

Government of Madras.

EDUCATIONAL DEPARTMENT.

FOR RECORD ONLY.

Recd.

Regd.

} 1913.

Enclosures

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G.O. No. 938, 13th October 1913.

Royal Commission on the public services.

Recording notes explanatory of the history of the educational services and the extension of the employment of Indians in those services, prepared in connection with the — in India.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers :—

I

Letter—from the Hon'ble Mr. H. WHEELER, C.I.E., Secretary to the Government of India, Home Department (Establishments).
To—the Chief Secretary to the Government of Madras.
Dated—Simla, the 3rd September 1912.
No.—1627.

The attention of Local Government has doubtless been drawn to the announcement made in the course of the Indian Budget debate in the House of Commons regarding the appointment of a Royal Commission to examine and report upon the following matters in connection with the Indian Civil Service and other Civil Services in this country—Imperial and Provincial—namely :—

Firstly, the methods of recruitment and the systems of training and probation ;
Secondly, the conditions of service in regard to salary, leave and pension ; and
Thirdly, such limitations as still exist as to the employment of non-Europeans and the working of the existing system of the division of services into Imperial and Provincial branches, and generally to consider the requirements of the public service and to recommend such changes as may seem to be expedient.

Intimation will be given in due course regarding the movement and procedure of the Commission in this country, but meanwhile no time should be lost in working up the facts appertaining to the different services so far as the Presidency of Madras is concerned.

2. The procedure which is being adopted by the Government of India is, starting from the Public Service Commission of 1886-87, to prepare non-controversial memoranda explanatory of the history, growth and present constitution of each service and summarising any important relevant discussions touching each. These documents will contain authoritative statements of the facts relevant to each service ; the deductions to be drawn from them and matters of opinion arising out of them can best be stated by the different witnesses who will eventually appear before the Commission, but it is essential that any official witness speaking on behalf of any service should be well acquainted with its development and the outstanding literature connected with it.

3. The Government of India do not desire to fetter the discretion of His Excellency the Governor in Council as to the manner in which the Provincial case shall be worked up, and doubtless this will be affected by the procedure which the Commission may adopt, e.g., in the circulation of preliminary questions, but the essential point is that the collection of the facts shall be taken in hand at a timely date in order that there may be no confusion in their presentation hereafter.

4. Apart from the historical matter indicated above, it is evident that the attention of the Commission will be largely directed towards the extent to which the employment of Indians in the different services has been extended since the enquiries of the last Public Service Commission, and the degree of success achieved by their employment in so far as it justifies a further advance. The second point is obviously largely one of opinion, but the facts should be ascertained and held confidentially in reserve in order that, if necessary, they may be laid before the Commission in respect of any views expressed.

II

Official Memorandum No. 2556-1, Educational, dated 26th October 1912.

In connection with the Royal Commission appointed to examine and report on civil services in this country, the Director of Public Instruction is requested to prepare and submit, at a very early date, a note explanatory of the history, growth and present constitution of the educational services and summarising any important discussions relevant thereto. The note should start from the Public Service Commission of 1886-87 and should be confined to an authoritative statement of facts as distinguished from deductions and matters of personal opinion.

2. In addition to the historical note referred to above, the Director of Public Instruction is also requested to submit a note showing the extent to which the employment of Indians in the educational services has been extended since the enquiries of the last Public Service Commission, and the degree of success achieved by their employment in so far as it justifies a further advance. This note should be accompanied by a comparative statement showing the percentage to the total actual strength of the service of (1) non-Indians and (2) Indians appointed to the service since 1886 who have been found inefficient. In preparing this statement casualties arising from death or premature retirement on grounds of health may be left out of account for purposes of calculating the number of supersessions.

L. DAVIDSON,
Ag. Secretary to Government.

To the Director of Public Instruction.

III

Memorandum No. 3105-1, Educational, dated 19th November 1912.

In continuation of Memorandum No. 2556-1, Educational, dated 26th October 1912, the Director of Public Instruction is requested to submit, in addition to the historical resume showing the origin, development and main lines of reorganization of the educational services, a comparative statement showing both for the 1st April of 1912 and the corresponding date in 1886 or 1887—

- (a) the cadre of the department with the number of posts and the pay of various grades,
- (b) the proportion and aggregate pay of European and non-European elements ;
- (c) the method of recruitment for the various grades ; and
- (d) the educational or other qualifications required.

In drawing up this comparative statement information should be furnished separately, so far as practicable, for the following classes of officers serving in the department :—

- (1) Imperial officers in superior service, i.e., officers in superior service appointed in England ;
- (2) officers belonging to the Provincial Service technically so called ; and
- (3) officers of the subordinate services, exclusive of menial establishments.

2. Information having been received that the Public Service Commission will visit Madras at the end of December or the beginning of January next, the Director of Public Instruction is requested to treat the matter as of great urgency and to furnish the information called for by the 29th November next at the latest.

L. DAVIDSON,
Ag. Secretary to Government.

To the Director of Public Instruction.

IV

Letter—from the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public Instruction, Madras.
To—the Secretary to Government, Educational Department.
Dated—the 23rd December 1912.
No.—Ref. on Cur. 8608.

