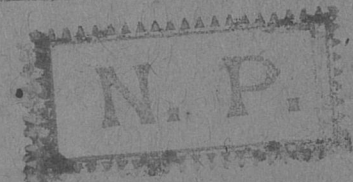
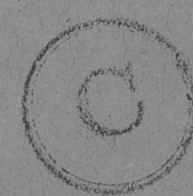


Educational (1904) Department.

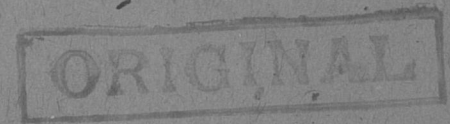
ORDINARY PRINTED.

G.O., No. 724

DATED 12. 12. 04



INDEXED



[Despatch Abstract.]

Exemption from the Ex. rules.

*Leave the — of warders & head warders in the
jail dept & making the necessary alterations
in the Public Service Notifications.*

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Government {1904} of Madras. EDUCATIONAL.

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ORIGINAL

G.O., No. 724, 12th December 1904.

N. P.

DECEMBER.

Exemption from the Examination Rules.

Sanctioning the — of warders and head warders in the Jail Department and ordering the necessary alterations to be made in the Public Service notification.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper:—

From Lieutenant-Colonel W. O'HARA, I.M.S., Inspector-General of Prisons, Madras, to the Chief Secretary to Government, dated Ootacamund, 27th October 1904, No. 7049.

Adverting to correspondence ending with G.O., No. 632, Educational, dated 18th October 1904, and for the reasons herein set forth, I have the honour to submit, for the favourable consideration of Government, the following proposal, namely, that a rule similar to that obtaining in the Police Department in respect of the exemption from Examination rules of head constables, whether European or native, be made applicable to the Jail Department in respect of European chief warders and warders, and native head warders, assistant and deputy chief warders.

2. In G.O., No. 351, Educational, dated 8th June 1904, the Government notified the abrogation of the rule requiring that candidates for all appointments of peons, police constables and other menials in the public service should have passed the Primary examination or some other examination equivalent to it. One of the chief reasons which led to this decision was the fact that the rule had, in practice, greatly narrowed the field of recruitment of men physically fitted for the duties which they are called upon to discharge. It is observed from column III of schedule A appended to the Public Service notification that "the Primary examination qualification will not be required of candidates for the offices of head constables and constables till 1st January 1905; but in making appointments to such offices preference shall, as a rule, be given to men who have passed the examination".

3. The following are the rules governing the appointment of head warders and warders in the Jail Department:—

(a) Jailors, deputy jailors and warders, who are pensioned soldiers and who were entertained prior to 1891, were exempted from passing the Uncovenanted Civil Service examinations. See paragraph 10 of G.O., No. 2286, Judicial, dated 6th November 1891.

(b) By G.O., No. 734, Educational, dated 25th November 1896, the Inspector-General of Prisons was authorized to sanction the appointment of unpassed men as jail warders to the inferior appointments specified in column I of schedule A of the Public Service notification when he is "satisfied that candidates who have passed the Primary examination are not procurable".

(c) By G.O., No. 623, Educational, dated 3rd October 1898, it was provided that head warders in the Jail Department are required to have qualified according to article 1 only of the Public Service notification. This rule is now embodied in section (14) to article 4 of the notification.

(d) Pensioned native officers of the rank of jamadar or subadar and other military pensioners and soldiers who have been discharged with gratuities possessing the certificates referred to in section (2) of article 4 of the notification are eligible for appointment to the posts of chief, deputy chief, assistant chief and head warder and of executive assistant jailor in District Jails.

(e) Pensioners and reservists of the Army and soldiers who have been discharged with gratuities are not required to have passed any tests before appointment to inferior service. See section (1) of article 4 of the notification.

4. On calling for a return of the educational qualifications of the warders and head warders employed in the jails, it is found that in some instances the Educational rules in force as above explained have been overlooked by Superintendents. For example, promotions have been made since 1891 to the post of first-grade head warder in the case of pensioned havildars or naicks possessing either third or fourth class certificates of education or no certificates at all. In other cases such promotions have been awarded to unpassed men, non-military, who happened to possess a fair knowledge of English, a requisite qualification for the office of gate-keeper.

5. In the case of the Penitentiary, Madras, considerable inconvenience is felt in securing qualified candidates for the post of European warder and when after much difficulty a suitable, though unpassed, candidate is selected it is not certain whether afterwards his exemption will be sanctioned by Government. In this office letter No. C. 1220, dated 23rd September 1904, proposals were submitted for the entertainment of three additional European warders in the Press Department. Owing to the small salary offered duly qualified candidates are for the most part unwilling to accept the appointment. It is considered that a rule similar to that at present obtaining in the Police Department might, with advantage, be adopted in the Jail Department exempting all appointments in the warder force from the operation of the Examination rules, with the restriction that in the case of native chief warders, none but those eligible under the rules now in force shall be appointed thereto. Experience has proved that natives do not as a rule make efficient chief warders in Central Jails. There are no chief warders in District Jails and the rule would not apply in those jails.

