

Home (Education) (1916) Department.

Ordinary SERIES.

G.O., No. 1133

DATED the 28<sup>th</sup> October 1916

INDEXED

[Despatch Abstract.]

Special tests.

Recording, with reference to G.O.No.969 Home (Education), dated the 13th September 1916, the papers relating to the question of investing the Collector of Cuddapah with increased powers in the matter of the employment of unpassed men.



Section II-25 (a)  
 CN: 3185  
 149  
 1915

Received



Registered

Conference

Passing orders on certain suggestions bearing on the revenue administration which were put forward at the informal ----- held on 29th July 1915 by His Excellency the Governor with the revenue officers of the district of Cuddapah.

Revenue DEPARTMENT.

G.O. No. Mis. 2065, , dated 11th September 1915.

~~Take the following papers~~

|             |
|-------------|
| ENCLOSURES. |
| No. ....    |

ORDER.

At an informal conference held on 29th July 1915 by His Excellency the Governor with the revenue officers of the Cuddapah district, the following suggestions bearing on the revenue administration were put forward:-

*the file relating to item (1) to which alone SR is referred is now in circulation vide p. 6 of CF. No action necessary on this current which may be noted*

*noted*

*9-15*

- (1) that the Collector of Cuddapah should be invested with increased powers of exemption in the matter of the employment of unpassed men;
- (2) that the Collector should have power to exempt revenue subordinates from the rule in paragraph 2 of Board's Standing Order No. 140 requiring them to have served as revenue inspectors for one year before appointment to posts in the huzur and divisional offices carrying a pay of more than Rs. 35 per mensem;
- (3) that the number of probationary revenue inspectors in each district should be raised from two to four;
- (4) that the question of reduction of the area of revenue inspector's firkas in the Cuddapah district should be taken up at once independently of the general scheme for the revision of the establishment of revenue inspectors throughout the whole Agency;

*TR*



(5) that measures should be taken for the extension of village site.

2. (a) - Item 1. Orders will issue in the Educational department on this suggestion;

(b) - Item 2. The Collector should address the Board of Revenue in the matter;

(c) - Item 3. No orders ~~orders~~ can be passed on this suggestion until a decision is arrived at on the question of modifying the system of recruitment for the upper division of the revenue department sanctioned in G.O.No.682-Revenue, dated 11th March 1911, which is now under the consideration of the Government;

(d) - Item 4. The Collector is at liberty to submit proposals through the Board of Revenue if he is satisfied that this is administratively necessary;

(e) - Item 5. The attention of the Collector will be drawn to the orders issued in G.O.No. 239-L., dated 16th February 1915..

(True Extract)

L. Davidson,

Secretary to Government.

To

The Collector of Cuddapah.

Copy to the Board of Revenue, Land Revenue.

" " Educational Department (with copy of notes).

Forwarded to the Educational Deptt.

(By Order)

*Be. L. Davidson*

Registrar.

# NOTES.

File No. IV

At 11 A.M. on Thursday the 29th July 1915, His Excellency held an informal conference with the revenue officers of Cuddapah district.

x x x  
The Collector opened the subject of scarcity of passed candidates for appointment in the revenue department. Great difficulty was said to be experienced in obtaining suitable men. Many of them were unpassed and it was difficult to secure qualified men as clerks in the offices including those of tahsildars and sub-magistrates. The total establishment in the district was 294 of whom more than 30 per cent were unpassed, 17 having been exempted from examination rules. Further the number of graduates in the district was only 29, which represented 10 per cent of the total strength of the establishment. The literacy of the district might be gauged from the fact that only 10 per cent of revenue appointments were held by graduates in Cuddapah as against 50 per cent in Tanjore. There was said to be considerable discontent among the lower ranks who had no chances of promotion above a certain salary. The Collector found it possible to select suitable men out of unpassed men but in each case he had to make out a strong representation for exemption to the Government, with the result that very little progress was made in that direction. It was therefore suggested that the Collector might be invested with wider powers of exemption which was said to be a necessity in this district. x x

x x x



Paragraph 1 of the note:-

The suggestions in this paragraph are:-

- (1) that the Collector of Cuddapah should be invested with greater powers of exemption in the matter of the employment of unpassed men than he now possesses;

x x x

2. Item (1). Collectors can now sanction the employment of unpassed candidates in acting and sub-pro-tem vacancies and in temporary posts in the revenue and magisterial departments.--

- (a) when the vacancy does not exceed twelve months in duration;
- (b) when the sanctioned pay of the appointment is not more than Rs.30 per mensem; provided that bona fide efforts have been made without success to obtain passed men. Divisional officers also exercise similar powers. The power of the Board of Revenue in this respect is that subject to the same proviso it can sanction the employment of unpassed candidates (1) in permanent posts the sanctioned pay of which is not more than Rs.30 per mensem, and (2) without limit of time or salary in acting and sub-pro-tem vacancies and in temporary posts. It is stated that when suitable candidates are available among passed men there is the difficulty in making out a strong case for exemption. It is submitted that the Government will always favourably consider applications for entertainment of unpassed candidates in cases where there is a real necessity and the conferment of wider powers on local officers will, it is thought, lead to abuse. If, however, it is considered



and the Educa-  
-tional department.  
L.D.  
20-8-15.