With reference to Memoranda No. 2556-1, Educational, dated 26th October 1912, and No. 3105-1, Educational, dated 19th November 1912, I have the honour to submit herewith notes explanatory of the history of the educational services and

the extension of the employment of Indians in those services together with statement showing the cadre of the department and the proportion and aggregate pay of European and non-European elements. In regard to the method of recruitment for the various grades and the educational or other qualifications required, I would invite the attention of Government to the details given at pages 6 to 9 of the "Abstract of the Rules relating to Public Service Examinations in the Madras Presidency."

ENCLOSURES.

(1)

Note on the History of the Educational Services.

The history of the educational services is summarised in the note on the educational services in India. So far as possible the arrangement of this note is followed below, the main object in view having been to supplement it with information relating to Madras:—

The Reorganization of 1896.

This in its broad lines as set forth on pages 4 and 5 of the note was carried out in Madras with effect from 1st January 1897.

Out of twenty officers in the old graded service, sixteen at once elected to join the Indian Educational Service. Of the remaining four, three were subsequently allowed to join the Indian Educational Service and one retired from the graded service in 1908. The personal allowances by which it was sought to make rates of pay proportionate to work and responsibility were assigned, the two higher to the Principal of the Presidency College and the Senior Inspector of Schools respectively and the two junior to the Principals of the two mufassal arts colleges or to one Principal and one Inspector of Schools as the Local Government should find most equitable. The lower allowances were first conferred on a Principal and an Inspector. The system of attaching personal allowances to specified posts was found to entail more inconvenience than advantage and to be particularly unfair on a Professor who entirely in the public interest was retained permanently on the staff of the Presidency College. It was therefore given up by stages which need not be detailed and at present for all practical purposes the personal allowances have taken the place of the higher grades under the old system being awarded in the absence of reasons to the contrary in the order of seniority.

2. Certain appointments not previously in the graded service were included in the cadre on Rs. 500—1,000, viz., the Professor of Physics, Presidency College, the Superintendent of the School of Arts, and the Principals of the Teachers' College and College of Agriculture. The above appointments are confined to men. An additional appointment of Inspectress of Girls' Schools was created on Rs. 450—10—500, the senior Inspectress continuing to draw Rs. 500—20—600. An appointment of Superintendent, Presidency Training School for Mistresses, was also made on Rs. 350—10—450 (note p. 5 ix). These were in 1887 and have continued to be appointments outside the cadre above detailed. The Directorship of Public Instruction is one of these and in 1902 the pay of this post was raised from Rs. 2,000—50—2,250 to Rs. 2,000—100—2,500. Others are the Principalships of the Law College and College of Engineering which, in the period under review, have reached the maxima of Rs. 1,500 and 1,250 respectively, and the Junior Professorship in the latter on Rs. 650.

3. There has been since 1896 a considerable increase in the number of appointments in the Indian Educational Service. The expansion of indigenous educational effort has made inevitable additions from time to time to the inspecting staff. In 1902—1903 there were four and in 1908—1909 the maximum number of eight Circle Inspectors, at which it stands at present, was reached. Of these two are in the Provincial Service. There has also since 1903 been an Inspector of European and Training Schools. The number of Inspectors in the Indian Educational Service is therefore now seven.

4. The growing demands of higher education have similarly made inevitable considerable increases in the staff of the Presidency College. Of these, the earliest were the creations of Professorships of Biology and Physics and these were included in 1896 in the Indian Educational Service. The reorganization of the University and consequent remodelling of its courses in 1908 led to a further considerable increase. Professors of Mathematical Physics, Zoology and Geology and additional Professors of Chemistry, History and English were appointed. Of these two were in the Provincial Educational Service.

5. Professorships of Mathematics and Engineering were added in 1888 to the College of Engineering and to the Indian Educational Service in 1897. Another new post is that of Deputy Director of Public Instruction added in 1903.

6. An appointment of Vice-Principal of the Teachers' College was first made in 1899 and in 1903 of a Lady Superintendent of the primary department in the same college. A third Inspectress of Girls' Schools was appointed in 1902. In 1906 the post of Vice-Principal of the Teachers' College was placed in the newly constituted grade of Rs. 500—50—750 and later that

of the Headmaster of the Central High School, Mercara, was added to this grade. These are the only two appointments of this kind made in this Presidency and the Secretary of State has recently ordered their addition to the grade Rs. 500—50—1,000, because it was found that officers appointed to them were no less qualified than others and had invariably been promoted to the higher grade before they attained the maximum pay of Rs. 750.

7. To meet the needs of technical and industrial education within the last few years an appointment of Superintendent of Industrial Education on Rs. 1,250—50—1,500 and of Experts in Dyeing on Rs. 750 and Leather on Rs. 750 have been created. These are outside the cadre of Rs. 500—1,000.

