

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

} 1913.

Enclosures

Regd.

Spare copies

G.O. No. 750, 14th August 1913.

Agreement of Mr. R. M. Statham.

Furnishing the Director of Public Instruction with a copy of the agreement, application and testimonials of Mr. R. M. Statham who has been appointed temporary Professor of History in the Presidency College, Madras.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper :—

Despatch—from His Majesty's Secretary of State for India.

To—His Excellency the Right Honourable the Governor in Council, Fort St. George.

Dated—India Office, London, the 18th July 1913.

No.—4, Public.

With reference to the correspondence ending with my telegram of the 21st June,

I have to inform your Excellency in Council that I have appointed Mr. Appointment of Mr. R. M. Statham to the Indian Educational Service as temporary Professor of History, Presidency College, Madras. Randolph Meverel Statham, B.A. (*Cantab.*), to the Indian Educational Service as temporary Professor of History at the Presidency College, Madras.

2. Mr. Statham sailed for India by the Peninsular and Oriental S.S. *Egypt*, *via* Bombay, on the 20th June, and I now forward a copy of the papers* relating to his candidature, together with one part of his agreement.

3. I enclose also, for convenience of reference, a copy of the general memorandum as to the Indian Educational Service supplied to the candidate before appointment.

4. Mr. Statham was granted an advance of one month's pay (33*l.*-6*s.*-3*d.*) before leaving for Madras, and this sum, which is recoverable in the usual manner in India, should be taken in reduction of the advance of two months' pay to which he would ordinarily have been entitled upon arrival at Madras.

ENCLOSURES.

(1)

BOARD OF EDUCATION, WHITEHALL, LONDON, S.W.,
24th February 1913.

SIR,

With further reference to your letter of the 7th instant (J. & P. 358) I am directed to forward herewith the papers of Mr. Randolph Meverel Statham and to state that the Selection Committee have decided to recommend him for appointment to the temporary vacancy for a Professor of History in the Presidency College, Madras, in place of Mr. A. P. Cox.

It is understood that Mr. Statham can sail for India at any date with reasonable notice.

I am, etc.,

The Under Secretary of State,
India Office, Whitehall, S.W.

H. FRANK HEATH,
Director of Special Inquiries and Reports and
Chairman of Selection Committee.

SUB-ENCLOSURES.

(i)

The candidate whose name is given below has been interviewed by the Selection Committee. Further details concerning him will be found in the accompanying application form.

Name.—Randolph Meverel Statham.

Address.—21, Lower Maudlin Street, Bristol.

Age.—Twenty-two (22) years. Born 4th September 1890.

Education.—*Dover College, Junior School*, 1898–1903.

Leatherhead St. John's School, 1903–1909.

Cambridge, Peterhouse, October 1909 to June 1912.

Part I, Historical Tripos, Second Class, Division II.

Part II, Historical Tripos, Second Class, Division I.

B.A.

Deputy College Librarian.

Experience.—Private tuition.

Remarks.—Mr. Statham is a nice-looking young man with a pleasant manner. In his pursuits he has shown himself versatile. He is a musician and took an active part in the corporate life of the college, when he was at Peterhouse, editing the college magazine and serving as President of the College Club and Debating Society. He was a member of the Officers Training Corps, plays most games a little and can ride. He was placed in the Second Class in both parts of the History Tripos.

Mr. Statham has had no teaching experience apart from two periods of private tuition. He has lately taken up a business appointment but would much prefer a teaching post if he can have the opportunity of teaching History. He is young but his appointment to a temporary post will enable his capacity to be tested.

24th February 1913.

H.F.H.

(ii)

Copies of testimonials.

PETERHOUSE, CAMBRIDGE,
10th October 1912.

Mr. R. M. Statham was under my direction in his History Studies for three years until 1912. He took two second classes in the two parts of the Historical Tripos, acquitting himself in both cases with credit. He worked hard and assiduously during his three years and showed a genuine interest in his studies. He was popular among his fellow students and bore a high character. In my opinion he is well qualified to succeed as a teacher and is likely to handle boys with sympathy and discretion. It gives me much pleasure to write this testimonial for Mr. Statham, as he is a man for whose character I have the highest respect.

