

K.R.
Law (1926) Department.
(Education)

Preliminary SERIES.

G.O. No. 432-33

DATED 24-3-1926

30

[Despatch Abstract.]

COLLEGE.

Prince of Wales Royal Indian Military College, Dehra Dun
Assistant's post--selection of candidate--letter from the Govern-
ment of India replied to.



No. 419 - Edn. 3 2 708A

Government of India.

Department of Education, Health and Lands.

Delhi, the 20th February 1926.

From

J.W. Bhole, Esq., C.I.E., C.B.E., I.C.S.,

Secretary to the Government of India,

To

The Secretary to the Government of Madras,

Law (Education) Department.

Recruitment of assistant masters for the Prince
of Wales' Royal Indian Military College, Dehra Dun.

Sir,

I am directed to say that there are at present two vacancies for European assistant masters at the Prince of Wales' Royal Indian Military College, Dehra Dun, and the Government of India desire the local Government's co-operation in securing suitable candidates for them. The assistant masters are required to be capable of teaching the subjects mentioned below up to the intermediate standard :-

- (1) One assistant master proficient in science and mathematics.
- (2) One assistant master proficient in general English subjects.

They should be graduates of British Universities, preferably, with honours degrees. They should also be athletes and players of association football.

2. These posts are not included in the Indian Educational Service, but are generally under Indian Educational Service conditions, except that, as the college is under the control of the military authorities, the reasons which have led to the general suspension of recruitment for this service in the United Kingdom do not apply. Accordingly, the Secretary of State has also been requested to take steps to obtain suitable recruits for them in the United Kingdom.

3. The appointments will in the first instance be on a

temporary basis i.e. until the authorities are satisfied that the officers are suitable, they will be under trial. If suitable officers can be found who are willing to stay on, their names will be considered, along with the names of any other candidates whom the Secretary of State may secure, for permanent employment. There will be no objection to the officers retaining liens on their substantive appointments during their temporary or probationary service.

4. A memorandum containing full details as to the college and the general conditions of employment is attached. The Government of India would be glad if the local Government would take any steps that might be possible with a view to recommending suitable candidates, for these posts, either from Government or private service. They would suggest that a notification of the vacancies to the staff of the European schools might possibly produce good results.

5. A similar communication is being addressed to other local Governments and the final selection of candidates will be made from among the candidates recommended by the various local Governments.

I have the honour to be,

Sir,

Your most obedient servant,

Secretary.

Refd No. 708A/26-1
3.3.26. Law (P.L.) Dept

Referred to the Director of Public Instruction who is requested to notify the vacancies as desired by the Govt of India and to forward to Govt with his recommendations the applications of suitable candidates.

(By order)

Ramamurthy
1/3
Not Secy to Govt. 14/2/26

The D.A.O. (the addressee)

(With 4 Secs of memorandum)
(Kept below)

Memorandum.

PRINCE OF WALES' ROYAL INDIAN MILITARY COLLEGE, DEHRA DUN
(UNITED PROVINCES).

The College was established in 1921 for the education of Indian boys in preparation for entry into the Royal Military College, Sandhurst, and eventually for a military career as officers. The number of pupils is at present 70, and further expansion is contemplated. The normal age of entry is 11 - 13 years, and the standard at entry that of the higher primary school. The course extends over six years.

"The College is controlled by the Army authorities under the Government of India".

The staff includes a Commandant (Lieutenant Colonel, Indian Army) a Headmaster, five Assistant Masters, a Matron, an Indian Drawing and Manual Training Teacher, a Sergeant-Major Drill Instructor and two Religious Teachers.

Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.

Particulars of the pay, leave and pension admissible to Officers recruited to the staff of the College from this country are contained in the enclosed memorandum. Free quarters are provided.

Appointments as Assistant Masters.

These appointments are not included in the cadre of the Indian Educational Service.

1. Appointments are made by the Secretary of State for India in Council and Assistant Masters thereby secure the safeguards afforded to Officers so appointed under the provisions of the Government of India Act. Recruitment takes place as and when

vacancies occur.

2. Every candidate must be a British subject of European descent in the male line, whose father was at the time of the candidate's birth a British subject.

3. Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience and preferably an honours degree. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.

4. Applications should be submitted upon the form of application for employment in the Indian Educational Service, and should be accompanied by not more than six testimonials.

5. A candidate selected for an appointment will have to be examined by a Medical Board. If the result of this examination is satisfactory he will be required to sign an agreement to serve the Government of India for three years, during which period he will be regarded as on probation. If on the termination of this period Government decides not to retain his services, 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. Except as provided above, an officer may not resign his appointment without the previous sanction of the Secretary of State for India in Council.

6. Officers are expected to give their whole time to the duties required of them at the College. The salaries paid are as shown in Appendix I, and commence on the date on which an officer takes charge of his duties at Dehra Dun. No guarantee can be given as to the sterling value of the rupee.

£.7½ Free quarters are provided.

8. Assistant Masters although not members of the Indian Educational Service are eligible on completion of their probation for leave, pension, and passage pay, on the same conditions as are applicable to officers of that Service. A summary of

information regarding leave, pension, passage pay, and the General Provident Fund (to which subscription is compulsory) will be found in Appendices II, III, and IV.

APPENDIX 1.

Appendix 1. (See paragraph 3 above)

Time scale for Assistant Masters. Prince of Wales Royal
Indian Military College, Dehra Dun.

Monthly Rates of Pay.

Year of Service. 1.	Basic Pay. 2. Rs. per mensem.	Overseas Pay. 3. Rs. per mensem.
1st.	400	150
2nd	450	150
3rd	500	150
4th	550	150
5th	600	Rs per mensem. 15
6th	600	25
7th	650	25
8th	700	25
9th	750	25
10th	800	25
11th	850	25
12th	900	30
13th	950	30
14th	1,000	30
15th	1,000	30
16th	1,050	30
17th	1,100	30
18th	1,150	30
19th	1,200	30
20th	1,250	30
21st	1,250	30
22nd	1,300	30
23rd	1,350	30
24th	1,400	30
25th	1,450	30
26th and over	1,500	30

NOTE 1. In applying the above scale to future entrants, both initial salary and date of increments will ordinarily be determined by age. 25 years of age has been taken as the normal starting point for the scale, and the initial basic pay in the case of candidates over 25 at the time of appointment will ordinarily be Rs.50 a month higher for each year above that age subject to a maximum of Rs.600 per mensem. A candidate appointed under the age of 25 will receive the minimum pay of the scale (Rs.400), plus overseas pay until his 26th birthday, and a candidate appointed at or over 25 years of age will qualify for increment on attaining his next birthday after joining his appointment irrespective of the length of his service. Seniority will reckon from the date of taking up appointment.

NOTE 2. Increments cannot be claimed as of right : they may be stopped, deferred, or suspended, if the officer's work is unsatisfactory.

APPENDIX II.

Appendix II.

Summary of information regarding Leave.