5 5 5  
considered that in view of the scarcity of passed men  
in the Cuddapah district the Collector may be given  
wider powers, the Board may, it is submitted, be con-  
-sulted before final orders are passed.

x x x

T.R.T.  
14-8-15.  
M.R.N.  
17-8-15.

To Secretary.

The question in item (1) may be referred to the  
Board. The powers at present enjoyed by collectors  
are very restricted,, and I submit that it is very --  
difficult to make cases look as strong on paper as -  
they really are. Considerations of a man's character,  
reputation, family, etc., cannot always be plainly set  
down.

x x x

A.H.A.T.  
19-8-15.

I do not think any reference should go to the  
Board without prior consultation with the Educational  
Department. Cuddapah is an exceptional district, I  
know, with regard to the sufficiency of passed candi-  
-dates. But these powers of exemption have been much  
discussed in the past and it is the Educational Depart-  
-ment which is the repository of the general principles  
underlying them.

x x x

L.D.  
20-8-15.

The question of exemption of unpassed men is one  
to be considered in Educational.

x x x

A.G.C.  
21-8-15.

To Under Secretary.

A draft order is submitted for approval. It may be sent to the Educational Department for acceptance.

K.A.M.  
27-8-15.

To Secretary.

A.H.A.T.  
30-8-15.

Educational u.o.

L.D.  
31-8-15.

Educational Department.

This department is concerned with item (1) in the draft order, namely, that of enhancing the powers of the Collector to employ <sup>or</sup> unpassed men. This question is separately under consideration. The file is now in the Revenue Department. Clause (a) of para 2 of the draft order may be accepted in this department and the file returned to Revenue.

Since returned to  
Educational  
K.A.M.  
9-9-15.

*and circulated*

*to H. E. & H. M. Rev.*

*9-9-15*

*(Vide page 24 of notes in file  
No. 111) which was  
linked with file No. I since  
disposed of in G.O. 969 Estn.  
13-9-16*

P.R.  
6-9-15.

C.R.  
6-9-15.

C.G.T.  
7-9-15.

Revenue Department.

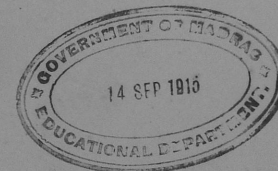
To Under Secretary.

For orders as to issue.

K.A.M.  
9-9-15.

Issue.

A.H.A.T.  
10-9-15.







CN-26579  
3. 8. 15

Thursday the 29th July 1915, His Excellency held an informal conference with the Revenue Officers of Cuddapah district.

They were

1. M.R. by O.N. Ramaswami Ayyar Avl., Headquarters Deputy Collector.
2. Muhammad Munir Sahib, Khan Sahib, Divisional Officer, Sidhout.
3. M.R. by A. Ramamuja Achariyar Avl., Deputy Collector, Jammalamadugu.
4. „ S. Srinivasa Rao Pantulu Garu, Personal Assistant to the Collector.
5. „ A. Krishnaswami Nayudu, Tahsildar, Cuddapah.
6. „ W. Samayya Garu, Tahsildar, Rajampet.
7. „ P. Venkataswami Mudaliyar, Tahsildar, Sidhout.
8. „ S. Subrahmanya Ayyar, Tahsildar, Badvel.
9. „ A. Sambasiva Ayyar, Tahsildar, Jammalamadugu.
10. „ V. Seshagiri Rao, Tahsildar, Proddatur.
11. „ C. Jayaram Nayudu, Tahsildar, Pulivendla.
12. „ P. Govinda Rao, Tahsildar, Kamalapuram.
13. „ T.R. Kamalanatha Mudaliyar, Tahsildar, Rayachoti.
14. Mr. A. C. Langston, Superintending Engineer.
15. Mr. T. A. Hitehead, District Forest Officer, East Cuddapah.

Mr. A. R. Banerji, C.I.E., I.C.S., the Collector and Mr. H. G. Stokes, C.I.E., I.C.S., Private Secretary, were also present.