H. W. V. TEMPERLEY, M.A.,
Fellow, Assistant Tutor and Lecturer
in History, Peterhouse, Cambridge.

(iii)

PETERHOUSE, CAMBRIDGE,
16th October 1912.

I have known Mr. R. M. Statham well for the last three years, and I believe him to be a man of high character and wide interests. I am not in a position to speak of his proficiency in the particular branch of study which he pursued in Cambridge, but from my knowledge of him I should anticipate that he would prove to be an interesting and stimulating teacher. He has read widely, especially in modern literature, and during his residence in Cambridge he took a prominent part in the intellectual and social life of this college, being President of the Debating Society and an active member of other similar societies. I feel confident that Mr. Statham would exercise a healthy and religious influence on those with whom he was brought into contact as a teacher, and that he could be relied upon to do his work conscientiously and thoroughly. I should be very glad to give further information about him if desired.

G. H. CLAYTON, M.A.,
Fellow and Dean of Peterhouse, Cambridge.

(iv)

18th October 1912.

I understand that Mr. R. M. Statham, B.A. of this College, is seeking an educational appointment. I am glad to say on his behalf that his career at the University was creditable in every respect; he worked hard, played hard, and interested himself in all the concerns of college life, social, intellectual, musical, controversial. His personality was acceptable to his fellows, and his character and influence bespoke him a man of ideals and sympathies, conscientious and energetic, effective without a trace of officiousness. I conceive that as a teacher he would be able without difficulty to interest and control his class, and his colleagues would like him. He may be trusted in all things.

H. J. EDWARDS, M.A.,
Fellow and Tutor of Peterhouse, Cambridge.

(v)

PETERHOUSE LODGE, CAMBRIDGE,
11th December 1912.

I have much pleasure in stating that Mr. R. M. Statham, B.A. of this College, who is desirous of being appointed to a Professorship of English and History in one of the Government Colleges in the Bengal Presidency, is in my opinion well qualified for such a post.

He graduated in June last with honours in Part II of the Historical Tripos (Division I of Class II) having in the previous year obtained honours in Part I of the same Tripos (Division II of Class II).

He has thus given evidence of the possession of sound and extended Historical knowledge: in addition to which I know that he has spent much time in the study of English literature for which he has a great liking.

Mr. Statham has borne an excellent character among us during his residence as an undergraduate, and has taken a leading part in College life, having held the office of President of the College Debating Club (the Sexcentenary). His intelligence and interest in a wide range of studies should make him an attractive and successful teacher: and, on behalf of the authorities of the College, I heartily wish him success in his present application and in his future career.

A. W. WARD, Litt.-D., Hon. LL.D. in Ph.D.,
President of the British Academy,
Master of Peterhouse, Cambridge.

(vi)

PETERHOUSE LODGE, CAMBRIDGE,
13th January 1913.

DEAR SIR,

[*Professorship of English and History for Government College in the Bengal Presidency.*]

I write in reply to your enquiry as to the qualifications of Mr. R. M. Statham of this College, which owing to my absence abroad has been left unanswered for three weeks. I much regret the involuntary delay and hope that my answer is still in time.

I was well acquainted with Mr. Statham during his residence at this College which came to an end in June last, and believe him to be thoroughly trustworthy and well qualified by character for Government service.

As to his qualifications for the particular kind of Professorship in question, he certainly unites with a good historical training to which he has done justice in his Tripos examinations, a strong love of English literature, and I therefore think that he would make a good professor of the combined subjects of English and History. He obtained a Second Class in Part I of the Historical Tripos of 1911, and a First Division in the same Class in Part II of the same Tripos in 1912—a decidedly good performance.

During his residence here he took a keen interest in the activities of the College, particularly on the intellectual side, and became President of the College Debating Society and Editor of the College Magazine. He is bright in conversation and would, I think, prove an attractive teacher. I have therefore no hesitation in recommending his claims for favourable consideration.

I remain, Dear sir,
Yours faithfully,

A. W. WARD,
Master of Peterhouse.

The Assistant Director of Special Enquiries and Reports,
Board of Education.

(2)

[*Educational Appointments in India and the Colonies.*]

FORM OF APPLICATION to be filled up by persons desiring educational employment in India or the Colonies. It is requested that this form may be returned in a cover marked "C.A." to The Secretary, Board of Education, Whitehall, London, S.W.

