Educational (189) Department.

ORDINARY MS.

G.O., No. 479

Dated 10-8-96

[Despatch Abstract.]

Communicating to the G of I orders of the G of I forwarding copy of its Resolution re: the reorganization of the Educational Services in India.

BACK PAPERS.

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

FURTHER PAPERS.

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

No. A 204-215.

Extract from the Proceedings of the Government of India in the Home Department (Education),—under date Simla, the 23 July 1896.

READ—

The Report of the Public Service Commission, paragraphs 98—99 and 128 (sections 58—64), containing their views regarding the Educational Services in India.

Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.

Despatch from the Secretary of State to the Government of India, No. 9 (Public—Educational), dated the 28th January 1892.

Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the circular.

Home Department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto and certain further correspondence with the Government of Bengal.

Despatch from the Government of India to the Secretary of State, No. 351 (Financial), dated the 11th December 1895.

Despatch from the Secretary of State to the Government of India, No. 22 (Public-Educational), dated the 12th March 1896.

RESOLUTION.

THE recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X, of their report. They were that—

(1) the graded lists of the superior branch should be abolished, due regard being had to the interests of existing incumbents;

(2) recruitment should be made in England only for—

(*a*) Principalships of Colleges;

(*b*) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and

(*c*) a smaller number of Inspectorships than at present;

(3) *recruitment of Professors should ordinarily be of specialists, and, when practicable, for a term of years with power of reappointment;*

(4) *the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case;*

(5) *all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment on the principles recommended in the report as to conditions of service for the general Provincial Service;*

(6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and

(7) the inspection of Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State for his opinion a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service, on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them; and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of securing a succession of fresh men as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to maintain such a European element in the inspecting staff as would enable them to test with unfailing accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (*a*) in England and (*b*) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of Rs. 1,200 a month was sufficient for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of Rs. 500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates, ordinarily rise over Rs. 300 and Rs. 350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on Rs. 600 and one on Rs. 700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—*viz.*, the Provincial Service including all posts above Rs. 200 in value, and the Subordinate Service comprising all appointments on Rs. 200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been, not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England should, in the first instance, be engaged for a short term with a power of reappointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he

observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show in the case of each Province the Principalships, Professorships, and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (Rs. 500—750) to the third grade (Rs. 750—1,000) of the graded list was long deferred; and he therefore thought that the professoriate would be placed on a better footing if all Professors were allowed to rise in ten years' service to a salary of Rs. 1,000 a month, the probationary five years being passed either on a salary of Rs. 500 rising to Rs. 750 by yearly increments of Rs. 50 per mensem, or on a fixed pay of Rs. 600 or Rs. 700 a month, and their salary rising, in the second term of five years, from Rs. 750 to Rs. 1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a Professor as such, and expressed the opinion that the higher salaries of classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorships. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships he thought that at least one-half might be transferred to the Provincial branch of the service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Head Masters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organisation of the Department. His Lordship observed in conclusion that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892 for opinion to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganisation of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in their letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and in calling for the Proposition Statements requisite to display the financial effect of the reorganisation requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of Rs. 1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service whose total salary did not exceed Rs. 1,000 should be given a special allowance of Rs. 100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments in the

letters of 22nd August 1893 related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home Department letters of 22nd August 1893 was received in March 1894; but it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before his Lordship in December 1895, and the general features of the organisation, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganisation will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges: and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of Schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the "Indian Educational Service" (*vide* next paragraph) generally. There is, therefore, no proposal for a general reorganisation of the service in Burma. In Assam the Director of Public Instruction will be the only officer recruited in England and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service"; and the other including all posts to be filled by recruitment in India, which will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service" whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

(1) that the line between the two services will be drawn rather according to the nature of the office held than according to pay;

(2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;

(3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i.e.*, Zila or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined

to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, and who have properly been classed as Provincial officers. Similarly Head Masters of High (*i.e.*, Zila or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zila Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept in its entirety the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—*viz.*, the Elphinstone, Poona, Ahmedabad, and Karachi High Schools. The view of the Government of Madras has been accepted that in that Presidency the Provincial Service may be organised by grades on the basis of pay, since in the result the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on Rs. 400 a month and two on Rs. 350 a month have been classed in the Provincial Service, on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of Rs. 150 has been permitted, as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere the same, *viz.*, Rs. 700 a month. On the repeated recommendation of the Government of Bengal, a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, have been included in the Bengal Provincial Service list on personal grounds on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganisation. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only Rs. 1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

"In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859. I have nevertheless considerable doubt whether it is now expedient to reaffirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands in the holder of it not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools, as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified

for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the Local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular Department."

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross, and stated in paragraph 3 above, *viz.*:—

(*a*) during the probationary period of five years, Rs. 500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600, or even Rs. 700, in special cases when the services of a competent officer cannot otherwise be secured;

(*b*) in the second period, Rs. 750—50—1,000, the maximum being attained at the end of ten years from first appointment.

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Education Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500 rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will under the reorganisation of the Department be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of Rs. 100 a month after fifteen years' service to officers whose total salary does not exceed Rs. 1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded list, which will be supplanted by the new system. The allowances will be strictly *personal*, within the meaning of the Civil Service Regulations,—*i.e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave) and will not be given to those who act for them during their absence. Toe following is the scale of allowances allotted to the several Provinces:—

Madras.—(*a*) Two allowances of Rs. 250—50—500, to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (*b*) two allowances of Rs. 200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakonam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of Rs. 250—50—500 a month, to be given to the senior Principal and the senior Inspector; and (*b*) three allowances of Rs. 200—10—250 a month, to be given to the remaining two Principals of Colleges and to the second senior Inspector.