A regular vacation is usually allowed, during which officers are permitted to be absent from their duties. Where a vacation is allowed, it counts as duty, but the period of total leave admissible, is ordinarily reduced by one month for each year of duty in which an officer has availed himself of vacation.

Leave is calculated in terms of "leave on average pay" and the amount of "leave on average pay" for which an officer is eligible is five twentieth-seconds of the period spent on duty.

Subject to certain maxima and minima, an officer may draw, at his option, leave salary equal to the average pay of the last twelve months of completed duty or to half such average pay. All leave on average and half the period of half average pay is counted against ~~pay~~ the leave earned. An officer may take his leave on average pay, on half average pay, or on a combination of the two, provided that his continuous absence from duty does not exceed 28 months and that the amount of leave taken on average pay does not exceed eight months at any one time. The maximum amount of leave admissible during an officer's career is the equivalent of leave on average pay for three years, plus one-eleventh of the period spent on duty, of which not more than one year plus one-tenth of the period spent on duty may actually consist of leave on average pay.

Leave not due and carrying half average pay may be granted on medical certificate and, within certain limits, for other reasons, but an officer will not again commence to earn ^{leave} until the expiration of a fresh period of duty sufficient to earn a credit of leave equal to the leave he has taken before it was due. After 28 months' absence from duty an officer draws quarter average salary, subject to certain maxima and minima.

During the period of probation, an officer is eligible for vacation leave, or, if serving in an appointment in which a vacation is not allowed, to leave on average pay up to one-eleventh of the period spent on duty. If necessary, leave on half average

on medical certificate provided that the total leave granted pay may be granted during the probationary period shall not exceed three months reckoned in terms of leave on average pay.

Leave salary is ordinarily payable in rupees if the officer spends his leave in India or Ceylon, and in sterling if he spends it elsewhere. The rate of exchange for the conversion of leave salary is prescribed from time to time by the Secretary of State. At present it is the current rate of exchange, subject to a minimum of ls. 48- during the first ^{four} ~~three~~ months of leave and of ls. 60. during the remainder.

It should be noted that leave can never be claimed as a right, but is given or refused at the discretion of Government.

APPENDIX III

Summary of information regarding Pension and Provident Fund.

1. Subject to the absolute right, which will not ordinarily be exercised, of the Government of India to decline to permit any officer to retire before reaching the age for superannuation, should it be necessary in the public interest to retain his services, officers will be allowed to retire optionally after 25 or more years' service.
2. The age for superannuation is 55 and retirement is ordinarily required at that age, but for special reasons an officer is sometimes retained after attaining that age.
3. An officer becomes eligible for full retiring pension on completing 30 years' qualifying service.
4. If before completing this period of service an officer is permitted to retire voluntarily after completion of 25 or more years' qualifying service (paragraph 1) or is compelled to retire on attaining the age of 55 (paragraph 2) or through ill-health not occasioned by irregular or intemperate habits, he will be eligible for a reduced pension, or, if invalided with less than 10 years' qualifying service, for a gratuity.
5. An officer recruited over the age of 25 years may reckon as service for superannuation pension the actual period, not exceeding five years, by which his age at recruitment exceeded

25. (A superannuation pension is one granted to an officer entitled, or compelled, by rule to retire at a particular age).

6. The amount of pension or gratuity is regulated as follows :-

(a) Retiring pensions:-

Completed years of qualifying service.	Sixtieths of average emoluments.	Maximum limit of pension.
25	25	Rs. 6,000 a year.
26	26	6,200
27	27	6,400
28	28	6,600
29	29	6,800
30	30	7,000

(b) Superannuation and Invalid Pensions :-

Completed years of qualifying service.	Gratuity or Pension.				Subject to a maximum of rupees.
1 to 6	Gratuity of 2 month's pay for each completed year of service.				
7	Pension of 7-sixtieths of average emoluments				2,000
8	"	8	"	"	2,350
9	"	9	"	"	2,700
10	"	10	"	"	3,000
11	"	11	"	"	3,200
12	"	12	"	"	3,400
13	"	13	"	"	3,600
14	"	14	"	"	3,800
15	"	15	"	"	4,000
16	"	16	"	"	4,200
17	"	17	"	"	4,400
18	"	18	"	"	4,600
19	"	19	"	"	4,800
20	"	20	"	"	5,000
21	"	21	"	"	5,200
22	"	22	"	"	5,400
23	"	23	"	"	5,600
24	"	24	"	"	5,800

25	30-sixtieths of average emoluments.	6,000
26		6,200
27		6,400
28		6,600
29		6,800

Average emoluments are calculated over the last 3 years of service.

Pensions drawn in any country in which the Indian Government rupee is not legal tender are converted at a minimum rate of exchange of 1/9 the rupee.

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 $9\frac{3}{8}$ 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.
- (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.

APPENDIX IV.

Passage Pay.

(The arrangements herein described are subject to the provisions of the authorised text of the rules relating to the grant of Passage Pay).

1. In addition to the pay prescribed in Appendix I passage pay will be payable to every officer at the rate of Rs. 50 per mensem or at such different rate as may from time to time be deemed sufficient by Government for the purpose of the provision of the benefits conferred by the rules. This addition will not be taken into account for the purpose of computing the leave salary of the officer. A sum equal to the amount received as passage pay will be deducted monthly from the officer's pay or leave

10.

salary, as the case may be, and credited to a General Passage Fund to be administered by Government.

2. The maximum benefits to which an officer aged under 25 years on appointment, will be entitled will be passages of a total value equal to the cost of the number of the passages between Bombay and London by P. and O. 1st Class B, shown below:-

(a) For the officer himself, four return passages.

(b) For his wife, the number of return passages shown in the following scale:-

Officer's length of service at date of marriage.	Number of return passages.
Less than 7 years	4.
7 years but less than 14 years	3.
14 years but less than 21 years	2.
21 years and over	1.

(c) For each child, one single passage.

In the case of a candidate appointed after attaining the age of 25 years of age, the Secretary of State for India in Council shall determine the maximum benefits to which the officer is eligible.

3. If an officer dies, while in the service, his wife and children will be entitled to receive from the General Passage Fund single passages by sea from a port in India to a port outside India, but not exceeding in each case the cost of a single passage between Bombay and London ~~and~~ by P. and O. steamer, 1st Class B.

4. Any balance remaining at the credit of an officer in the General Passage Fund after he has ceased to be eligible for the benefits conferred by the rules will lapse to the Fund.

CF. 30

Law (Education)

DEPARTMENT

Received 192 . Registered 192

Subject.

Vacancies in the Prince of Wales Royal Military College Dehra Dun-Reply submitted.



ENCLOSURES.

No.