1. Name in full	.. .. .	Randolph Meverel Statham.
2. Address	.. .. .	21, Lower Maudlin Street, Bristol.
3. Age last birthday, with date and place of birth.		Age 22. Born September 4th, 1890, Cheddar, Somerset.
4. Married or single (number and ages of children, if any).		Single.
5. Health (past and present)	.. .. .	Good.
6. Father's name, nationality, and occupation (State whether living or dead).		S. P. H. Statham (living). English. Class I, Chaplain, His Majesty's Prison Service.
7. Post and approximate salary desired	.. .. .	Professor, Inspector or Headmaster. About £400 a year.
8. Duration of visits or residence abroad		....
9. Names of districts abroad of which the applicant has special knowledge.		....
10. Particulars and dates of any important appointments, e.g., Headmasterships or Principalships, Administrative posts, University Professorships, Lectureships, or the like, for which the applicant has stood or is standing.		Now applying for Professorship of History, Meerut College, United Provinces, India. Also recommended by College Tutor (H. W. V. Temperley, Esq.) for post of Secretary and Lecturer to Ruskin College, Oxford.
11. Athletics—(a) experience in organizing games; (b) proficiency in athletics.		Member of the Cambridge University O.T.C., (b) Football, Hockey, Tennis, Badminton, etc. Can ride horse.
12. Date of application	.. .. .	October 28, 1912.

	Name of school or college.	Name of Principal.	Dates of joining and leaving.	Scholarships, certificates, degrees and other honours.
12. School education	Dover College, Junior School, St. John's School, Leatherhead.	H. Montgomerie, Esq., Rev. A. W. Ratty	1898—1903 1903—1909	Several form prizes Prizes for Mathematics, Classics and French; School Prefect, Junior Locals, 1st-class Honours Joint Board Certificate, Oxford and Cambridge School Leaving Certificate in all subjects.
14. University education, if any.	St. Peter's College, Cambridge.	Dr. A. W. Ward	Oct. 1909—June 1912.	Second class, Division II, Historical Tripos, Part I, B.A. degree.
15. Professional training as a teacher, if any. (If a holder of the Board of Education's parchment certificate, the date of the examination and the class in which the parchment was placed in each part of the examination must be shown.)	....	....	....	Deputy College Librarian.
16. Teaching employment.	Name of school (or place) where employed.	Name of Principal or employer.	Dates of joining and leaving.	Position and character of work done, also salary received
17. Other employment. (All employment to be entered in order of time.)	....	Captain Boucher, D.S.O., Kintford, Cheshire. Captain Guyon, Parkhurst, Isle of Wight.	In 1910 and 1912	 Private tuition in Mathematics, French and Latin.

18. References—

1. Name R. Cunningham Brown, Esq., M.D.
Address Lunacy Commission, Edinburgh.
Occupation or position .. Commissioner in Lunacy for Scotland.
2. Name A. W. Ward, Esq., M.D., etc.
Address Peterhouse Lodge.
Occupation or position .. Master of the College.

(These should be persons resident in the United Kingdom, who have known the applicant intimately, and are in a position to answer any enquiries that may be made of them. They should not be relations, and should be holders of responsible positions who are acquainted with the applicant's character and work in recent years. The names of officers of the Board of Education should not be given.)

19. * Copies of testimonials from—

1. H. J. Edwards, Esq., Fellow and Tutor of Peterhouse, Cambridge.
2. H. W. V. Temperley, Esq., Fellow and Assistant Tutor, Peterhouse, Cambridge.
3. Rev. G. H. Clayton, Dean of Peterhouse.

(* Original testimonials may be required, should the applicant be selected for interview. Copies of testimonials should be submitted in duplicate.)

20. Observations—

[Subjects the applicant is prepared to teach and any special qualifications or experience (e.g., in music and singing, commercial subjects, languages, literary work, organisation or inspection) not mentioned under heads 13—17 above should be given here.]

History, English and Literature, Mathematics, including Trigonometry, Statics and Dynamics, Elementary Classics and French.

Can read music at sight, vocal and instrumental.

Typewriting and Shorthand.

President of College Club and Debating Society; Editor of College Magazine, and an officer of all the other literary societies.

