

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

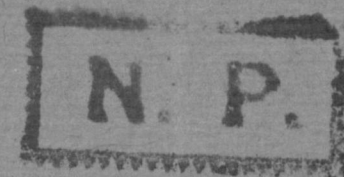
Regd.

} 1910.

Enclosures

Spare copies

G.O., No. 524, 3rd September 1910.



Exemption from the Examination Rules.

Empowering the District Superintendents of Police in the Ceded districts to promote, without further sanction, to any clerical post the salary of which does not exceed Rs. 30 per mensem unpassed men who have been specially exempted from the examination rules for employment as clerks in the district and Sub-division Police offices.

Government of Madras.

EDUCATIONAL DEPARTMENT.

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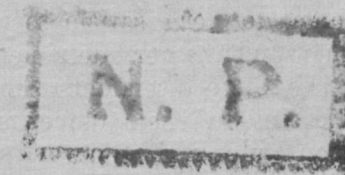
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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper:—

Letter—from the Hon'ble Mr. D. W. G. COWIE, I.C.S., Inspector-General of Police, Madras.
To—the Secretary to Government, Educational Department.
Dated—the 9th August 1910.
No.—R.C. 965/P.R.

I have the honour to submit, for the favourable consideration of Government, the question of promotion of unpassed clerks specially exempted from the Examination Rules for employment in the District Police and Sub-division Police offices in the Ceded districts.

2. In the three Government Orders noted in the margin, certain clerks of the District Police offices, Kurnool and Bellary, have been exempted for employment as clerks on Rs. 15 and there are others exempted like them. Under G.O., No. 511, Educational, dated the 9th July 1908, these clerks could be promoted to Rs. 20 and no further.
1. G.O., No. 185, Educational, dated 1st April 1902.
 2. G.O., No. 204, Educational, dated 29th March 1904.
 3. G.O., No. 629, Educational, dated 15th October 1904.

These men were recommended for exemption on the ground that it is difficult to get passed clerks in the Ceded districts and that these men, though unpassed, are competent to do the work. Some of them do very satisfactory work and to keep them on without further chance of promotion has a very detrimental effect upon their efficiency. It is therefore desirable that the Superintendents should be given the discretion to promote to any grade of clerkships in their offices such of the men as have been exempted from the Examination Rules and who work satisfactorily, and I accordingly recommend that Government should permit this concession in the Ceded districts where it has always been difficult to get passed clerks for Police offices.

Order—No. 524, Educational, dated 3rd September 1910.

The Government are unable to accept the recommendation of the Inspector-General of Police in its entirety. The District Superintendents of Police in the Ceded districts will, however, be empowered to promote, without further sanction, to any clerical post the salary of which does not exceed Rs. 30 *per mensem* unpassed men who have been specially exempted from the examination rules for employment as clerks in the District and Sub-division Police offices and who are found fit for promotion. For promotion to higher posts, the special sanction of Government should be obtained.

(True Extract.)

L. M. WYNCH,
Secretary to Government.

To the Inspector-General of Police.
" Commissioner for Government Examinations.
" Judicial Department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 524, EDUCATIONAL, DATED
3RD SEPTEMBER 1910.

[SUBJECT.—*Promotion of unqualified clerks employed in the District and Sub-division Police offices in the Ceded Districts.*]

Previous papers.

G.O., No. 185	Edl., dated	1st April	1902.
" " 204	" "	29th March	1904.
" " 629	" "	15th October	"
" " 511	" "	9th July	1908.

From the Inspector-General of Police, dated 9th August 1910, No. 965 P.R.

The Inspector-General of Police requests that the Superintendents of Police in the Ceded Districts should be given the discretion to promote to any grade of clerkships in their offices such of the men as have been specially exempted by Government from the examination rules for employment in the district and sub division Police offices in the Ceded Districts.