Bengal.—(*a*) Two allowances of Rs. 250—50—500 a month; and (*b*) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior, or most deserving, men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of Rs. 250—50—500 a month; and (*b*) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of Rs. 250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (*b*) one allowance of Rs. 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of Rs. 200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on.

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial list, as two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh require that there should be a European Inspector for it.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a Joint Inspector for Orissa) to be recruited in India.

North-Western Provinces and Oudh.—Three Inspectors tc be recruited in England and two in India.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganisation. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Masterships in that service should be recruited for in England, that a pay of Rs. 500—50—750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England,—namely, the Head Mastership of the Central Model School in the Punjab: but this will be a special appointment carrying a salary of Rs. 400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary superior service pension rules in Chapters XVIII and XIX modified by the concession in Article 441-A (which will apply to those who enter the Indian Educational Service after the date of

this Resolution in substitution for the provisions of Article 441). Directors of Public Instruction will, under Financial Department Resolution No. 2958-P., dated the 22nd June 1895, be eligible for an additional pension of Rs. 1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period, as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganisation of the Department. Every European officer, therefore, who has been permanently appointed to the graded list will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principle that existing members shall in no case suffer by the reorganisation will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Education Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial officer will receive a uniform allowance of Rs. 100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix B will be found the Proposition Statements for reorganisation of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Services shall be fully worked up to. As the effect of the reorganisation scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

ORDER.—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India*.

[True Extract.]

J. P. HEWETT,

Secretary to the Government of India.

APPENDIX A.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces.

Province.	Indian Service.					Provincial Service.							Unclassified, *i.e.*, not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Headmasters of Colleges, Training Colleges, and High Schools.	Other appointments.	Total.		
Madras ...	4(*a*)	5(*b*)	6	4(*c*)	19	2	9	3	2	3	16(*d*)	35	...	54
Bombay ...	3	4(*e*)	8	6(*f*)	21	1	...	8	5	6	3(*g*)	23	...	44
Bengal ...	5(*h*)	5	13	4(*i*)	27	5(*j*)	10	58(*k*)	...	24(*l*)	7(*m*)	104(*n*)	...	131
North-Western Provinces and Oudh.	3	2	6	...	11	2	8	6	1	6(*o*)	1(*p*)	24	...	35
Punjab ...	3	2	2	1(*q*)	8	3(*r*)	6	2	3	1(*s*)	2(*t*)	17	...	25
Central Provinces.	3(*u*)	2(*v*)	1	...	6	1	...	3	...	...	...	4	...	10

(*a*) Includes 2 Inspectresses.

(*b*) Includes the Principals of the Teachers' College and College of Agriculture.

(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.

(*d*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; 2 Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

(*e*) Includes the Principal, Sir Jamsetjee Jeejeebhoy School of Art.

(*f*) These are the Headmasterships of the Elphinstone, Poona and Belgaum High Schools; the Vice-Principalship, School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges.

(*g*) These are the Vice-Principal of the Poona Training College, the Head Assistant, Director of Public Instruction, and the Superintendent, Mechanical Branch, College of Science.

(*h*) Includes the Director of Public Instruction, Assam, and the Inspector of European Schools, Bengal.

(*i*) *i.e.*, the Superintendent, School of Arts, and 3 officers to supply vacancies.

(*j*) Includes a Joint Inspector for Orissa and Inspectress of Female Schools.

(*k*) Includes 6 Principals of Colleges, and the Lady Principal and 2 Professors, Bethune College.

(*l*) Includes the Headmistress, Eden Female School.

(*m*) These include the Assistant Superintendent and the Headmaster, School of Arts, the Personal Assistant to the Director of Public Instruction, and 4 reserved appointments.

(*n*) For the present there will be a temporary increase of 9 in these totals owing to the 9 officers to be admitted into the Provincial Service on personal grounds.

(*o*) These are Headmasters of Zila (or District) Schools.

(*p*) Mathematical Lecturer, Allahabad.

(*q*) *i.e.*, Head Mastership, Central Model School, Lahore.

(*r*) Includes Inspectress.

(*s*) *Viz.*, the Principal, Central Training College, Lahore.

(*t*) These are the Vice-Principal, Mayo School of Art, Lahore and the Assistant Superintendent, Central Training College, Lahore.

(*u*) Includes the Inspector-General of Education, Central Provinces.

(*v*) Includes for the present the Principal, Training School, Nagpur.

APPENDIX B.

MADRAS.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
1	1st Class Officer, Rs. 1,250—50—1,500	1,416 10 8	14	Officers on Rs. 500—1,000	11,200 0 0
2	2nd „ Officers, Rs. 1,000—50—1,250	2,333 5 4	...	Two Personal Allowances, Rs. 250—50—500	833 5 4
4	3rd „ „ „ 750—50—1,000	3,666 10 8	...	„ „ „ „ 200—10—250	466 10 8
8	4th „ „ „ 500—50—750	5,333 5 4			
1	Superintendent, School of Arts, Rs. 500—50—1,000	800 0 0	3(a)	Supernumeraries, Rs. 500—50—750	2,000 0 0
			1	Senior Inspectress, Rs. 500—20—600	566 10 8
1	Professor of Physics, Presidency College, Rs. 500—50—700 ...	633 5 4	1	Junior „ „ 450—10—500	483 5 4
1	Principal, Teacher's College, Rs. 600—50—1,000	866 10 8	2	Officers on Rs. 400—20—500	933 5 4
1	„ College of Agriculture, Rs. 500—50—900	766 10 8	1	Superintendent, Presidency Training School, Rs. 350—10—450 ...	410 0 0
1	Senior Inspectress, Rs. 500—20—600	566 10 8			
4	Officers, Rs. 400—20—500	1,866 10 8			
24	TOTAL ...	18,250 0 0	22	TOTAL ...	16,893 5 4
	B.—PROVINCIAL SERVICE.				
2	Assistant Inspectors, Rs. 400—10—500	920 0 0	1	Officer on Rs. 550	550 0 0
3	„ „ „ 300—10—400	1,080 0 0	4	Officers „ „ 500	2,000 0 0
4	„ „ „ 200—10—300	1,040 0 0	3	„ „ „ 450	1,350 0 0
3	Upper Subordinates „ 400—20—500	1,400 0 0	4	„ „ „ 400	1,600 0 0
5	„ „ „ 300—20—400	1,833 5 4	4	„ „ „ 350	1,400 0 0
9	„ „ „ 200—20—300	2,400 0 0	5	„ „ „ 300	1,500 0 0
1	Officer on Rs. 400	400 0 0	5	„ „ „ 250	1,250 0 0
1	„ „ „ 250	250 0 0	6	„ „ „ 200	1,200 0 0
1	„ „ „ 200—10—250	233 5 4			
1	„ „ „ 200	200 0 0			
30	TOTAL ...	9,756 10 8	32	TOTAL ...	10,850 0 0
54	GRAND TOTAL ...	28,006 10 8	54	GRAND TOTAL ...	27,743 5 4