Have written several short articles for the press.

(3)

AGREEMENT made the sixth day of June One thousand nine hundred and thirteen between RANDOLPH MEYEREL STATHAM of Parkhurst, Isle of Wight, of the first part and the SECRETARY OF STATE FOR INDIA in COUNCIL of the second part.

WHEREAS the Secretary of State for India in Council has engaged the party of the first part to serve His Majesty in India as temporary professor of history at the Presidency College, Madras, for a period of fifteen months from the date of his reporting his arrival at Madras, as hereinafter mentioned or for such further period as the Government may require and subject to the conditions and agreements hereinafter contained. NOW THESE PRESENTS WITNESS and the said parties hereto respectively agree as follows:—

(1) That the party of the first part will on being provided with a first-class passage to Madras proceed thither within such time as may be prescribed by the Secretary of State for India in Council.

(2) That the party of the first part will on arrival at Madras forthwith report himself to the officers of Government there and will submit himself to the orders of the Government and of the officers and authorities under whom he may from time to time be placed by the Government and that he will at all times obey the rules prescribed for the time being in the memorandum of information furnished to candidates or otherwise for the regulation of the branch of the public service to which he may belong and will when required by the Government proceed to any other part of the province within which he may be serving or to any other province in India and there perform the duties of any specified office in the cadre of the Indian Educational Service.

(3) That the party of the first part will devote his whole time to the duties of the service and will not engage directly or indirectly in any trade business or occupation on his own account and that he will not (except in case of accident or sickness certified by competent medical authority) absent himself from his said duties without having first obtained permission from the Government or its authorized officers.

(4) That if the party of the first part shall during the period of his appointment relinquish the service of the Government (whether after having given notice or otherwise) he shall forthwith on demand pay to the Secretary of State for India in Council the cost of his passage to Madras.

(5) That from the date of the party of the first part reporting his arrival at Madras the Government will pay him so long as he shall remain in the said service either temporarily or as a permanent member of the Indian Educational Service and actually perform his duties a salary

at the rate of Rs. 500 per mensem for the first year rising by annual increments of Rs. 50 per mensem to Rs. 1,000 per mensem if he be appointed permanently to the Indian Educational Service.

(6) That the Government may at any time dispense with the service of the party of the first part without notice in the event of misconduct on his part or of a breach by him of any of the conditions herein specified.

(7) That on the determination of the service under these presents or if prior to the expiration of the service under these presents the service shall be determined by the Secretary of State for India in Council or by the Government in India under the provisions of clause 8 of these presents and if the party of the first part shall quit the same in India the Government will provide him with a first-class passage back to England at the public expense provided he claims such passage within six months from any such determination of the service as is mentioned in this clause and leaves India on his return to England within such time as he may be directed.

(8) That it shall be lawful for the Secretary of State for India in Council or for the Government prior to the expiration of his service under these presents if satisfied on the medical evidence before him or it (as the case may be) that the party of the first part is unfit and is likely for a considerable period to continue unfit by reason of ill-health for the discharge of his duties in India to determine the service under these presents (the decision of the Secretary of State for India in Council or the Government being conclusive) and thereupon his services shall be terminated.

(9) The party of the first part shall while on duty in India and during the period of his engagement be entitled to such travelling allowance as is payable to officers of the first class under the Civil Service Regulations for the time being in force and travelling allowances on the same scale shall also be payable to him in respect of his journey from his station to his port of embarkation if and when he leaves India under circumstances which entitle him to the grant of a return passage as specified in clause 7 of this agreement.

(10) The party of the first part will during his continuance in the service pay such subscriptions to the general provident fund as shall be payable under the rules for the time being in force (by which rules he agrees to be bound); and it shall be lawful for the Government to deduct the said subscriptions from any money that may be payable to the party of the first part under these presents or otherwise.

(11) That if the party of the first part shall ultimately be appointed a permanent member of the Indian Educational Service his service (commencing from the date of his entering on the performance of his duties under these presents as aforesaid) if it be continuous shall count as service towards leave and pension under such rules as regards leave and pension as may for the time being be applicable to his case provided always that in case of any dispute as to the interpretation of any of the said rules or otherwise relating in any way to them the decision of the Secretary of State for India in Council shall be conclusive.