2. The Government orders quoted in paragraph 2 of the Inspector-General's letter are cases in which three persons were exempted from the Upper Secondary examination for employment as clerks on Rs. 15 *per mensem*—one in the District Police office, Kurnool, and the other two in the District Police office, Bellary. It will be observed that these exemptions
- | | |
|---|--|
| G.O., No. 185, dated 1st April 1902. | |
| G.O., No. 204, dated 29th March 1904. | |
| G.O., No. 629, dated 15th October 1904. | |

were granted at a time when unpassed candidates were not eligible for appointment to posts carrying salaries of Rs. 15 and upwards. In G.O., No. 511, Educational, dated 9th July 1908, the limit of salary up to which unpassed men can be appointed has been raised to Rs. 20 *per mensem* and the previous orders exempting persons for employment in posts the salary of which does not exceed Rs. 20 *per mensem* have now become inoperative.

3. The Inspector-General's present proposal is to give the District Superintendents of Police in the Ceded Districts unlimited power to promote such of the unpassed candidates on their establishments as have been employed under special exemption from Government and who work satisfactorily. The Inspector-General

* Those who have been exempted for employment on limited salaries. states that to keep them * on without further chance of promotion has a very detrimental effect upon their efficiency.

It does not, however, appear that this in itself is a sufficient reason for granting the Superintendents of Police the powers now asked for by the Inspector-General. The Collectors in the Ceded Districts do not possess such powers. There appears to be no reason why the District Superintendents of Police alone should desire to have such powers. If a District Superintendent of Police finds that an unpassed man on his establishment is deserving of special treatment in the matter of promotion on account of the exceptionally good work turned out by him, and that passed men cannot be obtained for any higher posts, he can apply for and get the clerk's exemption from the examination rules for employment to such higher posts. Such exemptions are granted by Government in exceptional cases.

4. It is for consideration whether the Inspector-General of Police may be informed that the Government are not prepared to grant the District Superintendents of Police in the Ceded Districts a general power as asked for by him, but that if, in any case, a Superintendent finds that the merits of an unpassed clerk in his office are such as to deserve special consideration, he is at liberty to submit the case to Government with his recommendations.

P.R.—17-8-10.

The papers may first be sent u.o. to the Judicial Department for remarks. The recommendation of the Inspector-General of Police to grant special powers to District Superintendents of Police in the matter of promoting unpassed men to higher posts in the Police offices in the Ceded Districts is based on the ground that "it has always been difficult to get passed clerks for Police offices". This difficulty cannot however be peculiar only to Police offices; and if any concession is granted in the case of these offices, applications from officers of other departments will follow suit.

K. RANGASWAMI AYYANGAR—17-8-10.

S. H. SLATER—18-8-10.

To the Judicial u.o. for remarks.

JUDICIAL DEPARTMENT.

Submitted for orders.

2. The minimum pay of clerks in the Police offices has recently been raised from Rs. 15 to Rs. 20, and the following is the new scale of their pay from 1st August 1910:—

Rupees	{ 50	Rupees	{ 30
	{ 40		{ 25
	{ 35		{ 20

Judicial will perhaps agree with the Educational Department note.

N. ANNAJI RAO—19-8-10.

V. KRISHNA MENON—19-8-10.

I submit that, if District Superintendents of Police in the Ceded Districts are, as suggested by the Inspector-General, given discretion to promote to any post in their offices men who have been exempted for employment in the lowest grade of clerkships the tendency will be for these men to get such promotion *as a rule*, instead of as an exception. This would be totally opposed to our existing policy.

2. I submit that the Inspector-General may be told that the issue of such a general authorization is inadvisable, and that each case should be decided on its merits.

S. H. SLATER—22-8-10.

Educational qualifications, by insuring the rejection of men who are *prima facie* unfit intellectually, are a useful safeguard against jobbery and should not therefore be lightly relaxed. On the other hand, when a man has been exempted from the usually prescribed tests with reference to appointment in a Government office, it is hard, and not conducive to efficiency, to keep him indefinitely at the bottom of the ladder except under special sanction.

2. Office clerkships may be divided into two categories—

(a) Those which require for the proper discharge of their duties a certain amount of intellectual ability in addition to mere industry and accuracy.

(b) Posts dealing with work of a routine character for which industry and accuracy are the chief qualifications.

Speaking generally, I would let an unpassed man who has been specially admitted into an office rise, if he is fit, to the top of the (b) category: I would not admit him into the (a) class without special justification and special sanction.

