

Government of Madras

HOME DEPARTMENT (EDUCATION)

G.O. No. 1364, 31st October 1917

Indian Educational Service

Furnishing the Director of Public Instruction with a copy of the agreement, application and testimonials of Miss Alice Sergeant who has been appointed by the Secretary of State for India to the — as second Inspectress of Girls' schools on a salary of Rs. 450-10-500 per mensem.

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READ—the following paper:—

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

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

Dated—India Office, London, the 21st September 1917.

No.—7, Public.

With reference to correspondence ending with my Public Secretary's letter of the 12th September 1917, J. & P., I have to inform Your Excellency in Council that I have appointed Miss Alice Sergeant to the Indian Educational Service as Inspectress of Schools in Madras.

2. Owing to the restrictions at present in force as to the travelling of women by sea it is impossible to say definitely when Miss Sergeant will arrive at Madras, but it is hoped to arrange a passage for her via the Cape by a steamer leaving England some time in October. I forward copy of the papers relating to her candidature together with one part of her agreement.

Letter from Board of Education, dated 11th June 1917, with enclosures.

3. I enclose also, for convenience of reference, a copy (a) of the general memorandum as to the Indian Educational Service, and (b) of the special memorandum as to the particular post supplied to the candidate before appointment.

ENCLOSURES

BOARD OF EDUCATION, WHITEHALL, LONDON, S.W. 1.

11th June 1917.

[Bombay (Sind) Inspectress of Schools. Madras Inspectress of Schools.]

SIR,

With reference to Mr. Ferard's letter of the 11th January (J. & P. 112/17) and Mr. Seton's letter of the 9th February (J. & P. 524/17) I am directed to state that only four ladies applied for either of the abovenamed posts and of them only three appeared to be eligible for interview. Of these one subsequently withdrew.

Of the two ladies interviewed, the Committee decided to recommend Miss Sergeant for appointment to the Inspectresship in Madras, but they are unable to make any recommendation for the Inspectresship in Bombay.

Particulars of Miss Sergeant's qualifications are attached. It will be observed that she is not a trained teacher and that she has no experience of Training College work. Her intellectual qualifications are however high and her testimonials very good. The Committee were of opinion that these considerations might outweigh on this occasion the absence of technical training.

The Committee are impressed with the extreme difficulty of recruiting candidates for the Indian Educational Service during the war either in adequate numbers or of sufficient qualifications. It has already been arranged with the India Office that the recruitment for appointments for men should at present be suspended, and the Committee would now suggest that only in cases of extreme urgency should an attempt be made to recruit for appointments for women. Unless such recruitment is, so far as possible, suspended, the Committee will be faced with the alternative either of making no recommendation or of recommending candidates of whose fitness for appointment to the service they are not fully convinced.

Should their recommendation of Miss Sergeant be accepted by the Secretary of State, I am to point out that she will necessarily have to resign her present post at an early date, but may not be able owing to the naval situation to proceed to India till some date at present indefinitely remote. I am therefore to suggest for the favourable consideration of the Secretary of State that some arrangement might be made by which she should receive a salary at least at the rate of furlough pay from the date of her resignation of her present post till such time as she is able to leave this country.

Sir Murray Hammick, K.C.S.I., C.I.E., Mr. W. D. Sheppard, C.I.E., and Mr. G. F. Adams were members of the Selection Committee on this occasion.

I am, etc.,

GILBERT MURRAY,
Director of Special Inquiries and Reports and
Chairman of the Selection Committee.

The Under Secretary of State, Public Department, India Office, S.W. 1.

Annex

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

Name	...	Alice Sergeant.
Address	...	Westfield College, Hampstead, N.W.
Age	...	35.
Education	...	Great Crosby, Merchant Taylor's Girls' School, 1891-1893. Bedford, Howard College, 1893-1896. Oldham, Hulme School for Girls, 1896-1900. Aberystwyth College, University of Wales, 1901-1902. Oxford, Somerville College, 1902-1905. Diploma of the University in Honours in Modern History, Class II. External Student of London University, 1899-1905. Matriculation Class I, 1899. Intermediate Class I, 1902.
Experience	...	Westfield College, University of London. Northern Polytechnic Institute. Secretarial Assistant to Professor Sir P. Vinogradoff, Corpus Professor of Jurisprudence at Oxford. Author of Political Article in Victoria County History (Berkshire).
Remarks	...	Miss Sergeant is a lady of small stature and slight build, quiet, dignified and self-possessed, with a pleasant voice and attractive manner. She submitted very strong testimonials as to her general capacity and intellectual attainments, and her demeanour throughout the interview impressed the Committee with a sense of her refinement, candour, tact and sound common sense. She lacks some of the technical qualifications for the work of an Inspectress and she may be a little wanting in vitality—the medical examination will doubtless ascertain whether this is so; but in other respects she appears to be considerably above the average of women candidates for posts in the Indian Educational Service, and it was decided to recommend her for the post of Inspectress in Madras, to which province she desires to go.

11th June 1917,

G. M.

Educational appointments in India and the Colonies.

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

- | | | |
|---|-----|---|
| 1. Name in full | ... | Alice Sergeant. |
| 2. Address | ... | Westfield College, Hampstead, London, N.W. |
| 3. Age last birthday, with date and place of birth. | ... | Thirty-three years. 1882. Grenada, British West Indies. |
| 4. Married or single (number and ages of children, if any). | ... | Single. |
| 5. Health (past and present) | ... | Excellent. |
| 6. Father's name, nationality, and occupation (state whether living or dead). | ... | Richard Joseph Sergeant.
English. Cocoa-planter, and Merchant.
Living—retired. |
| 7. Post and approximate salary desired | ... | Principalship or Professorship in Government College for Women, India. |
| 8. Duration of visits or residence abroad. | ... | Residence, 1882-1891, Grenada, British West Indies.
Residence, 1900-1901, Barcelona—Spain.
Visits, 1909, Barcelona, Spain (one month).
Visits, 1898-1909, Switzerland, three weeks, six weeks. |
| 9. Names of districts abroad of which the applicant has special knowledge. | ... | Grenada B.W.I.
North Spain. |
| 10. Particulars and dates of any important appointments, e.g., Headmistressships or Principalships, Administrative posts, University Professorships, Lectureships, or the like, for which the applicant has stood or is standing. | ... | Standing for—
Principalship of Government College for Women, Madras.
Chief Professorship of Government College for Women in Madras. |
| 11. Athletics—(a) experience in organizing games; (b) proficiency in athletics. | ... | (a) Captaincy at school in cricket and tennis.
Membership of Westfield College Tennis Committee, 1907-1915.
(b) Cricket, hockey, tennis, boating. |
| 12. Date of application | ... | 8th July 1915. |

