

Educational (189 6) Department.

ORDINARY MS.

G.O., No. 143

Dated 12th March 1896

INDEXED.

[Despatch Abstract.]

APPOINTMENTS IN THE CEDED DISTRICTS.

Recording Proceedings of the Board of Revenue passing orders on a letter from the Collector of Cuddapah regarding the difficulty of obtaining in that district duly qualified men to fill acting vacancies on Rs. 15.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

REVENUE DEPARTMENT.

1896.

Board of Revenue

(Land Revenue),

MADRAS.

Edud

RCB 118

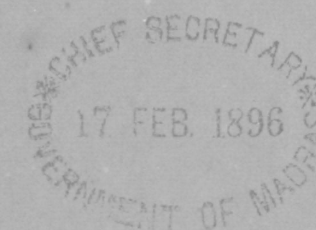
10 March 1896

Printed February 1896.

Recd 17/2/96

Regd 18/2/96

Proceedings, No. 41, 31st January 1896.



Passing orders on letter from the Collector of Cuddapah bringing to notice the serious difficulty experienced in obtaining duly qualified men to fill acting vacancies on Rs. 15, and making certain suggestions to induce passed men to take up appointments in the Ceded Districts.

Public Service Notification

252
886 Deptt

R. No. 118 d/10 March 96

N. 163 d/12 March 96

*Order
mis*

8/3/96

Recorded.

23/96 573/96

*712
25/2*

PROCEEDINGS OF THE BOARD OF REVENUE
(LAND REVENUE).

READ—the following letter from J. HEWETSON, Esq., Acting Collector of Cuddapah, to the Secretary to the Commissioners of Land Revenue, dated 13th August 1895, Dis. No. 3780-Ver.:—

I have the honour to submit herewith a statement showing the number of permanent and acting vacancies in the taluk offices of this district on the 1st July last.

2. On that date there were seven permanent vacancies, of which four were in the single taluk of Cuddapah. There were also eighteen acting appointments, filled by unpassed men, except in Cuddapah where even unpassed men cannot be found for two vacancies.

3. The employment of unpassed men in such large numbers is undesirable, for they can take no interest in their work, and the Tahsildars have no interest in teaching them as they cannot be permanently employed and have to be dispensed with just as they learn their work.

4. The vacancies were all advertised in the *Fort St. George Gazette* and the *Hindu*, but to no purpose.

5. Matriculates will not join this district in acting appointments which give them only Rs. 7½ a month; the clerks on leave might be given less than half pay, but that would be very hard on men whose health has broken down in this district. In Cuddapah itself the full pay of Rs. 15 is not sufficient attraction.

6. It seems undesirable to have such a large number as 25 unpassed men in employ, and I venture to ask that steps may be taken to reduce the number. One remedy would be to lower the standard to middle school first class for Rs. 15 clerkships, but I do not suppose this would be considered possible. The only other remedy seems to be to give the full pay of Rs. 15 to all passed men acting in Rs. 15 appointments; unpassed men should be left subject to the ordinary rules.

7. If the Board think the matter as important as I do, I hope that they will take steps to secure the last-mentioned concession.

ENCLOSURE.

STATEMENT showing the number of vacancies both permanent and acting and the number of unpassed men employed on the 1st July 1895 in the district of Cuddapah.

Division.	Number of vacancies.		Total.	Total number of unpassed men employed on the 1st July 1895.	Period showing from what date the unpassed men have been continuously acting.	Period showing the dates on which the appointment fell permanently vacant.
	Permanent.	Acting.				
Sidhout	2	3	5	5	15th April 1895. 20th February " " 24th March " " 15th " " " 15th " " "	15th April 1895. 20th February 1895.
Jammalamadugu ..	1	8	9	9	23rd May 1895. 17th April " " 29th April " " 9th October 1891. 22nd April 1895. 15th May " " 15th March " " 16th April " " 18th June " "	23rd May 1895.
Sub-division ..	..	5	5	5	24th April 1895. 5th June " " 1st October 1894. 1st " " " 15th December " "	
Cuddapah ..	4	2	6	4	15th December 1894. 4th May 1895. 20th " " " 25th March " "	1st December 1894. 5th February 1895. 25th March " " 28th " " "
	7	18	25	23		

Reference on the above, dated 17th August 1895.

Referred to the Collectors of Bellary, Kurnool and Anantapur for remarks on Mr. Hewetson's suggestions.

2. The report should be accompanied by a statement similar to the one enclosed in the letter read above.

(Signed) L. M. WYNCH,
Secretary.

To the Collector of Bellary.
" " of Kurnool.
" " of Anantapur.

READ—replies to the above.

READ—letter from H. TREMENHEERE, Esq., Collector of Bellary, dated 26th November 1895, Ref. on C. No. 518-G. and B.

