

Government of Madras.

HOME DEPARTMENT

(EDUCATION)

and Letter No. 2.

G.O. No. 221, 21st February 1917

INDEXED

Indian Educational Service

Addressing the Right Honourable the Secretary of State for India in regard to the procedure now adopted in recruiting officers for appointments in the — in the Madras Presidency.

Government of Madras.

HOME DEPARTMENT

(EDUCATION)

G.O. No. 221, 21st February 1917

ORIGINAL

Indian Educational Service

Addressing the Right Honourable the Secretary of State for India in regard to the procedure now adopted in recruiting officers for appointments in the — in the Madras Presidency.

GOVERNMENT OF MADRAS
HOME DEPARTMENT
(Education)

Order—No. 221, Home (Education), dated the 21st February 1917.

The following despatch will be addressed to the Secretary of State for India.

(True Extract)

E. A. HARVEY,
Acting Secretary to Government.

NOTES CONNECTED WITH G.O. No. 221, HOME (EDUCATION),
DATED THE 21ST FEBRUARY 1917

[SUBJECT.—*Recruitment of officers in England.*]

Previous papers:			
G.O.	479, Education,	10th Aug. 1896	G.O. 750, Education, 14th Aug. 1913
"	181	15th Mar. 1904	" 36 " 9th Jan. 1914
"	366	20th June 1909	" Mis. 490 " 30th Apr. "
"	27	17th Jan. 1910	" R. 175 " 3rd June "
"	139	15th Feb. 1913	" Mis. 308 " 22nd Mar. 1916
"	576	19th June "	" 504 " 9th May "

EDUCATIONAL DEPARTMENT.

In connection with the proposal to apply to the Secretary of State for the appointment of a successor to Mr. Daru as Professor of Geology in the Presidency College, the Director of Public Instruction noted as follows:—

"As regards advertising I discussed this when at home with Mr. Seton of the India Office and Dr. Heath of the Board of Education and also Sir John Struthers. Dr. Heath is opposed to it, saying that it involves a lot of trouble to some one and that the publicity deters good men from applying. This I don't for a moment believe. For its Economics professorship the University had Dr. Scott and Dr. Slater besides others. Mr. Seton has not, I think, very decided views. Sir John Struthers warmly supported me when the matter was informally discussed in the Committee assembled to select ladies for the College for Women. I would suggest to Government whether the Secretary of State might be asked to reconsider his method of recruitment, at any rate for professorships. I should suggest advertisement and a small committee of educational men, retired or on leave, an India office official and a man from the Board of Education. I think the amount of help that may be expected from the latter is over-estimated. They have to do with elementary and secondary education and are not particularly in touch with colleges and the public schools. I am sure an educational man could easily be found who would do the preliminary work on the applications, the bother of which is, I think, the chief thing that prevents the Board of Education from advertising.

I may remark that so long as posts are not advertised we have no reason to suppose that in any particular case we have got the best man or woman available. I cannot believe, e.g., that no better qualified woman was to be had than Miss Dixon."

With reference to the above note the Secretary enquired whether it was the wish of His Excellency that the question of recruitment generally should be taken up, as it did not appear to him to be a particularly opportune moment to do so.

His Excellency thereupon noted as below:—

"I have discussed this matter further with Mr. Stone with whose views generally I am in agreement. The discussion will probably take some time and may, I think, be begun now—separately of course."

2. According to the normal procedure now obtaining in the India Office, the vacancy for which an officer is required 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 constituted by the Secretary of State for India in Council. After all the selected candidates have been interviewed by the Selection Committee, a recommendation is submitted by the Committee to the Secretary of State for India. In selecting candidates for appointment as professors weight is given to the possession of—

(a) a University degree in Honours or equivalent distinction;

- (b) experience as a teacher; and
(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 talents, capacity for organization and knowledge, practical or theoretical, of educational methods, cf. paragraphs 6 and 7 on page 9 of G.O. No. 750, Educational, dated the 14th August 1913.

3. The point is whether the arrangements now made by the Board of Education and the Scotch Education department to make appointments known are sufficient. The Board of Education (as represented by Dr. Heath) appears to consider them sufficient. In a communication to the India Office, Dr. Heath, as Director of Special Inquiries and Reports, wrote as follows:—

"I doubt whether it is realised in India how much trouble is now taken to bring vacancies in the Indian Educational Service to the notice not only of possible candidates, but of any who might know of possible candidates, but the announcements of possible vacancies are now circulated so widely, and advertisement is sometimes resorted to in addition, that it is quite impossible to explain the lack of highly qualified candidates by the supposition that such candidates exist but do not hear of the appointments."