	Name of school or college.	Name of Principal.	Dates of joining and leaving.	Scholarships, certificates, degrees and other honours.
13. School education ...	Merchant Taylors' Girls' School (Gt. Crosby, Liverpool). Howard College, Bedford (Boarding School). Hulme Schools for girls, Oldham. Aberystwyth College, University of Wales. Somerville College, Oxford.	 Mrs. Burnett ... Miss Clark ... Mr. Roberts ... Miss Maitland.	1891-1893. 1893-1896. 1896-1900. 1901-1902. 1902-1905. 1899-1905.	 Scholar of College. Exhibitioner in History. Diploma of the University in Honours in Modern History Class II, 1905. Matriculation class I, 1899. Intermediate 1902. Pass in Greek, Latin, English Mathematics, Honours in History (Class I). French (Class II). Scholarship in History for two years (1902-1904). Honours degree in Modern History—1905, Class II.
15. Professional training as a teacher, if any—(If a holder of the Board of Education's parchment certificate, the date of the examination and the class in which the applicant was placed in each part of the examination must be shown).	External Student of London University. Two years' training in research in attendance at the post graduate Seminar led by Professor Vinogradoff, Corpus Professor of Modern Jurisprudence, University of Oxford (1905-1907).			
16. Teaching employment ...	Resident lecturer in History, Westfield College, University of London.	Miss Constance Maynard (1907-1913). Miss Agnes de Selincourt (1913-1915.)	1907 ...	Resident lecturer— Lectures to Honours Classes in English Political, Constitutional and Economic History: Tutorial classes and Seminars in English History and in European History. Lectures to Pass B.A. Classes in English History and in European History. Lectures to Intermediate students in English History and on set books. Regular criticism and correction of essays. Salary £110 resident (residence calculated at £100). Two lectures per week to Intermediate Arts Students. Salary according to number of lectures (10/6 per lecture). Secretarial Assistant for half time. £60 per annum.
17. Other employment (All employment to be entered in order of time).	Northern Polytechnic Institute, University of London. At Oxford ... Do.	Dr. Clay ... Professor Vinogradoff. Editor of Victoria County History.	1911-1912. 1905-1907. 1905-1907.	Preparation and publication of article on political history of Berkshire: Paid by length.

18. References—

- (1) Name ... Miss C. L. Maynard.
Address ... The Sundial, Little Bookham, Surrey.
Occupation or position ... Late Principal of Westfield College, University of London.
- (2) Name ... Professor Vinogradoff.
Address ... Court Place, Ilfley, Oxen.
Occupation or position ... Corpus Professor of Modern Jurisprudence, University of Oxford.

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

19. * Copies of testimonials from—

- (1) Miss de Selincourt, Principal of Westfield College, London.
(2) Miss B.A. Lees, late History tutor of Somerville College, Oxford.
(3) Mrs. Fisher (H.A.L.), late tutor to the Association for the Education of Women.
(4) Dr. E. A. McArthur, late Lecturer and Director of Studies in History, Girton College, Cambridge.

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

20. Observations—

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

Experience in Social work at Oxford rent collecting and Health Visitor Work in connection with the Cottage Improvement Society 1905-1907).

Organization Membership of Central Executive Committee of National Council of the Y.W.C.A., and of Central Institute Committee, Y.W.C.A.

THE SUNDIAL, LITTLE BOOKHAM, SURREY.

13th July 1915.

C.A. No. 513-4.

Madras Government College for Women, Lady Principal

DEAR SIR,

Miss Alice Sergeant was Resident Lecturer in History at Westfield College, University of London, during the last eight years of my tenure of office as Principal of that College.

I know her intimately, and have a very great respect for her, and (though I am considered somewhat of a severe judge of character) I honestly believe you have in her one of those first-class candidates, which are not always forthcoming when these important posts have to be filled.

Her degree and experience speak for her intellectual attainment and ability, and I have far more delicate matters of which to speak, and I do frankly.

She is a true gentlewoman. Her sense of honour and of obligation is perfect, and she will be scrupulous as to any agreement made; she errs a little on the side of generosity, as to time effort, money, and everything she possesses. Her knowledge of poetry and literature is very good, and her refinement of taste unerring. I used to find she could always be trusted to guide the amusements left to the choice of the students.

She is a truly good woman, and would have sympathy with the missionaries of various denominations, especially with those educative or medical, and yet whenever she has spoken of her aims in life, she has (for many years past) declared that though her great wish would be to work abroad she would prefer the purely educational work, and would rather work under the Government of India, with its just principle of neutrality, than under any society.

Her health has not always been good, but this invariably arose from cold. Born in Jamaica, and living there till ten years old, she has always longed to return to a tropical of sub-tropical climate. The hotter the weather, the more energetic she feels, and she seems quite impervious to the lassitude felt by many on really warm days.

She is rather below the average height, but this in no way detracts from a sort of quiet dignity. Her accent and manner are decidedly winning, gracious, soft and pleasing, and yet accompanied by no lack of firmness. If I may be allowed to mention a trifle,—at a little entertainment got up by the Westfield students for their own private amusement, Miss Sergeant presented Queen Victoria at her accession and with the hair in appropriate fashion, and the dress copied from an engraving of the time, the likeness was pronounced something extraordinary.

She has been offered (in a tentative fashion) a post in Kingston, Jamaica, and at one time she made enquiries about the inspection of schools in North India as she has always had a desire to serve her country abroad; and her great love of hot sunshine has pointed her towards the south.

Let me close with saying that Lady Pentland having been also a Westfield student,—though several years before Miss Sergeant's appointment on the Resident staff,—I cannot but think you would find this choice acceptable to their Excellencies. Indeed I think you have now before you a candidate such as, for suitability covering a large number of points is not often to be found, and I have hopes that she may serve you well and long.

Believe me, etc.,

CONSTANCE L. MAYNARD,
Late Principal of Westfield College, University of London.

COURT PLACE, IFFLEY, OXFORD.

July 17th 1915.

C.A. No. 513-4.

Madras Government College for Women, Lady Principal and Lady Professor.

DEAR SIR,

I know Miss Sergeant as an excellent research student. She did work in my seminar in 1906, and acted as my secretary for a couple of years after taking her certificate—she was most careful and industrious and showed considerable ability in study of mediæval records. I have publicly acknowledged her assistance in the preface to my work on "English Society in the Eleventh Century."

I am sure she will do her best to justify her appointment to the Madras College.

Yours truly,

P. VINOGRADOFF.

WESTFIELD COLLEGE (UNIVERSITY OF LONDON), HAMPSTEAD, N.W.

17th July 1915.

C.A. 513 and 514.

Madras Government College for Women, Lady Principal and Lady Professor.

DEAR SIR,

It is difficult to speak certainly as to the qualifications of any one for a post which differs widely from any previously held; and my experience in India leads me to believe that these posts would present special difficulties. At the same time I am very anxious to give you any help I can.

Miss Sergeant would, I believe, as head of any institution impress herself very pleasantly on her staff and students. I believe, also, that she would prove a tactful and capable organiser. Her outlook is certainly a wide one, and her patriotic enthusiasm would be of real value in India. When, however, you speak of 'distinction' I feel a little more doubtful as Miss Sergeant is more likely to make an impression by quiet and gentle persistence in any work she undertakes than by reason of brilliant capabilities.

Believe me, etc.

AGNES DE SELINCOURT,
THE GRANGE, ECCLESALL, SHEFFIELD.

Miss Sergeant was my pupil in Economics at Oxford and I have also seen a good deal of her in other ways since she took her final schools. I have formed an extremely high opinion of her character and abilities. She has considerable intellectual power, clearness and insight. In her dealings with people of all classes and kinds she shows great tact and discretion, and all her work is marked by a high degree of competence. I should feel certain that whatever she undertook would be thoroughly well carried out.

LITICE FISHER,
*late Tutor to the Association for the Education of Women.
late History Tutor, St. Hugh's Hall, Oxford.*

No. 10, HUNTINGDON ROAD,
CAMBRIDGE.

It gives me great pleasure to support Miss Sergeant's candidature for the post of Lady Principal of the Government College for Women in Madras.

For over three years Miss Sergeant worked with me at Westfield College, and proved herself to be an efficient and successful teacher in preparing for the Honours, Pass and Intermediate examinations of the University of London. In this work she displayed the power of arousing and maintaining the interest of her pupils in their reading, and spared neither time nor trouble in their service.

Miss Sergeant's attitude towards study is that of the scholar, but at the same time she realises the difficulties of the practical teacher. While thus well qualified in the lecturing which may be required, Miss Sergeant's attitude towards the general life of a residential College would be valuable should she be elected to the post.

At Westfield College she has thrown herself wholeheartedly into the social life of the place and has won the affection of her students by her sympathy and understanding of their life and problems.