The Collector opened the subject of scarcity of passed candidates for appointment in the ~~re~~ revenue department. Great difficulty was said to be experienced in obtaining suitable men. Many of them were unpassed and it was difficult to secure qualified men as clerks in the offices including those of Tahsildars and Sub-Magistrates. The total establishment in the district was 294 of whom more than 30 per cent were unpassed, 17 having been exempted from examination rules. Further the number of graduates in the district was only 29, which represented 10 per cent of the total strength of the establishment. The literacy of the district might be gauged from the fact that of 10 per cent of revenue appointments were held by graduates in Cudd as against 50 per cent in Tanjore. There was said to be considerable discontent among the lower ranks who had no chances of promotion above a certain salary. The Collector found it possible to select suitable men out of unpassed men but in each case he had to make out a strong representation for exemption to the Government, with the result that very little progress was made in that direction. It was therefore suggested that the Collector might be invested with wider powers of exemp





said to be a necessity in

Collector

stated that he should have the power

of appointing a man from

strict rule of having to undergo Revenue Inspector's training

for appointments above Rs.40/- as it was thought that

to attract a better class of persons. He cited an instance

of serving men who were recommended to the Board for exemption

and refused. As these men had no prospect of promotion,

they remained in the service. The revenue officers present strongly sup-

ported the proposal. Further with regard to the recent sanction of

of Revenue Inspectors for each district, it was sug-

gested that this number might be doubled.

The question of kudimaramat to the river channels in the

district formed the next subject of discussion. Most of the channels

owing to drift of sand, had got into a state of disrepair and some

of them had even been abandoned owing to the difficulty of removing

the silt at the time of annual clearance. The banks of these channels

had grown higher and higher and the slope steeper and steeper. The

silt clearance was rendered a matter of the greatest difficulty in

certain places. In order to put a stop to the deterioration of the

channels and their eventual abandonment the Collector suggested in

his report to the Board of Revenue, that berms should be cut at the

expense of Government. In consultation with the Chief Engineer it

was decided that the question was one of general importance for the

whole Presidency, involving considerable expenditure and that the

cutting of berms was part of silt clearance work to be done by

kudimaramat labour. One difficulty in the way of rendering the cus-

tomary services for keeping the channels in a state of repair was

the increase in the cost of labour. The Collector urged that the

question of repairing these channels should be investigated by the

Public Works Department. As an instance of the abandonment of useful

channels, Peddapasupalli channel which was started as a famine work

in 1877 and improved at great cost in 1897, was ordered by the Govern-

ment to be abandoned on account of the disinclination on the part of

the ryots to render kudimaramat. It was also stated that the Rodda-

tur channel with an ayacut of 329 acres irrigated only 78 acres for

wet crops and 197 acres for dry crops on an average during the last

five years, so that a remission of Rs.1,000 had to be made. If the



3. 9  
channel was restored, the full ayacut could be irrigated without any necessity for remission. It was next suggested that springheads should be shifted to other unobjectionable localities so as to improve the supply in the river.

Bar  
The Collector then brought to notice that the Revenue Inspectors' charges, especially in Jammalamadugu taluk, were heavy and rendered zimash imperfect. The country was cut up by rivers and ranges of hills and the distances to be travelled by the Revenue Inspectors rendered their work difficult. In reply to a reference from the Board of Revenue the Collector had reported that the jurisdiction of the Revenue Inspectors should be reduced in area. He requested His Excellency that the case of this district might be taken up without delay and not be shelved pending consideration of the scheme for the whole Presidency. It was stated that an extra firka was sanctioned in Koilkuntla in Kurnool district in advance. His Excellency promised to see what could be done to expedite the matter so far as Cuddapah was concerned.

SM  
In reply to His Excellency's enquiry as to what were the greatest needs of the district, it was stated that drinking-water supply, village sanitation and extension of village site were the requirements and that the first of these should be placed in the forefront especially in Sidhout taluk where owing to the difficulty of obtaining good drinking water cholera and guinea worm prevailed. The Collector remarked that better supervision should be exercised in the utilisation of Government grants i.e. a better staff should be organised. At present a well overseer who had to draw up plans and estimates, received Rs.60 and the works carried out by him were not always a success. As a remedy it was suggested that the local fund staff should be better organised. It was pointed out that owing to the absence of an expert staff half the grant remained unspent last year.

SM  
It was next pointed out that the roads were in a bad condition. Some of them could not be maintained out of the means of the District Board. Jammalamadugu-Talamachi atnam road which led to Nellore, it was urged, should be kept in a thorough state of repair. It was thought that no further roads were wanted but that the existing ones of 900 miles should be maintained in better order.