4. So far as the practical effect of present methods on the recruitment of officers to this Presidency is concerned, there does not seem to have been any recorded opinion in the past of the Director of Public Instruction or the Government complaining of the selection of unqualified persons, especially of men. Mr. Stone's idea seems however to be that we could have got better men. The complaint is of recent origin and appears to refer mainly to the recruitment of women. Besides what he has noted above, Mr. Stone has written about the matter in another connection—please see paragraphs 7 and 8 of his note, page 14 of notes to G.O. No. 504, Educational, dated the 9th May 1916.

The Government are already aware of the general complaint that the Indian Educational Service is not popular and its conditions are not such as to attract the type of men best qualified for its purposes; and this has been taken as the basis for the contemplated reorganization of the service. Conceding that the service is not now popular, it is particularly necessary that everything should be done to publish vacancies as widely as possible. Advertisement is a recognised method for securing that object and the Board of Education themselves admittedly advertise on occasions. The objections of Mr. Heath (referred to by Mr. Stone in his note) to advertisement being resorted to systematically do not seem to be valid in view of the importance of the issues involved. It is for consideration whether the India Office should be addressed. If it is decided to do so, it seems sufficient to write to the Under Secretary of State for India, as it is a matter of detail with which the Secretary of State need not be troubled. Subject to approval, a draft letter is submitted below.

C.R.—27-4-16.

I very much doubt if we can treat this as a matter of routine, such as would justify my addressing the Under Secretary of State for India. If however it is considered sufficient to address the Under Secretary of State for India, the draft below is for consideration. I would rather make a regular despatch of it; if so, the case will have to be worked out more fully, and at least a few specific cases of wrong selection will have to be given to strengthen our position, and the Director of Public Instruction will have to be asked to deal more fully with the whole question than he has till now done.

P. RAJAGOPALA ACHARIYAR—3-5-16.

I am disposed to agree. A despatch would seem to be more appropriate.

P[ENTLAND]—5-5-16.

The draft letter to the Under Secretary of State for India may be utilised later on in framing the despatch. Will the Director of Public Instruction please note fully on the whole question?

P.R.—6-5-16.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The important point is, I think, that of advertisement. I can easily believe that it would not be expedient to ask for any other alteration in the system of recruitment. I do not ask for advertisement on the ground that the Secretary of State's appointments have been generally unsatisfactory. So far as a general reason can be given it is that, unless a post is advertised, there is no certainty that the best person available comes forward. The present practice is, roughly, to send to heads of colleges and inspectors of schools who are asked to beat up recruits. Heads of colleges know about their students who are just leaving, or who have recently left, but they don't necessarily keep in mind those who have gone down four or five years who are the very people we want to get. Moreover they do not invariably take any trouble at all. In the case of the Women's College appointments the Principal of Girton for instance took none, nor, I believe, did the Scotch Educational people. This is what made Sir John Struthers keen about advertisement.

2. As regards special cases I cannot speak with certainty about them, because I do not know the form the requisition to the Secretary of State took in each case—

(1) The appointment of Miss Dixon is a glaring case. I certainly asked for a graduate, if possible from the staff of a woman's training college, and I feel certain a graduate at any rate could have been got.

(2) Again, for the additional professorship of history I believe we asked for a specialist in Political Economy, and we got in succession Messrs. Green and Statham neither of whom are such. If either has been, he would have been kept in the Presidency College.

3. I do not think I can add anything more to what I have already written on the subject.

4. The last paragraph of the draft is hardly correct. Everything is not left to the Board of Education and the India Office does take every opportunity of enlisting the help of Indian Educational Officers, retired and on leave, on selection committees. Both the India Office and the Board of Education take a lot of trouble over appointments; the pity is that some of it is wasted because they won't advertise.

5. The draft might perhaps allude to the almost universal practice in the United Kingdom of advertising professorships—vide the first page of the Athenæum.

J. H. STONE—24-6-16.

EDUCATIONAL DEPARTMENT.

Paragraph 2 of Director's note:—

(1) Miss Dixon's case.

Qualifications asked for.

Paragraph 3 of despatch 4. Educational, 5th December 1912 and columns 14 and 15 on page 7 of G.O. 576, 19th June 1913.

A Practical experience of the work of a training school for women; acquaintance with the most recent developments in the training of teachers.

Qualifications of the candidates selected.

"A" I. Professional training as teacher—

- (1) Norwich and Ely Diocesan Training College, 1900-1902.
- (2) Ecole Normale, Limoges, 1902-1903.
- (3) Maria Gray Training College, 1908-09.