Her tactfulness and pleasant manners have contributed largely to her success as a residential official.

I retain a pleasant memory of a younger colleague whose delight in her work and her pupils was a refreshment.

I shall be very glad to answer any questions that may be put to me.

ELLEN A. MCARTHUR, LITT. D.,
*some time Head Lecturer and Director of Studies in History,
Girton College, and temporary Head of the
History Department, Westfield College.*

No. 14, WINCHESTER ROAD,
OXFORD.

It is a great pleasure to me to be able strongly to support the candidature of my former pupil Miss Alice Sergeant for the post of Lady Principal of the Government College for Women, Madras. Miss Sergeant seems to me to be peculiarly well fitted for a position of trust and responsibility involving both intellectual ability and practical capacity. She has had a distinguished academic and professional career. She won a scholarship from the University of London as the student who headed the list in history in the Intermediate Examination, and she was subsequently awarded an Exhibition in history at Somerville College, Oxford. She read under my direction for the Oxford Final, Honours School of Modern History and for Honours in History in the University of London. In both examinations she took good second class honours in the same year, 1905. She then acted as historical secretary to Professor Vinogradoff, Corpus Professor of Jurisprudence in the University of Oxford. He thought very highly of her work in every respect and continues to take much interest in her career. She also did excellent original work for the Victoria County History and has since been engaged in important original research in connection with the Domesday Survey of Kent. For eight years she has been lecturing and teaching at Westfield College, with marked success. She is a clear and interesting teacher, popular with her pupils, and most conscientious and thorough in all her work. She has herself a particularly clear and logical mind, and writes and speaks lucidly, concisely and vigorously. She has also decided literary ability, and is interested in many subjects, and in particular in modern social and economic problems, and in educational questions. Miss Sergeant is sympathetic and tactful and has been most successful in dealing with her pupils and with people of all classes. She was very popular at Oxford, both with tutors and students, and always showed herself loyal, energetic and zealous on behalf of the college. She is a woman of fine character, high principled, honourable and unselfish. I know no one to whom I would more willingly entrust the education of young students, or in whom I would place more entire confidence in administrative work.

BEATRICE A. LEE,
*Late Resident History Tutor,
Somerville College, Oxford.*

WESTFIELD COLLEGE,
(UNIVERSITY OF LONDON),
HAMPSTEAD, N.W.

Miss Alice Sergeant has been a Lecturer in History in this College for eight years; her work in this department has been most satisfactory and successful.

Miss Sergeant's personal character would make her a desirable addition to any community, and she would fill any position of responsibility with tact and thoroughness. She has been a uniformly pleasant and loyal colleague and has worked unselfishly for the common good. She has shown a constant interest in the individual life of the students, and she has rendered valuable service to the college as President at various times of the Archaeological Society, the History Club and the War Club, and as a member of a number of committees such as the Games Committee, the Magazine Committee, etc.

She has a taste for domestic economy, so that in spite of her many university interests this side of the work would not be neglected.

Should she seek for a post abroad her intelligent patriotism combined with a strong inclination to be directly a servant of the State would be a distinct qualification; and her sympathetic understanding of different points of view would also help her in any difficulties which might arise.

Miss Sergeant is a gentlewoman of refinement and culture, and her high ideals have always been a power for good in the college.

24th June 1915.

AGNES DE SELINCOURT,
Principal of Westfield College.

LINCOLN COLLEGE,
OXFORD (1907).

Miss Sergeant read with me while preparing for her final Honours Examination at Oxford, and also while preparing in Economic History for the London B.A. Examination.

I found Miss Sergeant a student of real power and excellent promise. Her essays were always thoughtful and interesting at the same time, showing undoubted originality and strong common-sense. Her sympathy with great movements was easily aroused. Her expression, written and oral, was always clear and well put.

Miss Sergeant will, I am certain, make an excellent teacher of History.

OWEN M. EDWARDS, M.A.,
Fellow of Lincoln College, Oxford,
Late Modern History Tutor.

C.A. No. 548.

Appointment of an Inspectress of Girls' Schools in the Presidency of Madras, India.

The Government of India desire applications for the post of second Inspectress of Schools for Girls in Madras.

2. Candidates who must be British subjects should be unmarried, and not more than 35 years of age. They should be graduates of a British University or have taken an Honours course at Oxford, or Cambridge, and should be trained teachers, or have had experience of training college work.

3. The appointment is in the Indian Educational Service and will be subject to the conditions stated in the annexed memorandum (C.A. No. 5). The initial salary of the post will be at the rate of Rs. 450 per mensem, rising by annual increments of Rs. 10 to Rs. 500 with the prospect of promotion to the post of first Inspectress at a salary of Rs. 500—20—600 per mensem. No free quarters or house-rent in lieu of them are provided.

4. Applications should be submitted in covers marked "C.A." to "The Secretary, Board of Education, Whitehall, London, S.W. 1." Scottish candidates should apply to "The Secretary, Scotch Education Department, Whitehall, London, S.W. 1."

C.A. No. 5.

Indian Educational appointments.

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

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

Selection of candidates for appointment.

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

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

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

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

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

General conditions of engagement.

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

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

9. Officers of the Indian Educational Service are expected to give their whole time to the duties of the Service. The salaries paid are as follows: A newly appointed Inspector or Professor receives Rs. 500 a month, rising by annual increments of Rs. 50 a month to Rs. 1,000 a month. When this point has been reached, the increase of his emoluments depends upon his promotion, and takes the form of allowances ranging from Rs. 200 to Rs. 500, in addition to the salary of Rs. 1,000. There are at present 30 such allowances. There is in every province a Director of Public Instruction. The posts of Director of Public Instruction are normally held by members of the Indian Educational Service, but power is reserved to appoint to a vacancy from outside the department in exceptional circumstances when the requirements of the post cannot otherwise be met. Their pay differs in different provinces:—

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

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

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

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

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

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

Appointments open to women.

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

Temporary appointments.

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

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

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

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

August 1913.

APPENDICES.

[NOTE.—This memorandum is merely intended to show the principal leave and pension rules in the Civil Service Regulations at present applicable to the Indian Educational Service without going into minute details, and does not profess to deal with every case that may arise. The rules are subject to alteration and any disputed question must be decided with reference to the authorized text of the Civil Service Regulations for the time being.]

APPENDIX I.

[See paragraph 10 of the Regulations.]

Leave.

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

Probationers.

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

Officers other than probationers—Long leave.

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

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

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

6. The allowances admissible during furlough are—

(1) During furlough without medical certificate and during so much of furlough with medical certificate as may be 'due'—half average salary, subject to certain maximum and (in the case of furlough with medical certificate) minimum limits.

(2) After the expiration of the period of leave with medical certificate for which the foregoing allowances are admissible—one quarter of average salary, subject to certain maximum and minimum limits.

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

Short leave.

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

Subject to certain conditions vacation leave or privilege leave may be combined with furlough, special leave, or extraordinary leave without pay.

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

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

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

General rules.

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

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

APPENDIX II.

Pensions and Provident Fund.

[See paragraph 10 of the Regulations.]

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

An officer of the Indian Educational Service becomes eligible for a pension on completing 30 years' qualifying service or on attaining the age of 55 years. If at an earlier date he is compelled to retire from the service through ill-health not occasioned by irregular or intemperate

habits, he becomes eligible for an invalid pension or a gratuity according to the length of his service. Retirement is ordinarily required at the age of 55 years, but for special reasons an officer is sometimes retained after attaining that age.

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

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

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

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

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

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

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

(1) The contribution is compulsory up to $6\frac{1}{2}$ per cent on salaries, with voluntary contributions of not more than a further $6\frac{1}{2}$ per cent. Subscriptions on leave of any kind are optional.

