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[Despatch Abstract.]

Public Service and special tests
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BACK PAPERS.

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Government of Madras

HOME DEPARTMENT (EDUCATION).

G.O. No. 1021, 6th August 1917

Public Service and Special Tests notifications

Passing orders on certain proposals made by the Board of Revenue and other heads of departments with reference to G.O. No. 969, Home (Education), dated 13th September 1916, regarding the amendment of the rules embodied in the—.

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Government of Madras

HOME DEPARTMENT (EDUCATION).

G.O. No. 1021, 6th August 1917

Public Service and Special Tests notifications

Passing orders on certain proposals made by the Board of Revenue and other heads of departments with reference to G.O. No. 969, Home (Education), dated 13th September 1916, relating to the amendment of the rules embodied in the —.

the following papers :—

I

G.O. No. 969, Home (Education), dated 13th September 1916.

ABSTRACT.—Inviting the views of the Board of Revenue and of other heads of departments on certain proposals for the amendment of the rules embodied in the Public Service and Special Tests notifications.

II

Letter—from the Ven'ble L. E. Cox, M.A., Archdeacon of Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 25th October 1916.
No.—9036.

ABSTRACT.—Stating that the Archdeacon has no remarks to offer with regard to the amendment of the rules relating to the Public Service.

III

Letter—from the Ven'ble L. E. Cox, M.A., Archdeacon of Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 26th October 1916.
No.—3600.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour by direction of the Bishop to state that he considers that a completed secondary school-leaving certificate should be required as the minimum educational qualification in the case of posts on Rs. 20 per mensem.
2. The Bishop is unable to offer any opinion on the remaining points of the

IV

Letter—from Major W. A. JUSTICE, M.B.C.M., D.P.H., I.M.S., Sanitary Commissioner for Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 30th October 1916.
No.—D. 3248/S.

In reply to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that the proposals made therein for the revision of the Public Service and Special Tests notifications meet generally with my approval.

2. As to paragraph 4 of the Government Order, I am to suggest that full-time cashkeepers of all public offices be required to pass at least the Account test, Lower grade. Cashkeepers of Government offices have to deal with pay bills, travelling allowance bills, contingent bills and with several other account matters connected with budget, etc., relating to subordinate offices. A knowledge of general account rules is therefore very essential in their case. Unless the above qualification is enforced, it is not likely that any in the office will qualify in this special branch of

account work. But if such a special qualification is prescribed, the holders of these appointments should get, I think, some special rates of pay. I would prefer in their case an incremental rate of pay so that they may get their yearly increments without expecting promotions in the other ordinary office arrangements. They will also by this arrangement be left undisturbed for some considerable time. In these appointments they will continue until they reach the maximum pay of their grade or until they secure higher paid appointments. The rate of pay will much depend upon the offices in which they are employed and the responsibilities attached to the appointment. These questions are, however, for settlement by the heads of departments concerned afterwards. If the principle above enunciated is accepted, separate proposals may be called for from heads of departments for giving effect to it.

V

Letter—from F. B. M. CARDOZO, Esq., Acting Commissioner of Police.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 30th October 1916.
No.—R.O. 736-Govt.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that in view of the large number of persons holding secondary school-leaving certificates this certificate should be required as the minimum qualification for appointments on Rs. 20.

I am of opinion that all Sub-Inspectors and Inspectors, no matter what their educational qualifications may be, should be permitted to appear for any of the special tests. No restrictions should be put in their way.

Criminal lower should be insisted on for all managers of District Police offices, as well as Account test and Departmental test. The manager of the Commissioner's office should be required to pass Criminal Lower test, Account test, Departmental test and Précis-writing. His work is different from that of a District Police office manager and I consider that he should qualify in Précis-writing.

I am entirely opposed to Hindustani being recognized as one of the languages in which candidates may appear for compulsory vernacular tests. It is a language which is of very little use to a police officer and any person having passed that language may refuse to learn any other language which is of real use to him in this Presidency.

VI

Letter—from E. H. GADSDEN, Esq., I.S.O., Inspector-General of Prisons.
To—the Secretary to Government, Home (Judicial) Department.
Dated—Ootacamund, the 24th October 1916.
No.—G. 442.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that as a large number of candidates holding secondary school-leaving certificate are now available, I consider that the possession of a completed secondary school-leaving certificate may be prescribed as minimum general educational qualifications in the case of posts on Rs. 20 in departments except Indian jailers and assistant jailers employed in the five special sub-jails at Russellkonda, Koraput, Nellore, Calicut and Mangalore and chief and reserve head warders employed in jails on Rs. 20 and above.

2. As regards the right to appear for special tests, I would recommend that Government servants possessing the minimum educational qualifications whose proved character and capacity would entitle them to qualify for higher appointments may be permitted to appear for the various special tests on the recommendation of the head of the office in which they are working, to enable them to get appointments not only in their own office, but also in any branch of public service.

3. Regarding the proposal to curtail some of the existing tests, I beg to state that the only special test now required for higher appointments in the Jail department is the jail test. It is very essential that deputy jailers and jailers should qualify in this test. The portions prescribed for this test are not elaborate and therefore do not require curtailment. The other special tests are not required to be passed by the officers of the Jail department.

4. So far as the Jail department is concerned, I beg to state that Hindustani need not be recognised as one of the languages in which candidates may appear for the compulsory vernacular tests as the Muhammadan convict population forms but a low percentage of the total jail population.

VII

Letter—from M.R.Ry. Diwan Bahadur C. KRISHNAN AVARGAL, M.A., Bar.-at-Law,
 Chief Judge, Court of Small Causes, Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 1st November 1916.
No.—1880.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to submit my views on the proposals made therein.

2. I am in entire agreement with the view of the Government that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum qualification for all posts carrying a salary of Rs. 20 and above. The time has come when the rule may well be extended to Rs. 20 appointments also. There will be no difficulty in getting suitable candidates. To prevent the rule, however, from operating harshly in deserving individual cases, I would respectfully suggest for the consideration of the Government that all persons already in service may be exempted from the application of the change in the rule; and power may be given to heads of departments to grant exemptions in proper cases without troubling the Government in the matter by a reference.

3. I am not in a position to make any remarks about paragraph 2 of the order and therefore desist from doing so.

4. I would strongly recommend that all Government servants who have the minimum educational qualification now proposed should be permitted to appear for what are known as special test examinations. If they are capable of passing those examinations, I can see no reason why they should be prevented from doing so; if they are unfit by want of proper general education, they are likely to fail in such examinations. I think persons who are already Government servants may well be granted this concession. Exemptions in special cases often lead to what clerks, who have failed to get such exemption, may consider to be invidious distinctions and cause heart-burning. A general rule is, I think, preferable.

5. There are, I believe, several cases where Government may safely curtail the number of prescribed tests. So far as this office is concerned, I would suggest (1) that the Translation test, Higher grade, in both Tamil and Telugu prescribed for the Translators and Interpreters of this court may well be altered into the higher grade in one language, Tamil or Telugu, and the lower grade in the other, (2) that the Translation test prescribed for the recordkeeper may be done away with. I make the first suggestion, because I have found it difficult to get suitable candidates when vacancies occurred. On my representation, the Government were pleased (vide G.O. No. 1083, Educational, dated 21st November 1913) to allow me to appoint men who had passed the Translation test, Higher grade, in one language only to acting vacancies and I have found them to be discharging their duties quite satisfactorily and to be well fitted for permanent employment. As regards the second suggestion, it is not clear to me why the particular test is prescribed at all, recordkeepers have no translation work whatever to do. About the nature of the tests themselves I have no suggestions to make.

6. I may be permitted to add that for the Persian and Hindustani Interpreter, Translation test, Higher grade, in Hindustani may be prescribed. At present there is no test prescribed in the Public Service and Special Tests notifications; this seems to be an omission. Under G.O. No. 211, Judicial, dated the 6th February 1908, the Head Accountant in this court must have passed the Account test; the necessary correction may be made in this matter also as the notification does not prescribe this test.

7. There is no reason that I can see why Hindustani should not be accepted as one of the languages for the compulsory vernacular tests. There are a large number of people in the Presidency, who speak it, and I think it is entitled to as much consideration as some of the other languages now recognised for such tests.

VIII

Letter—from C. A. INNES, Esq., I.C.S., Director of Industries.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 4th November 1916.
No.—R. Dis. 30.

I have the honour to submit the report called for in G.O. No. 969, Home (Education), dated the 13th September 1916, regarding the amendment of the rules embodied in the Public Service and the Special Tests notifications.

2. My present office is a small one, and the questions raised in the Government Order have not much application to it. Speaking however as the late Collector of Malabar, I see no objection to the proposal that the possession of a secondary school-leaving certificate should be prescribed as the minimum general educational qualification for posts on Rs. 20 per mensem. At the same time I am not in favour of the powers of exemption now vested in Revenue Divisional Officers being abolished or restricted. The Collector would naturally be guided by the advice of the Divisional Officers and the only result of the proposed restriction would be an increase in the Collector's routine correspondence which it is now the policy to reduce as far as possible. Nor do I believe that the effect of the restriction would be to lessen the number of unpassed men in the lower ranks of the Revenue Department. It would be out of the question to debar unpassed men from acting appointments, and it is precisely through the acting appointments that the unpassed man gets his permanent footing. In my own office at Calicut men used to act continuously for three and four years before their turn came for confirmation, and obviously one cannot always pass over a man with four years' continuous service in favour of some one better qualified. In the Divisional and Taluk offices the same sort of thing went on with this difference that the acting men were usually unqualified. There will not be the same difficulty in getting men with the secondary school-leaving certificate for Taluk offices as there was in getting Matriculates, but I doubt if we shall be really much better off. For the secondary school-leaving certificate is apt to be a snare and a delusion. In itself it does not mean much, and before the holder of such a certificate is regarded as passed, the certificate should be scrutinised as to the man's attainments both in ordinary subjects and in two optional subjects. I doubt if this point is always borne in mind. I issued special instructions on it in Malabar, but the tendency will always be, I imagine, to accept as a passed candidate the man who writes secondary school-leaving certificate after his name in the printed establishment lists.

3. As regards the suggestions in paragraph 3 of the Government Order I think that it would be sufficient if Collectors and officers of similar standing were empowered to give exemptions in particular cases. The restrictions are of some use partly because they give an advantage to men of high educational attainments whom we want to encourage in the Revenue Department and partly because they prevent the examinations being flooded with a large number of candidates many of whom have little chance of passing. At the same time there are a certain number of men who are not at present allowed to go up for the examination such as the Criminal Higher but who ought to be allowed in the public interest to take the examination. At present it is almost useless to apply for exemption for them unless they are Anglo-Indians, Muhammadans or belong to some backward class, and I think that it would be a useful measure of decentralisation to allow the Collector to exercise his discretion in this matter.

4. I am also strongly of opinion that it would be an excellent thing if the special tests were both curtailed and made less difficult, for I have often thought that the life of the man who is misguided enough to take employment in the Revenue Department must be one long nightmare of examinations from the time that he begins on Rs. 20 till he finally attains the stage of the Deputy Collectors' Riding test. Government have already moved in the matter of simplifying the examinations of Indian Civilians, and I think that they might now undertake the same beneficent task in respect of the subordinate establishments. Some of the higher examinations are in my opinion far too hard, and this is particularly the case in respect of the Criminal Higher, judging by the difficulty most clerks experience in passing it in spite of the numbers that take leave to prepare for it in August and September. I

would certainly omit from this test the paper on Medical Jurisprudence. I doubt if it is of much use. On the other hand I remember that many of my best clerks were ploughed in this paper two or three years back.

5. I have no other remarks to offer.

IX

Letter—from Lieut.-Col. A. MILLER, M.B., F.I.C., I.M.S., Chemical Examiner, Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 4th November 1916.
No.—Dis. 2163.

With reference to G.O. No. 969, Home (Education) Department, dated 13th September 1916, I have the honour to state that I have no objection to offer regarding the rules under consideration therein, but there are two appointments connected with this office for which I request that exemption from the general educational qualification may be granted. These are—

(i) *Laboratory Supervisor*—pay Rs. 15—1—25.—The work of this servant has largely to do with the handling of viscera and other objectionable articles connected with medico-legal cases. The class of man required for this post is one who is sufficiently intelligent to acquire a certain amount of technical skill, and is reliable, but I am sure that a man who has obtained a secondary school-leaving certificate would not remain doing this kind of work for very long—even if we could get one to accept the post.

(ii) *Mechanic*—pay Rs. 25—1—30.—For this appointment a man sufficiently intelligent to be able to acquire a certain amount of technical skill and who has practical experience of machinery is required. The work of this servant is to prepare gas, look after the gas apparatus and do sundry repairs to gas and water pipes and taps, etc., in the College and Laboratory. I think it would be very difficult to obtain a satisfactory man for this position if the general educational test is to be enforced.

I therefore request exemption for these two appointments in the interests of the service.

X

Letter—from J. R. HENDERSON, Esq., M.B., C.M., F.L.S., Superintendent, Government Museum.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 3rd November 1916.
No.—585.

With reference to G.O. No. 969, Home (Education) Department, dated 13th September 1916, I have the honour to state that I see no objection to the proposal to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification in respect of posts on Rs. 20 per mensem. It appears, however, inexpedient to extend this qualification to posts on incremental pay with a maximum of Rs. 20.

2. The two taxidermists in the Government Museum and the head-keeper of the Marine Aquarium are under the orders noted in the margin excluded from the operation of article 1 of the Public Service notification and I am of opinion that they should continue to be so excluded.

3. I would avail myself of the present occasion to submit for the consideration of Government the expediency of excluding from the scope of the examination rules the posts of first and second attendants in the Connemara Public Library, whose pay is Rs. 28— $\frac{1}{2}$ —33 and Rs. 18— $\frac{1}{2}$ —23, respectively. No examination qualification is necessary for the remaining or third attendant, as his maximum pay is only Rs. 17. The second attendant was in a similar position till October 1914, when his maximum pay was raised from Rs. 20 to Rs. 23 on the abolition of the grain compensation allowance—vide G.O. No. 1176, Educational, dated 15th October 1914. The chief

duty of the attendants is to keep the books and shelves in good order and to supply readers with books and replace them later on the shelves. Their work involves physical labour and is not of a clerical nature. Men with examination qualifications do not care to accept these posts, or if they do are not likely to remain in them longer than they can help. The comparatively low pay of the posts and absence of prospects of promotion serve as additional deterrents. Frequent changes in the *personnel* of the staff are not in the interests of the library, as the attendants in order to discharge their duties efficiently should have a good working knowledge of the arrangement of the books and the facility in issuing and replacing them, which are acquired only by practice. Experience has shown that men without examination qualifications who have been promoted to these posts on account of their aptitude for the work have proved quite satisfactory. For the above reasons I am of opinion that it is inadvisable to limit the posts of first and second attendants to men with the educational qualifications required under the Public Service Notification. If, however, Government may deem it inexpedient to exclude both the appointments from the scope of the examination rules, I would recommend that at least the lower appointment may be so excluded and that the Principal Librarian may be empowered to exempt unpassed candidates for the first attendant's post in respect of other than permanent vacancies. The power conferred on the Superintendent by G.O. No. 791, Educational, dated 17th July 1915, is not of much practical importance as it is subject to the proviso "that bona fide efforts have been made without success to obtain passed candidates", and as further it does not avail in respect of the first attendant's post, the maximum pay of which exceeds Rs. 30.

XI

Letter—from M.R.Ry. Rao Sahib H. KRISHNA SASTRI AVARGAL, B.A., Assistant Archaeological Superintendent for Epigraphy, Southern Circle.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 6th November 1916.
No.—D. 722.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum educational qualification for posts on Rs. 20 per mensem, and the powers of exemption vested in certain officers should consequently be abolished.

As persons with the minimum educational qualification as now prescribed may in some cases be found fit for promotion, it is but right that these should be given the opportunity to qualify themselves for it by passing the prescribed special tests. I am, therefore, of opinion that so long as the departmental examinations do correctly gauge the capacity of a man for efficient work in those departments, any Government servant with the minimum educational qualification might safely be permitted to appear for these tests. Empowering Collectors and certain other officers to grant exemptions in special cases may operate harshly by indiscreet use of these powers as contemplated in paragraph 2 of Government Order under reply. I would also suggest that such general concession should be extended to those who are already in service but are deprived of further promotion on account of the restrictions in passing the special tests.

I do not consider that Hindustani should be recognised as one of the languages for the compulsory vernacular tests inasmuch as there is no part in this Presidency in which Hindustani is the prevailing language.

XII

Letter—from Hon'ble Mr. J. H. STONE, M.A., C.I.E., F.R.H.S., Director of Public Instruction.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 9th November 1916.
No.—Ref. on Cur. 8459.

In reply to G.O. No. 969, Home (Education), dated 13th September 1916, inviting the views of the Board of Revenue and other heads of departments on certain

proposals for the amendment of the rules embodied in the Public Service and Special Test Notifications, I have the honour to submit the following remarks:—

(1) I consider that it is not expedient to extend the minimum general educational qualification prescribed in article 1 of the Public Service Notification to posts on Rs. 20 per mensem for two reasons, viz.—

(i) that it has already proved very difficult to induce secondary school-leaving certificate men to take posts on such low pay as Rs. 20.

(ii) that in view of the difficulty of providing adequate accommodation and teaching for the boys who crowd into the high school classes, it is inadvisable to hold out to them any further inducement to enter these classes which the suggested limitations would do.

(2) As regards the curtailment of the number of appointments for which certain tests are laid down, I beg to suggest that "Sub-Assistant Inspectors and Inspectresses" may be omitted from the list of officers for whom the Account test, the only special test with which the department is concerned, is at present prescribed. Such a close acquaintance with the account rules as that required for a pass in the Account test is not necessary for Sub-Assistants, and I would propose that examination in such knowledge of the Civil Account Code and the Civil Service Regulations as is necessary for the ordinary discharge of their duties be made part of the Departmental test held for these officers.

(3) In regard to the suggestion that Hindustani may be recognized as one of the languages for the compulsory vernacular tests, I beg to inform you that it has already been recognized as such for officers of this department—vide G.O. No. 738, Educational, dated 14th December 1910.

XIII

Letter—from the Hon'ble Mr. J. H. STONE, M.A., C.I.E., F.R.H.S., Commissioner for Government Examinations.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 14th November 1916.
No.—3609.

XIV

Letter—from F. WARE, Esq., M.R.C.V.S., L.C.V.D., Superintendent, Civil Veterinary Department.
To—the Secretary to Government, Revenue Department.
Dated—Madras, the 4th November 1916.
No.—D. Dis. 2125.

With reference to G.O. No. 969, Home (Education) Department, dated 13th September 1916, communicated to me with Board's Ref. No. 2222, dated 30th October 1916, I have the honour to state that I am in agreement with the suggestion contained in paragraph 1 of the Government Order referred to above. If a rule is framed to that effect I presume it will not affect those who are already in service.

2. The other points referred to in the Government Order do not concern this department.

XV

Letter—from M. YOUNG, Esq., I.C.S., Protector of Emigrants.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 14th November 1916.
No.—D. Dis. 310.

With reference to G.O. No. 969, Education, dated 13th September 1916, I have the honour to report that my establishment (superior service) consists of only two hands one on Rs. 80 (manager) and another on Rs. 30 (clerk), for whom the general educational qualifications as per article 1 of the Public Service notifications are prescribed. No change is necessary in the rules regarding these two posts.

XVI

Letter—from D. A. D. AITCHISON, Esq., M.B.C.V.S., L.C.V.D., Principal, Madras Veterinary College.

To—the Secretary to Government, Revenue Department.

Dated—Madras, the 15th November 1916.

No.—R.O.C. 221-Bd.

Adverting to Board's Ref. No. 2222, dated 30th October 1916, I have the honour to state that I agree with the suggestion contained in paragraph 1 of G.O. No. 969, Home (Education) Department, dated 13th September 1916, that, in view of the large number of holders of the secondary school-leaving certificate now available as candidates for appointments, the possession of a completed secondary school-leaving certificate might now be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

2. With reference to paragraphs 2 to 5 of the Government Order referred to above, I have no remarks to offer as the rules now in force do not in any way affect the appointments in the Madras Veterinary College.

XVII

Letter—from C. E. ODGERS, Esq., M.A., B.C.L., Bar-at-Law, Administrator-General and Official Trustee.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 16th November 1916.

No.—D. 2213.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honor to submit the following remarks.

I agree to the proposal that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

I presume this rule will have no retrospective effect.

With regard to paragraph 3 of the above Government Order, I am of opinion that any Government servant possessing the minimum general educational qualification now proposed should *ipso facto* be entitled to appear for the special tests. The efficiency of a person as a clerk in an office often depends upon his own character, capacity and experience rather than upon his general educational qualifications.

I do not at present find it necessary to suggest any changes regarding the special test qualifications necessary for members of this office.

XVIII

Letter—from M. YOUNG, Esq., L.C.S., Paymaster, Carnatic Stipends.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 17th November 1916.

No.—Dis. 260.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to report that the establishment (superior service) of this office consists only of two posts, one on Rs. 50-2-60 (manager) and another on Rs. 25 (clerk) and that the only qualifications required for these posts are those prescribed in article 1 of the Public Service notification. No change, I submit, is necessary in the rules so far as this office is concerned.

XIX

Letter—from C. B. N. PELL, Esq., B.A., Acting Chief Presidency Magistrate.

To—the Secretary to Government, Home (Judicial) Department.

Dated—Madras, the 21st November 1916.

No.—Dis. 305-R.

In forwarding herewith the remarks of the second and the fourth Presidency Magistrates, Madras, on G.O. No. 969, dated 13th September 1916, regarding Public Service and Special Test notifications, I have the honour to state as follows:—

(1) With reference to paragraph 1 in the Government Order, I would suggest that a completed secondary school-leaving certificate should be the minimum general educational qualification for a post on Rs. 20 per mensem.

Paragraph 2—No remarks.

Paragraph 3.—I am of opinion that the Government servants possessing the minimum general educational qualifications should *ipso facto* be allowed to appear for the various examinations under the special tests notifications. The mere passing of these tests does not necessarily imply that a man will get promotion.

Paragraph 4.—Précis-writing test may be abolished from the tests prescribed for the Chief clerk's place in the Presidency Magistrates' Courts.

(2) I agree with the second Presidency Magistrate in thinking that a colloquial test in Hindustani may be prescribed for the posts of interpreters in the Presidency Magistrates' Courts as my experience is that at least a third of persons appearing in my Court prefer to speak in Hindustani.

ENCLOSURES

(1)

Letter—from the Second Presidency Magistrate, Madras.

To—the Chief Presidency Magistrate.

Dated—the 6th November 1916.

No.—R. Dis. 104.

With reference to your endorsement No. 165/Govt., dated 12th October 1916, on G.O. No. 969, Education, dated 13th September 1916, I have the honour to state as follows.

2. I see no objection to the proposal to prescribe the possession of a completed secondary school-leaving certificate as the minimum general education qualification in the case of posts on Rs. 20 per mensem, but I am not in favour of the abolition of the power at present vested in Revenue Divisional Officers to exempt unpassed men from the general educational qualifications and appoint them to posts carrying not more than Rs. 20 a month. There do arise cases of acting clerks who, although not possessing the minimum qualification are still found very useful in Taluk and Divisional offices and I think Divisional officers should have the power to exempt such persons and confirm them in posts on Rs. 20. It will be sufficient to remind Divisional Officers that they should exercise this power very sparingly and only in specially deserving cases and it will be an adequate check on any indiscreet use of the power to require Divisional Officers to certify in those cases, where they exercise the power, that they conscientiously believe that the appointment will conduce to the efficiency of the administration.

3. I am not in favour of the suggestion that Government servants possessing the minimum general educational qualification should *ipso facto* be permitted to appear for the special tests. Such a step is calculated to lower the efficiency of the public service. I approve of the alternative suggestion that Collectors of districts and officers of similar standing may be empowered to grant exemptions in special cases.

4. I agree that some of the existing tests are unnecessarily elaborate. I think it unnecessary to set a separate paper in the Stamp, Income-tax and Excise Manuals. It will suffice for all practical purposes to include the Acts embodied in these manuals in the list of the Revenue Acts and Regulations prescribed for the Revenue test and to leave the manuals to be dealt with, if necessary, in the second paper—on Revenue Acts and Regulations—Detailed Application (with books). I think it hardly necessary to prescribe the Special Funds Code and the Manuals of Village and Taluk Accounts as a special subject for the Revenue test. These books can always be referred to by Revenue officers as necessity arises. It is only a working knowledge of them that is necessary and such knowledge can best be acquired by practical experience of the work. Medical Jurisprudence might be omitted from the subjects prescribed for the Criminal Judicial test.

The Précis-writing test may be dispensed with in the case of executive officers and the Account test in the case of those officers whose duties do not require an acquaintance with accounts work. The Criminal Judicial test, Higher Grade, may be altogether dispensed with in the case of Accountants in the Presidency Magistrates' Courts, whose work does not require any knowledge of Criminal Law. The Translation test may likewise be dispensed with in the case of the Chief clerks of these Courts in view of the existence of two duly qualified interpreters in each Court.

5. There is no objection to Hindustani being recognised as one of the languages in which candidates may appear for the compulsory Vernacular test. It must be noted, however, that this language not being the vernacular of any district, it is only a colloquial knowledge of it that will be found really useful in some districts. In this connection, I would suggest that a colloquial test in Hindustani may be prescribed for the posts of Interpreters in the Presidency Magistrates' Courts.

(2)

Letter—from the Fourth Presidency Magistrate, Madras.
To—the Chief Presidency Magistrate, Madras.
Dated—the 17th November 1916.

With reference to your Endorsement of the 10th instant on the Government Order about the Special test examination, I think it best to confine my remarks to such points only as concern the courts of the Presidency Magistrates.

2. Regarding *general qualifications*—I think that it is very necessary that completed secondary school-leaving certificates should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem as suggested by Government in the concluding sentence of paragraph 1 of the Government Order. The great objection to the existing rule which permits the appointment of unpassed men to posts on Rs. 20 is that these men are absolutely debarred from any promotion during the whole of their service which in an average will be about 30 years. It is not conducive to the efficiency of Government service to have such hopeless men in any office.

3. But, it is not enough merely to prescribe the secondary school-leaving certificate. This certificate is delivered to every pupil who had undergone the prescribed course in the Upper Secondary classes. No minimum is prescribed for any particular subject. The result is that numberless pupils hold S.S.L.C. which when scrutinised are only certificates of inefficiency. This drawback is to a certain extent kept in check by the rule in section 1 (2) of the Public Service notification (see page 59 of the Abstract of Rules, etc.) which requires that the certificate should show that the candidate possesses "sufficient knowledge in the ordinary subjects and in two optional subjects." What is "sufficient knowledge" is left to the determination of the heads of offices and unless these are careful enough to scrutinise the marks shown in the certificate, the road is open for the appointment of inefficient in the higher grades of the public service.

4. I have no remarks to offer to paragraph 2 of the reference as it concerns the powers of Revenue Divisional Officers.

5. In paragraph 3 the Government asks for opinion regarding the suggestion that any Government servant possessing the minimum general educational qualification *ipso facto* be entitled to appear for all the special test examinations. I submit that this proposal should be approved. I do not think the service will be any the worse off by the abolition of the rules limiting appearance to certain examinations only to those of higher general educational qualifications. If the standard of any Special test examination is sufficiently high, it will be hopeless for candidates of poor general educational qualifications to attempt to pass them and even if they do pass by dint of cramming, there is absolutely no obligation on the part of the heads of departments to give them any promotion. An examination of any Revenue establishment will show that in every district a large number of clerks have passed all the tests prescribed for Deputy Collector's appointment who nevertheless have no prospect of being appointed even as Sub-Magistrates.

6. As regards the Special tests affecting this office, the following are prescribed:—

Chief Clerk.—Précis-writing, Criminal Judicial test, Higher Grade, Translation test, Lower Grade and Account test.

Accountants.—Account test, Criminal Judicial test, Higher.

Interpreters.—Translation test, Higher Grade in Tamil or Telugu and Lower in the other language.

These qualifications are not unreasonable and I think they may be retained as the minimum necessary for these posts. If possible, Chief clerk might also be qualified in the Revenue test so as to be eligible for appointment as Sub-Magistrate. As matters now stand a Chief clerk may block promotion in this office to the discouragement of those below him who may be qualified. It is also a disadvantage to the office in not being able to have a change in the office management from time to time. The only test that may be abolished is Précis. I see from the table given on page 86 of the abstract rules to Public Service. Examinations in this Presidency that Précis-writing is not required for the Registrars and clerks of the Secretariat and Board's offices, who, of all Government servants, have probably most to do with Précis-writing nor is the test required for Huzur Sheristadar and English Head Clerk in the Collectors' offices. The Chief clerk of this office has hardly anything to do with précis-writing. The test may therefore be abolished in the case. As regards the Interpreters of this office, it is indispensable they should know Tamil and Telugu: Hindustani is no doubt desirable but not indispensable.

I do not think I have any other useful remark to make at present.

XX

From—T. FISHER, Esq., I.S.O., Superintendent, Government Press.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 23rd November 1916.
No.—6619.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, the Superintendent, Government Press, submits that the possession of a

completed secondary school-leaving certificate may be prescribed as the minimum general educational qualification in the case of clerical posts on Rs. 20 per mensem.

2. There appears to be no objection so far as the Government Press is concerned for restricting Government servants possessing the minimum qualification from appearing for special tests.

3. The only special test required compulsorily for this office is the Account test for the post of the Accountant and it is desirable.

XXI

Letter—from R. A. GRAHAM, Esq., I.C.S., Resident in Travancore and Cochin
To—the Secretary to Government, Home (Education) Department.
Dated—Trivandrum, the 18th November 1916.
No.—R.O.C. 2120.

With reference to G.O. No. 969, dated the 13th September 1916, I have the honour to inform you that I consider that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification for posts on Rs. 20 per mensem. As regards Special Test Examinations Collectors and similar officers may well be given power to give exemptions in the case of men with minimum general educational qualifications whom they consider deserving of the concession. I have no other suggestions to make except that I doubt the advisability of including Hindustani among the languages in which candidates may appear for the compulsory vernacular tests.

XXII

Letter—from P. L. MOORE, Esq., C.I.E., I.C.S., Inspector-General of Police.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 27th November 1916.
No.—D. 1100.

In reply to G.O. No. 969, Home (Education), dated the 13th September 1916, inviting the views of the Board of Revenue and other heads of departments on certain proposals for the amendment of the rules embodied in the Public Service and Special Tests Notifications, I have the honour to state as follows:—

Paragraph 1 of the Government Order.—Holders of the secondary school-leaving certificate are so numerous now that the possession of a completed certificate may well be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem, except in the Ceded districts where it has always been difficult to get qualified candidates.

With reference to article 2 of the Public Service Notification I do not consider that there is any necessity to exclude the appointments of typists from the operation of article 1 of the notification any longer, though appointments in the Agency tracts of Ganjam, Vizagapatam and Gōdāvari districts and the other appointments noted under head "Police" in column B of the table under article 2 should continue to be excluded, as at present.

Paragraph 2 of the Government Order.—The powers of exemption from the general educational qualification vested in the Inspector-General and the Deputy Inspector-General may be continued. The abuse of the concession, such as is referred to in paragraph 2 of the Government Order, is not likely to arise.

Paragraph 3 of the Government Order.—I consider that the Criminal Judicial Test, Higher and Lower grades, may be thrown open to holders of the secondary school-leaving certificate who will form the bulk of the subordinate executive (Inspector and Sub-Inspector) and the clerical establishments.

Paragraph 4 of the Government Order.—None of the special tests prescribed for the various appointments in the Police are too elaborate nor would I curtail the number of appointments in the executive or clerical branch of the service for which these tests are prescribed.

Paragraph 5 of the Government Order.—I am against the suggestion to recognise Hindustani as one of the vernacular languages for the compulsory test.

Paragraph 6 of the Government Order.—No remarks.

XXIII

Letter—from Commander C. W. SHEARME, R.I.M., Presidency Port Officer.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 30th November 1916.
No.—1273/296-G.

With reference to G.O. No. 969, Home (Education), dated the 13th September last, I have the honour to reply as follows.

2. I fully endorse the proposal contained in paragraph 1 of the Government Order that the possession of a completed secondary school-leaving certificate might now be prescribed as the minimum educational qualification in the case of appointments on Rs. 20 per mensem as this will tend to further improve the efficiency of the service and it is observed that there is at present an abundant supply of passed candidates to fill such situations. But I presume that any such rule will operate only in the case of future entrants and will not in any way affect the promotion of men already in service at the time of its introduction.

3. As regards paragraph 3, I concur in the suggestion that the rules in question may be relaxed but only with certain reservations. In my opinion the indiscriminate throwing open of the special tests examinations to all persons having the minimum educational qualification would be a retrograde step and I accordingly consider that it would be better to empower heads of departments and Collectors of districts to grant at their discretion permission to appear only in particular cases. Passes in special tests are exacted only in the case of certain appointments in the higher grades of the service and the expediency of admitting to those tests only such men as show capacity and proficiency and are considered by heads of departments to be eligible for further advancement is apparent. Further it seems desirable to restrict the number of examinees to manageable proportions and to exclude therefrom persons altogether unqualified to attempt the tests.

4. With regard to paragraph 4, I may state that only one special test (viz., the Account Test) is prescribed for appointments in this department and I do not consider that the number of appointments for which it is prescribed is susceptible of any curtailment.

5. I have no remarks to offer in regard to the other proposals contained in the Government Order.

XXIV

Letter—from Sir FREDERICK NICHOLSON, K.C.I.E., Honorary Director of Fisheries.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 7th December 1916.
No.—Dis. 555.

I have the honour to submit remarks on G.O. No. 969, dated the 13th September regarding admission to the service of Government and to special tests examinations.

2. Regarding admission to Government service I am strongly of opinion, after many years in the service and for the last 11 years outside of the regular service, that no person should be admitted to Government superior service without having obtained at least the qualification denoted by the secondary school-leaving certificate. These certificates are obtained readily and in large numbers, and it is now easy to obtain men of that qualification. Moreover, unless in exceptional cases, unpassed men are not a success; they have little breadth and still less depth of knowledge and their mental instrument is undeveloped; hence constant mistakes and shortcomings. Speaking generally it is obvious that the unpassed man is less fit than the passed man, and a great deal of our work depends on the lower grades of public servants. Moreover, if unpassed men are admitted, there is a constant struggle on their part to get admitted to higher posts by frequent exemptions and thus occupy posts to the detriment of educated men, or to obtain admission to special test examinations for which they are—in general—mentally unfitted, and thereby to posts for which—in general—they are unsuitable. I admit the exceptions and deal with them presently. Of course, in all cases, the power to admit any one to any post rests with Government, since there may be many reasons for exceptional treatment.

3. Holding this view I consider that the powers of exemption granted to district officers and other heads of departments to admit unpassed men to short appointments, should be cancelled. It is true that such exemptions extend only to acting appointments and low-paid posts, but the real result of such powers of exemption is suggested in Board's Standing Order No. 1287 (ii) (edition of 1900) in which officers are bidden to remember that acting appointments must be made with as much care as permanent ones, since acting men, even if unpassed, naturally expect to have first claim on the vacancy if it becomes permanent, or on others of similar grade. Every district officer knows the result, and it is aggravated by the fact that one officer, perhaps inconsiderately or kind-heartedly, makes the appointment, but it is his successors who suffer for it. Moreover, it is not fair on men who have gone to the expense of the higher education that men who have not undergone their training should step in before them. I would say in fact, that if, in these days, exemption is considered necessary by officers in ordinary districts, then either the existing educational qualification is a faulty one or the methods of recruitment are faulty. Hence, except in really backward tracts I would entirely cancel the powers of exemption granted to district officers and heads of departments.

4. The next point is whether officers in Government service, even of minimum educational qualification, may be admitted more freely to the Special Test examinations. I consider that note (7) to article 4 of appendix II regarding Special Test examinations sufficiently opens the door to Government servants who have not obtained the general educational qualifications required by notes (1) and (2) to the same article. By the provisions of note (7) the Board can grant exemption so as to enable any candidate of whatever educational qualification to enter for any of the special tests; this exemption will presumably be based on the recommendations of district officers who, either personally or through their officers, know all the men in their districts who, though of moderate scholastic attainments, are men of capacity and character and deserve promotion to posts from which they may be barred by want of academic qualifications. Such exemptions should be sparingly permitted, and should depend more on character and on unusual capacity for and devotion to business than anything else. I am not well acquainted with the facts of the last twenty years but should imagine that in these days there are not many such persons eligible by character but not by general education for the better class of posts, and the number must gradually decrease as education spreads.

5. Indeed I would almost be inclined to restrict the passing of special tests wholesale by men in the service. Probably there is now, as there was when I was a Collector, a perfect mania to pass all sorts of tests irrespective of the post held or post likely to be obtained; I can recollect the many hopeless "duffers" (the word expresses the facts) who had somehow scraped through the "Tahsildar's test" by long grinding at their books but who were utterly devoid of capacity as "men of affairs" and hopelessly too numerous for the posts available; men passed qualifying tests and considered it a grievance if not appointed accordingly. The rush for test examinations was, and probably is, baneful to the work of the junior staff whose interest on entering the service is to qualify for promotion by passing examinations rather than by zeal and devotion to their immediate duties; they know quite well that the district officers will be changed long before they can come to the front, and their interest therefore is to get the abiding qualification of a special test rather than earn a merely possible good character from a temporary officer. If a man honestly does eight hours work in an office or outdoor post he cannot give much brain power to passing examinations; consequently, since he fully intends to pass the examinations at the earliest date, the Government work is apt to suffer. Moreover passes in all sorts of tests are sought so as to be ready for any vacancy in any branch especially in the more coveted "Revenue" Department. Hence waste of time and energy, and absence of interest in immediate duties. It would be interesting to register the number of Government servants who go up annually for special tests. I admit that I am drawing on comparatively ancient experience coupled with some small recent facts.

6. Referring to paragraph 6 of the Government order, I consider that in selecting young men for the service great weight should be given to their having already passed special tests; this fact will minimise their subsequent devotion to examinations, and will indicate not only their possible intellectual ability but the direction in

which their ambitions or qualifications run. Moreover, to any candidate, even of the minimum general educational standard, who had passed one or more special tests before entering the service, I would grant the *right* without special exemption, to appear for any remaining test examinations in the same (higher or lower) grade; this would not only stimulate the passing of tests before appointment but would minimise the necessity for frequent exemptions. It would, in this case, be necessary to open the Special Tests examination to all persons—whether in or out of the service eligible by general educational qualifications for Government service.

7. I also consider that more use might be made of the "probation" system of appointment. Scores of men are admitted to service who form the State's "bad bargains," not wilfully, but because though qualified by examinations they are not what are called "men of affairs;" without the business instinct, capacity, or even interest in the work. One or two years' probation as a preliminary to confirmation would weed out many of these before their appointment becomes practically irrevocable. I have had personal experience of this in the case of men who by examination, certificates, and recommendations appeared, *prima facie*, highly suitable; of late years I have declined to appoint any one except on probation.

8. The writing of reports, the stating of cases by junior to superior officers in a clear manner without the introduction of irrelevancies and the omission of essentials, the immense modern use of "office notes," etc., demand a thorough knowledge of *précis* writing from every Government servant; it is an art in itself, is essential in all Government offices, and should be made universally compulsory except perhaps for accountants.

XXV

Letter—from Shifa-ul-mulk T. ZAIN-UL-ABIDIN SAHIB Bahadur, Sheriff of Madras.

To—the Secretary to Government, Home (Education) Department.

Dated—the 12th December 1916.

No.—D. 200.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that in my opinion the possession of a completed secondary school-leaving certificate might be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

At the same time I think it is not desirable to abolish the rule vesting powers of exemptions in Divisional officers. There are young men in the country who are not able to complete their school course, but who, when placed in charge of a definite work, acquit themselves creditably in it—more creditably sometimes than holders of school-leaving certificates. I would suggest therefore that such men should, in the first instance, be appointed on probation and when they have proved themselves efficient, should be placed on an equal footing with employees holding school-leaving certificates. Once a man is appointed, whether he holds a school-leaving certificate or not, no obstacles should be placed in the way of his appearing for the various examinations under the Special Tests notification. Experience in office work is the real preparation for these examinations and this experience should be regarded as furnishing a qualification superior to the passing of University examinations. I think also that it is not desirable to demand qualification in special tests which have no bearing on or use in the work of the department to which the employee belongs. I am very glad that the suggestion has been made that Hindustani should be regarded as one of the languages in which candidates may appear for the compulsory vernacular tests. I trust the suggestion will be accepted by the Government.

XXVI

Letter—from G. A. D. STUART, Esq., I.C.S., Director of Agriculture, Madras.

To—the Secretary to Government, Home (Education) Department.

Dated—the 14th December 1916.

No.—R. Dis. 562.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, to the Board of Revenue in the Settlement Department, I have the honour to report that I am quite in agreement with the proposal made in paragraph 1 thereof

that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem, but so far as this department is concerned the following exemptions are in force and should continue:—

(1) Candidates possessing either the certificates of proficiency in practical agriculture or the diploma of the College of Agriculture for appointment to the subordinate posts in the Agricultural Department (vide page 60 of the abstract rules relating to Public Service examinations).

(2) Farm clerks attached to the agricultural stations in the Northern division (now I, II and III circles) (vide page 59 of the abstract rules) and artists in the Scientific sections at the Agricultural College, Coimbatore (vide G.O. No. 1042, Educational, dated 22nd September 1915).

2. In this connection I presume that the qualifications for the posts of mechanics, boring maistries and drivers prescribed in paragraph 25 of the abstract rules will continue to hold good and that my present powers of exemption referred to in rule 4 (5) of the Public Service notification are not affected by the proposal made in paragraph 2 of the Government Order.

3. With regard to paragraph 3 of the Government Order quoted above, I consider that any Government servant possessing the minimum general qualifications should be allowed to appear for any test without restriction.

4. Referring to paragraph 4 of the Government Order, I would point out that so far as this department is concerned no test has been prescribed for ministerial posts though in practice men who have passed the Account test are given preference to others for posts which require a knowledge of accounts. In regard however to the executive staff I would invite reference to paragraph 36 of Mr. Chadwick's proposals for the reorganisation of the department, contained in G.O. No. 1645, Revenue, dated 6th June 1916. In pursuance thereof I would suggest that after item 22 under "C. Revenue Department" in rule 3 of the Public Service notification (page 64 of the abstract rules) the following may be entered as items 23 and 24:—

(23) Sub-Assistants	} Certificate of proficiency in practical agriculture.
(24) Assistant Managers and Assistant Demonstrators	

No other test is necessary for this department.