Ref. on C No. 365 C/26

Spare copies

Station Madras Dated the 17th March 1926 192

From (Name) R Littlehailes Esquire, M.A.,
(Designation) Director of Public Instruction

To The Secretary to the Government of Madras

Law (Education) Department

Sir,

In resubmitting herewith the Government endorsement No. 708 A/26-1, dated 3-3-26, I have the honour to report that the Inspector of European Schools, whom I consulted, states as follows:-

"There are only two masters in the European schools of this Presidency with Honours degrees of a British University-Bury (of Breek's Memorial-Honours, Modern Languages, London) and Carson, (Doveton College, Mathematics-Dublin)

Neither is qualified in other respects.

Butlin, Civil Orphan Asylums and Necker, Bishop corrie, have British degrees but I fear they do not otherwise qualify".

I have the honour to be,
Sir,
Your most obedient servant,

R. R. M. R. 18/3
For Director of Pub. Instr.

College -

Prince of Wales' Royal Indian
Military College, Dehra Dun. —
Assistants' posts — Palestine of Cand-
- dates — letter from the Govt of India —
Replied to.

READ AGAIN G.O. No., dated 192

READ ALSO :—

C. No. 708A From the Govt of India, No. 419 Edn, dated 20.2. 1926.

To the D. P. I., 7084-1 3. 3. 1926

From the D. D. S. Rec 365426 of 17.3. 1926.

ORDER.

Miss

No. 682, dated 24 . 3 , 192 6

The following reply will be
despatched to the Secretary India.

The D.P.I., (97iii20)

DESPATCHED

92 25 MAR 1926

DESPATCHED

218-2 5MAR1928

Jm's.
 22.326
 NK
24362

Letter
mis

433, date 24.3.26.

To

The Secretary to the Smt. India
Dept. of Education, Health
and Land

Recruitment of assistant
masters for the Prince of
Wales' Royal Indian Military
College, Dehra Dun - yours

Letter no. 419-Edn of 20.2.26

Sn,

I am directed to say
that, after ~~the~~ Consulting



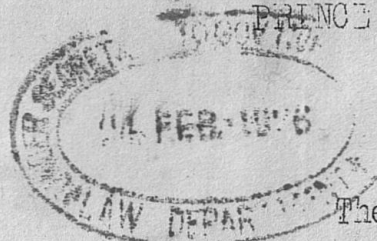
2
The D.O. No., Madras, the Government
are unable to recommend any
suitable candidates for the post
in question either from ~~the~~ Govern-
ment or ^{from} private service.

S.D.S.
22.3.26
H.K.
22/3/26

A
27/3

V.K.
23-3

16
Spence Copie
Memorandum.



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(UNITED PROVINCES).

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Indian Military College, Dehra Dun.

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15th	1,000	30
16th	1,050	30
17th	1,100	30
18th	1,150	30
19th	1,200	30
20th	1,250	30
21st	1,250	30
22nd	1,300	30
23rd	1,350	30
24th	1,400	30
25th	1,450	30
26th and over	1,500	30

NOTE 1. In applying the above scale to future entrants, both initial salary and date of increments will ordinarily be determined by age. 25 years of age has been taken as the normal starting point for the scale, and the initial basic pay in the case of candidates over 25 at the time of appointment will ordinarily be Rs.50 a month higher for each year above that age subject to a maximum of Rs.600 per mensem. A candidate appointed under the age of 25 will receive the minimum pay of the scale (Rs.400), plus overseas pay until his 26th birthday, and a candidate appointed at or over 25 years of age will qualify for increment on attaining his next birthday after joining his appointment irrespective of the length of his service. Seniority will reckon from the date of taking up appointment.

NOTE 2. Increments cannot be claimed as of right : they may be stopped, deferred, or suspended, if the officer's work is unsatisfactory.

21
APPENDIX II.

Appendix II.

Summary of information regarding Leave.

A regular vacation is usually allowed, during which officers are permitted to be absent from their duties. Where a vacation is allowed, it counts as duty, but the period of total leave admissible, is ordinarily reduced by one month for each year of duty in which an officer has availed himself of vacation.

Leave is calculated in terms of "leave on average pay" and the amount of "leave on average pay" for which an officer is eligible is five twentieth-seconds of the period spent on duty.

Subject to certain maxima and minima, an officer may draw, at his option, leave salary equal to the average pay of the last twelve months of completed duty or to half such average pay. All leave on average and half the period of half average pay is counted against ~~pay~~ the leave earned. An officer may take his leave on average pay, on half average pay, or on a combination of the two, provided that his continuous absence from duty does not exceed 28 months and that the amount of leave taken on average pay does not exceed eight months at any one time. The maximum amount of leave admissible during an officer's career is the equivalent of leave on average pay for three years, plus one-eleventh of the period spent on duty, of which not more than one year plus one ~~eleventh~~ ^{twentieth} of the period spent on duty may actually consist of leave on average pay.

Leave not due and carrying half average pay may be granted on medical certificate and, within certain limits, for other reasons, but an officer will not again commence to earn ^{leave} until the expiration of a fresh period of duty sufficient to earn a credit of leave equal to the leave he has taken before it was due. After 28 months' absence from duty an officer draws quarter average salary, subject to certain maxima and minima.

During the period of probation, an officer is eligible for vacation leave, or, if serving in an appointment in which a vacation is not allowed, to leave on average pay up to one-eleventh of the period spent on duty. If necessary, leave on half average

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It should be noted that leave can never be claimed as a right, but is given or refused at the discretion of Government.

APPENDIX III

Summary of information regarding Pension and Provident Fund.

1. Subject to the absolute right, which will not ordinarily be exercised, of the Government of India to decline to permit any officer to retire before reaching the age for superannuation, should it be necessary in the public interest to retain his services, officers will be allowed to retire optionally after 25 or more years' service.
2. The age for superannuation is 55 and retirement is ordinarily required at that age, but for special reasons an officer is sometimes retained after attaining that age.
3. An officer becomes eligible for full retiring pension on completing 30 years' qualifying service.
4. If before completing this period of service an officer is permitted to retire voluntarily after completion of 25 or more years' qualifying service (paragraph 1) or is compelled to retire on attaining the age of 55 (paragraph 2) or through ill-health not occasioned by irregular or intemperate habits, he will be eligible for a reduced pension, or, if invalided with less than 10 years' qualifying service, for a gratuity.
5. An officer recruited over the age of 25 years may reckon as service for superannuation pension the actual period, not exceeding five years, by which his age at recruitment exceeded

25. (A superannuation pension is one granted to an officer entitled, or compelled, by rule to retire at a particular age).

6. The amount of pension or gratuity is regulated as follows :-

(a) Retiring pensions:-

Completed years of qualifying service.	Sixtieths of average emoluments.	Maximum limit of pension.
25	25	Rs.6,000 a year.
26	26	6,200
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9	"	9	"	"	2,700
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11	"	11	"	"	3,200
12	"	12	"	"	3,400
13	"	13	"	"	3,600
14	"	14	"	"	3,800
15	"	15	"	"	4,000
16	"	16	"	"	4,200
17	"	17	"	"	4,400
18	"	18	"	"	4,600
19	"	19	"	"	4,800
20	"	20	"	"	5,000
21	"	21	"	"	5,200
22	"	22	"	"	5,400
23	"	23	"	"	5,600
24	"	24	"	"	5,800

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26		6,200
27		6,400
28		6,600
29		6,800

Average emoluments are calculated over the last 3 years of service.