10  
The Collector stated that the post of Shariatdar-Magistrates should be abolished, as they were recruited from the ranks of clerks while they exercised second class magisterial powers. The matter was said to be under correspondence with the Government.

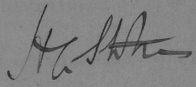
Rev  
In reply to His Excellency's enquiry as to the distribution of liquor shops, it was stated that both toddy and arrack shops had been reduced in the last three years from 343 to 269, but that consumption had become greater. No further reduction of shops was said to be advisable as this would give rise to illicit distillation, in which already the district had shown an increase of cases. This was ascribed to better detection owing to the creation of a new Abkari Circle.

Rev  
There was a reference to the grazing of cattle, supply of fuel and cultivation of green manure. About 6,000 cattle grazed annually at three annas per head and one rupee for penning 100 head inside the forest. The price of fuel was said to range from Rs.7-8-0 to Rs.9 a ton. As regards green manure<sup>it</sup> was stated that the ryots had not become accustomed to raising this on their own land though Tahsildars had been urging upon them the importance of such a measure. As a substitute for forest-grown leaf manure it was suggested that prickly pear might be used with advantage.

Copy to the Secretary to Government, Educational Department,  
for remarks.

Madras Governor's Camp.

31-7-15.

  
Private Secretary to  
H. E. the Governor.



Please see page 1 of the note supra.

The Collector (Mr. Banerji) at the informal Conference held at Cuddapah asks for wider powers of exempting unqualified persons for promotion to higher grades in service. In support of his suggestion, he states

(a) that in the Cuddapah district great difficulty is experienced in securing qualified men as clerks, and

(b) that considerable discontent exists among exempted men in the lower ranks who have no chances of promotion above a certain salary.

2. Under existing rules, persons, who do not possess even the minimum educational qualifications prescribed in Article 1 of the Public Service Notification, can be appointed to posts carrying a salary not exceeding Rs.20 per mensem. Collectors and Revenue Divisional Officers can sanction the employment of unpassed candidates in acting and sub protem vacancies and in temporary posts, when the vacancy does not exceed twelve months and when the ~~rate~~ <sup>sanctioned</sup> pay is not more than Rs.30 per mensem. In regard to special tests, the

Collector

Page 2 of Public Service Notification (N)

Page 15 to



page 16- (N)

p. 1 Super

$$\frac{\textcircled{X} 839.20}{16.7.14} + \frac{\textcircled{Y} 987.20}{19.2.14}$$

## NOTES.

Page 12

has no power, except in respect of village officers and revenue inspectors for short periods.

3. By wider powers, Mr. Banerji apparently asks for some powers of appointing unqualified persons permanently to posts carrying a pay of more than Rs.20. It may be observed at the outset that till last year all powers of permanent exemption were reserved entirely to Government, and it was only in that year, in considering the proposals of Mr. Francis for the reduction of work in the Secretariat, it was thought desirable to empower the Board of Revenue to sanction permanent exemptions

(a) from minimum general educational qualifications for employment in posts with pay not exceeding Rs.30, and

(b) from special tests in case of appointments with pay not exceeding Rs.50 and of a few specified appointments.

Thus the Board is the only authority that now exercises any power as to permanent exemptions.

4. The questions now for consideration are

(1) what would have been the cause of the state of affairs in the Cuddapah district complained of by the Collector, and



(ii) whether the remedy suggested ~~was~~ really the proper one.

It cannot obviously be that the number of candidates offering for public service is now fewer than in previous years. The number of persons with the minimum general educational qualifications annually turned out from schools is now more than six times as much as it was twenty years ago. As a matter of fact, Mr. Mac Iver, as Collector of the adjoining district of Anantapur, in respect of a similar question stated in August 1914 that he never found any difficulty in getting qualified men for permanent appointments on even Rs.15 to start with.

5. The reason is apparently to be found in the system of making initial appointments adopted in the district. If bona fide efforts had been made to secure qualified persons for these initial appointments and if the power of exemption had been used only in cases of real difficulty, the state of things referred to might not have come about. As it is, it is only natural that,

1893-94 — 776 } mahicshahs  
1913-14 — 4860 } S.S.L. Cerap  
holders

pages of fo  $\frac{1020.8}{28.8.14}$



when the lowest grades are manned by unpassed persons, qualified men do not care to accept position equal to these and take their chances along with them. Any attempt at introducing qualified men in the higher grades would obviously create the discontent such as that referred to by the Collector.