ABSTRACT.—Suggesting that the designation of a number of clerks on Rs. 15 in the Huzur and Taluk offices may be changed into 'copyists.'

RESOLUTION—No. 41, dated 31st January 1896.

In the first letter read above, the Collector of Cuddapah brought to the Board's notice the serious difficulty that was experienced in obtaining qualified men to acting vacancies in his district. As a remedial measure, he made the following alternative suggestions:—

- (1) That the educational qualifications for posts carrying Rs. 15 should be lowered to a first class pass by the late Middle School examination; or
- (2) that full pay should be given to all passed men acting in such appointments.

2. These suggestions were referred to other Collectors of the Ceded Districts for remarks. The Collector of Anantapur does not advocate the first suggestion, which he considers to be a retrograde step. The Collector of Kurnool points out that no real advantage will be gained by its adoption, as the Middle School examination has been abolished and as most of those who have passed that test will have secured some footing or other by this time.

3. Mr. Hewetson's alternative proposal to give the full pay of the appointment to the substitute, provided he is a passed candidate, meets with the approval of Messrs. Mullaly and Tremeneere; indeed a provision to this effect already exists as clause (ii) of Article 161, Civil Service Regulations, but the difficulty arises from clause (iii) of the same Article, which allows the permanent incumbent only the difference between full pay and the portion drawn by the *locum tenens*. As however it would be hard to deprive men whose health has broken down in the Ceded Districts and who are consequently forced to go on leave of the maximum allowances admissible to them, Collectors should encourage clerks to take their annual holiday of a month as contemplated by the code without accumulating it for two or three years; they as well as their substitutes could then draw full pay under Article 162 (i), Civil Service Regulations. Under this arrangement it would be possible to keep a reserve hand to act in each such vacancy, as it arose, on full pay. Passed men would, it is believed, come forward more readily on these terms, as they would have a prospect of more or less continuous employment until they could be permanently provided for.

4. The Board considers that the difficulty might be completely overcome by the institution of a rule directing that all vacancies in head-quarter and divisional offices should, as a rule, be filled by the selection of taluk clerks of approved conduct and efficiency. This would likewise very materially increase the working power of the offices referred to, because of the practical experience which such clerks would bring to the discharge of their duties. In every case in which such a selection might not be possible, Collectors should draw the special attention of the Board to the fact before appointing an outsider. The Board believes that passed men will not be slow to take up appointments in taluks if sufficient inducement in the shape of prospects of a regular flow of promotion is offered to them. One of the great causes of the inefficiency of these establishments at present is, that service in the taluk leads to nothing better.

5. The Board considers that the solution of the present difficulty will be materially assisted if the salaries of taluk clerks are raised and properly graded. A scheme to this effect which has been under preparation for some time will shortly be submitted to Government.

6. In this connection, Mr. Tate suggests that funds for increased expenditure on Taluk establishments may be found by reducing the pay of the English Head Clerk in Collectors' offices, but this proposal does not commend itself to the Board.

7. On the other hand, Mr. Mullaly has recommended that a local allowance of Rs. 5 a month may be given to each clerk on Rs. 15 in the towns of Cuddapah and Kurnool. A similar recommendation was made by Mr. Garstin in paragraph 64 of his report on the revision of Revenue establishments. The proposal will be considered when dealing with the general question of revising the scale of Taluk establishments.

8. In the last paper read above, Mr. Tremeneere suggests that the designation of a number of clerks on Rs. 15 in Huzur and Taluk offices may be changed into "copyists," so that they may be exempt from the examination rules. The Board considers that the word "copyists" in the Public Service Notification cannot be held

to include any clerks on the permanent establishment in Huzúr and Taluk offices. The acceptance of the Collector's proposal would moreover have the effect of perpetuating the difficulty as to the recruitment of passed men in the Ceded Districts, as it would throw open a considerable number of appointments to unpassed men, who could not rise above the grade of copyists. The number of applications for sanction to employ unpassed men would not thereby be materially diminished, because these copyists would inevitably be recommended to act in higher grades in short vacancies, their places being taken by cutcherry hangers on.

(True Copies and Extract.)

[Signature]
Secretary.

To the Collectors of the Ceded Districts.

- „ Secretary to Government, Revenue Department, with Collector's letters in original (to be returned).
- „ Chief Secretary to Government, Educational Department.

Then given for copying _____
Then copied _____ } 189 .
Then examined _____
Then signed _____

AD AGAIN G.O., No.
189 ,

DATED

RENT No.

CLOSURES TO O. No

OF GOVERNMENT A A A A A A A

OF GOVERNMENT.

EMENT WITH DITTO.

ES NOT FILED UP, BEING MEANT FOR DESPATCH
IN ORIGINAL.

N.B.—

- A = Copy in full.
- B = Not to be copied.
- P = Copy abstract only.
- Q = Copy heading only.