(a) Three appointments (2 on Rs. 700 and 1 on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumeraries costing Rs. 2,000 a month.

10

BOMBAY.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
2	Officers on Rs. 1,250—50—1,500	2,833 5 4	14	Officers on Rs. 500—50—1,000	11,200 0 0
3	„ „ „ 1,000—50—1,250	3,500 0 0	...	Two Allowances of Rs. 250—50—500	833 5 4
4	„ „ „ 750—50—1,000	3,666 10 8	...	Three „ „ „ 200—10—250	700 0 0
1	Officer „ „ 800 + Personal Allowance, Rs. 250	1,050 0 0	1	Officer on Rs. 800 + Personal Allowance, Rs. 250	1,050 0 0
3	Officers „ „ 700	2,100 0 0	3	Officers „ „ 500—50—750	2,000 0 0
1	Officer „ „ 500—50—750	666 10 8	1	Officer „ „ 500—50—700	633 5 4
1	„ „ „ 500—50—700	633 5 4	1	„ „ „ 350—30—500	450 0 0
2	Officers „ „ 600	1,200 0 0	1	„ „ „ 300	300 0 0
1	Officer „ „ 500	500 0 0			
1	„ „ „ 400	400 0 0			
1	„ „ „ 350—30—500	450 0 0			
1	„ „ „ 300	300 0 0			
21	TOTAL ...	17,300 0 0	21	TOTAL ...	17,166 10 8
	B.—PROVINCIAL SERVICE.				
	CLASS I.				
1	Officer on Rs. 750—50—1,000	916 10 8	2	Officers on Rs. 700	1,400 0 0
1	„ „ „ 500	500 0 0	1	Officer „ „ 600	600 0 0
2	Officers „ „ 333—33—500	888 14 2	1	„ „ „ 500	560 0 0
1	Officer „ „ 350—25—500	415 8 11	3	Officers „ „ 400	1,200 0 0
2	Officers „ „ 400	800 0 0	2	„ „ „ 350	700 0 0
1	Officer „ „ 250—20—350	316 10 8	2	„ „ „ 300	600 0 0
1	„ „ „ 266-10-8	266 10 8	2	„ „ „ 250	500 0 0
1	„ „ „ 200—10—250	233 5 4	1	Officer „ „ 200	200 0 0
2	Officers „ „ 200	400 0 0			
1	Officer „ „ 150—10—200	183 5 4			
1	„ „ „ 100—20—200	166 10 8			
	Personal Allowance of Rs. 50	50 0 0			
14	TOTAL ...	5,137 12 5	14	TOTAL ...	5,700 0 0

11

Statement of Proposition for revision of Establishment—concld.

NATURE OF CHARGE.									
PRESENT SCALE.						PROPOSED SCALE.			
No.	Designation.				Pay.	No.	Designation.		Pay.
					Rs. A. P.				Rs. A. P.
	CLASS II.								
1	Officer on Rs. 500	...	...	...	500 0 0	1	Officer on Rs. 500		500 0 0
2	Officers ,, ,, 400	...	...	...	800 0 0	1	,, ,, ,, 400		400 0 0
1	Officer ,, ,, 350	...	...	...	350 0 0	4	Officers ,, ,, 300		1,200 0 0
7	Officers ,, ,, 300	...	...	...	2,100 0 0	1	Officer ,, 250		250 0 0
5	,, ,, ,, 250	...	...	...	1,250 0 0	1	,, ,, ,, 200		200 0 0
7	,, ,, ,, 200	...	...	...	1,400 0 0	1	,, ,, ,, 150		150 0 0
1	Officer ,, ,, 150	...	...	...	150 0 0				
				TOTAL ...	6,550 0 0	9		TOTAL ...	2,700 0 0
24				Total Provincial Service ...	11,687 12 5	23		Total Provincial Service ...	8,400 0 0
38				GRAND TOTAL ...	28,987 12 5	44		GRAND TOTAL ...	25,566 10 8
59									