5. *Paragraph 5 of the Government Order.*—So far as this department is concerned I do not consider it necessary that Hindustani should be included as one of the languages for the compulsory vernacular test as most of the Hindustani-speaking ryots know the vernaculars of the tract.

6. I have no other remarks to offer.

XXVII

Letter—from J. C. ADAM, Esq., Bar-at-Law, Crown Prosecutor, Madras.

To—the Secretary to Government, Home (Judicial) Department.

Dated—the 17th January 1917.

No.—Ref. on 288 of 1916.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state as follows:—

(1) I agree with the suggestions made in paragraphs 1, 3, 4 and 5.

(2) I have no remarks to offer with regard to paragraph 2.

(3) With reference to paragraph 6 of the order, I would suggest that type-writing clerks be not exempted from the necessity for possessing the secondary school-leaving certificate. In my opinion the Government Technical examination in Type-writing which appears to be a test of purely mechanical work is insufficient. Unless a typist has a fair acquaintance with English for instance he usually makes a hopeless muddle of a badly-written manuscript.

I have no other remarks to offer.

XXVIII

Letter—from the Hon'ble Sir FRANCIS J. E. SPRING, K.C.I.E., M.I.C.E., Chairman, Madras Port Trust.
To—the Secretary to Government, Home (Education) Department.
Dated—the 17th January 1917.
No.—G. 1935.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that I have no remarks to offer as the Port Trust is not interested in the Special Tests examinations of Government.

2. We always fill in, whenever possible, the vacancies occurring in our in-door clerkships with men of general educational qualification with the Matriculation or the completed school-leaving certificate as the minimum.

XXIX

Letter—from the Hon'ble Mr. L. E. BUCKLEY, I.C.S., Inam Commissioner.
To—the Secretary to Government, Home (Education) Department.
Dated—the 15th January 1917.
No.—Dis. 41.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to report that I accept the proposal contained in paragraph 1 that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem and I also strongly recommend the proposal contained in paragraph 3.

As regards the proposals contained in the remaining paragraphs, I have not expressed any opinion since they fall within the province of the Board of Revenue and as Inam Commissioner I am not concerned with them.

XXX

Letter—from A. H. DEANE, Esq., His Britannic Majesty's Consul, Pondicherry and Karikal.
To—the Secretary to Government, Home (Education) Department.
Dated—Pondicherry, the 18th January 1917.
No.—32.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to submit that in my opinion the secondary school-leaving certificate might be prescribed as the minimum educational qualification in the case of posts on Rs. 20 per mensem, and that the powers of exemption vested in Revenue Divisional officers might be restricted if not abolished.

2. I am also in favour of the suggestion that any Government servant possessing the above certificate should be entitled to appear for the various examinations required under the Special Tests notifications.

3. So far as this office is concerned, the Précis-writing test is no longer compulsory, and I do not consider that it is necessary, but the Account test prescribed in O. Miscellaneous (5) of table in Public Service notification for clerks in the office of His Britannic Majesty's Consul, Pondicherry and Karikal, should be retained.

4. In my opinion Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

XXXI

Letter—from W. J. PRENDERGAST, Esq., B.LITT (OXON.), Acting Persian and Hindustani Translator to Government.
To—the Secretary to Government, Home (Education) Department.
Dated—Royapettah, the 19th January 1917.
No.—6.

In reply to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that I have no remarks to offer except with reference to

paragraph 5, and in regard to this I recommend the adoption of the suggestion that Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

XXXII

Letter—from M. AZIZ-UD-DIN SAHIB Bahadur, Khan Bahadur, C.I.E., I.S.O., Special Agent of South Arcot.
To—the Secretary to Government, Home (Education) Department.
Dated—Cuddalore, the 20th January 1917.
No.—D. Dis. 115-Cor.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, inviting opinion on certain proposals for the amendment of the rules embodied in the Public Service and Special Test notifications, I have the honour to submit herewith a copy of my report as Collector to the Board on the same subject.

ENCLOSURE

Letter—from M. AZIZ-UD-DIN SAHIB Bahadur, Khan Bahadur, C.I.E., I.S.O., Collector of South Arcot.
To—the Secretary to the Commissioners of Land Revenue.
Dated—the 31st December 1916.
No.—R.O.C. 1391-B & G.

With reference to Board's No. 2120-Gt./16-1, I have the honour to enclose herein a statement showing the number of posts on Rs. 20 in this district and the number held by unpassed men, whether acting or permanent, and to submit the following remarks on the several points referred to in G.O. No. 969, Home (Education), dated 13th September 1916 :—

1. Whether the possession of a completed secondary school-leaving certificate might now be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem?

My answer to this question is in the affirmative. I consider it undesirable to recruit unpassed men without any prospect of promotion in the clerical grades of the revenue offices. They neither go up nor go down but soon become corrupt chiefly on account of the growing burden of their families.

2. Whether the powers of exemption at present vested in Revenue Divisional officers should not be abolished or restricted?

I think the powers of exemption vested in Revenue Divisional officers should be abolished. They should be vested in Collectors.

3. Whether all Government servants possessing the minimum educational qualifications now proposed may be allowed to appear for all Special tests?

Government servants possessing the minimum educational qualification, viz., completed secondary school-leaving certificate, may be permitted to appear, for the tests to which they are now eligible to appear viz., Revenue and Translation tests, Lower Grade and the Account test. For other Special tests, the restrictions now in vogue should continue. Collectors should, however, be empowered to grant exemptions in their own districts in cases where they consider them justified.

4. Whether the number of appointments for which certain Special tests are prescribed might safely be curtailed and some of the tests made less elaborate?

I consider it unnecessary either to curtail the number of appointments for which the Special tests are prescribed or to make the tests less elaborate. Generally speaking, the appointments for which the Special tests have been prescribed are such as to require a knowledge of the tests. These tests are not very elaborate and may remain as they are.

5. Whether Hindustani should be recognised as one of the languages in which candidates may appear for the compulsory vernacular tests for Deputy Collectors?

Under existing orders, candidates for Deputy Collectors' posts are required to pass the compulsory vernacular tests in any two of the languages mentioned below :—

Tamil, Telugu, Malayalam, etc. As none of these vernaculars is the mother tongue of the Mussalmans, they, naturally, find it very difficult to pass the compulsory vernacular tests in two of them. As the passing of the tests is a condition antecedent to appointment as Deputy Collectors, Mussalmans are placed at a considerable disadvantage as compared with the Hindus whose mother tongue is necessarily one of these vernaculars. Apart from this, Hindustani is a very

widely spoken language and even in villages one meets frequently even Hindus conversant with the language. In some districts such as Kurnool and Cuddapah the Mussalman population is appreciably large. For these reasons Hindustani deserves to be recognised as one of the languages for the compulsory vernacular tests for Deputy Collectors.

	Number of posts on Rs. 20 as per sanctioned scale.	Number held by unpassed men permanently.	Number held by unpassed men acting.
1. Collector's office	28	3	...
2. District Forest office	1	...	...
3. Tindivanam division	24	6	5
4. Chidambaram division	24	6*	9
5. Tirukkōyilūr division	18	3	3
6. Cuddalore division	14	2	1
7. Land Record Tahsildar's office	1	...	...
Total	110	20	18

* Of these two unpassed men on Rs. 20 are acting for Rs. 25.

XXXIII

Letter—from M. YOUNG, Esq., I.C.S., Superintendent of Stamps and Stationery.
To—the Secretary to Government, Home (Education) Department.
Dated—the 20th January 1917.
No.—R. Dis. 23.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, and the reminder thereon, dated 15th January 1917, I have the honour to enclose a copy of my letter D. Dis. No. 523, dated 17th November 1916, submitted to the Secretary, Board of Revenue, Separate Revenue, Madras, in reply to Board's Memorandum E. & R. No. 306, dated 24th October 1916.

ENCLOSURE

Letter—from M. YOUNG, Esq., I.C.S., Superintendent of Stamps and Stationery.
To—the Secretary to the Board of Revenue (Separate Revenue).
Dated—the 17th November 1916.
No.—D. Dis. 523.

With reference to Board's reference on G. T. R. No. 306, Salt, dated the 24th ultimo, calling for remarks on certain proposals for the amendment of the rules embodied in the Public Service and Special Test notifications, made in G.O. No. 969, Home (Education), dated the 13th September last, I have the honour to report as follows:—

(1) The proposal to make the secondary school-leaving certificate the minimum general educational qualification required for entering Government service appears to me to be sound in principle. An unpassed man in an office is usually more troublesome than he is worth, as he has nothing to look forward to, and, thus, tends to grow discontented and slack. In this connection, I might point out that in the case of European and Anglo-Indian boys, the standard of the High School examination, which is their minimum general educational qualification, is far higher than that of the secondary school-leaving certificate and they, therefore, labour under a grave disability at present in entering Government service. Their case appears to deserve consideration.

(2) As for paragraph 2 of the Government Order, I would prefer to abolish the power of exemption altogether except in the Agency tracts of the Presidency, in the Wynad and in other out-of-the-way places such as the Gudalur taluk of the Nilgiris district, where it is generally impossible to get other than unqualified men.

(3) Of the two alternatives proposed in paragraph 3 of the Government Order, I consider that it would not be expedient to lower the standard of general educational qualifications prescribed at present for the several tests. If all bars were removed and if the minimum educational qualification entitled a Government servant to appear for all the higher tests, it would raise false hopes unnecessarily. Many secondary school-leaving certificate men would then spend a great part of their time in studying for examination required for gazetted appointments for which they are unfitted. If, by dint of hard cramming, they were successful in these examinations, they would naturally grow discontented when refused posts for which they are technically qualified. I think the better plan would be to allow exemptions more freely than hitherto.

(4) As for paragraph 4, there seems little doubt that the examinations are unnecessarily elaborate. The present system directly favours the student—so common in this country—who can glibly reproduce law and code verbatim but who fails in the simplest application of the law

to an actual case in point. After all, an official is not expected to work without books and I would suggest that greater importance should be assigned to the paper "with books" which might be made longer than the paper "without books" and allotted twice the marks of the latter paper.

(5) I do not think that Hindustani is spoken to such an extent that it can be taken in lieu of a second compulsory vernacular. An officer knowing Tamil and Hindustani, or Malayalam and Hindustani only, would be of little use outside a limited area. But I think it would be advisable to encourage the study of Hindustani by placing it among the "Reward Examinations" and treating it for that purpose as Uriya is now treated.

XXXIV

Letter—from C. M. SCHMIDT, Esq., Inspector-General of Registration.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 23rd January 1917.
No.—16/Est.

I have the honour to reply to G.O. No. 969, Home (Education), dated the 13th September 1916, regarding the amendment of the rules embodied in the Public Service and Special Test notifications.

2. The prescription of the possession of a completed secondary school-leaving certificate as the minimum general educational qualification in the case of posts on Rs. 20.—So far as this department is concerned the service is divided into two main classes, viz., registering officers and clerks.

The former is recruited chiefly from graduates, but undergraduates of the backward communities and undergraduate clerks of approved service are promoted occasionally. Persons who do not possess the minimum educational qualifications prescribed by article 1 of the Public Service notification are not selected except in those very rare cases in which exemptions from the examination rules are granted by the Government on account of birth and antecedents.

As regards the clerical establishments the low starting pay that has obtained hitherto necessitated the recruitment of a fairly large proportion of unpassed men although for appointments above Rs. 20 the rule requiring passed candidates has been enforced as far as practicable, exemptions being granted to unpassed clerks of approved service and character. The minimum pay has now been raised to Rs. 20 [G.Os. No. 1479, Judicial, dated 8th June 1916, and No. 2157, Home (Judicial), dated the 1st September 1916], and when the scheme of re-organisation of this establishment sanctioned by G.O. No. 2032, Judicial, dated the 27th August 1915, is introduced in its entirety the prospects of this branch will be much improved and there should be no great difficulty in obtaining men with the minimum educational qualification of the possession of a completed secondary school-leaving certificate. Since the prescription of that certificate for posts carrying pay in excess of Rs. 20 it has been the practice in this department to treat as "passed" candidates for the purpose of article 1 of the Public Service notification only those who have obtained an average of 30 per cent of the marks in each group in the combined results of the public and school examinations and I am of the opinion that some such restriction will always be necessary in order to prevent men with low qualifications rising above a certain grade. The pay to and above which this limit should apply would vary in different departments and might be left to be fixed by its head. In this department I would place it at Rs. 25.

The case of unpassed men who have hitherto been recruited for this department was represented in my letter No. 456/A-Est. of the 10th June 1916 and in their Order No. 836, Home (Education), dated the 2nd August 1916 therein, the Government were pleased to empower me to sanction the permanent exemption from the provision of article 1 of the Public Service notification of unpassed candidates for employment in posts the sanctioned pay of which does not exceed Rs. 25 per mensem, subject to the condition that in respect of future entrants bona fide efforts would always be made to obtain the services of passed candidates. In the notification amending the Public Service notification consequent on that order [G.O. No. 928 Home (Education), dated 31st August 1916], this condition has not, however, been restricted to future entrants, and I take advantage of this opportunity to draw attention to this

fact. The obtaining of a passed candidate for a post on Rs. 25 has not been beset with difficulties in the past and is unlikely to be so in the future, so that if the condition in question is to be observed rigidly no benefit can accrue to the existing unpassed men on the staff considered fit for promotion owing to long and approved service.

Subject to these remarks I am in general agreement with the proposal to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

3. *Paragraph 2 of the order.*—No powers of exemption are enjoyed by officers in the department subordinate to myself.

4. *Paragraph 3 of the order.*—The undermentioned are the compulsory Special tests prescribed for the officers of this department:—

District Registrars	...	...	(i) Civil Judicial test without Civil Rules of Practice and Insolvency Act.
Sub-Registrars for promotion to VI grade...	...	...	(ii) Account test.
Manager and Accountants on Rs. 50 and upwards in my office.	...	...	Criminal Judicial test (lower). Account test.

Whilst persons with the minimum educational qualifications can appear for (i) and (ii), admission to the Criminal Judicial test is restricted [note (2) under article 4 of the Special Test Examination notification], but Sub-Registrars as a class are exempt from this latter restriction. (Paragraph 4 of G.O. No. 173, Judicial, dated 27th January 1911.)

I do not think that there can be any doubt that the present rules restricting the right to appear for the various Special tests operate harshly in the case of subordinates of approved character and capacity and I consider that, of the alternatives suggested, Collectors and officers of similar standing might be empowered to grant exemptions in cases where they consider them to be justified. The restriction in question has in this department necessitated the institution of a special Account test, since there is a number of clerks who do not possess the minimum educational qualifications and are thus debarred from appearing for the Account test while the nature of the work required of the senior hands in a District Registrar's office is such as to demand a close acquaintance with the Account Code. Were heads of departments empowered as suggested this separate examination would no longer be necessary.

5. *Paragraph 4 of the order.*—No changes appear to be necessary in the Special tests prescribed for Registrars and Sub-Registrars except in so far as I have indicated in my reply to this reference as Registrar of Joint Stock Companies.

As regards my own office I would prefer the Account test to be prescribed for all posts on Rs. 60 and above instead of a differentiation being made between accountants and clerks. In a numerically limited establishment it is not easy to carry such a differentiation into actual practice.

6. *Paragraph 5 of the order.*—The compulsory vernacular test is not prescribed for this department. The vernacular tests are carried out departmentally and this arrangement may, I submit, be continued.

7. I would suggest that the purpose of most of these Special tests would be served equally well by candidates being permitted to answer the question papers with the help of books. The mere recital of paragraphs and rulings in the codes, e.g., the Account Code, is of minor importance when compared with the facility with which a subordinate can turn to a ruling and apply it. Moreover, these rules are constantly changing and it is the ability to utilize reference works that is required and not a parrot-like knowledge of their contents.

XXXV

Letter—from C. M. SCHMIDT, Esq., Registrar of Joint Stock Companies.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 23rd January 1917.
No.—7-Comp.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to refer to my letter No. 16-Est., dated the 23rd January

1917, in which in the capacity of Inspector-General of Registration I have offered remarks on the general points raised in connection with the amendment of the rules in the Public Service and Special Test notifications.

2. There is, however, one matter which affects the department in its administration of the company law. The Indian Companies Act, 1913, has imposed on District Registrars, who are ex-officio Assistant Registrars of Joint Stock Companies, several additional duties and they are now in a position of greater responsibility than was previously the case. The Assistant to the Registrar of Joint Stock Companies, who is graded as a District Registrar (G.O. No. 684, Judicial, dated 19th March 1914), is Registrar of Provident Insurance Societies and Life Assurance Companies [notifications Nos. 269 and 270, Judicial, dated 26th March 1914, page 465 of the *Port St. George Gazette*, Part I, dated 31st March 1914]. With a view to secure the effective performance of these duties it is therefore desirable that District Registrars should be conversant with the provisions of the Acts which they are required to administer and I therefore propose that among the subjects included in the "Civil Judicial Test" should be "Companies Law" comprising a knowledge of—

- (1) The Indian Companies Act, 1913,
- (2) The Provident Insurance Societies Act, 1912,
- (3) The Indian Life Assurance Companies Act, 1912,
- (4) The Societies Registration Act, 1860, and
- (5) The rules under the foregoing Acts,

with a remark that this portion of the examination is necessary for promotion to the post of District Registrar.

XXXVI

Letter—from the Hon'ble Surgeon-General W. B. BANNERMAN, C.S.I., K.H.P., M.D., D.Sc., I.M.S., Surgeon-General with the Government of Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 19th/22nd January 1917.
No.—100/78 D-II.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that I agree with the proposal made by Government that a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem. As an exception I recommend that the Anatomical attendant at the Medical College whose pay is Rs. 20 per mensem be exempted from the above ruling as his work is to prepare and preserve bodies for dissections. The appointment is not likely to be accepted by educated men.

XXXVII

Letter—from C. M. SCHMIDT, Esq., Registrar-General of Births, Deaths and Marriages.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 23rd January 1917.
No.—P. 4.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to submit that I have stated my views on the subject in my communications noted in the margin and I have nothing to add to them in respect of this department.

XXXVIII

Letter—from T. E. MORR, Esq., I.C.S., Private Secretary to His Excellency the Governor.
To—the Secretary to Government, Home (Education) Department.
Dated—Guindy, the 23rd January 1917.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that the conditions of my office are special, shorthand-writing and type-writing being essential in addition to a secondary school-leaving

certificate, and throw no light on the questions raised in the Government Order. I propose therefore to offer no remarks on the proposals now under consideration.

XXXIX

Letter—from A. NEWMARCH, Esq., Accountant-General, Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 23rd/24th January 1917.
To—T. M. 23-19166.

With reference to your reminder, dated the 15th January 1917, asking me to submit an early reply to G.O. No. 969, Home (Education), dated the 13th September 1916, regarding the proposed amendment of the rules embodied in the Public Service and Special Test notifications, I would respectfully point out that, agreeably to the provisions of article 1661 of the Civil Account Code (Volume II), the qualifications necessary for clerks on first appointment in this office are fixed by me under standing orders issued from time to time by the Comptroller-General. I enclose herewith an extract of paragraphs 13 to 19 and 28 to 32 * of my Office Manual of

* Omitting 31 A.

General Procedure, according to which appointments and promotions of clerks in this office are regulated.

2. It will be seen that the qualifications insisted on for first appointment in this office are generally those fixed by the Local Government for other offices in this Presidency, and I am quite prepared to accept any other educational tests which Government may consider necessary for appointments in the Public Service generally.

ENCLOSURE

Appointments and promotions.(i) *Apprentices.*

13. The clerical service is recruited ordinarily by the enlistment of apprentices selected by means of a competitive examination restricted to nominated candidates not less in number than three times the number of apprentices required. No one, whose age exceeds 22 years or who has not passed the Matriculation or the Upper Secondary examination or other corresponding examination of an Indian University, will be admitted to this examination. But special exemptions from this rule may be permitted under the orders of the Comptroller-General to suit local requirements.

14. The examination will be held from time to time as necessity arises, a month's previous notice being given by means of advertisements in such newspapers as are considered suitable for the purpose by the Accountant-General. The advertisements should state the number of candidates to be taken.

15. Candidates desirous of presenting themselves for the examination should apply by letter in their own handwriting, to the Accountant-General, forwarding at the same time the following documents:—

(a) Copies of University or other examination certificates.

Note (1).—As it is a cardinal feature of the scheme for the award of secondary school-leaving certificates to attach value to the character and result of boy's entire school career in preference to the bare record of his success at any single examination, no certificate which does not afford evidence of proper attention having been paid to the "B" subjects should be accepted. A scrutiny of these marks is necessary to ascertain whether a candidate for Government service possesses in the language of the Public Service Notification, "Sufficient knowledge of the ordinary subjects."

G.O. 378, Educational, 28th April 1913.

G.O. 935, Educational, 11th October 1913, communicated the Mysore State should be considered equivalent to the with Financial Endorsement 7484-1, 17th November 1913 (Case Rec. 13-2 of 1913-14). secondary school-leaving certificate granted by the Madras Government.

(b) Satisfactory evidence that he is not more than 22 years of age.

(c) A certificate of good moral character attested by two well-known and trustworthy persons.

The address of each candidate should be clearly given at the top of his application.

16. Candidates who may be selected for examination will be so informed, but those who are not selected will not be communicated with nor will any enquiries made by them be replied to.

17. The subjects for examination and the marks and time to be allotted to each are as follows:—

Subject.	Marks.	Time allowed.
(a) Dictation	100	1 hour.
(b) Arithmetic	250	3 hours.
(c) English language—		
Composition (Essay writing)	200	2 hours.
Handwriting (Essay writing)	50	

18. No one, who fails to obtain 50 per cent of the full marks in dictation, will be allowed to go up in the other subjects (the result of the examination will be announced four days after the date of the examination in that subject by a notice hung up in this office); and no one will be appointed as an apprentice unless he obtains 50 per cent of the number of marks in the aggregate in arithmetic and handwriting, and 40 per cent in other subjects.

19. As a rule, the candidates who have passed best will be appointed to fill the existing vacancies. The names of the remaining candidates who have passed will be registered in the order in which they stood at the examination and offered appointments as vacancies occur.

(ii) *Clerical staff.*

28. Subject to the exceptions mentioned in paragraph 29, appointments in the clerical staff will ordinarily be made in the last class from among the apprentices in order of seniority.

29. Every third vacancy may be filled up in one of the following ways:—First by the selection of a few typists not exceeding the number of typewriting machines used in the office; secondly by men of specially high educational attainments and likely to become useful Superintendents; and thirdly, by the appointment of Europeans, Eurasians, Muhammadans and others for whom a general competitive examination is not quite suitable. Direct appointments of this sort may be made in any class, and will be on probation for six months or one year as the Accountant-General may decide (Comptroller-General's letter No. 2280, dated 11th July 1905).

Note 1.—The typists will be selected by means of a competitive examination after suitable notice. The examination will consist of the typewriting of a piece of manuscript containing a few typographical errors and omissions. Marks will be given for speed as well as for intelligence displayed in copying.

Note 2.—As the supervising staff of account offices is improved by an admixture of Europeans and Eurasians, heads of offices should make a fair proportion of direct recruitments from these classes—vide Comptroller-General's letter No. 2014-E/1000-11, dated the 11th November 1912.

(iii) *Departmental examination for clerks.*

30. All registered apprentices and persons appointed direct to the clerical service by nomination (except typists) will have to pass the departmental examination before they can be confirmed.

31. The examination will be under the immediate management of the senior gazetted officer under the Accountant-General and will be conducted annually in June in the following subjects:—

(1) Civil Service Regulations.

(2) Civil Account Code (Volumes I and II—one paper).

One hundred marks will be allotted to each paper which should be of a comparatively simple character and no candidate will be considered to have passed unless he has obtained 40 per cent of the marks in each subject. If a candidate passes in one subject and fails in the other, he will not be required to appear again in the subject in which he has passed.

32. Each candidate should appear at the first examination held after his admittance, provided he has been at least six months in the office. No person will ordinarily be allowed to appear at more than two examinations, but if a candidate has served less than six months at the time of the first examination he may be allowed the option of appearing and in that case he will be allowed a third trial. Failure to pass at the second examination (or third as above) will entail dismissal from the service. No appeal will lie to a higher authority if a candidate fails to pass at the time limit.

XL

Letter—from J. W. GREATORREX, Esq., Secretary to the Board of Examiners.
To—the Registrar, Home (Education) Department.
Dated—Madras, the 23rd January 1917.
No.—57.

With reference to your reminder without date calling for an early reply to G.O. No. 969, Home (Education), dated the 13th September 1916, regarding amendment

of the rules embodied in the Public Service and Special Test notifications, I have the honour to inform you that the reply will be submitted when the President has considered the question in his capacity as Member of the Board of Revenue.

XLI

Letter—from W. HUTTON, Esq., A.M.I.C.E., Superintending Engineer, Sanitary Engineer to Government.

To—the Secretary to Government, Home (Education) Department.

Dated—the 25th January 1917.

No.—85-G.

With reference to Home Department reminder on G.O. No. 969, Home (Education), dated 13th September 1916, regarding the amendment of the rules embodied in the Public Service and Special Test notifications, I have the honour to state that the same subject was referred to me by the Chief Engineer, Public Works Department, for remarks which have been forwarded to him in this office No. 685-G., dated 19th December 1916, a copy of which is enclosed herewith.

ENCLOSURE

Letter—from W. HUTTON, Esq., A.M.I.C.E., Superintending Engineer, Sanitary Engineer to Government, Madras.

To—the Chief Engineer, Public Works Department.

Dated—the 19th December 1916.

No.—685-G.

With reference to Public Works Department Memorandum No. 2197-Ao/1, dated the 2nd November 1916, communicating Government Order Home (Education), dated 13th September 1916 and calling for remarks or suggestions on paragraphs 1, 5 and 6 of the same proposing—

(1) to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification for posts on Rs. 20 per mensem, and

(2) to have Hindustani recognised as one of the languages in which candidates should appear for the compulsory vernacular tests, I have the honour to state as follows.

2. *Proposal (i).*—The argument in the Government Order under reference in favour of the proposal is that passed men have of late been available in greater numbers than in the past. But counterweighing this is the well-known fact that there has been of late a considerable increase in the cost of education as well as of living; and in view of this and of the difficulties met with in securing passed men for short periods during leave vacancies, I consider that the existing ruling requires no alteration except that it might be stated that preference should be given to passed men, other qualifications being equal.

3. *Proposal (ii).*—As far as the Presidency of Madras is concerned, it can practically be regarded as consisting of only two main linguistic divisions, Telugu and Tamil, Canarese being almost confined to South Kanara and the Mysore State (the Canarese speaking people of Anantapur and Bellary invariably knowing Telugu) and Malayalam being confined to Malabar where the Malayalam speaking people of Palghat and its surroundings are mostly conversant with Tamil.

4. The larger number of the Mussalmans in the Presidency are well versed in the vernaculars of the districts they live in.

There is therefore no necessity for making Hindustani compulsory as far as this Presidency is concerned.

XLII

Letter—from J. M. TURING, Esq., I.C.S., Political Agent.

To—the Secretary to Government, Home (Education) Department.

Dated—the 23rd January 1917.

No.—C. 20-Pol.

In reply to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to submit herewith a copy of my report D. Dis. No. 4499, dated 13th November 1916, submitted to the Board on the same subject.

ENCLOSURES

(1)

Letter—from J. M. TURING, Esq., I.C.S., Collector of Bellary.

To—the Secretary to the Commissioners of Land Revenue.

Dated—the 13th November 1916.

No.—D. Dis. 4499.

In reply to Board's Reference No. 2120-Gt./16-1, dated the 17th October 1916, on G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to submit the following reply. I attach a statement showing the number of posts on Rs. 20 in this district and the number of unpassed men, acting and permanent. As in this district the unpassed men are by no means confined to the grade of Rs. 20 but through exemption have in considerable numbers reached posts on somewhat higher pay, I have also separately entered the clerks serving in such posts in my statement.

2. I am strongly in favour of the abolition of the general exemption from examination qualifications of posts carrying Rs. 20 and below. In my opinion, this exemption has led to an excessive number of appointments of unpassed men to the lowest paid clerkships. This district of course is not a fair example of the operation of any rule on the subject, since the number of passed candidates available here has at all times been much lower than the average, even of the Telugu districts. I may, however, mention that I found very much the same state of things existing in the taluk offices of the Kistna district, though not to the same degree, and as there was in that district no insuperable difficulty in obtaining school final candidates, I conclude that the power is being misused. My opinion is that insufficient efforts are made to ascertain whether passed candidates are obtainable before appointing unpassed men.

It is constantly urged that, an unpassed man with some office experience is more valuable than a raw school final candidate, which, of course, is true for the moment. But those who use this argument seem to leave out of consideration the future of these clerks. After ten or fifteen years the passed clerk has still some prospect of promotion and some incentive to work. The unpassed clerk has no such incentive, and too often by that time lacks any desire to rise above the very low standards of work which enable him to avoid serious punishment.

The tendency to favour unpassed candidates is also, I think, accentuated by the petty intrigue which goes on in these matters in almost all taluk offices, and by the unavoidable trouble which the training of raw school boys imposes on Tahsildars.

3. As regards paragraph 2 of the Government Order, I consider that the powers of exemption now vested in Revenue Divisional officers should be altogether withdrawn. As I have already mentioned above, I think they have not been properly used, and that supervision by the Collector is desirable in order to see that the available supply of passed candidates is properly tapped before exemption is allowed.

Powers of exemption must necessarily be retained by the Collector. In several districts, of which this is a conspicuous example, the appointment of a certain number of unpassed candidates, particularly among non-Brahmans, will for several years to come probably continue unavoidable.

4. I am not in favour of the rather sweeping change suggested in paragraph 3 of the Government Order. The Special Test Examination which candidates seem to find it most difficult to pass is the "Criminal Lower", essential only to posts of Sub-Magistrates and Taluk Sarishtadars besides of course some higher appointments, I consider that appointments in the grade of Sub-Magistrate and above would in four cases out of five go to graduates, and the universal training of school final candidates to fit them for such posts is likely to deter graduates from joining the service by suggesting the probability of excessive competition. An additional reason is that clerks nearly always appear and re-appear for any test which it is open to them to pass, and it is useless to examine a number of candidates in subjects having no connection with their work, when such candidates have no chance whatever of being advanced to the posts for which these tests are compulsory. The absurdity of such examination will be even more manifest, should Government ultimately restrict all Sub-Magistrate appointments to graduates.

If properly exercised, the power of granting permission to individuals to appear for any Special Test Examination is quite sufficient to secure all the advantages desired. The difficulty I have found so far has been to get the Board of Revenue to sanction such exemption even in what seemed to me most deserving cases. In every district there are a few Matriculates, F.A.'s or school final candidates whose work is known by experience to be better than that of the average B.A. There is no object in throwing difficulties in the way of these men, when once their capacity has been decided by experience. I would recommend that either this power of granting permission to appear for any Special Test Examination be granted to Collectors (with definite instructions, if so desired, to limit its exercise to such cases as the above), or else that the Board may be pleased to grant such exemptions more freely.

5. With reference to paragraph 4 of the Government Order I have no special suggestion to offer except the abolition of the Translation Test for record-keepers of Collectors' offices. A record-keeper's normal work has nothing to do with translation and uncommonly little with any vernacular. The test is no more necessary for a record-keeper than for any other clerk and much less so than for many, e.g., Magisterial clerks for whom it is not prescribed.

6. *Paragraph 5 of the Government Order.*—I have always been in favour of recognising Hindustani as a second language for all candidates who desire to offer it. Being the 'lingua franca' of the east, it is exactly adapted for a supplementary language and it is much more widely understood in this Presidency than is sometimes supposed. I am accordingly in favour of making Hindustani as a language for the compulsory Vernacular test.

(2)

Statement showing the number of posts and the number held by unpassed men in the Bellary Collectorate.

Number of posts on Rs. 20.	Number of posts held by unpassed men.		Number of posts on Rs. 25 and 30 held by unpassed men exempted from the examination rules.	
	Permanent.	Acting.	on Rs. 25.	on Rs. 30.
90	71	44	13	1*

* Ordered to retire on 27th November 1916.

XLIII

Letter—from A. NEWMARCH, Esq., Commissioner of Paper Currency.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 25th January 1917.
No.—6258.

With reference to your reminder, dated 15th January 1917, asking me to submit an early reply to G.O. No. 969, Home (Education), dated 13th September 1916, regarding the proposed amendment of the rules embodied in the Public Service and Special Test notifications, I would respectfully state that educational qualifications are not usually insisted on for the appointments in this office.

2. The appointments in the treasurer's branch of the office are under the orders of the Government of India to be held by men in whom the Treasurer has confidence. As these men have to furnish security in addition and have to deal with valuables, it has not been found possible to enforce the examination rules in their case.

3. As regards the general branch of this office, a large number of the men do work of a mechanical nature, and it has more than once been suggested that piece-work rates should be substituted for fixed salaries in their case, as is done for similar work in the Bank of England. Though the examination rules are not enforced in the case of the remaining appointments, the majority of the men holding them are either graduates or have passed the Matriculation or F.A. examinations.

XLIV

Letter—from J. MONTEATH, Esq., B.A., I.C.S., Officiating Postmaster-General.
To—the Secretary to Government, Home (Education) Department.
Dated—Mangalore, the 26th January 1917.
No.—A.P.-31.

Referring to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to say that the rules governing the admission of candidates for Public Service in the Postal department are the same as those laid down by the Government of Madras; but in view of the difficulty experienced in getting men with the prescribed educational qualifications for service in this department, the rules are frequently relaxed in the matter of their admission. A rigid application of the educational test, such as that contemplated in the Government Order under reply, is not suited to the conditions obtaining in the Post office.

I regret that, under the impression that it was not required, I did not earlier send an answer to the reference in question.

XLV

Letter—from Lieut.-Col. R. G. MUNN, Military Secretary to His Excellency the Governor.
To—the Secretary to Government, Home (Education) Department.
Dated—Guindy, the 25th January 1917.
No.—0423.

With reference to G.O. No. 969, dated 13th September 1916, I have the honour to state that I have no further suggestions to offer beyond what is contemplated in the Government Order which I think will do very well, though the conditions of my office require short-hand and type-writing qualifications in addition to the minimum qualification proposed to be fixed for entertainment in the public service.

XLVI

Letter—from E. S. LLOYD, Esq., I.C.S., Political Agent for Pudukkottai.
To—the Secretary to Government, Home (Education) Department.
Dated—Trichinopoly, the 27th January 1917.
No.—Dis. 43/Pol.

With reference to G.O. No. 969, dated 13th September 1916, I have the honour to report that the superior staff of the Political Agent's office is at present a head clerk on Rs. 50 and an assistant on Rs. 35.

2. There are no rules requiring Special Test qualifications for these posts and I think it is unnecessary to prescribe them. The clerks are usually chosen from the staff of the Collector's office and the Political Agent should, in my opinion, have full discretion as to whom to appoint. The chief requirements are that they should be trustworthy and intelligent. A knowledge of drafting and especially for the head clerk some acquaintance with law is necessary but I am not in favour of making it essential that a clerk who is otherwise suitable should have passed any particular test.

3. Both appointments are, of course, always held by persons having the minimum general qualifications.

XLVII

Letter—from A. H. LONGHURST, Esq., Superintendent, Archaeological Survey, Southern Circle.
To—the Secretary to Government, Home (Education) Department.
Dated—(Camp) Udayagiri, the 27/29th January 1917.
No.—53.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, concerning the amendment of the rules embodied in the Public Service and Special Tests notifications, I have the honour to state that I am of opinion that applicants for appointments to posts in the public service, the salary of which does not exceed Rs. 20 per mensem, should possess a completed secondary school-leaving certificate.

XLVIII

Letter—from M.R.Ry. V. RAMESAM PANTULU Garu, Acting Government Pleader, Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 29th January 1917.
No.—222.

I have the honour to acknowledge receipt of G.O. No. 969, Home (Education), dated 13th September 1916, and to make the following suggestion in connection therewith:—

Under the existing rules, Indian barristers who are not graduates are disqualified from appearing for the Précis-writing test and hence for appointment as District Munsif or Subordinate Judge. This is inconvenient to them and to the public service.

I had occasion to discuss the matter recently with Justice Sir William Ayling who is of the same opinion. He thought that either they may be exempted from the necessity of passing the examination or they may be permitted to appear for it. In my opinion, exemption is not desirable. I suggest that the Précis-writing test may be thrown open also to Indian barristers who are not graduates.

XLIX

Letter—from E. R. OSBORNE, Esq., Acting Public Prosecutor.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 31st January 1917.
No.—225.

ABSTRACT.—Stating that he has no remarks to offer in the matter referred to in G.O. No. 969, Home (Education), dated the 13th September 1916.

L

Letter—from H. G. STOKES, Esq., C.I.E., I.C.S., Political Agent for Banganapalle.
To—the Chief Secretary to Government, Political Department.
Dated—Kurnool, the 27th January 1917.
No.—D. Dis. 26/Pol.

With reference to your reminder to submit an early reply to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to submit a copy of my report to the Board of Revenue on the subject.

ENCLOSURE.

Letter—from H. G. STOKES, Esq., C.I.E., I.C.S., Collector of Kurnool.
To—the Secretary to the Commissioners of Land Revenue.
Dated—the 19th January 1917.
No.—D. Dis. 214/Genl.

Adverting to Board's Reference No. 2120-Govt./16-1, dated 17th October 1916, I have the honour to offer my remarks on the proposals contained in G.O. No. 969, Home (Education), dated 13th September 1916.

2. Paragraph 1 of the Government Order.—It is true that a large number of holders of secondary school-leaving certificates are now available for appointments in public service and I agree that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum general educational qualification for appointment to posts on Rs. 20 per mensem in the superior service of Government.

3. The Public Service notification lays down that a person who has obtained a completed school-leaving certificate issued under the authority of Government showing that he possesses sufficient knowledge in the ordinary subjects and in two optional subjects shall be eligible for appointment to any post in the superior service, the sanctioned pay of which exceeds Rs. 20 per mensem, and as the rule stands it is left to the discretion of the officer with whom the power of appointment rests to determine in each case what percentage of marks the candidates should have obtained in the several subjects to satisfy the requirements of the notification. I noticed that the Divisional officers in this district had not exercised this discretion properly and that some men who had obtained very low percentage of marks both in the school and at the public examination had been entertained and appointed to posts, the sanctioned pay of which exceeds Rs. 20 per mensem. With a view to prevent men of very poor attainments being promoted to higher appointments, I have issued an order for the guidance of officers in this district that a holder of secondary school-leaving certificate should be deemed to possess sufficient knowledge only if he has secured at the public examination not less than 40 per cent of the marks, or marks not less than the Presidency average, whichever is less, in English and marks not less than the Presidency average in the remaining subjects of group A and in at least two subjects of group C. I suggest that the possession of secondary school-leaving certificate may be prescribed as the minimum general educational qualification for admission to the superior service, Collectors being at liberty to define for their districts what percentage of marks under group A or what subjects under group C should be insisted on. Flexibility in this matter is desirable in view of the differing circumstances of different districts.

4. Paragraph 2 of the Government Order.—The powers of exemption now vested in Divisional officers may be restricted. I am of opinion that unpassed men already in permanent service should not be affected by the proposed new rule and divisional officers should retain in respect of them their present powers of temporary exemption.

5. As regards paragraph 3 of the Government Order, I consider that the effect of the existing rules in the absence of special exemption from the Board is absolutely to debar a man from even attempting to qualify himself for appointment to higher posts than that of a Taluk head accountant. The hard and fast rule that, unless a man be an F.A., he cannot aspire to be a stationary sub-magistrate or tahsildar and unless he be a B.A., he cannot aspire to be a Deputy Collector is an unnecessary restriction. I see no reason for this artificial barrier. It is not as though these purely literary qualifications implied the possession of administrative ability, character, or even common sense—they notoriously do not. I see no reason why an employee possessing the requisite initial educational qualification for admission to the public service should not be allowed if he can, to qualify himself for any higher post once he has reached a given grade—say Rs. 35. When he has done so, the question whether he should be made a Stationary Sub-Magistrate, Tahsildar or Deputy Collector will depend, as it does now, on his worth as shown by his record of service and the opinion of his superiors when the time comes to consider his claims. I therefore recommend that a person possessing the minimum general educational qualification now proposed should *ipso facto* be entitled to appear for all the special tests.

6. As regards paragraph 4 of the Government Order I consider that the précis-writing test is not necessary and may well be abolished. As regards the account test I think that it may be dispensed with in the case of head clerks of Divisional offices. Neither this test nor any other test prescribed for other appointments in the Collectorate can be dispensed with having regard to the duties attached to the appointments for which the tests are prescribed. I think, however, the examination may be made less rigorous by allowing the use of books at the examination more freely than at present, and in rendering it in lesser degree a matter of mere memory.

7. As regards the proposal in paragraph 5 of the Government Order, I would recognize Hindustani as one of the languages in which candidates may appear for the compulsory vernacular tests.

8. There are 92 posts on Rs. 20 in this district of which 87 are held by unpassed men.

LI

Letter—from M.R.Ry. Diwan Bahadur L. D. SWAMIKANNU PILLAI AVARGAL, M.A.,
B.L., LL.B., Registrar of Co-operative Societies.
To—the Secretary to Government, Revenue Department.
Dated—Madras, the 9th February 1917.
No.—B. & G. 264 of 1916.

I have the honour to forward the following report on G.O. No. 969, Home (Education) Department, dated 13th September 1916, and Board's reference thereon in the Settlement Department, No. 2222, dated 30th October 1916, regarding the revision of educational qualifications for the public service.

All the Assistant Registrars employed under me are of opinion that in view of the large number of holders of secondary school-leaving certificates now available as candidates for appointments in the public service, the possession of such certificates might be insisted on in future, as the minimum general educational qualification in the case of posts on Rs. 20 per mensem. I agree with them.

On the question whether the powers of exemptions at present vested in Revenue Divisional officers should not be abolished or restricted, I observe that the powers are limited to acting or sub. *pro tem* vacancies not exceeding 12 months' duration or in posts carrying not more than Rs. 30 per mensem. I think with these safeguards the existing powers might be continued, as cases do occur in certain parts of the Presidency where the services of passed men are not available for vacancies of short duration.