8. The Provincial Service was foreshadowed in Madras by the constitution of the cadre of Assistant Professors already referred to called the Upper Subordinate Educational Service, Inspection Branch, in 1889 and that of the same service, Scholastic Branch in 1891. Each of these branches was in three grades on rates of Rs. 200—300, Rs. 300—400, Rs. 400—500, respectively. There were nine appointments altogether in the inspection and 20 in the scholastic branch, the latter being lecturerships, assistant professorships and similar teaching posts. When the question of constituting a Provincial Service was mooted this subordinate service was taken as its nucleus. In framing its cadre it was at first intended to create one or two appointments on Rs. 600 to make it possible to reward officers who had done particularly good work. Subsequently, however, when the plan of transferring appointments from the graded service to the Provincial was mooted it was proposed to have in addition an appointment of Rs. 700, and that was eventually fixed as the maximum, Rs. 200 being retained as the minimum. The service originally consisted of ten grades, the first two on Rs. 700 and Rs. 600 respectively, the remaining eight on Rs. 550, 500, 450 and so on down to Rs. 200, the number of appointments being first grade 2, second 1, third 1, fourth 4, fifth 3, sixth and seventh 4 each, eighth and ninth 5 each and tenth 6, in all 35. This arrangement remained in force till 1904—1905 when the second and third grades were amalgamated in a grade on Rs. 600. The intention in constituting the Provincial Educational Service was that it should consist of those posts for which qualifications which might be considered to be the Indian equivalent of those of the members of the Indian Educational Service were necessary. These were Principals, Professors, Lecturers in Arts, Medical and Engineering Colleges, Inspectors, Assistant Inspectors, the Personal Assistant to the Director of Public Instruction, Headmaster of a high school and the Deputy Superintendent of the Reformatory School. It will be seen therefore that the range of appointments in Madras is somewhat more extended than that stated in the note, page 5 (vi), and that Madras in the discretion allowed by the Secretary of State excluded Deputy or Sub-Assistant Inspectors from the Provincial Educational Service.

9. The service is a graded service, that is to say, there are scales of pay at Rs. 200, Rupees 300, etc., up to Rs. 700. A fixed number of officers is assigned to each scale and the officers rise from scale to scale, as vacancies occur by seniority or merit irrespective of the post they hold. The character of the service has remained the same till now, but the number of appointments in it has been gradually increased until it now stands at a total of 42. Among appointments added may be mentioned three Assistant Inspectorships, a teaching appointment in the Medical College, a Headmastership of the Brecks Memorial School (now Assistant Inspectorship of European and Training Schools), four assistant professorships in the Presidency College and two in the other Arts Colleges. The first four grades have three appointments each, the fifth 4, the sixth 5, the seventh 6, the eighth 7 and the ninth 8.

10. Most of the posts on pay of Rs. 200 and upwards outside the Indian Educational Service and Provincial Educational Service are in Madras such as are ordinarily filled by officers recruited in Europe and have been mentioned in connection with the Indian Educational Service. There are, however, some others such as three Assistant Inspectresses first appointed in 1902 on pay Rs. 200 and Rs. 250, and certain instructors in the College of Engineering. Quite recently three lecturerships have been created in the Teachers' College on salaries of Rs. 200 and Rs. 250 which were not included in the Provincial Service because the question of its reorganization was pending.

[Note, page 5 (ix).]

11. One-half the staff, i.e., two Inspectors were transferred to the Provincial Service on the reorganization. The subsequent additions to the staff of Inspectors have been in the Indian Educational Service, the view that Indian agency was as efficient as European having given place to the opposite one under the influence of the principle that inspection work should be constructive and that for it such a comprehension of European standards and ideals as can only result from a European education is necessary.

[Note, page 5 (x).]

12. Below the Provincial Educational Service were a number of appointments on less than Rs. 200 and these constituted what was loosely called the subordinate service. The reorganization of 1896 was intended to include at least the higher paid of these posts and several attempts have been made to organize a graded subordinate service.

13. The first was by Dr. Duncan who submitted a scheme in 1898. This was rejected by Government on the grounds that its numerous provisions and restrictions deprived it of simplicity, that such a variety of heterogeneous appointments as were dealt with in the scheme could not

suitably be thrown into one service and that the principle of grading had been carried too far, as many as 503 appointments from Rs. 15 upwards having been included in the scheme. Another simpler scheme was accordingly submitted in 1905. This sought to classify 170 appointments rising from Rs. 30 to Rs. 180 in four classes, each class containing certain specified appointments and a scale of graded pay so that an officer appointed to any class might expect to rise to the highest pay in it irrespective of appointment, but would have no claim to promotion beyond it. After considering the scheme the Government decided that it was then necessary only to group together and grade separately the assistant lecturers in colleges. This was advisable to avoid having to post officers merely to give them promotion which arose under the system of listed appointments, and to facilitate recruiting by improving the prospects of officers of this class. The new service constituted is known as the subordinate collegiate service and consists of three appointments on Rs. 175, five on Rs. 150, five on Rs. 125 and eight on Rs. 100.

