P.C.S., *Maung Tun Lwin* - - - - - 20,153, 20,179
Burmans should hold appointments, *Maung Ne Dun* 19,856
Chief, 1,200*l.* pension after three years' service, advocated, *Fell* - - - - 19,426, 19,447

Separate Examinations:
Approved, separate examination for each Province proposed, *Maung May Oung* - 22,968, 23,021–28
Disapproved, *McCowen* - - - - - 23,358
should be Limited to residents alone, *Maung Kin* 21,458, 21,502–10, 21,620
for One-seventh of recruitment, particulars *re*, *Maung Kin* - 21,646–50, 21,680–3, 21,690–6
Scheme, *Maung Kin* - - 21,457, 21,519–20
Syllabus, language and literature of province, in which candidate competes, advocated, *Maung May Oung* - - - - - 22,976, 22,988

Settlement officers, P.C.S., should be on same footing as district judgeships, *Maung Ogh* - - 20,424

Simultaneous Examination:
not Advocated, *Fell*, 19,366–7; *Hartnoll*, 20,514, 20,830–8; *Des Vœux*, 21,011–2, 21,225–8; *Maung Kin*, 21,456, 21,499–501, 21,607–10, 21,652–5; *Binning*, 21,710, 21,729, 21,818–28, 21,892–906, 21,965–8; *Rice*, 21,980, 22,168–70, 22,388–97; *Holberton*, 22,553; *Smyth*, 22,724; *Maung May Oung*, 22,967, 23,017–20, 23,094–101, 23,106–12; *Maung Myat Tun Aung*, 23,269–71; *McCowen*, 23,357, 23,535–69, 23,579–96; *Du Bern*, 23,623, 23,672–85, 23,751–85, 23,801.
Approved, *Cowasjee*, 23,817, 23,820, 23,849–54, 23,889–901; *Dawood*, 23,911, 23,913, 23,954–74, 23,995–4003, 24,071.
Between Europeans and Burmans alone, would be approved, *Maung Kin* - - - - - 21,607
Confinement to members of P.C.S. not advocated, *Dawood* - - - - - 23,958, 23,960
in England, should be open to Indians and British-born subjects only, *Dawood* - 23,911, 23,955, 23,995, 24,085, 24,087
should be Held in each province, *Maung Myat Tun Aung*, 23,144, 23,272; *Cowasjee*, 23,821, 23,904–5.
in India, should be open to all "Natives of India," *Dawood* - - 23,911, 23,955, 23,995, 24,086–7
Selection to precede, *Dawood* - - - 23,956

Smyth, Samuel Andrew, evidence of - 22,719–962

Sofidan Civil Service, recruitment by Board of Selection, *Fell* - - - - - - - 19,674

Statutory Civilians:
should Become members of I.C.S. on date of appointment, *Des Vœux* - - - - 21,029
none in Burma, *Rice* - - - 22,089, 22,094
PENSIONS:
Approved, *Hartnoll* - - - - - - 20,598
Officers should come under I.C.S. pension rules, *Des Vœux* - - - - - - - 21,079
Present system satisfactory, *Hartnoll* - - 20,604
Revival, not advocated, *Fell*, 19,381, 19,573–5; *Maung Kin*, 21,468; *Rice*, 22,001; *Holberton*, 22,565; *Maung May Oung*, 22,981; *McCowen*, 23,371; *Cowasjee*, 23,830; *Dawood*, 23,923.
if Selected with discretion should experience no feeling of inferiority, *Fell* - - - - 19,830

Statutory Regulations:
Disapproved on the whole, reservation should be used as little as possible, *Maung Myat Tun Aung* 23,156
no Posts reserved by statute in Burma, *Fell* - 19,378
Present system satisfactory, but reservation of posts of Inspector-General of Police and Collector of Customs also, advocated, *Maung Kin* - - 21,467
System approved, *Rice*, 21,996; *Holberton*, 22,562; *Smyth*, 22,739; *Maung May Oung*, 22,978; *McCowen*, 23,368; *Dawood*, 23,921.

Study leave (*see under* Training).