(12) That in any payments which may be made in Great Britain under these presents the rate of exchange between England and India fixed from time to time by the Secretary of State for India in Council in communication with the Lords Commissioners of the Treasury shall be observed.

(13) That the proceedings, letters and reports of the Governor-General of India in Council or of any of the Local Governments and of all others the officers and Agents of Government or any copies thereof or extracts therefrom which shall be sent officially to the Secretary of State for India in Council or to any officers or servants in the Indian Service of His Majesty in England or elsewhere in any way relating to the sums of money to be paid or allowed to the party of the first part or to his conduct or in any way relating to the premises shall be received as conclusive evidence of any matter therein contained in any action or in any legal proceedings by or between the parties to these presents or in any way relating thereto.

In WITNESS whereof the party of the first part and Sir James John Digges LaTouche, K.C.S.I., and Sir Steyning William Edgerley, K.C.V.O., being two members of the Council of India have hereunto set their hands the day and year first above written.

Signed by the party of the first part in the presence of—

S. P. H. STATHAM,
Clerk in Holy Orders,
Parkhurst, I of W.
6th June 1913.

Signed by the said two members of the Council of India in the presence of—

FRANK R. MARTEN,
India Office.

RANDOLPH MEYEREL STATHAM.

J. DIGGES LATOUCHE.
S. W. EDGERLEY.

Indian Educational Appointments.

1. The Indian Educational Service comprises those posts in the Educational Department to which appointments are made in England by the Secretary of State for India, and is thus distinguished from the Provincial Educational Service which is recruited exclusively in India.

2. It consists of two branches, the teaching, including Principalships and Professorships in the various Government Colleges and Head Masterships in certain High Schools; and the inspecting, including Inspectorships of Schools; but officers may be transferred at the discretion of Government from one branch to the other, and the conditions of pay and service are the same for both. It also includes certain special appointments, such as those of Superintendents of Schools of Art, for which special qualifications are required and special terms of engagement are prescribed. Officers of the teaching branch may be required to undertake duties in connection with the supervision of students in hostels or boarding houses and with the direction of their studies and recreations.

Selection of candidates for appointment.

3. Appointments are made by the Secretary of State for India as occasion may require. Only laymen are eligible, and applications should be addressed in covers marked "C.A." to the Secretary Board of Education, Whitehall, London, S.W. Scottish candidates should apply to the Secretary, Scotch Education Department, Whitehall, London, S.W.

4. Candidates must, as a rule, be not less than 23 nor more than 30 years of age, but exceptions are sometimes made as regards the maximum limit only. Candidates must be British subjects, and must furnish evidence of having received a liberal education.

5. The application should be submitted upon the form provided for the purpose, and should be accompanied by copies of not more than six testimonials, which will be retained.

6. When a vacancy occurs, the normal procedure now is that it is referred in the first instance to the Board of Education who communicate it to the Scotch Education Department. Both Departments take steps to make the initial appointment known, not only to persons likely to know of suitable candidates but also to such applicants already on their lists as appear to possess the necessary qualifications. All the applications which are received are examined by the Board of Education, or in the case of Scottish candidates by the Scotch Education Department, and the candidates who seem to be the most suitable are asked to appear before the Selection Committee which has been constituted by the Secretary of State for India in Council. After all the selected candidates have been interviewed by this Selection Committee, a recommendation is submitted by the Committee to the Secretary of State for India.

7. In selecting candidates for appointment, weight will be given to the possession of (a) a University degree in honours, or equivalent distinction; (b) experience as a teacher; (c) qualifications in special subjects, depending on the nature of the vacancy to be filled. In selecting candidates for inspecting appointments, weight is given to linguistic talent, capacity for organisation, and knowledge, practical or theoretical, of educational methods.

General conditions of engagement.

8. A candidate selected for an appointment will have to be examined by the Medical Board of the India Office. If the result of this examination is satisfactory, he will be required to sign an agreement to serve the Government of India for two years. In the course of that period, during which he will be regarded as on probation, he will be required to pass such examination or examinations as for the time being may be prescribed in the recognised vernaculars of the Presidency or Province in which he is stationed. If during his probation, he is transferred to another province and is required to take up the study of a different vernacular, the two years allowed for passing will reckon from the date of transfer. If he has given satisfaction during the probationary period his services will in all probability be retained. His appointment may be cancelled at the end of the period for failure to pass the examinations above-mentioned, or any time during his service for unfitness or misconduct.