Pensions drawn in any country in which the Indian Government rupee is not legal tender are converted at a minimum rate of exchange of 1/9 the rupee.

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

- (1) The contribution is compulsory up to $6\frac{1}{4}$ per cent on salaries, with voluntary contributions of not more than a further $9\frac{3}{4}$ 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.
- (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.

APPENDIX IV.

Passage Pay.

(The arrangements herein described are subject to the provisions of the authorised text of the rules relating to the grant of Passage Pay).

1. In addition to the pay prescribed in Appendix I passage pay will be payable to every officer at the rate of Rs.50 per mensem or at such different rate as may from time to time be deemed sufficient by Government for the purpose of the provision of the benefits conferred by the rules. This addition will not be taken into account for the purpose of computing the leave salary of the officer. A sum equal to the amount received as passage pay will be deducted monthly from the officer's pay or leave

salary, as the case may be, and credited to a General Passage Fund to be administered by Government.

2. The maximum benefits to which an officer aged under 25 years on appointment, will be entitled will be passages of a total value equal to the cost of the number of the passages between Bombay and London by P. and O. 1st Class B, shown below:-

(a) For the officer himself, four return passages.

(b) For his wife, the number of return passages shown in the following scale:-

Officer's length of service at date of marriage.	Number of return passages.
Less than 7 years	4.
7 years but less than 14 years	3.
14 years but less than 21 years	2.
21 years and over	1.

(c) For each child, one single passage.

In the case of a candidate appointed after attaining the age of 25 years of age, the Secretary of State for India in Council shall determine the maximum benefits to which the officer is eligible.

3. If an officer dies, while in the service, his wife and children will be entitled to receive from the General Passage Fund single passages by sea from a port in India to a port outside India, but not exceeding in each case the cost of a single passage between Bombay and London ~~and~~ by P. and O. steamer, 1st Class B.

4. Any balance remaining at the credit of an officer in the General Passage Fund after he has ceased to be eligible for the benefits conferred by the rules will lapse to the Fund.

PRINCE OF WALES' ROYAL INDIAN MILITARY COLLEGE, DEERA DUN
(UNITED PROVINCES).

The College was established in 1921 for the education of Indian boys in preparation for entry into the Royal Military College, Sandhurst, and eventually for a military career as officers. The number of pupils is at present 70, and further expansion is contemplated. The normal age of entry is 11 - 13 years, and the standard at entry that of the higher primary school. The course extends over six years.

"The College is controlled by the Army authorities under the Government of India".

The staff includes a Commandant (Lieutenant Colonel, Indian Army) a Headmaster, five Assistant Masters, a Matron, an Indian Drawing and Manual Training Teacher, a Sergeant-Major Drill Instructor and two Religious Teachers.

Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.

Particulars of the pay, leave and pension admissible to Officers recruited to the staff of the College from this country are contained in the enclosed memorandum. Picc quarters are provided.

Appointments as Assistant Masters.

These appointments are not included in the cadre of the Indian Educational Service.

1. Appointments are made by the Secretary of State for India in Council and Assistant Masters thereby secure the safeguards afforded to Officers so appointed under the provisions of the Government of India Act. Recruitment takes place as and when

vacancies occur.

2. Every candidate must be a British subject of European descent in the male line, whose father was at the time of the candidate's birth a British subject.
 3. Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience and preferably an honours degree. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.
 4. Applications should be submitted upon the form of application for employment in the Indian Educational Service, and should be accompanied by not more than six testimonials.
 5. A candidate selected for an appointment will have to be examined by a Medical Board. If the result of this examination is satisfactory he will be required to sign an agreement to serve the Government of India for three years, during which period he will be regarded as on probation. If on the termination of this period Government decides not to retain his services, 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. Except as provided above, an officer may not resign his appointment without the previous sanction of the Secretary of State for India in Council.
 6. Officers are expected to give their whole time to the duties required of them at the College. The salaries paid are as shown in Appendix I, and commence on the date on which an officer takes charge of his duties at Dehra Dun. No guarantee can be given as to the sterling value of the rupee.
- §.7½ Free quarters are provided.
8. Assistant Masters although not members of the Indian Educational Service are eligible on completion of their probation for leave, pension, and passage pay, on the same conditions as are applicable to officers of that Service. A summary of

(16)

information regarding leave, pension, passage pay, and the General Provident Fund (to which subscription is compulsory) will be found in Appendices II, III, and IV.

APPENDICES.

Appendix 1. (See paragraph 5 above)

Time scale for Assistant Masters. Prince of Wales Royal Indian Military College, Dania Dun.

Monthly Rates of Pay.

Year of Service. 1.	Basic Pay. 2.	Overseas Pay. 3.
	Rs. per mensem.	Rs. per mensem.
1st.	400	150
2nd	450	150
3rd	500	150
4th	550	150
5th	600	Rs per mensem. 15
6th	600	25
7th	650	25
8th	700	25
9th	750	25
10th	800	25
11th	850	25
12th	900	30
13th	950	30
14th	1,000	30
15th	1,000	30
16th	1,050	30
17th	1,100	30
18th	1,150	30
19th	1,200	30
20th	1,250	30
21st	1,250	30
22nd	1,300	30
23rd	1,350	30
24th	1,400	30
25th	1,450	30
26th and over	1,500	30

NOTE 1. In applying the above scale to future entrants, both initial salary and date of increments will ordinarily be determined by age. 25 years of age has been taken as the normal starting point for the scale, and the initial basic pay in the case of candidates over 25 at the time of appointment will ordinarily be Rs.50 a month higher for each year above that age subject to a maximum of Rs.600 per mensem. A candidate appointed under the age of 25 will receive the minimum pay of the scale (Rs.400), plus overseas pay until his 26th birthday, and a candidate appointed at or over 25 years of age will qualify for increment on attaining his next birthday after joining his appointment irrespective of the length of his service. Seniority will reckon from the date of taking up appointment.

NOTE 2. Increments cannot be claimed as of right : they may be stopped, deferred, or suspended, if the officer's work is unsatisfactory.

31
APPENDIX II.

Appendix II.

Summary of information regarding Leave.

A regular vacation is usually allowed, during which officers are permitted to be absent from their duties. Where a vacation is allowed, it counts as duty, but the period of total leave admissible, is ordinarily reduced by one month for each year of duty in which an officer has availed himself of vacation.

Leave is calculated in terms of "leave on average pay" and the amount of "leave on average pay" for which an officer is eligible is five twelfth-seconds of the period spent on duty.