6. For this condition of affairs it is not likely that the Collector will be largely responsible. The bulk of the low-paid appointments are now in the gift of the Divisional Officers, those under the direct patronage of the Collector amounting not even to a sixth of the total number in the district. The powers of appointment of these officers have been enhanced in recent years, and they can now appoint persons to posts carrying Rs.35. As pointed out above, their powers to grant exemptions from educational qualifications are now equal to those of the Collector himself, the <sup>former</sup> ~~powers~~ ~~being~~ having been rapidly raised from the limits of Rs.15 and three months' duration, as they

existed

(verified from C.B.E)

B.S.O. 126. - page 230  
of Vol I.

para-2 - page 5 supra



fo 1696-Ru (J)  
28.6.07

cf. para-3 of Mr. Mac Iver's  
letter on page 5 of  
fo 1020-22 (L)  
28.8.14

(L)  
para-4 - page 2 of fo 1020-22  
28.8.14

page 10 of fo 1020-22 (L)  
28.8.14

15  
existed prior to 1907, to Rs.30 and one year in 1909. It is not unnatural that several of these officers feel that the permission granted by the Government to employ unpassed men to posts on Rs.20 and below is a privilege to be freely availed of by them <sup>persons</sup> and that not infrequently they are preferred to other qualified men for considerations other than those of public service. The situation in this regard was so bad in Anantapur that Mr. Mac Iver suggested for the consideration of Government that a general order should be issued prohibiting the appointment of unpassed men to Rs.20, unless they had already served in Government service for, say, ten years in some lower grade. Though this suggestion was not accepted as being a retrograde step, it serves to show how the existing rule ~~has been~~ <sup>is liable to</sup> abuse.

7. Besides the initial mistake, another factor seems also to be freely contributing to the discontent referred to. It is not unlikely that the Divisional Officers, in the exercise of their



powers to grant exemption, temporarily promote these unpassed men who are near at hand to posts above Rs.20 with the resulting creation of a hope in them for permanent prospects which is not easy of realization and to the discouragement of qualified men. Cases may ~~also~~ also be frequent in which these temporary promotions to the same individual are repeated often.

8. The abuse of power in regard to initial appointments is one which the Collector himself can correct by issuing strict orders to his subordinates to consult him where it is proposed to appoint unqualified men. The number of passed applicants on the Divisional Officers' lists should obviously be small, as applications are usually made direct to the Collector, and he has greater opportunities of considering the interests of the district as a whole. The need for consulting the Collector is even greater in the case of promotions of unpassed men, and for the reasons given above, it seems only expedient that the Collector should exercise the power of

I don't like  
6/11



granting exemptions for promotions in preference to the Divisional Officer.

9. It will thus be seen that the remedy for the state of affairs brought to notice by Mr. Banerji is not by giving him further powers of exemption, but to limit the powers which the Divisional Officers are now exercising and to centralize them in the Collector.

10. In this connection attention is invited to the cutting from the "Hindu" of the 19th instant from which it will be seen that in the Mysore State educational qualifications have been newly prescribed for certain appointments which had been till recently open to unpassed candidates in view of the fact, that, after the introduction of the Secondary School Leaving Certificate Scheme, a larger number of qualified candidates are now available for service.

CR  
26.5.15

So far as the general case is concerned it seems to be fairly clear that a more undesirable



state of affairs has arisen, in some districts at any rate, through taking out of the hands of the collector the bulk of the initial appointments, upon which the whole service ultimately depends, and giving to Divisional Officers wide powers with regard to appointment and of exemption.

The case of Cuddapah is peculiar, however, and perhaps there are other causes at work there.

It would be useful if Mr. Banerji would kindly add to the note his views on the questions discussed above.

26.8.15  
A. R. Banerji Esq. P.S. u.o.

Upon the general observations made in this note, I agree that

1. Large number of Exemptions in Madras District being the cause of the increase in the number of unemployed men.

2. The power of Exemption should be restricted to the collector only and taken away from the divisional officer - for the

ES No. 2667-1  
26.8.15.



collector and not the Divisional officer is the best judge as to whether passed Candidates are available or not.

The Cuddapah case however is different. The statistics already quoted give more than 30 lbs of the 18th <sup>permanently</sup> Establishment as unemployed. Of these all but 17 are stagnant on Rs 20. So there is no exemption made in the case of the Majority. The special Circumstances of Cuddapah are

1. The whole Rev. Dept is manned by abadies and not natives of the District - owing to the fact that Cuddapah is lost in the Presidency in point of English Education.
2. The very name of Cuddapah strikes terror into the minds of every Tamil & Telugu, who wants to enter Govt Service in any Department.
3. Third and fourth rate men who cannot get employment elsewhere come to Cuddapah.
4. Even they don't want to go to Taluk Thair on a rule.