A free first-class passage to India will be provided. If for any cause other than physical or mental infirmity the officer resigns his appointment, either during his two years of probation or during the three years immediately subsequent thereto, he will be liable to be called upon to refund the cost of his passage to India. If, on the other hand, he should during the first two years of his service be compelled by ill-health to quit the service while in India, he will be provided with a free first-class passage from India to England, and if on the termination of the period of probation he decides not to remain in India, or if on the termination of that period Government decides not to retain his services, a first-class return passage to England will be granted. In the last event, three months' notice will be given, and the resignation of an officer on the expiry of the term covered by his agreement is regulated by a similar condition.

9. Officers of the Indian Educational Service are expected to give their whole time to the duties of the Service. The salaries paid are as follows:—A newly-appointed Inspector or Professor receives Rs. 500 a month, rising by annual increments of Rs. 50 a month to Rs. 1,000 a month. When this point has been reached, the increase of his emoluments depends upon his

promotion, and takes the form of allowances ranging from Rs. 200 to Rs. 500, in addition to the salary of Rs. 1,000. There are at present 30 such allowances. There is in every Province a Director of Public Instruction. The posts of Director of Public Instruction are reserved for the Indian Educational Service so long as members of that Service can be found well qualified to fill them. Their pay differs in different provinces:—

- Three receive a salary of Rs. 2,000—100—2,500 a month.
- Two receive a salary of Rs. 2,000 a month.
- One receives a salary of Rs. 1,750—50—2,000 a month.
- Two receive a salary of Rs. 1,500—100—2,000 a month.
- One receives a salary of Rs. 1,250 rising to Rs. 1,500 a month.

Head Masters are appointed on an initial pay of Rs. 500, rising by annual increments of Rs. 50 a month to Rs. 1,000 a month, except in cases in which Local Governments may prefer to recruit on the scale of Rs. 500 a month, rising by annual increments of Rs. 50 a month to Rs. 750 a month. Head Masters are eligible for subsequent transfer to Inspectorships or, if qualified, professorships. In all cases, increments of salary are given for approved service only.

For some years the exchange value of the rupee has been about sixteen pence.

In addition to the salaries and allowances mentioned above, exchange compensation allowance is at present granted to officers of the Indian Educational Service appointed from England. This allowance, under present conditions, is equivalent to an addition of $6\frac{1}{2}$ per cent. to the officer's pay, subject to certain limitations.

Quarters are provided for a few of the Head Masters, Professors and Principals but usually an officer has to arrange for his own board and lodging. Members of the Indian Educational Service draw travelling allowances for journeys on duty as officers of the first class under the Civil Service Regulations.

10. Officers of the Indian Educational Service are eligible for leave and pension under the rules in the Civil Service Regulations ordinarily applicable to the European civil officers of Government. A summary of these rules and also of those relating to the Provident Fund will be found in Appendices I and II. In the case of an officer who is engaged in the first instance on probation, but whose services are permanently retained, the period for which he was on probation counts as service for pension. An officer does not contribute towards pension, but he is required to contribute to the Provident Fund. An officer appointed at an age exceeding 25 is entitled to reckon as service for superannuation pension (but not for any other class of pension) the number of completed years by which his age may at the time of appointment have exceeded 25 years, subject to the proviso that five years shall be the maximum period which can be so added. A superannuation pension is a pension granted to an officer entitled or compelled by rules to retire at a particular age.

Appointments open to women.

11. For the appointments dealt with above men only are eligible. There are, however, some posts in the Indian Educational Service which are open to women and these comprise appointments as Inspectresses of Girls' Schools, Principals of Training Colleges, and occasionally Headmistresses of Schools. The salary attached to these appointments is ordinarily Rs. 400 a month rising by annual increments of Rs. 20 a month to Rs. 500 a month. The procedure in connection with application and selection for these posts is the same as that prescribed in paragraphs 5, 6, and 8 above, and the conditions as regards leave and pension are the same as those stated in paragraph 10 above. Candidates must, as a rule, be not less than 23 nor more than 30 years of age, but exceptions may sometimes be made as regards the maximum limit only. Candidates must be British subjects and must furnish evidence of having received a liberal education. In selecting for appointment, weight will be given to (a) teaching experience, and (b) linguistic talent and capacity for organisation.