Sub-divisions:
Number, *Rice* - - - - - - 22,252–3
Township officers placed in charge of, should receive extra allowance, *Maung Myat Tun Aung* - 23,218

Subordinate Civil Service:
Appointment, particulars, *Maung Ne Dun* 19,938–46
Attracts inferior quality of Burmans, *Maung Ogh*, 20,489; *Rice*, 22,448.
Burmans not so anxious to enter as formerly, owing to number of grades, *Maung Kin* - - 21,637
Four grades in, *Maung Tun Lwin* - - - 20,188
GRADES:
Certain, should be included in P.C.S., *Maung Tun Myat* - - - - - - 21,414, 21,431–4
Increase in, advocated, if proposed abolition of P.C.S. carried into effect, *Maung May Oung* 23,007, 23,029–30, 23,047–51
Pay and grading, tabular statement, *Rice* - 22,059
Promotion from clerks, necessary qualifications proposed, *Maung Ne Dun* - - - - 19,954
more Promotions to P.C.S. from, advocated, *Maung Myat Tun Aung* - - - - - - 23,281

Sub-Registrar, Rangoon, exclusion from P.C.S. cadre, advocated, *Maung May Oung* - 23,005, 23,052–7

Superintendents of Commissioner's Offices:
Exclusion from P.C.S. advocated, *Maung May Oung* 23,005, 23,052–7
Offices might be grouped, *Maung Ne Dun* 20,010–1

Superintendent of Stamps, Assistant:
(*see* Assistant Superintendent of Stamps.)

Superior posts, I.C.S.:
(*see under* Conditions of Service *and under* Government of India.)

T.

Trade, expanding in Burma, *Binning* - 21,757–9, 21,833

Training, I.C.S.:
AFTER TAKING UP APPOINTMENT:
Assistant Commissioner in Burma, details *re*, *Fell* 19,509–11
Desirable, *Binning* - - - - 21,720
Differentiation:
not Advocated, *Fell*, 19,402; *Hartnoll*, 20,562; *Des Vœux*, 21,056; *Maung Kin*, 21,482; *Rice*, 22,035; *Maung May Oung*, 22,998; *McCowen*, 23,388; *Du Bern*, 23,651; *Dawood*, 23,935.
Indians should have a longer period, *Maung Myat Tun Aung* - - - - - 23,178

Training, I.C.S.—*continued.*
AFTER TAKING UP APPOINTMENT—*continued.*
First year in Burma too easy, *Smyth* - 22,872–5
Junior officers, appointed to posts after one year or less, *Smyth* - - - - - 22,773
Longer term, advocated, *Des Vœux* - - 21,036
Indians should work under experienced officer for a time, *Maung Myat Tun Aung* - - 23,179
Numbers on, tabular statement, *Rice* - - 22,047
Officers have to pass through training in Land Records, but not through Settlement work unless serving in that department, *Fell* - - 19,657
One year should be spent as personal assistant to a deputy commissioner, *Holberton* 22,573–4
Police station, practical experience in working of should be included in training, *Fell* - 19,399
Probationary course in England followed by period of practical training in India, advocated, *Rice* - - - - - - - - 22,022–3
Recruits should first be attached to settlement party, *Fell* - - - - 19,399, 19,658–9
Satisfactory with certain exceptions, *Maung Tun Lwin*, 20,143; *Hartnoll*, 20,554; *Des Vœux*, 21,049, 21,143–5, 21,208–16; *Maung Kin*, 21,479, 21,490; *Rice*, 22,027; *Smyth*, 22,806; *Maung May Oung*, 22,993; *Maung Myat Tun Aung*, 23,170; *McCowen*, 23,383, 23,395; *Dawood*, 23,932, 23,944.
Suggestions, *Des Vœux* - 21,143–8, 21,193–4
System not strictly maintained, *Des Vœux* - 21,061
DEPARTMENTAL EXAMINATIONS:
Disapproved, and amalgamation of final examinations in England and departmental examinations in each province at one centre, advocated, *Smyth* 22,760, 23,840–3
I.C.S. and P.C.S. identical, *Des Vœux* 21,157–8
Satisfactory, *Fell*, 19,400; *Hartnoll*, 20,555; *Des Vœux*, 21,050; *Rice*, 22,028; *Maung Myat Tun Aung*, 23,171.
Writing test in Burmese language not prescribed, *Rice* - - - - - - - - 22,289–93
Differentiation, not advocated, *Hartnoll*, 20,563; *Maung Myat Tun Aung*, 23,180.
STUDY LEAVE:
not Advocated, *Hartnoll*, 20,558; *Smyth*, 22,763; *Maung Myat Tun Aung*, 23,174.
Granting under similar conditions to those in Indian Medical Service, advocated, *Binning* 21,722
should be Granted to civilians who wish to join judicial branch and whose probation in England was one year only, *Rice* - - - - 22,031
Officers should be encouraged to take study leave during early period of service, *Des Vœux* 21,052
(*see also under* Probation, I.C.S.)