As regards the suggestion that any Government servant possessing the minimum general educational qualifications should *ipso facto* be entitled to appear for any special tests of any grade, irrespective of whether he is a graduate or not, I entirely support the suggestion. Notwithstanding the present restrictions, many men with inferior educational qualifications have occasionally to be exempted to enable them to appear for tests like the Criminal Lower or the Revenue Higher, and I do not think that the quality of the service is likely to deteriorate because the restrictions are withdrawn. They were first imposed some thirty years ago, when the number of graduates was nothing like what it is now and were intended to encourage higher University education. Everybody knows that no such artificial stimulus is now required to promote higher University education, the number of candidates seeking

admission to arts colleges being very much in excess of the room available for such students. The most useful public servants even in the gazetted ranks are not always the holders of University degrees. It is unnecessary for me to labour the point because the *pros and cons* are well known.

I have no remarks to offer on the remaining points included in the Government reference, namely, whether some of the existing tests are unnecessarily elaborate or unsuitable for the posts for which they are required; and whether Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

LII

Letter—from M. R. KHAREGAT, Esq., A.M.I.C.E., Superintending Engineer, I Circle.

To—the Chief Engineer, Public Works Department.

Dated—Vizagapatam, the 16th/17th January 1917.

No.—86 W.

With reference to Official Memorandum No. 2197/Ad-1, dated 2nd November 1916, I have the honour to offer the following remarks:—

(1) I am not in favour of the abolition of the rule that unpassed candidates may be employed for posts on Rs. 20. Ganjam district is backward with regard to education and school final candidates are not usually willing to take up the section clerk's posts on Rs. 20 or even if they take them up, they will give up the post soon after, either on obtaining a better job or when meeting with any difficulty with regard to residence in villages far from towns.

(2) In the Gōdāvari district there are several men who do not possess the required certificate but who have gained considerable experience by working on the "work establishment" in various capacities. They are found to be more useful and have to be preferred for some particular appointments. The work establishment is a very useful recruitment ground for low-paid clerks and it is an incentive to the work establishment to know that they can rise to a Rs. 20 post in the clerical establishment.

2. The possession of a completed secondary school-leaving certificate may be prescribed as a general educational qualification in the case of posts above Rs. 20 subject to the condition that the candidate can write neatly and clearly and that he obtains 33·3 per cent of the marks in English and Mathematics and above the Presidency average in two optional subjects in the public examination. In the Agency tracts of Gōdāvari, Ganjam, Vizagapatam and Jeypore this rule may as heretofore be relaxed.

3. I would suggest that in the case of unpassed candidates of approved service, heads of departments should be able to exempt them from the examination qualifications for posts carrying a pay up to Rs. 40.

4. I consider that Hindustani may be recognized as one of the languages in which candidates may appear for the vernacular tests. Except in the Ganjam division Hindustani will be of little use. "Telugu" is required in this circle and candidates knowing Telugu would be preferred for service in this circle.

5. I would suggest that the practical course of upper subordinate students may with advantage be increased to two years. As regards clerks it would be a good proposal if it is laid down as a rule that the posts of sub-divisional clerks, senior accounts clerks in division offices carrying a pay of Rs. 40 and upwards and divisional head clerks should be reserved only for those candidates who pass an examination in certain selected chapters (in the Public Works Department Code, Volume I) relating to sub-divisional and divisional accounts.

6. In this connection I would take the opportunity to request the favour of reconsideration of the orders contained in paragraph 3 of G.O. No. 1058 W., dated 7th June 1915. It would be desirable to abolish the present entrance examination for the subordinate establishment of the Public Works Accounts branch and to introduce in its stead an examination of the kind prescribed in article 1665 D of the Civil Account Code, Volume II, and paragraph 227 of the Public Works Department

Code, Volume I. If any clerks drawing a salary of over Rs. 40 wish to become divisional accountants they may take up the following extra subjects for the examination:—

- | | |
|--------------------------|---|
| (1) Précis writing test. | (3) Public Works Department Code (whole). |
| (2) Letter drafting. | (4) Civil Service Regulations. |

Only clerks the minimum pay of whose appointments is not less than Rs. 40 should be allowed to appear at the examinations. I am of opinion that such examination will certainly increase the efficiency in the clerical establishment of the Public Works Department offices.

LIII

Letter—from J. B. LUTMAN, Esq., Superintending Engineer, II Circle.

To—the Chief Engineer, Public Works Department.

Dated—Bezwada, the 8th/9th November 1916.

No.—406 W.

With reference to your urgent Memorandum No. 2197/Ad-1, dated 2nd November 1916, received on 6th November 1916, I have the honour to state that I agree that for posts on Rs. 20 per mensem a man should possess a completed secondary school-leaving certificate.

2. As regards paragraph 5 of G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that Hindustani is not generally used in this department, as all petitions, etc., are received in English or Telugu, but there is no objection to its being recognized as one of the languages for the compulsory vernacular tests since though one does not get any written communication in Hindustani there are numerous people scattered about who talk it and I personally have found it to be extremely useful to me both in Tamil and Telugu districts.

3. It is considered that as far as this department is concerned no further changes in the rules relating to the public service are necessary.

4. It may be pointed out that as far as the circle is concerned, no difficulty is experienced in getting candidates who have passed the secondary school-leaving certificate and I have made it a rule that no one who has not obtained 40 marks in English and 35 in other subjects, with good hand-writing, should be appointed for posts carrying Rs. 20 and this has good results.

LIV

Letter—from M.R.Ry. Rao Bahadur L. D. VENKATARAMA AYYAR Avargal, B.A., B.C.E., Superintending Engineer, III Circle.

To—the Chief Engineer, Public Works Department.

Dated—Bellary, the 18th/21st November 1916.

No.—8758.

With reference to your Memorandum No. 2197-Ad/1, dated the 2nd November 1916, calling for remarks or suggestions with reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that I agree that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem. I have not been able to find any clear definition of the term "completed" certificate, but, in making my present recommendation, I intend that such a certificate should show that the holder thereof has secured at the public examination not less than 35 per cent of the marks in English and Elementary Mathematics in group A and not less than the Presidency average in the subjects in group C, while, in the case of the subjects falling under group B which are not tested at the public examination, he has secured not less than 25 per cent in Elementary Science, Geography and History of India.

2. As regards paragraph 5 of the Government Order, it occurs to me that, as many people in the Ceded Districts talk Hindustani, the Assistant Engineers of the department may be allowed to take up Hindustani for the compulsory vernacular test, in the same way as they do one of the spoken vernaculars of Southern India

3. In reference to paragraph 6 of the Government Order, I would suggest that the present Accounts Test in the Special Test examinations may be prescribed as a qualifying test for all clerical appointments on Rs. 30 and above in this department, and, in lieu of or in addition to the present Public Works Subordinate Accounts Test conducted by the Madras College of Engineering, a special examination to test the knowledge in the rules of the Public Works Department Codes should be prescribed for appointments on Rs. 40 and for selection as divisional accountants.

LV

Letter—from W. J. J. HOWLEY, Esq., A.M.I.C.E., Superintending Engineer, IV Circle.

To—the Chief Engineer, Public Works Department.

Dated—Coimbatore, the 27th November/6th December 1916.

No.—1043-W/125.

With reference to your Memorandum No. 2197/Ad.-1, dated the 2nd November 1916, I have the honour to state, with reference to paragraph 1 of the Government Order, that I consider that the possession of a completed secondary school-leaving certificate may now be prescribed as the minimum general educational qualification in the case of appointment to permanent posts in the clerical branch of the Public Works Department. I would suggest, however, that consideration should be given to the case of "unpassed" clerks who have put in a minimum temporary service at the present time of, say, five years, and who are reported as fit to bring upon the permanent establishment. It may be pointed out that five years' actual experience of a clerk's work is of course of enormously greater value as a test than a mere secondary school leaving certificate, which is really a very slender guide to a clerk's qualifications. Moreover, there is no minimum whatever of marks specified; any one who possesses the Secondary School-Leaving Certificate is eligible, the question of what is "sufficient knowledge" (G.O. No. 649, Educational, dated 15th December 1909) being left entirely to the appointing officer's discretion. Such discretion is not always exercised to the best advantage.

2. With regard to the proposal that Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests, I consider that this is desirable, inasmuch as Canarese, Malayalam and Uriya, which are already recognized languages, are useful only in limited parts of the Presidency, whereas Hindustani is understood by Muhammadans throughout the Presidency.

LVI

Letter—from J. M. LACEY, Esq., A.M.I.C.E., Superintending Engineer, V Circle.

To—the Chief Engineer, Public Works Department.

Dated—Madras, the 6th January 1917.

No.—11-W.

With reference to your Memorandum No. 2197/Ad.-1, dated 2nd November 1916, and reminder thereon dated 8th December 1916, I have the honour to report as follows.

2. Paragraph 1 of G.O. No. 969, Home (Education), dated 13th September 1916.—The Executive Engineers and the Superintendents, Public Works Workshops and Stores, who were asked to report on the matter, state that the possession of a completed secondary school-leaving certificate may be prescribed as a minimum general educational qualification in the case of posts on Rs. 20 per mensem except in the following cases :—

(a) that the districts like Bellary, Anantapur and Ganjam which are comparatively backward in the matter of education should be excluded from the operation of the rule.

(b) that only such of the candidates as are gazetted to have passed the examination should be made eligible for public service;

(c) that only such of those as obtain an examination minimum of 55 per cent in English should be appointed.

I however consider it to be sufficient if candidates obtain the Presidency average marks especially in English and mathematics to render themselves eligible for appointment in the clerical grade.

3. Paragraph 5 of Government Order.—As regards the suggestion that Hindustani should be recognized as one of the languages for the compulsory vernacular tests, only the Executive Engineer, Nellore division, and the Superintendent, Public Works Workshops, are in favour of the proposal. I consider that Hindustani may be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

4. As regards paragraph 6 I have no remarks to offer.

LVII

Letter—from C. T. MULLINGS, Esq., Superintending Engineer, VI Circle.

To—the Chief Engineer, Public Works Department.

Dated—Trichinopoly, the 14th November 1916.

No.—2605 C.E.

[Reference.—Memorandum No. 2197/Ad.-1, dated 2nd November 1916.]

I have the honour to submit the following remarks with reference to G.O. No. 969, Home (Education), dated 13th September 1916.

If qualifications are to be improved, the prospects of the Public Works establishment must be improved *pari passu*. At present the prospects are so poor that persons possessing good qualifications leave this department at their earliest opportunity.

It has been suggested to me that all persons in the department should be required to pass an examination in the Public Works Department Code and procedure before they are confirmed on salaries in excess of Rs. 50, and I am inclined to agree with this view as many subordinates are ignorant of the general orders of Government. This means the reintroduction of a Public Works Department Manual similar to the Board's Standing Orders.

Otherwise I have no remarks to offer.

LVIII

Letter—from M.R.Ry. Rai Bahadur A. V. RAMALINGA AYYAR AVARGAL, B.A., B.C.E., Superintending Engineer, VII Circle.

To—the Chief Engineer, Public Works Department.

Dated—Madras, the 11th November 1916.

No.—725 W.

With reference to your Memorandum No. 2197/Ad.-1, dated 2nd November 1916, I have the honour to reply as follows.

2. Paragraph 1 of G.O. No. 969, Home (Education), dated 13th September 1916.—I agree that the possession of a secondary school-leaving certificate might be prescribed as the minimum general education qualification in the case of posts on Rs. 20 per mensem.

3. Paragraph 5 of Government Order.—A knowledge of Hindustani and of one other language will not be enough for an officer who is posted to a district where the vernacular is a different language altogether. Hindustani need not be recognized as one of the languages for the compulsory vernacular test, but it may be prescribed as an optional language for reward examinations like those prescribed for Indian Civil Service officers.

4. Paragraph 5 of Government Order.—The Civil Accounts test may be prescribed for clerks above Rs. 30. The Public Works Department Code may be added to the subjects for the Accounts test so far as the Public Works Department is concerned. Clerks on Rs. 30 and even below are employed as accounts clerks and a knowledge of the Civil Service Regulations and Civil Account and Public Works Codes is necessary for the proper discharge of their duties.

LIX

Letter—from W. HUTTON, Esq., A.M.I.C.E. (Superintending Engineer), Sanitary Engineer to Government.

To—the Chief Engineer, Public Works Department.

Dated—Madras, the 19th December 1916.

No.—685 G.

With reference to the Public Works Department Memorandum No. 2197/Ad.-1, dated the 2nd November 1916, communicating G.O. No. 969, Home (Education), dated the 13th September 1916, and calling for remarks or suggestions on paragraphs 1, 5 and 6 of the same proposing

(1) to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification for posts on Rs. 20 per mensem, and

(2) to have Hindustani recognized as one of the languages in which candidates should appear for the compulsory vernacular tests,

I have the honour to state as follows.

2. *Proposal (1).*—The argument in the Government Order under reference in favour of the proposal is that passed men have of late been available in greater numbers than in the past. But counterweighing this is the well-known fact that there has been of late a considerable increase in the cost of education as well as of living; and in view of this and of the difficulties met with in securing passed men for short periods during leave vacancies, I consider that the existing ruling requires no alteration except that it might be stated that preference should be given to passed men, other qualifications being equal.

3. *Proposal (2).*—As far as the Presidency of Madras is concerned, it can practically be regarded as consisting of only two main linguistic divisions, Telugu and Tamil, Canarese being almost confined to South Kanara and the Mysore State (the Canarese-speaking people of Anantapur and Bellary invariably knowing Telugu) and Malayalam being confined to Malabar where the Malayalam-speaking people of Palghat and its surroundings are mostly conversant with Tamil.

4. The larger number of the Mussalmans in the Presidency are well versed in the vernaculars of the districts they live in.

There is, therefore, no necessity for making Hindustani compulsory as far as this Presidency is concerned.

LX

Proceedings of the Board of Revenue (Separate Revenue), R. No. 537-Salt, dated 19th February 1917.

The Hon'ble Mr. C. G. TODD HUNTER, I.C.S.,

Acting Third Member, Board of Revenue and Commissioner of Salt, Abkari and Separate Revenue.

Read—the following papers :—

(i)

G.O. No. 969, Home (Education), dated 13th September 1916.

(ii)

Board's References thereon and replies thereto.

Resolution—R. No. 537-Salt, dated 19th February 1917.

The Board begs to submit its reply to G.O. No. 969, Home (Education), dated the 13th September 1916, in so far as appointments under the Separate Revenue branch are concerned.

2. The Superintendent of Stamps, the Collector of Customs and the Deputy Commissioners of the Salt, Abkari and Customs Department are unanimously in favour of the proposal that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of

posts on Rs. 20 per mensem and the Board strongly supports them. It believes that the introduction of large numbers of uneducated men into the public service and the consequent discouragement of those who have some education have been largely responsible for the deterioration of the lower grades that has been marked of recent years. Everything depends on the first recruit and too much care cannot be taken to secure that he shall be fit for something more than the duties of the lowest posts.

3. Exemptions will still be necessary in backward districts, but the Board believes that the present power of exemption can be restricted with advantage. An officer stationed at a large headquarters and controlling a large staff is often in a position to find a qualified candidate when a subordinate officer at an out-station is not, and the tendency of delegation of the power of exemption is for people of the class of office attenders, who are not really fit for clerkships, to be continuously appointed to acting vacancies and ultimately confirmed. The Board would restrict the power of temporary exemption for periods of six months or less to officers of the grade of Collector or Deputy Commissioner and of permanent exemptions as at present to the Board.

4. The rules which restrict the right to appear for various examinations under the Special Tests Notification to candidates possessing higher general qualifications do not apply to the departmental tests applicable to officers in the Salt, Abkari and Customs Department, nor has any ill-effect resulted from the absence of the restriction. On the other hand some of the most capable inspectors in the department would never have been able to reach the grade of Tahsildar if they had been in the Land Revenue branch. It appears to be likely, however, that a complete abrogation of the restrictions, as regards appointments generally, might lead to officers qualifying themselves by tests for appointments for which they were for other reasons quite unfit and so lead to discontent. The Board would therefore propose, instead of a general abrogation of the restrictions, the grant of a wide discretion to Collectors and officers of similar rank to grant exemptions from their operations.

5. The special tests are applicable to few appointments under this department of the Board. On their general nature the Superintendent of Stamps writes—

"There seems little doubt that the examinations are unnecessarily elaborate. The present system directly favours the student, so common in this country, who can glibly reproduce law and code verbatim but who fails in the simplest application of the law to an actual case in point. After all, an official is not expected to work without books and I would suggest that greater importance should be assigned to the paper 'with books' which might be made longer than the paper 'without books' and allotted twice the marks of the latter paper."

6. As regard individual posts, it does not appear to be necessary to require the Criminal Judicial or Translation tests for the post of Income-tax Inspector in Madras. Another test which is regarded as a hardship by the present incumbent of the office is the vernacular test required of the Abkari Deputy Commissioner from whom copy of a communication is enclosed. The holder of this office has no vernacular work of any sort to do and has so far been recruited at an age when the acquisition of a new language is no easy matter. The Board agrees that this test is unnecessary.

7. Hindustani is, in the Board's opinion, of little real use for vernacular work in this Presidency, but it is undoubtedly a handicap on Muhammadan officers to have to pass in two vernaculars other than their own. The Board would recommend its acceptance as a second language and its inclusion in the scheme of language rewards.

8. No other changes in the general scheme of the special tests have suggested themselves to the Board in the Separate Revenue Department.

(True Extract)

E. F. THOMAS,
Secretary.

To the Secretary to Government, Home (Education) Department (with one petition in original from the Abkari Deputy Commissioner) (through the Chief Secretary to Government, Financial (Separate Revenue) Department).

LXI

Proceedings of the Board of Revenue (R.S., Sur., L. Rds. and Agri.),
Mis. No. 582, dated 12th March 1917.

The Hon'ble Mr. LL. E. BUCKLEY,

Commissioner of Revenue Settlement, Survey, Land Records and Agriculture.

Read—the following papers:—

(i)

G.O. No. 969, Home (Education), dated 13th September 1916.

(ii)

Reference—from the Board of Revenue (Revenue Settlement).

Dated—the 30th October 1916.

No.—2222.

(iii)

Replies thereto from subordinate officers.

(iv)

Reference—from the Board of Revenue (Revenue Settlement).

Dated—the 20th January 1917.

No.—124.

Resolution—Mis. No. 582, dated 12th March 1917.

The Board begs to submit the following report with reference to G.O. No. 969, Home (Education), dated 13th September 1916, inviting its remarks on certain proposals for the amendment of the rules embodied in the Public Service and Special Tests Notifications.

2. Paragraphs 1 and 2 of the Government Order.—The Board is in favour of the adoption of the proposal that the completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification for all permanent appointments on Rs. 20 a month and upwards in the departments under its control.

Exceptions.—Classifiers in Revenue Settlement parties and photo-lithographers, plate-correctors, field surveyors and deputy surveyors, draftsmen, computer-draftsmen, mechanics and compositors of the Survey Department mentioned in column B of the table on page 61 of the "Abstract of the rules relating to Public Service Examinations in the Madras Presidency."

Note.—Head classifiers should however be required to possess the secondary school-leaving certificate or some equivalent educational qualification, as they are expected to write intelligible reports.

3. No general educational qualification need be insisted on in the case of purely temporary appointments in Survey and Settlement parties.

4. To meet the difficulty which might be experienced in obtaining passed candidates for acting vacancies in permanent posts, the Directors of Survey and Land Records and the Special Settlement Officers may be authorized to employ unpassed candidates in acting and sub. *pro tem.* vacancies when the total duration of the vacancy does not exceed twelve months and when the sanctioned pay of the appointment is not more than Rs. 30 per mensem.

5. Paragraph 3 of the Government Order.—The Board considers that every Government servant possessing the minimum general educational qualification may be permitted to appear for any Special Test he chooses.

6. Paragraph 4 of the Government Order.—The items at pages 64 to 67 of the "Abstract of the Rules relating to Public Service Examinations" affecting the employes under the Board in the Settlement Department are—

Page.	Item.	Offices or appointments.
		<i>C. Revenue Department.</i>
64	(11)	Land Records Tahsildars.
65	(13)	Land Records Inspectors.
65	(14)	Accountants drawing Rs. 100 and above in the Revenue Settlement and Land Records Department.
65	(18)	Minor irrigation supervisors and overseers.
66	(19)	Minor irrigation sub-overseers.
67	(24)	Clerks in the offices of the Director of Land Records and Land Records Superintendents.
67	(25)	Draftsmen in the offices of the Land Records Tahsildars.
		<i>D. Survey Department.</i>
67	(1)	Draftsmen.
67	(2)	Field surveyors.
67	(3)	Deputy surveyors.

The Board considers that no alterations are called for in the Special Tests prescribed for these officers.

7. Paragraph 5 of the Government Order.—The Board considers it unnecessary to recognize Hindustani as one of the languages in which candidates may appear for the compulsory vernacular test, seeing that in no district is it commonly spoken and that by the limited numbers by whom it is spoken the vernacular of the district is equally well understood.

(True Extract)

T. RAGHAVIAH,
Secretary.

To the Secretary to Government, Home (Education) Department.

LXII

Letter—from C. G. MACKAY, Esq., I.C.S., Registrar, High Court.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 21st March 1917.
No.—R.O.C. 3752/16.

In continuation of my letter R.O.C. No. 3752, dated the 30th January 1917, on the subject of the amendments proposed by the Government to the rules embodied in the Public Service and Special Test Notifications, I am directed to forward confidentially a copy of my note on the proposals and of the minutes of the Hon'ble the Judges.

ENCLOSURES

(1)

Registrar's note.

Proposal to fix the possession of a secondary school-leaving certificate as the minimum qualification for posts on Rs. 20 (paragraph 1 of the Government Order).—I submit there can be no objection to this: the secondary school-leaving certificate is generally looked on as considerably below the matriculation standard. Applicants in Madras are in super-abundance and probably they are abundant everywhere.

2. Abolition of rule requiring higher educational qualification for certain Special tests (paragraph 3 of the Government Order).—The Civil Judicial test is open to secondary school-leaving certificate holders while the Criminal Judicial test is open only to men who have passed the F.A. or Intermediate examination. It is not clear why a higher qualification should be required for the Criminal Judicial test than for the Civil—the subject matter of the latter one would expect to be more difficult, but the papers of the Civil Judicial test are to be of the lower grade standard. There seems to be no harm in opening the Criminal test (higher and lower grades) to school final men. The proposal to do away with the restriction may be accepted.

3. *Alteration in the scope of the Special tests and curtailment of the number of appointments for which certain Special tests are prescribed (paragraph 4 of the Government Order).*—It seems to be unnecessary to prescribe any viva voce or interpretation examination for the Translation tests (lower and higher), but the candidates ought to be given difficult manuscripts to decipher.

The Précis-writing test.—The Précis test seems to be desirable for any one who has to write an official report. It is, I suppose, only a test of general intelligence, not a subject that can be crammed. It may be retained for all posts in the Judicial Department to which it applies now—so far as the Judicial Department is concerned no curtailment seems to be necessary.

4. *Recognition of Hindustani as an additional language for the compulsory vernacular test (paragraph 5 of the Government Order).*—No objection need be raised, but the proposal does not seem particularly useful.

(2)

Minutes.

The Hon'ble Mr. Justice ABDUR RAHIM:—I generally approve of the proposals of the Government but wish to emphasize the desirability of recognising Hindustani as a vernacular. It is spoken by a fairly large number of Muhammadans dispersed all over the Presidency who, I believe, will not be less in strength than those speaking Uriya or Canarese. The omission of Urdu is, I know, keenly felt as a grievance by the Muhammadans as many of them have now to study three vernaculars instead of two which the non-Muhammadan candidates need learn. Many Muhammadans whose mother tongue is not Urdu have to study it for religious, educational and social reasons.

The Hon'ble Mr. Justice AYLING:—I agree generally with the Registrar's note.

I am opposed to the recognition of Hindustani for the compulsory vernacular tests. The object of the latter so far as Judicial officers are concerned, is to ensure that each officer shall have a sufficient acquaintance with a vernacular language other than his own mother tongue to enable him to be posted to different parts of the Presidency.

I am not acquainted with any district in the Presidency in which a knowledge of Hindustani would, by itself, qualify a judicial officer to discharge his duties. I think there is no district having Tamil, Telugu, Malayalam, Canarese or Uriya for its ordinary accepted vernacular in which a knowledge of Hindustani would be any equivalent substitute for a knowledge of the said vernacular. A munsif who has passed in Tamil and Telugu for instance can be employed in any Tamil or Telugu district. But a munsif who has passed in Tamil and Hindustani cannot be employed outside the Tamil area.

I do not know how the percentage of persons speaking Hindustani compares with those speaking Uriya or Canarese: but the latter are collected in compact areas where their tongue is either predominant or very largely spoken. I know of no area in which this could be said of Hindustani.

The Hon'ble Mr. Justice OLDFIELD:—I agree with Ayling, J. as regards Urdu.

The proposal to require the secondary school-leaving certificate for Rs. 20 appointments is unobjectionable.

The other two proposals amount to a lowering of standards, which have been maintained for many years. I think clearer reason than is given in the Government Order is necessary to justify the change. The minimum qualification tends to become the usual one in this as in other matters. There may be special cases, in which exemption to enable particularly capable men to qualify is desirable. They can be and are satisfactorily dealt with under the present rules. I doubt whether it is advisable to allow men of inferior education to qualify for higher posts as a matter of course, since it amounts in fact to encouraging them to hope for appointment and heads of offices to appoint them. Such encouragement will, it is to be feared, lead to a lowering of standards and the removal of one incentive to higher education.

Details are necessary before an opinion can be expressed as to the proposed simplification of Special tests. But I have no objection to the abolition of the Précis test in the cases proposed.

The Hon'ble Mr. Justice SADASIYA AYYAR:—I agree generally with Oldfield, J. and am against the lowering of general educational standards.

As regards the Précis test, however, I am for abolishing it altogether for judicial appointments. We were not asked to pass it in the decade (30 years ago) when I became a munsif and I know that the passing of that test is looked upon as a mere gambling venture. Several of my young friends of very great intelligence have repeatedly failed to pass it while others far inferior, not only in intelligence but in ability to write well and tersely, have been able to do so. I think graduates should be wholly exempted from passing this test for any appointment, and I would be glad if this test is wholly abolished as I believe that a pass in this test depends more largely on the idiosyncrasies of the examiners than on the qualifications of candidates. As regards Hindustani, I should like it to be added because I believe that Hindustani and its closely allied dialect Hindi are very gradually to become the common vernacular languages throughout India, a very desirable consummation in the opinion of the late Mr. Justice V. Krishnaswami Ayyar.

The Hon'ble Mr. Justice SPENCER:—I agree with Ayling, J. on the subject of Hindustani. It should not be allowed to take the place of one of the vernaculars of this Presidency. The passing of it as an optional course may be rewarded when it is additional to two of the regularly spoken vernacular languages of Madras.

2. I agree with Sadasiva Ayyar, J., that Précis writing is unnecessary for District Munsifs and Sub-Judges. We don't want to require the same kind of skill in Judges as is useful in the case of a docket-drafting and note-compiling clerk.

3. I agree with the Government proposal that secondary school-leaving certificate should be the minimum general educational qualification for posts of Rs. 20.

4. I also support the proposal to allow any one with the minimum educational qualification to apply for the special tests. If these examinations are a means of acquiring useful knowledge for the employees in the particular departments for which they are prescribed, why not encourage the distribution of such knowledge as widely as possible?

The Hon'ble Mr. Justice COUTTS TROTTER:—On this question, in no event could I possibly venture an opinion, as I know nothing whatever about it.

The Hon'ble Mr. Justice SESHAGIRI AYYAR:—I agree generally with the recommendation of the Registrar: I agree with Sadasiva Ayyar, J., that the time has come for the abolition of the Précis test: It can do no good to those that pass it and it often keeps back deserving men. Whatever may be its value to clerks who have to put up a précis of a communication before a superior officer, it can serve no purpose to a munsif: while, therefore, I would abolish this test in the case of judicial officer, I am not for its total exclusion.

On the subject of Hindustani, it has to be remembered that we often come across old sanads, etc., kept in that language: I see no objection to that language being included in the vernacular tests.

I think the secondary school-leaving certificate may be accepted as the minimum test.

The Hon'ble Mr. Justice BAKEWELL:—I agree with Oldfield, J., generally, but as regards Précis-writing I would improve and retain the test examination. The art of using clear and concise language is not cultivated at the University nor practised by the bar or mufassal bench, and I think it is advisable to aim at a standard. It is a difficult subject for examination and probably as Sadasiva Ayyar, J., remarks, the examiners are not faultless, but this is hardly a reason for abolishing the test.

The Hon'ble Mr. Justice NAPIER:—The Précis test is, I think, useless. If I thought it would necessarily result in terseness of expression I would go through it myself. As to the Hindustani question, in spite of a natural sympathy with the views of Rahim, J., I have no doubt that Ayling, J., is right.

The Hon'ble Mr. Justice KUMARASWAMI SASTRI:—I would abolish the Précis writing test. I agree with Sadasiva Ayyar, J., and am against the lowering of the standard. I see no administrative use in including Hindustani.

The Hon'ble Mr. Justice SRINIVASA AYYANGAR:—I agree with Sadasiva Ayyar, J.

The Hon'ble the CHIEF JUSTICE:—I agree generally with Oldfield and Bakewell, JJ. I am against any lowering of standards. The secondary school-leaving certificate, as I understand, is merely a general record of work and attainments without a pass standard, and is only a safeguard if intelligently applied. I am not in favour of abolishing Précis-writing, or introducing Hindustani as a vernacular.

LXIII

Proceedings of the Board of Revenue (Land Revenue), Mis. No. 930,
dated 10th July 1917.

The Hon'ble Mr. L. E. BUCKLEY, I.C.S.,

Commissioner of Revenue Settlement, Survey, Land Records and Agriculture.

The Hon'ble Mr. C. G. TODHUNTER, I.C.S.,

Commissioner of Salt, Abkari and Separate Revenue.

The Hon'ble Mr. M. E. COUCHMAN, I.C.S.,

Commissioner of Land Revenue and Forests.

The Hon'ble Mr. M. AZIZ-UD-DIN, Khan Bahadur, C.I.E., I.S.O.,

Commissioner of Land Revenue.

The Board submits its reply to G.O. No. 969, Home (Education), dated 13th September 1916, after consulting all Collectors.

2. *Paragraph 1 of the Government Order.*—The majority of the Collectors welcome the suggestion that the possession of a completed secondary school-leaving certificate should now be prescribed as the minimum general educational qualification for appointment to posts on Rs. 20. Statistics show that of the total number of posts

on Rs. 20 the proportion held by unpassed men ranges in the several districts from 24 to 95 per cent. Generally such posts constitute about one-third of the total number of clerical appointments, and it is a serious inconvenience to the administration that such a large proportion of them should be held by men who can ordinarily never rise to posts carrying anything but poor pay. The Board therefore considers that the possession of a completed secondary school-leaving certificate should be prescribed for posts on Rs. 20.

3. *Paragraph 2 of the Government Order.*—The majority of the Collectors consider that the powers now exercised by divisional officers in regard to the exemption of unpassed candidates should be withdrawn. The Board has no hesitation in accepting the Government's suggestion that the indiscreet use of these powers by divisional officers has largely contributed to the degradation of the subordinate revenue staff, and it is of opinion that the powers should be entirely withdrawn. Collectors may, however, be empowered to exempt unpassed men for appointment to posts up to Rs. 30, it being understood that the power is to be exercised only when passed men cannot be obtained.

4. *Paragraph 3.*—The majority of the Collectors are in favour of the second alternative suggestion made in this paragraph, namely, that the existing restrictions may remain in force, but that Collectors and officers of similar standing may be empowered to grant exemptions in deserving cases. The Board, by a majority, agrees with this suggestion, but considers that such exemptions should extend to the lower tests only. The Acting First Member accepts the first alternative.

5. *Paragraph 4—(i) Account test.*—This test, it is true, is now prescribed for appointments the duties of which do not necessarily require an acquaintance with accounts, e.g., head clerks of Divisional and Collectors' offices, vernacular head clerks and others. But the holders of these posts expect, as a rule, to become deputy tahsildars or tahsildars, and they will then need a knowledge of accounts in order to deal with sub-treasuries. The Board is accordingly of opinion that the test cannot be dispensed with in the case of any of the posts for which it is now laid down as a necessary qualification. It considers further that, as a general knowledge of the system of accounts is essential to revenue subordinates, the test may be prescribed also for all accountants on Rs. 35 and upwards in Collectors' offices and for the post of the Manager, Income-tax Collector's office, Madras, and of the head accountant in the Taluk office, Madras.

(ii) *Précis-writing test.*—This test is useless, so far as the Revenue Department is concerned, and may well be abolished.

(iii) *Translation test.*—The Collector of the Nilgiris (Mr. Knapp) proposes the abolition of this test for members of the Revenue Department, except in the case of Europeans and Anglo-Indians and of officers serving in a district the vernacular of which is not their mother-tongue. A separate vernacular test has been prescribed for Europeans and Anglo-Indians and this should continue. As regards other officers, the Board observes that it is very unusual for a clerk to have to translate in the course of his official work any paper in the least similar to the papers set for the Translation test and would dispense with the Translation test in the case of those serving in a district the vernacular of which is their mother-tongue.

(iv) *Criminal Judicial test.*—Medical jurisprudence is one of the subjects prescribed for this test, and it is in this subject that many candidates fail. It does not find place in the curriculum of the B.L. degree examination which, with the addition of the Criminal Procedure Code, is accepted as the equivalent of the Criminal Judicial test, and it seems to the Board anomalous, therefore, to require revenue subordinates to pass in medical jurisprudence. Points of medical jurisprudence do not often arise in magisterial cases and, when they do, they can seldom be decided without reference to the book. The Board, by a majority, considers that the subject may be removed from the curriculum of the Criminal Judicial test. The First Member dissents.

(v) The Collector of Malabar (Mr. Evans) suggests that no one should be allowed to appear for any of the special tests more than twice and that no one over 35 years of age should appear without the permission of the Collector. The Board is not in favour of an age limit, but considers that not more than three chances should be allowed. Such a rule would really be in the clerks' own interest and would certainly benefit the administration.

6. *Paragraph 5.*—Collectors are almost evenly divided over the suggestion that Hindustani should be recognized as one of the languages for the vernacular test. The Board doubts whether there are in this Presidency any appreciable number of Hindustani-speaking people who do not also understand and speak another vernacular and an officer whose second language is Hindustani will always be unintelligible to the great mass of the people when he is outside the area in which his first language is spoken. The Board, by a majority, considers that the proposal cannot be accepted. The Acting Second Member would allow Hindustani as a second vernacular or, if that cannot be accepted, would recommend that exemptions be granted freely to Mussalman deputy collectors becoming liable to examination in a fresh language by reason of transfer at an advanced stage of their service. The Acting Fourth Member is in favour of the recognition of Hindustani as a second language for all deputy collectors and has recorded a minute of dissent on the point.

7. *Paragraph 6—(i).* The Collector of North Arcot (Mr. Roy) points out that the popularity of Government service has declined and that it is now difficult to secure men of the right stamp to fill the lower grades of the Revenue Department. He would introduce a system of time-scale pay as far as posts on Rs. 50. The proposal, which is outside the scope of the present reference, is under the Board's consideration in another connection; but the Board would take this opportunity to point out that the question of raising the minimum pay to Rs. 25 will soon have to be considered.

(ii) The Collector of Madura (Mr. Paddison) proposes that graduates whose mother-tongue was their optional subject in the B.A. examination need not be required to pass the test in reading manuscripts which is prescribed for deputy collectors. The Board, by a majority, supports this proposal. The Acting Second Member dissents, as he believes it to be a common experience to find graduates who are unable to read manuscripts in any South Indian vernacular without great difficulty.

(iii) The Collector of Ganjam (Mr. Macmichael) considers that the possession of a secondary school-leaving certificate is itself no proof of a candidate's fitness for service. He would require that the certificate should show that the candidate possesses an adequate knowledge of English and the vernacular, and that marks less than the presidency average should be considered insufficient. The Collector of Trichinopoly (Mr. Lloyd) dealing with this subject would fix as a minimum 40 per cent of full marks in English and Mathematics. The Collector of North Arcot (Mr. Roy) would fix 40 per cent in English and marks equal to or above the presidency average in two optional subjects as the minimum qualification. The Collector of Kurnool (Mr. Stokes) considers that Collectors should be at liberty to define for their districts the percentage of marks under group A or the subjects in group C of the School Final examination that should be insisted on. The Board considers that, in view of the great differences in the conditions of the districts, it should be left to the discretion of Collectors to decide the standard that should be required.

(iv) The Collector of Kistna (Mr. Campbell) points out that a ready and accurate knowledge of English is essential for any one holding the post of sub-magistrate or any higher post, as he must be able to interpret laws and rules quickly. Before promotion to higher appointments, he would require persons who are not graduates to pass a special test in English, which should include an essay and a *viva voce* examination. The Board considers that there is no need for such a test. It is for Collectors to select and confirm as sub-magistrates men who have proved their fitness to discharge the duties of the post.

(True Extract)

H. R. PATE,
Secretary.

To the Secretary to Government, Home (Education) Department (paragraphs 1 to 7).
" the Collectors of Nellore and Trichinopoly (paragraph 8 only).
" the Collector of Salem (paragraph 9 only).

LXIV

Letter—from the Hon'ble Mr. M. E. COUCHMAN, I.O.S., President, Board of Examiners.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 18th July 1917.

No.—696.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that I have considered the subject relating to the amendment of the rules embodied in the Public Service and Special Tests Notifications in my capacity as Member of the Board of Revenue and have nothing to add to the reply conveyed in B.P. (Land Revenue) Mis. No. 930, dated 10th July 1917.

Order—No. 1021, Home (Education), dated 6th August 1917.

In their Order No. 969, Home (Education), dated the 13th September 1916, the Government consulted the Board of Revenue and other heads of departments on certain proposals relating to the amendment of the rules embodied in the Public Service and Special Tests Notifications. After a careful consideration of the replies received, the Government have decided to make the following changes in those rules:—

(i) The possession of a completed secondary school-leaving certificate or its equivalent should be prescribed as the minimum general educational qualification for admission in the public service to any post in the superior service the sanctioned pay of which is Rs. 20 per mensem or more;

(ii) the powers of exemption from Examination rules at present vested in the Revenue divisional officers should be abolished; and

(iii) any Government servant possessing the minimum general educational qualification, viz., a completed secondary school-leaving certificate or its equivalent, should be entitled to appear for all the various examinations held under the Special Tests Notification.

2. Separate orders will issue in regard to the simplification of the special tests and the recognition of Hindustani as one of the languages for the compulsory vernacular tests.

3. The Commissioner for Government Examinations is requested to submit at an early date a draft of the necessary alterations in the Public Service and Special Tests Notifications in order to give effect to the decision in paragraph 1 above.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Departments of Secretariat (all sections except Pension).
H. Heads of Departments under Home (Education) Department.
Editors' Table.

NOTES CONNECTED WITH G.O. No. 1021, HOME (EDUCATION),
DATED THE 6TH AUGUST 1917

[SUBJECT.—*Proposals for the amendment of the Public Service and Special Tests Notifications.*]

PUBLIC WORKS DEPARTMENT.

Of the proposals referred to in paragraphs 1 to 5 of the G.O. No. 969, Home (Education), dated 13th September 1916, those in paragraphs 2 to 4 do not concern this department, as paragraph 2 relates to powers to Revenue Divisional Officers and paragraphs 3 and 4 to special tests, none of which has been prescribed for any of the appointments in Public Works Department. Thus this department has to give its views only in respect of the proposals in paragraphs 1 and 5 of the Government Order.

2. *Proposal in paragraph 1 of the Government Order.*—Under the existing rules, general educational qualification is prescribed only for appointments to posts the salary of which exceeds Rs. 20 per mensem. It is now proposed to prescribe such a qualification even in the case of posts on Rs. 20 per mensem. The reason given for this proposal is that a large number of qualified men (holding Secondary School-leaving Certificate) are now available for such posts. The proposal will affect the lowest grade clerks in the Public Works Department subordinate offices whose salary is Rs. 20 * per mensem, for under the existing rule unpassed men can be appointed to those

* In the head offices the minimum pay is Rs. 30 per mensem.
posts without special sanction. It is not to the interests of Public Works Department to recruit its lowest grade posts by unpassed men, if passed men are available. A qualified clerk in the last grade with prospects of rising higher in the department will be a more satisfactory clerk than an unpassed man who has no chance of promotion beyond Rs. 20. If, in any particular circle, qualified candidates are not available for Rs. 20, then it will be a special case for granting exemption. In the circumstances there seems no objection to accept the proposed change.

3. *Paragraph 6 of the Government Order.*—The Chief Engineer has at present no powers to employ unpassed candidates in permanent clerical posts. Nor in permanent and temporary technical posts (upper and lower subordinates, draftsmen and tracers). The question as to whether the Chief Engineer may not be delegated with powers up to certain limits in those respects may be considered in this connection. Before however doing so, the Superintending Engineers and the Sanitary Engineer may be asked whether they have any remarks or suggestions to offer with reference to paragraphs 1, 5 and 6 of the Government Order. Draft memorandum accordingly submitted.

C.R.—13-10-16.

A.J.J.—16-10-16.

P.S.K.—21-10-16.

T.S.R.—23-10-16.

Submitted the draft may be approved.

W. G. MOLESWORTH—1-11-16.

S. B. MURRAY—2-11-16.

[Memorandum No. 2197/Ad.-1, dated 2nd November 1916.]

I. Whether a general educational qualification should be prescribed for posts on Rs. 20 per mensem.

The Superintending Engineer, I Circle (Mr. Kharegat) and the Sanitary Engineer are not in favour of the proposed change. The Superintending Engineer, I Circle, points out that education is backward in the Ganjam and Gōdāvari districts and that the existing rule under which educational qualifications are not required for posts on Rs. 20 serves as an incentive to members of the works establishment, who can aspire to clerical posts on Rs. 20 and are better fitted for some of these posts than the passed men. The Sanitary Engineer points out that, owing to the considerable increase in cost of education and living, it is difficult to secure passed men for short vacancies and wishes to have the existing rule with the proviso "that preference should be given to passed men, other qualifications being equal." The Superintending Engineers, II, III, V and VII Circles, are in favour of the proposed change. The Superintending Engineers, III and V Circles, go a step further and propose that as any one who goes through the course secures a Secondary School-leaving Certificate, however low his knowledge may be in some of the subjects, a certain percentage of marks should also be prescribed. The Superintending Engineer, V Circle, also suggests that backward districts such as Bellary, Anantapur and Ganjam should be exempted from the operation of the proposed educational test. The Superintending Engineer, IV Circle (Mr. Howley), agrees to the change in regard to *permanent* posts only and suggests that consideration should be shown to unpassed temporary clerks who have put in a service of about five years. The Superintending Engineer, VI Circle, has not given any opinion beyond making a general remark that, if the qualifications are to be improved, the prospects which are now poor should also be improved with a view to retain qualified men in the department.