Temporary Appointments.

12. The Secretary of State is sometimes requested by the Government of India to supply persons to fill temporary vacancies in the Indian Educational Service, generally professorships in Colleges.

Such appointments are made for not less than a university year (about nine months), with a prospect, in the case of thoroughly approved service, of future selection to fill either a temporary or a permanent appointment.

The salary is Rs. 500 a month rising by annual increments of Rs. 50 a month.

A free passage (first class) to India is given, and a free return passage on the termination of the engagement, provided it is claimed within six months from that date.

APPENDICES.

[Note.—This Memorandum is merely intended to show the principal leave and pension rules in the Civil Service Regulations applicable to the Indian Educational Service without going into minute details, and does not profess to deal with every case that may arise. Any disputed question must be decided with reference to the authorised text of the Civil Service Regulations for the time being.]

APPENDIX I.

[See paragraph 10 of the Regulations.]

Leave.

1. The following is a summary of the principal regulations relating to the leave admissible to officers appointed to the Indian Educational Service by the Secretary of State from the United Kingdom.

Probationers.

2. During the probationary period of two years, officers are eligible for Vacation Leave (or privilege leave, *vide* rule 8), and, if necessary, leave with medical certificate, not more than six months of such leave carrying allowances. Such leave is not admissible for a period extending beyond the term of an officer's contract unless or until it has been decided to retain him in permanent employment. Leave allowances when admissible will be calculated in accordance with rule 6 (1) below.

Officers other than probationers.

3. *Long leave.*—Furlough and special leave with allowances (see paragraph 6) are admissible to an aggregate maximum amount of six years during an officer's service. The amount of furlough "earned" is one-fourth of an officer's active service, and the amount "due" is that amount less any enjoyed.

4. Furlough without medical certificate can, if due, be generally taken after eight years' active service, and again after intervals of not less than three years' continuous service. It is limited to two years at a time.

5. Furlough on medical certificate may be granted (a) to an officer who has rendered three years' continuous service, for not more than two years in the first instance, but capable of extension up to three years; and (b) to an officer who has not rendered three years' continuous service, up to one year in any case, and up to such longer period, if any (but not exceeding two years in all), as the officer may have furlough "due" to him.

6. The allowances admissible during furlough are—

- (1) During furlough without medical certificate and during so much of furlough with medical certificate as may be "due"—half average salary, subject to certain maximum and (in the case of furlough with medical certificate) minimum limits.
- (2) After the expiration of the period of leave with medical certificate for which the foregoing allowances are admissible—one quarter of average salary, subject to certain maximum and minimum limits.

7. Special Leave may be granted at any time for not more than six months, with intervals of six years' service, and may be taken in instalments; but allowances, calculated as during furlough, can only be drawn for six months in all.

8. *Short leave.*—An officer of the Indian Educational Service is eligible for such Vacation Leave as may be admissible in the circumstances of the appointment which he holds. During such leave he is granted a leave allowance equal to the salary which he would receive if he were on duty in his appointment. While holding appointments, the conditions of which do not entitle the holder to Vacation Leave, an officer may be granted "Privilege Leave" carrying a similar allowance, in lieu of Vacation Leave. Privilege Leave is a holiday which may be granted to the extent of one-eleventh part of the time that an officer has been on duty without interruption; and it may be accumulated up to three months, earned by 33 months' duty.

Subject to certain conditions Vacation Leave or Privilege Leave may be combined with furlough, special leave, or extraordinary leave without pay.

9. Subsidiary Leave in India for a minimum of 10 days, usually with half average salary, is granted to an officer proceeding on or returning from leave out of India, or on retirement, to enable him to reach the port of embarkation or to rejoin his appointment. It is admissible only at the end and not at the beginning of combined leave.

10. Short Leave is also granted to enable officers to appear at examinations, etc.

11. Extraordinary Leave without allowances may be granted in case of necessity, and, except in certain specified cases, only when no other kind of leave is by rule admissible. It may be granted in continuation of other leave.