Divisional officers have therefore to make the best of the situation by employing what men they can get. My point is that about 80 persons in the District are stagnating without any exemption whatever on Rs 20. and Divisional officers are temporarily exempting them only in case of necessity for acting

H. H. 20

promotion. These are checked by me & find  
they are inentable.

My proposal is to do something for the  
large number of permanent unpaired  
hands - in regard to those appointments there  
is no initial exemption required - but  
<sup>some of</sup> ~~all~~ those are now - more than 10 years in the  
service. The 14 referred to above are  
exempted by the Board and I think at  
least an Rs - 25 or 30 could be exempted  
for posts upto 30 Rs. - Cannot the collector  
be given a direction to exempt upto 30 Rs.  
submitting his order to the Board if necessary  
Every quarter?

If the above proposal is considered  
then to objection all I can do is to  
hold a special examination of these  
80 or 90 men, and send up to the  
Board a Consolidated list <sup>of deserving cases</sup> - asking <sup>for</sup> ~~an~~  
for exemption.

I would submit however that in the  
collector that has to run his district &  
if the power of exemption is centralized in  
the collector, there is no reason to fear that  
he will without justification push up 20  
Rupees unpaired men - to higher appointments  
barring passed Candidates.

Alwaraj

28.8.15

I am much obliged to the Judicial Secy.  
for having so kindly allowed me to see  
the Secretariat note & to offer my remarks -

Alk



EDUCATIONAL DEPARTMENT.

Regarding the absence of any qualifying test for the lowest appointments in the Revenue Department and the abuse by Divisional Officers of their powers of exemption I attach a copy of the note read at the Collectors' Conference. I think the general sense of the meeting was in favour of the proposals therein made, viz.,

(1) to prohibit the entertainment in any

clerkship of a man who could not

produce a secondary school leaving

certificate, and

(2) to limit the power of exemption to

Collectors.

As regards the special case of the unpassed men now in service in Cuddapah, I think Mr. Banerji's proposal that he should hold a special examination and submit recommendations based on the results of the same to the Board of Revenue may be approved. I don't think we can accept his other suggestion that the powers of exemption recently delegated to the Board should be delegated to Collectors. Despite what he says about the unattractiveness of the

## NOTES.

Page 1622

district, I don't believe he would have half the number of unpassed men he has in it now if it had not been for the relaxation of the rules which it is now proposed should be cancelled.

80  
28.8.15

Revenue a.o.

Note read at the CONFERENCE.

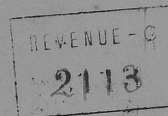
The ultimate success of the service depends on the initial recruit.

Five-sixths of the initial appointments now vest in Divisional Officers and the Treasury Deputy Collectors. These officers also have power of appointment up to Rs.35 and are very jealous of it. They have also been given power to appoint unpassed men permanently on Rs.20 and to exempt them temporarily for a year up to Rs.30. They have far less choice of candidates than the Collector; they are much more open to local influence; they have not the responsibility for filling the higher appointments upon them.

The result has been that, in spite of the number of qualified persons having increased six-fold, the number of exempted clerks is increasing rapidly instead of decreasing.

These exempted clerks cannot be kept on Rs.20 for ever and proposals have been made at local

ES No. 2667-2  
20.8.15

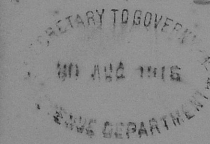


Regd 30.8.15

BS O. no 126 (p 230)

act of Public Service (N)  
para 4(1)-p 15 of do

para 4 - page 7 supra





*Pages 18-19*  
*1892*  
*1897/19*  
*Cuddalore & Anantapur*

*ans. 1 of Notification at (2)*

local conferences in two districts for the grant of further powers of exemption to provide for them.

Meanwhile passed candidates will not enter a service that is blocked with unpromoteables.

The remedy seems to lie in restoring the old rule which required a pass by the lowest test before initial appointment, and the establishment of the secondary school leaving certificate makes it ~~possible~~ possible to restore this rule without any hardship except perhaps in one or two of the most backward districts. Action on these lines has already ~~been~~ been taken in Mysore. It would be as well at the same time to allow no exemption from tests for higher appointments except by the Collector.



Rev. Dept.

To Under Secy.

So far as the Cuddapah district is concerned this department is submitted agree with the Educational Secy's note at p. A and p. 15 above.

2. Regarding the proposals made at the Collectors' Conference the consideration of the proposals may perhaps it is submitted be deferred pending receipt of the full proceedings of the Conference.

Kall  
3/2/15

Rev may agree as regards unpaired men in Cuddapah.