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

(3) The sum which thus accumulates to the credit of an officer is his absolute property, subject to the rules of the fund, and is handed over to him, unconditionally, on quitting the service; or in the event of his death before retirement, to his legal representatives or such other person or persons as, under, and subject to the rules of the fund for the time being in force, may be entitled thereto.

AGREEMENT made the 31st day of August One thousand nine hundred and seventeen between ALICE SERGEANT of 3 Peak Hill Gardens Sydenham London S.E. of the first part and the SECRETARY OF STATE FOR INDIA IN COUNCIL of the second part WHEREAS the Secretary of State for India in Council has engaged the party of the first part to serve His Majesty in India as Second Inspectress of Girls' Schools in the Presidency of Madras in the Indian Educational Service for the term of two years from the date of her reporting her arrival at Madras as hereinafter mentioned and subject to the conditions and agreements hereinafter contained Now THESE PRESENTS WITNESS and the said parties hereto respectively agree as follows:—

(1) That the party of the first part will on being provided with a first-class passage to Madras proceed thither in October next or in the event of there still being in force at that time an embargo on ladies travelling to India within such time from the relaxation or removal of such embargo as may be prescribed by the Secretary of State for India in Council.

(2) That the party of the first part in the event of her being prevented by the embargo aforesaid from proceeding to Madras during the first week in October next, will until the relaxation or removal thereof remain in Great Britain and will submit herself to all orders which she may receive from the Secretary of State for India in Council or his officers as to the devotion of her time for fitting herself for the performance of her duties in India. The party of the first part will for so long as she is detained in Great Britain by the said embargo be entitled to a deputation allowance at the rate of Two hundred and seventy pounds per annum payable monthly with effect from the first October next and ceasing on the date of her embarkation for Madras provided that she carry out the said orders. Whilst so detained she will also be subject to the provisions of Clauses 4, 7 and 9 hereof mutatis mutandis.

(3) That in the event of the embargo aforesaid being in force for a period exceeding one year commencing on the first day of October next either party may after the expiry of such period terminate this Agreement by giving to the other party one month's notice in writing.

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

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

(6) That if the party of the first part shall during the said term of two years or if the service shall continue beyond such term during the next three succeeding years relinquish the service of the Government (whether after having given notice or otherwise) she shall forthwith on demand pay to the Secretary of State for India in Council the cost of her passage to Madras.

(7) That from the date of the party of the first part reporting her arrival at Madras the Government will pay her so long as she shall remain in the said service and actually perform her duties a Salary at the rate of Rupees Four hundred and fifty for the first year and Rupees Four hundred and sixty for the second year and if she shall remain in the said service beyond that period then Rupees Four hundred and seventy for the third year rising by annual increments of Rupees ten per mensem to Rupees Five hundred per mensem. No free quarters or house rent in lieu of them will be provided for the party of the first part.

(8) That the Government may at any time during the said term of two years or if the service shall continue beyond such term at any time thereafter dispense with the service of the party of the first part without notice in the event of misconduct on her part or of a breach by her of any of the conditions herein specified.

(9) That on the determination of the service in India at the expiration of the said term of two years but not upon any subsequent determination or if prior to the expiration of the said term of two years the service shall be determined by the Secretary of State for India in Council or by the Government in India under the provisions of Clause 10 of these presents and if the party of the first part shall quit the same in India the Government will provide her with a first class passage back to England at the public expense, provided she claims such passage within three months from any such determination of the service as is mentioned in this Clause and leaves India on her return to England within such time as she may be directed.

(10) That it shall be lawful for the Secretary of State for India in Council or for the Government prior to the expiration of her service under these presents if satisfied on the report of the duly constituted advisory Medical Board that the party of the first part is unfit and is likely for a considerable period to continue unfit by reason of ill health for the discharge of her duties in India to determine the service under these presents (the decision of the Secretary of State for India in Council or the Government being conclusive) and thereupon her services shall be terminated.

(11) That the party of the first part shall within the period or periods prescribed by the rules and regulations relating to examinations in vernacular languages for the time being in force in the province within which she may be serving and generally in accordance with and subject to such rules and regulations pass an examination or examinations in such vernacular language or languages as may be required by the Government and on failure to pass such examination or examinations shall be liable to the penalties prescribed by the said rules and regulations. Provided that if the party of the first part shall fail to pass an examination in such one of the prescribed vernacular languages as may be prescribed within the said term of two years the Government may notwithstanding anything in the next clause or the said rules and regulations contained dispense with her services.

(12) That unless she the party of the first part shall receive notice in writing from some authorized Officer of the Government three calendar months before the expiration of the said term of two years that Government no longer require her services or unless she shall give notice in writing to the Government three calendar months before the expiration of the said term of two years that she is desirous to put an end to her service under these presents she will continue in the service of Government upon the like terms and conditions as are herein contained so far as the same are applicable except that she shall not be entitled to receive or required to give notice of termination of her service under Government otherwise than as provided in the Civil Service Regulations for the time being in force or any other rules to which she may be made subject.

(13) The party of the first part will from the date of her reporting her arrival at Madras during her continuance in the service pay such subscriptions to the General Provident Fund as

For approval

18/10/17
G.O. No. 1364, 31st October 1917

Indian Educational Service

Furnishing the Director of Public Instruction with a copy of the agreement, application and testimonials of Miss Alice Sergeant who has been appointed by the Secretary of State for India to the — as second Inspectress of Girls' schools on a salary of Rs. 450-10-500 per mensem.

READ—the following paper:—

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

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

Dated—India Office, London, the 21st September 1917.

No.—7, Public.

With reference to correspondence ending with my Public Secretary's letter of the 12th September 1917, J. & P., I have to inform Your Excellency in Council that I have appointed Miss Alice Sergeant to the Indian Educational Service as Inspectress of Schools in Madras.

2. Owing to the restrictions at present in force as to the travelling of women by sea it is impossible to say definitely when Miss Sergeant will arrive at Madras, but it is hoped to arrange a passage for her via the Cape by a steamer leaving England some time in October. I forward copy of the papers relating to her candidature together with one part of her agreement.

Letter from Board of Education, dated 11th June 1917, with enclosures.

3. I enclose also, for convenience of reference, a copy (a) of the general memorandum as to the Indian Educational Service, and (b) of the special memorandum as to the particular post supplied to the candidate before appointment.

ENCLOSURES

BOARD OF EDUCATION, WHITEHALL, LONDON, S.W. 1.
11th June 1917.

[Bombay (Sind) Inspectress of Schools. Madras Inspectress of Schools.]

SIR,

With reference to Mr. Ferard's letter of the 11th January (J. & P. 112/17) and Mr. Seton's letter of the 9th February (J. & P. 524/17) I am directed to state that only four ladies applied for either of the abovenamed posts and of them only three appeared to be eligible for interview. Of these one subsequently withdrew.

Of the two ladies interviewed, the Committee decided to recommend Miss Sergeant for appointment to the Inspectresship in Madras, but they are unable to make any recommendation for the Inspectresship in Bombay.

Particulars of Miss Sergeant's qualifications are attached. It will be observed that she is not a trained teacher and that she has no experience of Training College work. Her intellectual qualifications are however high and her testimonials very good. The Committee were of opinion that these considerations might outweigh on this occasion the absence of technical training.

The Committee are impressed with the extreme difficulty of recruiting candidates for the Indian Educational Service during the war either in a large number or of sufficient qualifications. It has already been arranged with the India Office that the recruitment for appointments for men should at present be suspended, and the Committee would now suggest that only in cases of extreme urgency should an attempt be made to recruit for appointments for women. Unless such recruitment is, so far as possible, suspended, the Committee will be faced with the alternative either of making no recommendation or of recommending candidates of whose fitness for appointment to the service they are not fully convinced.