II. Certificates—

- (1) Government certificate, First year, Part (i) I Part (ii) I. Second year, Part (i) I Part (ii) I. Third year, Part (i) I Part (ii) I.
- (2) Higher Froebel certificate, first-class distinction in educational hand-work and Froebel's principles.

B Preferably a graduate of a British University or one classed in honours at Oxford or Cambridge and trained in a secondary training college.

"B"—Read in Ipswich High school. No University education.

(2) *Mr. Green's case.*

Cf. Government of India's letter on page 3 of G.O. 590, 30th October 1909 and column 4 of statement page 3 of G.O. 57, 1st February 1910.

An honours graduate in History.

Exhibition (open) University College, Oxford, 1897.
B.A. 1900.
Second honours, History.

(3) *Mr. Statham's case.*

Paragraph 3 of despatch 1, Educational, 9th January 1913 and column 14 on page 6 of G.O. 750, 14th August 1913.

High honours in History and special knowledge of Economics as well as some experience in teaching.

Second class, Divisions I & II.
Historical Tripos, Parts I & II
B.A. Degree.

2. It will be seen from the above that instances (1) and (3) are to the point. In the case of (2) the demand for an honours graduate in history appears to have been partly satisfied. The first two instances may be quoted in the proposed despatch to the Secretary of State. It may perhaps be said in the case of Mr. Statham that we applied only for a *temporary* professor and that we could not get a better man.

3. The draft letter to the Under Secretary of State has been altered into a despatch to the Secretary of State.

P.R.—1-7-16.

C.R.—4-7-16.

Please see the draft despatch to the Secretary of State. Does it meet the case?

P. RAJAGOPALA ACHARIYAR—7-7-16.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

I have suggested some alterations in pencil in the margin.

J. H. STONE—11-7-16.

EDUCATIONAL DEPARTMENT.

As personally directed by the Secretary alterations suggested by the Director of Public Instruction have been carried out in the draft despatch in red ink. The draft despatch may be circulated to His Excellency the Governor and the Honourable Members for approval.

P.R.—14-7-16.

C.R.—14-7-16.

For approval.

[After the draft despatch is passed by His Excellency, I shall circulate it to Honourable Members for acceptance.]

P. RAJAGOPALA ACHARIYAR—15-7-16.

This file may lie over for the present.

(By order)

T. E. MOIR—19-7-16.

Please resubmit this two months hence.

P.R.—29-7-16.

Resubmitted with reference to the Secretary's orders above.

P.R.—18-9-16.

N.K.—21-9-16.

C. RAMANUJA ACHARIYAR—22-9-16.

May this lie over for some time longer?

P.R.—23-9-16.

The file may lie over.

(By order)

T.E.M.—25-9-16.

This may lie over for another three months.

P.R.—25-9-16.

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

To—the Hon'ble Diwan Bahadur P. RAJAGOPALA ACHARIYAR Aiyargal, C.I.E., Secretary to Government, Home (Education) Department.

Dated—Camp, Virajpet, the 14th October 1916.

No.—C. 64.

His Excellency has sent me the enclosed which he says may be added to the file in your office with any remarks I have to offer.

2 I am sure that if the India Office would advertise for the ladies we want we should have a better chance of getting them. During the war I suppose advertisement for men would be useless.

ENCLOSURE

Extract of a letter—from Sir JOHN STRUTHERS, K.C.B., Scotch Education Department, Dover House, Whitehall, London.

To—His Excellency the Governor of Madras.

Dated—the 2nd September 1916.

As to the question of advertisement, I have had several talks with the officials of the Board of Education who are immediately concerned, as the result of which I gather that, while from their own point of view there are certain difficulties involved, they would not be disposed in the least to let these stand in the way if your Government were to express formally a wish that advertisement should be resorted to invariably in the case of all appointments for Madras as to which it is desired that the Selection Committee should act. Their difficulties are those which you refer to. They are (1) paucity of staff of the Branch of Special Inquiries and Reports, which in normal times is quite inadequate for their ordinary work and which at the present time has reached vanishing point, and (2) the doubt as to whether in the case of certain of the higher posts men of established position at home would respond to advertisement, so that the only way of obtaining such men would be by private enquiry. In my own view, there may be a few cases of this kind but they should be rare and I have no doubt whatever that, in the ordinary case of Indian appointments, private enquiry should in all cases be supplemented by advertisement. I suspect the real difficulty of getting a sufficient field of suitable candidates is, as you appear to hint, the inadequacy of the salary as compared with the salary and prospects which desirable candidates could obtain from posts of a somewhat similar kind at home. Owing to the war and the calling up of men of military age from all classes, there is the very greatest stringency at present in the home services and I have no doubt that after the war there will be a considerable rise in the salaries of teachers of all kinds which will increase the difficulty of obtaining really suitable candidates for Indian posts, unless there is a corresponding improvement in the conditions there. But, be that as it may, you may take it as quite certain that if your Government, through the India Office, express a desire for advertisement in all cases the Board of Education will be prepared to fall in loyally and cordially with their views.