Per

4.9.

So far as regards the special case of Cuddapah the proper remedy, I think, is for the Collector to seek the Board's sanction for permanent exemption in favour of a proportion of the stagnating 20 rupee men.

As to the general issue, I agree that 20 rupee posts should no longer be exempt from Ab. 1. of the P.S. Notice.

(I am not enamoured of the idea of an exam<sup>n</sup>. in the district: the Govt. might be able to dis-  
criminate otherwise.)

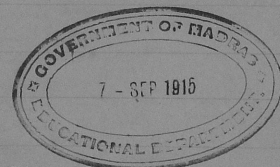


There ought to be no difficulty in finding candidates who possess school-  
-final certificates. I did receive the  
sanction of the Board for any exemption.

The point in regard to which  
I feel doubt is acting vacancies.  
The replacement of matriculation by  
the school final ought materially  
to have reduced the difficulty of  
getting qualified men, but I think  
it would be going too far to  
deprive divisional officers & the T.D.  
of power to grant short exemptions,  
say, up to three months. This I  
did allow, reserving pro majori causa  
a right of veto to the Collector.

Edw. L.  
With the request that before orders  
issue, the case may be circulated to  
H.M. / Rev. /

Rev. no. 2113C/451  
6-9-15



Educational Department  
Submitted to the Secretary.  
2 The following shows in one  
view the various proposals made

for altering the existing rules: \_\_\_\_\_

|                           | Qualifications for initial ap-<br>pointments                                                                                               | Points grant<br>temporary ex-<br>emptions from<br>examination<br>(general) rules.                                                                                                                   | Points grant<br>permanent<br>exemptions<br>from exams<br>(general) rules                                                                                                        | The particular<br>Case of<br>Cuddalore                                                            |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Existing Rules.           | Only persons quali-<br>fied under<br>art. 1 of Article<br>LXXXVIII<br>can be employed<br>in posts carry-<br>ing pay ex-<br>ceeding Rs. 20. | Para 411 & 412 of Reg. 15<br>of 1911<br>R.D.Os can<br>sanction<br>employment<br>of untrained<br>men in<br>inferior<br>posts in<br>temporary<br>posts for<br>which<br>they pass<br>not under Rs. 20. | Para 411 & 412<br>of Reg. 15<br>R.D.Os can<br>sanction<br>employment<br>of untrained<br>men in<br>posts in<br>permanent<br>posts for<br>which<br>they pass<br>not under Rs. 20. |                                                                                                   |
| Mr. Baujia's<br>proposal. | nil.                                                                                                                                       | The above<br>power should<br>be restricted<br>to Collector<br>only, taken<br>away from<br>R.D.Os.<br>(para 2 p. 12 supra)                                                                           | Colr to<br>be<br>restricted<br>power to<br>grant per-<br>manent<br>exemption<br>up to Rs. 20<br>quarterly<br>returns<br>submitted<br>to the Board.<br>(p. 10 supra)             |                                                                                                   |
| Secretary's proposal      | Qualified men<br>should be<br>required for<br>all posts carry-<br>ing Rs. 20, now<br>p. 15 supra                                           | do<br>(p. 15 supra)                                                                                                                                                                                 | Board allow<br>no power to<br>Colr to grant per-<br>manent<br>exemption.<br>(p. 15 supra)                                                                                       | Colr should<br>apply to the<br>Board for<br>exemption<br>really on the<br>basis of<br>p. 15 supra |
| Rev. Dep't.               | do<br>(p. 15 supra)                                                                                                                        | R.D.Os & T.D.Os<br>should have<br>power to grant<br>temporary<br>exemption for<br>three months up<br>to Rs. 20, subject to<br>Collector's veto.<br>(p. 15 supra)                                    | do<br>(p. 15 supra)                                                                                                                                                             | do<br>(p. 15 supra)                                                                               |

CA  
7.9.15



I should like to agree with the Reserve Dept note, but my experience is against it. It is just the office attender who slips into one acting vacancy after another till at last the Divisional Officer feels that he must get him confirmed that creates the most difficult cases. And a power of veto is a very different thing <sup>from</sup> a power of sanction. A collector would be very chary of interfering with a Divisional Officer running a his office, a Divisional Officer would be equally chary of sending up a bad appointment for sanction. I am greatly afraid that the taking away from the collector of so large a proportion of the initial appointments was a mistake. In my experience it is leading to a marked deterioration in the quality of the men recruited. I think it would have been better to continue recruiting at headquarters, but to enhance the Divisional Officers' power of promotion.