Should their recommendation of Miss Sergeant be accepted by the Secretary of State, I am to point out that she will necessarily have to resign her present post at an early date, but may not be able owing to the naval situation to proceed to India till some date at present indefinitely remote. I am therefore to suggest for the favourable consideration of the Secretary of State that some arrangement might be made by which she should receive a salary at least at the rate of furlough pay from the date of her resignation of her present post till such time as she is able to leave this country.

Sir Murray Hammick, K.C.S.I., C.I.E., Mr. W. D. Sheppard, C.I.E., and Mr. G. F. Adams were members of the Selection Committee on this occasion.

I am, etc.,

GILBERT MURRAY,
Director of Special Inquiries and Reports and
Chairman of the Selection Committee.

The Under Secretary of State, Public Department, India Office S.W. 1.

Annex 1.

The candidate whose name is given below has been interviewed by the Selection Committee.

Further details concerning her will be found in the accompanying application form ;—

Name ...	Alice Sergeant.
Address ...	Westfield College, Hampstead, N. W.
Age ...	35.
Education ...	Great Crosby, Merchant Taylor's Girls' School, 1891-1893. Bedford, Howard College, 1893-1896. Oldham, Hulme School for Girls, 1896-1900. Aberystwyth College, University of Wales, 1901-1902. Oxford, Somerville College, 1902-1905. Diploma of the University in Honours in Modern History, Class II. External Student of London University, 1899-1905. Matriculation Class I, 1899. Intermediate Class I, 1902.
Experience ...	Westfield College, University of London. Northern Polytechnic Institute. Secretarial Assistant to Professor Sir P. Vinogradoff, Corpus Professor of Jurisprudence at Oxford. Author of Political Article in Victoria County History (Berkshire).
Remarks ...	Miss Sergeant is a lady of small stature and slight build, quiet, dignified and self-possessed, with a pleasant voice and attractive manner. She submitted very strong testimonials as to her general capacity and intellectual attainments, and her demeanour throughout the interview impressed the Committee with a sense of her refinement, candour, tact and sound common sense. She lacks some of the technical qualifications for the work of an Inspectress and she may be a little wanting in vitality—the medical examination will doubtless ascertain whether this is so ; but in other respects she appears to be considerably above the average of women candidates for posts in the Indian Educational Service, and it was decided to recommend her for the post of Inspectress in Madras, to which province she desires to go.

11th June 1917.

G. M.

Educational appointments in India and the Colonies.

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

1. Name in full ...	Alice Sergeant.
2. Address ...	Westfield College, Hampstead, London, N.W.
3. Age last birthday, with date and place of birth.	Thirty-three years. 1882. Grenada, British West Indies.
4. Married or single (number and ages of children, if any).	Single.
5. Health (past and present) ...	Excellent.
6. Father's name, nationality, and occupation (state whether living or dead).	Richard Joseph Sergeant. English. Cocoa-planter, and Merchant. Living—retired.

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No. 1364, HOME (EDUCATION), 31st OCTOBER 1917

Dates of joining and leaving.

Scholarships, certificates, degrees and other honours.

1891-1893	...	...	...	...
1893-1896	...	...	...	...
1896-1900	...	...	...	...
1901-1902	...	...	...	Scholar of College.
1902-1905	...	...	...	Exhibitioner in History.
				Diploma of the University in Honours in Modern History Class II, 1905.
1899-1905	...	...	...	Matriculation class I, 1899.
				Intermediate 1902.
				Pass in Greek, Latin, English, Mathematics, Honours in History (Class I). French (Class II).
				Scholarship in History for two years (1902-1904).
				Honours degree in Modern History—1905, Class II.

Dates of joining and leaving.

Position and character of work done, also salary received.

1907	...	...	...	Resident lecturer—
				Lectures to Honours Classes in English/Political, Constitutional and Economic History: Tutorial classes and Seminars in English History and in European History.
				Lectures to Pass B.A. Classes in English History and in European History.
				Lectures to Intermediate students in English History and on set books.
				Regular criticism and correction of essays.
				Salary £110 resident (residence calculated at £100).
1911-1912	...	...	...	Two lectures per week to Intermediate Arts Students.
				Salary according to number of lectures (10/6 per lecture).
1905-1907	...	...	...	Secretarial Assistant for half time. £60 per annum.
1905-1907	...	...	...	Preparation and publication of article on political history of Berkshire: Paid by length.

18. References—

- (1) Name ... Miss O. L. Maynard.
Address ... The Sundial, Little Bookham, Surrey.
Occupation or position ... Late Principal of Westfield College, University of London.
- (2) Name ... Professor Vinogradoff.
Address ... Court Place, Ifley, Oxen.
Occupation or position ... Corpus Professor of Modern Jurisprudence, University of Oxford.

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

19. * Copies of testimonials from—

- (1) Miss de Selincourt, Principal of Westfield College, London.
(2) Miss B.A. Lees, late History tutor of Somerville College, Oxford.
(3) Mrs. Fisher (H.A.L.), late tutor to the Association for the Education of Women.
(4) Dr. E. A. McArthur, late Lecturer and Director of Studies in History, Girton College, Cambridge.

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

20. Observations—

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

Experience in Social work at Oxford rent collecting and Health Visitor Work in connection with the Cottage Improvement Society 1905-1907).

Organisation Membership of Central Executive Committee of National Council of the Y.W.C.A., and of Central Institute Committee, Y.W.C.A.

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THE SUNDIAL, LITTLE BOOKHAM, SURREY.

13th July 1915.

C.A. No. 513-4.

DEAR SIR,

Miss Alice Sergeant was Resident Lecturer in History at Westfield College, University of London, during the last eight years of my tenure of office as Principal of that College.

I know her intimately, and have a very great respect for her, and (though I am considered somewhat of a severe judge of character) I honestly believe you have in her one of those first-class candidates, which are not always forthcoming when these important posts have to be filled.

Her degree and experience speak for her intellectual attainment and ability, and I have far more delicate matters of which to speak, and I do frankly.

She is a true gentlewoman. Her sense of honour and of obligation is perfect, and she will be scrupulous as to any agreement made; she errs a little on the side of generosity, as to time effort, money, and everything she possesses. Her knowledge of poetry and literature is very good, and her refinement of taste unerring. I used to find she could always be trusted to guide the amusements left to the choice of the students.

She is a truly good woman, and would have sympathy with the missionaries of various denominations, especially with those educative or medical, and yet whenever she has spoken of her aims in life, she has (for many years past) declared that though her great wish would be to work abroad she would prefer the purely educational work, and would rather work under the Government of India, with its just principle of neutrality, than under any society.

Her health has not always been good, but this invariably arose from cold. Born in Jamaica, and living there till ten years old, she has always longed to return to a tropical or sub-tropical climate. The hotter the weather, the more energetic she feels, and she seems quite impervious to the lassitude felt by many on really warm days.

She is rather below the average height, but this in no way detracts from a sort of quiet dignity. Her accent and manner are decidedly winning, gracious, soft and pleasing, and yet accompanied by no lack of firmness. If I may be allowed to mention a trifle,—at a little entertainment got up by the Westfield students for their own private amusement, Miss Sergeant presented Queen Victoria at her accession and with the hair in appropriate fashion, and the dress copied from an engraving of the time, the likeness was pronounced something extraordinary.

She has been offered (in a tentative fashion) a post in Kingston, Jamaica, and at one time she made enquiries about the inspection of schools in North India as she has always had a desire to serve her country abroad; and her great love of hot sunshine has pointed her towards the south.

Let me close with saying that Lady Pentland having been also a Westfield student,—though several years before Miss Sergeant's appointment on the Resident staff,—I cannot but think you would find this choice acceptable to their Excellencies. Indeed I think you have now before you a candidate such as, for suitability covering a large number of points is not often to be found, and I have hopes that she may serve you well and long.