2. The proposed change may, it is submitted, be accepted. It would be unnecessary to prescribe any percentage of marks and the appointing officers can select the best man available from the applicants. As regards the dearth of passed men in certain districts, the difficulty in securing passed candidates for short vacancies, and the consideration to be shown towards unpassed temporary men already in the department, these would be cases for granting exemptions from the general rule. It would no doubt be convenient if the educational test is prescribed only for *permanent* posts as proposed by Mr. Howley, but as permanent vacancies are generally filled up from among temporary men—there are a good many temporary and quasi-permanent posts in the Public Works Department—it seems desirable to agree to the educational test for all appointments on Rs. 20 permanent as well as temporary.

G. D. PLUMMER—15-2-17.

Educational propose that a "completed secondary school-leaving certificate" should be insisted on for all clerks appointed to posts the pay of which is Rs. 20 for which at present no recognized educational qualification is necessary. There seems no reason why this proposal should not be accepted provided it is recognized that exemptions are granted fairly freely in districts such as in the I and III Circles where it is difficult to procure men with these qualifications. It does not seem desirable to insist on further qualifications as suggested by Superintending Engineers, III and V Circles.

W. G. MOLESWORTH—19-2-17.

I agree that a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem provided reasonable powers for granting exemptions are given. Some such powers are necessary to safeguard the unpassed men already serving in the department, and also for the proper administration of the department. It is an undeniable fact that for special work in the Public Works Department there are a number of men who although they have not the requisite educational qualifications are from training and experience just what are required for such special work, and it would be detrimental to the interests of Government to exclude them rigidly from selection.

S. B. MURRAY—27-2-17.

HOME (EDUCATION) DEPARTMENT.

All the officers consulted except the Director of Public Instruction, the Sanitary Engineer to Government (Mr. Hutton) and the Superintending Engineer, I Circle (Mr. Kharegat), are in *general* agreement with the proposal. The Director's objections are—

(a) that it has already proved very difficult to induce secondary school-leaving certificate men to take posts on such low pay as Rs. 20 and

(b) that in view of the difficulty of providing adequate accommodation and teaching for the boys who crowd into high school classes it is inadvisable to hold out to them any further inducement to enter these classes which the suggested limitations would do.

The Sanitary Engineer, on the other hand, would base his objection on the well-known fact that there has of late been a considerable increase in the cost of education as well as of living and on the ground that difficulties are experienced in securing passed men for short periods during leave vacancies. That officer therefore considers that the existing rule under which no examination qualification is required for posts on Rs. 20 per mensem requires no alteration except that preference should be given to passed men, other qualifications being equal. (By passed men the Superintending Engineer evidently means candidates who possess completed secondary school-leaving certificates).

Mr. Kharegat's opinion is chiefly based on the backward state of education in the districts of Ganjam and Gōdāvari.

Of the above objections that based on the increased costliness of education and living does not seem quite relevant to the point at issue. If a holder of secondary school-leaving certificate takes up an appointment on Rs. 20 per mensem it does not necessarily mean that he is doomed to remain in it for ever. He would, by his perseverance and industry, try to work his way up. The second objection taken by the Director of Public Instruction is perhaps real. But it is quite conceivable that, with the increasing need for secondary education, there would spring up a larger number of high schools to supply the demand for such education.

Mr. Kharegat's difficulty can be overcome by exceptional treatment in backward areas. It is therefore for consideration whether appointments on Rs. 20 per mensem may be brought within the operation of the rule requiring educational qualifications.

If this is approved there remain for notice certain minor suggestions under this head made by heads of departments.

These are as follow:—

(a) The Collector of Kurnool (Mr. H. G. Stokes) while admitting the possession of a secondary school-leaving certificate as the minimum educational qualification for admission to superior service would allow Collectors liberty to define for their districts what percentages of marks under group A or what subjects under group C should be insisted on (cf. also paragraphs 5, 7, 11, 12 and 45 of the committee's report printed in G.O. No. 510, Educational, dated 9th July 1903). Submitted that this has already been considered and decided in the negative—vide notes with G.O. No. 649, Educational, dated the 15th December 1909.

(b) The Chief Judge of the Court of Small Causes, the Superintendent, Civil Veterinary Department, the Presidency Port Officer and the Administrator-General suggest that the rule should not have retrospective effect. In other words existing unpassed men in such posts should be left unaffected. This is only reasonable and may be guaranteed by a direction that the rule will not operate in the case of persons who held *permanent* appointments on Rs. 20 per mensem from a particular date or on the date of issue of orders on this file.

(c) The Superintendent, Government Museum, considers it inexpedient to extend this qualification to posts on incremental pay with a maximum of Rs. 20. This suggestion appears to be of some force inasmuch as it may be difficult to secure a secondary school-leaving certificate man for Rs. 15 per mensem in the grade of Rs. 15-1-20 to start with.

(d) The Superintending Engineer, V Circle, would exclude Bellary, Anantapur and Ganjam districts from the operation of the rule on account of their comparative backwardness in the matter of education. The Inspector-General of Police (Mr. Moore) similarly suggests that the proposed rule should not be applicable to the Ceded districts where it has always been difficult to obtain qualified hands.

This difficulty may, it is submitted, be overcome by empowering heads of departments, to grant exemptions in suitable cases. The Board already possesses power to exempt.

(e) The Inspector-General of Prisons, the Chemical Examiner, the Superintendent, Government Museum, and the Surgeon-General require that certain specified appointments which require only technical knowledge may be excluded from the operation of the rule. Submitted that it is not a new rule, as the principle of it is recognized even in the existing Public Service Notification. A list of appointments at present excluded from the operation of article 1 of the Public Service Notification is given in column B of the schedule appended to article 2 of that notification. If further appointments have to be added to that list, they may be considered separately from the general questions now under consideration and in consultation with the administrative department.

(f) The Inspector-General of Police and the Crown Prosecutor suggest that typists should also be brought within the operation of the proposed rule. It may be noted that typists in Collectors' offices are already required to possess the general educational qualification specified in article 1 of the Public Service Notification. It hardly seems necessary to do so in the case of typists in other offices as the supply of typewriting clerks with fair degree of general educational qualification can, in course of time, be expected under the secondary school-leaving certificate scheme and it seems unnecessary to prescribe the qualification—cf. the discussion in notes to G.O. No. 383, Educational, dated 3rd May 1912, especially paragraph 5 of Dr. Bourne's u.o. note on page 10 of the notes. It will thus be seen that the proposal to prescribe the secondary school-leaving certificate as the minimum qualification for posts on Rs. 20 per mensem is generally agreed to.

* Cf. entry II in column B of the schedule to article 2 of the notification.

T.K.—30-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

Most officers consulted agree that the possession of a secondary school-leaving certificate should be insisted on.

So many pupils now undergo the course. The disciplinary value of attendance at recognized schools cannot be discounted. I think this may be prescribed.

For a few appointments, this qualification may not be necessary; such may be listed on the recommendations of the departments concerned.

In backward areas, exemptions may be necessary. This will be covered by rules about exemptions.

R. RAMACHANDRA RAO—18-6-17.

The Board of Revenue, Land Revenue, has since submitted its report in which that body states that the majority of the Collectors consulted and the Board itself are of opinion that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general education qualification for appointment to posts on Rs. 20 per mensem.

C.R.—14-7-17.

The Board reports that the proportion of unpassed men filling posts on Rs. 20 varies from 24 to 95 per cent! and none of them can ordinarily hope to rise beyond Rs. 20.

R.R.—16-7-17.

II. That the powers of exemption now vested in the Revenue Divisional officers may either be withdrawn or restricted.

HOME (EDUCATION) DEPARTMENT.

(The present powers of exemptions of the Revenue Divisional officers are defined in article 4 (7) of the Public Service Notification.)

As this point has reference only to the Revenue Department many officers have not offered their opinions. Of the officers who have expressed their opinion on the question, M.R.Ry. L. D. Swamikannu Pillai (Registrar of Co-operative Societies), Mr. Innes (the Officer in charge of the Department of Industries), the Sheriff of Madras and the Second Presidency Magistrate do not favour the abolition or restriction of the powers of exemption now exercised by Revenue Divisional officers. Mr. Innes states that the Collector would naturally be guided by the advice of the Revenue Divisional officers, that the only result of the proposed restriction would be an increase in the Collector's routine correspondence which it is now the policy to reduce as far as possible. Mr. Innes even doubts whether the effect of the restriction would be to lessen the number of unpassed men in the lower ranks of the Revenue Department. Since a few other officers such as the Inspector-General of Police, the Superintending Engineer, I Circle, and the Board of Revenue in the Settlement Branch seem to desire that the powers of exemption now exercised by subordinate offices should be continued, it is for consideration whether, as suggested by the Second Presidency Magistrate, the existing rules in this regard may be retained, a caution being given that such powers should, if at all, be only sparingly exercised and in thoroughly deserving cases; and where they exercise this power the officers may be required to certify that they conscientiously believe that the appointment will conduce to the efficiency of the administration. It may perhaps also be laid down that Revenue Divisional officers should submit a periodical return to the Collector showing the exemptions granted by them and the reasons therefor. The proposal to restrict the power to exempt, granted to Revenue Divisional officers, does not thus seem to be very much in favour. The Board's (Land Revenue's) opinion which has not yet come in may be useful on this point; it may perhaps be awaited.

T.K.—30-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

I would prefer to note after the report of the Board (Land Revenue) is in.

R. RAMACHANDRA RAO—18-6-17.

Please see the Board's reply since received. In paragraph 3 of the report the Board states that the majority of the Collectors consulted recommend the withdrawal of the powers from the Divisional officers and that the Board is of opinion that the powers should be entirely withdrawn.

2. The Board, however, recommends that the Collectors may be empowered to exempt unpassed men for appointment to posts up to Rs. 30, it being understood that the power is to be exercised only when passed men cannot be obtained.

Attention is in this connection solicited to article 4 (4) of the Public Service Notification under which the Collectors have now the power of exemption up to Rs. 30 per mensem in temporary vacancies not exceeding a year. It is not thus clear what is wanted by the Board. The recommendation cannot apparently be with reference to permanent vacancies. Such power is now exercised by the Board alone—vide article 4 (2) of the Public Service Notification—and not even by the High Court or other heads of departments.

P.R.—14-7-17.

C.R.—14-7-17.

The powers of exemption are given in article 4 of the Public Service Notification. I think they should be reconsidered and overhauled in consultation with the several officers concerned.

Our reference in G.O. No. 969 was limited to Divisional officers. The Board is strongly of opinion this power should be withdrawn.

I agree this may be done at once without waiting for the general examination.

R. RAMACHANDRA RAO—16-7-17.

III. Whether public servants irrespective of general education qualifications may be allowed to appear for all special tests or that Collectors and officers of similar standing may be empowered to grant exemptions in cases where they consider them justified.

PUBLIC WORKS DEPARTMENT.

The suggestions made by the Superintending Engineers are the following:—

The Superintending Engineer, I Circle, proposes—

(1) Heads of departments should have power to exempt unpassed candidates of approved service from posts carrying a pay up to Rs. 40.

(2) Practical course of upper subordinates may be extended to two years.

(3) That an examination in Public Works Department Code may be prescribed for sub-divisional clerks, senior accounts clerks in divisions and divisional head clerks carrying a pay of Rs. 40. [The Superintending Engineer, VI Circle, proposes to institute this examination for posts above Rs. 50.]

(4) That the present entrance examination for the Subordinate branch of the Public Works Accounts establishments may be abolished and that in its place an examination of the kind prescribed in article 1665-D of the Civil Account Code, volume II, and paragraph 227 of the Public Works Department Code, volume I, may be introduced; that only clerks on Rs. 40 and upwards should be allowed to appear for this examination.

The Superintending Engineer, III Circle, makes the following suggestions:

(5) That the Accounts test may be prescribed as a qualifying test for clerical posts on Rs. 30 and above. [In regard to this change the Superintending Engineer, VII Circle, further wants that, so far as the Public Works Department is concerned, the test should also include the Public Works Department Code.]

(6) That in lieu of the Public Works Department Subordinate Accounts test or in addition to it a special examination in Public Works Department Code may be prescribed for appointments on Rs. 40 and for selection as divisional accountants.

2. Of the above, suggestions (2) and (4) do not seem to come within the purview of the present enquiry. It may also be mentioned that as lately as 1915 the question of abolishing the entrance examination for the Subordinate Accounts branch

was raised by the Accountant-General, but it was decided that the examination should be continued. As regards suggestions (3), (5) and (6), it is submitted that at present no special tests are prescribed for clerks in the Public Works Department offices. Prior to 1892—in conformity with the provisions of the Madras Code then in force—an examination in Public Works Department accounts and procedure was prescribed for clerical posts carrying a pay of above Rs. 50. This test was abolished

when the India Code was introduced in 1892. The subjects for the Civil Accounts test are: the Civil Account Code, volume I, and certain chapters of the Civil Service Regulations, and this test is prescribed as a qualifying test for Huzur Sarishtadars, English head clerks in Collectors' offices, head clerks of the Revenue Divisional offices and all head accountants and accountants on Rs. 50 and above in Collectors' offices, etc. It is no doubt true that a knowledge of the Public Works Department Code, the Civil Account Code and the Civil Service Regulations is essential for the higher paid clerks in the Public Works Department, but such a knowledge is not necessarily obtained by cramming and passing a few tests. The knowledge is obtained daily in practical working. It cannot be said that the existing staff in the Public Works Department is inefficient because these tests have not been prescribed

for higher paid clerical posts in the department. It seems, therefore, unnecessary either to revive the test in Public Works Code and procedure or prescribe the Civil Accounts test as a compulsory test for the Public Works Department clerks. Please see in this connection the notes to G.O. No. 969, Home (Education), dated 13th September 1916, on which the present reference originated. The intention is to reduce the number of compulsory tests and not to increase them.

3. The only suggestion that still remains to be considered is item (1) ante in regard to the powers of exemption. Please see in this connection also paragraph 2 of the note on page 2 ante. Under the existing rules the powers of Public Works Department officers to sanction exemptions are as shown below:—

Exemptions from the general educational qualifications.—The Chief Engineer, Public Works Department, as regards the department administered by him and the Secretaries to Government in regard to the establishment of their own offices can sanction the employment of unpassed men in acting and sub. pro tem vacancies and in temporary posts.

(1) without limit of time when the sanctioned pay of the post does not exceed Rs. 30 per mensem,

(2) for a period not exceeding 12 months when the sanctioned pay of the post does not exceed Rs. 50 per mensem.

Superintending Engineers can similarly sanction the employment of unpassed men in the posts referred to at A above:

(1) for a period not exceeding 12 months when the sanctioned pay of the post does not exceed Rs. 25 per mensem, and

(2) for a period not exceeding three months when the sanctioned pay of the post exceeds Rs. 25 but is not more than Rs. 30 per mensem.

The exemptions can be sanctioned by the Chief Engineer and the Superintending Engineers "provided that bona fide efforts have been made without success to obtain passed candidates." It will be seen from the Public Service notification that Collectors have larger powers of exemption than Superintending Engineers. It seems only reasonable that whatever powers of exemption are conferred upon Collectors should also be given to Superintending Engineers in the Public Works Department. As regards the Chief Engineer, Public Works Department, he has at present no power to grant permanent exemption. This power is now exercised by Government and also by the members of the Board of Revenue subject to certain restrictions. If, as now proposed, educational qualifications are prescribed for the Rs. 20 posts, it may be found necessary to grant permanent exemptions in a number of cases and for the reasons stated in paragraph 2 of the note on page 2 ante. To avoid unnecessary references to Government the Chief Engineer may, it is submitted, be given power to grant permanent exemptions for posts on Rs. 20 without the proviso that bona fide efforts have been made without success to secure passed candidates. This last stipulation is necessary to safeguard the interests of temporary unpassed men already in the department.

Exemptions from special tests.—The posts to which the rules apply in Public Works Department are draftsmen, surveyors and sub-overseers. Under the existing orders, Superintending Engineers can sanction exemptions in acting and sub. pro tem. vacancies, and in temporary posts for a period of three months, when the sanctioned pay of the appointments does not exceed Rs. 50 per mensem in the case of draftsmen and surveyors and Rs. 35 per mensem in the case of sub-overseers. The Chief Engineer has no powers to grant exemptions in these cases. The Chief Engineer may, perhaps, be granted powers to sanction exemptions for a period not exceeding 12 months without any limit as to the sanctioned pay of the appointment, and without the proviso that bona fide efforts have been made without success to secure passed men. It is often necessary in temporary investigation work and other special works to employ field men, apart from these educational qualifications, and as the matter is entirely one for the Chief Engineer to decide from a professional point of view, the proposed powers will enable him to sanction exemptions without making unnecessary references to Government.

G. D. PLUMMER—15-2-17.

The suggestions made in the office-note, i.e.—

(1) To give Superintending Engineers the same powers as Collectors with regard to exemptions,

(2) and to give the Chief Engineer powers to sanction permanent exemptions

For existing powers vide portions marked A and B on pages 15 and 16 of Public Service notification.

for posts on 20 and temporary exemptions for professional appointments of lower subordinates, etc., may be approved and recommended to Educational.

The Chief Engineer has no such powers now.

W. G. MOLESWORTH—19-2-17.

I agree with Mr. Howley that unpassed men who have five years' service and draw Rs. 20 should not be dispensed with on account of any orders now to be issued.

W. M. ELLIS—19-2-17.

I would ask that the powers of exemption proposed in the office-note above be granted to the Chief Engineer and Superintending Engineers.

S. B. MURRAY—27-2-17.

HOME (EDUCATION) DEPARTMENT.

A majority of the Judges * of the High Court including the Hon'ble the

* The Hon'ble Mr. Justice Oldfield.
" " " Justice Sadasiva Ayyar.
" " " Justice Bakewell.
" " " Justice Kumaraswami Sastri.
" " " Justice Srinivasa Ayyangar.

Chief Justice are against this proposal as they fear that this step would eventually result in a lowering of standards. The Hon'ble Mr. Justice Oldfield's observations on this part of the proposal are extracted below :—

"The other two proposals amount to a lowering of standards which have been maintained for many years. I think clearer reason than is given in the Government Order is necessary to justify the change. The minimum qualification tends to become the usual one in this as in other matters. There may be special cases in which exemption to enable particularly capable men to qualify is desirable. They can be and are satisfactorily dealt with under the present rules. I doubt whether it is desirable to allow men of inferior education to qualify for higher posts as a matter of course since it amounts in fact to encouraging them to hope for appointment and heads of offices to appoint them. Such encouragement will, it is feared, lead to a lowering of standards and the removal of one incentive to higher education.

Attention is in this connection solicited to the Hon'ble Sir P. S. Sivaswami Ayyar's notes on pages 8 to 10 and 12 to 14 of the notes to G.O. No. 969, Home (Education), dated the 13th September 1916. Almost the same sentiments are expressed in the remarks offered by Mr. Innes, the Second Presidency Magistrate, the Presidency Port Officer, Sir Frederick Nicholson, Messrs. Young (Superintendent of Stationery) and Turing (Collector of Bellary), the Inspector-General of Registration and the Board of Revenue in the Separate Revenue Branch (Mr. Todhunter), although these officers prefer the alternative suggestion to empower Collectors and officers of similar standing to grant exemptions in particular cases. The merit of the present restrictions on appearance for special tests is summarised by Mr. Innes thus :—

"The restrictions are of some use partly because they give an advantage to men of high educational attainments whom we want to encourage in the Revenue Department and partly because they prevent the examinations being flooded with a large number of candidates many of whom have little chance of passing."

The Board of Revenue (Revenue Settlement, Survey and Land Records and Agriculture) on the other hand is in favour of the proposal.

It is for consideration whether the present restrictions may be maintained, Collectors and other officers of similar status being allowed a free hand in the matter

of giving permission to suitable candidates who have not the requisite general

NOTE.—Since the issue of the reference in September last, applications for permission to appear for Special tests from unqualified persons have been received in largest numbers. In 29 cases such permission was granted and only in two cases it was refused.

C.R.—17-6-17.

education qualifications to appear for special tests. Perhaps we may delegate the power first to the High Court, the Board of Revenue and other heads of departments with reference to Special tests which are needed for qualifying for appointments under their control.

In this connection attention is invited to the question asked at the meeting of the Legislative Council held on the 6th February 1917, regarding the eligibility of Middle School first class men to appear for the Special tests and the answer given thereto by the Government that they would consider the suggestion—vide papers recorded in G.O. No. 229, Education, dated the 22nd February 1917. As such men will be very few there seems no objection to grant them the concession desired.

T.K.—30-5-17.

It will be seen that of the two alternative suggestions either to throw open all special tests to all Government servants who possess the minimum general educational qualifications or to empower Collectors and other officers to grant permission to appear for the examinations to unqualified persons, the latter is generally preferred.

C. RAMANUJA ACHARIYAR—17-6-17.

The opinions of the officers consulted are on record. A fear is expressed that if men of inferior general qualifications be allowed to compete the standard of the special tests will decline. I do not share this fear. On the other hand the persons who cannot hope to pass will not appear. Even if there be a slight (not appreciable) lowering in the standard of the special tests, it does not matter. All we wish to ensure is a ready knowledge of Acts and rules and it is not the intensive preparation for an examination that will always endure. The passing of a test means general acquaintance. For further work the books must be always consulted.

I would therefore answer this issue in the affirmative.

The alternative of permitting Collectors and other officers to sanction exemptions will not work well; nor will it, in my opinion, lead to a marked increase of competent non-Brahmans to compete at examinations.

If my view above be accepted, a consequential issue arises of how to secure for the higher posts persons with higher educational qualifications. I shall note on this later on.

R. RAMACHANDRA RAO—18-6-17.

The Board of Revenue (Land Revenue) reports that the majority of the Collectors consulted are in favour of the second alternative, namely, to retain the existing restrictions and to empower Collectors and officers of similar standing to grant exemption in deserving cases. The majority of the Board agrees with this suggestion but considers that such exemption should extend to the lower tests only.

2. The acting first member (the Hon'ble Mr. Buckley) prefers the first alternative.

P.R.—14-7-17.

C.R.—14-7-17.

R.R.—16-7-17.

IV. Whether the prescription of certain tests for certain offices is desirable and whether the tests cannot be simplified.

FINANCIAL (SEPARATE REVENUE) DEPARTMENT.

The only proposal that seems to call for remarks is the one to abolish "Criminal, Judicial" and "Translation" tests for the post of income-tax inspector in Madras (paragraph 6 of the Board's Proceedings). When the pay of these inspectors was revised in 1915, the Board of Revenue stated that their qualifications should be the same as those required for Tahsildars in the mufassal who have to pass these tests

inter alia "as otherwise it will be difficult to get rid of an unsatisfactory officer if nothing can be definitely proved against him"—paragraph 2 of the Board's Proceedings on page 2 of G.O. No. 111 (Separate Revenue), dated 11th February 1915. The desirability of requiring these qualifications was discussed on pages 1-2 of the notes to the Government Order *ibid* and Mr. Graham (as Special officer) was of opinion that the qualifications were necessary for the reasons given by the Board (Mr. Brodie). The Board as now constituted (the Hon'ble Mr. Pothunter) is of a different view but gives no reasons for the change.

K.V.V.—5-3-17.

For orders.

R. H. COURTENAY—6-3-17.

If the only reason for insisting on the tests is that if they are insisted on it will be easy to transfer men of unsatisfactory characters into Tahsildars, the case for their retention does not seem very strong. The District Collector who has to provide Tahsildars for such undesirables is to be pitied. It is not very clear why such tests should be deemed essential for the duties of an Income-tax Inspector.

F. J. RICHARDS—10-3-17.

HOME (EDUCATION) DEPARTMENT.

A number of suggestions has been received under this head. The most important of them are set out below:—

(i) A majority of the Judges in the High Court consider that the *précis* writing test may be abolished for the post of District Munsifs and Sub-Judges. It may be noted in this connection that the Hon'ble Sir Alexander Cardew considered that the test may be abolished in the case of Deputy Collectors also—vide page 4 of G.O. No. 1134, Education, dated the 28th October 1916. Sir Frederick Nicholson, the Honorary Director of Fisheries, would on the other hand make it universally compulsory except perhaps for accountants. The Government Pleader would however have the test thrown open to Indian Barristers who are not graduates.

(ii) Mr. Innes and the Second Presidency Magistrate are of opinion that Medical Jurisprudence may altogether be omitted from the list of subjects for the Criminal Judicial test.

(iii) The Second Presidency Magistrate considers that it is unnecessary to set a separate paper on the stamp, income-tax and excise manuals for the Revenue test and suggests that the Acts embodied in those manuals may be included in the list of Revenue Acts and Regulations prescribed for that test, leaving the manuals to be dealt with, if necessary, in the second paper on Revenue Acts and Regulations detailed application (with books). He further suggests that the Special Funds Code and the Manuals of Village and Taluk Accounts may be omitted from the Revenue test and that the *Précis* test may be dispensed with in the case of executive officers and the Account test in the case of those officers whose duties do not require an acquaintance with accounts work. That officer would also abolish the Criminal Judicial test, higher grade, in the case of Accountants in the Presidency Magistrates' Courts as their duties do not require an acquaintance with Criminal law. The Chief Presidency Magistrate would abolish the *Précis*-writing test for the chief clerk's place in the Presidency Magistrates' Courts.

(iv) The Director of Public Instruction considers that the Account test is unnecessary in the case of Sub-Assistant Inspectors and Inspectresses and proposes instead that such knowledge as is necessary for the discharge of their ordinary duties be made part of the departmental test held for these officers.

(v) The Chief Judge of the Court of Small Causes suggests that

(a) the Translation test, higher grade, in both Tamil and Telugu prescribed for the translators and interpreters in that court may be altered into the higher grade in one language and lower in the other,

(b) that the Translation test prescribed for the recordkeepers may be done away with, and

(c) that the Translation test, higher grade, in Hindustani may be prescribed for the Persian and Hindustani Interpreter of that court.

(vi) Mr. Young, Superintendent of Stationery, considers that greater importance should be assigned to the papers that have to be answered with the aid of books which might be made longer than the papers "without books" and allotted twice the marks.

Mr. Schmidt would go a step further and allow candidates for all the special test examinations to answer the question papers with books.

(vii) Mr. Schmidt also suggests that the Account test should be prescribed for all the posts on Rs. 60 and above in his office and that the Acts relating to Companies Law should form part of the examination in the Civil Judicial test so far as District Registrars are concerned. The Superintending Engineer, VI Circle, would however prescribe it for clerical posts above Rs. 30.

(viii) Mr. Turing proposes the abolition of the Translation test for recordkeepers in Collectors' offices.

(ix) The Board of Revenue (Separate Revenue) does not require the Criminal Judicial or the Translation tests for the post of Income-tax Inspector in Madras and the Financial (Separate Revenue) Department seem to agree with the Board.

Another suggestion of the Board that the Abkari Deputy Commissioner may not be required to pass any vernacular test is being separately considered in the Separate Revenue branch of the Secretariat.

(x) The Board of Revenue (Revenue Settlement) would have no alterations made in the special tests at present prescribed for its officers.

Before a decision is arrived at on the above suggestions and the Commissioner for Government Examinations is asked to submit a draft of the necessary alterations in the Public Service and Special test notifications, extracts from the proposals may be sent to the respective administrative departments of the Secretariat for remarks in the first instance.

T.K.—30-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

The Board's reply is not in. I would prefer these details to be considered apart from the main issues herein dealt with.

R. RAMACHANDRA RAO—18-6-17.

The report of the Board of Revenue, Land Revenue, has since been received. The Board states—

(1) that the Account test should not only be retained for all the appointments for which it is now prescribed as a qualification but should also be extended to (a) all accountants on Rs. 35 and upwards in the Collector's offices, (b) for the post of the manager, Income-tax Collector's office, Madras, and (c) for the head accountant in the Taluk office, Madras;

(2) that the *Précis*-writing test may be abolished so far as the Revenue department is concerned;

(3) that the Translation test may be dispensed with in the case of officers, other than Europeans and Anglo-Indians, serving in a district the vernacular of which is their mother-tongue;

(4) that the Vernacular test prescribed for Europeans and Anglo-Indians may be continued;

(5) that Medical Jurisprudence may be removed from the curriculum of the Criminal Judicial test; [The First Member of the Board dissents]; and

(6) that no one should be allowed to appear for a Special test more than thrice.

P.R.—14-7-17.

C.R.—14-7-17.

Article 3 of the Public Services notification which prescribes qualifying tests is a voluminous article and I think ought to be considered and overhauled in consultation with the officers concerned. Orders on other points dealt with in this file may however issue now.

R.R.—16-7-17.

V. Whether Hindustani should be recognised as one of the languages in which candidates may appear for the compulsory vernacular tests.

PUBLIC WORKS DEPARTMENT.

The Superintending Engineers, I and VII Circles, and the Sanitary Engineer are not in favour of the proposal. The Superintending Engineer, I Circle, says that except in the Ganjam division Hindustani will be of little use and that candidates knowing Telugu would be preferred for service in his circle. The Superintending Engineer, VII Circle, suggests that, instead of its being made compulsory, it may be prescribed as an optional language for reward examinations. The Sanitary Engineer points out that a large number of Mussalmans in this Presidency are well versed in the vernaculars of the districts they live in and that there is, therefore, no necessity to make Hindustani compulsory. The Superintending Engineers II, III, IV and V Circles, say that Hindustani may be made compulsory while the Superintending Engineer, VI Circle, has no remarks to offer on the point. Under the rules in force, an Assistant Engineer who joined the department after September 1912 has to pass compulsory tests in both Tamil and Telugu. A pass in Canarese or Malayalam is declared optional. The reasons for selecting Tamil and Telugu for compulsory tests will be found in paragraph 2 of the Deputy Secretary's notes on page 8 of the notes with G.O. No. 1239 W., dated 7th September 1912. In view of these reasons and also of the Sanitary Engineer's statement at A above, it does not seem necessary to make Hindustani compulsory. It may perhaps be made an optional examination like Canarese and Malayalam.

G. D. PLUMMER—15-2-17.

Educational propose to recognize "Hindustani" as one of the languages for the compulsory vernacular test. There seems no reason why this should not be done, provided Engineers are made to pass in either Telugu or Tamil but not in both

G.O. 1239 W., 7th September 1912.

Vide paragraph 9 of Hon'ble Sir Alexander Cardew's note, page 7 of notes to Government Order.

Presidency whose mother-tongue is either Tamil or Telugu.

W. G. MOLESWORTH—22-2-17.

I generally agree with Mr. Molesworth's proposal, but I would not permit Hindustani to be one of the two compulsory languages.

W. M. ELLIS—19-2-17.

I should like to see Hindustani made one of the two compulsory languages for all European officers. It is a much easier language to learn—to speak at all events—than either Telugu or Tamil, and it is spoken throughout the length and breadth of the Presidency.

S. B. MURRAY—27-2-17.

HOME (EDUCATION) DEPARTMENT.

The Commissioner of Police, the Inspector-General of Prisons, the Assistant Archaeological Superintendent for Epigraphy, the Resident in Travancore and Cochin, the Inspector-General of Police, the Director of Agriculture, the Superintendent of Stationery, the Board of Revenue (Revenue Settlement) and the majority of the Judges of the High Court are opposed to the suggestion on the ground that Hindustani is not widely spoken in this Presidency and cannot adequately take the place of a vernacular in any specified area. The Sanitary Engineer is also opposed to it for the reason that the larger number of Mussalmans in this Presidency are well versed in the vernaculars of the districts they live in; while the Chief Judge, Court of Small Causes, the ex-Sheriff of Madras (Shifa-ul-mulk Zynulabidin Sahib), Mr. Turing (Collector of Bellary), Mr. H. G. Stokes (Collector of Kurnool), the Persian and Hindustani Translator to Government, the Superintending Engineers, II, III, IV and V Circles, the Public Works Department and the Board of Revenue (Separate Revenue) are in favour of it.

Mr. Turing, the Superintendent of Stationery, and the Superintending Engineer, VI Circle, would however encourage the study of Hindustani by placing it among the "Reward examinations." It may be noted that Hindustani has already been recognized as one of the languages for compulsory vernacular tests for the officers of the Educational Department (G.O. No. 738, Educational, dated the 14th December 1910); and there seems to be no serious objection to the extension of this principle, so long as pass in another language is insisted on for higher and important appointments.

T.K.—30-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

This language is now widely spoken that knowledge thereof will be quite as useful as the knowledge of any other vernacular. I think that it may be recognized as one of the languages for the compulsory vernacular test.

R. RAMACHANDRA RAO—18-6-17.

Please see paragraph 6 of the Board's reply. The Board, by a majority, considers that the proposal cannot be accepted. The Acting Second and Fourth Members (Messrs. Couchman and Aziz-ud-din Sahib) on the other hand support the proposal.

2. This subject has been taken up separately for consideration.

P.R.—14-7-17.

C.R.—14-7-17.

No orders necessary here.

R.R.—16-7-17.

Please print.

Leave ample space below every issue.

R.R.—18-6-17.

The notes have been printed and the file is submitted.

2. No reply has yet been received from the Board of Revenue (Land Revenue). In its interim reply, dated the 23rd June 1917, the Board stated that the draft was in circulation to the full Board and that the reply will be submitted as soon as possible.

A.S.—3-7-17.

T.K.—3-7-17.

C.R.—5-7-17.

The Honourable Member (I) wanted a proof copy to be submitted to him. Please submit a copy to him at once with a note that the main file is waiting for the Board's reply.

R.R.—5-7-17.

Proceedings of the Board of Revenue (Land Revenue), Mis. No. 930, dated 10th July 1917.

The report of the Board of Revenue (Land Revenue) has been received and added to the current file. The Board's remarks on the several issues have been incorporated in the notes at the appropriate places. Apart from those, the Board makes only one recommendation, namely, that graduates whose mother-tongue was their optional subject in the B.A. examination need not be required to pass the test in manuscripts reading which is prescribed for deputy collectors.

This is a question to be dealt with in the Revenue Department to which it will be remitted.

2. The other questions relating to the details of the tests to be prescribed for the various appointments raised in paragraph 4 of the Government Order will also be similarly remitted to the departments concerned for consideration in the first instance, relevant extracts being sent to them.

3. This file will then present for immediate consideration only the three main issues raised in paragraphs 1 to 3 of the Government Order and dealt with on pages 2-9 of these notes. The file is submitted with reference to the Secretary's orders.

P.R.—14-7-17.

C.R.—14-7-17.

His Excellency and circulate,

R. RAMACHANDRA RAO—16-7-17.

P[ENTLAND]—20-7-17.

In our Order No. 969, Home (Education), dated the 13th September 1916, we asked heads of departments—

firstly, if a completed secondary school-leaving certificate should not be prescribed as the minimum general educational qualification for posts on Rs. 20 per mensem;

secondly, if the power of exemption now vested in Revenue divisional officers should not be abolished or restricted;

thirdly, if the rules which restrict the right to appear for various examinations under the Special Tests Notification to candidates possessing higher general educational qualifications should not be abolished or relaxed;

fourthly, if the special tests might not be simplified; and

lastly, if Hindustani should not be recognized as one of the languages for the compulsory vernacular tests.

The replies received to our reference show that we were right in making it. So far as I am concerned, I have no hesitation in saying that it would be an advantage to prescribe a completed school-leaving certificate as the minimum general educational qualification for appointments on Rs. 20 per mensem. Also I think that Revenue divisional officers should no longer have the power of exemption: such power should be exercised, in my opinion, so far as the Revenue Department is concerned, only by Collectors and the Board. As regards the special tests it seems to me that the rules which restrict the right to appear for some of them, to candidates possessing higher than the minimum general educational qualification, operate harshly. When once an officer is taken into the public service, he should have the opportunity to rise to the highest appointments in that service, provided he displays merit and ability for the purpose. To block a man by saying that he has not passed certain special tests, and at the same time not to allow him to appear for those tests on the ground that his general educational qualification is not of a sufficiently high order, appears to me unreasonable. It is for the Government from time to time to prescribe such general educational qualifications as may be deemed necessary but, when once a man has entered the service, I think that he should not be blocked except on account of unfitness or of want of character. I am against the alternative of maintaining the rules under reference and allowing heads of departments to grant exemptions. It would be difficult to maintain uniformity of action if we rely solely on the power of exemption. I would far rather abolish the restrictions. The existing special tests are, in my opinion, unduly elaborate and the question of simplifying them should be noted on in the different departments and disposed of. As regards recognizing Hindustani as one of the languages for the compulsory vernacular tests, we have already done so.

P. R[AJAGOPALA ACHARIYAR]—24-7-17.

I agree with my honourable colleague on all points.

H. F. W. G[ILLMAN]—26-7-17.

I agree. As the revision of the special tests will take much time and candidates ought to have plenty of notice of the change in rule, I suggest that a draft on points 1 to 3 be prepared and issued at once, the fourth point being reserved for separate disposal.

A. G. C[ARDEW]—30-7-17.

Draft. Urgent.

R.R.—30-7-17.

A draft order is submitted for approval.

2. After issue the departments of the Secretariat may be consulted separately in regard to the fourth point.

A.S.—1-8-17.

T.K.—3-8-17.

C. RAMANUJA ACHARIYAR—6-8-17.

R.R.—6-8-17.

[G.O. No. 1021, Home (Education), dated 6th August 1917.]

READ AGAIN G.O. No.

969 Home (Education) dated the 13th September 1916.

READ ALSO:—

Replies From the Board of Rev. & all, No. _____, dated _____ 191
Head of Dept.

ORDER.

Pres

No. 1021, dated 6-8-17 191

In their order no. 969 Home (Ed.) of the 13th September 1916, the Govt. consulted the Board of Rev. and other Heads of departments certain proposals relating to the amendment of the rules embodied in the Public Service and Special Test notifications. After a careful consideration of the replies received, the Govt. have decided to make the following changes in the rules:—

(i) The possession of a C.S.S.I. certificate or its equivalent should be prescribed as the minimum

general educational qualification
for posts in the public service (bany
(ii) The powers of exemption ^{in the superior service} from the regular pay of
from examination rules at present existing ^{which is Rs 20 per mensem}
in the Revenue divisional officers
should be abolished.

(iii) Any Government servant
possessing the minimum general edu-
cational qualification, viz, a completed
S. S. L. Certificate or its equivalent,
~~should~~ should be entitled to appear
~~at the various~~ for examinations held under the
Special tests notification.

2. Separate orders will issue
in regard to the simplification of
the special tests and the recognition
of Hindustani as one of the language
for the compulsory vernacular
tests.

3. The C. G. E. is requested to
^{at an early date} submit a draft of the necessary
alterations in the Public Service and
special tests notifications in order
to give effect to the decision in
para 1 above.

2/8/17
11/8/17
17/8/17

23.8.17
The Depy Secy
(all sections except being)
C. G. E. Head of Dept.
(under Home Secy)
E. T.
For orders whether
in G.O. may be
placed on

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For approval
as 18/17 18/17
G.O. No. 1021, 6th August 1917
Public Service and Special Test notifications

Passing orders on certain proposals made by the Board of Revenue and other heads of departments with reference to G.O. No. 969, Home (Education), dated 13th September 1916, relating to the amendment of the rules embodied in the —
Rnad—the following papers :—

I
G.O. No. 969, Home (Education), dated 13th September 1916.

ABSTRACT.—Inviting the views of the Board of Revenue and of other heads of departments on certain proposals for the amendment of the rules embodied in the Public Service and Special Tests notifications.

II
Letter—from the Ven'ble L. E. Cox, M.A., Archdeacon of Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 25th October 1916.
No.—9036.

ABSTRACT.—Stating that the Archdeacon has no remarks to offer with regard to the amendment of the rules relating to the Public Service.

III
Letter—from the Ven'ble L. E. Cox, M.A., Archdeacon of Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 26th October 1916.
No.—3600.

With reference to G.O. No. 969, Home (Education) Department, dated the 13th September 1916, I have the honour by direction of the Bishop to state that he considers that a completed secondary school-leaving certificate should be required as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

2. The Bishop is unable to offer any opinion on the remaining points of the order.

IV
Letter—from Major W. A. Justice, M.B.C.M., D.P.H., I.M.S., Sanitary Commissioner for Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 30th October 1916.
No.—D. 3248/S.

In reply to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that the proposals made therein for the revision of the Public Service and Special Tests notifications meet generally with my approval.

2. As to paragraph 4 of the Government Order, I am to suggest that full-time cashkeepers of all public offices be required to pass *at least* the Account test, Lower grade. Cashkeepers of Government offices have to deal with pay bills, travelling allowance bills, contingent bills and with several other account matters connected with budget, etc., relating to subordinate offices. A knowledge of general account rules is therefore very essential in their case. Unless the above qualification is enforced, it is not likely that any in the office will qualify in this special branch of account work. But if such a special qualification is prescribed, the holders of these appointments should get, I think, some special rates of pay. I would prefer in their case an incremental rate of pay so that they may get their yearly increments without expecting promotions in the other ordinary office arrangements. They will also by this arrangement be left undisturbed for some considerable time. In these appointments they will continue until they reach the maximum pay of their grade or until

10 am
15 min
140 min
270 min

they secure higher paid appointments. The rate of pay will much depend upon the offices in which they are employed and the responsibilities attached to the appointment. These questions are, however, for settlement by the heads of departments concerned afterwards. If the principle above enunciated is accepted, separate proposals may be called for from heads of departments for giving effect to it.

V

Letter—from F. B. M. CARDOZO, Esq., Acting Commissioner of Police.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 30th October 1916.
No.—R.C. 736-Govt.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that in view of the large number of persons holding secondary school-leaving certificates this certificate should be required as the minimum qualification for appointments on Rs. 20.

I am of opinion that all Sub-Inspectors and Inspectors, no matter what their educational qualifications may be, should be permitted to appear for any of the special tests. No restrictions should be put in their way.

Criminal lower should be insisted on for all managers of District Police offices, as well as Account test and Departmental test. The manager of the Commissioner's office should be required to pass Criminal Lower test, Account test, Departmental test and Précis-writing. His work is different from that of a District Police office manager and I consider that he should qualify in Précis-writing.