Mr. Stone does not apparently recommend that a representation in general terms as in the draft should be made at present to the Secretary of State. He, however,

Where does he say that please?

P.R.—21-10-16.

considers that if the India Office would advertise for the ladies required for the Madras College for Women there would be a better chance of getting them. If this suggestion is approved, the necessary addition will be made to the draft despatch which is now in Press.

N.K.—20-10-16.

T.K.—20-10-16.

C. RAMANUJA ACHARIYAR—21-10-16.

With reference to the Secretary's marginal note above it is submitted that the Director of Public Instruction states that if the India Office would advertise for the ladies we want we should have a better chance of getting them. It was thought that

Office-notes should be absolutely accurate.

P.R.—26-10-16.

the words "*the ladies we want*" had special reference to the application which is about to go to the Secretary of State

N.K.—23-10-16.

C. RAMANUJA ACHARIYAR—24-10-16.

P. RAJAGOPALA ACHARIYAR—26-10-16.

N.K.—3-1-17.

C.R.—7-1-17.

P.R.—9-1-17.

(By order)

T. E. MOIR-17-1-17.

P. R.—18-1-17.

N.K.—7-2-17.

C.R.—10-2-17.

P.R.—10-2-17.

P[ENTLAND]--12-2-17.

C.R.—13-2-17.

E. A. HARVEY—14-2-17.

H. F. W. G[ILLMAN]—15-2-17.

A. G. C[ARDEW]—19-2-17.

P. S. S[IVASWAMI AYYAR]—19-2-17.

Issue.

E.A.H.—21-2-17.

Indian Est Service (Rt Hon. the) (Education)
Addressing the Secretary of State for India in
regard to the procedure now adopted in recruiting
Officers for appointments in the _____ in the Madras
Presidency

READ ALSO:—

ORDER.

No. 221, dated 21. 2. 1977

India

AK
2/24

Despatch

Home Department.
(Education).

Letter-

No 2 dated the

21st February 1907

To

The Right Honourable the
Secretary of State for India.

Sir,

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Both Departments then take steps to make
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afterwards

Sept into 1906
68
9-3-17

Sept into 1906
205, Sept 1906
he
10/3/17

afterwards examined and the most suitable candidates are asked to appear before a selection committee constituted by the Secretary of State for India in Council. This committee interviews the candidates and recommends the best of them, ~~to the Secretary of State for India.~~

2. Under the above system public advertisement is not regularly resorted to; and though on the whole, the system has worked satisfactorily, we consider that, unless a post is advertised, there is the contingency that some of the best available candidates may not be reached and do not come forward. The practice of consulting heads of colleges and inspectors of schools ^{may} is not, in our opinion, an adequate substitute for public advertisement and may not by itself always secure suitable candidates; ~~but~~ such private enquiry could with advantage in all cases be supplemented by advertisement.

3. Two possible objections to the adoption of systematic advertisement are that the publicity

publicity may deter good men from applying and that there will be an increase of work due to the tabulation and consideration of the several applications received. As regards the first objection, we consider that such instances will be ~~very~~ rare and may, for practical purposes, be disregarded. With reference to the second we would urge that the additional work involved must be negligible compared with the advantages derivable from the adoption of the course. ~~It~~ We beg therefore to suggest that, if there is no objection, public advertisement may be systematically resorted to in selecting persons for educational appointments. If it ~~is~~ found difficult to advertise in regard to all posts, we venture to suggest that it may be availed ~~at~~ at least in the recruitment for professorships in colleges, as seems to be the almost universal practice in the United Kingdom.

We have etc.

Handwritten signature and date: 17/11/17

9
GOVERNMENT OF MADRAS
HOME DEPARTMENT
(Education)

Order—No. 221, Home (Education), dated the 21st February 1917.

The following despatch will be addressed to the Secretary of State for India.

(True Extract)

E. A. HARVEY,
Acting Secretary to Government.

G.O. No. 221, 21st February 1917'
Indian Educational Service

Addressing the Right Honourable the Secretary of State for India in regard to the procedure now adopted in recruiting officers for appointments in the — in the Madras Presidency.

†

HOME DEPARTMENT

(Education)

LETTER—to

THE RIGHT HONOURABLE THE SECRETARY OF STATE FOR INDIA.