14. The reorganization referred to above in 1889 of the lower inspecting agency had altered the cadre of Deputy Inspectors of Schools. There had been 73 of these officers including 12 probationers on salaries ranging from Rs. 75 to Rs. 250. The creation of the new grade of Assistant Inspectors was considered to make possible a reduction of the total number of deputies

Class.	Number.
* I	8
II	12
III	26
Probationers	12
	58

to 58 * including 12 probationers and this was effected by the abolition of the three highest grades of two on Rs. 250, three on Rs. 200 and five on Rs. 175. This was of course compensated for by the creation of the nine posts of Assistant Inspector on salaries ranging from Rs. 200, to Rs. 500, this cadre being recruited from that of deputy or Sub-Assistant Inspectors

as they were henceforth called. The transition from the old system to the new was not completely effected till 1896, supernumeraries having been retained till that year on Rs. 200 and Rs. 175, and the actual number of 58 posts seems never to have been actually filled after 1889 and from 1894 the number of probationers was allowed to be exceeded reaching 16 in 1895.

15. In 1904 the total number employed had reached 74, the increase in number having been gradual and partly due to the creation of appointments of Sub-Assistant Inspectresses and an increase in the number of sub-assistants for Mappilla and other Muhammadan schools.

Grade.	Pay. Rs.	Number.
+ I	175	12
II	150	22
III	125	32
IV	100	40
Probationary	75	20
		126

16. In 1905 a large increase of the cadre of sub-assistants was effected. This was necessitated by the increase in the number of elementary schools and the development of the conception of inspecting work as being constructive. The number of the sub-assistants for boys' schools was raised to 119 and a new grade on Rs. 175 was created. The total 126† includes seven Sub-Assistant Inspectresses of Girls' Schools.

17. With a view to fix an average of 150 schools for each sub-assistant it is in contemplation to still further increase the cadre and 48 temporary appointments in the probationary class have been sanctioned this year.

18. A small group of officers outside the cadres so far mentioned is that of the Assistant Inspectresses of Girls' Schools. They are three in number, one on Rs. 250 and two on Rs. 200. Their duties are the same as those of the Sub-Assistant Inspectresses.

19. An inspecting agency below the sub-assistants is that of the supervisors of elementary schools. These were originally called inspecting schoolmasters and were maintained by local boards and municipalities though their work was supervised by the inspecting officers. For years it was reported on as generally unsatisfactory and the provincialization of the service was proposed by three Directors in succession. It was eventually carried out in 1908. The cadre now consists of 240 officers on pay ranging from Rs. 30 to Rs. 50.

20. Another cadre having a similar origin is that of masters in training schools. These schools were originally maintained by local boards and municipalities and were taken over by Government in 1891. There are 77 officers in this cadre on pay between Rs. 30 and 80. This excludes the teachers in the model schools attached to these institutions whose pay is from Rs. 15 to Rs. 25. They were first appointed in 1907.

21. There are also certain listed appointments in the Teachers' College, Saidapet, the School of Arts, the Engineering College, and in the Presidency Training School for Mistresses which are below Rs. 200 and therefore belong to the subordinate service. The pay of some of these is as high as Rs. 150, but they are comparatively few in number and a detailed history of them does not seem called for.

22. There are a large number of appointments on low pay in the schools for boys in the Agency tracts and in Government Girls' Schools. There are also in the Director's and other offices many clerical appointments. As mentioned above, the attempt to organize these in a service has been abandoned.

(2)

Note on employment of Indians in the Educational Services.

As is shown in the annexed statement the number of Indians employed has risen from 576 to 2,368 and of Europeans including statutory natives of India of European extraction from 40 to 97. The increase in the number of the former has necessarily been numerically largest in the lower grades of the service made up chiefly of teachers in elementary schools for girls and in the Agency tracts and the members of clerical establishments. The increase in the number of officers in the Higher Subordinate and Provincial Services has, however, been proportionately larger, there being now nearly five times as many Indian officers employed in inspecting and tutorial work as there were in 1887. The aggregate amount of pay has not, however, increased in the same portion.

2. The increase in the number of Europeans employed is much less marked and is still less significant when it is remembered that of these Europeans a large proportion are statutory natives of India. The actual increase in the services in the number of persons born and educated in Europe has been from about 22 to 36.

These figures, I think, are to a considerable extent themselves an indication of the degree of success achieved by the employment of Indians. As education has advanced we have found an increasing number of men sufficiently qualified for appointment to subordinate posts both in the inspecting and tutorial branches of the service. They have, however, been employed under conditions and at rates of pay which have not generally attracted the best men from our colleges and schools, who have almost without exception gone to the bar or entered other departments of Government. The administrative work connected with education has consequently been carried on during the period under review in what I can only call a somewhat makeshift way. We have had systematically to make best of the men we had and expect from them only a lower standard of efficiency than rules in some other departments. In confirmation of this statement I may say that on two occasions educational officers have been tried in the Secretariat and found wanting, both being reckoned among the best in the Educational Department.

3. In these circumstances the number of dismissals or supersessions for inefficiency affords little indication of how far a further advance is justified by the degree of success achieved by the employment of Indians. Actual dismissals from the service have been very few and not on the ground of inefficiency. Supersessions of a marked kind have also been rare although a process of selection is always going on and of recent years has been more active owing to the greater demand for specialized knowledge for college work. Premature retirements on other grounds than health, have not occurred, although in many cases officers who had reached the age of 55 were not allowed to extend their service as they would have liked to do. These have usually been men who were recruited when low educational qualifications were necessarily accepted or whose physical vigour had been impaired by age.