6. The essential qualifications for the post of assistant, deputy and chief warder are not so much educational qualifications as the power of command, capacity for the exaction of work and maintenance of discipline, and a bearing or carriage in keeping with the position. I would submit that the proposed rule would be found beneficial in the interests of the Department and Superintendents of Jails are agreed as to its general utility and convenience. In the circumstances explained, I trust that the Government will be pleased to sanction the exemption from the operation of the Examination rules of European chief warders and warders and of native head warders, assistant chief and deputy chief warders.

ORDER—No. 724, Educational, dated 12th December 1904.

The Government are pleased to sanction the exemption of warders and head warders from the operation of the Examination rules, but consider that European warders and chief, deputy chief and assistant chief warders should continue to be subject to the rules, though it will always be open to the Inspector-General to apply for exemption in special cases.

2. The necessary alteration will be made in the Public Service notification now under revision.

(True Extract.)

H. D. TAYLOR,
Ag. Secretary to Government.

To the Inspector-General of Police.
" Commissioner for Government Examinations.
" Judicial Department.

E. d. C. Parthasarathy.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 724, EDUCATIONAL,
DATED 12TH DECEMBER 1904.

[SUBJECT.—*Exemption from Examination Rules of Jail Warders.*]

JUDICIAL DEPARTMENT.

From the Inspector-General of Prisons, dated 27th October 1904, No. 7049.

The Inspector-General of Prisons requests sanction for a general exemption from examination rules of European chief warders and warders, and of native head warders, assistant, chief and deputy chief warders in prisons, on the following grounds:—

First.—Educational attainment in a warder is a minor matter. The essential qualifications for these posts “are not so much educational qualifications as the power “of command, capacity for the exaction of work and maintenance of discipline, and a “bearing or carriage in keeping with the position”—*vide* paragraph 6 of Inspector-General's letter.

Secondly.—Difficulty in procuring passed men possessing the requisite physique, etc., to make them efficient warders.

The reorganisation of warders' staff in the Penitentiary recently sanctioned G.O., No. 196, Judicial, dated 29th January 1904. required the employment of a large number of European warders in that jail. And in the case of central jails, the Inspector-General is of opinion that natives do not generally make efficient chief warders, and that European warders are to be preferred—*vide* paragraph 5 of Inspector-General's letter. So, unless exemption is liberally allowed, it will be difficult to carry out the scheme of entertaining a larger proportion of European warders in the Penitentiary or in central jails. Already, considerable inconvenience, it is said, has been experienced in securing qualified European warders for the Penitentiary—paragraph 5 of Inspector-General's letter; and in the case of other jails, unpassed men have to be given promotions out of necessity—paragraph 4 of Inspector-General's letter.

Vide pages 10-11 of the notes connected with G.O., No. 632, Educational, dated 18th October 1904.

Recently, the examination rules, in the case of police head-constables and constables, have been abrogated on the ground that they “greatly narrowed the field “of recruitment of men physically fitted for the duties which they are called upon to “discharge”—G.O., No. 351, Educational, dated 8th June 1904. Whether the field of selection of warders will be similarly narrowed by the enforcement of examination rules is a question for orders. The Inspector-General thinks that examination qualification has already inconvenienced the department.

Attention is however invited to paragraph 10 of G.O., No. 2286, Judicial, dated 6th November 1891, and Mr. Cardew's remarks * on which the order was passed.

It was then held that the entertainment of unqualified men had seriously deteriorated the efficiency of the staff; and the previous relaxation of the examination rules was consequently removed.

K. KRISHNASWAMI AIYANGAR—14-11-04.

Attention is solicited to paragraphs 80 and 82 of the Jail Committee's report which deal respectively with the recruitment and duties of warders. It is stated that candidates for wardership should, if not ex-soldiers, "be between 18 and 25 years of age, of robust constitution and not under a fixed standard of height. Men who can read and write the vernacular should be preferred". From the nature of the duties enumerated it is observed that powers of command, capacity for exacting work and maintenance of discipline seem to be the essential qualifications required of a warder. On the recommendation of Mr. Cardew the Government directed that the ordinary rules in regard to the educational qualifications of candidates for employment in the public service should apply strictly to all posts in the Jail department. They further added "that when it is considered desirable to appoint a European who has not passed the requisite test, application for exemption should be made to Government by the Inspector-General". The Inspector-General was put to great inconvenience in selecting suitable candidates for warders' post in the Penitentiary and obtaining exemptions in the case of unqualified men. The Inspector-General seems to have made out a case for general exemption of warder staff.

Submitted for orders.

S. PANCHAPAKASA AIYAR—16-11-04.

Please set out what salaries are attached to the appointments affected by the Inspector-General's proposals.