12

BENGAL.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.									
PRESENT SCALE.						PROPOSED SCALE.			
No.	Designation.				Pay.	No.	Designation.		Pay.
					Rs. A. P.				Rs. A. P.
	A.—INDIAN EDUCATIONAL SERVICE.								
2	Officers on Rs. 1,250—50—1,500	...	...	...	2,833 5 4				
6	,, ,, ,, 1,000—50—1,250	...	...	...	7,000 0 0				
11	,, ,, ,, 750—50—1,000	...	...	...	10,083 5 4	26*	Officers on Rs. 500—50—1,000		20,800 0 0
1	Officer ,, ,, 500—33—666⅔	...	...	...	611 1 9⅓	...	Two Personal Allowances, Rs. 250—50—500		833 5 4
16	Officers ,, ,, 500—50—750	...	...	...	10,666 10 8		Three ,, ,, ,, 200—10—250		700 0 0
1	Officer ,, ,, 500—10—750	...	...	...	600 0 0				
2	Officers ,, ,, 333⅓—33—500	...	...	...	888 14 2⅔	1	Superintendent, School of Art		1,000 0 0
1	Superintendent, School of Art	...	...	...	1,000 0 0				
1	Inspector on Rs. 500—50—750	...	...	...	666 10 8				
				TOTAL ...	34,350 0 0	27		TOTAL ...	23,333 5 4
41									
	B.—PROVINCIAL SERVICE.								
5	Officers on Rs. 400—20—500	...	...	...	2,333 5 4	2	Officers on Rs. 700		1,400 0 0
8	,, ,, ,, 300—20—400	...	...	...	2,933 5 4	4	,, ,, ,, 600		2,400 0 0
29	,, ,, ,, 200—20—300	...	...	...	7,733 5 4	6	,, ,, ,, 500		3,000 0 0
17	,, ,, ,, 150—10—200	...	...	...	3,116 10 8	8	,, ,, ,, 400		3,200 0 0
20	,, ,, ,, 100—10—150	...	...	...	2,750 0 0	12	,, ,, ,, 300		3,600 0 0
4	,, ,, ,, 300	...	...	...	1,200 0 0	22	,, ,, ,, 250		5,500 0 0
5	,, ,, ,, 250	...	...	...	1,250 0 0	26	,, ,, ,, 200		5,200 0 0
1	Officer ,, ,, 200—10—250	...	...	...	233 5 4	33	,, ,, ,, 150		4,950 0 0
3	Officers ,, ,, 200	...	...	...	600 0 0				
8	,, ,, ,, 150	...	...	...	1,200 0 0				
				TOTAL ...	23,350 0 0	113		TOTAL ...	29,250 0 0
100				GRAND TOTAL ...	57,700 0 0	140		GRAND TOTAL ...	52,583 5 4
141									

* Including the Director of Public Instruction, Assam.

13

NORTH-WESTERN PROVINCES AND OUDH.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
1	Officer on Rs. 1,250—1,500	1,416 10 8	11	Officers on Rs. 500—1,000	8,800 0 0
4	Officers „ „ 1,000—1,250	4,666 10 8	...	One Allowance of Rs. 250—500	416 10 8
3	„ „ „ 750—1,000	2,750 0 0	...	Two Allowances of „ 200—10—250	466 10 8
4	„ „ „ 600	2,400 0 0			
12	TOTAL ...	11,233 5 4	11	TOTAL ...	9,683 5 4
	B.—PROVINCIAL SERVICE.				
6	Officers on Rs. 400	2,400 0 0	1	Officer on Rs. 700	700 0 0
2	„ „ „ 350	700 0 0	1	„ „ „ 600	600 0 0
1	Officer „ „ 300	300 0 0	6	Officers „ „ 400	2,400 0 0
8	Officers „ „ 200—250	1,866 10 8	2	„ „ „ 350	700 0 0
1	Officer „ „ 200—240	226 10 8	4	„ „ „ 300	1,200 0 0
2	Officers „ „ 150—250	433 5 4	3	„ „ „ 200—250	700 0 0
3	„ „ „ 200	600 0 0	7	„ „ „ 200	1,400 0 0
...	One Personal Allowance	50 0 0	...	One Personal Allowance	50 0 0
23	TOTAL ...	6,576 10 8	24	TOTAL ...	7,750 0 0
35	GRAND TOTAL ...	17,810 0 0	35	GRAND TOTAL ...	17,433 5 4

14

PUNJAB.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
2	Officers on Rs. 1,000—1,250	2,333 5 4	7†	Officers on Rs. 500—1,000	5,600 0 0
3	„ „ „ 750—1,000	2,750 0 0	...	One Allowance of Rs. 250—500	416 10 8
3	„ „ „ 500—750	2,000 0 0	...	„ „ „ „ 200—10—250	233 5 4
1	Principal, Mayo School of Art, Lahore	800 0 0	1	Officer on Rs. 400*	400 0 0
9	TOTAL ...	7,883 5 4	8	TOTAL ...	6,650 0 0
	B.—PROVINCIAL SERVICE.				
2	Officers on Rs. 500	1,000 0 0	1	Officer on Rs. 700	700 0 0
1	Officer „ „ 400—20—500	466 10 8	2	Officers „ „ 600	1,200 0 0
1	„ „ „ 300—400	366 10 8	2	„ „ „ 500	1,000 0 0
3	Officers „ „ 350	1,050 0 0	1	Officer „ „ 400	400 0 0
2	„ „ „ 300	600 0 0	2	Officers „ „ 350	700 0 0
3	„ „ „ 250	750 0 0	2	„ „ „ 300	600 0 0
2	„ „ „ 225	450 0 0	3	„ „ „ 250	750 0 0
2	„ „ „ 200	400 0 0	1	Officer „ „ 150	150 0 0
16	TOTAL ...	5,083 5 4	17	TOTAL ...	6,100 0 0
25	GRAND TOTAL ...	12,966 10 8	25	GRAND TOTAL ...	12,750 0 0

15

* Head Master, Central Model School, Lahore.

† Includes the appointment of Principal, Mayo School of Art, Lahore.