Believe me, etc.,

CONSTANCE L. MAYNARD,

Late Principal of Westfield College, University of London.

Madras Government College for Women, Lady Principal

COURT PLACE, IFFLEY, OXFORD.

July 17th 1915.

C.A. No. 513-4.

DEAR SIR,

I know Miss Sergeant as an excellent research student. She did work in my seminar in 1906, and acted as my secretary for a couple of years after taking her certificate—she was most careful and industrious and showed considerable ability in study of mediæval records. I have publicly acknowledged her assistance in the preface to my work on "English Society in the Eleventh Century."

I am sure she will do her best to justify her appointment to the Madras College.

Yours truly,
P. VINOGRADOFF.

Madras Government College for Women, Lady Principal and Lady Professor
WESTFIELD COLLEGE (UNIVERSITY OF LONDON), HAMPSTEAD, N.W.

17th July 1915.

Madras Govt. College for Women, Lady Principal and Lady Professor

DEAR SIR,

It is difficult to speak certainly as to the qualifications of any one for a post which differs widely from any previously held; and my experience in India leads me to believe that these

Miss Sergeant would, I believe, as head of any institution impress herself very pleasantly on her staff and students. I believe, also, that she would prove a tactful and capable organiser. Her outlook is certainly a wide one, and her patriotic enthusiasm would be of real value in India. When, however, you speak of 'distinction' I feel a little more doubtful as Miss Sergeant is more likely to make an impression by quiet and gentle persistence in any work she undertakes than by reason of brilliant capabilities.

Believe me, etc.

*AGNES DE SELINCOURT.

THE GRANGE, ECCLESALL, SHEFFIELD.

LITTICE FISHER,

late Tutor to the Association for the Education of Women,
late History Tutor, St. Hugh's Hall, Oxford.

For over three years Miss Sergeant worked with me at Westfield College, and proved herself to be an efficient and successful teacher in preparing for the Honours, Pass and Intermediate examinations of the University of London. In this work she displayed the power of arousing and maintaining the interest of her pupils in their reading, and spared neither time nor trouble in their service.

At Westfield College she has thrown herself wholeheartedly into the social life of the place and has won the affection of her students by her sympathy and understanding of their life and problems.

I retain a pleasant memory of a younger colleague whose delight in her work and her pupils was a refreshment.

ELLEN A. McARTHUR, LITT. D.

Girton College, and temporary Head of the History Department, Westfield College.

It is a great pleasure to me to be able strongly to support the candidature of my former pupil Miss Alice Sergeant for the post of Lady Principal of the Government College for Women, Madras. Miss Sergeant seems to me to be peculiarly well fitted for a position of trust and responsibility involving both intellectual ability and practical capacity. She has had a distinguished academic and professional career. She won a scholarship from the University of London as the student who headed the list in history in the Intermediate Examination, and she was subsequently awarded an Exhibition in history at Somerville College, Oxford. She read under my direction for the Oxford Final, Honours School of Modern History and for Honours in History in the University of London. In both examinations she took good second class honours in the same year, 1905. She then acted as historical secretary to Professor Vinogradoff, Corpus Professor of Jurisprudence in the University of Oxford. He thought very highly of

her work in every respect and continues to take much interest in her career. She also did excellent original work for the Victoria County History and has since been engaged in important original research in connection with the Domesday Survey of Kent. For eight years she has been lecturing and teaching at Westfield College, with marked success. She is a clear and interesting teacher, popular with her pupils, and most conscientious and thorough in all her work. She has herself a particularly clear and logical mind, and writes and speaks lucidly, concisely and vigorously. She has also decided literary ability, and is interested in many subjects, and in particular in modern social and economic problems, and in educational questions. Miss Sergeant is sympathetic and tactful and has been most successful in dealing with her pupils and with people of all classes. She was very popular at Oxford, both with tutors and students, and always showed herself loyal, energetic and zealous on behalf of the college. She is a woman of fine character, high principled, honourable and unselfish. I know no one to whom I would more willingly entrust the education of young students, or in whom I would place more entire confidence in administrative work.

BEATRICE A. LEES,
Late Resident History Tutor,
Somerville College, Oxford.

WESTFIELD COLLEGE,
(UNIVERSITY OF LONDON),
HAMPSHIRE, N.W.

Miss Alice Sergeant has been a Lecturer in History in this College for eight years; her work in this department has been most satisfactory and successful.

Miss Sergeant's personal character would make her a desirable addition to any community, and she would fill any position of responsibility with tact and thoroughness. She has been a uniformly pleasant and loyal colleague and has worked unselfishly for the common good. She has shown a constant interest in the individual life of the students, and she has rendered valuable service to the college as President at various times of the Archaeological Society, the History Club and the War Club, and as a member of a number of committees such as the Games Committee, the Magazine Committee, etc.

She has a taste for domestic economy, so that in spite of her many university interests this side of the work would not be neglected.

Should she seek for a post abroad her intelligent patriotism combined with a strong inclination to be directly a servant of the State would be a distinct qualification; and her sympathetic understanding of different points of view would also help her in any difficulties which might arise.

Miss Sergeant is a gentlewoman of refinement and culture, and her high ideals have always been a power for good in the college.

24th June 1915.

AGNES DE SELINCOURT,
Principal of Westfield College.

LINCOLN COLLEGE,
OXFORD (1907).

Miss Sergeant read with me while preparing for her final Honours Examination at Oxford, and also while preparing in Economic History for the London B.A. Examination.

I found Miss Sergeant a student of real power and excellent promise. Her essays were always thoughtful and interesting at the same time, showing undoubted originality and strong common-sense. Her sympathy with great movements was easily aroused. Her expression, written and oral, was always clear and well put.

Miss Sergeant will, I am certain, make an excellent teacher of History.

OWEN M. EDWARDS, M.A.,
Fellow of Lincoln College, Oxford,
Late Modern History Tutor.

C.A. No. 548.

Appointment of an Inspector of Girls' Schools in the Presidency of Madras, India.

The Government of India desire applications for the post of second Inspector of Schools for Girls in Madras.

2. Candidates who must be British subjects should be unmarried, and not more than 35 years of age. They should be graduates of a British University or have taken an Honours course at Oxford, or Cambridge, and should be trained teachers, or have had experience of training college work.

3. The appointment is in the Indian Educational Service and will be subject to the conditions stated in the annexed memorandum (C.A. No. 5). The initial salary of the post will be at the rate of Rs. 450 per mensem, rising by annual increments of Rs. 10 to Rs. 500 with the prospect of promotion to the post of first Inspectress at a salary of Rs. 500—20—600 per mensem. No free quarters or house-rent in lieu of them are provided.

4. Applications should be submitted in covers marked "C.A." to "The Secretary, Board of Education, Whitehall, London, S.W. 1." Scottish candidates should apply to "The Secretary, Scotch Education Department, Whitehall, London, S.W. 1."

C.A. No. 5.

Indian Educational appointments.

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

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

Selection of candidates for appointment.

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

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

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

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

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

General conditions of engagement.

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

her work in every respect and continues to take much interest in her career. She also has excellent original work for the Victoria County History and has since been engaged in important original research in connection with the Doncaster Survey of Kent. For eight years she has been lecturing and teaching at Westfield College, with marked success. She is a clear and interesting teacher, popular with her pupils, and makes considerable progress in all her work. She has herself a particularly clear and logical mind, and writes and speaks loudly, clearly and vigorously. She has also decided literary ability, and is interested in many subjects, and is particularly in modern social and economic problems, and in educational questions. This background is sympathetic and helpful and has been most successful in dealing with her pupils and with people of all classes. She was very popular at Oxford, both with tutors and students, and always showed herself lively, energetic and zealous on behalf of the college. She has written of the character, high principles, honesty, and unselfishness. I know no one to whom I would more willingly entrust the education of young students, or in whom I would place more entire confidence in administrative work.