I am entirely opposed to Hindustani being recognized as one of the languages in which candidates may appear for compulsory vernacular tests. It is a language which is of very little use to a police officer and any person having passed that language may refuse to learn any other language which is of real use to him in this Presidency.

VI

Letter—from E. H. GADSDEN, Esq., I.S.O., Inspector-General of Prisons.
To—the Secretary to Government, Home (Judicial) Department.
Dated—Ootacamund, the 24th October 1916.
No.—G. 442.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that as a large number of candidates holding secondary school-leaving certificate are now available, I consider that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum general educational qualifications in the case of posts on Rs. 20 in all departments except Indian jailers and assistant jailers employed in the five special sub-jails at Russellkonda, Koraput, Nellore, Calicut and Mangalore and chief and reserve head warders employed in jails on Rs. 20 and above.

2. As regards the right to appear for special tests, I would recommend that Government servants possessing the minimum educational qualifications whose proved character and capacity would entitle them to qualify for higher appointments may be permitted to appear for the various special tests on the recommendation of the head of the office in which they are working, to enable them to get appointments not only in their own office, but also in any branch of public service.

3. Regarding the proposal to curtail some of the existing tests, I beg to state that the only special test now required for higher appointments in the Jail department is the jail test. It is very essential that deputy jailers and jailers should qualify in this test. The portions prescribed for this test are not elaborate and therefore do not require curtailment. The other special tests are not required to be passed by the officers of the Jail department.

4. So far as the Jail department is concerned, I beg to state that Hindustani need not be recognised as one of the languages in which candidates may appear for the compulsory vernacular tests as the Muhammadan convict population forms but a low percentage of the total jail population.

VII

Letter—from M.R.Ry. Diwan Bahadur C. KRISHNAN AVARGAL, M.A., Bar.-at-Law,
Chief Judge, Court of Small Causes, Madras.

To—the Secretary to Government, Home (Education) Department.

Dated—the 1st November 1916.

No.—1880.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to submit my views on the proposals made therein.

2. I am in entire agreement with the view of the Government that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum qualification for all posts carrying a salary of Rs. 20 and above. The time has come when the rule may well be extended to Rs. 20 appointments also. There will be no difficulty in getting suitable candidates. To prevent the rule, however, from operating harshly in deserving individual cases, I would respectfully suggest for the consideration of the Government that all persons already in service may be exempted from the application of the change in the rule; and power may be given to heads of departments to grant exemptions in proper cases without troubling the Government in the matter by a reference.

3. I am not in a position to make any remarks about paragraph 2 of the order and therefore desist from doing so.

4. I would strongly recommend that all Government servants who have the minimum educational qualification now proposed should be permitted to appear for what are known as special test examinations. If they are capable of passing those examinations, I can see no reason why they should be prevented from doing so; if they are unfit by want of proper general education, they are likely to fail in such examinations. I think persons who are already Government servants may well be granted this concession. Exemptions in special cases often lead to what clerks, who have failed to get such exemption, may consider to be invidious distinctions and cause heart-burning. A general rule is, I think, preferable.

5. There are, I believe, several cases where Government may safely curtail the number of prescribed tests. So far as this office is concerned, I would suggest (1) that the Translation test, Higher grade, in both Tamil and Telugu prescribed for the Translators and Interpreters of this court may well be altered into the higher grade in one language, Tamil or Telugu, and the lower grade in the other, (2) that the Translation test prescribed for the recordkeeper may be done away with. I make the first suggestion, because I have found it difficult to get suitable candidates when vacancies occurred. On my representation, the Government were pleased (vide G.O. No. 1083, Educational, dated 21st November 1913) to allow me to appoint men who had passed the Translation test, Higher grade, in one language only to acting vacancies and I have found them to be discharging their duties quite satisfactorily and to be well fitted for permanent employment. As regards the second suggestion, it is not clear to me why the particular test is prescribed at all, recordkeepers have no translation work whatever to do. About the nature of the tests themselves I have no suggestions to make.

6. I may be permitted to add that for the Persian and Hindustani Interpreter, Translation test, Higher grade, in Hindustani may be prescribed. At present there is no test prescribed in the Public Service and Special Tests notification; this seems to be an omission. Under G.O. No. 211, Judicial, dated the 6th February 1908, the Head Accountant in this court must have passed the Account test; the necessary correction may be made in this matter also as the notification does not prescribe this test.

7. There is no reason that I can see why Hindustani should not be accepted as one of the languages for the compulsory vernacular tests. There are a large number of people in the Presidency, who speak it, and I think it is entitled to as much consideration as some of the other languages now recognised for such tests.

T. Nay

No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

VIII

Letter—from O. A. INNES, Esq., I.C.S., Director of Industries.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 4th November 1916.
No.—R. Dis. 30.

I have the honour to submit the report called for in G.O. No. 969, Home (Education), dated the 13th September 1916, regarding the amendment of the rules embodied in the Public Service and the Special Tests notifications.

2. My present office is a small one, and the questions raised in the Government Order have not much application to it. Speaking however as the late Collector of Malabar, I see no objection to the proposal that the possession of a secondary school-leaving certificate should be prescribed as the minimum general educational qualification for posts on Rs. 20 per mensem. At the same time I am not in favour of the powers of exemption now vested in Revenue Divisional Officers being abolished or restricted. The Collector would naturally be guided by the advice of the Divisional Officers and the only result of the proposed restriction would be an increase in the Collector's routine correspondence which it is now the policy to reduce as far as possible. Nor do I believe that the effect of the restriction would be to lessen the number of unpassed men in the lower ranks of the Revenue Department. It would be out of the question to debar unpassed men from acting appointments, and it is precisely through the acting appointments that the unpassed man gets his permanent footing. In my own office at Calicut men used to act continuously for three and four years before their turn came for confirmation, and obviously one cannot always pass over a man with four years' continuous service in favour of some one better qualified. In the Divisional and Taluk offices the same sort of thing went on with this difference that the acting men were usually unqualified. There will not be the same difficulty in getting men with the secondary school-leaving certificate for Taluk offices as there was in getting Matriculates, but I doubt if we shall be really much better off. For the Secondary School-Leaving Certificate is apt to be a snare and a delusion. In itself it does not mean much, and before the holder of such a certificate is regarded as passed, the certificate should be scrutinised as to the man's attainments both in ordinary subjects and in two optional subjects. I doubt if this point is always borne in mind. I issued special instructions on it in Malabar, but the tendency will always be, I imagine, to accept as a passed candidate the man who writes secondary school-leaving certificate after his name in the printed establishment lists.

3. As regards the suggestions in paragraph 3 of the Government Order I think that it would be sufficient if Collectors and officers of similar standing were empowered to give exemptions in particular cases. The restrictions are of some use partly because they give an advantage to men of high educational attainments whom we want to encourage in the Revenue Department and partly because they prevent the examinations being flooded with a large number of candidates many of whom have little chance of passing. At the same time there are a certain number of men who are not at present allowed to go up for the examination such as the Criminal Higher but who ought to be allowed in the public interest to take the examination. At present it is almost useless to apply for exemption for them unless they are Anglo-Indians, Muhamadans or belong to some backward class, and I think that it would be a useful measure of decentralisation to allow the Collector to exercise his discretion in this matter.

4. I am also strongly of opinion that it would be an excellent thing if the special tests were both curtailed and made less difficult, for I have often thought that the life of the man who is misguided enough to take employment in the Revenue Department must be one long nightmare of examinations from the time that he begins on Rs. 20 till he finally attains the stage of the Deputy Collectors' Riding test. Government have already moved in the matter of simplifying the examinations of Indian Civilians, and I think that they might now undertake the same beneficent task in respect of the subordinate establishments. Some of the higher examinations

Letter from G. A. James, Esq., Director of Industries,
To the Secretary to Government Home (Education) Department,
Madras, dated 4th November 1916.

I have the honour to submit the report called for in G.O. No. 969, Home (Education), dated 13th September 1916, regarding the amendment of the rules embodied in the Public Service and the Special Tests notifications. My present office is a small one, and the questions raised in the Government Order have not much application to it. Speaking however as the late Collector of Madras, I see no objection to the proposal that the possession of a secondary school-leaving certificate should be prescribed as the minimum general educational qualification for posts on Rs. 20 per mensem. At the same time I am not in favour of the removal of exemption now vested in Revenue Divisional Officers being abolished or restricted. The Collector would naturally be guided by the advice of the Divisional Officers and the only result of the proposed restriction would be an increase in the Collector's routine correspondence which it is now the policy to reduce as far as possible. Nor do I believe that the effect of the restriction would be to lessen the number of unpassed men in the lower ranks of the Revenue Department. It would be out of the question to debar unpassed men from acting appointments and it is precisely through the acting appointments that the unpassed men get his permanent position. In my own office at least men used to act continuously for three and four years before their turn came for confirmation and obviously one cannot always pass over a man with four years' continuous service in favour of some one better qualified. In the Divisional and Taluk offices the same sort of thing went on with this difference that the acting men were usually unpassed. There will not be the same difficulty in getting men with the secondary school-leaving certificate for Taluk offices as there was in getting Matriculates, but I doubt if we shall be really much better off. For the Secondary School-leaving Certificate is apt to be a name and a definition. It itself does not mean much, and before the holder of such a certificate is regarded as passed, the certificate should be scrutinised as to the man's attainments both in ordinary subjects and in two optional subjects. I doubt if this point is always borne in mind. I issued special instructions on it in Madras, but the tendency will always be, I imagine, to accept as a passed candidate the man who writes a satisfactory school-leaving certificate after the name in the printed establishment list.

As regards the suggestion in paragraph 3 of the Government Order I think that it would be sufficient if Collectors and officers of similar standing were empowered to give exemptions in particular cases. The restrictions are of some use partly because they give an advantage to men of high educational attainments who are wanted to work in the Revenue Department and partly because they prevent many of the examinations from being flooded with a large number of candidates many of whom are little chance of passing. At the same time there are a certain number of men who are not at present allowed to go up for the examination such as the Criminal Magistrate but who ought to be allowed in the public interest to take the examination. At present it is almost useless to apply for exemption for them unless they are Anglo-Indians, whose names are put on some backward class, and I think that it would be a useful measure to allow the Collector to exercise his discretion in this matter.

I am also strongly of opinion that it would be an excellent thing if the special tests were both curtailed and made less difficult for I have often thought that the life of the man who is required to take employment in the Revenue Department must be one long nightmare of examinations from the time that he begins on his job till he finally attains the stage of the Deputy Collector. Having seen Government have already moved in the matter of simplifying the examinations of Indian Civil Servants and I think that they might now undertake the same beneficent task in respect of the subordinate establishments. Some of the higher examinations

are in my opinion far too hard, and this is particularly the case in respect of the Criminal Higher, judging by the difficulty most clerks experience in passing it in spite of the numbers that take leave to prepare for it in August and September. I would certainly omit from this test the paper on Medical Jurisprudence. I doubt if it is of much use. On the other hand I remember that many of my best clerks were ploughed in this paper two or three years back.

5. I have no other remarks to offer.

IX

Letter—from Lieut.-Col. A. MILLER, M.B., F.I.C., I.M.S., Chemical Examiner, Madras.

To—the Secretary to Government Home (Education) Department.

Dated—Madras, the 4th November 1916.

No.—Dis. 2163.

With reference to G.O. No. 969, Home (Education) Department, dated 13th September 1916, I have the honour to state that I have no objection to offer regarding the rules under consideration therein, but there are two appointments connected with this office for which I request that exemption from the general educational qualification may be granted. These are—

(i) *Laboratory Supervisor*—pay Rs. 15—1—25.—The work of this servant has largely to do with the handling of viscera and other objectionable articles connected with medico-legal cases. The class of man required for this post is one who is sufficiently intelligent to acquire a certain amount of technical skill, and is reliable, but I am sure that a man who has obtained a secondary school-leaving certificate would not remain doing this kind of work for very long—even if we could get one to accept the post.

(ii) *Mechanic*—pay Rs. 25—1—30.—For this appointment a man sufficiently intelligent to be able to acquire a certain amount of technical skill and who has practical experience of machinery is required. The work of this servant is to prepare gas, look after the gas apparatus and do sundry repairs to gas and water pipes and taps, etc., in the College and Laboratory. I think it would be very difficult to obtain a satisfactory man for this position if the general educational test is to be enforced.

I therefore request exemption for these two appointments in the interests of the service.

X

Letter—from J. R. HENDERSON, Esq., M.B., C.M., F.L.S., Superintendent, Government Museum.

To—the Secretary to Government Home (Education) Department.

Dated—Madras, the 3rd November 1916.

No.—585.

With reference to G.O. No. 969, Home (Education) Department, dated 13th September 1916, I have the honour to state that I see no objection to the proposal to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification in respect of posts on Rs. 20 per mensem. It appears, however, inexpedient to extend this qualification to posts on incremental pay with a maximum of Rs. 20.

2. The two taxidermists in the Government Museum and the head-keeper of the Marine Aquarium are under the orders noted in the margin excluded from the operation of article 1 of the Public Service notification and I am of opinion

that they should continue to be so excluded.

3. I would avail myself of the present occasion to submit for the consideration of Government the expediency of excluding from the scope of the examination rules the posts of first and second attendants in the Connemara Public Library, whose pay is Rs. 28—1—33 and Rs. 18—1—23, respectively. No examination qualification is necessary for the remaining or third attendant, as his maximum pay is only Rs. 17.

No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

The second attendant was in a similar position till October 1914, when his maximum pay was raised from Rs. 20 to Rs. 23 on the abolition of the grain compensation allowance—vide G.O. No. 1176, Educational, dated 15th October 1914. The chief duty of the attendants is to keep the books and shelves in good order and to supply readers with books and replace them later on the shelves. Their work involves physical labour and is not of a clerical nature. Men with examination qualifications do not care to accept these posts, or if they do are not likely to remain in them longer than they can help. The comparatively low pay of the posts and absence of prospects of promotion serve as additional deterrents. Frequent changes in the *personnel* of the staff are not in the interests of the library, as the attendants in order to discharge their duties efficiently should have a good working knowledge of the arrangement of the books and the facility in issuing and replacing them, which are acquired only by practice. Experience has shown that men without examination qualifications who have been promoted to these posts on account of their aptitude for the work have proved quite satisfactory. For the above reasons I am of opinion that it is inadvisable to limit the posts of first and second attendants to men with the educational qualifications required under the Public Service Notification. If, however, Government may deem it inexpedient to exclude both the appointments from the scope of the examination rules, I would recommend that at least the lower appointment may be so excluded and that the Principal Librarian may be empowered to exempt unpassed candidates for the first attendant's post in respect of other than permanent vacancies. The power conferred on the Superintendent by G.O. No. 791, Educational, dated 17th July 1915, is not of much practical importance as it is subject to the proviso "that bona fide efforts have been made without success to obtain passed candidates", and as further it does not avail in respect of the first attendant's post, the maximum pay of which exceeds Rs. 30.

Letter—from M.R.Ry. Rao Sahib H. KRISHNA SASTRI Avargal, B.A., Assistant
Archaeological Superintendent for Epigraphy, Southern Circle.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 6th November 1916.
No.—D. 722.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum educational qualification for posts on Rs. 20 per mensem, and the powers of exemption vested in certain officers should consequently be abolished.

As persons with the minimum educational qualification as now prescribed may in some cases be found fit for promotion, it is but right that these should be given the opportunity to qualify themselves for it by passing the prescribed special tests. I am, therefore, of opinion that so long as the departmental examinations do correctly gauge the capacity of a man for efficient work in those departments, any Government servant with the minimum educational qualification might safely be permitted to appear for these tests. Empowering Collectors and certain other officers to grant exemptions in special cases may operate harshly by indiscreet use of these powers as contemplated in paragraph 2 of Government Order under reply. I would also suggest that such general concession should be extended to those who are already in service but are deprived of further promotion on account of the restrictions in passing the special tests.

I do not consider that Hindustani should be recognised as one of the languages for the compulsory vernacular tests inasmuch as there is no part in this Presidency in which Hindustani is the prevailing language.

XII

Letter—from Hon'ble Mr. J. H. STONE, M.A., C.I.E., F.R.H.S., Director of Public Instruction.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 9th November 1916.

No.—Ref. on Cur. 8459.

In reply to G.O. No. 969, Home (Education), dated 13th September 1916, inviting the views of the Board of Revenue and other heads of departments on certain proposals for the amendment of the rules embodied in the Public Service and Special Test Notifications, I have the honour to submit the following remarks:—

(1) I consider that it is not expedient to extend the minimum general educational qualification prescribed in article 1 of the Public Service Notification to posts on Rs. 20 per mensem for two reasons, viz.—

(i) that it has already proved very difficult to induce secondary school-leaving certificate men to take posts on such low pay as Rs. 20.

(ii) that in view of the difficulty of providing adequate accommodation and teaching for the boys who crowd into the high school classes, it is inadvisable to hold out to them any further inducement to enter these classes which the suggested limitations would do.

(2) As regards the curtailment of the number of appointments for which certain tests are laid down, I beg to suggest that "Sub-Assistant Inspectors and Inspectresses" may be omitted from the list of officers for whom the Account test, the only special test with which the department is concerned, is at present prescribed. Such a close acquaintance with the account rules as that required for a pass in the Account test is not necessary for Sub-Assistants, and I would propose that examination in such knowledge of the Civil Account Code and the Civil Service Regulations as is necessary for the ordinary discharge of their duties be made part of the Departmental test held for these officers.

(3) In regard to the suggestion that Hindustani may be recognized as one of the languages for the compulsory vernacular tests, I beg to inform you that it has already been recognized as such for officers of this department—vide G.O. No. 738, Educational, dated 14th December 1910.

XIII

Letter—from the Hon'ble Mr. J. H. STONE, M.A., C.I.E., F.R.H.S., Commissioner for Government Examinations.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 14th November 1916.

No.—3609.

XIV

Letter—from F. WARE, Esq., M.R.C.V.S., I.C.V.D., Superintendent, Civil Veterinary Department.

To—the Secretary to Government, Revenue Department.

Dated—Madras, the 4th November 1916.

No.—D. Dis. 2125.

With reference to G.O. No. 969, Home (Education) Department, dated 13th September 1916, communicated to me with Board's Ref. No. 2222, dated 30th October 1916, I have the honour to state that I am in agreement with the suggestion contained in paragraph 1 of the Government Order referred to above. If a rule is framed to that effect I presume it will not affect those who are already in service.

2. The other points referred to in the Government Order do not concern this department.

XV

Letter—from M. YOUNG, Esq., I.C.S., Protector of Emigrants.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 14th November 1916.

No.—D. Dis. 310.

With reference to G.O. No. 969, Education, dated 13th September 1916, I have the honour to report that my establishment (superior service) consists of only two hands one on Rs. 80 (manager) and another on Rs. 30 (clerk), for whom the general educational qualifications as per article 1 of the Public Service notifications are prescribed. No change is necessary in the rules regarding these two posts.

XVI

Letter—from D. A. D. AITCHISON, Esq., M.B.C.V.S., I.C.V.D., Principal, Madras Veterinary College.

To—the Secretary to Government, Revenue Department.

Dated—Madras, the 15th November 1916.

No.—R.O.C. 221-Bd.

Adverting to Board's Ref. No. 2222, dated 30th October 1916, I have the honour to state that I agree with the suggestion contained in paragraph 1 of G.O. No. 969, Home (Education) Department, dated 13th September 1916, that, in view of the large number of holders of the secondary school-leaving certificate now available as candidates for appointments, the possession of a completed secondary school-leaving certificate might now be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

2. With reference to paragraphs 2 to 5 of the Government Order referred to above, I have no remarks to offer as the rules now in force do not in any way affect the appointments in the Madras Veterinary College.

XVII

Letter—from C. E. ODGERS, Esq., M.A., B.C.L., Bar-at-Law, Administrator-General and Official Trustee.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 16th November 1916.

No.—D. 2213.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to submit the following remarks.

I agree to the proposal that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

I presume this rule will have no retrospective effect.

With regard to paragraph 3 of the above Government Order, I am of opinion that any Government servant possessing the minimum general educational qualification now proposed should *ipso facto* be entitled to appear for the special tests. The efficiency of a person as a clerk in an office often depends upon his own character, capacity and experience rather than upon his general educational qualifications.

I do not at present find it necessary to suggest any changes regarding the special test qualifications necessary for members of this office.

XVIII

Letter—from M. YOUNG, Esq., I.C.S., Paymaster, Carnatic Stipends.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 17th November 1916.

No.—Dis. 260.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to report that the establishment (superior service) of this office consists only of two posts, one on Rs. 50-2-60 (manager) and another on Rs. 25 (clerk) and that the only qualifications required for these posts are those prescribed in article 1 of the Public Service notification. No change, I submit, is necessary in the rules so far as this office is concerned.

XIX

Letter—from C. B. N. PELLY, Esq., B.A., Acting Chief Presidency Magistrate.

To—the Secretary to Government, Home (Judicial) Department.

Dated—Madras, the 21st November 1916.

No.—Dis. 305-R.

In forwarding herewith the remarks of the second and the fourth Presidency Magistrates, Madras, on G.O. No. 969, dated 13th September 1916, regarding Public Service and Special Test notifications, I have the honour to state as follows:—

(1) With reference to paragraph 1 in the Government Order, I would suggest that a completed secondary school-leaving certificate should be the minimum general educational qualification for a post on Rs. 20 per mensem.

Paragraph 2—No remarks.

Paragraph 3.—I am of opinion that the Government servants possessing the minimum general educational qualifications should *ipso facto* be allowed to appear for the various examinations under the special tests notifications. The mere passing of these tests does not necessarily imply that a man will get promotion.

Paragraph 4.—Précis-writing test may be abolished from the tests prescribed for the Chief clerk's place in the Presidency Magistrates' Courts.

(2) I agree with the second Presidency Magistrate in thinking that a colloquial test in Hindustani may be prescribed for the posts of interpreters in the Presidency Magistrates' Courts as my experience is that at least a third of persons appearing in my Court prefer to speak in Hindustani.

ENCLOSURES

(1)

Letter—from the Second Presidency Magistrate, Madras.

To—the Chief Presidency Magistrate.

Dated—the 6th November 1916.

No.—R. Dis. 104.

With reference to your endorsement No. 165/Jovt., dated 12th October 1916, on G.O. No. 969, Education, dated 13th September 1916, I have the honour to state as follows.

2. I see no objection to the proposal to prescribe the possession of a completed secondary school-leaving certificate as the minimum general education qualification in the case of posts on Rs. 20 per mensem, but I am not in favour of the abolition of the power at present vested in Revenue Divisional Officers to exempt unpassed men from the general educational qualifications and appoint them to posts carrying not more than Rs. 20 a month. There do arise cases of acting clerks who, although not possessing the minimum qualification are still found very useful in Taluk and Divisional offices and I think Divisional officers should have the power to exempt such persons and confirm them in posts on Rs. 20. It will be sufficient to remind Divisional Officers that they should exercise this power very sparingly and only in specially deserving cases and it will be an adequate check on any indiscreet use of the power to require Divisional Officers to certify in those cases, where they exercise the power, that they conscientiously believe that the appointment will conduce to the efficiency of the administration.

3. I am not in favour of the suggestion that Government servants possessing the minimum general educational qualification should *ipso facto* be permitted to appear for the special tests. Such a step is calculated to lower the efficiency of the public service. I approve of the alternative suggestion that Collectors of districts and officers of similar standing may be empowered to grant exemptions in special cases.

4. I agree that some of the existing tests are unnecessarily elaborate. I think it unnecessary to set a separate paper in the Stamp, Income-tax and Excise Manuals. It will suffice for all practical purposes to include the Acts embodied in these manuals in the list of the Revenue Acts and Regulations prescribed for the Revenue test and to leave the manuals to be dealt with, if necessary, in the second paper—on Revenue Acts and Regulations—Detailed Application (with books). I think it hardly necessary to prescribe the Special Funds Code and the Manuals of Village and Taluk Accounts as a special subject for the Revenue test. These books can always be referred to by Revenue officers as necessity arises. It is only a working knowledge of them that is necessary and such knowledge can best be acquired by practical experience of the work. Medical Jurisprudence might be omitted from the subjects prescribed for the Criminal Judicial test.

The Précis-writing test may be dispensed with in the case of executive officers and the Account test in the case of those officers whose duties do not require an acquaintance with accounts work. The Criminal Judicial test, Higher Grade, may be altogether dispensed with in the case of Accountants in the Presidency Magistrates' Courts, whose work does not require any knowledge of Criminal Law. The Translation test may likewise be dispensed with in the case of the Chief clerks of these Courts in view of the existence of two duly qualified interpreters in each Court.

5. There is no objection to Hindustani being recognised as one of the languages in which candidates may appear for the compulsory Vernacular test. It must be noted, however, that this language not being the vernacular of any district, it is only a colloquial knowledge of it that will be found really useful in some districts. In this connection, I would suggest that a colloquial test in Hindustani may be prescribed for the posts of Interpreters in the Presidency Magistrates' Courts.

(2)

Letter—from the Fourth Presidency Magistrate, Madras.

To—the Chief Presidency Magistrate, Madras.

Dated—the 17th November 1916.

With reference to your Endorsement of the 10th instant on the Government Order about the Special test examinations, I think it best to confine my remarks to such points only as concern the courts of the Presidency Magistrates.

2. Regarding *general qualifications*—I think that it is very necessary that completed secondary school-leaving certificates should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem as suggested by Government in the concluding sentence of paragraph 1 of the Government Order. The great objection to the existing rule which permits the appointment of unpassed men to posts on Rs. 20 is that these men are absolutely debarred from any promotion during the whole of their service which in an average will be about 30 years. It is not conducive to the efficiency of Government service to have such hopeless men in any office.

3. But, it is not enough merely to prescribe the secondary school-leaving certificate. This certificate is delivered to every pupil who had undergone the prescribed course in the Upper Secondary classes. No minimum is prescribed for any particular subject. The result is that numberless pupils hold S.S.L.C. which when scrutinised are only certificates of inefficiency. This drawback is to a certain extent kept in check by the rule in section 1 (2) of the Public Service notification (see page 59 of the Abstract of Rules, etc.) which requires that the certificate should show that the candidate possesses "sufficient knowledge in the ordinary subjects and in two optional subjects." What is "sufficient knowledge" is left to the determination of the heads of offices and unless these are careful enough to scrutinise the marks shown in the certificate, the road is open for the appointment of inefficient in the higher grades of the public service.

4. I have no remarks to offer to paragraph 2 of the reference as it concerns the powers of Revenue Divisional Officers.

5. In paragraph 3 the Government asks for opinion regarding the suggestion that any Government servant possessing the minimum general educational qualification *ipso facto* be entitled to appear for all the special test examinations. I submit that this proposal should be approved. I do not think the service will be any the worse off by the abolition of the rules limiting appearance to certain examinations only to those of higher general educational qualifications. If the standard of any Special test examination is sufficiently high, it will be hopeless for candidates of poor general educational qualifications to attempt to pass them and even if they do pass by dint of cramming, there is absolutely no obligation on the part of the heads of departments to give them any promotion. An examination of any Revenue establishment will show that in every district a large number of clerks have passed all the tests prescribed for Deputy Collector's appointment who nevertheless have no prospect of being appointed even as Sub-Magistrates.

6. As regards the Special tests affecting this office, the following are prescribed:—

Chief Clerk.—Précis-writing, Criminal Judicial test, Higher Grade, Translation test,

Lower Grade and Account test.

Accountants.—Account test, Criminal Judicial test, Higher.

Interpreters.—Translation test, Higher Grade in Tamil or Telugu and Lower in the other

language. These qualifications are not unreasonable and I think they may be retained as the minimum necessary for these posts. If possible, Chief clerk might also be qualified in the Revenue test so as to be eligible for appointment as Sub-Magistrate. As matters now stand a Chief clerk may block promotion in this office to the discouragement of those below him who may be qualified. It is also a disadvantage to the office in not being able to have a change in the office management from time to time. The only test that may be abolished is Précis. I see from the table given on page 86 of the abstract rules to Public Service Examinations in this Presidency that Précis-writing is not required for the Registrars and clerks of the Secretariat and Board's offices, who, of all Government servants, have probably most to do with Précis-writing nor is the test required for Huzur Sheristadar and English Head Clerk in the Collectors' offices. The Chief clerk of this office has hardly anything to do with précis-writing. The test may therefore be abolished in the case. As regards the Interpreters of this office, it is indispensable they should know Tamil and Telugu: Hindustani is no doubt desirable but not indispensable.

I do not think I have any other useful remark to make at present.

XX

From—T. FISHER, Esq., I.S.O., Superintendent, Government Press.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 23rd November 1916.
No.—6619.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, the Superintendent, Government Press, submits that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum general educational qualification in the case of clerical posts on Rs. 20 per mensem.

2. There appears to be no objection so far as the Government Press is concerned for restricting Government servants possessing the minimum qualification from appearing for special tests.

3. The only special test required compulsorily for this office is the Account test for the post of the Accountant and it is desirable.

XXI

Letter—from R. A. GRAHAM, Esq., I.C.S., Resident in Travancore and Cochin.
To—the Secretary to Government, Home (Education) Department.
Dated—Trivandrum, the 18th November 1916.
No.—R.O.C. 2120.

With reference to G.O. No. 969, dated the 13th September 1916, I have the honour to inform you that I consider that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification for posts on Rs. 20 per mensem. As regards Special Test Examinations Collectors and similar officers may well be given power to give exemptions in the case of men with minimum general educational qualifications whom they consider deserving of the concession. I have no other suggestions to make except that I doubt the advisability of including Hindustani among the languages in which candidates may appear for the compulsory vernacular tests.

XXII

Letter—from P. L. MOORE, Esq., C.I.E., I.C.S., Inspector-General of Police.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 27th November 1916.
No.—D. 1100.

In reply to G.O. No. 969, Home (Education), dated the 13th September 1916, inviting the views of the Board of Revenue and other heads of departments on certain proposals for the amendment of the rules embodied in the Public Service and Special Tests Notifications, I have the honour to state as follows:—

Paragraph 1 of the Government Order.—Holders of the secondary school-leaving certificate are so numerous now that the possession of a completed certificate may well be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem, except in the Ceded districts where it has always been difficult to get qualified candidates.

With reference to article 2 of the Public Service Notification I do not consider that there is any necessity to exclude the appointments of typists from the operation of article 1 of the notification any longer, though appointments in the Agency tracts of Ganjam, Vizagapatam and Gōdāvari districts and the other appointments noted under head "Police" in column B of the table under article 2 should continue to be excluded, as at present.

Paragraph 2 of the Government Order.—The powers of exemption from the general educational qualification vested in the Inspector-General and the Deputy Inspector-General may be continued. The abuse of the concession, such as is referred to in paragraph 2 of the Government Order, is not likely to arise.

Paragraph 3 of the Government Order.—I consider that the Criminal Judicial Test, Higher and Lower grades, may be thrown open to holders of the secondary school-leaving certificate who will form the bulk of the subordinate executive (Inspector and Sub-Inspector) and the clerical establishments.

Paragraph 4 of the Government Order.—None of the special tests prescribed for the various appointments in the Police are too elaborate nor would I curtail the number of appointments in the executive or clerical branch of the service for which these tests are prescribed.

Paragraph 5 of the Government Order.—I am against the suggestion to recognise Hindustani as one of the vernacular languages for the compulsory test.

Paragraph 6 of the Government Order.—No remarks.

XXIII

Letter—from Commander C. W. SHEARME, R.I.M., Presidency Port Officer.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 30th November 1916.
No.—1273/296-G.

With reference to G.O. No. 969, Home (Education), dated the 13th September last, I have the honour to reply as follows.

2. I fully endorse the proposal contained in paragraph 1 of the Government Order that the possession of a completed secondary school-leaving certificate might now be prescribed as the minimum educational qualification in the case of appointments on Rs. 20 per mensem as this will tend to further improve the efficiency of the service and it is observed that there is at present an abundant supply of passed candidates to fill such situations. But I presume that any such rule will operate only in the case of future entrants and will not in any way affect the promotion of men already in service at the time of its introduction.

3. As regards paragraph 3, I concur in the suggestion that the rules in question may be relaxed but only with certain reservations. In my opinion the indiscriminate throwing open of the special tests examinations to all persons having the minimum educational qualification would be a retrograde step and I accordingly consider that it would be better to empower heads of departments and Collectors of districts to grant at their discretion permission to appear only in particular cases. Passes in special tests are exacted only in the case of certain appointments in the higher grades of the service and the expediency of admitting to those tests only such men as show capacity and proficiency and are considered by heads of departments to be eligible for further advancement is apparent. Further it seems desirable to restrict the number of examinees to manageable proportions and to exclude therefrom persons altogether unqualified to attempt the tests.

4. With regard to paragraph 4, I may state that only one special test (viz., the Account Test) is prescribed for appointments in this department and I do not consider that the number of appointments for which it is prescribed is susceptible of any curtailment.

5. I have no remarks to offer in regard to the other proposals contained in the Government Order.

XXIV

Letter—from Sir FREDERICK NICHOLSON, K.C.I.E., Honorary Director of Fisheries.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 7th December 1916.
No.—Dis. 555.

I have the honour to submit remarks on G.O. No. 969, dated the 13th September regarding admission to the service of Government and to special tests examinations.

2. Regarding admission to Government service I am strongly of opinion, after many years in the service and for the last 11 years outside of the regular service, that no person should be admitted to Government superior service without having obtained at least the qualification denoted by the secondary school-leaving certificate. These certificates are obtained readily and in large numbers, and it is now easy to obtain men of that qualification. Moreover, unless in exceptional cases, unpassed men are not a success; they have little breadth and still less depth of knowledge and their mental instrument is undeveloped; hence constant mistakes and shortcomings. Speaking generally it is obvious that the unpassed man is less fit than the passed man, and a great deal of our work depends on the lower grades of public servants. Moreover, if unpassed men are admitted, there is a constant struggle on their part to get admitted to higher posts by frequent exemptions and thus occupy posts to the detriment of educated men, or to obtain admission to special test examinations for which they are—in general—mentally unfitted, and thereby to posts for which—in general—they are unsuitable. I admit the exceptions and deal with them presently. Of course, in all cases, the power to admit any one to any post rests with Government, since there may be many reasons for exceptional treatment.

3. Holding this view I consider that the powers of exemption granted to district officers and other heads of departments to admit unpassed men to short appointments, should be cancelled. It is true that such exemptions extend only to acting appointments and low-paid posts, but the real result of such powers of exemption is suggested

in Board's Standing Order No. 1287 (ii) (edition of 1900) in which officers are bidden to remember that acting appointments must be made with as much care as permanent ones, since acting men, even if unpassed, naturally expect to have first claim on the vacancy if it becomes permanent, or on others of similar grade. Every district officer knows the result, and it is aggravated by the fact that one officer, perhaps inconsiderately or kind-heartedly, makes the appointment, but it is his successors who suffer for it. Moreover, it is not fair on men who have gone to the expense of the higher education that men who have not undergone their training should step in before them. I would say in fact, that if, in these days, exemption is considered necessary by officers in ordinary districts, then either the existing educational qualification is a faulty one or the methods of recruitment are faulty. Hence, except in really backward tracts I would entirely cancel the powers of exemption granted to district officers and heads of departments.

4. The next point is whether officers in Government service, even of minimum educational qualification, may be admitted more freely to the Special Test examinations. I consider that note (7) to article 4 of appendix II regarding Special Test examinations sufficiently opens the door to Government servants who have not obtained the general educational qualifications required by notes (1) and (2) to the same article. By the provisions of note (7) the Board can grant exemption so as to enable any candidate of whatever educational qualification to enter for any of the special tests; this exemption will presumably be based on the recommendations of district officers who, either personally or through their officers, know all the men in their districts who, though of moderate scholastic attainments, are men of capacity and character and deserve promotion to posts from which they may be barred by want of academic qualifications. Such exemptions should be sparingly permitted, and should depend more on character and on unusual capacity for and devotion to business than anything else. I am not well acquainted with the facts of the last twenty years but should imagine that in these days there are not many such persons eligible by character but not by general education for the better class of posts, and the number must gradually decrease as education spreads.

5. Indeed I would almost be inclined to restrict the passing of special tests wholesale by men in the service. Probably there is now, as there was when I was a Collector, a perfect mania to pass all sorts of tests irrespective of the post held or post likely to be obtained; I can recollect the many hopeless "duffers" (the word expresses the facts) who had somehow scraped through the "Tahsildar's test" by long grinding at their books but who were utterly devoid of capacity as "men of affairs" and hopelessly too numerous for the posts available; men passed *qualifying* tests and considered it a grievance if not appointed accordingly. The rush for test examinations was, and probably is, baneful to the work of the junior staff whose interest on entering the service is to qualify for promotion by passing examinations rather than by zeal and devotion to their immediate duties; they know quite well that the district officers will be changed long before they can come to the front, and their interest therefore is to get the abiding qualification of a special test rather than earn a merely possible good character from a temporary officer. If a man honestly does eight hours work in an office or outdoor post he cannot give much brain power to passing examinations; consequently, since he *fully* intends to pass the examinations at the earliest date, the Government work is apt to suffer. Moreover passes in all sorts of tests are sought so as to be ready for any vacancy in any branch especially in the more coveted "Revenue" Department. Hence waste of time and energy, and absence of interest in immediate duties. It would be interesting to register the number of Government servants who go up annually for special tests. I admit that I am drawing on comparatively ancient experience coupled with some small recent facts.

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No. 1021, HOME (EDUCATION), 6TH AUGUST 1917.

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6. Referring to paragraph 6 of the Government order, I consider that in selecting young men for the service great weight should be given to their having already passed special tests; this fact will minimise their subsequent devotion to examinations, and will indicate not only their possible intellectual ability but the direction in which their ambitions or qualifications run. Moreover, to any candidate, even of the minimum general educational standard, who had passed one or more special tests before entering the service, I would grant the *right* without special exemption, to appear for any remaining test examinations in the same (higher or lower) grade; this would not only stimulate the passing of tests before appointment but would minimise the necessity for frequent exemptions. It would, in this case, be necessary to open the Special Tests examination to all persons—whether in or out of the service eligible by general educational qualifications for Government service.

7. I also consider that more use might be made of the "probation" system of appointment. Scores of men are admitted to service who form the State's "bad bargains," not wilfully, but because though qualified by examinations they are not what are called "men of affairs;" without the business instinct, capacity, or even interest in the work. One or two years' probation as a preliminary to confirmation would weed out many of these before their appointment becomes practically irrevocable. I have had personal experience of this in the case of men who by examination, certificates, and recommendations appeared, *prima facie*, highly suitable; of late years I have declined to appoint any one except on probation.

8. The writing of reports, the stating of cases by junior to superior officers in a clear manner without the introduction of irrelevancies and the omission of essentials, the immense modern use of "office notes," etc., demand a thorough knowledge of *précis* writing from every Government servant; it is an art in itself, is essential in all Government offices, and should be made universally compulsory except perhaps for accountants.

XXV

Letter—from Shifa-ul-mulk T. ZAIN-UL-ABIDIN SAHIB Bahadur, Sheriff of Madras.

To—the Secretary to Government, Home (Education) Department.

Dated—the 12th December 1916.

No.—D. 200.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that in my opinion the possession of a completed secondary school-leaving certificate might be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem.

At the same time I think it is not desirable to abolish the rule vesting powers of exemptions in Divisional officers. There are young men in the country who are not able to complete their school course, but who, when placed in charge of a definite work, acquit themselves creditably in it—more creditably sometimes than holders of school-leaving certificates. I would suggest therefore that such men should, in the first instance, be appointed on probation and when they have proved themselves efficient, should be placed on an equal footing with employees holding school-leaving certificates. Once a man is appointed, whether he holds a school-leaving certificate or not, no obstacles should be placed in the way of his appearing for the various examinations under the Special Tests notification. Experience in office work is the real preparation for these examinations and this experience should be regarded as furnishing a qualification superior to the passing of University examinations. I think also that it is not desirable to demand qualification in special tests which have no bearing on or use in the work of the department to which the employee belongs. I am very glad that the suggestion has been made that Hindustani should be regarded as one of the languages in which candidates may appear for the compulsory vernacular tests. I trust the suggestion will be accepted by the Government.

C. Damm

XXVI

Letter—from G. A. D. STUART, Esq., I.C.S., Director of Agriculture, Madras.
To—the Secretary to Government, Home (Education) Department.

Dated—the 14th December 1916.

No.—R. Dis. 562.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, to the Board of Revenue in the Settlement Department, I have the honour to report that I am quite in agreement with the proposal made in paragraph 1 thereof that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem, but so far as this department is concerned the following exemptions are in force and should continue :—

(1) Candidates possessing either the certificates of proficiency in practical agriculture or the diploma of the College of Agriculture for appointment to the subordinate posts in the Agricultural Department (vide page 60 of the abstract rules relating to Public Service examinations).

(2) Farm clerks attached to the agricultural stations in the Northern division (now I, II and III circles) (vide page 59 of the abstract rules) and artists in the Scientific sections at the Agricultural College, Coimbatore (vide G.O. No. 1042, Educational, dated 22nd September 1915).

2. In this connection I presume that the qualifications for the posts of mechanics, boring maistries and drivers prescribed in paragraph 25 of the abstract rules will continue to hold good and that my present powers of exemption referred to in rule 4 (5) of the Public Service notification are not affected by the proposal made in paragraph 2 of the Government Order.

3. With regard to paragraph 3 of the Government Order quoted above, I consider that any Government servant possessing the minimum general qualifications should be allowed to appear for any test without restriction.

4. Referring to paragraph 4 of the Government Order, I would point out that so far as this department is concerned no test has been prescribed for ministerial posts though in practice men who have passed the Account test are given preference to others for posts which require a knowledge of accounts. In regard however to the executive staff I would invite reference to paragraph 36 of Mr. Chadwick's proposals for the reorganisation of the department, contained in G.O. No. 1645, Revenue, dated 6th June 1916. In pursuance thereof I would suggest that after item 22 under "C. Revenue Department" in rule 3 of the Public Service notification (page 64 of the abstract rules) the following may be entered as items 23 and 24:—

(23) Sub-Assistants	} Certificate of proficiency in practical agri-
(24) Assistant Managers and Assistant Demonstrators	

No other test is necessary for this department.

5. *Paragraph 5 of the Government Order.*—So far as this department is concerned I do not consider it necessary that Hindustani should be included as one of the languages for the compulsory vernacular test as most of the Hindustani-speaking ryots know the vernaculars of the tract.