CENTRAL PROVINCES.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
1	Officer on Rs. 1,250—1,500	1,416 10 8	1	Officer on Rs. 1,250—1,500	1,416 10 8
1	,, ,, ,, 750—1,000	916 10 8	4	Officers ,, ,, 500—1,000	3,200 0 0
			1	Officer ,, ,, 300—40—500	433 5 4
2	Officers ,, ,, 500—750	1,333 5 4	...	One Allowance of Rs. 200—250	233 5 4
1	Officer ,, ,, 300—400	366 10 8			
5	TOTAL ...	4,033 5 4	6	TOTAL ...	5,283 5 4
	B.—PROVINCIAL SERVICE.				
1	Officer on Rs. 500	500 0 0	1	Officer on Rs. 500—700	633 5 4
1	,, ,, ,, 200—250	233 5 4	1	,, ,, ,, 200—250	233 5 4
2	Officers ,, ,, 150—200	366 10 8	2	Officers,, ,, 150—200	366 10 8
4	TOTAL ...	1,100 0 0	4	TOTAL ...	1,233 5 4
9	GRAND TOTAL ...	5,133 5 4	10	GRAND TOTAL ...	6,516 10 8

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MADRAS.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
1	1st Class Officer, Rs. 1,250—50—1,500	1,416 10 8	14	Officers on Rs. 500—1,000	11,200 0 0
2	2nd ,, Officers, Rs. 1,000—50—1,250	2,333 5 4	...	Two Personal Allowances, Rs. 250—50—500	833 5 4
4	3rd ,, ,, ,, 750—50—1,000	3,666 10 8	...	,, ,, ,, 200—10—250 ...	466 10 8
8	4th ,, ,, ,, 500—50—750	5,333 5 4			2,000 0 0
1	Superintendent, School of Arts, Rs. 500—50—1,000	800 0 0	3(a)	Supernumeraries, Rs. 500—50—750	566 10 8
			1	Senior Inspectress, Rs. 500—20—600	483 5 4
1	Professor of Physics, Presidency College, Rs. 500—50—700 ...	633 5 4	1	Junior ,, ,, 450—10—500	933 5 4
1	Principal, Teacher's College, Rs. 600—50—1,000	866 10 8	2	Officers on Rs. 400—20—500	410 0 0
1	,, College of Agriculture, Rs. 500—50—900	766 10 8	1	Superintendent, Presidency Training School, Rs. 350—10—450 ...	
1	Senior Inspectress, Rs. 500—20—600	566 10 8			
1	Officers, Rs. 400—20—500	1,866 10 8			
4	TOTAL ...	18,250 0 0	22	TOTAL ...	16,893 5 4
24					
	B.—PROVINCIAL SERVICE.				
2	Assistant Inspectors, Rs. 400—10—500	920 0 0	1	Officer on Rs. 550	550 0 0
3	,, ,, ,, 300—10—400	1,080 0 0	4	Officers ,, ,, 500	2,000 0 0
4	,, ,, ,, 200—10—300	1,040 0 0	3	,, ,, ,, 450	1,350 0 0
3	Upper Subordinates ,, 400—20—500	1,400 0 0	4	,, ,, ,, 400	1,600 0 0
5	,, ,, ,, 300—20—400	1,833 5 4	4	,, ,, ,, 350	1,400 0 0
9	,, ,, ,, 200—20—300	2,400 0 0	5	,, ,, ,, 300	1,500 0 0
1	Officer on Rs. 400	400 0 0	5	,, ,, ,, 250	1,250 0 0
1	,, ,, ,, 250	250 0 0	6	,, ,, ,, 200	1,200 0 0
1	,, ,, ,, 200—10—250	233 5 4			
1	,, ,, ,, 200	200 0 0			
30	TOTAL ...	9,756 10 8	32	TOTAL ...	10,850 0 0
54	GRAND TOTAL ...	28,006 10 8	54	GRAND TOTAL ...	27,743 5 4

(a) Three appointments (2 on Rs. 700 and 1 on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumeraries costing Rs. 2,000 a month.

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} 189 .

AGAINST C.O., No. DATED
189 ,

RENT No.

LOSURES TO C. No

ORDER OF GOVERNMENT	A	A	A	A	A	A	A	
LETTER OF GOVERNMENT.								
STATEMENT WITH DITTO.								
PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH IN ORIGINAL.								

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24-9-08 ✓
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21-12-17

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G.O., dated 10-8-96
No. 479

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[Despatch Abstract.]

Comm^r. to the G.O.I
order of the 2nd for-
-warding copy of its
Resolution re: the
reorganisation of the
Educational Services
in India.

7-10-10 ✓
3.5.12 ✓
26-8-12 ✓
2-12-12
12-10-14 ✓

BACK PAPER, No.

FURTHER PAPER, No. C 1402/96 OF 189 .

READ AGAIN ORDER OF GOVERNMENT, DATED
189 , No. , MISCELLANEOUS.

ENCLOSURES.

CURRENT No.

STATEMENT WITH DITTO.		
ORDER OF GOVERNMENT	A	A
LETTER OF GOVERNMENT.		
STATEMENT WITH DITTO.		
PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH IN ORIGINAL (not paged).		

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Government {1896} of Madras.

EDUCATIONAL.

MISCELLANEOUS.

Recd. *Enclosures*

Regd. *Spare copies*

G.O., No. 479, 10th August 1896.

AUGUST.

Reorganisation of the Educational Services in India.

Communicating to the Director of Public Instruction order of the Government of India forwarding copy of its Resolution regarding the—.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper :—

Extract from the Proceedings of the Government of India, in the Home Department (Education),—under date Simla, the 23rd July 1896, No. 4-Education—204-215.

Read—

The report of the Public Service Commission, paragraphs 98—99 and 128 (sections 58—64), containing their views regarding the Educational Services in India.

Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.

Despatch from the Secretary of State to the Government of India, No. 9 (Public—Educational), dated the 28th January 1892.

Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the circular.