H. E. the Governor

H. H. Reserve

8-5-15

Bom 26  
9.9.15

Would Mr. Cauden kindly note now?

P.  
15.9.15.

The H. H. notes are submitted in  
modern with modern file relating to  
special tests

8  
9.10.15

Rw Dept

To Under Secy.

This was received  
from Educational after the  
move of Govt. to be submitted  
to the Hon'ble member with  
another file relating to Special  
tests which arose out of a  
question about the preponderance  
of Brahmans in Govt. service.  
The file was submitted to the  
Hon'ble Mr. Sivaswami Ayyar in  
Conf. Box no. 42 on 18.10.15  
and has <sup>not</sup> yet returned. For  
orders whether this may lie over  
till that file returns.

1/11/15. Sec. Mr. C.

22.10.15

Must lie over. Capt. 23.10.

Box no 42 does not return by 15.11.15, please show  
this to Mr. A. S. S. S.

\* Since disposed of  
in G.O. 969 E.L.  
15.9.16.

(A)  
Circular letter file

Disposed of in G.O. No.  
969 E.L. (Vice flag A)  
15.9.16. in Circular letter file

CR 2267c



To Under Secy.

Submitted. The box has not returned.

22  
19.11.15

See 27.  
20.11

22  
19.11.15

Please ask the Hon'ble Sri Sivaswami Ayyar if he could kindly expedite the return of C. Box No. 42 calculated to him on 18.10.15 as the Hon'ble Mr. Cardew has asked for the file in that box for the purpose of disposing of a connected question raised in another file submitted to him.

22.11

To Under Secy

A note to the Hon'ble Sri Sivaswami Ayyar is submitted.

22  
22.11.15

27.  
23.11

(The file was twice returned and disposed of in G.O. No 269 1329-16)  
(Laghu in Linker's file)



to be sent to the Secretary of the Board of Revenue for the purpose of being placed on the file of the Board of Revenue.

The question of enhancing the powers of the Collector to employ unpassed men is under consideration in this department. The file on the subject was circulated to H. E. and H. M. (Revenue) for orders on 9.9.15. Submitted that the return of that file from circulation may be awaited.

The draft below is for approval.

P.C.F.

C. no. 3185 Ed from Rev Dept. no. 2065 of the 11.9.15 Educational Dept.

of a copy of the notes to G.O. 2065 Rev D. 11.9.15

As stated in this department's note on page 4 supra

the question of enhancing the powers of the Collector to employ unpassed men is under consideration in this department. The file on the subject was circulated to H. E. and H. M. (Revenue) for orders on 9.9.15. Submitted that the return of that file from circulation may be awaited.

\* Since received & Consolidated with Notes. this file (vide CD 24.9.15 p. 21 Supra)

PA 22.9.15 CR 13.9.15

CS 24.9.15

For the Registrar,

The file referred to above has since been

received and consolidated with this file (Vide p. 21 Supra)

The general question of enhancing the powers of the Collector to employ unpassed men has, among other questions been referred to the Board of Revenue and the heads of Dept. and will be dealt with on receipt of their replies. The question of increased powers to the Collector of Cuddapah will be considered along with the general question.

~~It appears therefore that no further action is necessary to be necessary at present.~~ The papers may be recorded with

reference to G.O. no. 969 Home (Ed.) of the 13.9.16.

2. The draft below is for approval.

CS 6/10/16 JH 9.10.16

CR 11.10.16 CR

A with linked file



appl.



15/10/16

P

22.10.16

2nd

23. 10. 16



Special Costs

Recording, with reference to G.O. no. 969 Home (Edg), of the 13.9.16, <sup>papers relating to</sup> the question of investing the Collector of Cuddapah with increased powers of exemption in the matter of the employment of mepasa men.

READ AGAIN G.O. No. ...., dated ..... 191 .

" " " " ..... 191 .

READ ALSO:-

C. No. 3185 ED From the Rev Sep<sup>th</sup> G.O. No. 2065, dated the 11.9.1915.

(to be read) 2667 ED " " ..... 191 .

" " ..... 191 .

ORDER.

No. 1133, dated 2.8.16 — 1916.

*his*

Recorded with reference to

G.O. no. 969 Home (Edg), of the 13.9.16.

*AS*  
6/10/16

*IL*  
9/10/16

*AL*  
11.10.16

*Recd + respd  
with Encl  
GWS  
1.11.16*

*15/10/16*

*Rev Sep<sup>th</sup>*

*to the Collector of Cuddapah  
with a copy of G.O. no. 969 EDG  
of the 13.9.16. It has not already  
been communicated*



|   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| A | A | A | A | A | A | A |
|---|---|---|---|---|---|---|