A. Y. G. CAMPBELL—17-11-04.

The statement submitted below, compiled from the information given in the civil budget estimates for 1904-1905, page 99, and the Jail department establishment list, gives the salaries of the appointments with reference to which the Inspector-General applies for exemption:—

Appointment.	Salary.	Remarks.
	RS.	
Chief warders	50	In the case of these appointments, the exemption applied for is for Europeans only holding these appointments.
	40	
	35	
	40	
	35	
European warders	30	
Deputy chief warders	25	In the case of these appointments, the exemption applied for is for Europeans as well as natives.
Assistant chief warders	20	
Head warders, 1st grade	15	
Do. 2nd	12	
Do. 3rd	10	
Warders, 1st class	9	
Do. 2nd	8	
Do. 3rd	7	

The scale of salaries was based chiefly on the orders issued in 1891 (G.O., No. 2286, Judicial, dated 6th November 1891, page 26).

K. KRISHNASWAMI AIYANGAR—19-11-04.

S. PANCHAPAKASA AIYAR—19-11-04.

It will presumably be for Educational Department to pass orders, but before the papers are transferred it is desirable that Judicial Department should note on the proposals.

2. I should think that it is not necessary that warders (Rs. 7—9) and head warders (Rs. 10—15) should be more literate than constables and head constables, and unless the rules are also altered in favour of Deputy and Assistant chief warders (Rs. 20—25) the promotion of head warders to these posts will be barred.

M. HAMMICK—24-11-04.

3. With regard to the proposal to exempt from the rules, all Europeans for employment as warders on Rs. 30—40 or chief warders on Rs. 35—50, it seems, *prima facie*, undesirable to make racial distinctions of this nature. Though a European may be better qualified for the post of warder or chief warder by reason of his stamina, physique, etc., than a more highly educated Indian, it seems desirable to leave the Inspector-General to come up for exemption in each case.

A. Y. G. CAMPBELL—21-11-04.

The circumstances of the police and jails differ much in this way that the number of employes in the jail is much less than the number in the police, and therefore if the rules are *not* relaxed in the jails the number of cases for exemption will not be so numerous as it would be in the police. I do think there is much in the racial distinction. It is admitted by all that other things being equal, man for man,

Naturally, i.e., *ex-natura*.

G. S. F[ORBES].

in relaxing the rules in the jails. Superintendents of jails are, many of them, not

G. S. F[ORBES].

the number of cases for exemption will not be very frequent I would retain educational

G. S. F[ORBES].

Judicial as they should do in granting or refusing exemptions, there need be no difficulty. I would exempt all warders and head warders from passing the Primary examination. As in the police I expect in the jails suitable men who have passed this examination can rarely be found.

M. HAMMICK—24-11-04.

I think we may exempt men of the head warder and warder grades generally, but the educational tests should be retained above head warders. If Europeans are wanted and cannot be got qualified the Inspector-General should refer for a special exemption.

G. S. F[ORBES]—24-11-04.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Please see "A" on page 1 of office-note in Judicial. Does the new Public Service notification as drafted exempt head constables? I think not.

H. D. TAYLOR—25-11-04.

It does not. Please see page 4 of the draft order issuing the revised Public Service notification and page 2 of the notes connected therewith.

T. KANAKASUNDARAM—28-11-04.

V. KRISHNASWAMI—28-11-04.

A. GALLETTI—28-11-04.

For orders as to whether exemption may be granted for men of the warder and head warder grades in the Jail department, as proposed in Judicial.

H. D. TAYLOR—29-11-04.

I agree. In retaining the Educational tests above head warders, we have only to mention the fact in the order, adding that in special cases (not specifying what they may be) it will always be open to the Inspector-General to apply for exemption.

G. S. F[ORBES]—1-12-04.

Draft please.

H. D. TAYLOR—1-12-04.

A draft is placed below for approval. It may issue with the concurrence of the Judicial Department.

2. It seems necessary to specify "European warder" in the draft as the different grades of the warder staff in whose case the Educational test is retained have to be noted in the Public Service notification.

T.K.—6-12-04.

V.K.—7-12-04.

A. GALLETTI—8-12-04.

To the Judicial Department.

JUDICIAL DEPARTMENT.

Accepted.

A. Y. G. CAMPBELL—8-12-04.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Issue.

Correct Public Service notification accordingly if it has not yet issued.

H. D. TAYLOR—10-12-04.

[G.O., No. 724, Educational, dated 12th December 1904.]

Judicial (1904) Department.

CURRENT No.

CURRENT NO.

4633

JUDICIAL

From

[Name] Lieut.-Col., William O'HARA, I.M.S.,

[Designation] Inspector-General of Prisons, Madras,

[Station] OOTACAMUND.

No. 7049.

Dated 27th October 1904. 190 .

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SUBJECT.

Submitting for the sanction of Government proposals for the exemption from Examination Rules of European Chief Warders and Warders and of Native Head Warders, Assistant Chief and Deputy Chief Warders in the Jail Department.

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628 u: 3-10-98

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