Training, P.C.S.:
DEPARTMENTAL EXAMINATIONS:
should be Easier for members of the Subordinate Civil Service, *Maung Ogh* - - - 20,404
Existing system applicable to Myooks. Extra Assistant Commissioners and Assistant Commissioners only, *Maung Ogh* - - - 20,404
Suitable, *Maung Ne Dun*, 19,846; *Maung Tun Lwin*, 20,144; *Hartnoll*, 20,611; *Maung Hpay*, 21,327; *Rice*, 22,105; *Smyth*, 22,806; *Maung Myat Tun Aung*, 23,206.
Officers promoted from Subordinate Civil Service, already trained, *Hartnoll*, 20,610; *Rice*, 22,104.
Satisfactory, *Hartnoll*, 20,610; *Maung Hpay*, 21,326; *Maung Tun Myat*, 21,413; *Maung May Oung*, 23,004; *Maung Myat Tun Aung*, 23,205.
Special training in conjunction with university to be established in Burma, advocated, *Du Bern* 23,663
STUDY LEAVE:
Allowance of 250*l.* to be drawn in England, advocated, *Maung Tun Lwin* - - - 20,169
Suitable members of P.C.S. should be encouraged to apply, *Maung Tun Lwin* - - - 20,169
System, particulars *re*, *Maung Ogh* - - 20,403

Transfers of Officers, I.C.S.:
not Excessive in Burma, *Rice* - - - 22,077
Infrequent nowadays, *Maung Myat Tun Aung* 23,193
the Longer the leave taken by each officer, the fewer changes required, *Hartnoll* - - - 20,587

Transfers of Officers, P.C.S.:
Excessive, owing to present leave rules, and more reserve for leave, advocated, *Maung Ogh*, 20,432; *Maung Hpay*, 21,341, 21,363; *Smyth*, 22,794.
Present leave rules do not cause excessive amount of, *Maung Tun Lwin*, 20,171; *Rice*, 22,130; *Maung Myat Tun Aung*, 23,227.

Treasury officers, grouping with Akunwans, advocated, *Maung Ne Dun* - - - 19,847, 20,006–7

Tun Lwin, Maung, evidence of - - 20,139–372

Tun Myat, Maung, evidence of - - 21,409–52

U.

Uncovenanted Officers:
Introduced into Burma Commission, receive same pay and grading, but different pension from other members of the service, *Fell* - - 19,517–9
Particulars *re*, *Fell*, 19,742–4; *Rice*, 22,002, 22,459–63.
Recruitment ceased, *Rice* - 22,191–2, 22,363–4

V.

Vernaculars, proficiency in:
Adequate amount, not always attained, and proposed scheme, *Fell*, 19,402; *Des Vœux*, 21,051, 21,166–9; *Du Bern*, 23,647; *Maung Myat Tun Aung*, 23,172; *McCowen*, 23,384; *Dawood*, 23,933, 23,982–5.
could be Better obtained in provinces, after taking up appointment, as is the case in Indian army, *Des Vœux* - - - - - - - - 21,045
no Deterioration, but knowledge inadequate, suggested remedies, *Smyth* - 22,761, 22,936–50
Rules for encouraging, satisfactory, *Hartnoll*, 20,557; *Rice*, 22,030; *Smyth*, 22,762; *Maung Myat Tun Aung*, 23,173.
Satisfactory, *Maung Kin*, 21,480; *Binning*, 21,721; *Rice*, 22,029; *Holberton*, 22,575; *Maung May Oung*, 22,994.

TRAINING:
in India advocated, and reasons, *Smyth* - 22,757
Preliminary, in England advocated, *Fell*, 19,396; *Rice*, 22,024.

Y.

Y.M.C.A., particulars, *McCowen* 23,452–5, 23,522–34, 23,570–8

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