BRITAIN, A. JAMES
Last Assistant History Tutor,
Westfield College, Oxford.
WESTFIELD COLLEGE
(University of London)
HASTINGS, N.W.

Miss Alice Burgess has been a lecturer in History in this College for eight years; her work in this department has been most satisfactory and successful. Miss Burgess's personal character would make her a desirable addition to any community, and she would fill any position of responsibility with tact and thoroughness. She has been a uniformly pleasant and loyal colleague and has worked unflinchingly for the common good. She has shown a constant interest in the individual life of the students, and she has rendered valuable service to the college as President of the Students' Union, as a member of the Gaining Club and the War Club, and as a member of a number of committees such as the Gaining Committee, the Magazine Committee, etc. She has a taste for domestic economy, so that in spite of her many university interests this side of the work would not be neglected. Should she seek for a post abroad her intelligent and practical combined with a strong inclination to be directly a servant of the State would be a definite qualification; and her sympathetic understanding of different points of view would also help her in any difficulties which might arise.

Miss Burgess is a gentlewoman of refinement and culture, and her high ideals have always been a power for good in the college.

21st Jan 1918

ADAMS, A. BRIDGEMAN,
Tutor of History, College,
Oxford (1917).

Miss Burgess read with me while preparing for her final Honours Examination at Oxford and also while preparing in Economics History for the London B.A. Examination. I found Miss Burgess a student of real power and excellent training. Her essays were always thoughtful and interesting at the same time, showing unobtrusive originality and strong common-sense. Her sympathy with great movements was easily aroused. Her expression, written and oral, was always clear and well put. Miss Burgess will, I am certain, make an excellent teacher of History.

OWEN, M. EDWARDS, M.A.,
Tutor of History, College, Oxford,
Last Modern History Tutor.

C.A. No. 518

Appointment of an Inspectress of Girls' Schools in the Presidency of Madras, India.
The Government of India desire applications for the post of second Inspectress of Schools for Girls in Madras.

11. For the appointments dealt with above men only are eligible. There are, however, some posts in the Indian Educational Service which are open to women and these comprise appointments as Inspectresses of Girls' Schools, Principals of Training Colleges, and occasionally Head-mistresses of schools. The salary attached to these appointments is ordinarily Rs. 400 a month rising by annual increments of Rs. 20 a month to Rs. 500 a month. The procedure in connexion with application and selection for these posts is the same as that prescribed in paragraphs 5, 6 and 8 above, and the conditions as regards leave and pension are the same as those stated in paragraph 10 above. Candidates must, as a rule, be not less than 23 nor more than 30 years of age, but exceptions may sometimes be made as regards the maximum limit only. Candidates

must be British subjects and must furnish evidence of having received a liberal education. In selecting for appointment, weight will be given to (a) teaching experience, and (b) linguistic talent and capacity for organization.

Temporary appointments.

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

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

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

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

August 1913.

APPENDICES.

[NOTE.—This memorandum is merely intended to show the principal leave and pension rules in the Civil Service Regulations at present applicable to the Indian Educational Service without going into minute details, and does not profess to deal with every case that may arise. The rules are subject to alteration and any disputed question must be decided with reference to the authorized text of the Civil Service Regulations for the time being.]

APPENDIX I.

[See paragraph 10 of the regulations.]

Leave.

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

Probationers.

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

Officers other than probationers—Long leave.

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

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

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

6. The allowances admissible during furlough are—

(1) During furlough without medical certificate and during so much of furlough with medical certificate as may be 'due'—half average salary, subject to certain maximum and (in the case of furlough with medical certificate) minimum limits.

(2) After the expiration of the period of leave with medical certificate for which the foregoing allowances are admissible—one quarter of average salary, subject to certain maximum and minimum limits.

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

Short leave.

8. An officer of the Indian Educational Service is eligible for such vacation leave as may be admissible in the circumstances of the appointment which he holds. During such leave he is granted a leave allowance equal to the salary which he would receive if he were on duty in his appointment. While holding appointments, the conditions of which do not entitle the holder to vacation leave, an officer may be granted 'privilege leave' carrying a similar allowance, in

lien of vacation leave. Privilege leave is a holiday which may be granted to the extent of one-eleventh part of the time that an officer has been on duty without interruption; and it may be accumulated up to three months, earned by 33 months' duty.

Subject to certain conditions vacation leave or privilege leave may be combined with furlough, special leave, or extraordinary leave without pay.

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

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

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

General rules.

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

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

APPENDIX II

Pensions and Provident Fund.

[See paragraph 10 of the Regulations.]

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

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

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

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

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

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

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

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

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

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

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

(3) The sum which thus accumulates to the credit of an officer is his absolute property, subject to the rules of the fund, and is handed over to him, unconditionally, on quitting the service; or in the event of his death before retirement, to his legal representatives or such other person or persons as, under, and subject to the rules of the fund for the time being in force, may be entitled thereto.

AGREEMENT made the 31st day of August One thousand nine hundred and seventeen between ALICE SERGEANT of 3 Peak Hill Gardens Sydenham London S.E. of the first part and the SECRETARY OF STATE FOR INDIA IN COUNCIL of the second part WHEREAS the Secretary of State for India in Council has engaged the party of the first part to serve His Majesty in India as Second Inspectress of Girls' Schools in the Presidency of Madras in the Indian Educational Service for the term of two years from the date of her reporting her arrival at Madras as hereinafter mentioned and subject to the conditions and agreements hereinafter contained Now THESE PRESENTS WITNESS and the said parties hereto respectively agree as follows:—

(1) That the party of the first part will on being provided with a first-class passage to Madras proceed thither in October next or in the event of there still being in force at that time an embargo on ladies travelling to India within such time from the relaxation or removal of such embargo as may be prescribed by the Secretary of State for India in Council.

(2) That the party of the first part in the event of her being prevented by the embargo aforesaid from proceeding to Madras during the first week in October next, will until the relaxation or removal thereof remain in Great Britain and will submit herself to all orders which she may receive from the Secretary of State for India in Council or his officers as to the devotion of her time for fitting herself for the performance of her duties in India. The party of the first part will for so long as she is detained in Great Britain by the said embargo be entitled to a deputation allowance at the rate of Two hundred and seventy pounds per annum payable monthly with effect from the first October next and ceasing on the date of her embarkation for Madras provided that she carry out the said orders. Whilst so detained she will also be subject to the provisions of Clauses 4, 7 and 9 hereof mutatis mutandis.

(3) That in the event of the embargo aforesaid being in force for a period exceeding one year commencing on the first day of October next either party may after the expiry of such period terminate this Agreement by giving to the other party one month's notice in writing.

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

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

(6) That if the party of the first part shall during the said term of two years or if the service shall continue beyond such term during the next three succeeding years relinquish the service of the Government (whether after having given notice or otherwise) she shall forthwith on demand pay to the Secretary of State for India in Council the cost of her passage to Madras.

(7) That from the date of the party of the first part reporting her arrival at Madras the Government will pay her so long as she shall remain in the said service and actually perform her duties a Salary at the rate of Rupees Four hundred and fifty for the first year and Rupees Four hundred and sixty for the second year and if she shall remain in the said service beyond that period then Rupees Four hundred and seventy for the third year rising by annual increments of Rupees ten per mensem to Rupees Five hundred per mensem. No free quarters or house rent in lieu of them will be provided for the party of the first part.

(8) That the Government may at any time during the said term of two years or if the service shall continue beyond such term at any time thereafter dispense with the service of the party of the first part without notice in the event of misconduct on her part or of a breach by her of any of the conditions herein specified.