4. Of late years the overcrowding of the bar and increased competition for appointments elsewhere have brought some better men into the service and their work in junior and assistant professorships and similar posts has been sufficiently satisfactory to lead me to think that with the marked improvement in the training given by colleges consequent on University reform and provided that the service is made sufficiently attractive to compete with others a further advance in the employment of Indians in college work may be confidently anticipated. The work of the Indian Inspectors of Schools has not, except in a few cases, been such as to justify any such confident anticipation for this branch of the service. Until about ten years ago the work of an Inspector of Schools was conceived to be mainly policing. He was expected by a formal and very superficial examination of pupils and inspection of school records to decide as to the efficiency of schools and to keep the Director duly informed. It was thought that Indians could perform these routine duties sufficiently well and in 1886 it was even in contemplation to get rid of the European Inspectors altogether. In this Presidency the European element in the inspecting agency was actually reduced to two Inspectors, there being two Indian Inspectors.

5. As faith in examinations and results waned and education developed the need for both more and better inspection was recognized, the number of inspectors was raised and the aim set before them was that of raising the high schools of the Presidency to something approaching the level of efficiency of those of Europe. European training, experience and ideals were then seen to be essential for inspection work. All the new inspectorships created, seven altogether, were in the Indian Educational Service, and I am convinced that this policy has been justified by results in the great improvement in the quality of secondary education, that could not have been obtained without it.

6. We are now, however, only beginning to work out a system of secondary education at all comparable to that of European countries. An immense amount of constructive work remains to be done, and done in face of powerful tendencies, founded in the immediate interests of parents, to the ever wider diffusion of cheap inefficiency. The work of Inspectors of Schools will consequently demand in an increasing degree with the development of our system the stimulus of the highest aims and the guidance of complete and first-hand knowledge of what has been achieved in the most progressive countries. The great majority of them, preferably all for the present, must therefore continue to be recruited from Europe.

Sub-Enclosures.

STATEMENT showing the cadre of the department with the number of posts and the pay of various grades.

1st April 1887.

	Pay of the post. RS.	Number of appointments.
Special Director of Public Instruction ..	2,000—50—2,250	1
Indian Educational Service	1,250—1,500	1
	1,000—1,250	2
	750—1,000	5
	500—750	9
Other Officers*		17
	600	2
	500	6
	400—500	3
	400	2
	371—8—0	1
	300—400	3
	300	5
	200—300	5
Deputy Inspectors		27
	250	2
	200	3
	175	5
	150	10
	125	12
	100	27
	75	12
Superintendents of Hill Schools	40	3
		3
Total ..		119

* Excluding officers in the Agricultural and Medical Colleges which are no longer under the control of the Educational Department.

Statement showing the cadre of the department with the number of posts and the pay of various grades—cont.

1st April 1887—cont.

	Pay of the post. RS.	Number of appointments.
Teachers and clerks	215	2
	150—200	1
	175	4
	125—175	3
	160	1
	150	5
	80—130	1
	125	4
	90—120	5
	100	10
	80	1
	75	4
	70	2
	60—2—80	13
	60	2
	50—75	2
	50—60	9
	50	6
	40—60	12
	40—50	8
	40	5
	35—50	2
	35	1
	30—45	1
	30—40	2
	30—35	10
	30	2
	25—40	1
	25—30	8
	25	4
	24	2
	20—40	9
	20—30	1
	20—25	27
	20	10
	15—20	11
	18	11
	17½	1
	17	1
	16	1
	15—17½	4
	15	92
	14	1
	12½—15	2
	12½	2
	12	18
	10—½—15	8
	10—12½	1
	10	44
	9	10
	8	21
	7½—10	7
	7	27
	6½—8½	3
	6	8
	5—7½	6
	5	36
	3½	1
	2	1
Total ..		497
Grand Total ..	(119 + 497) =	616

Statement showing the cadre of the department with the number of posts and the pay of various grades—cont.

1st April 1912.

	Pay of the post. RS.	Number of appointments.
Special Director of Public Instruction ..	2,000—100—2,500	1
		1
Indian Educational Service.. ..	500— 50—1,000	24
	500— 50— 750	2
	500— 20— 600	1
	450— 10— 600	1
	400— 10— 450	1
	350— 10— 450	1
		30
Other officers.. ..	1,500	1
	1,250— 50—1,500	1
	1,000— 50—1,250	1
	750	2
	650	1
	450	1
	300—10—400	1
		8
Provincial Educational Service	700	3
	600	3
	500	3
	450	3
	400	4
	350	5
	300	6
	250	7
	200	8
		42
Others	350	1
	250	2
	200	2
		5
Subordinate Educational Service (Inspection Branch).	175	12
	150	22
	125	32
	100	40
	75	22
		128
	50	34
	40	68
	30	136
		238
Total ..		452

Statement showing the cadre of the department with the number of posts and the pay of various grades—cont.

1st April 1912—cont.