Subject to certain maxima and minima, an officer may draw, at his option, leave salary equal to the average pay of the last twelve months of completed duty or to half such average pay. All leave on average and half the period of half average pay is counted against ~~pay~~ the leave earned. An officer may take his leave on average pay, on half average pay, or on a combination of the two, provided that his continuous absence from duty does not exceed 28 months and that the amount of leave taken on average pay does not exceed eight months at any one time. The maximum amount of leave admissible during an officer's career is the equivalent of leave on average pay for three years, plus one-eleventh of the period spent on duty, of which not more than one year plus one ~~eleventh~~ ^{twelfth} of the period spent on duty may actually consist of leave on average pay.

Leave not due and carrying half average pay may be granted on medical certificate and, within certain limits, for other reasons, but an officer will not again commence to ^{leave} earn until the expiration of a fresh period of duty sufficient to earn a credit of leave equal to the leave he has taken before it was due. After 28 months' absence from duty an officer draws quarter average salary, subject to certain maxima and minima.

During the period of probation, an officer is eligible for vacation leave, or, if serving in an appointment in which a vacation is not allowed, to leave on average pay up to one-eleventh of the period spent on duty. If necessary, leave on half average

32
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12
A medical certificate, provided that the total leave granted pay may be granted during the probationary period shall not exceed three months reckoned in terms of leave on average pay.

Leave salary is ordinarily payable in rupees if the officer spends his leave in India or Ceylon, and in sterling if he spends it elsewhere. The rate of exchange for the conversion of leave salary is prescribed from time to time by the Secretary of State. At present it is the current rate of exchange, subject to a minimum of 1s. 4d. during the first ~~three~~ ^{four} months of leave and of 1s. 6d. during the remainder.

It should be noted that leave can never be claimed as a right, but is given or refused at the discretion of Government.

APPENDIX III

Summary of information regarding Pension and Provident Fund.

1. Subject to the absolute right, which will not ordinarily be exercised, of the Government of India to decline to permit any officer to retire before reaching the age for superannuation, should it be necessary in the public interest to retain his services, officers will be allowed to retire optionally after 25 or more years' service.
2. The age for superannuation is 55 and retirement is ordinarily required at that age, but for special reasons an officer is sometimes retained after attaining that age.
3. An officer becomes eligible for full retiring pension on completing 30 years' qualifying service.
4. If before completing this period of service an officer is permitted to retire voluntarily after completion of 25 or more years' qualifying service (paragraph 1) or is compelled to retire on attaining the age of 55 (paragraph 2) or through ill-health not occasioned by irregular or intemperate habits, he will be eligible for a reduced pension, or, if invalided with less than 10 years' qualifying service, for a gratuity.
5. An officer recruited over the age of 25 years may reckon as service for superannuation pension the actual period, not exceeding five years, by which his age at recruitment exceeded

25. (A superannuation pension is one granted to an officer entitled, or compelled, by rule to retire at a particular age).

6. The amount of pension or gratuity is regulated as follows :-

(a) Retiring pensions:-

Completed years of qualifying service.	Sixtieths of average emoluments.	Maximum limit of pension.
25	25	Rs.6,000 a year.
26	26	6,200
27	27	6,400
28	28	6,600
29	29	6,800
30	30	7,000

(b) Superannuation and Invalid Pensions :-

Completed years of qualifying service.	Gratuity or Pension.				Subject to a maximum of rupees.
1 to 6	Gratuity of 2 month's pay for each completed year of service.				
7	Pension of 7-sixtieths of average emoluments				2,000
8	"	8	"	"	2,350
9	"	9	"	"	2,700
10	"	10	"	"	3,000
11	"	11	"	"	3,200
12	"	12	"	"	3,400
13	"	13	"	"	3,600
14	"	14	"	"	3,800
15	"	15	"	"	4,000
16	"	16	"	"	4,200
17	"	17	"	"	4,400
18	"	18	"	"	4,600
19	"	19	"	"	4,800
20	"	20	"	"	5,000
21	"	21	"	"	5,200
22	"	22	"	"	5,400
23	"	23	"	"	5,600
24	"	24	"	"	5,800

25	30-sixtieths of average emoluments.	6,000
26		6,200
27		6,400
28		6,600
29		6,800

Average emoluments are calculated over the last 3 years of service.

Pensions drawn in any country in which the Indian Government rupee is not legal tender are converted at a minimum rate of exchange of 1/9 the rupee.

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 9½ 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.
- (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.

APPENDIX IV.

Passage Pay.

(The arrangements herein described are subject to the provisions of the authorised text of the rules relating to the grant of Passage Pay).

1. In addition to the pay prescribed in Appendix I passage pay will be payable to every officer at the rate of Rs.50 per mensem or at such different rate as may from time to time be deemed sufficient by Government for the purpose of the provision of the benefits conferred by the rules. This addition will not be taken into account for the purpose of computing the leave salary of the officer. A sum equal to the amount received as passage pay will be deducted monthly from the officer's pay or leave

salary, as the case may be, and credited to a General Passage Fund to be administered by Government.

2. The maximum benefits to which an officer aged under 25 years on appointment, will be entitled will be passages of a total value equal to the cost of the number of the passages between Bombay and London by P. and O. 1st Class B, shown below:-

(a) For the officer himself, four return passages.

(b) For his wife, the number of return passages shown in the following scale:-

Officer's length of service at date of marriage.	Number of return passages.
Less than 7 years	4.
7 years but less than 14 years	3.
14 years but less than 21 years	2.
21 years and over	1.

(c) For each child, one single passage.

In the case of a candidate appointed after attaining the age of 25 years of age, the Secretary of State for India in Council shall determine the maximum benefits to which the officer is eligible.

3. If an officer dies, while in the service, his wife and children will be entitled to receive from the General Passage Fund single passages by sea from a port in India to a port outside India, but not exceeding in each case the cost of a single passage between Bombay and London ~~and~~ by P. and O. steamer, 1st Class B.

4. Any balance remaining at the credit of an officer in the General Passage Fund after he has ceased to be eligible for the benefits conferred by the rules will lapse to the Fund.

36

(20)

Memorandum.
PRINCIPAL OF THE ROYAL INDIAN MILITARY COLLEGE, DEhra DUN
IN-LAW DEPARTMENT (UNITED PROVINCES).

The College was established in 1921 for the education of Indian boys in preparation for entry into the Royal Military College, Sandhurst, and eventually for a military career as officers. The number of pupils is at present 70, and further expansion is contemplated. The normal age of entry is 11 - 13 years, and the standard at entry that of the higher primary school. The course extends over six years.

"The College is controlled by the Army authorities under the Government of India".

The staff includes a Commandant (Lieutenant Colonel, Indian Army) a Headmaster, five Assistant Masters, a Matron, an Indian Drawing and Manual Training Teacher, a Sergeant-Major Drill Instructor and two Religious Teachers.

Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.

Particulars of the pay, leave and pension admissible to Officers recruited to the staff of the College from this country are contained in the enclosed memorandum. Pic quarters are provided.

Appointments as Assistant Masters.

These appointments are not included in the cadre of the Indian Educational Service.