(9) That on the determination of the service in India at the expiration of the said term of two years but not upon any subsequent determination or if prior to the expiration of the said term of two years the service shall be determined by the Secretary of State for India in Council or by the Government in India under the provisions of Clause 10 of these presents and if the party of the first part shall quit the same in India the Government will provide her with a first class passage back to England at the public expense, provided she claims such passage within three months from any such determination of the service as is mentioned in this Clause and leaves India on her return to England within such time as she may be directed.

(10) That it shall be lawful for the Secretary of State for India in Council or for the Government prior to the expiration of her service under these presents if satisfied on the report of the duly constituted advisory Medical Board that the party of the first part is unfit and is likely for a considerable period to continue unfit by reason of ill health for the discharge of her duties in India to determine the service under these presents (the decision of the Secretary of State for India in Council or the Government being conclusive) and thereupon her services shall be terminated.

No. 1364, HOME (EDUCATION), 31st OCTOBER 1917

AGREEMENT made the 31st day of August One thousand nine hundred and seventeen between ALICE SERGEANT of 3 Peak Hill Gardens Sydenham London S.E. of the first part and the SECRETARY OF STATE FOR INDIA IN COUNCIL of the second part WHEREAS the Secretary of State for India in Council has engaged the party of the first part to serve His Majesty in India as Second Inspectress of Girls' Schools in the Presidency of Madras in the Indian Educational Service for the term of two years from the date of her reporting her arrival at Madras as hereinafter mentioned and subject to the conditions and agreements hereinafter contained Now THESE PRESENTS WITNESS and the said parties hereto respectively agree as follows:—

(1) That the party of the first part will on being provided with a first-class passage to Madras proceed thither in October next or in the event of there still being in force at that time an embargo on ladies travelling to India within such time from the relaxation or removal of such embargo as may be prescribed by the Secretary of State for India in Council.

(2) That the party of the first part in the event of her being prevented by the embargo aforesaid from proceeding to Madras during the first week in October next, will until the relaxation or removal thereof remain in Great Britain and will submit herself to all orders which she may receive from the Secretary of State for India in Council or his officers as to the devotion of her time for fitting herself for the performance of her duties in India. The party of the first part will for so long as she is detained in Great Britain by the said embargo be entitled to a deputation allowance at the rate of Two hundred and seventy pounds per annum payable monthly with effect from the first October next and ceasing on the date of her embarkation for Madras provided that she carry out the said orders. Whilst so detained she will also be subject to the provisions of Clauses 4, 7 and 9 hereof mutatis mutandis.

(3) That in the event of the embargo aforesaid being in force for a period exceeding one year commencing on the first day of October next either party may after the expiry of such period terminate this Agreement by giving to the other party one month's notice in writing.

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

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

(6) That if the party of the first part shall during the said term of two years or if the service shall continue beyond such term during the next three succeeding years relinquish the service of the Government (whether after having given notice or otherwise) she shall forthwith on demand pay to the Secretary of State for India in Council the cost of her passage to Madras.

(7) That from the date of the party of the first part reporting her arrival at Madras the Government will pay her so long as she shall remain in the said service and actually perform her duties a Salary at the rate of Rupees Four hundred and fifty for the first year and Rupees Four hundred and sixty for the second year and if she shall remain in the said service beyond that period then Rupees Four hundred and seventy for the third year rising by annual increments of Rupees ten per mensem to Rupees Five hundred per mensem. No free quarters or house rent in lieu of them will be provided for the party of the first part.

(8) That the Government may at any time during the said term of two years or if the service shall continue beyond such term at any time thereafter dispense with the service of the party of the first part without notice in the event of misconduct on her part or of a breach by her of any of the conditions herein specified.

(9) That on the determination of the service in India at the expiration of the said term of two years but not upon any subsequent determination or if prior to the expiration of the said term of two years the service shall be determined by the Secretary of State for India in Council or by the Government in India under the provisions of Clause 10 of these presents and if the party of the first part shall quit the same in India the Government will provide her with a first class passage back to England at the public expense, provided she claims such passage within three months from any such determination of the service as is mentioned in this Clause and leaves India on her return to England within such time as she may be directed.

(10) That it shall be lawful for the Secretary of State for India in Council or for the Government prior to the expiration of her service under these presents if satisfied on the report of the duly constituted advisory Medical Board that the party of the first part is unfit and is likely for a considerable period to continue unfit by reason of ill health for the discharge of her duties in India to determine the service under these presents (the decision of the Secretary of State for India in Council or the Government being conclusive) and thereupon her services shall be terminated.

Witness the hand and seal of the Secretary of State for India in Council this 31st day of October 1917.

[Signature]

(11) That the party of the first part shall within the period or periods prescribed by the rules and regulations relating to examinations in vernacular languages for the time being in force in the province within which she may be serving and generally in accordance with and subject to such rules and regulations pass an examination or examinations in such vernacular language or languages as may be required by the Government and on failure to pass such examination or examinations shall be liable to the penalties prescribed by the said rules and regulations. Provided that if the party of the first part shall fail to pass an examination in such one of the prescribed vernacular languages as may be prescribed within the said term of two years the Government may notwithstanding anything in the next clause or the said rules and regulations contained dispense with her services.

(12) That unless she the party of the first part shall receive notice in writing from some authorized Officer of the Government three calendar months before the expiration of the said term of two years that Government no longer require her services or unless she shall give notice in writing to the Government three calendar months before the expiration of the said term of two years that she is desirous to put an end to her service under these presents she will continue in the service of Government upon the like terms and conditions as are herein contained so far as the same are applicable except that she shall not be entitled to receive or required to give notice of termination of her service under Government otherwise than as provided in the Civil Service Regulations for the time being in force or any other rules to which she may be made subject.

(13) The party of the first part will from the date of her reporting her arrival at Madras during her continuance in the service pay such subscriptions to the General Provident Fund as shall be payable under the rules for the time being in force (by which rules she agrees to be bound) and it shall be lawful for the Government to deduct the said subscriptions from any money that may be payable to the party of the first part under these presents or otherwise.

(14) That if the party of the first part shall continue to serve Government under these presents after the said term of two years her service (commencing from the date of her entering on the performance of her duties at Madras as aforesaid) shall count as service towards leave and pension under such rules as regards leave and pension as may for the time being be applicable to her case. Provided always that in case of any dispute as to the interpretation of any of the said rules or otherwise relating in any way to them the decision of the Secretary of State for India in Council shall be conclusive.

(15) That in any payments to be made in Great Britain under these presents the rate of exchange between rupees and sterling shall be one shilling and four pence per rupee; provided that if any higher rate per rupee is prescribed by rules for the time being in force for the issue of any particular payments to the party of the first part the higher rate prescribed shall be observed in making such payments.

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

IN WITNESS whereof the party of the first part and Sir FREDERICK WILLIAM DUKE, K.C.S.I., K.C.I.B., and General Sir EDMUND GEORGE BARROW, G.C.B., G.C.S.I., being two members of the Council of India have hereunto set their hands the day and year first above written.

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

ELEONORA M. NEROUTSOS (spinster),
Vice-Principal, Cambridge Training College,
Cambridge.

ALICE SERGEANT.

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

R. C. CLENCH,
India Office.

F. W. DUKE,
E. G. BARROW.

Order—No. 1364, Home (Education), dated the 31st October 1917.

The Director of Public Instruction is furnished with a copy of the agreement, application and testimonials of Miss Alice Sergeant who has been appointed by the Secretary of State for India to the Indian Educational Service as Second Inspectress of Girls' Schools on a salary of Rs. 450—10—500 per mensem.

(True extract)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Director of Public Instruction.

Accountant-General.
Curator, Madras Record Office, with original agreement for safe custody.

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