	Pay of the post. RS.	Number of appointments.
Teachers and clerks	250	4
	200	1
	170—10—250	1
	150— 5—200	2
	150— 5—175	1
	175	5
	150	7
	125— 5—175	2
	125— 5—150	3
	100—10—150	3
	100— 5—150	5
	100— 5—125	4
	125	9
	100	14
	85— 4—125	1
	80— 4—100	5
	105	2
	85— 5—100	8
	80	2
	75	1
	75—2½—100	5
	65	4
	70— 2— 80	4
	70	3
	60— 4— 80	8
	60— 2— 80	7
	60— 3— 75	4
	60— 2— 70	4
	60	17
	50— 5— 75	6
	50— 4— 70	1
	50— 2— 70	2
	50— 2— 60	24
	50	16
	45— 3— 60	1
	40— 4— 60	18
	40— 2— 60	11
	40— 2— 50	21
	40	9
	35— 1— 40	5
	35	7
	30— 2— 50	9
	30— 3— 45	1
	30— 2— 40	45
	30— 1— 40	1
	30— 1— 35	3
	30	40
	25— 2½—50	6
	25— 3— 40	2
	25— 2— 35	2
	25— 1— 30	32
	25— ½—30	1
	25	34
	20— 2— 40	14
	20— 2— 30	39
	20— 1— 30	10
	20— 1— 50	4
	20— ½—25	1
	20— 1— 25	76
	20	109
	15— 1—20	129
	15	203
	14	107
	12	301
	10— 1— 15	90
	10— ½—15	2
	10	391
	8	7

Total .. 1,916

Grand Total .. (452+1,916)= 2,368

STATEMENT showing the proportion and aggregate pay of European and non-European elements.

	Number of appointments.	Europeans.	Indians.	Salary of	
				Europeans.	Indians.
Special appointment	1	1	..	2,250	..
Indian Educational Service	17	15	2	12,675	1,083
Other officers	27	15	12	6,542	3,860
Total	..	..	..	21,467	4,943
<i>Subordinate service.</i>					
Inspection	74	3	71	500	8,195
Teaching and clerical	497	6	491	895	18,135
Total	616	40	576	22,862	26,273
		6 per cent.	94 per cent.		

STATEMENT showing the proportion and aggregate pay of European and non-European elements.

	Number of appointments.	Europeans.	Indians.	Salary of	
				Europeans.	Indians.
Special appointment	1	1	..	2,500	..
Indian Educational Service	30	30	..	22,150	..
Other officers	8	8	..	7,150	..
Provincial Educational Service	42	9	33	4,050	11,200
Other officers	5	4	1	900	850
Total	..	..	..	36,750	11,550
<i>Subordinate service.</i>					
Inspection	366	7	359	1,025	22,525
Teaching and clerical	1,916	38	1,878	3,048	42,826
Total	2,368	97	2,271	40,823	76,901
		4 per cent.	96 per cent.		

Order—No. 938, Educational, dated 13th October 1913.

Recorded.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

To the Hon'ble Dr. Bourne, F.R.S., C.I.E. } with a copy of notes.
,, Public Department

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 938, EDUCATIONAL,
DATED 13TH OCTOBER 1913.

[SUBJECT.—*Royal Commission to enquire into the Indian and other Civil Services in India.*]

PUBLIC DEPARTMENT.

From the Government of India, Home Department, dated 3rd September 1912,
No. 1627-Ests.

The following un-official note may, it is submitted, be sent to the Secretariat Departments concerned with reference to paragraphs 2 and 4 of the Home Department letter:—

A copy of the letter from the Government of India, Home Department, No. 1627-Ests., dated the 3rd September 1912, is forwarded to the Educational department with the request that the memoranda and information respecting the various services under that department referred to in paragraphs 2 and 4 of the letter may be compiled and furnished to this department at an early date. In preparing the information referred to in paragraph 4 of the Home Department letter, a comparative statement may be drawn up showing the percentage to the total actual strength of the service, of (1) non-Indians and (2) Indians appointed to the service since 1886 who have been found inefficient. It is suggested that casualties arising from death or premature retirement on grounds of health may be left out of account for purposes of calculating the number of supersessions.

E. S. SUNDARAM AYYAR—19-9-12.

A. G. CARDEW—19-9-12.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The Director of Public Instruction may be requested to compile and furnish the memorandum and the information regarding the Educational services referred to in paragraphs 2 and 4 of India's letter. This is the course adopted in the Public and Judicial departments, where the Surgeon-General, the High Court and the Inspectors-General of Police, Prisons and Registration have been requested to compile and furnish the information required. In the linked file will be found the memorandum issued to the Inspectors-General of Prisons and Registration.

2. A draft memorandum to the Director of Public Instruction is submitted for approval.

T.K.—15-10-12.

C. RAMANT JACHARI—25-10-12.

[Memorandum No. 2556-1, Educational, dated 26th October 1912.]

PUBLIC DEPARTMENT.