3. Discrimination between classes (a) and (b) must necessarily be relative with reference to the circumstances of particular offices. Taking the case now before us, that of clerks in district Police offices in the Ceded Districts, it may perhaps be roughly assumed that of the six grades given in the Judicial Department note, the first three may be considered as of the (a) class and the last three of the (b). On this basis I would allow unpassed men who have been specially admitted into these offices to rise up to Rs. 30, if really fit for promotion, without the necessity of obtaining outside sanction, but would maintain such sanction in respect of the three higher posts.

W. S. MEYER—25-8-10.

I have remarked before somewhere that most of the work of clerks in Police Superintendents' offices is copying and registration work. I think the Chief Secretary's proposal may be accepted and these unpassed clerks allowed to go up to Rs. 30.

M. H[AMMICK]—26-8-10.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The draft order placed below is submitted for approval.

P.R.—2-9-10.

T. KANAKASUNDARAM PILLAI—2-9-10.

May issue.

S. H. SLATER—3-9-10.

Issue.

L. M. WYNCH—3-9-10.

[G.O., No. 524, Educational, dated 3rd September 1910.]

Educational Department.

524

C.No.1583, from the I. G. of Police, No.965/P.R, dated 9th August 1910.

ORDER:- No 524 93-9-10
P.S.

not for E.I.

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S. Capendip
26/9/10

The Government are unable to accept the recommendation of the Inspector General of Police in its entirety. The District Superintendents of Police in the Ceded Districts ^{however,} will ^{be} empowered to promote, without further sanction, to any clerical post the salary of which does not exceed Rs.30 per mensem, ^{new}unpassed persons who have been specially exempted from the examination rules for employment as clerks in the District and Sub Division Police offices and who are found fit for promotion. For promoting ^{on}~~these~~ ~~persons~~ ^{persons} to higher posts the special sanction of Government should be obtained.

To the I. G. of Police. ✓
" " Commissioner for Govt. ✓
Examinations.
" " Judicial Department. ✓

T.B.
2-9-10

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ORDINARY.

PRESS SLIP.

PREFERENCE.

URGENT (a).

EDUCATIONAL DEPARTMENT.
LEGISLATIVE

Current No....., dated.....19

G.O., No. 524, dated 3-9-1910.

Number of MS. pages sent { Correspondence including order or orders (b)
Notes.....

Docket. Promotion of unqualified clerk
Empowering the District Superintendent
of Police in the District Districts to
promote without the sanction of Govt.
to any clerical post, the salary of which
does not exceed Rs. 30 per month. *men who have been specially exempted*

Number of copies required when struck off (not including copies for volumes and editors' table which are retained in the Press). Complete correspondence and orders. Notes

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Ooty Records	...	3	3
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(a) If a paper is marked to be printed urgently, the Superintendent of the section concerned should sign the Press slip. The Superintendent should exercise a careful discretion in the matter.

(b) Each letter, memorandum, or order, or set of orders, in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, etc.) by which that item has been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

(b¹) For rules regarding printing of notes, see the rules in G.O., No. 1220, Public, dated 30th November 1900.

(c) The number of copies and the details of distribution should be filled in by the Superintendent or Referencer concerned.

(d) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for one week, and larger papers for two weeks only. The type of notes and of all confidential papers is distributed immediately after striking.

(e) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filed with the original order or letter.

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(a) If, in the opinion of the Superintendent of the Press, a paper has been marked urgent unnecessarily, he should send the Press slip to the Deputy Registrar with a remark to that effect.

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(c) Signature copies of letters to the Secretary of State or to the Government of India should be printed on hand-made paper.

(d) This slip should be returned by the Press to the Secretariat when proofs are furnished; it will be sent back to the Press when proofs are returned corrected and should be finally returned to the Secretariat when struck-off copies are supplied.

(e) The names of the Secretary and Members should be printed in full when they occur on the right hand side, but only the first time when they appear on the left side, the initials alone being printed later.

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TO PRESS, MADRAS.
OOTY.

A

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B

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C

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at once.

Type may be released after usual interval.

..... Clerk.

..... Clerk.

..... Clerk.

..... Supdt.

..... Supdt.

..... Supdt.

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SPECIAL INSTRUCTIONS.

TO BE FILLED IN BY THE PRESS.

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