SIR,

We have the honour to address you in regard to the procedure now adopted in recruiting officers for appointments in the Education Department of this Presidency. The practice appears to be that vacancies are referred in the first instance by the India Office to the Board of Education, London, who communicate them to the Scotch Education Department. Both Departments then take steps to make the vacancies known to persons likely to know of suitable candidates, such as heads of colleges and inspectors of schools, and also to such applicants already on their lists as appear to possess the necessary qualifications. The applications received are afterwards examined and the most suitable candidates are asked to appear before a selection committee constituted by the Secretary of State for India in Council. This committee interviews the candidates and recommends the best of them.

2. Under the above system public advertisement is not regularly resorted to; and though on the whole the system has worked satisfactorily, we consider that, unless a post is advertised, there is the contingency that some of the best available candidates may not be reached and do not come forward. The practice of consulting heads of colleges and inspectors of schools may not, in our opinion, by itself always secure suitable candidates; such private enquiry could with advantage in all cases be supplemented by advertisement.

3. Two possible objections to the adoption of systematic advertisement are that the publicity may deter good men from applying and that there will be an increase of work due to the tabulation and consideration of the several applications received. As regards the first objection we consider that such instances will be rare and may, for practical purposes, be disregarded. With reference to the second we would urge that the additional work involved must be negligible compared with the advantages derivable from the adoption of the course.

4. We beg therefore to suggest that, if there is no objection, public advertisement may be systematically resorted to in selecting persons for educational appointments. If it is found difficult to advertise in regard to all posts, we venture to suggest that it may be availed of at least in the recruitment for professorships in colleges, as seems to be the almost universal practice in the United Kingdom.

We have the honour to be,

Sir,

Your most obedient, humble servants,

PENTLAND.

P. S. SIVASWAMI AYYAR.

A. G. CARDEW.

H. F. W. GILLMAN.

FORT ST. GEORGE,

21ST FEBRUARY 1917.

11

18

(Education)

LETTER—to

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H. F. W. GILLMAN.

FORT ST. GEORGE,
21st February 1917.

Do not want
X Suggesting that public advertisement may be systematically resorted to in selecting persons for educational appointments in the Presidency.

Mr. S. Home (Honorary) 21st February 1917

HOME DEPARTMENT

(Education)

LETTER TO

The Right Honourable the Secretary of State for India

We have the honour to advise you in regard to the proposal now submitted in connection with the appointment of a successor to Mr. Daru as Professor of Geology in the Presidency College, the Director of Public Instruction noted as follows:—

As regards advertising I discussed this when at home with Mr. Seton of the India Office and Dr. Heath of the Board of Education and also Sir John Struthers. Dr. Heath is opposed to it, saying that it involves a lot of trouble to some one and that the publicity defers good men from applying. This I don't for a moment believe. For its Economics professorship the University had Dr. Scott and Dr. Slater besides others. Mr. Seton has not, I think, very decided views. Sir John Struthers warmly supported me when the matter was informally discussed in the Committee assembled to select ladies for the College for Women. I would suggest to Government whether the Secretary of State might be asked to reconsider his method of recruitment, at any rate for professorships. I should suggest advertisement and a small committee of educational men, retired or on leave, an India office official and a man from the Board of Education. I think the amount of help that may be expected from the latter is over-estimated. They have to do with elementary and secondary education and are not particularly in touch with colleges and the public schools. I am sure an educational man could easily be found who would do the preliminary work on the applications, the bother of which is, I think, the chief thing that prevents the Board of Education from advertising.

I may remark that so long as posts are not advertised we have no reason to suppose that in any particular case we have got the best man or woman available. I cannot believe, e.g., that no better qualified woman was to be had than Miss Dixon.

With reference to the above note the Secretary enquired whether it was the wish of His Excellency that the question of recruitment generally should be taken up, as it did not appear to him to be a particularly opportune moment to do so.

His Excellency thereupon noted as below:—

"I have discussed this matter further with Mr. Stone with whose views generally I am in agreement. The discussion will probably take some time and may, I think, be begun now—separately of course."

Page 15 of G.O. 308, 22nd March 1916.

2. According to the normal procedure now obtaining in the India Office, the vacancy for which an officer is required is referred in the first instance to the Board of Education, who communicate it to the Scotch Education department. Both

NOTES CONNECTED WITH G.O. No. 221, HOME DEPARTMENT, DATED THE 21st FEBRUARY 1917.

[SUBJECT.—Recruitment of officers in England.]

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Page 15 of G.O. 308, 22nd March 1916.