The attention of the Educational department is drawn to the Public department u.o. note, dated 19th September 1912, forwarding a copy of the letter from the Government of India, Home Department, No. 1627-Ests., dated the 3rd September 1912, and asking that certain memoranda and information may be supplied. Information has now been received that the Public Service Commission will visit Madras at the end of December or quite at the beginning of January next. The Educational department is, therefore, requested to regard this matter as of great urgency and to supply the information which has been called for, if possible, by the 1st December and in any case at a very early date.

A. G. CARDEW—18-11-12.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

What stage reached.

L. DAVIDSON—18-11-12.

PUBLIC DEPARTMENT.

In continuation of the Public Department u.o. note No. 4908-1, dated the 20th September last, forwarding the Government of India's letter referred to therein regarding the Public Service Commission, the Educational department is informed that the memoranda called for should include the following information:—

(1) A brief historical *resume* showing the origin and development of each department, including the main outlines of any reorganization or important change in constitution.

This is for the Secretariat. The rest for the Director of Public Instruction.

L. DAVIDSON—19-11-12.

(2) A very concise summary of all important discussions which may have taken place in recent years relative to the system of recruitment, training and pay.

(3) A comparative statement showing both for the 1st April of 1912 and the corresponding data in 1886 or 1887—

(a) the cadre of the department with the number of posts and the pay of various grades,

(b) the proportion and aggregate pay of European and Non-European elements,

(c) the method of recruitment for the various grades, and

(d) the educational or other qualifications required.

In drawing up this comparative statement, information should be furnished separately, so far as practicable, for the following classes of officers serving in the department:—

(1) Imperial officers in superior service, *i.e.*, officers in superior service appointed in England,

(2) officers belonging to the Provincial service technically so-called, and

(3) officers of the subordinate services, exclusive of menial establishments.

A. G. CARDEW—18-11-12.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

A draft memorandum to the Director of Public Instruction is submitted for approval. After the memorandum has issued, the portion to be dealt with in the Secretariat will be taken up.

T.K.—19-11-12.

C. RAMANUJACHARI—19-11-12.

C. S. ANANTARAMA AYYAR—19-11-12.

L. DAVIDSON—19-11-12.

[Memorandum No. 3105-1, Educational, dated 19th November 1912.]

PUBLIC DEPARTMENT.

In continuation of previous u.o. note ending with that of the 13th instant, a copy of the memorandum relating to the Educational services, prepared by the Government of India for the Public Service Commission, which is expected to arrive in India very shortly, is forwarded to the Educational Department for information.

A.H.—19-11-12.

A. G. CARDEW—19-11-12.

Educational Department.

EDUCATIONAL DEPARTMENT.

Ask if Public can let us have a second copy, and then after reference return this to me.

L. DAVIDSON—21-11-12.

A second copy of the memorandum has been obtained from the Public Department. This file is resubmitted as directed.

C. RAMANUJACHARI—20-11-12.

Original detained.

L. DAVIDSON—2-11-12.

PUBLIC DEPARTMENT.

The Educational Department is furnished with an extract from a demi-official letter from the Secretary to the Government of India, Home Department No. 2110, dated the 16th November 1912, on the subject of the Royal Commission on the Public Services in India which will arrive at Madras on Saturday the 28th December 1912.

A. G. CARDEW—22-11-12.

Letter—from the Honourable Mr. H. WHEELER, C.I.E., I.C.S., Secretary to the Government of India, Home Department.

To—the Chief Secretary to the Government of Madras.

Dated—Simla, the 16th November 1912.

No.—2110.

I am desired to state, for the information of His Excellency the Governor in Council, that intimation has been received from the Secretary of State that the Right Honourable Lord Islington, K.C.M.G., Chairman of the Royal Commission on the Public Services in India, will arrive at Madras on Saturday, the 28th December 1912. A sitting of the Commission at Madras to settle preliminary points will be held on Monday, December 30th, and sittings for the taking of evidence will begin on Wednesday the 8th January 1913. Lord Islington has also decided that the Commission shall proceed from Madras to Burma and Bengal. The preliminary itinerary for these three provinces is likely to extend until about the end of February, if Upper Burma is visited, as the Chairman at present contemplates.

2. In order to assist the Government of Madras and the earlier witnesses, the members of the Commission in England have under preparation a set of preliminary questions of a nature to elicit opinions on the broad main feature of the enquiry, but such as will not commit the Commission to any particular views or line of investigation. The first set of questions will be confined to the Indian Civil Services; and the provincial Civil Services; and copies of these will probably be despatched from England on the 22nd November. The Commission, when it meets, will decide whether the case of any other services can be taken up this cold weather.

Memorandum No. 4908-8, Public, dated 18th December 1912.

The Educational Department is requested to be so good as to state when the memoranda and information respecting the various services under that department asked for in connection with the Public Service Commission in Public Department u.o. note No. 4908-1, dated the 20th September 1912, may be expected.

(By Order.)

A. R. KNAPP,
Officer on Special Duty.

EDUCATIONAL DEPARTMENT.

The history of the Indian and Provincial Educational Services since 1886 up to date is given in the note prepared by the Government of India. This note is supplemented by the Director's note on pages 3 to 6 of current file containing detailed information relating to the Madras Presidency. The latter note has been verified and referenced. There is very little to be added to those notes.