6. I have no other remarks to offer.

XXVII

Letter—from J. C. ADAM, Esq., Bar-at-Law, Crown Prosecutor, Madras.
To—the Secretary to Government, Home (Judicial) Department.

To—the Secretary to Government, Home (Judicial) Department.

Dated—the 17th January 1917.

No.—Ref. on 288 of 1916.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state as follows:—

(1) I agree with the suggestions made in paragraphs 1, 3, 4 and 5.

(2) I have no remarks to offer with regard to paragraph 2.

(3) With reference to paragraph 6 of the order, I would suggest that type-writing clerks be not exempted from the necessity for possessing the secondary school-leaving certificate. In my opinion the Government Technical examination in Type-writing which appears to be a test of purely mechanical work is insufficient. Unless a typist has a fair acquaintance with English for instance he usually makes a hopeless muddle of a badly-written manuscript.

I have no other remarks to offer.

XXVIII

Letter—from the Hon'ble Sir FRANCIS J. E. SPRING, K.C.I.E., M.I.C.E., Chairman, Madras Port Trust.

To—the Secretary to Government, Home (Education) Department.

Dated—the 17th January 1917.

No.—G. 1935.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that I have no remarks to offer as the Port Trust is not interested in the Special Tests examinations of Government.

2. We always fill in, whenever possible, the vacancies occurring in our in-door clerkships with men of general educational qualification with the Matriculation or the completed school-leaving certificate as the minimum.

XXIX

Letter—from the Hon'ble Mr. L. E. BUCKLEY, I.C.S., Inam Commissioner.

To—the Secretary to Government, Home (Education) Department.

Dated—the 15th January 1917.

No.—Dis. 41.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to report that I accept the proposal contained in paragraph 1 that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem and I also strongly recommend the proposal contained in paragraph 3.

As regards the proposals contained in the remaining paragraphs, I have not expressed any opinion since they fall within the province of the Board of Revenue and as Inam Commissioner I am not concerned with them.

XXX

Letter—from A. H. DEANE, Esq., His Britannic Majesty's Consul, Pondicherry and Karikal.

To—the Secretary to Government, Home (Education) Department.

Dated—Pondicherry, the 18th January 1917.

No.—32.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to submit that in my opinion the secondary school-leaving certificate might be prescribed as the minimum educational qualification in the case of posts on Rs. 20 per mensem, and that the powers of exemption vested in Revenue Divisional officers might be restricted if not abolished.

2. I am also in favour of the suggestion that any Government servant possessing the above certificate should be entitled to appear for the various examinations required under the Special Tests notifications.

3. So far as this office is concerned, the Précis-writing test is no longer compulsory, and I do not consider that it is necessary, but the Account test prescribed in O. Miscellaneous (5) of table in Public Service notification for clerks in the office of His Britannic Majesty's Consul, Pondicherry and Karikal, should be retained.

4. In my opinion Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

Handwritten signature

XXXI

Letter—from W. J. PRENDERGAST, Esq., B.LITT (OXON.), Acting Persian and Hindustani Translator to Government.

To—the Secretary to Government, Home (Education) Department.

Dated—Royapettah, the 19th January 1917.

No.—6.

In reply to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that I have no remarks to offer except with reference to paragraph 5, and in regard to this I recommend the adoption of the suggestion that Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

XXXII

Letter—from M. AZIZ-UD-DIN SAHIB Bahadur, Khan Bahadur, C.I.E., I.S.O., Special Agent of South Arcot.

To—the Secretary to Government, Home (Education) Department.

Dated—Cuddalore, the 20th January 1917.

No.—D. Dis. 115-Cor.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, inviting opinion on certain proposals for the amendment of the rules embodied in the Public Service and Special Test notifications, I have the honour to submit herewith a copy of my report as Collector to the Board on the same subject.

ENCLOSURE

Letter—from M. AZIZ-UD-DIN SAHIB Bahadur, Khan Bahadur, C.I.E., I.S.O., Collector of South Arcot.

To—the Secretary to the Commissioners of Land Revenue.

Dated—the 31st December 1916.

No.—R.O.C. 1391-B & G.

With reference to Board's No. 2120-Gt./16-1, I have the honour to enclose herein a statement showing the number of posts on Rs. 20 in this district and the number held by unpassed men, whether acting or permanent, and to submit the following remarks on the several points referred to in G.O. No. 969, Home (Education), dated 13th September 1916:—

1. Whether the possession of a completed secondary school-leaving certificate might now be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem?

My answer to this question is in the affirmative. I consider it undesirable to recruit unpassed men without any prospect of promotion in the clerical grades of the revenue offices. They neither go up nor go down but soon become corrupt chiefly on account of the growing burden of their families.

2. Whether the powers of exemption at present vested in Revenue Divisional officers should not be abolished or restricted?

I think the powers of exemption vested in Revenue Divisional officers should be abolished. They should be vested in Collectors.

3. Whether all Government servants possessing the minimum educational qualifications now proposed may be allowed to appear for all Special tests?

Government servants possessing the minimum educational qualification, viz., completed secondary school-leaving certificate, may be permitted to appear, for the tests to which they are now eligible to appear viz., Revenue and Translation tests, Lower Grade and the Account test. For other Special tests, the restrictions now in vogue should continue. Collectors should, however, be empowered to grant exemptions in their own districts in cases where they consider them justified.

4. Whether the number of appointments for which certain Special tests are prescribed might safely be curtailed and some of the tests made less elaborate?

I consider it unnecessary either to curtail the number of appointments for which the Special tests are prescribed or to make the tests less elaborate. Generally speaking, the appointments for which the Special tests have been prescribed are such as to require a knowledge of the tests. These tests are not very elaborate and may remain as they are.

W.L.

5. Whether Hindustani should be recognised Under existing orders, candidates for as one of the languages in which candidates Deputy Collectors' posts are required to pass may appear for the compulsory vernacular the compulsory vernacular tests in any two of tests for Deputy Collectors? the languages mentioned below :—

Tamil, Telugu, Malayalam, etc. As none of these vernaculars is the mother tongue of the Mussalmans, they, naturally, find it very difficult to pass the compulsory vernacular tests in two of them. As the passing of the tests is a condition antecedent to appointment as Deputy Collectors, Mussalmans are placed at a considerable disadvantage as compared with the Hindus whose mother tongue is necessarily one of these vernaculars. Apart from this, Hindustani is a very widely spoken language and even in villages one meets frequently even Hindus conversant with the language. In some districts such as Kurnool and Cuddapah the Mussalman population is appreciably large. For these reasons Hindustani deserves to be recognised as one of the languages for the compulsory vernacular tests for Deputy Collectors.

	Number of posts on Rs. 20 as per sanctioned scale.	Number held by unpassed men permanently.	Number held by unpassed men acting.
1. Collector's office ...	28	3	...
2. District Forest office ...	1	...	...
3. Tindivanam division ...	24	6	5
4. Chidambaram division ...	24	6*	9
5. Tirukkōyilur division ...	18	3	3
6. Cuddalore division ...	14	2	1
7. Land Record Tahsildar's office ...	1	...	...
Total ...	110	20	18

* Of these two unpassed men on Rs. 20 are acting for Rs. 25.

XXXIII

Letter—from M. Young, Esq., I.O.S., Superintendent of Stamps and Stationery.

To—the Secretary to Government, Home (Education) Department.

Dated—the 20th January 1917.

No.—R. Dis. 23.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, and the reminder thereon, dated 15th January 1917, I have the honour to enclose a copy of my letter D. Dis. No. 523, dated 17th November 1916, submitted to the Secretary, Board of Revenue, Separate Revenue, Madras, in reply to Board's Memorandum E. & R. No. 306, dated 24th October 1916.

ENCLOSURE

Letter—from M. Young, Esq., I.O.S., Superintendent of Stamps and Stationery.

To—the Secretary to the Board of Revenue (Separate Revenue).

Dated—the 17th November 1916.

No.—D. Dis. 523.

With reference to Board's reference on G.T.R. No. 306, Salt, dated the 24th ultimo, calling for remarks on certain proposals for the amendment of the rules embodied in the Public Service and Special Test notifications, made in G.O. No. 969, Home (Education), dated the 13th September last, I have the honour to report as follows :—

(1) The proposal to make the secondary school-leaving certificate the minimum general educational qualification required for entering Government service appears to me to be sound in principle. An unpassed man in an office is usually more troublesome than he is worth, as he has nothing to look forward to, and, thus, tends to grow discontented and slack. In this connection, I might point out that in the case of European and Anglo-Indian boys, the standard of the High School examination, which is their minimum general educational qualification, is far higher than that of the secondary school-leaving certificate and they, therefore, labour under a grave disability at present in entering Government service. Their case appears to deserve consideration.

(2) As for paragraph 2 of the Government Order, I would prefer to abolish the power of exemption altogether except in the Agency tracts of the Presidency, in the Wynad and in other out-of-the-way places such as the Gudalur taluk of the Nilgiris district, where it is generally impossible to get other than unqualified men.

(3) Of the two alternatives proposed in paragraph 3 of the Government Order, I consider that it would not be expedient to lower the standard of general educational qualifications prescribed at present for the several tests. If all bars were removed and if the minimum educational qualification entitled a Government servant to appear for all the higher tests, it would raise false

hopes unnecessarily. Many secondary school-leaving certificate men would then spend a great part of their time in studying for examination required for gazetted appointments for which they are unfitted. If, by dint of hard cramming, they were successful in these examinations, they would naturally grow discontented when refused posts for which they are technically qualified. I think the better plan would be to allow exemptions more freely than hitherto.

(4) As for paragraph 4, there seems little doubt that the examinations are unnecessarily elaborate. The present system directly favours the student—so common in this country—who can glibly reproduce law and code verbatim but who fails in the simplest application of the law to an actual case in point. After all, an official is not expected to work without books and I would suggest that greater importance should be assigned to the paper "with books" which might be made longer than the paper "without books" and allotted twice the marks of the latter paper.

(5) I do not think that Hindustani is spoken to such an extent that it can be taken in lieu of a second compulsory vernacular. An officer knowing Tamil and Hindustani, or Malayalam and Hindustani only, would be of little use outside a limited area. But I think it would be advisable to encourage the study of Hindustani by placing it among the "Reward Examinations" and treating it for that purpose as Uriya is now treated.

XXXIV

Letter—from C. M. SCHMIDT, Esq., Inspector-General of Registration.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 23rd January 1917.
No.—16/Est.

I have the honour to reply to G.O. No. 969, Home (Education), dated the 13th September 1916, regarding the amendment of the rules embodied in the Public Service and Special Test notifications.

2. The prescription of the possession of a completed secondary school-leaving certificate as the minimum general educational qualification in the case of posts on Rs. 20.—So far as this department is concerned the service is divided into two main classes, viz., registering officers and clerks.

The former is recruited chiefly from graduates, but undergraduates of the backward communities and undergraduate clerks of approved service are promoted occasionally. Persons who do not possess the minimum educational qualifications prescribed by article 1 of the Public Service notification are not selected except in those very rare cases in which exemptions from the examination rules are granted by the Government on account of birth and antecedents.

As regards the clerical establishments the low starting pay that has obtained hitherto necessitated the recruitment of a fairly large proportion of unpassed men although for appointments above Rs. 20 the rule requiring passed candidates has been enforced as far as practicable, exemptions being granted to unpassed clerks of approved service and character. The minimum pay has now been raised to Rs. 20 [G.Os. No. 1479, Judicial, dated 8th June 1916 and No. 2157, Home (Judicial), dated the 1st September 1916], and when the scheme of re-organisation of this establishment sanctioned by G.O. No. 2032, Judicial, dated the 27th August 1915, is introduced in its entirety the prospects of this branch will be much improved and there should be no great difficulty in obtaining men with the minimum educational qualification of the possession of a completed secondary school-leaving certificate. Since the prescription of that certificate for posts carrying pay in excess of Rs. 20 it has been the practice in this department to treat as "passed" candidates for the purpose of article 1 of the Public Service notification only those who have obtained an average of 30 per cent of the marks in each group in the combined results of the public and school examinations and I am of the opinion that some such restriction will always be necessary in order to prevent men with low qualifications rising above a certain grade. The pay to and above which this limit should apply would vary in different departments and might be left to be fixed by its head. In this department I would place it at Rs. 25.

The case of unpassed men who have hitherto been recruited for this department was represented in my letter No. 456/A-Est. of the 10th June 1916 and in their

order No. 836, Home (Education), dated the 2nd August 1916 therein, the Government were pleased to empower me to sanction the permanent exemption from the provision of article 1 of the Public Service notification of unpassed candidates for employment in posts the sanctioned pay of which does not exceed Rs. 25 per mensem, subject to the condition that in respect of *future entrants* bona fide efforts would always be made to obtain the services of passed candidates. In the notification amending the Public Service notification consequent on that order [G.O. No. 928, Home (Education), dated 31st August 1916], this condition has not, however, been restricted to future entrants, and I take advantage of this opportunity to draw attention to this fact. The obtaining of a passed candidate for a post on Rs. 25 has not been beset with difficulties in the past and is unlikely to be so in the future, so that if the condition in question is to be observed rigidly no benefit can accrue to the existing unpassed men on the staff considered fit for promotion owing to long and approved service.

Subject to these remarks I am in general agreement with the proposal to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification in the case of post on Rs. 20 per mensem.

3. *Paragraph 2 of the order.*—No powers of exemption are enjoyed by officers in the department subordinate to myself.

4. *Paragraph 3 of the order.*—The undermentioned are the compulsory Special tests prescribed for the officers of this department:—

District Registrars	...	...	...	(i) Civil Judicial test without Civil Rules of Practice and Insolvency Act.
				(ii) Account test.
Sub-Registrars for promotion to VI grade...				Criminal Judicial test (lower).
Manager and Accountants on Rs. 50 and upwards in my office.				Account test.

Whilst persons with the minimum educational qualifications can appear for (i) and (ii), admission to the Criminal Judicial test is restricted [note (2) under article 4 of the Special Test Examination notification], but Sub-Registrars as a class are exempt from this latter restriction. (Paragraph 4 of G.O. No. 173, Judicial, dated 27th January 1911.)

I do not think that there can be any doubt that the present rules restricting the right to appear for the various Special tests operate harshly in the case of subordinates of approved character and capacity and I consider that, of the alternatives suggested, Collectors and officers of similar standing might be empowered to grant exemptions in cases where they consider them to be justified. The restriction in question has in this department necessitated the institution of a special Account test, since there is a number of clerks who do not possess the minimum educational qualifications and are thus debarred from appearing for the Account test while the nature of the work required of the senior hands in a District Registrar's office is such as to demand a close acquaintance with the Account Code. Were heads of departments empowered as suggested this separate examination would no longer be necessary.

5. *Paragraph 4 of the order.*—No changes appear to be necessary in the Special tests prescribed for Registrars and Sub-Registrars except in so far as I have indicated in my reply to this reference as Registrar of Joint Stock Companies.

As regards my own office I would prefer the Account test to be prescribed for all posts on Rs. 60 and above instead of a differentiation being made between accountants and clerks. In a numerically limited establishment it is not easy to carry such a differentiation into actual practice.

6. *Paragraph 5 of the order.*—The compulsory vernacular test is not prescribed for this department. The vernacular tests are carried out departmentally and this arrangement may, I submit, be continued.

Many secondary school-leaving certificates men would then spend a great part of their time in studying for examination papers for which they are not qualified. It is difficult to say whether or not this is a desirable state of affairs. I think the better plan would be to allow examinations more freely than hitherto. (4) As for paragraph 4, there seems little doubt that the examinations are unnecessarily elaborate. The present system of examinations is too common in this country—where can highly qualified law and order be obtained but who fails in the simplest application of the law to an actual case in point. After all, an official is not expected to work without books and I would suggest that greater importance should be assigned to the paper "with books" which might be made longer than the paper "without books" and allotted twice the marks of the latter paper. (5) I do not think that Hindustani is spoken to such an extent that it can be taken in place of a second compulsory examination. An officer knowing Tamil and Hindustani, or Malayalam and Hindustani, would be of little use outside a limited area. But I think it would be wise to encourage the study of Hindustani by placing it among the "with books" examinations and testing it for that purpose as Urdu is now tested.

XXXXIV

Letter from O. M. Bennett, Esq., Joint Registrar of Companies, to the Secretary to Government, Home (Education) Department, dated 23rd January 1917.

I have the honor to reply to G.O. No. 928, Home (Education), dated the 31st August 1916, regarding the amendment of the rules embodied in the Public Service and Special Test notifications.

3. The possession of a completed secondary school-leaving certificate as the minimum general educational qualification in the case of posts on Rs. 20—So far as this department is concerned the service is divided into two main classes, viz., registering officers and clerks.

The former is recruited chiefly from graduates, but undergraduates of the book-keeping, commercial and administrative studies of approved service are promoted occasionally. Persons who do not possess the minimum educational qualifications prescribed by article 1 of the Public Service notification are not selected except in those very rare cases in which exemptions from the examination rules are granted by the Government on account of birth and antecedents.

As regards the clerical establishment, the low starting pay that has obtained hitherto necessitated the recruitment of a fairly large proportion of unpassed men although for appointments above Rs. 30 the unpassing passed candidates have been enforced as far as practicable, exemptions being granted to unpassed clerks of approved service and character. The minimum pay has now been raised to Rs. 30 [G.O. No. 1170, Judicial, dated 21st June 1916 and No. 2157, Home (Education), dated the 1st September 1916], and when the scheme of reorganization of this establishment sanctioned by G.O. No. 2032, Judicial, dated the 27th August 1916, is introduced in its entirety the prospects of this branch will be much improved and there should be no great difficulty in obtaining men with the minimum educational qualification of the possession of a completed secondary school-leaving certificate. Since the prescription of that certificate for posts carrying pay in excess of Rs. 20 it has been the practice in this department to treat as "passed" candidates for the purpose of article 1 of the Public Service notification only those who have obtained an average of 80 per cent of the marks in each group in the combined results of the public and school examinations and I am of the opinion that some such restriction will always be necessary in order to prevent men with low qualifications rising above a certain grade. The pay to and above which this limit should apply would vary in different departments and might be left to be fixed by its local. In this department I would place it at Rs. 20.

The case of unpassed men who have hitherto been recruited for this department was represented in my letter No. 456A-Reg. of the 10th June 1916 and in their

7. I would suggest that the purpose of most of these Special tests would be served equally well by candidates being permitted to answer the question papers with the help of books. The mere recital of paragraphs and rulings in the codes, e.g., the Account Code, is of minor importance when compared with the facility with which a subordinate can turn to a ruling and apply it. Moreover, these rules are constantly changing and it is the ability to utilize reference works that is required and not a parrot-like knowledge of their contents.

XXXV

Letter—from C. M. SCHMIDT, Esq., Registrar of Joint Stock Companies.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 23rd January 1917.
No.—7-Comp.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to refer to my letter No. 16-Est., dated the 23rd January 1917, in which in the capacity of Inspector-General of Registration I have offered remarks on the general points raised in connection with the amendment of the rules in the Public Service and Special Test notifications.

2. There is, however, one matter which affects the department in its administration of the company law. The Indian Companies Act, 1913, has imposed on District Registrars, who are ex-officio Assistant Registrars of Joint Stock Companies, several additional duties and they are now in a position of greater responsibility than was previously the case. The Assistant to the Registrar of Joint Stock Companies, who is graded as a District Registrar (G.O. No. 684, Judicial, dated 19th March 1914), is Registrar of Provident Insurance Societies and Life Assurance Companies [notifications Nos. 269 and 270, Judicial, dated 26th March 1914, page 465 of the Fort St. George Gazette, Part I, dated 31st March 1914]. With a view to secure the effective performance of these duties it is therefore desirable that District Registrars should be conversant with the provisions of the Acts which they are required to administer and I therefore propose that among the subjects included in the "Civil Judicial Test" should be "Companies Law" comprising a knowledge of—

- (1) The Indian Companies Act, 1913,
- (2) The Provident Insurance Societies Act, 1912,
- (3) The Indian Life Assurance Companies Act, 1912,
- (4) The Societies Registration Act, 1860; and
- (5) The rules under the foregoing Acts,

with a remark that this portion of the examination is necessary for promotion to the post of District Registrar.

XXXVI

Letter—from the Hon'ble Surgeon-General, W. B. BANNERMAN, C.S.I., K.H.P., M.D.,
D.Sc., I.M.S., Surgeon-General with the Government of Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 19th/22nd January 1917.
No.—100/78 D-II.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that I agree with the proposal made by Government that a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem. As an exception I recommend that the Anatomical attendant at the Medical College whose pay is Rs. 20 per mensem be exempted from the above ruling as his work is to prepare and preserve bodies for dissections. The appointment is not likely to be accepted by educated men.

No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

order No. 524, Home (Education), dated the 2nd August 1916 therein the Government were pleased to empower me to sanction the permanent exemption from the provision of Article 1 of the Public Service notification of unpassed candidates for employment in posts the minimum salary of which does not exceed Rs. 25 per mensem, subject to the condition that in respect of future vacancies born the efforts would always be made to obtain the services of passed candidates. In the notification amending the Public Service notification, dated 1st August 1916, this condition has not however been rescinded (Education), dated 1st August 1916, this condition has not however been rescinded to future vacancies, and the advantage of this opportunity to draw attention to this fact. The granting of a passed candidate's post on Rs. 20 has not been done with reference to the past and is limited to be so in the future, so that if the condition is to be observed rigidly, no benefit can accrue to the existing unpassed candidates on the staff concerned if for promotion owing to long and approved service.

Subject to these remarks I am in complete agreement with the proposal to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification in the case of posts on Rs. 20 per mensem. Paragraph 2 of the order—No power of exemption are enjoyed by officers in the department and is limited to myself.

1. Paragraph 2 of the order—The notification is the compulsory Special Test prescribed for the officers of the department:—

(i) Civil Judicial Test (including Civil Law, of Practice and Procedure, etc.)

(ii) Accountancy.

(iii) General Knowledge (History, Geography, etc.)

What persons with the minimum educational qualification can appear for (i) and (ii) is the Civil Judicial Test is restricted to (i) and (ii) under Article 1 of the Public Service notification, dated 1st August 1916, as a class exempted from the latter restriction. (Paragraph 1 of G.O. No. 173, Judicial, dated 27th January 1917.)

I do not think that there can be any doubt that the present rules restricting the right to appear for the Special Test operate fairly in the case of subordinates of approved character and capacity and I consider that of the alternative suggested, the most equitable and similar standing might be empowered to grant exemptions in cases where the candidate's fitness to be justified. The restriction in question has in this department been applied to the institution of a Special Account Test, since there is a number of clerks who do not possess the minimum educational qualifications and are thus debarred from appearing for the Account Test while the nature of the work required of the registrars and sub-registrars is such as to demand a close acquaintance with the Account Code. We have a number of registrars empowered as suggested this exemption examination would no longer be necessary.

2. Paragraph 3 of the order—No change appear to be necessary in the Special Test prescribed for Registrars and Sub-Registrars except in so far as I have indicated in my reply to this reference as Registrar of Joint Stock Companies.

As regards my own office I would prefer the Account Test to be prescribed for all posts on Rs. 20 and above instead of a differentiation being made between accountants and clerks. This undoubtedly limited establishment it is not easy to carry such a differentiation into actual practice.

3. Paragraph 5 of the order—The compulsory vernacular test is not prescribed for this department. The vernacular tests are carried out departmentally and this arrangement may I submit be continued.

XXXVII

Letter—from C. M. SCHMIDT, Esq., Registrar-General of Births, Deaths and Marriages.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 23rd January 1917.

No.—P. 4.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to submit that I have stated my views on the subject in my communications noted in the margin and I have nothing to add to them in respect of this department.

XXXVIII

Letter—from T. E. MOIR, Esq., I.O.S., Private Secretary to His Excellency the Governor.

To—the Secretary to Government, Home (Education) Department.

Dated—Guindy, the 23rd January 1917.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that the conditions of my office are special, shorthand-writing and type-writing being essential in addition to a Secondary School Leaving Certificate, and throw no light on the questions raised in the Government Order. I propose therefore to offer no remarks on the proposals now under consideration.

XXXIX

Letter—from A. NEWMARCH, Esq., Accountant-General, Madras.

To—the Secretary to Government, Home (Education) Department.

Dated—the 23rd/24th January 1917.

To—T. M. 23-19166.

With reference to your reminder, dated the 15th January 1917, asking me to submit an early reply to G.O. No. 969, Home (Education), dated the 13th September 1916, regarding the proposed amendment of the rules embodied in the Public Service and Special Test notifications, I would respectfully point out that, agreeably to the provisions of article 1661 of the Civil Account Code (Volume II), the qualifications necessary for clerks on first appointment in this office are fixed by me under standing orders issued from time to time by the Comptroller-General. I enclose herewith an extract of paragraphs 13 to 19 and 28 to 32* of my Office Manual of

* Omitting 31 A.

General Procedure, according to which appointments and promotions of clerks in this office are regulated.

2. It will be seen that the qualifications insisted on for first appointment in this office are generally those fixed by the Local Government for other offices in this Presidency, and I am quite prepared to accept any other educational tests which Government may consider necessary for appointments in the Public Service generally.

ENCLOSURE

Appointments and promotions.

(i) Apprentices.

13. The clerical service is recruited ordinarily by the enlistment of apprentices selected by means of a competitive examination restricted to nominated candidates not less in number than three times the number of apprentices required. No one, whose age exceeds 22 years or who has not passed the Matriculation or the Upper Secondary examination or other corresponding examination of an Indian University, will be admitted to this examination. But special exemptions from this rule may be permitted under the orders of the Comptroller-General to suit local requirements.

14. The examination will be held from time to time as necessity arises, a month's previous notice being given by means of advertisements in such newspapers as are considered suitable for the purpose by the Accountant-General. The advertisements should state the number of candidates to be taken.

15. Candidates desirous of presenting themselves for the examination should apply by letter in their own handwriting, to the Accountant-General, forwarding at the same time the following documents:—

(a) Copies of University or other examination certificates.

Note (1).—As it is a cardinal feature of the scheme for the award of secondary school-leaving certificates to attach value to the character and result of boy's entire school career in preference to the bare record of his success at any single examination, no certificate which does not afford evidence of proper attention having been paid to the "B" subjects should be accepted. A scrutiny of these marks is necessary to ascertain whether a candidate for Government service possesses in the language of the Public Service Notification, "sufficient knowledge of the ordinary subjects."

G.O. 373, Educational, 28th April 1913.

(2) The secondary school-leaving certificate issued by the Mysore State should be considered equivalent to the secondary school-leaving certificate granted by the Madras Government.

G.O. 935, Educational, 11th October 1913, communicated with Financial Endorsement 7484-1, 17th November 1913 (Case Rec. 13-2 of 1913-14).

(b) Satisfactory evidence that he is not more than 22 years of age.

(c) A certificate of good moral character attested by two well-known and trustworthy persons.

The address of each candidate should be clearly given at the top of his application.

16. Candidates who may be selected for examination will be so informed, but those who are not selected will not be communicated with nor will any enquiries made by them be replied to.

17. The subjects for examination and the marks and time to be allotted to each are as follows:—

Subject.	Marks.	Time allowed.
(a) Dictation	100	1 hour.
(b) Arithmetic	250	3 hours.
(c) English language—		
Composition (Essay writing)	200	2 hours.
Handwriting (Essay writing)	50	

18. No one, who fails to obtain 50 per cent of the full marks in dictation, will be allowed to go up in the other subjects (the result of the examination will be announced four days after the date of the examination in that subject by a notice hung up in this office); and no one will be appointed as an apprentice unless he obtains 50 per cent of the number of marks in the aggregate in arithmetic and handwriting, and 40 per cent in other subjects.

19. As a rule, the candidates who have passed best will be appointed to fill the existing vacancies. The names of the remaining candidates who have passed will be registered in the order in which they stood at the examination and offered appointments as vacancies occur.

(ii) Clerical staff.

28. Subject to the exceptions mentioned in paragraph 29, appointments in the clerical staff will ordinarily be made in the last class from among the apprentices in order of seniority.

29. Every third vacancy may be filled up in one of the following ways:—First by the selection of a few typists not exceeding the number of typewriting machines used in the office; secondly by men of specially high educational attainments and likely to become useful Superintendents; and thirdly, by the appointment of Europeans, Eurasians, Muhammadans and others for whom a general competitive examination is not quite suitable. Direct appointments of this sort may be made in any class, and will be on probation for six months or one year as the Accountant-General may decide (Comptroller-General's letter No. 2280, dated 11th July 1905).

Note 1.—The typists will be selected by means of a competitive examination after suitable notice. The examination will consist of the type writing of a piece of manuscript containing a few typographical errors and omissions. Marks will be given for speed as well as for intelligence displayed in copying.

Note 2.—As the supervising staff of account offices is improved by an admixture of Europeans and Eurasians, heads of offices should make a fair proportion of direct recruitments from these classes—vide Comptroller-General's letter No. 2014-E/1000-11, dated the 11th November 1912.

(iii) Departmental examination for clerks.

30. All registered apprentices and persons appointed direct to the clerical service by nomination (except typists) will have to pass the departmental examination before they can be confirmed.

31. The examination will be under the immediate management of the senior gazetted officer under the Accountant-General and will be conducted annually in June in the following subjects:—

(1) Civil Service Regulations.

(2) Civil Account Code (Volumes I and II—one paper).

One hundred marks will be allotted to each paper which should be of a comparatively simple character and no candidate will be considered to have passed unless he has obtained 40 per cent of the marks in each subject. If a candidate passes in one subject and fails in the other, he will not be required to appear again in the subject in which he has passed.

32. Each candidate should appear at the first examination held after his admittance, provided he has been at least six months in the office. No person will ordinarily be allowed to appear at more than two examinations, but if a candidate has served less than six months at the time of the first examination he may be allowed the option of appearing and in that case he will be allowed a third trial. Failure to pass at the second examination (or third as above) will entail dismissal from the service. No appeal will lie to a higher authority if a candidate fails to pass at the time limit.

XL

Letter—from J. W. GREATORREX, Esq., Secretary to the Board of Examiners.
To—the Registrar, Home (Education) Department.
Dated—Madras, the 23rd January 1917.
No.—57.

With reference to your reminder without date calling for an early reply to G.O. No. 969, Home (Education), dated the 13th September 1916, regarding amendment of the rules embodied in the Public Service and Special Test notifications, I have the honour to inform you that the reply will be submitted when the President has considered the question in his capacity as Member of the Board of Revenue.

XLI

Letter—from W. HUTTON, Esq., A.M.I.C.E., Superintending Engineer, Sanitary Engineer to Government.
To—the Secretary to Government, Home (Education) Department.
Dated—the 25th January 1917.
No.—85-G.

With reference to Home Department reminder on G.O. No. 969, Home (Education), dated 13th September 1916, regarding the amendment of the rules embodied in the Public Service and Special Test notifications, I have the honour to state that the same subject was referred to me by the Chief Engineer, Public Works Department, for remarks which have been forwarded to him in this office No. 685-G., dated 19th December 1916, a copy of which is enclosed herewith.

ENCLOSURE

Letter—from W. HUTTON, Esq., A.M.I.C.E., Superintending Engineer, Sanitary Engineer to Government, Madras.
To—the Chief Engineer, Public Works Department.
Dated—the 19th December 1916.
No.—685-G.

With reference to Public Works Department Memorandum No. 2197-Ao/1, dated the 2nd November 1916, communicating Government Order Home (Education), dated 13th September 1916 and calling for remarks or suggestions on paragraphs 1, 5 and 6 of the same proposing—

(1) to prescribe the possession of a completed secondary school-leaving certificate as the minimum general educational qualification for posts on Rs. 20 per mensem, and

(2) to have Hindustani recognised as one of the languages in which candidates should appear for the compulsory vernacular tests, I have the honour to state as follows.

2. *Proposal (i).*—The argument in the Government Order under reference in favour of the proposal is that passed men have of late been available in greater numbers than in the past. But counterweighing this is the well-known fact that there has been of late a considerable increase in the cost of education as well as of living; and in view of this and of the difficulties met with in securing passed men for short periods during leave vacancies, I consider that the existing ruling requires no alteration except that it might be stated that preference should be given to passed men, other qualifications being equal.

3. *Proposal (ii).*—As far as the Presidency of Madras is concerned, it can practically be regarded as consisting of only two main linguistic divisions, Telugu and Tamil, Canarese being almost confined to South Canara and the Mysore State (the Canarese speaking people of Anantapur and Bellary invariably knowing Telugu) and Malayalam being confined to Malabar where the Malayalam speaking people of Palghat and its surroundings are mostly conversant with Tamil.

4. The larger number of the Mussalmans in the Presidency are well versed in the vernaculars of the districts they live in.

There is therefore no necessity for making Hindustani compulsory as far as this Presidency is concerned.

No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

25

XLII

Letter—from J. M. TURING, Esq., I.C.S., Political Agent.

To—the Secretary to Government, Home (Education) Department.

Dated—the 23rd January 1917.

No.—C. 20-Pol.

In reply to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to submit herewith a copy of my report D. Dis. No. 4499, dated 13th November 1916, submitted to the Board on the same subject.

ENCLOSURES

(1)

Letter—from J. M. TURING, Esq., I.C.S., Collector of Bellary.

To—the Secretary to the Commissioner of Land Revenue.

Dated—the 13th November 1916.

No.—D. Dis. 4499.

In reply to Board's Reference No. 2120-Gt./16-1, dated the 17th October 1916, on G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to submit the following reply. I attach a statement showing the number of posts on Rs. 20 in this district and the number of unpassed men, acting and permanent. As in this district the unpassed men are by no means confined to the grade of Rs. 20 but through exemption have in considerable numbers reached posts on somewhat higher pay, I have also separately entered the clerks serving in such posts in my statement.

2. I am strongly in favour of the abolition of the general exemption from examination qualifications of posts carrying Rs. 20 and below. In my opinion, this exemption has led to an excessive number of appointments of unpassed men to the lowest paid clerkships. This district of course is not a fair example of the operation of any rule on the subject, since the number of passed candidates available here has at all times been much lower than the average, even of the Telugu districts. I may, however, mention that I found very much the same state of things existing in the taluk offices of the Kistna district, though not to the same degree, and as there was in that district no insuperable difficulty in obtaining school final candidates, I conclude that the power is being misused. My opinion is that insufficient efforts are made to ascertain whether passed candidates are obtainable before appointing unpassed men.

It is constantly urged that, an unpassed man with some office experience is more valuable than a raw school final candidate, which, of course, is true for the moment. But those who use this argument seem to leave out of consideration the future of these clerks. After ten or fifteen years the passed clerk has still some prospect of promotion and some incentive to work. The unpassed clerk has no such incentive, and too often by that time lacks any desire to rise above the very low standards of work which enable him to avoid serious punishment.

The tendency to favour unpassed candidates is also, I think, accentuated by the petty intrigue which goes on in these matters in almost all taluk offices, and by the unavoidable trouble which the training of raw school boys imposes on Tahsildars.

3. As regards paragraph 2 of the Government Order, I consider that the powers of exemption now vested in Revenue Divisional officers should be altogether withdrawn. As I have already mentioned above, I think they have not been properly used, and that supervision by the Collector is desirable in order to see that the available supply of passed candidates is properly tapped before exemption is allowed.

Powers of exemption must necessarily be retained by the Collector. In several districts, of which this is a conspicuous example, the appointment of a certain number of unpassed candidates, particularly among non-Brahmans, will for several years to come probably continue unavoidable.

4. I am not in favour of the rather sweeping change suggested in paragraph 3 of the Government Order. The Special Test Examination which candidates seem to find it most difficult to pass is the "Criminal Lower", essential only to posts of Sub-Magistrates and Taluk Sarishtadars besides of course some higher appointments, I consider that appointments in the grade of Sub-Magistrate and above would in four cases out of five go to graduates, and the universal training of school final candidates to fit them for such posts is likely to deter graduates from joining the service by suggesting the probability of excessive competition. An additional reason is that clerks nearly always appear and re-appear for any test which it is open to them to pass, and it is useless to examine a number of candidates in subjects having no connection with their work, when such candidates have no chance whatever of being advanced to the posts for which these tests are compulsory. The absurdity of such examination will be even more manifest, should Government ultimately restrict all Sub-Magistrate appointments to graduates.

If properly exercised, the power of granting permission to individuals to appear for any Special Test Examination is quite sufficient to secure all the advantages desired. The difficulty I have found so far has been to get the Board of Revenue to sanction such exemption even in

what seemed to me most deserving cases. In every district there are a few Matriculates, F.A.'s or school final candidates whose work is known by experience to be better than that of the average B.A. There is no object in throwing difficulties in the way of these men, when once their capacity has been decided by experience. I would recommend that either this power of granting permission to appear for any Special Test Examination be granted to Collectors (with definite instructions, if so desired, to limit its exercise to such cases as the above), or else that the Board may be pleased to grant such exemptions more freely.

5. With reference to paragraph 4 of the Government Order I have no special suggestion to offer except the abolition of the Translation Test for record-keepers of Collector's offices. A record-keeper's normal work has nothing to do with translation and uncommonly little with any vernacular. The test is no more necessary for a Record-keeper than for any other clerk and much less so than for many, e.g., Magisterial clerks for whom it is not prescribed.

6. Paragraph 5 of the Government Order.—I have always been in favour of recognising Hindustani as a second language for all candidates who desire to offer it. Being the 'lingua franca' of the east, it is exactly adapted for a supplementary language and it is much more widely understood in this Presidency than is sometimes supposed. I am accordingly in favour of making Hindustani as a language for the compulsory Vernacular test.

(2)
Statement showing the number of posts and the number held by unpassed men in the Bellary Collectorate.

Number of posts on Rs. 20.	Number of posts held by unpassed men.		Number of posts on Rs. 25 and 30 held by unpassed men exempted from the examination rules.	
	Permanent.	Acting.	on Rs. 25.	on Rs. 30.
90	71	44	13	1*

* Ordered to retire on 27th November 1916.

XLIII

Letter—from A. NEWMARCH, Esq., Commissioner of Paper Currency.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 25th January 1917.
No.—6258.

With reference to your reminder, dated 15th January 1917, asking me to submit an early reply to G.O. No. 969, Home (Education), dated 13th September 1916, regarding the proposed amendment of the rules embodied in the Public Service and Special Test notifications, I would respectfully state that educational qualifications are not usually insisted on for the appointments in this office.

2. The appointments in the treasurer's branch of the office are under the orders of the Government of India to be held by men in whom the Treasurer has confidence. As these men have to furnish security in addition and have to deal with valuables, it has not been found possible to enforce the examination rules in their case.

3. As regards the general branch of this office, a large number of the men do work of a mechanical nature, and it has more than once been suggested that piece-work rates should be substituted for fixed salaries in their case, as is done for similar work in the Bank of England. Though the examination rules are not enforced in the case of the remaining appointments, the majority of the men holding them are either graduates or have passed the Matriculation or F.A. examinations.

XLIV

Letter—from J. MONTEATH, Esq., B.A., I.C.S., Officiating Postmaster-General.
To—the Secretary to Government, Home (Education) Department.
Dated—Mangalore, the 26th January 1917.
No.—A.P.-31.

Referring to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to say that the rules governing the admission of candidates for Public Service in the Postal department are the same as those laid down by the Government of Madras; but in view of the difficulty experienced in getting men with the prescribed educational qualifications for service in this department, the

rules are frequently relaxed in the matter of their admission. A rigid application of the educational test, such as that contemplated in the Government Order under reply, is not suited to the conditions obtaining in the Post office.

I regret that, under the impression that it was not required, I did not earlier send an answer to the reference in question.

XLV

Letter—from Lieut.-Col. R. G. MUNN, Military Secretary to His Excellency the Governor.

To—the Secretary to Government, Home (Education) Department.

Dated—Guindy, the 25th January 1917.

No.—0428.

With reference to G.O. No. 969, dated 13th September 1916, I have the honour to state that I have no further suggestions to offer beyond what is contemplated in the Government Order which I think will do very well, though the conditions of my office require short-hand and type-writing qualifications in addition to the minimum qualification proposed to be fixed for entertainment in the public service.

XLVI

Letter—from E. S. LLOYD, Esq., I.C.S., Political Agent for Pudukkottai.

To—the Secretary to Government, Home (Education) Department.

Dated—Trichinopoly, the 27th January 1917.

No.—Dis. 43/Pol.

With reference to G.O. No. 969, dated 13th September 1916, I have the honour to report that the superior staff of the Political Agent's office is at present a head clerk on Rs. 50 and an assistant on Rs. 35.

2. There are no rules requiring Special Test qualifications for these posts and I think it is unnecessary to prescribe them. The clerks are usually chosen from the staff of the Collector's office and the Political Agent should, in my opinion, have full discretion as to whom to appoint. The chief requirements are that they should be trustworthy and intelligent. A knowledge of drafting and especially for the head clerk some acquaintance with law is necessary but I am not in favour of making it essential that a clerk who is otherwise suitable should have passed any particular test.

3. Both appointments are, of course, always held by persons having the minimum general qualifications.

XLVII

Letter—from A. H. LONGHURST, Esq., Superintendent, Archaeological Survey, Southern Circle.

To—the Secretary to Government, Home (Education) Department.

Dated—(Camp) Udayagiri, the 27/29th January 1917.

No.—58.

With reference to G.O. No. 969, Home (Education), dated the 13th September 1916, concerning the amendment of the rules embodied in the Public Service and Special Tests notifications, I have the honour to state that I am of opinion that applicants for appointments to posts in the public service, the salary of which does not exceed Rs. 20 per mensem, should possess a completed secondary school-leaving certificate.

XLVIII

Letter—from M.R.Ry. V. RAMESAM PANTULU Garu, Acting Government Pleader, Madras.

To—the Secretary to Government, Home (Education) Department.

Dated—the 29th January 1917.

No.—222.

I have the honour to acknowledge receipt of G.O. No. 969, Home (Education), dated 13th September 1916, and to make the following suggestion in connection therewith:—

Under the existing rules, Indian barristers who are not graduates are disqualified from appearing for the Precis-writing test and hence for appointment as District Munsif or Subordinate Judge. This is inconvenient to them and to the public service.

No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

I had occasion to discuss the matter recently with Justice Sir William Ayling who is of the same opinion. He thought that either they may be exempted from the necessity of passing the examination or they may be permitted to appear for it. In my opinion, exemption is not desirable. I suggest that the Précis-writing test may be thrown open also to Indian barristers who are not graduates.