2. According to the normal procedure now obtaining in the India Office, the vacancy for which an officer is required 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 constituted by the Secretary of State for India in Council. After all the selected candidates have been interviewed by the Selection Committee, a recommendation is submitted by the Committee to the Secretary of State for India. In selecting candidates for appointment as professors weight is given to the possession of—

- (a) a University degree in honours or equivalent distinction;
- (b) experience as a teacher; and
- (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 talents, capacity for organization and knowledge, practical or theoretical, of educational methods, cf. paragraphs 6 and 7 on page 9 of G.O. No. 750, Educational, dated the 14th August 1913.

3. The point is whether the arrangements now made by the Board of Education and the Scotch Education department to make appointments known are sufficient. The Board of Education (as represented by Dr. Heath) appears to consider them sufficient. In a communication to the India Office, Dr. Heath, as Director of Special Inquiries and Reports, wrote as follows:—

"I doubt whether it is realised in India how much trouble is now taken to bring vacancies in the Indian Educational Service to the notice not only of possible candidates, but of any who

might know of possible candidates, but the announcements of possible vacancies are now circulated so widely, and advertisement is sometimes resorted to in addition, that it is quite impossible to explain the lack of highly qualified candidates by the supposition that such candidates exist but do not hear of the appointments."

4. So far as the practical effect of present methods on the recruitment of officers to this Presidency is concerned, there does not seem to have been any recorded opinion in the past of the Director of Public Instruction or the Government complaining of the selection of unqualified persons, especially of men. Mr. Stone's idea seems however to be that we could have got better men. The complaint is of recent origin and appears to refer mainly to the recruitment of women. Besides what he has noted above, Mr. Stone has written about the matter in another connection—please see paragraphs 7 and 8 of his note ~~on~~ page 14 of notes to G.O. No. 504, Educational, dated the 9th May 1916.

The Government are already aware of the general complaint that the Indian Educational Service is not popular and its conditions are not such as to attract the type of men best qualified for its purposes; and this has been taken as the basis for the contemplated reorganization of the service. Conceding that the service is not now popular, it is particularly necessary that everything should be done to publish vacancies as widely as possible. Advertisement is a recognised method for securing that object and the Board of Education themselves admittedly advertise on occasions. The objections of Mr. Heath (referred to by Mr. Stone in his note) to advertisement being resorted to *systematically* do not seem to be valid in view of the importance of the issues involved. It is for consideration whether the India Office should be addressed. If it is decided to do so, it seems sufficient to write to the Under Secretary of State for India, as it is a matter of detail with which the Secretary of State need not be troubled. Subject to approval, a draft letter is submitted below.

C.R.—27-4-16.

NOTES TO G.O. No. 221, HOME (EDUCATION), 21ST FEBRUARY 1917

I very much doubt if we can treat this as a matter of routine, such as justify my addressing the Under Secretary of State for India. If however it is considered sufficient to address the Under Secretary of State for India, the draft below is for consideration. I would rather make a regular despatch of it; if so, the case will have to be worked out more fully, and at least a few specific cases of wrong selection will have to be given to strengthen our position, and the Director of Public Instruction will have to be asked to deal more fully with the whole question than he has till now done.

P. RAJAGOPALA ACHARIYAR—3-5-16.

I am disposed to agree. A despatch would seem to be more appropriate.

P[ENTLAND]—5-5-16.

The draft letter to the Under Secretary of State for India may be utilised later on in framing the despatch. Will the Director of Public Instruction please note fully on the whole question?

P.R.—6-5-16.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The important point is, I think, that of advertisement. I can easily believe that it would not be expedient to ask for any other alteration in the system of recruitment. I do not ask for advertisement on the ground that the Secretary of State's appointments have been generally unsatisfactory. So far as a general reason can be given it is that, unless a post is advertised, there is no certainty that the best person available comes forward. The present practice is, roughly, to send to heads of colleges and inspectors of schools who are asked to beat up recruits. Heads of colleges know about their students who are just leaving, or who have recently left, but they don't necessarily keep in mind those who have gone down four or five years who are the very people we want to get. Moreover they do not invariably take any trouble at all. In the case of the Women's College appointments the Principal of Girton for instance took none, nor, I believe, did the Scotch Educational people. This is what made Sir John Struthers keen about advertisement.

2. As regards special cases I cannot speak with certainty about them, because I do not know the form the requisition to the Secretary of State took in each case.—

(1) The appointment of Miss Dixon is a glaring case. I certainly asked for a graduate, if possible from the staff of a woman's training college, and I feel certain a graduate at any rate could have been got.

(2) Again, for the additional professorship of history I believe we asked for a specialist in Political Economy, and we got in succession Messrs. Green and Statham neither of whom are such. If either has been, he would have been kept in the Presidency College.