1. Appointments are made by the Secretary of State for India in Council and Assistant Masters thereby secure the safeguards afforded to Officers so appointed under the provisions of the Government of India Act. Recruitment takes place as and when

vacancies occur.

2. Every candidate must be a British subject of European descent in the male line, whose father was at the time of the candidate's birth a British subject.

3. Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience and preferably an honours degree. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.

4. Applications should be submitted upon the form of application for employment in the Indian Educational Service, and should be accompanied by not more than six testimonials.

5. A candidate selected for an appointment will have to be examined by a Medical Board. If the result of this examination is satisfactory he will be required to sign an agreement to serve the Government of India for three years, during which period he will be regarded as on probation. If on the termination of this period Government decides not to retain his services, 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. Except as provided above, an officer may not resign his appointment without the previous sanction of the Secretary of State for India in Council.

6. Officers are expected to give their whole time to the duties required of them at the College. The salaries paid are as shown in Appendix I, and commence on the date on which an officer takes charge of his duties at Delma Dun. No guarantee can be given as to the sterling value of the rupee.

£.7½ Free quarters are provided.

8. Assistant Masters although not members of the Indian Educational Service are eligible on completion of their probation for leave, pension, and passage pay, on the same conditions as are applicable to officers of that Service. A summary of

information regarding leave, pension, passage pay, and the General Provident Fund (to which subscription is compulsory) will be found in Appendices II, III, and IV.

APPENDICES.

Appendix 1. (See paragraph 3 above)

Time scale for Assistant Masters. Prince of Wales Royal
Indian Military College, Dehra Dun.

Monthly Rates of Pay.

Year of Service. 1.	Basic Pay. 2. Rs. per mensem.	Overseas Pay. 3. Rs. per mensem.
1st.	400	150
2nd	450	150
3rd	500	150
4th	550	150
5th	600	25 per mensem. 15
6th	600	25
7th	650	25
8th	700	25
9th	750	25
10th	800	25
11th	850	25
12th	900	30
13th	950	30
14th	1,000	30
15th	1,000	30
16th	1,050	30
17th	1,100	30
18th	1,150	30
19th	1,200	30
20th	1,250	30
21st	1,250	30
22nd	1,300	30
23rd	1,350	30
24th	1,400	30
25th	1,450	30
26th and over	1,500	30

NOTE 1. In applying the above scale to future entrants, both initial salary and date of increments will ordinarily be determined by age. 25 years of age has been taken as the normal starting point for the scale, and the initial basic pay in the case of candidates over 25 at the time of appointment will ordinarily be Rs.50 a month higher for each year above that age subject to a maximum of Rs.600 per mensem. A candidate appointed under the age of 25 will receive the minimum pay of the scale (Rs.400), plus overseas pay until his 26th birthday, and a candidate appointed at or over 25 years of age will qualify for increment on attaining his next birthday after joining his appointment irrespective of the length of his service. Seniority will reckon from the date of taking up appointment.

NOTE 2. Increments cannot be claimed as of right : they may be stopped, deferred, or suspended, if the officer's work is unsatisfactory.

APPENDIX II.

Appendix II.

Summary of information regarding Leave.

A regular vacation is usually allowed, during which officers are permitted to be absent from their duties. Where a vacation is allowed, it counts as duty, but the period of total leave admissible, is ordinarily reduced by one month for each year of duty in which an officer has availed himself of vacation.

Leave is calculated in terms of "leave on average pay" and the amount of "leave on average pay" for which an officer is eligible is five twentieth-seconds of the period spent on duty.

Subject to certain maxima and minima, an officer may draw, at his option, leave salary equal to the average pay of the last twelve months of completed duty or to half such average pay. All leave on average and half the period of half average pay is counted against ~~pay~~ the leave earned. An officer may take his leave on average pay, on half average pay, or on a combination of the two, provided that his continuous absence from duty does not exceed 28 months and that the amount of leave taken on average pay does not exceed eight months at any one time. The maximum amount of leave admissible during an officer's career is the equivalent of leave on average pay for three years, plus one-eleventh of the period spent on duty, of which not more than one year plus one-tenth of the period spent on duty may actually consist of leave on average pay.

Leave not due and carrying half average pay may be granted on medical certificate and, within certain limits, for other reasons, but an officer will not again commence to earn ^{leave} until the expiration of a fresh period of duty sufficient to earn a credit of leave equal to the leave he has taken before it was due. After 28 months' absence from duty an officer draws quarter average salary, subject to certain maxima and minima.

During the period of probation, an officer is eligible for vacation leave, or, if serving in an appointment in which a vacation is not allowed, to leave on average pay up to one-eleventh of the period spent on duty. If necessary, leave on half average

on medical certificate, provided that the total leave granted pay may be granted during the probationary period shall not exceed three months reckoned in terms of leave on average pay.

Leave salary is ordinarily payable in rupees if the officer spends his leave in India or Ceylon, and in sterling if he spends it elsewhere. The rate of exchange for the conversion of leave salary is prescribed from time to time by the Secretary of State. At present it is the current rate of exchange, subject to a minimum of ls. 48. during the first ^{four} ~~three~~ months of leave and of ls. 6d. during the remainder.

It should be noted that leave can never be claimed as a right, but is given or refused at the discretion of Government.

APPENDIX III

Summary of information regarding Pension and Provident Fund.

1. Subject to the absolute right, which will not ordinarily be exercised, of the Government of India to decline to permit any officer to retire before reaching the age for superannuation, should it be necessary in the public interest to retain his services, officers will be allowed to retire optionally after 25 or more years' service.
2. The age for superannuation is 55 and retirement is ordinarily required at that age, but for special reasons an officer is sometimes retained after attaining that age.
3. An officer becomes eligible for full retiring pension on completing 30 years' qualifying service.
4. If before completing this period of service an officer is permitted to retire voluntarily after completion of 25 or more years' qualifying service (paragraph 1) or is compelled to retire on attaining the age of 55 (paragraph 2) or through ill-health not occasioned by irregular or intemperate habits, he will be eligible for a reduced pension, or, if invalided with less than 10 years' qualifying service, for a gratuity.
5. An officer recruited over the age of 25 years may reckon as service for superannuation pension the actual period, not exceeding five years, by which his age at recruitment ex-

25. (A superannuation pension is one granted to an officer entitled, or compelled, by rule to retire at a particular age).