XLIX

Letter—from E. R. OSBORNE, Esq., Acting Public Prosecutor.
To—the Secretary to Government, Home (Education) Department.
Dated—Madras, the 31st January 1917.
No.—225.

ABSTRACT.—Stating that he has no remarks to offer in the matter referred to in G.O. No. 969, Home (Education), dated the 13th September 1916.

L

Letter—from H. G. STOKES, Esq., C.I.E., I.C.S., Political Agent for Banganapalle.
To—the Chief Secretary to Government, Political Department.
Dated—Kurnool, the 27th January 1917.
No.—D. Dis. 26/Pol.

With reference to your reminder to submit an early reply to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to submit a copy of my report to the Board of Revenue on the subject.

ENCLOSURE.

Letter—from H. G. STOKES, Esq., C.I.E., I.C.S., Collector of Kurnool.
To—the Secretary to the Commissioners of Land Revenue.
Dated—the 19th January 1917.
No.—D. Dis. 214/Genl.

Adverting to Board's Reference No. 2120-Govt./16-1, dated 17th October 1916, I have the honour to offer my remarks on the proposals contained in G.O. No. 969, Home (Education), dated 13th September 1916.

2. Paragraph 1 of the Government Order.—It is true that a large number of holders of secondary school-leaving certificates are now available for appointments in public service and I agree that the possession of a completed secondary school-leaving certificate may be prescribed as the minimum general educational qualification for appointment to posts on Rs. 20 per mensem in the superior service of Government.

3. The Public Service notification lays down that a person who has obtained a completed school-leaving certificate issued under the authority of Government showing that he possesses sufficient knowledge in the ordinary subjects and in two optional subjects shall be eligible for appointment to any post in the superior service, the sanctioned pay of which exceeds Rs. 20 per mensem, and as the rule stands it is left to the discretion of the officer with whom the power of appointment rests to determine in each case what percentage of marks the candidates should have obtained in the several subjects to satisfy the requirements of the notification. I noticed that the Divisional officers in this district had not exercised this discretion properly and that some men who had obtained very low percentage of marks both in the school and at the public examination had been entertained and appointed to posts, the sanctioned pay of which exceeds Rs. 20 per mensem. With a view to prevent men of very poor attainments being promoted to higher appointments, I have issued an order for the guidance of officers in this district that a holder of secondary school-leaving certificate should be deemed to possess sufficient knowledge only if he has secured at the public examination not less than 40 per cent of the marks, or marks not less than the Presidency average, whichever is less, in English and marks not less than the Presidency average in the remaining subjects of group A and in at least two subjects of group C. I suggest that the possession of secondary school-leaving certificate may be prescribed as the minimum general educational qualification for admission to the superior service, Collectors being at liberty to define for their districts what percentage of marks under group A (or what subjects under group C) should be insisted on. Flexibility in this matter is desirable in view of the differing circumstances of different districts.

4. Paragraph 2 of the Government Order.—The powers of exemption now vested in Divisional officers may be restricted. I am of opinion that unpassed men already in permanent service should not be affected by the proposed new rule and divisional officers should retain in respect of them their present powers of temporary exemption.

5. As regards paragraph 3 of the Government Order, I consider that the effect of the existing rules in the absence of special exemption from the Board is absolutely to debar a man from even attempting to qualify himself for appointment to higher posts than that of a Taluk head accountant. The hard and fast rule that, unless a man be an F.A., he cannot aspire to be a stationary sub-magistrate or tahsildar and unless he be a B.A., he cannot aspire to be a

Deputy Collector is an unnecessary restriction. I see no reason for this artificial barrier. It is not as though these purely literary qualifications implied the possession of administrative ability, character, or even common sense—they notoriously do not. I see no reason why an employee possessing the requisite initial educational qualification for admission to the public service should not be allowed if he can, to qualify himself for any higher post once he has reached a given grade—say Rs. 35. When he has done so, the question whether he should be made a Stationary Sub-Magistrate, Tahsildar or Deputy Collector will depend, as it does now, on his worth as shown by his record of service and the opinion of his superiors when the time comes to consider his claims. I therefore recommend that a person possessing the minimum general educational qualification now proposed should *ipso facto* be entitled to appear for all the special tests.

6. As regards paragraph 4 of the Government Order I consider that the précis-writing test is not necessary and may well be abolished. As regards the account test I think that it may be dispensed with in the case of head clerks of Divisional offices. Neither this test nor any other test prescribed for other appointments in the Collectorate can be dispensed with having regard to the duties attached to the appointments for which the tests are prescribed. I think, however, the examination may be made less rigorous by allowing the use of books at the examination more freely than at present, and in rendering it in lesser degree a matter of mere memory.

7. As regards the proposal in paragraph 5 of the Government Order, I would recognize Hindustani as one of the languages in which candidates may appear for the compulsory vernacular tests.

8. There are 92 posts on Rs. 20 in this district of which 87 are held by unpassed men.

LI

Letter—from M.R.Ry. Diwan Bahadur L. D. SWAMIKANNU PILLAI Avargal, M.A.,

B.L., LL.B., Registrar of Co-operative Societies.

To—the Secretary to Government, Revenue Department.

Dated—Madras, the 9th February 1917.

No.—B. & G. 264 of 1916.

I have the honour to forward the following report on G.O. No. 969, Home (Education) Department, dated 13th September 1916, and Board's reference thereon in the Settlement Department, No. 222, dated 30th October 1916, regarding the revision of educational qualifications for the public service.

All the Assistant Registrars employed under me are of opinion that in view of the large number of holders of secondary school-leaving certificates now available as candidates for appointments in the public service, the possession of such certificates might be insisted on in future, as the minimum general educational qualification in the case of posts on Rs. 20 per mensem. I agree with them.

On the question whether the powers of exemptions at present vested in Revenue Divisional officers should not be abolished or restricted, I observe that the powers are limited to acting or sub. *pro tem.* vacancies not exceeding 12 months' duration or in posts carrying not more than Rs. 30 per mensem. I think with these safeguards the existing powers might be continued, as cases do occur in certain parts of the Presidency where the services of passed men are not available for vacancies of short duration.

As regards the suggestion that any Government servant possessing the minimum general educational qualifications should *ipso facto* be entitled to appear for any special tests of any grade, irrespective of whether he is a graduate or not, I entirely support the suggestion. Notwithstanding the present restrictions, many men with inferior educational qualifications have occasionally to be exempted to enable them to appear for tests like the Criminal Lower or the Revenue Higher, and I do not think that the quality of the service is likely to deteriorate because the restrictions are withdrawn. They were first imposed some thirty years ago, when the number of graduates was nothing like what it is now and were intended to encourage higher University education. Everybody knows that no such artificial stimulus is now required to promote higher University education, the number of candidates seeking admission to arts colleges being very much in excess of the room available for such

students. The most useful public servants even in the gazetted ranks are not always the holders of University degrees. It is unnecessary for me to labour the point because the *pros and cons* are well known.

I have no remarks to offer on the remaining points included in the Government reference, namely, whether some of the existing tests are unnecessarily elaborate or unsuitable for the posts for which they are required; and whether Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

LII

Letter—from M. R. KHAREGAT, Esq., A.M.I.C.E., Superintending Engineer, I Circle.

To—the Chief Engineer, Public Works Department.

Dated—Vizagapatam, the 16th/17th January 1917.

No.—86 W.

With reference to Official Memorandum No. 2197/Ad-1, dated 2nd November 1916, I have the honour to offer the following remarks:—

(1) I am not in favour of the abolition of the rule that unpassed candidates may be employed for posts on Rs. 20. Ganjam district is backward with regard to education and school final candidates are not usually willing to take up the section clerk's posts on Rs. 20 or even if they take them up, they will give up the post soon after, either on obtaining a better job or when meeting with any difficulty with regard to residence in villages far from towns.

(2) In the Gōdāvari district there are several men who do not possess the required certificate but who have gained considerable experience by working on the "work establishment" in various capacities. They are found to be more useful and have to be preferred for some particular appointments. The work establishment is a very useful recruitment ground for low-paid clerks and it is an incentive to the work establishment to know that they can rise to a Rs. 20 post in the clerical establishment.

2. The possession of a completed secondary school-leaving certificate may be prescribed as a general educational qualification in the case of posts above Rs. 20 subject to the condition that the candidate can write neatly and clearly and that he obtains 33.3 per cent of the marks in English and Mathematics and above the Presidency average in two optional subjects in the public examination. In the Agency tracts of Gōdāvari, Ganjam, Vizagapatam and Jeypore this rule may as heretofore be relaxed.

3. I would suggest that in the case of unpassed candidates of approved service, heads of departments should be able to exempt them from the examination qualifications for posts carrying a pay up to Rs. 40.

4. I consider that Hindustani may be recognized as one of the languages in which candidates may appear for the vernacular tests. Except in the Ganjam division Hindustani will be of little use. "Telugu" is required in this circle and candidates knowing Telugu would be preferred for service in this circle.

5. I would suggest that the practical course of upper subordinate students may with advantage be increased to two years. As regards clerks it would be a good proposal if it is laid down as a rule that the posts of sub-divisional clerks, senior accounts clerks in division offices carrying a pay of Rs. 40 and upwards and divisional head clerks should be reserved only for those candidates who pass an examination in certain selected chapters (in the Public Works Department Code, Volume I) relating to sub-divisional and divisional accounts.

6. In this connection I would take the opportunity to request the favour of reconsideration of the orders contained in paragraph 3 of G.O. No. 1058 W., dated 7th June 1915. It would be desirable to abolish the present entrance examination for the subordinate establishment of the Public Works Accounts branch and to

Philip

introduce in its stead an examination of the kind prescribed in article 1665 D of the Civil Account Code, Volume II, and paragraph 227 of the Public Works Department Code, Volume I. If any clerks drawing a salary of over Rs. 40 wish to become divisional accountants they may take up the following extra subjects for the examination :—

- | | |
|--------------------------|---|
| (1) Précis writing test. | (3) Public Works Department Code (whole). |
| (2) Letter drafting. | (4) Civil Service Regulations. |

Only clerks the minimum pay of whose appointments is not less than Rs. 40 should be allowed to appear at the examinations. I am of opinion that such examination will certainly increase the efficiency in the clerical establishment of the Public Works Department offices.

LIII

Letter—from J. B. LUTMAN, Esq., Superintending Engineer, II Circle.

To—the Chief Engineer, Public Works Department.

Dated—Bezwada, the 8th/9th November 1916.

No.—406 W.

With reference to your urgent Memorandum No. 2197/Ad.-1, dated 2nd November 1916, received on 6th November 1916, I have the honour to state that I agree that for posts on Rs. 20 per mensem a man should possess a completed secondary school-leaving certificate.

2. As regards paragraph 5 of G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that Hindustani is not generally used in this department, as all petitions, etc., are received in English or Telugu, but there is no objection to its being recognized as one of the languages for the compulsory vernacular tests since though one does not get any written communication in Hindustani there are numerous people scattered about who talk it and I personally have found it to be extremely useful to me both in Tamil and Telugu districts.

3. It is considered that as far as this department is concerned no further changes in the rules relating to the public service are necessary.

4. It may be pointed out that as far as the circle is concerned, no difficulty is experienced in getting candidates who have passed the secondary school-leaving certificate and I have made it a rule that no one who has not obtained 40 marks in English and 35 in other subjects, with good hand-writing, should be appointed for posts carrying Rs. 20 and this has good results.

LIV

Letter—from M.R. Ry. Rao Bahadur L. D. VENKATARAMA AYYAR AVARGOL, B.A., B.C.E., Superintending Engineer, III Circle.

To—the Chief Engineer, Public Works Department.

Dated—Bellary, the 18th/21st November 1916.

No.—8758.

With reference to your Memorandum No. 2197-Ad./1, dated the 2nd November 1916, calling for remarks or suggestions with reference to G.O. No. 969, Home (Education), dated the 13th September 1916, I have the honour to state that I agree that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem. I have not been able to find any clear definition of the term "completed" certificate, but, in making my present recommendation, I intend that such a certificate should show that the holder thereof has secured at the public examination not less than 35 per cent of the marks in English and Elementary Mathematics in group A and not less than the Presidency average in the subjects in group C, while, in the case of the subjects falling under group B which are not tested at the public examination, he has secured not less than 25 per cent in Elementary Science, Geography and History of India.

2. As regards paragraph 5 of the Government Order, it occurs to me that, as many people in the Ceded Districts talk Hindustani, the Assistant Engineers of the department may be allowed to take up Hindustani for the compulsory vernacular test, in the same way as they do one of the spoken vernaculars of Southern India.

3. In reference to paragraph 6 of the Government Order, I would suggest that the present Accounts Test in the Special Test examinations may be prescribed as a qualifying test for all clerical appointments on Rs. 30 and above in this department, and, in lieu of or in addition to the present Public Works Subordinate Accounts Test conducted by the Madras College of Engineering, a special examination to test the knowledge in the rules of the Public Works Department Codes should be prescribed for appointments on Rs. 40 and for selection as divisional accountants.

LV

Letter—from W. J. J. HOWLEY, Esq., A.M.I.C.E., Superintending Engineer, IV Circle.

To—the Chief Engineer, Public Works Department.

Dated—Coimbatore, the 27th November/6th December 1916.

No.—1043-W/125.

With reference to your Memorandum No. 2197/Ad.-1, dated the 2nd November 1916, I have the honour to state, with reference to paragraph 1 of the Government Order, that I consider that the possession of a completed secondary school-leaving certificate may now be prescribed as the minimum general educational qualification in the case of appointment to permanent posts in the clerical branch of the Public Works Department. I would suggest, however, that consideration should be given to the case of "unpassed" clerks who have put in a minimum temporary service at the present time of, say, five years, and who are reported as fit to bring upon the permanent establishment. It may be pointed out that five years' actual experience of a clerk's work is of course of enormously greater value as a test than a mere secondary school leaving certificate, which is really a very slender guide to a clerk's qualifications. Moreover, there is no minimum whatever of marks specified; any one who possesses the Secondary School-Leaving Certificate is eligible, the question of what is "sufficient knowledge" (G.O. No. 649, Educational, dated 15th December 1909) being left entirely to the appointing officer's discretion. Such discretion is not always exercised to the best advantage.

2. With regard to the proposal that Hindustani should be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests, I consider that this is desirable, inasmuch as Canarese, Malayalam and Uriya, which are already recognized languages, are useful only in limited parts of the Presidency, whereas Hindustani is understood by Muhammadans throughout the Presidency.

LVI

Letter—from J. M. LACEY, Esq., A.M.I.C.E., Superintending Engineer, V Circle.

To—the Chief Engineer, Public Works Department.

Dated—Madras, the 6th January 1917.

No.—11-W.

With reference to your Memorandum No. 2197/Ad.-1, dated 2nd November 1916, and reminder thereon dated 8th December 1916, I have the honour to report as follows.

2. Paragraph 1 of G.O. No. 969, Home (Education), dated 13th September 1916.—The Executive Engineers and the Superintendents, Public Works Workshops and Stores, who were asked to report on the matter, state that the possession of a completed secondary school-leaving certificate may be prescribed as a minimum general educational qualification in the case of posts on Rs. 20 per mensem except in the following cases :—

(a) that the districts like Bellary, Anantapur and Ganjam which are comparatively backward in the matter of education should be excluded from the operation of the rule.

(b) that only such of the candidates as are gazetted to have passed the examination should be made eligible for public service;

(c) that only such of those as obtain an examination minimum of 55 per cent in English should be appointed.

I however consider it to be sufficient if candidates obtain the Presidency average marks especially in English and mathematics to render themselves eligible for appointment in the clerical grade.

3. *Paragraph 5 of Government Order.*—As regards the suggestion that Hindustani should be recognized as one of the languages for the compulsory vernacular tests, only the Executive Engineer, Nellore division, and the Superintendent, Public Works Workshops, are in favour of the proposal. I consider that Hindustani may be recognized as one of the languages in which candidates may appear for the compulsory vernacular tests.

4. As regards paragraph 6 I have no remarks to offer.

LVII

Letter—from C. T. MULLINGS, Esq., Superintending Engineer, VI Circle.

To—the Chief Engineer, Public Works Department.

Dated—Trichinopoly, the 14th November 1916.

No.—2605 C.E.

[Reference.—Memorandum No. 2197/Ad.-1, dated 2nd November 1916.]

I have the honour to submit the following remarks with reference to G.O. No. 969, Home (Education), dated 13th September 1916.

If qualifications are to be improved, the prospects of the Public Works establishment must be improved *pari passu*. At present the prospects are so poor that persons possessing good qualifications leave this department at their earliest opportunity.

It has been suggested to me that all persons in the department should be required to pass an examination in the Public Works Department Code and procedure before they are confirmed on salaries in excess of Rs. 50, and I am inclined to agree with this view as many subordinates are ignorant of the general orders of Government. This means the reintroduction of a Public Works Department Manual similar to the Board's Standing Orders.

Otherwise I have no remarks to offer.

LVIII

Letter—from M.R.Ry. Rai Bahadur A. V. RAMALINGA AYYAR Avargal, B.A., B.C.E., Superintending Engineer, VII Circle.

To—the Chief Engineer, Public Works Department.

Dated—Madras, the 11th November 1916.

No.—725 W.

With reference to your Memorandum No. 2197/Ad.-1, dated 2nd November 1916, I have the honour to reply as follows.

2. *Paragraph 1 of G.O. No. 969, Home (Education), dated 13th September 1916.*—I agree that the possession of a secondary school-leaving certificate might be prescribed as the minimum general education qualification in the case of posts on Rs. 20 per mensem.

3. *Paragraph 5 of Government Order.*—A knowledge of Hindustani and of one other language will not be enough for an officer who is posted to a district where the vernacular is a different language altogether. Hindustani need not be recognized as one of the languages for the compulsory vernacular test, but it may be prescribed as an optional language for reward examinations like those prescribed for Indian Civil Service officers.

4. *Paragraph 5 of Government Order.*—The Civil Accounts test may be prescribed for clerks above Rs. 30. The Public Works Department Code may be added to the subjects for the Accounts test so far as the Public Works Department is concerned. Clerks on Rs. 30 and even below are employed as accounts clerks and a knowledge of the Civil Service Regulations and Civil Account and Public Works Codes is necessary for the proper discharge of their duties.

No.—685 G.

2. The Superintendent of Stamps, the Collector of Customs and the Deputy Commissioners of the Salt, Abkari and Customs Department are unanimously in favour of the proposal that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem and the Board strongly supports them. It believes that the introduction of large numbers of uneducated men into the public service and the consequent discouragement of those who have some education have been largely responsible for the deterioration of the lower grades that has been marked of recent years. Everything depends on the first recruit and too much care cannot be taken to secure that he shall be fit for something more than the duties of the lowest posts.

3. Exemptions will still be necessary in backward districts, but the Board believes that the present power of exemption can be restricted with advantage. An officer stationed at a large head-quarters and controlling a large staff is often in a position to find a qualified candidate when a subordinate officer at an out-station is not, and the tendency of delegation of the power of exemption is for people of the class of office attenders, who are not really fit for clerkships, to be continuously appointed to acting vacancies and ultimately confirmed. The Board would restrict the power of temporary exemption for periods of six months or less to officers of the grade of Collector or Deputy Commissioner and of permanent exemptions as at present to the Board.

4. The rules which restrict the right to appear for various examinations under the Special Tests Notification to candidates possessing higher general qualifications do not apply to the departmental tests applicable to officers in the Salt, Abkari and Customs Department, nor has any ill-effect resulted from the absence of the restriction. On the other hand some of the most capable inspectors in the department would never have been able to reach the grade of Tahsildar if they had been in the Land Revenue branch. It appears to be likely, however, that a complete abrogation of the restrictions, as regards appointments generally, might lead to officers qualifying themselves by tests for appointments for which they were for other reasons quite unfit and so lead to discontent. The Board would therefore propose, instead of a general abrogation of the restrictions, the grant of a wide discretion to Collectors and officers of similar rank to grant exemptions from their operations.

5. The special tests are applicable to few appointments under this department of the Board. On their general nature the Superintendent of Stamps writes —

"There seems little doubt that the examinations are unnecessarily elaborate. The present system directly favours the student, so common in this country, who can glibly reproduce law and code verbatim but who fails in the simplest application of the law to an actual case in point. After all, an official is not expected to work without books and I would suggest that greater importance should be assigned to the paper 'with books' which might be made longer than the paper without books' and allotted twice the marks of the latter paper."

6. As regard individual posts, it does not appear to be necessary to require the Criminal Judicial or Translation tests for the post of Income-tax Inspector in Madras. Another test which is regarded as a hardship by the present incumbent of the office is the vernacular test required of the Abkari Deputy Commissioner from whom copy of a communication is enclosed. The holder of this office has no vernacular work of any sort to do and has so far been recruited at an age when the acquisition of a new language is no easy matter. The Board agrees that this test is unnecessary.

7. Hindustani is, in the Board's opinion, of little real use for vernacular work in this Presidency, but it is undoubtedly a handicap on Muhammadan officers to have to pass in two vernaculars other than their own. The Board would recommend its acceptance as a second language and its inclusion in the scheme of language rewards.

8. No other changes in the general scheme of the special tests have suggested themselves to the Board in the Separate Revenue Department.

(True Extract)

E. F. THOMAS,
Secretary.

To the Secretary to Government, Home (Education) Department, (with one
edition in original from the Abkari Deputy Commissioner) (through the
Chief Secretary to Government, Financial (Separate Revenue) Department.)

No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

LXI

Proceedings of the Board of Revenue (R.S., Sur., L. Rds. and Agri.),
Mis. No. 582, dated 12th March 1917.

The Hon'ble Mr. LL. E. BUCKLEY,

Commissioner of Revenue Settlement, Survey, Land Records and Agriculture.

Read—the following papers :—

(i)
G.O. No. 969, Home (Education), dated 13th September 1916.

(ii)
Reference—from the Board of Revenue (Revenue Settlement).

Dated—the 30th October 1916.

No.—2222.

(iii)
Replies thereto from subordinate officers.

(iv)
Reference—from the Board of Revenue (Revenue Settlement).

Dated—the 20th January 1917.

No.—124.

Resolution—Mis. No. 582, dated 12th March 1917.

The Board begs to submit the following report with reference to G.O. No. 969, Home (Education), dated 13th September 1916, inviting its remarks on certain proposals for the amendment of the rules embodied in the Public Service and Special Tests Notifications.

2. Paragraphs 1 and 2 of the Government Order.—The Board is in favour of the adoption of the proposal that the completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification for all permanent appointments on Rs. 20 a month and upwards in the departments under its control.

Exceptions.—Classifiers in Revenue Settlement parties and photo-lithographers, plate-correctors, field surveyors and deputy surveyors, draftsmen, computer-draftsmen, mechanics and compositors of the Survey Department mentioned in column B of the table on page 61 of the "Abstract of the rules relating to Public Service Examinations in the Madras Presidency."

Note.—Head classifiers should however be required to possess the secondary school-leaving certificate or some equivalent educational qualification, as they are expected to write intelligible reports.

3. No general educational qualification need be insisted on in the case of purely temporary appointments in Survey and Settlement parties.

4. To meet the difficulty which might be experienced in obtaining passed candidates for acting vacancies in permanent posts, the Directors of Survey and Land Records and the Special Settlement Officers may be authorized to employ unpassed candidates in acting and sub. pro-tem. vacancies when the total duration of the vacancy does not exceed twelve months and when the sanctioned pay of the appointment is not more than Rs. 30 per mensem.

5. Paragraph 3 of the Government Order.—The Board considers that every Government servant possessing the minimum general educational qualification may be permitted to appear for any Special Test he chooses.

6. Paragraph 4 of the Government Order.—The items at pages 64 to 67 of the "Abstract of the Rules relating to Public Service Examinations" affecting the employes under the Board in the Settlement Department are—

Page.	Item.	Office or appointments.
		C. Revenue Department.
64	(11)	Land Records Tahsildars.
65	(13)	Land Records Inspectors.
65	(14)	Accountants drawing Rs. 100 and above in the Revenue Settlement and Land Records Department.

Page.	Item.	Offices or appointments.
65	(18)	Minor irrigation supervisors and overseers.
66	(19)	Minor irrigation sub-overseers.
67	(24)	Clerks in the offices of the Director of Land Records and Land Records Superintendents.
67	(25)	Draftsmen in the offices of the Land Records Tahsildars.
		<i>D. Survey Department.</i>
67	(1)	Draftsmen.
67	(2)	Field surveyors.
67	(3)	Deputy surveyors.

The Board considers that no alterations are called for in the Special Tests prescribed for these officers.

7. *Paragraph 5 of the Government Order.*—The Board considers it unnecessary to recognize Hindustani as one of the languages in which candidates may appear for the compulsory vernacular test, seeing that in no district is it commonly spoken and that by the limited numbers by whom it is spoken the vernacular of the district is equally well understood.

(True Extract)

T. RAGHAVIAH,
Secretary.

To the Secretary to Government, Home (Education) Department.

LXII

Letter—from C. G. MACKAY, Esq., I.C.S., Registrar, High Court.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 21st March 1917.

No.—R.O.C. 3752/16.

In continuation of my letter R.O.C. No. 3752, dated the 30th January 1917, on the subject of the amendments proposed by the Government to the rules embodied in the Public Service and Special Test Notifications, I am directed to forward confidentially a copy of my note on the proposals and of the minutes of the Hon'ble the Judges.

ENCLOSURES

(1)

Registrar's note.

Proposal to fix the possession of a secondary school-leaving certificate as the minimum qualification for posts on Rs. 20 (paragraph 1 of the Government Order).—I submit there can be no objection to this: the secondary school-leaving certificate is generally looked on as considerably below the matriculation standard. Applicants in Madras are in super-abundance and probably they are abundant everywhere.

2. *Abolition of rule requiring higher educational qualification for certain Special tests (paragraph 3 of the Government Order).*—The Civil Judicial test is open to secondary school-leaving certificate holders while the Criminal Judicial test is open only to men who have passed the F.A. or Intermediate examination. It is not clear why a higher qualification should be required for the Criminal Judicial test than for the Civil—the subject matter of the latter one would expect to be more difficult, but the papers of the Civil Judicial test are to be of the lower grade standard. There seems to be no harm in opening the Criminal test (higher and lower grades) to school final men. The proposal to do away with the restriction may be accepted.

3. *Alteration in the scope of the Special tests and curtailment of the number of appointments for which certain Special tests are prescribed (paragraph 4 of the Government Order).*—It seems to be unnecessary to prescribe any viva voce or interpretation examination for the Translation tests (lower and higher), but the candidates ought to be given difficult manuscripts to decipher.

The Précis-writing test.—The Précis test seems to be desirable for any one who has to write an official report. It is, I suppose, only a test of general intelligence, not a subject that can be crammed. It may be retained for all posts in the Judicial Department to which it applies now—so far as the Judicial Department is concerned no curtailment seems to be necessary.

4. *Recognition of Hindustani as an additional language for the compulsory vernacular test (paragraph 5 of the Government Order).*—No objection need be raised but the proposal does not seem particularly useful.

(2)

Minutes.

The Hon'ble Mr. Justice ABDUR RAHIM:—I generally approve of the proposals of the Government but wish to emphasize the desirability of recognising Hindustani as a vernacular. It is spoken by a fairly large number of Muhammadans dispersed all over the Presidency who, I believe, will not be less in strength than those speaking Uriya or Canarese. The omission of Urdu is, I know, keenly felt as a grievance by the Muhammadans as many of them have now to study three vernaculars instead of two which the non-Muhammadan candidates need learn. Many Muhammadans whose mother tongue is not Urdu have to study it for religious, educational and social reasons.

The Hon'ble Mr. Justice AYLING:—I agree generally with the Registrar's note.

I am opposed to the recognition of Hindustani for the compulsory vernacular tests. The object of the latter so far as judicial officers are concerned, is to ensure that each officer shall have a sufficient acquaintance with a vernacular language other than his own mother tongue to enable him to be posted to different parts of the Presidency.

I am not acquainted with any district in the Presidency in which a knowledge of Hindustani would, by itself, qualify a judicial officer to discharge his duties. I think there is no district having Tamil, Telugu, Malayalam, Canarese or Uriya for its ordinary accepted vernacular in which a knowledge of Hindustani would be any equivalent substitute for a knowledge of the said vernacular. A munsif who has passed in Tamil and Telugu for instance can be employed in any Tamil or Telugu district. But a munsif who has passed in Tamil and Hindustani cannot be employed outside the Tamil area.

I do not know how the percentage of persons speaking Hindustani compares with those speaking Uriya or Canarese: but the latter are collected in compact areas where their tongue is either predominant or very largely spoken. I know of no area in which this could be said of Hindustani.

The Hon'ble Mr. Justice OLDFIELD:—I agree with Ayling, J. as regards Urdu.

The proposal to require the secondary school-leaving certificate for Rs. 20 appointments is unobjectionable.

The other two proposals amount to a lowering of standards, which have been maintained for many years. I think clearer reason than is given in the Government Order is necessary to justify the change. The minimum qualification tends to become the usual one in this as in other matters. There may be special cases, in which exemption to enable particularly capable men to qualify is desirable. They can be and are satisfactorily dealt with under the present rules. I doubt whether it is advisable to allow men of inferior education to qualify for higher posts as a matter of course, since it amounts in fact to encouraging them to hope for appointment and heads of offices to appoint them. Such encouragement will, it is to be feared, lead to a lowering of standards and the removal of one incentive to higher education.

Details are necessary before an opinion can be expressed as to the proposed simplification of Special tests. But I have no objection to the abolition of the Precise test in the cases proposed.

The Hon'ble Mr. Justice SADASIYA AYYAR:—I agree generally with Oldfield, J. and am against the lowering of general educational standards.

As regards the Precise test, however, I am for abolishing it altogether for judicial appointments. We were not asked to pass it in the decade (30 years ago) when I became a munsif and I know that the passing of that test is looked upon as a mere gambling venture. Several of my young friends of very great intelligence have repeatedly failed to pass it while others far inferior, not only in intelligence but in ability to write well and tersely, have been able to do so. I think graduates should be wholly exempted from passing this test for any appointment, and I would be glad if this test is wholly abolished as I believe that a pass in this test depends more largely on the idiosyncrasies of the examiners than on the qualifications of candidates. As regards Hindustani, I should like it to be added because I believe that Hindustani and its closely allied dialect Hindi are very gradually to become the common vernacular languages throughout India, a very desirable consummation in the opinion of the late Mr. Justice V. Krishnaswami Ayyar.

The Hon'ble Mr. Justice SPENCER:—I agree with Ayling, J. on the subject of Hindustani. It should not be allowed to take the place of one of the vernaculars of this Presidency. The passing of it as an optional course may be rewarded when it is additional to two of the regularly spoken vernacular languages of Madras.

2. I agree with Sadasiva Ayyar, J., that Precise writing is unnecessary for District Munsifs and Sub-Judges. We don't want to require the same kind of skill in Judges as is useful in the case of a docket-drafting and note-compiling clerk.

3. I agree with the Government proposal that secondary school-leaving certificate should be the minimum general educational qualification for posts of Rs. 20.

4. I also support the proposal to allow any one with the minimum educational qualification to apply for the special tests. If these examinations are a means of acquiring useful knowledge for the employees in the particular departments for which they are prescribed, why not encourage the distribution of such knowledge as widely as possible?

The Hon'ble Mr. Justice COUTTS TROTTER:—On this question, in no event could I possibly venture an opinion, as I know nothing whatever about it.

The Hon'ble Mr. Justice SESHAGIRI AYYAR:—I agree generally with the recommendation of the Registrar: I agree with Sadasiva Ayyar, J., that the time has come for the abolition of the Precise test: It can do no good to those that pass it and it often keeps back deserving men. Whatever may be its value to clerks who have to put up a precise of a communication before a superior officer, it can serve no purpose to a munsif: while, therefore, I would abolish this test in the case of judicial officer, I am not for its total exclusion.

On the subject of Hindustani, it has to be remembered that we often come across old Sanads, etc., kept in that language: I see no objection to that language being included in the vernacular tests.

I think the secondary school-leaving certificate may be accepted as the minimum test. The Hon'ble Mr. Justice BAKEWELL:—I agree with Oldfield, J., generally, but as regards Precise-writing I would improve and retain the test examination. The art of using clear and concise language is not cultivated at the University nor practised by the bar or mufassal bench, and I think it is advisable to aim at a standard. It is a difficult subject for examination and probably as Sadasiva Ayyar, J., remarks, the examiners are not faultless, but this is hardly a reason for abolishing the test.

The Hon'ble Mr. Justice KUMARASWAMI SASTRI:—The Precise test is, I think, useless. If I thought it would necessarily result in terseness of expression I would go through it myself. As to the Hindustani question, in spite of a natural sympathy with the views of Rahim, J., I have no doubt that Ayling, J., is right.

The Hon'ble Mr. Justice KUMARASWAMI SASTRI:—I would abolish the Precise writing test. I agree with Sadasiva Ayyar, J., and am against the lowering of the standard. I see no administrative use in including Hindustani.

The Hon'ble Mr. Justice SRINIVASA AYYANGAR:—I agree with Sadasiva Ayyar, J.

The Hon'ble the CHIEF JUSTICE:—I agree generally with Oldfield and Bakewell, JJ. I am against any lowering of standards. The secondary school-leaving certificate, as I understand, is merely a general record of work and attainments without a pass standard, and is only a safeguard if intelligently applied. I am not in favour of abolishing Precise-writing, or introducing Hindustani as a vernacular.

LXIII

Proceedings of the Board of Revenue (Land Revenue), Mis. No. 930, dated 10th July 1917.

The Hon'ble Mr. L. E. BUCKLEY, I.C.S.,

Commissioner of Revenue Settlement, Survey, Land Records and Agriculture.

The Hon'ble Mr. C. G. TODHUNTER, I.C.S.,

Commissioner of Salt, Abkari and Separate Revenue.

The Hon'ble Mr. M. E. COUCHMAN, I.C.S.,

Commissioner of Land Revenue and Forests.

The Hon'ble Mr. M. AZIZ-UD-DIN, Khan Bahadur, C.I.E., I.S.O.,

Commissioner of Land Revenue.

The Board submits its reply to G.O. No. 969, Home (Education), dated 13th September 1916, after consulting all Collectors.

2. Paragraph 1 of the Government Order.—The majority of the Collectors welcome the suggestion that the possession of a completed secondary school-leaving certificate should now be prescribed as the minimum general educational qualification for appointment to posts on Rs. 20. Statistics show that of the total number of posts on Rs. 20 the proportion held by unpassed men ranges in the several districts from 24 to 95 per cent. Generally such posts constitute about one-third of the total number of clerical appointments, and it is a serious inconvenience to the administration that such a large proportion of them should be held by men who can ordinarily

never rise to posts carrying anything but poor pay. The Board therefore considers that the possession of a completed secondary school-leaving certificate should be prescribed for posts on Rs. 20.

3. *Paragraph 2 of the Government Order.*—The majority of the Collectors consider that the powers now exercised by divisional officers in regard to the exemption of unpassed candidates should be withdrawn. The Board has no hesitation in accepting the Government's suggestion that the indiscreet use of these powers by divisional officers has largely contributed to the degradation of the subordinate revenue staff, and it is of opinion that the powers should be entirely withdrawn. Collectors may, however, be empowered to exempt unpassed men for appointment to posts up to Rs. 30, it being understood that the power is to be exercised only when passed men cannot be obtained.

4. *Paragraph 3.*—The majority of the Collectors are in favour of the second alternative suggestion made in this paragraph, namely, that the existing restrictions may remain in force, but that Collectors and officers of similar standing may be empowered to grant exemptions in deserving cases. The Board, by a majority, agrees with this suggestion, but considers that such exemptions should extend to the lower tests only. The Acting First Member accepts the first alternative.

5. *Paragraph 4—(i) Account test.*—This test, it is true, is now prescribed for appointments the duties of which do not necessarily require an acquaintance with accounts, e.g., head clerks of Divisional and Collectors' offices, vernacular head clerks and others. But the holders of these posts expect, as a rule, to become deputy tahsildars or tahsildars, and they will then need a knowledge of accounts in order to deal with sub-treasuries. The Board is accordingly of opinion that the test cannot be dispensed with in the case of any of the posts for which it is now laid down as a necessary qualification. It considers further that, as a general knowledge of the system of accounts is essential to revenue subordinates, the test may be prescribed also for all accountants on Rs. 35 and upwards in Collectors' offices and for the post of the Manager, Income tax Collector's office, Madras, and of the head accountant in the Taluk office, Madras.

(ii) *Precis-writing test.*—This test is useless, so far as the Revenue Department is concerned, and may well be abolished.

(iii) *Translation test.*—The Collector of the Nilgiris (Mr. Kuapp) proposes the abolition of this test for members of the Revenue Department, except in the case of Europeans and Anglo-Indians and of officers serving in a district the vernacular of which is not their mother-tongue. A separate vernacular test has been prescribed for Europeans and Anglo-Indians and this should continue. As regards other officers, the Board observes that it is very unusual for a clerk to have to translate in the course of his official work any paper in the least similar to the papers set for the Translation test and would dispense with the Translation test in the case of those serving in a district the vernacular of which is their mother-tongue.

(iv) *Criminal Judicial test.*—Medical jurisprudence is one of the subjects prescribed for this test, and it is in this subject that many candidates fail. It does not find place in the curriculum of the B.L. degree examination which, with the addition of the Criminal Procedure Code, is accepted as the equivalent of the Criminal Judicial test, and it seems to the Board anomalous, therefore, to require revenue subordinates to pass in medical jurisprudence. Points of medical jurisprudence do not often arise in magisterial cases and, when they do, they can seldom be decided without reference to the book. The Board, by a majority, considers that the subject may be removed from the curriculum of the Criminal Judicial test. The First Member dissents.

(v) The Collector of Malabar (Mr. Evans) suggests that no one should be allowed to appear for any of the special tests more than twice and that no one over 35 years of age should appear without the permission of the Collector. The Board is

not in favour of an age limit, but considers that not more than three chances should be allowed. Such a rule would really be in the clerks' own interest and would certainly benefit the administration.

6. *Paragraph 5.*—Collectors are almost evenly divided over the suggestion that Hindustani should be recognized as one of the languages for the vernacular test. The Board doubts whether there are in this Presidency any appreciable number of Hindustani-speaking people who do not also understand and speak another vernacular and an officer whose second language is Hindustani will always be unintelligible to the great mass of the people when he is outside the area in which his first language is spoken. The Board, by a majority, considers that the proposal cannot be accepted. The Acting Second Member would allow Hindustani as a second vernacular or, if that cannot be accepted, would recommend that exemptions be granted freely to Mussalman deputy collectors becoming liable to examination in a fresh language by reason of transfer at an advanced stage of their service. The Acting Fourth Member is in favour of the recognition of Hindustani as a second language for all deputy collectors and has recorded a minute of dissent on the point.

7. *Paragraph 6*—(i). The Collector of North Arcot (Mr. Roy) points out that the popularity of Government service has declined and that it is now difficult to secure men of the right stamp to fill the lower grades of the Revenue Department. He would introduce a system of time-scale pay as far as posts on Rs. 50. The proposal, which is outside the scope of the present reference, is under the Board's consideration in another connection; but the Board would take this opportunity to point out that the question of raising the minimum pay to Rs. 25 will soon have to be considered.

(ii) The Collector of Madura (Mr. Paddison) proposes that graduates whose mother-tongue was their optional subject in the B.A. examination need not be required to pass the test in reading manuscripts which is prescribed for deputy collectors. The Board, by a majority, supports this proposal. The Acting Second Member dissents, as he believes it to be a common experience to find graduates who are unable to read manuscripts in any South Indian vernacular without great difficulty.

(iii) The Collector of Ganjām (Mr. Macmichael) considers that the possession of a secondary school-leaving certificate is itself no proof of a candidate's fitness for service. He would require that the certificate should show that the candidate possesses an adequate knowledge of English and the vernacular, and that marks less than the presidency average should be considered insufficient. The Collector of Trichinopoly (Mr. Lloyd) dealing with this subject would fix as a minimum 40 per cent of full marks in English and Mathematics. The Collector of North Arcot (Mr. Roy) would fix 40 per cent in English and marks equal to or above the presidency average in two optional subjects as the minimum qualification. The Collector of Kurnool (Mr. Stokes) considers that Collectors should be at liberty to define for their districts the percentage of marks under group A or the subjects in group C of the School Final examination that should be insisted on. The Board considers that, in view of the great differences in the conditions of the districts, it should be left to the discretion of Collectors to decide the standard that should be required.

(iv) The Collector of Kistna (Mr. Campbell) points out that a ready and accurate knowledge of English is essential for any one holding the post of sub-magistrate or any higher post, as he must be able to interpret laws and rules

quickly. Before promotion to higher appointments, he would require persons who are not graduates to pass a special test in English, which should include an essay and *vica voce* examination. The Board considers that there is no need for such a test. It is for Collectors to select and confirm as sub-magistrates men who have proved their fitness to discharge the duties of the post.

(True Extract)

H. R. PATE,
Secretary.

To the Secretary to Government, Home (Education) Department (paragraphs 1 to 7).
" " Collectors of Nellore and Trichinopoly (paragraph 8 only).
" " Collector of Salem (paragraph 9 only).

LXIV

Letter—from the Hon'ble Mr. M. E. COUCHMAN, I.C.S., President, Board of Examiners.

To—the Secretary to Government, Home (Education) Department.

Dated—Madras, the 18th July 1917.

No.—696.

With reference to G.O. No. 969, Home (Education), dated 13th September 1916, I have the honour to state that I have considered the subject relating to the amendment of the rules embodied in the Public Service and Special Tests Notifications in my capacity as Member of the Board of Revenue and have nothing to add to the reply conveyed in (Land Revenue), B.P., Mis. No. 930, dated 10th July 1917.

Order—No. 1021, Home (Education), dated 6th August 1917.

In their Order No. 969, Home (Education), dated the 13th September 1916, the Government consulted the Board of Revenue and other heads of departments on certain proposals relating to the amendment of the rules embodied in the Public Service and Special Tests Notifications. After a careful consideration of the replies received, the Government have decided to make the following changes in those rules:—

(i) The possession of a completed secondary school-leaving certificate or its equivalent should be prescribed as the minimum general educational qualification for admission in the public service to any post in the superior service the regulated pay of which is Rs. 20 per mensem or more;

(ii) The powers of exemption from Examination rules at present vested in the Revenue divisional officers should be abolished; and

(iii) any Government servant possessing the minimum general educational qualification, viz., a completed secondary school-leaving certificate or its equivalent, should be entitled to appear for all the various examinations held under the Special Tests Notification.