3. I do not think I can add anything more to what I have already written on the subject.

4. The last paragraph of the draft is hardly correct. Everything is not left to the Board of Education and the India Office does take every opportunity of enlisting the help of Indian Educational Officers, retired and on leave, on selection committees. Both the India Office and the Board of Education take a lot of trouble over appointments; the pity is that some of it is wasted because they won't advertise.

5. The draft might perhaps allude to the almost universal practice in the United Kingdom of advertising professorships—vide the first page of the Athenæum.

J. H. STONE—24-6-16.

Paragraph 2 of Director's note:—

(1) *Miss Divon's case.*

Qualifications asked for.

Paragraph 3 of despatch 4, Educational, 5th December 1912 and columns 14 and 15 on page 7 of G.O. 576, 19th June 1913.

A Practical experience of the work of a training school for women; acquaintance with the most recent developments in the training of teachers.

Qualifications of the candidates selected.

"A" I. Professional training as teacher—
(1) Norwich and Ely Diocesan Training College, 1900-1902.
(2) Ecole Normale, Limoges, 1902-1903.
(3) Maria Gray Training College, 1908-09.

II. *Certificates*—

(1) Government certificate, First year, Part (i) I Part (ii) I.
Second year, Part (i) I Part (ii) I.
Third year, Part (i) I Part (ii) I.
(2) Higher Froebel certificate, first-class distinction in educational hand-work and Froebel's principles.

"B"—Read in Ipswich High school. No University education.

B Preferably a graduate of a British University or one classed in honours at Oxford or Cambridge and trained in a secondary training college.

(2) *Mr. Green's case.*

Cf. Government of India's letter on page 3 of G.O. 590, 30th October 1909 and column 4 of statement page 3 of G.O. 57, 1st February 1910.

An honours graduate in History.

Exhibition (open) University College, Oxford, 1897.
B.A. 1900.
Second honours, History.

(3) *Mr. Statham's case.*

Paragraph 3 of despatch 1, Educational, 9th January 1913 and column 14 on page 6 of G.O. 750, 14th August 1913.

High honours in History and special knowledge of Economics as well as some experience in teaching.

Second class, Divisions I & II.
Historical Tripos, Parts I & II
B.A. Degree.

2. It will be seen from the above that instances (1) and (3) are to the point. In the case of (2) the demand for an honours graduate in history appears to have been partly satisfied. The first two instances may be quoted in the proposed despatch to the Secretary of State. It may perhaps be said in the case of Mr. Statham that we applied only for a temporary professor and that we could not get a better man.

3. The draft letter to the Under Secretary of State has been altered into a despatch to the Secretary of State.

P.R.—1-7-16.

C.R.—4-7-16.

Please see the draft despatch to the Secretary of State. Does it meet the case?

P. RAJAGOPALA ACHARIYAR—7-7-16.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

I have suggested some alterations in pencil in the margin.

J. H. STONE—11-7-16.

EDUCATIONAL DEPARTMENT.

As personally directed by the Secretary alterations suggested by the Director of Public Instruction have been carried out in the draft despatch in red ink. The draft despatch may be circulated to His Excellency the Governor and the Honourable Members for approval.

P.R.—14-7-16.

C.R.—14-7-16.

For approval.

[After the draft despatch is passed by His Excellency, I shall circulate it to Honourable Members for acceptance.]

P. RAJAGOPALA ACHARIYAR—15-7-16.

This file may lie over for the present.

(By order)

T. E. MOIR—19-7-16.

Please resubmit this two months hence.

P.R.—29-7-16.

Resubmitted with reference to the Secretary's orders above.

P.R.—18-9-16.

N.K.—21-9-16.

C. RAMANUJA ACHARIYAR—22-9-16.

May this lie over for some time longer?

P.R.—23-9-16.

The file may lie over.

(By order)

T.E.M.—25-9-16.

This may lie over for another three months.

P.R.—25-9-16.

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

To—the Hon'ble Diwan Bahadur P. RAJAGOPALA ACHARIYAR AVARGAL, C.I.E., Secretary to Government, Home (Education) Department.

Dated—Camp, Virajpet, the 14th October 1916.

No.—C. 64.

His Excellency has sent me the enclosed which he says may be added to the file in your office with any remarks I have to offer.

2. I am sure that if the India Office would advertise for the ladies we want we should have a better chance of getting them. During the war I suppose advertisement for men would be useless.

ENCLOSURE.

Extract of a letter—from Sir JOHN STRUTHERS, K.C.B., Scotch Education Department, Dover House, Whitehall, London.