As regards subsequent discussions for the improvement of these services, attention is invited to the letters to the Government of India on the subject No. 28, Educational, dated 17th January 1910, and Nos. 532, Educational, 578, Educational, dated 13th July 1908 and 8th October 1910, respectively.

2. Taking the Indian Educational Service, this Government have accepted in their entirety the recommendations of the Government of India in the matter. The proposals are summarized in section V of the Government of India's note on pages 12 to 14. Since then memorials have been received from the members of the service and transmitted to the Government of India. These contained the following requests:—

- (i) to allow optional retirement on a reduced pension of Rs. 4,000 after 20 years' service;
- (ii) to allow optional retirement on a pension of Rs. 5,000 after 25 years' service;
- (iii) to make an officer who has held a senior allowance for not fewer than three years eligible for an additional pension of Rs. 1,000 per annum;
- (iv) to continue for a second period of ten years the annual increment of Rs. 50 drawn at present only during the first ten years of their service, so that at the end of 20 years an officer shall ordinarily be in receipt of Rs. 1,500 a month;
- (v) to increase the number and the amount of the personal allowances in a manner commensurate with the growing size and importance of the service; and
- (vi) to give a local (as distinct from the existing personal) allowance to the officer discharging the duties of Principal of a College.

The second of the above requests, namely, optional retirement after 25 years' service, was recommended by this Government in connection with the reorganization of the service. The other points were not considered by the local Government.

3. A similar memorial was also received from the three inspectresses of girls' schools included in the Indian Educational Service and this was also forwarded to the Government of India—*vide* letter No. 892, Educational, dated 10th October 1912. The requests contained therein were—

- (i) to abolish the existing varying scale of salaries for the three inspectresses, and
- (ii) to fix their pay at Rs. 500—35—850.

In this case also the Government did not examine the requests on their merits.

4. The Government of India have just been addressed for the creation of an additional appointment in the Indian Educational Service so as to provide for a separate office of the Principal of the Presidency College. A separate special allowance of Rs. 400 *per mensem* has been proposed for this appointment.

There is also another proposal to add one more appointment to the service to provide for a professorship in electrical engineering in the College of Engineering.

A third proposal affecting the cadre of the service which is at present probably under the consideration of the Government of India is the creation of a separate inspectorship for the charge of Bangalore and Coorg with a district of the Presidency.

5. As regards the Provincial Educational Service, all the important portions of the discussions for the improvement of the service have been embodied in the letters to the Government of India referred to in paragraph 1. These have been printed in the collection prepared by the Government of India.

Letter No. 532, Educational, dated 13th July 1908.

Letter No. 578, Educational, dated 8th October 1910.

(1) I think you had better print at once—without waiting for possible further developments. If they arise an appendix can be prepared.

(2) As to August, surely the Commission made a particular point of having these notes ready before 1st April. I have a distinct recollection of some such request being made about a month ago and remember nothing superseding it.

L. DAVIDSON—26-3-13.

6. Submitted that no immediate action is necessary in respect of this note. It may therefore lie over till August next or earlier, if necessity arises. The note can then be revised with reference to any subsequent developments and finally printed.

It is understood that other departments have also similarly allowed the matter to lie over.

C. RAMANUJACHARI—25-3-13.

The papers have been printed and are submitted with reference to paragraph (1) of Mr. Davidson's marginal note *supra*.

2. With reference to paragraph (2) of the same note, it is submitted that the Secretary apparently refers to the date fixed in the Public Service Commission's letter No. 29-C, dated 8th February 1913, for the submission to the Commission of the memoranda prepared by the representatives of the several services. These were submitted by the Director of Public Instruction direct to the Commission in time and copies submitted to Government. Orders are solicited as to whether these papers may lie over as suggested in paragraph 6 of the foregoing office note.

Yes.

W. FRANCIS—28-5-13.

P.R.—23-5-13.

C. RAMANUJACHARI—29-5-13.

2. The information collected in this file is to be held in reserve in order that it may be used by any official witnesses and members of Government, if necessary—paragraphs 2 and 4 of India's letter. There is nothing more to be done at present with these papers which may be recorded and printed, a copy with notes being sent to Dr. Bourne and another to the Public Department.

3. A draft order is submitted for approval.

P.R.—10-10-13.

C. RAMANUJACHARI-10-10-13.

Approved.

W. FRANCIS—11-10-13.

[G.O. No. 938, Educational, dated 13th October 1913.]

READ AGAIN G.O. No., dated 191

” ” ” * ” ” 191

C. No., From the, No., dated 191

" " " " " 191

ORDER.

No. 93845, dated 13-10-1913.

For Record only

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 10-10-13 10-10-13

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To,
The Hon'ble Dr. Biju, F.R.S., C.I.E } with a copy
Public Dept. } notes.
with space for student notes.

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DEPARTMENT.

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G.O. No. 938 dated 13/10/1913

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Notes.

Brief subject. Public Services Commission

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SPECIAL INSTRUCTIONS.

Royal Commission on the Public Services - Recording notes explanatory of the history of the educational services and the extension of the employment of Indians in those services, prepared in connection with in India.

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