2. Separate orders will issue in regard to the simplification of the special tests and the recognition of Hindustani as one of the languages for the compulsory vernacular tests.

3. The Commissioner/Government Examinations is requested to submit at an early date a draft of the necessary alterations in the Public Service and Special Tests Notifications in order to give effect to the decision in paragraph 1 above.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Departments of Secretariat (all sections except Pension).
" Heads of Departments under Home (Education) Department.

Editors' Table

Spec

NOTES CONNECTED WITH G.O. No. 1021, HOME (EDUCATION),
DATED THE 6TH AUGUST 1917

[SUBJECT.—Proposals for the amendment of the Public Service and Special Tests
Notifications.]

PUBLIC WORKS DEPARTMENT.

Of the proposals referred to in paragraphs 1 to 5 of the G.O. No. 969, Home (Education), dated 13th September 1916, those in paragraphs 2 to 4 do not concern this department, as paragraph 2 relates to powers to Revenue Divisional Officers and paragraphs 3 and 4 to special tests, none of which has been prescribed for any of the appointments in Public Works Department. Thus this department has to give its views only in respect of the proposals in paragraphs 1 and 5 of the Government Order.

2. Proposal in paragraph 1 of the Government Order.—Under the existing rules, general educational qualification is prescribed only for appointments to posts the salary of which exceeds Rs. 20 per mensem. It is now proposed to prescribe such a qualification even in the case of posts on Rs. 20 per mensem. The reason given for this proposal is that a large number of qualified men (holding Secondary School-leaving Certificate) are now available for such posts. The proposal will affect the lowest grade clerks in the Public Works Department subordinate

offices whose salary is Rs. 20 * per mensem, for under the existing rule unpassed men can be appointed to those

posts without special sanction. It is not to the interests of Public Works Department to recruit its lowest grade posts by unpassed men, if passed men are available. A qualified clerk in the last grade with prospects of rising higher in the department will be a more satisfactory clerk than an unpassed man who has no chance of promotion beyond Rs. 20. If, in any particular circle, qualified candidates are not available for Rs. 20, then it will be a special case for granting exemption. In the circumstances there seems no objection to accept the proposed change.

3. Paragraph 6 of the Government Order.—The Chief Engineer has at present no powers to employ unpassed candidates in permanent clerical posts. Nor in permanent and temporary technical posts (upper and lower subordinates, draftsmen and tracers). The question as to whether the Chief Engineer may not be delegated with powers up to certain limits in those respects may be considered in this connection. Before however doing so, the Superintending Engineers and the Sanitary Engineer may be asked whether they have any remarks or suggestions to offer with reference to paragraphs 1, 5 and 6 of the Government Order. Draft memorandum accordingly submitted.

C.R.—13-10-16.

A.J.J.—16-10-16.

P.S.K.—21-10-16.

T.S.R.—23-10-16.

Submitted the draft may be approved.

W. G. MOLESWORTH—1-11-16.

S. B. MURRAY—2-11-16.

[Memorandum No. 2197/Ad.-1, dated 2nd November 1916.]

36 copies
258 P.W.D.

I. Whether a general educational qualification should be prescribed for posts on Rs. 20 per mensem.

The Superintending Engineer, I Circle (Mr. Kharegat) and the Sanitary Engineer are not in favour of the proposed change. The Superintending Engineer, I Circle, points out that education is backward in the Ganjam and Gōdāvari districts and that the existing rule under which educational qualifications are not required for posts on Rs. 20 serves as an incentive to members of the works establishment, who can aspire to clerical posts on Rs. 20 and are better fitted for some of these posts than the passed men. The Sanitary Engineer points out that, owing to the considerable increase in cost of education and living, it is difficult to secure passed men for short vacancies and wishes to have the existing rule with the proviso "that preference should be given to passed men, other qualifications being equal." The Superintending Engineers, II, III, V and VII Circles, are in favour of the proposed change. The Superintending Engineers, III and V Circles, go a step further and propose that as any one who goes through the course secures a Secondary School-leaving Certificate, however low his knowledge may be in some of the subjects, a certain percentage of marks should also be prescribed. The Superintending Engineer, V Circle, also suggests that backward districts such as Bellary, Anantapur and Ganjam should be exempted from the operation of the proposed educational test. The Superintending Engineer, IV Circle (Mr. Howley), agrees to the change in regard to *permanent* posts only and suggests that consideration should be shown to unpassed temporary clerks who have put in a service of about five years. The Superintending Engineer, VI Circle, has not given any opinion beyond making a general remark that, if the qualifications are to be improved, the prospects which are now poor should also be improved with a view to retain qualified men in the department.

2. The proposed change may, it is submitted, be accepted. It would be unnecessary to prescribe any percentage of marks and the appointing officers can select the best man available from the applicants. As regards the dearth of passed men in certain districts, the difficulty in securing passed candidates for short vacancies, and the consideration to be shown towards unpassed temporary men already in the department, these would be cases for granting exemptions from the general rule. It would no doubt be convenient if the educational test is prescribed only for *permanent* posts as proposed by Mr. Howley, but as permanent vacancies are generally filled up from among temporary men—there are a good many temporary and quasi-permanent posts in the Public Works Department—it seems desirable to agree to the educational test for all appointments on Rs. 20 permanent as well as temporary.

G. D. PLUMMER—15-2-17.

Educational propose that a "completed secondary school-leaving certificate" should be insisted on for all clerks appointed to posts the pay of which is Rs. 20 for which at present no recognized educational qualification is necessary. There seems no reason why this proposal should not be accepted provided it is recognized that exemptions are granted fairly freely in districts such as in the I and III Circles where it is difficult to procure men with these qualifications. It does not seem desirable to insist on further qualifications as suggested by Superintending Engineers, III and V Circles.

W. G. MOLESWORTH—19-2-17.

I agree that a completed secondary school-leaving certificate should be prescribed as the minimum general educational qualification in the case of posts on Rs. 20 per mensem provided reasonable powers for granting exemptions are given. Some such powers are necessary to safeguard the unpassed men already serving in the department, and also for the proper administration of the department. It is an undeniable

fact that for special work in the Public Works Department there are a number of men who although they have not the requisite educational qualifications are from training and experience just what are required for such special work, and it would be detrimental to the interests of Government to exclude them rigidly from selection.

S. B. MURRAY—27-2-17.

HOME (EDUCATION) DEPARTMENT.

All the officers consulted except the Director of Public Instruction, the Sanitary Engineer to Government (Mr. Hutton) and the Superintending Engineer, I Circle (Mr. Kharegat), are in *general* agreement with the proposal. The Director's objections are—

(a) that it has already proved very difficult to induce secondary school-leaving certificate men to take posts on such low pay as Rs. 20 and

(b) that in view of the difficulty of providing adequate accommodation and teaching for the boys who crowd into high school classes it is inadvisable to hold out to them any further inducement to enter these classes which the suggested limitations would do.

The Sanitary Engineer, on the other hand, would base his objection on the well-known fact that there has of late been a considerable increase in the cost of education as well as of living and on the ground that difficulties are experienced in securing passed men for short periods during leave vacancies. That officer therefore considers that the existing rule under which no examination qualification is required for posts on Rs. 20 per mensem requires no alteration except that preference should be given to passed men, other qualifications being equal. (By passed men the Superintending Engineer evidently means candidates who possess completed secondary school-leaving certificates).

Mr. Kharegat's opinion is chiefly based on the backward state of education in the districts of Ganjam and Gōdāvari.

Of the above objections that based on the increased costliness of education and living does not seem quite relevant to the point at issue. If a holder of secondary school-leaving certificate takes up an appointment on Rs. 20 per mensem it does not necessarily mean that he is doomed to remain in it for ever. He would, by his perseverance and industry, try to work his way up. The second objection taken by the Director of Public Instruction is perhaps real. But it is quite conceivable that, with the increasing need for secondary education, there would spring up a larger number of high schools to supply the demand for such education.

Mr. Kharegat's difficulty can be overcome by exceptional treatment in backward areas. It is therefore for consideration whether appointments on Rs. 20 per mensem may be brought within the operation of the rule requiring educational qualifications.

If this is approved there remain for notice certain minor suggestions under this head made by heads of departments.

These are as follow:—

(a) The Collector of Kurnool (Mr. H. G. Stokes) while admitting the possession of a secondary school-leaving certificate as the minimum educational qualification for admission to superior service would allow Collectors liberty to define for their districts what percentages of marks under group A or what subjects under group C should be insisted on (cf. also paragraphs 5, 7, 11, 12 and 45 of the committee's report printed in G.O. No. 510, Educational, dated 9th July 1903). Submitted that this has already been considered and decided in the negative—vide notes with G.O. No. 649, Educational, dated the 15th December 1909.

(b) The Chief Judge of the Court of Small Causes, the Superintendent, Civil Veterinary Department, the Presidency Port Officer and the Administrator-General

suggest that the rule should not have retrospective effect. In other words existing unpassed men in such posts should be left unaffected. This is only reasonable and may be guaranteed by a direction that the rule will not operate in the case of persons who held permanent appointments on Rs. 20 per mensem from a particular date or on the date of issue of orders on this file.

(c) The Superintendent, Government Museum, considers it inexpedient to extend this qualification to posts on incremental pay with a maximum of Rs. 20. This suggestion appears to be of some force inasmuch as it may be difficult to secure a secondary school-leaving certificate man for Rs. 15 per mensem in the grade of Rs. 15—1—20 to start with.

(d) The Superintending Engineer, V Circle, would exclude Bellary, Anantapur and Ganjam districts from the operation of the rule on account of their comparative backwardness in the matter of education. The Inspector-General of Police (Mr. Moore) similarly suggests that the proposed rule should not be applicable to the Ceded districts where it has always been difficult to obtain qualified hands.

This difficulty may, it is submitted, be overcome by empowering heads of departments, to grant exemptions in suitable cases. The Board already possesses power to exempt.

(e) The Inspector-General of Prisons, the Chemical Examiner, the Superintendent, Government Museum, and the Surgeon-General require that certain specified appointments which require only technical knowledge may be excluded from the operation of the rule. Submitted that it is not a new rule, as the principle of it is recognized even in the existing Public Service Notification. A list of appointments at present excluded from the operation of article 1 of the Public Service Notification is given in column B of the schedule appended to article 2 of that notification. If further appointments have to be added to that list, they may be considered separately from the general questions now under consideration and in consultation with the administrative department.

(f) The Inspector-General of Police and the Crown Prosecutor suggest that typists should also be brought within the operation of the proposed rule. It may be noted that typists * in Collectors' offices are already required to possess the general educational qualification specified in article 1 of the Public Service Notification. It hardly seems necessary to do so in the case of typists in other offices as the supply of typewriting clerks with fair degree of general educational qualification can, in course of time, be expected under the secondary school-leaving certificate scheme and it seems unnecessary to prescribe the qualification—cf. the discussion in notes to G.O. No. 353, Educational, dated 3rd May 1912, especially paragraph 5 of Dr. Bourne's u.o. note on page 10 of the notes. It will thus be seen that the proposal to prescribe the secondary school-leaving certificate as the minimum qualification for posts on Rs. 20 per mensem is generally agreed to.

T.K.—30-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

Most officers consulted agree that the possession of a secondary school-leaving certificate should be insisted on.

So many pupils now undergo the course. The disciplinary value of attendance at recognized schools cannot be discounted. I think this may be prescribed.

For a few appointments, this qualification may not be necessary; such may be listed on the recommendations of the departments concerned.

In backward areas, exemptions may be necessary. This will be covered by rules about exemptions.

R. RAMACHANDRA RAO—18-6-17.

The Board of Revenue, Land Revenue, has since submitted its report in which that body states that the majority of the Collectors consulted and the Board itself are of opinion that the possession of a completed secondary school-leaving certificate should be prescribed as the minimum general education qualification for appointment to posts on Rs. 20 per mensem.

C.R.—14-7-17.

The Board reports that the proportion of unpassed men filling posts on Rs. 20 varies from 24 to 95 per cent! and none of them can ordinarily hope to rise beyond Rs. 20.

R.R.—16-7-17.

HOME (EDUCATION) DEPARTMENT.

II. That the powers of exemption now vested in the Revenue Divisional officers may either be withdrawn or restricted.

(The present powers of exemptions of the Revenue Divisional officers are defined in article 4 (7) of the Public Service Notification.)

As this point has reference only to the Revenue Department many officers have not offered their opinions. Of the officers who have expressed their opinion on the question, M.R.Ry. L. D. Swamikannu Pillai (Registrar of Co-operative Societies), Mr. Innes (the Officer in charge of the Department of Industries), the Sheriff of Madras and the Second Presidency Magistrate do not favour the abolition or restriction of the powers of exemption now exercised by Revenue Divisional officers. Mr. Innes states that the Collector would naturally be guided by the advice of the Revenue Divisional officers, that the only result of the proposed restriction would be an increase in the Collector's routine correspondence which it is now the policy to reduce as far as possible. Mr. Innes even doubts whether the effect of the restriction would be to lessen the number of unpassed men in the lower ranks of the Revenue Department. Since a few other officers such as the Inspector-General of Police, the Superintending Engineer, I Circle and the Board of Revenue in the Settlement Branch seem to desire that the powers of exemption now exercised by subordinate offices should be continued, it is for consideration whether, as suggested by the Second Presidency Magistrate, the existing rules in this regard may be retained, a caution being given that such powers should, if at all, be only sparingly exercised and in thoroughly deserving cases; and where they exercise this power the officers may be required to certify that they conscientiously believe that the appointment will conduce to the efficiency of the administration. It may perhaps also be laid down that Revenue Divisional Officers should submit a periodical return to the Collector showing the exemptions granted by them and the reasons therefor. The proposal to restrict the power to exempt, granted to Revenue Divisional officers, does not seem to be very much in favour. The Board's (Land Revenue's) opinion which has not yet come in may be useful on this point; it may perhaps be awaited.

T.K.—30-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

I would prefer to note after the report of the Board (Land Revenue) is in.

R. RAMACHANDRA RAO—18-6-17.

Please see the Board's reply since received. In paragraph 3 of the report the Board states that the majority of the Collectors consulted recommend the withdrawal of the powers from the Divisional officers and that the Board is of opinion that the powers should be entirely withdrawn.

2. The Board, however, recommends that the Collectors may be empowered to exempt unpassed men for appointment to posts up to Rs. 30, it being understood that the power is to be exercised only when passed men cannot be obtained.

Attention is in this connection solicited to article 4 (4) of the Public Service Notification under which the Collectors have now the power of exemption up to Rs. 30 per mensem in temporary vacancies not exceeding a year. It is not thus clear what is wanted by the Board. The recommendation cannot apparently be with reference to permanent vacancies. Such power is now exercised by the Board alone—vide article 4 (2) of the Public Service Notification—and not even by the High Court or other heads of departments.

P.R.—14-7-17.

C.R.—14-7-17.

The powers of exemption are given in article 4 of the Public Service Notification. I think they should be reconsidered and overhauled in consultation with the several officers concerned.

Our reference in G.O. No. 969 was limited to Divisional officers. The Board is strongly of opinion this power should be withdrawn.

I agree this may be done at once without waiting for the general examination.

R.R.—16-7-17.

III. Whether public servants irrespective of general education qualifications may be allowed to appear for all special tests or that Collectors and officers of similar standing may be empowered to grant exemptions in cases where they consider them justified.

The suggestions made by the Superintending Engineers are the following :—

The Superintending Engineer, I Circle, proposes—

(1) Heads of departments should have power to exempt unpassed candidates of approved service from posts carrying a pay up to Rs. 40.

(2) Practical course of upper subordinates may be extended to two years.

(3) That an examination in Public Works Department Code may be prescribed for sub-divisional clerks, senior accounts clerks in divisions and divisional head clerks carrying a pay of Rs. 40. [The Superintending Engineer, VI Circle, proposes to institute this examination for posts above Rs. 50.]

(4) That the present entrance examination for the Subordinate branch of the Public Works Accounts establishments may be abolished and that in its place an examination of the kind prescribed in article 1665-D of the Civil Account Code, volume II, and paragraph 227 of the Public Works Department Code, volume I, may be introduced; that only clerks on Rs. 40 and upwards should be allowed to appear for this examination.

The Superintending Engineer, III Circle, makes the following suggestions:

(5) That the Accounts test may be prescribed as a qualifying test for clerical posts on Rs. 30 and above. [In regard to this change the Superintending Engineer, VII Circle, further wants that, so far as the Public Works Department is concerned, the test should also include the Public Works Department Code.]

(6) That in lieu of the Public Works Department Subordinate Accounts test or in addition to it a special examination in Public Works Department Code may be prescribed for appointments on Rs. 40 and for selection as divisional accountants.

2. Of the above, suggestions (2) and (4) do not seem to come within the purview of the present enquiry. It may also be mentioned that as lately as 1915 the question of abolishing the entrance examination for the Subordinate Accounts branch

was raised by the Accountant-General, but it was decided that the examination should be continued. As regards suggestions (3), (5) and (6), it is submitted that at present no special tests are prescribed for clerks in the Public Works Department offices. Prior to 1892—in conformity with the provisions of the Madras Code then in force—an examination in Public Works Department accounts and procedure was

prescribed for clerical posts carrying a pay of above Rs. 50. This test was abolished when the India Code was introduced in 1892. The subjects for the Civil Accounts test are: the Civil Account Code, volume I, and certain chapters of the Civil Service Regulations, and this test is prescribed as a qualifying test for Huzur Sarishtadars, English head clerks in Collectors' offices, head clerks of the Revenue Divisional offices and all head accountants and accountants on Rs. 50 and above in Collectors' offices, etc. It is no doubt true that a knowledge of the Public Works Department Code, the Civil Account Code and the Civil Service Regulations is essential for the higher paid clerks in the Public Works Department, but such a knowledge is not necessarily obtained by cramming and passing a few tests. The knowledge is obtained daily in practical working. It cannot be said that the existing staff in the Public Works Department is inefficient because these tests have not been prescribed for higher paid clerical posts in the department. It seems, therefore, unnecessary either to revive the test in Public Works Code and procedure or prescribe the Civil Accounts test as a compulsory test for the Public Works Department clerks. Please see in this connection the notes to G.O. No. 969, Home (Education), dated 13th September 1916, on which the present reference originated. The intention is to reduce the number of compulsory tests and not to increase them.

3. The only suggestion that still remains to be considered is item (1) ante in regard to the powers of exemption. Please see in this connection also paragraph 2 of the note on page 2 ante. Under the existing rules the powers of Public Works Department officers to sanction exemptions are as shown below.

Exemptions from the general educational qualifications.—The Chief Engineer, Public Works Department, as regards the department administered by him and the

NOTES TO G.O. No. 1021, HOME (EDUCATION), 6TH AUGUST 1917] 7
Secretaries to Government in regard to the establishment of their own offices can
A | sanction the employment of unpassed men in acting and sub. pro tem vacancies
and in temporary posts:

- (1) without limit of time when the sanctioned pay of the post does not exceed Rs. 30 per mensem,
 - (2) for a period not exceeding 12 months when the sanctioned pay of the post does not exceed Rs. 50 per mensem.
- Superintending Engineers can similarly sanction the employment of unpassed men in the posts referred to at A above:

- (1) for a period not exceeding 12 months when the sanctioned pay of the post does not exceed Rs. 25 per mensem, and
- (2) for a period not exceeding three months when the sanctioned pay of the post exceeds Rs. 25 but is not more than Rs. 30 per mensem.

The exemptions can be sanctioned by the Chief Engineer and the Superintending Engineers "provided that bona fide efforts have been made without success to obtain passed candidates." It will be seen from the Public Service notification that Collectors have larger powers of exemption than Superintending Engineers. It seems only reasonable that whatever powers of exemption are conferred upon Collectors should also be given to Superintending Engineers in the Public Works Department. As regards the Chief Engineer, Public Works Department, he has at present no power to grant permanent exemption. This power is now exercised by Government and also by the members of the Board of Revenue subject to certain restrictions. If, as now proposed, educational qualifications are prescribed for the Rs. 20 posts, it may be found necessary to grant permanent exemptions in a number of cases and for the reasons stated in paragraph 2 of the note on page 2 ante. To avoid unnecessary references to Government the Chief Engineer may, it is submitted, be given power to grant permanent exemptions for posts on Rs. 20 without the proviso that bona fide efforts have been made without success to secure passed candidates. This last stipulation is necessary to safeguard the interests of temporary unpassed men already in the department.

Exemptions from special tests.—The posts to which the rules apply in Public Works Department are draftsmen, surveyors and sub-overseers. Under the existing orders, Superintending Engineers can sanction exemptions in acting and sub. pro tem. vacancies, and in temporary posts for a period of three months, when the sanctioned pay of the appointments does not exceed Rs. 50 per mensem in the case of draftsmen and surveyors and Rs. 35 per mensem in the case of sub-overseers. The Chief Engineer has no powers to grant exemptions in these cases. The Chief Engineer may, perhaps, be granted powers to sanction exemptions for a period not exceeding 12 months without any limit as to the sanctioned pay of the appointment, and without the proviso that bona fide efforts have been made without success to secure passed men. It is often necessary in temporary investigation work and other special works to employ field men, apart from these educational qualifications, and as the matter is entirely one for the Chief Engineer to decide from a professional point of view, the proposed powers will enable him to sanction exemptions without making unnecessary references to Government.

The suggestions made in the office-note, i.e.—

- (1) To give Superintending Engineers the same powers as Collectors with regard to exemptions,
- (2) and to give the Chief Engineer powers to sanction permanent exemptions

For existing powers vide portions marked A and B on pages 15 and 16 of Public Service notification. for posts on 20 and temporary exemptions for professional appointments of lower subordinates, etc., may be approved and recommended to Educational.

The Chief Engineer has no such powers now.

I agree with Mr. Howley that unpassed men who have five years' service and draw Rs. 20 should not be dispensed with on account of any orders now to be issued.

I would ask that the powers of exemption proposed in the office-note above be granted to the Chief Engineer and Superintending Engineers.

S. B. MURRAY—27-2-17.

W. G. MOLESWORTH—19-2-17.

W. M. ELLIS—19-2-17.

G. D. PLUMMER—15-2-17.

HOME (EDUCATION) DEPARTMENT.

A majority of the Judges * of the High Court including the Hon'ble the Chief Justice are against this proposal as they fear that this step would eventually result in a lowering of standards. The Hon'ble Mr. Justice Oldfield's observations on this part of the proposal are extracted below :—

- * The Hon'ble Mr. Justice Oldfield.
 " " " Justice Sadasiva Ayyar.
 " " " Justice Bakewell.
 " " " Justice Kumaraswami Sastri.
 " " " Justice Srinivasa Ayyangar.

" The other two proposals amount to a lowering of standards which have been maintained for many years. I think clearer reason than is given in the Government Order is necessary to justify the change. The minimum qualification tends to become the usual one in this as in other matters. There may be special cases in which exemption to enable particularly capable men to qualify is desirable. They can be and are satisfactorily dealt with under the present rules. I doubt whether it is desirable to allow men of inferior education to qualify for higher posts as a matter of course since it amounts in fact to encouraging them to hope for appointment and heads of offices to appoint them. Such encouragement will, it is feared, lead to a lowering of standards and the removal of one incentive to higher education.

Attention is in this connection solicited to the Hon'ble Sir P. S. Sivaswami Ayyar's notes on pages 8 to 10 and 12 to 14 of the notes to G.O. No. 969, Home (Education), dated the 13th September 1916. Almost the same sentiments are expressed in the remarks offered by Mr. Innes, the Second Presidency Magistrate, the Presidency Port Officer, Sir Frederick Nicholson, Messrs. Young (Superintendent of Stationery) and Turing (Collector of Bellary), the Inspector-General of Registration and the Board of Revenue in the Separate Revenue Branch (Mr. Todhunter), although these officers prefer the alternative suggestion to empower Collectors and officers of similar standing to grant exemptions in particular cases. The merit of the present restrictions on appearance for special tests is summarised by Mr. Innes thus :—

" The restrictions are of some use partly because they give an advantage to men of high educational attainments whom we want to encourage in the Revenue Department and partly because they prevent the examinations being flooded with a large number of candidates many of whom have little chance of passing."

The Board of Revenue (Revenue Settlement, Survey and Land Records and Agriculture) on the other hand is in favour of the proposal.

It is for consideration whether the present restrictions may be maintained, Collectors and other officers of similar status being allowed a free hand in the matter of giving permission to suitable candidates who have not the requisite general

NOTE.—Since the issue of the reference in September last, applications for permission to appear for Special test from unqualified persons have been received in largest numbers. In 29 cases such permission was granted and only in two cases it was refused.

C.R.—17-6-17.

In this connection attention is invited to the question asked at the meeting of the Legislative Council held on the 6th February 1917, regarding the eligibility of Middle School first class men to appear for the Special tests and the answer given thereto by the Government that they would consider the suggestion—vide papers recorded in G.O. No. 229, Education, dated the 22nd February 1917. As such men will be very few there seems no objection to grant them the concession desired.

T.K.—30-5-17.

It will be seen that of the two alternative suggestions either to throw open all special tests to all Government servants who possess the minimum general educational qualifications or to empower Collectors and other officers to grant permission to appear for the examinations to unqualified persons, the latter is generally preferred.

C. RAMANUJA ACHARIYAR—17-3-17.

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The opinions of the officers consulted are on record. A fear is expressed that if men of inferior general qualifications be allowed to compete the standard of the special tests will decline. I do not share this fear. On the other hand the persons who cannot hope to pass will not appear. Even if there be a slight (not appreciable) lowering in the standard of the special tests, it does not matter. All we wish to ensure is a ready knowledge of Acts and rules and it is not the intensive preparation for an examination that will always endure. The passing of a test means general acquaintance. For further work the books must be always consulted.

I would therefore answer this issue in the affirmative.

The alternative of permitting Collectors and other officers to sanction exemptions will not work well; nor will it, in my opinion, lead to a marked increase of competent non-Brahmans to compete at examinations.

If my view above be accepted, a consequential issue arises of how to secure for the higher posts persons with higher educational qualifications. I shall note on this later on.

R. RAMACHANDRA RAO—18-6-17.

The Board of Revenue (Land Revenue) reports that the majority of the Collectors consulted are in favour of the second alternative, namely, to retain the existing restrictions and to empower Collectors and officers of similar standing to grant exemption in deserving cases. The majority of the Board agrees with this suggestion but considers that such exemption should extend to the lower tests only.

2. The acting first member (the Hon'ble Mr. Buckley) prefers the first alternative.

P.R.—14-7-17.

C. RAMANUJA ACHARIYAR—14-7-17.

B.R.—16-7-17.

R.R/

IV. Whether the prescription of certain tests for certain offices is desirable and whether the tests cannot be simplified.

The only proposal that seems to call for remarks is the one to abolish "Criminal, Judicial" and "Translation" tests for the post of income-tax inspector in Madras (paragraph 6 of the Board's Proceedings). When the pay of these inspectors was revised in 1915, the Board of Revenue stated that their qualifications should be the same as those required for Tahsildars in the mufassal who have to pass these tests *inter alia* "as otherwise it will be difficult to get rid of an unsatisfactory officer if nothing can be definitely proved against him"—paragraph 2 of the Board's Proceedings on page 2 of G.O. No. 111 (Separate Revenue), dated 11th February 1915. The desirability of requiring these qualifications was discussed on pages 1-2 of the notes to the Government Order *ibid* and Mr. Graham (as Special officer) was of opinion that the qualifications were necessary for the reasons given by the Board (Mr. Brodie). The Board as now constituted (the Hon'ble Mr. Todhunter) is of a different view but gives no reasons for the change.

K.V.V.—5-3-17.

For orders.

R. H. COURTENAY—6-3-17.

If the only reason for insisting on the tests is that if they are insisted on it will be easy to transfer men of unsatisfactory characters into Tahsildars, the case for their retention does not seem very strong. The District Collector who has to provide Tahsildars for such undesirables is to be pitied. It is not very clear why such tests should be deemed essential for the duties of an Income-tax Inspector.

F. J. RICHARDS—10-3-17.

HOME (EDUCATION) DEPARTMENT.

A number of suggestions has been received under this head. The most important of them are set out below:—

(i) A majority of the Judges in the High Court consider that the précis writing test may be abolished for the post of District Munsifs and Sub-Judges. It may be noted in this connection that the Hon'ble Sir Alexander Cardew considered that the test may be abolished in the case of Deputy Collectors also—vide page 4 of G.O. No. 1134, Education, dated the 28th October 1916. Sir Frederick Nicholson, the Honorary Director of Fisheries, would on the other hand make it universally compulsory except perhaps for accountants. The Government Pleader would however have the test thrown open to Indian Barristers who are not graduates.

(ii) Mr. Innes and the Second Presidency Magistrate are of opinion that Medical Jurisprudence may altogether be omitted from the list of subjects for the Criminal Judicial test.

(iii) The Second Presidency Magistrate considers that it is unnecessary to set a separate paper on the stamp, income-tax and excise manuals for the Revenue test and suggests that the Acts embodied in those manuals may be included in the list of Revenue Acts and Regulations prescribed for that test, leaving the manuals to be dealt with, if necessary, in the second paper on Revenue Acts and Regulations detailed application (with books). He further suggests that the Special Funds Code and the Manuals of Village and Taluk Accounts may be omitted from the Revenue test and that the Précis test may be dispensed with in the case of executive officers and the Account test in the case of those officers whose duties do not require an acquaintance with accounts work. That officer would also abolish the Criminal Judicial test, higher grade, in the case of Accountants in the Presidency Magistrates' Courts as their duties do not require an acquaintance with Criminal law. The Chief Presidency Magistrate would abolish the Précis-writing test for the chief clerk's place in the Presidency Magistrates' Courts.

(iv) The Director of Public Instruction considers that the Account test is unnecessary in the case of Sub-Assistant Inspectors and Inspectresses and proposes instead that such knowledge as is necessary for the discharge of their ordinary duties be made part of the departmental test held for these officers. (paragraph 2, page 7, current file)

(v) The Chief Judge of the Court of Small Causes suggests that

(a) the Translation test, higher grade, in both Tamil and Telugu prescribed for the translators and interpreters in that court may be altered into the higher grade in one language and lower in the other,

(b) that the Translation test prescribed for the recordkeepers may be done away with, and

(c) that the Translation test, higher grade, in Hindustani may be prescribed for the Persian and Hindustani Interpreter of that court.

(vi) Mr. Young, Superintendent of Stationery, considers that greater importance should be assigned to the papers that have to be answered with the aid of books which might be made longer than the papers "without books" and allotted twice the marks.

Mr. Schmidt would go a step further and allow candidates for all the special test examinations to answer the question papers with books.

(vii) Mr. Schmidt also suggests that the Account test should be prescribed for all the posts on Rs. 60 and above in his office and that the Acts relating to Companies Law should form part of the examination in the Civil Judicial test so far as District Registrars are concerned. The Superintending Engineer, VI Circle, would however prescribe it for clerical posts above Rs. 30.

(viii) Mr. Turing proposes the abolition of the Translation test for recordkeepers in Collectors' offices.

(ix) The Board of Revenue (Separate Revenue) does not require the Criminal Judicial or the Translation tests for the post of Income-tax Inspector in Madras and the Financial (Separate Revenue) Department seem to agree with the Board.

Another suggestion of the Board that the Abkari Deputy Commissioner may not be required to pass any vernacular test is being separately considered in the Separate Revenue branch of the Secretariat.

(x) The Board of Revenue (Revenue Settlement) would have no alterations made in the special tests at present prescribed for its officers.

Before a decision is arrived at on the above suggestions and the Commissioner for Government Examinations is asked to submit a draft of the necessary alterations in the Public Service and Special test notifications, extracts from the proposals may be sent to the respective administrative departments of the Secretariat for remarks in the first instance.

T.K.—30-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

The Board's reply is not in. I would prefer these details to be considered apart from the main issues herein dealt with.

R. RAMACHANDRA RAO—15-6-17.

The report of the Board of Revenue, Land Revenue, has since been received. The Board states—

(1) that the Account test should not only be retained for all the appointments for which it is now prescribed as a qualification but should also be extended to (a) all accountants on Rs. 35 and upwards in the Collector's offices, (b) for the post of the manager, Income-tax Collector's office, Madras, and (c) for the head accountant in the Taluk office, Madras;

(2) that the Précis-writing test may be abolished so far as the Revenue department is concerned;

(3) that the Translation test may be dispensed with in the case of officers, other than Europeans and Anglo-Indians, serving in a district the vernacular of which is their mother-tongue;

(4) that the Vernacular test prescribed for Europeans and Anglo-Indians may be continued;

(5) that Medical Jurisprudence may be removed from the curriculum of the Criminal Judicial test; The First Member of the Board dissents; and

(6) that no one should be allowed to appear for a Special test more than thrice.

P.R.—14-7-17.

C. RAMANUJA ACHARIYAR—14-7-17.

Article 3 of the Public Services notification which prescribes qualifying tests is a voluminous article and I think ought to be considered and overhauled in consultation with the officers concerned. Orders on other points dealt with in this file may however issue now.

R. RAMACHANDRA RAO—16-7-17.

M. Ann

PUBLIC WORKS DEPARTMENT.

V. Whether Hindustani should be recognised as one of the languages in which candidates may appear for the compulsory vernacular tests.

The Superintending Engineers, I and VII Circles, and the Sanitary Engineer are not in favour of the proposal. The Superintending Engineer, I Circle, says that except in the Ganjam division Hindustani will be of little use and that candidates knowing Telugu would be preferred for service in his circle. The Superintending Engineer, VII Circle, suggests that, instead of its being made compulsory, it may be prescribed as an optional language for reward examinations. The Sanitary Engineer points out that a large number of Mussalmans in this Presidency are well versed in the vernaculars of the districts they live in and that there is, therefore, no necessity to make Hindustani compulsory. The Superintending Engineers II, III, IV and V Circles, say that Hindustani may be made compulsory while the Superintending Engineer, VI Circle, has no remarks to offer on the point. Under the rules in force, an Assistant Engineer who joined the department after September 1912 has to pass compulsory tests in both Tamil and Telugu. A pass in Canarese or Malayalam is declared optional. The reasons for selecting Tamil and Telugu for compulsory tests will be found in paragraph 2 of the Deputy Secretary's notes on page 8 of the notes with G.O. No. 1239 W., dated 7th September 1912. In view of these reasons and also of the Sanitary Engineer's statement at A above, it does not seem necessary to make Hindustani compulsory. It may perhaps be made an optional examination like Canarese and Malayalam.

G. D. PLUMMER—15-2-17.

Educational propose to recognize "Hindustani" as one of the languages for the compulsory vernacular test. There seems no reason why this should not be done, provided Engineers are made to pass in either Telugu or Tamil but not in both as is required by the rules now. It will be easier for a European to pass in

G.O. 1239 W., 7th September 1912.

Vide paragraph 9 of Hon'ble Sir Alexander Cardew's note, page 7 of notes to Government Order.

Hindustani than either Tamil or Telugu, and as to Muhammadans it will bring them more in a line with Indians of the

Presidency whose mother-tongue is either Tamil or Telugu.

W. G. MOLESWORTH—22-2-17.

I generally agree with Mr. Molesworth's proposal, but I would not permit Hindustani to be one of the two compulsory languages.

W. M. ELLIS—19-2-17.

I should like to see Hindustani made one of the two compulsory languages for all European officers. It is a much easier language to learn—to speak at all events—than either Telugu or Tamil, and it is spoken throughout the length and breadth of the Presidency.

S. B. MURRAY—27-2-17.

HOME (EDUCATION) DEPARTMENT.

The Commissioner of Police, the Inspector-General of Prisons, the Assistant Archaeological Superintendent for Epigraphy, the Resident in Travancore and Cochin, the Inspector-General of Police, the Director of Agriculture, the Superintendent of Stationery, the Board of Revenue (Revenue Settlement) and the majority of the Judges of the High Court are opposed to the suggestion on the ground that Hindustani is not widely spoken in this Presidency and cannot adequately take the place of a vernacular in any specified area. The Sanitary Engineer is also opposed to it for the reason that the larger number of Mussalmans in this Presidency are well versed in the vernaculars of the districts they live in; while the Chief Judge, Court of Small Causes, the ex-Sheriff of Madras (Shifa-ul-mulk Zynulabidin Sahib), Mr. Turing (Collector of Bellary), Mr. H. G. Stokes (Collector of Kurnool), the Persian and Hindustani Translator to Government, the Superintending Engineers, II, III, IV and V Circles, the Public Works Department and the Board of Revenue (Separate Revenue) are in favour of it.

NOTES TO G.O. No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

11

13/

Mr. Turing, the Superintendent of Stationery, and the Superintending Engineer, VI Circle, would however encourage the study of Hindustani by placing it among the "Reward examinations." It may be noted that Hindustani has already been recognized as one of the languages for compulsory vernacular tests for the officers of the Educational Department (G.O. No. 738, Education, dated the 14th December 1910); and there seems to be no serious objection to the extension of this principle, so long as pass in another language is insisted on for higher and important appointments.

P.K.—50-5-17.

C. RAMANUJA ACHARIYAR—17-6-17.

This language is now widely spoken that knowledge thereof will be quite as useful as the knowledge of any other vernacular. I think that it may be recognized as one of the languages for the compulsory vernacular test.

R. RAMACHANDRA RAO—18-6-17.

The main issues are dealt with above.

The other minor questions may be referred to administrative departments separately for remarks.

The file is submitted without waiting for Board's (Land Revenue) reply.

Please see paragraph 6 of the Board's report on pages 44 and 45, current file. The Board, by a majority, considers that the proposal cannot be accepted. The Acting Second and Fourth Members (Messrs. Couchman and Aziz-ud-din Sahib) on the other hand support the proposal.

2. This subject has been taken up separately for consideration.

P.R.—14-7-17.

C.R.—14-7-17.

No orders necessary here.

R.R.—16-7-17.

Please print.

Leave ample space below every issue.

R.R.—18-6-17.

The notes have been printed and the file is submitted.

2. No reply has yet been received from the Board of Revenue (Land Revenue). In its interim reply, dated the 23rd June 1917, the Board stated that the draft was in circulation to the full Board and that the reply will be submitted as soon as possible.

A.S.—3-7-17.

T.K.—3-7-17.

C.R.—5-7-17.

The Honourable Member (X) wanted a proof copy to be submitted to him. Please submit a copy to him at once with a note that the main file is waiting for the Board's reply.

R.R.—5-7-17.

Proceedings of the Board of Revenue (Land Revenue), Mis. No. 930,
dated 10th July 1917.

The report of the Board of Revenue (Land Revenue), has been received and added to the current file. The Board's remarks on the several issues have been incorporated in the notes at the appropriate places. Apart from those, the Board makes only one recommendation, namely, that graduates whose mother-tongue was their optional subject in the B.A. examination need not be required to pass the test in manuscripts reading which is prescribed for deputy collectors.

This is a question to be dealt with in the Revenue Department to which it will be remitted.

M. Ann

14 NOTES TO G.O. No. 1021, HOME (EDUCATION), 6TH AUGUST 1917

2. The other questions relating to the details of the tests to be prescribed for the various appointments raised in paragraph 4 of the Government Order will also be similarly remitted to the departments concerned for consideration in the first instance, relevant extracts being sent to them.

3. This file will then present for immediate consideration only the three main issues raised in paragraphs 1 to 3 of the Government Order and dealt with on pages 2-9 of these notes. The file is submitted with reference to the Secretary's orders ~~and~~

P.R.—14-7-17.

C. RAMANUJA ACHARIYAR—14-7-17.

His Excellency and circulate.

R. RAMACHANDRA RAO—16-7-17.

P[ENTLAND]—20-7-17.

In our Order No. 969, Home (Education), dated the 13th September 1916, we asked heads of departments—

firstly, if a completed secondary school-leaving certificate should not be prescribed as the minimum general educational qualification for posts on Rs. 20 per mensem;

secondly, if the power of exemption now vested in Revenue divisional officers should not be abolished or restricted;

thirdly, if the rules which restrict the right to appear for various examinations under the Special Tests Notification to candidates possessing higher general educational qualifications should not be abolished or relaxed;

fourthly, if the special tests might not be simplified; and

lastly, if Hindustani should not be recognized as one of the languages for the compulsory vernacular tests.

The replies received to our reference show that we were right in making it. So far as I am concerned, I have no hesitation in saying that it would be an advantage to prescribe a completed school-leaving certificate as the minimum general educational qualification for appointments on Rs. 20 per mensem. Also I think that Revenue divisional officers should no longer have the power of exemption: such power should be exercised, in my opinion, so far as the Revenue Department is concerned, only by Collectors and the Board. As regards the special tests it seems to me that the rules which restrict the right to appear for some of them, to candidates possessing higher than the minimum general educational qualification, operate harshly. When once an officer is taken into the public service, he should have the opportunity to rise to the highest appointments in that service, provided he displays merit and ability for the purpose. To block a man by saying that he has not passed certain special tests, and at the same time not to allow him to appear for those tests on the ground that his general educational qualification is not of a sufficiently high order, appears to me unreasonable. It is for the Government from time to time to prescribe such general educational qualifications as may be deemed necessary but, when once a man has entered the service, I think that he should not be blocked except on account of unfitness or of want of character. I am against the alternative of maintaining the rules under reference and allowing heads of departments to grant exemptions. It would be difficult to maintain uniformity of action if we rely solely on the power of exemption. I would far rather abolish the restrictions. The existing special tests are, in my opinion, unduly elaborate and the question of simplifying them should be noted on in the different departments and disposed of. As regards recognizing Hindustani as one of the languages for the compulsory vernacular tests, we have already done so.

P. R[AJAGOPALA ACHARIYAR]—24-7-17.

NOTES TO G.O. No. 1021, HOME (EDUCATION), 6TH AUGUST 1917 15
I agree with my honourable colleague on all points.

H. F. W. GILLMAN—26-7-17.

I agree. As the revision of the special tests will take much time and candidates ought to have plenty of notice of the change in rule, I suggest that a draft on points 1 to 3 be prepared and issued at once, the fourth point being reserved for separate disposal.

A. G. C[ARDEW]—30-7-17.

Draft. Urgent.

R. RAMACHANDRA RAO—30-7-17.

A draft order is submitted for approval.

2. After issue the departments of the Secretariat may be consulted separately in regard to the fourth point.

A.S.—1-8-17.

T.K.—3-8-17.

C. RAMANUJA ACHARIYAR—6-8-17.

R.R.—6-8-17.

[G.O. No. 1021, Home (Education), dated 6th August 1917.]

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