6. The amount of pension or gratuity is regulated as follows :-

(a) Retiring pensions:-

Completed years of qualifying service.	Sixtieths of average emoluments.	Maximum limit of pension.
25	25	Rs. 6,000 a year.
26	26	6,200
27	27	6,400
28	28	6,600
29	29	6,800
30	30	7,000

(b) Superannuation and Invalid Pensions :-

Completed years of qualifying service.	Gratuity or Pension.				Subject to a maximum of rupees.
1 to 6	Gratuity of a month's pay for each completed year of service.				
7	Pension of 7-sixtieths of average emoluments				2,000
8	"	8	"	"	2,350
9	"	9	"	"	2,700
10	"	10	"	"	3,000
11	"	11	"	"	3,200
12	"	12	"	"	3,400
13	"	13	"	"	3,600
14	"	14	"	"	3,800
15	"	15	"	"	4,000
16	"	16	"	"	4,200
17	"	17	"	"	4,400
18	"	18	"	"	4,600
19	"	19	"	"	4,800
20	"	20	"	"	5,000
21	"	21	"	"	5,200
22	"	22	"	"	5,400
23	"	23	"	"	5,600
24	"	24	"	"	5,800

24 44

25	30-sixtieths of average emoluments.	6,000
26		6,200
27		6,400
28		6,600
29		6,800

Average emoluments are calculated over the last 3 years of service.

Pensions drawn in any country in which the Indian Government rupee is not legal tender are converted at a minimum rate of exchange of 1/9 the rupee.

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

- (1) The contribution is compulsory up to $6\frac{1}{4}$ per cent on salaries, with voluntary contributions of not more than a further $9\frac{3}{8}$ 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.
- (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.

APPENDIX IV.

Passage Pay.

(The arrangements herein described are subject to the provisions of the authorised text of the rules relating to the grant of Passage Pay).

1. In addition to the pay prescribed in Appendix I passage pay will be payable to every officer at the rate of Rs.50 per mensem or at such different rate as may from time to time be deemed sufficient by Government for the purpose of the provision of the benefits conferred by the rules. This addition will not be taken into account for the purpose of computing the leave salary of the officer. A sum equal to the amount received as passage pay will be deducted monthly from the officer's pay or leave

salary, as the case may be, and credited to a General Passage Fund to be administered by Government.

2. The maximum benefits to which an officer aged under 25 years on appointment, will be entitled will be passages of a total value equal to the cost of the number of the passages between Bombay and London by P. and O. 1st Class B, shown below:-

(a) For the officer himself, four return passages.

(b) For his wife, the number of return passages shown in the following scale:-

Officer's length of service at date of marriage.	Number of return passages.
Less than 7 years	4.
7 years but less than 14 years	3.
14 years but less than 21 years	2.
21 years and over	1.

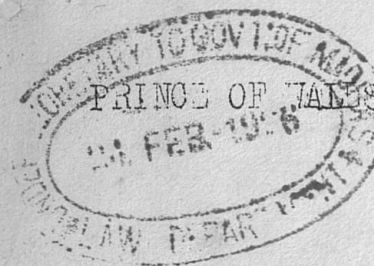
(c) For each child, one single passage.

In the case of a candidate appointed after attaining the age of 25 years of age, the Secretary of State for India in Council shall determine the maximum benefits to which the officer is eligible.

3. If an officer dies, while in the service, his wife and children will be entitled to receive from the General Passage Fund single passages by sea from a port in India to a port outside India, but not exceeding in each case the cost of a single passage between Bombay and London ~~and~~ by P. and O. steamer, 1st Class B.

4. Any balance remaining at the credit of an officer in the General Passage Fund after he has ceased to be eligible for the benefits conferred by the rules will lapse to the Fund.

Memorandum.



PRINCE OF WALES' ROYAL INDIAN MILITARY COLLEGE, DEHERA DUN
(UNITED PROVINCES).

The College was established in 1921 for the education of Indian boys in preparation for entry into the Royal Military College, Sandhurst, and eventually for a military career as officers. The number of pupils is at present 70, and further expansion is contemplated. The normal age of entry is 11 - 13 years, and the standard at entry that of the higher primary school. The course extends over six years.

"The College is controlled by the Army authorities under the Government of India".

The staff includes a Commandant (Lieutenant Colonel, Indian Army) a Headmaster, five Assistant Masters, a Matron, an Indian Drawing and Manual Training Teacher, a Sergeant-Major Drill Instructor and two Religious Teachers.

Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.

Particulars of the pay, leave and pension admissible to Officers recruited to the staff of the College from this country are contained in the enclosed memorandum. Picn quarters are provided.

Appointments as Assistant Masters.

These appointments are not included in the cadre of the Indian Educational Service.

1. Appointments are made by the Secretary of State for India in Council and Assistant Masters thereby secure the safeguards afforded to Officers so appointed under the provisions of the Government of India Act. Recruitment takes place as and when

vacancies occur.

2. Every candidate must be a British subject of European descent in the male line, whose father was at the time of the candidate's birth a British subject.
3. Candidates for an appointment as Assistant Master at the College must be Public School men, and should have had Public School teaching experience and preferably an honours degree. Candidates should normally be from 23 to 30 years of age, though these limits will not necessarily be rigidly observed. They should be good at games. Unmarried men are preferred.
4. Applications should be submitted upon the form of application for employment in the Indian Educational Service, and should be accompanied by not more than six testimonials.
5. A candidate selected for an appointment will have to be examined by a Medical Board. If the result of this examination is satisfactory he will be required to sign an agreement to serve the Government of India for three years, during which period he will be regarded as on probation. If on the termination of this period Government decides not to retain his services, 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. Except as provided above, an officer may not resign his appointment without the previous sanction of the Secretary of State for India in Council.
6. Officers are expected to give their whole time to the duties required of them at the College. The salaries paid are as shown in Appendix I, and commence on the date on which an officer takes charge of his duties at Dehra Dun. No guarantee can be given as to the sterling value of the rupee.
7. Free quarters are provided.
8. Assistant Masters although not members of the Indian Educational Service are eligible on completion of their probation for leave, pension, and passage pay, on the same conditions as are applicable to officers of that Service. A summary of

information regarding leave, pension, passage pay, and the General Provident Fund (to which subscription is compulsory) will be found in Appendices II, III, and IV.

APPENDICES.

Appendix 1. (See paragraph 3 above)

Time scale for Assistant Masters. Prince of Wales Royal
Indian Military College, Dania Dun.

Monthly Rates of Pay.

Year of Service. 1.	Basic Pay. 2. Rs. per mensem.	Overseas Pay. 3. Rs. per mensem.
1st.	400	150
2nd	450	150
3rd	500	150
4th	550	150
5th	600	Rs per mensem. 15
6th	600	25
7th	650	25
8th	700	25
9th	750	25
10th	800	25
11th	850	25
12th	900	30
13th	950	30
14th	1,000	30
15th	1,000	30
16th	1,050	30
17th	1,100	30
18th	1,150	30
19th	1,200	30
20th	1,250	30
21st	1,250	30
22nd	1,300	30
23rd	1,350	30
24th	1,400	30
25th	1,450	30
26th and over	1,500	30

(22) 50

NOTE 1. In applying the above scale to future entrants, both initial salary and date of increments will ordinarily be determined by age. 25 years of age has been taken as the normal starting point for the scale, and the initial basic pay in the case of candidates over 25 at the time of appointment will ordinarily be Rs.50 a month higher for each year above that age subject to a maximum of Rs.600 per mensem. A candidate appointed under the age of 25 will receive the minimum pay of the scale (Rs.400), plus overseas pay until his 26th birthday, and a candidate appointed at or over 25 years of age will qualify for increment on attaining his next birthday after joining his appointment irrespective of the length of his service. Seniority will reckon from the date of taking up appointment.