To—His Excellency the Governor of Madras.

Date—the 2nd September 1916.

As to the question of advertisement, I have had several talks with the officials of the Board of Education who are immediately concerned, as the result of which I gather that, while from their own point of view there are certain difficulties involved, they would not be disposed in the least to let these stand in the way if your Government were to express formally a wish that advertisement should be resorted to invariably in the case of all appointments for Madras as to which it is desired that the Selection Committee should act. Their difficulties are those which you refer to. They are (1) paucity of staff of the Branch of Special Inquiries and Reports, which in normal times is quite inadequate for their ordinary work and which at the present time has reached vanishing point, and (2) the doubt as to whether in the case of certain of the higher posts men of established position at home would respond to advertisement, so that the only way of obtaining such men would be by private enquiry. In my own view, there may be a few cases of this kind but they should be rare and I have no doubt whatever that, in the ordinary case of Indian appointments, private enquiry should in all cases be supplemented by advertisement. I suspect the real difficulty of getting a sufficient field of suitable candidates is, as you appear to hint, the inadequacy of the salary as compared with the salary and prospects which desirable candidates could obtain from posts of a somewhat similar kind at home. Owing to the war and the calling up of men of military age from all classes, there is the very greatest stringency at present in the home services and I have no doubt that after the war there will be a considerable rise in the salaries of teachers of all kinds which will increase the difficulty of obtaining really

suitable candidates for Indian posts, unless there is a corresponding improvement in the conditions there. But, be that as it may, you may take it as quite certain that if your Government, through the India Office, express a desire for advertisement in all cases the Board of Education will be prepared to fall in loyally and cordially with their views.

Mr. Stone does not apparently recommend that a representation in general terms as in the draft should be made at present to the Secretary of State. He, however,

Where does he say that please?

P.R.—21-10-16.

considers that if the India Office would advertise for the ladies required for the Madras College for Women there would be

better chance of getting them. If this suggestion is approved, the necessary addition will be made to the draft despatch which is now in Press.

N.K.—20-10-16.

T.K.—20-10-16.

C. RAMANUJA ACHARIYAR—21-10-16.

With reference to the Secretary's marginal note above it is submitted that the Director of Public Instruction states that if the India Office would advertise for the ladies we want we should have a better chance of getting them. It was thought that

Office-notes should be absolutely accurate.

P.R.—26-10-16.

the words "*the ladies we want*" had special reference to the application which is about to go to the Secretary of State

for the recruitment of the lady professors required for the Women's College and that the present opportunity might be taken to press the question of advertisement as regards recruitment of ladies.

P.R.—23-10-16.

N.K.—23-10-16.

The expression used is general and has no *specific* application to the present application.

C.R.—24-10-16.

I believe that the draft despatch to the India Office, referred to by the Registrar in the concluding sentence of his note above has been passed by His Excellency. It should not be interfered with. This file may lie over as already ordered.

P. RAJAGOPALA ACHARIYAR—26-10-16.

Submitted with reference to the Secretary's orders on page 13 above. Attention is also solicited to the subsequent correspondence on pages 14-15 above. It is for consideration whether any action should be taken at present.

P.R.—3-1-17.

N.K.—3-1-17.

C.R.—7-1-17.

Will Private Secretary to His Excellency the Governor please ascertain if it is His Excellency's wish that any action should now be taken on the file?

P.R.—9-1-17.

His Excellency considers that the suggestion might be placed before the Secretary of State but desires that a revised draft be prepared omitting all controversial or personal references which are not likely to facilitate concession to our wishes.

(By order)

T. E. MOIR—17-1-17.

Let me have a revised draft please.

P.R.—18-1-17.

A revised draft is submitted for approval. Attention is solicited to paragraph 16 of annexure IV to the Public Services Commission report. The Commission does *not* advocate advertisement in *all* cases.

N.K.—7-2-17.

C.R.—10-2-17.

19
NOTES TO G.O. No. 221, HOME (EDUCATION), 21st FEBRUARY 1917

7

~~His Excellency.~~

P. RAJAGOPALA ACHARIYAR—10-2-17.

The draft approved and may go.

P[ENTLAND]—12-2-17.

The draft may be circulated to the Honourable Members for approval under rule 10 (g) of the Council Rules.

C. RAMANUJA ACHARIYAR—13-2-17.

E. A. HARVEY—14-2-17.

H. F. W. G[ILLMAN]—15-2-17.

A. G. C[ARDEW]—19-2-17.

P. S. S[IVASWAMI AYYAR]—19-2-17.

Issue.

E.A.H.—21-2-17.

[G.O. No. 221, Home (Education), dated 21st February 1917.]

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