Home Department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto and certain further correspondence with the Government of Bengal.

Despatch from the Government of India, to the Secretary of State, No. 351 (Financial), dated 11th December 1895.

Despatch from the Secretary of State, to the Government of India, No. 22 (Public—Educational), dated 12th March 1896.

Resolution.—The recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X, of their report. They were that—

(1) the graded lists of the superior branch should be abolished, due regard being had to the interests of existing incumbents;

(2) recruitment should be made in England only for—

(*a*) Principalships of Colleges;

(*b*) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and

(*c*) a smaller number of Inspectorships than at present;

(3) recruitment of Professors should ordinarily be of specialists, and, when practicable, for a term of years with power of reappointment;

(4) the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case;

(5) all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment on the principles recommended in the report as to conditions of service for the general Provincial Service;

(6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and

(7) the inspection of Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State for his opinion a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service, on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them; and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of securing a succession of fresh men as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to maintain such a European element in the inspecting staff as would enable them to test with unfailing accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (*a*) in England and (*b*) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of Rs. 1,200 a month was sufficient for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of Rs. 500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates, ordinarily rise over Rs. 300 and Rupees 350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on Rs. 600 and one on Rs. 700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—viz., the Provincial Service including all posts above Rs. 200 in value, and the Subordinate Service comprising all appointments on Rs. 200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been, not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England should, in the first instance, be engaged for a short term with a power of reappointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show in the case of each Province

the Principalships, Professorships and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (Rs. 500—750) to the third grade (Rs. 750—1,000) of the graded list was long deferred; and he therefore thought that the professoriate would be placed on a better footing if all professors were allowed to rise in ten years' service to a salary of Rs. 1,000 a month, the probationary five years being passed either on a salary of Rs. 500 rising to Rs. 750 by yearly increments of Rs. 50 per mensem, or on a fixed pay of Rs. 600 or Rs. 700 a month, and their salary rising, in the second term of five years, from Rs. 750 to Rs. 1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a professor as such, and expressed the opinion that the higher salaries of classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorsbips. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships he thought that at least one-half might be transferred to the Provincial branch of the service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Headmasters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organisation of the department. His Lordship observed in conclusion that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892 for opinion to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganisation of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in there letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and in calling for the Proposition Statements requisite to display the financial effect of the reorganisation requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of Rs. 1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service whose total salary did not exceed Rs. 1,000 should be given a special allowance of Rs. 100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments in the letters of 22nd August 1893 related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home Department letters of 22nd August 1893 was received in March 1894; but

it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before His Lordship in December 1895, and the general features of the organisation, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganisation will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges: and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of Schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the "Indian Educational Service" (*vide* next paragraph) generally. There is, therefore, no proposal for a general reorganisation of the service in Burma. In Assam the Director of Public Instruction will be the only officer recruited in England and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Headmaster of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service"; and the other including all posts to be filled by recruitment in India, which will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service" whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

(1) that the line between the two services will be drawn rather according to the nature of the office held than according to pay;
(2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;
(3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i.e.*, Zila or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is

really conterminous with the jurisdiction of the Commissioner of the Division, and who have properly been classed as Provincial officers. Similarly Head Masters of High (*i.e.*, Zila or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zila Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept in its entirety the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—viz., the Elphinstone Poona, Ahmedabad and Karachi High Schools. The view of the Government of Madras has been accepted that in that Presidency the Provincial Service may be organised by grades on the basis of pay, since in the result the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on Rs. 400 a month and two on Rs. 350 a month have been classed in the Provincial Service, on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list, and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of Rs. 150 has been permitted, as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere the same, viz., Rs. 700 a month. On the repeated recommendation of the Government of Bengal, a certain number of Deputy Inspectors, Masters, &c., at present in Government employ, have been included in the Bengal Provincial Service list on personal grounds on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganisation. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only Rs. 1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

"In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859 I have nevertheless considerable doubt whether it is now expedient to reaffirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands in the holder of it not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools, as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular department."

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross, and stated in paragraph 3 above, viz.:—

(*a*) during the probationary period of five years, Rs. 500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600, or even Rs. 700, in special cases when the services of a competent officer cannot otherwise be secured;

(*b*) in the second period, Rs. 750—50—1,000, the maximum being attained at the end of ten years from first appointment.

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Education Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500 rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will under the reorganisation of the Department be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of Rs. 100 a month after fifteen years' service to officers whose total salary does not exceed Rs. 1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded list, which will be supplanted by the new system. The allowances will be strictly *personal*, within the meaning of the Civil Service Regulations,—*i.e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave) and will not be given to those who act for them during their absence. The following is the scale of allowances allotted to the several Provinces:—

Madras.—(*a*) Two allowances of Rs. 250—50—500, to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (*b*) two allowances of Rs. 200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakónam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of Rs. 250—50—500 a month, to be given to the senior Principal and the senior Inspector; and (*b*) three allowances of Rs. 200—10—250 a month to be given to the remaining two Principals of Colleges and to the second senior Inspector.

Bengal.—(*a*) Two allowances of Rs. 250—50—500 a month; and (*b*) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior, or most deserving, men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of Rs. 250—50—500 a month; and (*b*) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of Rs. 250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (*b*) one allowance of Rupees 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of Rs. 200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on :—

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial list, as two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh require that there should be a European Inspector for it.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a Joint Inspector for Orissa) to be recruited in India.