NOTE 2. Increments cannot be claimed as of right : they may be stopped, deferred, or suspended, if the officer's work is unsatisfactory.

APPENDIX II.

Appendix II.

Summary of information regarding Leave.

A regular vacation is usually allowed, during which officers are permitted to be absent from their duties. Where a vacation is allowed, it counts as duty, but the period of total leave admissible, is ordinarily reduced by one month for each year of duty in which an officer has availed himself of vacation.

Leave is calculated in terms of "leave on average pay" and the amount of "leave on average pay" for which an officer is eligible is five twentieth-seconds of the period spent on duty.

Subject to certain maxima and minima, an officer may draw, at his option, leave salary equal to the average pay of the last twelve months of completed duty or to half such average pay. All leave on average and half the period of half average pay is counted against ~~pay~~ the leave earned. An officer may take his leave on average pay, on half average pay, or on a combination of the two, provided that his continuous absence from duty does not exceed 28 months and that the amount of leave taken on average pay does not exceed eight months at any one time. The maximum amount of leave admissible during an officer's career is the equivalent of leave on average pay for three years, plus one-eleventh of the period spent on duty, of which not more than one year plus one-eleventh of the period spent on duty may actually consist of leave on average pay.

Leave not due and carrying half average pay may be granted on medical certificate and, within certain limits, for other reasons, but an officer will not again commence to ^{leave}earn until the expiration of a fresh period of duty sufficient to earn a credit of leave equal to the leave he has taken before it was due. After 28 months' absence from duty an officer draws quarter average salary, subject to certain maxima and minima.

During the period of probation, an officer is eligible for vacation leave, or, if serving in an appointment in which a vacation is not allowed, to leave on average pay up to one-eleventh of the period spent on duty. If necessary, leave on half average

on medical certificate, provided that the total leave granted pay may be granted during the probationary period shall not

exceed three months reckoned in terms of leave on average pay.

Leave salary is ordinarily payable in rupees if the officer spends his leave in India or Ceylon, and in sterling if he spends it elsewhere. The rate of exchange for the conversion of leave salary is prescribed from time to time by the Secretary of State. At present it is the current rate of exchange, subject to a minimum of ls. 4d. during the first ~~three~~^{four} months of leave and of ls. 6d. during the remainder.

It should be noted that leave can never be claimed as a right, but is given or refused at the discretion of Government.

APPENDIX IIISummary of information regarding Pension and Provident Fund.

1. Subject to the absolute right, which will not ordinarily be exercised, of the Government of India to decline to permit any officer to retire before reaching the age for superannuation, should it be necessary in the public interest to retain his services, officers will be allowed to retire optionally after 25 or more years' service.
2. The age for superannuation is 55 and retirement is ordinarily required at that age, but for special reasons an officer is sometimes retained after attaining that age.
3. An officer becomes eligible for full retiring pension on completing 30 years' qualifying service.
4. If before completing this period of service an officer is permitted to retire voluntarily after completion of 25 or more years' qualifying service (paragraph 1) or is compelled to retire on attaining the age of 55 (paragraph 2) or through ill-health not occasioned by irregular or intemperate habits, he will be eligible for a reduced pension, or, if invalided with less than 10 years' qualifying service, for a gratuity.
5. An officer recruited over the age of 25 years may reckon as service for superannuation pension the actual period, not exceeding five years, by which his age at recruitment exceeded

8.

25. (A superannuation pension is one granted to an officer entitled, or compelled, by rule to retire at a particular age).

6. The amount of pension or gratuity is regulated as follows :-

(a) Retiring pensions:-

Completed years of qualifying service.	Sixtieths of average emoluments.	Maximum limit of pension.
25	25	Rs.6,000 a year.
26	26	6,200
27	27	6,400
28	28	6,600
29	29	6,800
30	30	7,000

(b) Superannuation and Invalid Pensions :-

Completed years of qualifying service.	Gratuity or Pension.				Sum of rupees
1 to 6	Gratuity of 2 month's pay for each completed year of service.				
7	Pension of 7-sixtieths of average emoluments				
8	"	8	"	"	"
9	"	9	"	"	2
10	"	10	"	"	3,
11	"	11	"	"	3,
12	"	12	"	"	"
13	"	13	"	"	"
14	"	14	"	"	"
15	"	15	"	"	"
16	"	16	"	"	"
17	"	17	"	"	"
18	"	18	"	"	"
19	"	19	"	"	"
20	"	20	"	"	"
21	"	21	"	"	"
22	"	22	"	"	"
23	"	23	"	"	"
24	"	24	"	"	"

9.

26	30-sixtieths of average emoluments.	6,000
27		6,200
28		6,400
29		6,600
		6,800

Average emoluments are calculated over the last 3 years of service.

Pensions drawn in any country in which the Indian Government rupee is not legal tender are converted at a minimum rate of exchange of 1/9 the rupee.

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

- (1) The contribution is compulsory up to $6\frac{1}{4}$ per cent on salaries, with voluntary contributions of not more than a further $9\frac{3}{8}$ 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.
- (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.

APPENDIX IV.

Passage Pay.

(The arrangements herein described are subject to the provisions of the authorised text of the rules relating to the grant of Passage Pay).

1. In addition to the pay prescribed in Appendix I passage pay will be payable to every officer at the rate of Rs.50 per mensem or at such different rate as may from time to time be deemed sufficient by Government for the purpose of the provision of the benefits conferred by the rules. This addition will not be taken into account for the purpose of computing the leave salary of the officer. A sum equal to the amount received as passage pay will be deducted monthly from the officer's pay or leave

salary, as the case may be, and credited to a General Passage Fund to be administered by Government.

2. The maximum benefits to which an officer~~x~~ aged under 25 years on appointment, will be entitled will be passages of a total value equal to the cost of the number of the passages between Bombay and London by P. and O. 1st Class B, shown below:-

(a) for the officer himself, four return passages.

(b) for his wife, the number of return passages shown in the following scale:-

<u>Officer's length of service at date of marriage.</u>	<u>Number of return passages.</u>
Less than 7 years	4.
7 years but less than 14 years	3.
14 years but less than 21 years	2.
21 years and over	1.

(c) for each child, one single passage.

In the case of a candidate appointed after attaining the age of 25 years of age, the Secretary of State for India in Council shall determine the maximum benefits to which the officer is eligible.

3. If an officer dies, while in the service, his wife and children will be entitled to receive from the General Passage Fund single passages by sea from a port in India to a port outside India, but not exceeding in each case the cost of a single passage between Bombay and London ~~and~~ by P. and O. steamer, 1st Class B.

4. Any balance remaining at the credit of an officer in the General Passage Fund after he has ceased to be eligible for the benefits conferred by the rules will lapse to the Fund.

(20)