12. *General rules.*—Leave of absence, whether on furlough or on privilege leave, can never be claimed as of right, and is given or refused at the discretion of Government.

13. After five years' continuous absence from duty, an officer is considered to be out of the employment of Government.

14. When leave allowances other than vacation or privilege leave pay are paid at the Home Treasury, or in a Colony where the standard of currency is gold, rupees are converted into sterling at the rate of exchange fixed for the time being for the adjustment of financial transactions between the Imperial and Indian Treasuries, unless any other rate has been exceptionally authorised. But for the present the rate of conversion is subject to a minimum of 1s. 6d. to the rupee. Privilege leave or vacation leave pay when issued from the Home Treasury (this is only admissible when leave of these kinds is combined with other leave) is converted at 1s. 4d. to the rupee.

APPENDIX II.

Pensions and Provident Fund.

[See paragraph 10 of the Regulations.]

1. The following is a summary of the pension rules applicable to officers of the Indian Educational Service appointed by the Secretary of State from the United Kingdom.

An officer of the Indian Educational Service becomes eligible for a pension on completing 30 years' qualifying service or on attaining the age of 55 years. If at an earlier date he is compelled to retire from the service through ill-health not occasioned by irregular or intemperate habits, he becomes eligible for an invalid pension or a gratuity according to the length of his service. Retirement is ordinarily required at the age of 55 years, but for special reasons an officer is sometimes retained after attaining that age.

The amount of pension or gratuity is regulated as follows :—

After a service of less than 10 years.—A gratuity not exceeding one month's emoluments for each completed year of service.

After a service of not less than 10 years.—A pension not exceeding the following amounts :—

Years of completed service.	Sixtieths of average emoluments.	Maximum limit of pension a year.
10	10	Rs. 2,000
11	11	2,200
12	12	2,400
13	13	2,600
14	14	2,800
15	15	3,000
16	16	3,200
17	17	3,400
18	18	3,600
19	19	3,800
20	20	4,000
21	21	4,200
22	22	4,400
23	23	4,600
24	24	4,800
25 and above	30	5,000

Officers who have shown special energy and efficiency during an effective service of three years as Director of Public Instruction may, at the discretion of the Government of India, be allowed an additional pension of Rs. 1,000 a year, subject to the condition that an officer must not retire voluntarily before the completion of a total qualifying service of 28 years.

Subject to certain prescribed conditions, rupee pensions are now issued at the rate of exchange of 1s. 9d. the rupee to pensioners residing in countries in which the Indian Government rupee is not legal tender. At this rate of exchange, the pension of Rs. 5,000 admissible after 25 years' service is equivalent to 437l. 10s.

2. A general Provident Fund, to which contribution is compulsory, has also been established on the following basis :—

(1) The contribution is compulsory up to 6½ per cent. on salaries, with voluntary contributions of not more than a further 6½ per cent. Subscriptions on leave of any kind are optional.

(2) Compound interest on such payments is annually credited by Government to each officer subscribing, the rate being at present 4 per cent. per annum.

(3) The sum which thus accumulates to the credit of an officer is his absolute property, subject to the rules of the Fund, and is handed over to him, unconditionally, on quitting the service; or in the event of his death before retirement, to his legal representatives.

Order—No. 750, Educational, dated 14th August 1913.

The Director of Public Instruction will be furnished with a copy of the agreement, application and testimonials of Mr. R. M. Statham who has been appointed by the Secretary of State for India as a temporary Professor of History, Presidency College, Madras.

2. The attention of the Accountant-General will be drawn to paragraph 4 of the despatch read above.

(True Extract.)

W. FRANÇOIS,
Ag. Secretary to Government.

To the Director of Public Instruction, with enclosures
" Accountant-General, with six copies of the agreement
" Curator, Madras Record office, with original agreement for safe custody.

" " " " ? " 191

[illegible]

No. 75088, dated 14-8-1913

In D.P.I., with enclosures
A.G. with six copies of the
agreement

Chief Lieutenant, with
only appearance for

See in the
Prof. College

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76/10-8-13

SPECIAL INSTRUCTIONS.

Booklet

Furnishing the D.P.O. with a copy of the Agreement application & testimonials of Mr. R.M. Stattham who has been appointed temporary professor of history in the Presidency College, Madras -

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