North-Western Provinces and Oudh.—Three Inspectors to be required in England and two in India.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganisation. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Masterships in that service should be recruited for in England, that a pay of Rs. 500–50–750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England,—namely, the Head Mastership of the Central Model School in the Punjab : but this will be a special appointment carrying a salary of Rs. 400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary superior service pension rules in Chapters XVIII and XIX modified by the concession in Article 441-A (which will apply to those who enter the Indian Educational Service after the date of this Resolution in substitution for the provisions of Article 441). Directors of Public Instruction will, under Financial Department Resolution No. 2958-P., dated the 22nd June 1895, be eligible for an additional pension of Rs. 1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period,

as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganisation of the Department. Every European officer, therefore, who has been permanently appointed to the graded list will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principle that existing members shall in no case suffer by the reorganisation will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Education Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial officer will receive a uniform allowance of Rs. 100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix B will be found the Proposition Statements for reorganisation of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Services shall be fully worked up to. As the effect of the reorganisation scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

(True Extract.)

(Signed) ,

———

Order—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance ; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India.*

(True Extract.)

(Signed) L. M. THORNTON,
for *Secy. to Govt. of India.*

To the Government of Madras.

APPENDIX A.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces.

Province.	Indian Service.				Provincial Service.				
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Head Masters of Collegiate Schools, Training Colleges, and High Schools.	Other appointments.	Total.	Unclassified, *i.e.*, not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
Madras ..	(*a*) 4	(*b*) 5	6	(*c*) 4	19	2	9	3	2	3	(*d*) 16	35	..	54

(*a*) Includes 2 Inspectresses.
(*b*) Includes the Principals of the Teachers' College and College of Agriculture.
(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.
(*d*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; two Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

APPENDIX B.

MADRAS.

Statement of Proposition for revision of establishment.

Nature of Charge.							
Present scale.				Proposed scale.			
Number.	Designation.	Pay.			Number.	Designation.	Pay.		
	A.—Indian Educational Service.	Rs.	A.	P.			Rs.	A.	P.
1	1st class officer, Rs. 1,250—50—1,500	1,416	10	8	14	Officers on Rs. 500—1,000	11,200	0	0
2	2nd ,, officers, Rs. 1,000—50—1,250	2,333	5	4	..	Two Personal Allowances, Rs. 250—50—500	833	5	4
4	3rd ,, ,, ,, 750—50—1,000	3,666	10	8	..	,, ,, ,, ,, 200—10—250	466	10	8
8	4th ,, ,, ,, 500—50—750	5,333	5	4					
1	Superintendent, School of Arts, Rs. 500—50—1,000	800	0	0	(*a*) 3	Supernumeraries Rs. 500—50—750	2,000	0	0
1	Professor of Physics, Presidency College, Rs. 500—50—700	633	5	4	1	Senior Inspectress, Rs. 500—20—600	566	10	8
1	Principal, Teacher's College, Rs. 600—50—1,000	866	10	8	1	Junior ,, ,, 450—10—500	483	5	4
1	,, College of Agriculture, Rs. 500—50—900	766	10	8	2	Officers on Rs. 400—20—500	933	5	4
1	Senior Inspectress, Rs. 500—20—600	566	10	8	1	Superintendent, Presidency Training School, Rs. 350—10—450 ..	410	0	0
4	Officers, Rs. 400—20—500	1,866	10	8					
24	Total ..	18,250	0	0	22	Total ..	16,893	5	4
	B.—Provincial Service.								
2	Assistant Inspectors, Rs. 400—10—500	920	0	0	1	Officer on Rs. 550	550	0	0
3	,, ,, ,, 300—10—400	1,080	0	0	4	Officers ,, ,, 500	2,000	0	0
4	,, ,, ,, 200—10—300	1,040	0	0	3	,, ,, ,, 450	1,350	0	0
3	Upper Subordinates ,, 400—20—500	1,400	0	0	4	,, ,, ,, 400	1,600	0	0
5	,, ,, ,, 300—20—400	1,833	5	4	4	,, ,, ,, 350	1,400	0	0
9	,, ,, ,, 200—20—300	2,400	0	0	5	,, ,, ,, 300	1,500	0	0
1	Officer on Rs. 400	400	0	0	5	,, ,, ,, 250	1,250	0	0
1	,, ,, ,, 250	250	0	0	6	,, ,, ,, 200	1,200	0	0
1	,, ,, ,, 200—10—250	233	5	4					
1	,, ,, ,, 200	200	0	0					
30	Total ..	9,756	10	8	32	Total ..	10,850	0	0
54	Grand Total ..	28,006	10	8	54	Grand Total ..	27,743	5	4

(*a*) Three appointments (2 on Rs. 700 and 1 on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumararies costing Rs. 2,000 a month.

Order—No. 479, Educational, dated 10th August 1896.

Communicated to the Director of Public Instruction for information and guidance.

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Director of Public Instruction.
" Financial Department.

Exd. W. D'Moss.

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G.O., No. 479, 10th August 1896.

AUGUST.

Reorganisation of the Educational Services in Subordination.

Communicating to the Director of Public Instruction the order of the Govt of India forwarding copy of the Resolution regarding the

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper :—

Extract from the Proceedings of the Government of India, in the Home Department (Education),—under date Simla, the 23rd July 1896, No. 4-Education—204-215.

Read—

The report of the Public Service Commission, paragraphs 98—99 and 128 (sections 58—64), containing their views regarding the Educational Services in India.

Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.

Despatch from the Secretary of State to the Government of India, No. 9 (Public—Educational), dated the 28th January 1892.

Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the circular.

Home Department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto and certain further correspondence with the Government of Bengal.

Despatch from the Government of India, to the Secretary of State, No. 351 (Financial), dated 11th December 1895.

Despatch from the Secretary of State, to the Government of India, No. 22 (Public—Educational), dated 12th March 1896.

Resolution.—The recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X, of their report. They were that—

(1) the graded lists of the superior branch should be abolished, due regard being had to the interests of existing incumbents;

(2) recruitment should be made in England only for—

(*a*) Principalships of Colleges;

(*b*) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and

(*c*) a smaller number of Inspectorships than at present;

(3) recruitment of Professors should ordinarily be of specialists, and, when practicable, for a term of years with power of reappointment;

(4) the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case;

(5) all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment on the principles recommended in the report as to conditions of service for the general Provincial Service;

(6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and

(7) the inspection of Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State for his opinion a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service, on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them; and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of securing a succession of fresh men as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to maintain such a European element in the inspecting staff as would enable them to test with unfailing accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (*a*) in England and (*b*) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of Rs. 1,200 a month was sufficient for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of Rs. 500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates, ordinarily rise over Rs. 300 and Rupees 350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on Rs. 600 and one on Rs. 700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—viz., the Provincial Service including all posts above Rs. 200 in value, and the Subordinate Service comprising all appointments on Rs. 200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been, not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England should, in the first instance, be engaged for a short term with a power of reappointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show in the case of each Province

the Principalships, Professorships and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (Rs. 500—750) to the third grade (Rs. 750—1,000) of the graded list was long deferred; and he therefore thought that the professoriate would be placed on a better footing if all professors were allowed to rise in ten years' service to a salary of Rs. 1,000 a month, the probationary five years being passed either on a salary of Rs. 500 rising to Rs. 750 by yearly increments of Rs. 50 per mensem, or on a fixed pay of Rs. 600 or Rs. 700 a month, and their salary rising, in the second term of five years, from Rs. 750 to Rs. 1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a professor as such, and expressed the opinion that the higher salaries of classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorships. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships he thought that at least one-half might be transferred to the Provincial branch of the service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Headmasters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organisation of the department. His Lordship observed in conclusion that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892 for opinion to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganisation of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in there letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and in calling for the Proposition Statements requisite to display the financial effect of the reorganisation requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of Rs. 1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service whose total salary did not exceed Rs. 1,000 should be given a special allowance of Rs. 100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments in the letters of 22nd August 1893 related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home Department letters of 22nd August 1893 was received in March 1894; but

it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before His Lordship in December 1895, and the general features of the organisation, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganisation will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges: and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of Schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the "Indian Educational Service" (*vide* next paragraph) generally. There is, therefore, no proposal for a general reorganisation of the service in Burma. In Assam the Director of Public Instruction will be the only officer recruited in England and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Headmaster of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service"; and the other including all posts to be filled by recruitment in India, which will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service" whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

(1) that the line between the two services will be drawn rather according to the nature of the office held than according to pay;
(2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;
(3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i.e.*, Zila or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is

really conterminous with the jurisdiction of the Commissioner of the Division, and who have properly been classed as Provincial officers. Similarly Head Masters of High (*i.e.*, Zila or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zila Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept in its entirety the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—viz., the Elphinstone Poona, Ahmedabad and Karachi High Schools. The view of the Government of Madras has been accepted that in that Presidency the Provincial Service may be organised by grades on the basis of pay, since in the result the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on Rs. 400 a month and two on Rs. 350 a month have been classed in the Provincial Service, on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list, and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of Rs. 150 has been permitted, as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere the same, viz., Rs. 700 a month. On the repeated recommendation of the Government of Bengal, a certain number of Deputy Inspectors, Masters, &c., at present in Government employ, have been included in the Bengal Provincial Service list on personal grounds on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganisation. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only Rs. 1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

"In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859 I have nevertheless considerable doubt whether it is now expedient to reaffirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands in the holder of it not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools, as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular department."

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross, and stated in paragraph 3 above, viz.:—

(*a*) during the probationary period of five years, Rs. 500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600, or even Rs. 700, in special cases when the services of a competent officer cannot otherwise be secured;

(*b*) in the second period, Rs. 750—50—1,000, the maximum being attained at the end of ten years from first appointment.

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Education Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500 rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will under the reorganisation of the Department be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of Rs. 100 a month after fifteen years' service to officers whose total salary does not exceed Rs. 1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded list, which will be supplanted by the new system. The allowances will be strictly *personal*, within the meaning of the Civil Service Regulations,—*i.e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave) and will not be given to those who act for them during their absence. The following is the scale of allowances allotted to the several Provinces:—

Madras.—(*a*) Two allowances of Rs. 250—50—500, to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (*b*) two allowances of Rs. 200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakónam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of Rs. 250—50—500 a month, to be given to the senior Principal and the senior Inspector; and (*b*) three allowances of Rs. 200—10—250 a month to be given to the remaining two Principals of Colleges and to the second senior Inspector.

Bengal.—(*a*) Two allowances of Rs. 250—50—500 a month; and (*b*) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior, or most deserving, men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of Rs. 250—50—500 a month; and (*b*) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of Rs. 250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (*b*) one allowance of Rupees 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of Rs. 200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on :—

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial list, as two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh require that there should be a European Inspector for it.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a Joint Inspector for Orissa) to be recruited in India.

North-Western Provinces and Oudh.—Three Inspectors to be required in England and two in India.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganisation. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Mastership in that service should be recruited for in England, that a pay of Rs. 500–50–750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England,—namely, the Head Mastership of the Central Model School in the Punjab : but this will be a special appointment carrying a salary of Rs. 400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary superior service pension rules in Chapters XVIII and XIX modified by the concession in Article 441-A (which will apply to those who enter the Indian Educational Service after the date of this Resolution in substitution for the provisions of Article 441). Directors of Public Instruction will, under Financial Department Resolution No. 2958-P., dated the 22nd June 1895, be eligible for an additional pension of Rs. 1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period,

as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganisation of the Department. Every European officer, therefore, who has been permanently appointed to the graded list will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principle that existing members shall in no case suffer by the reorganisation will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Education Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial officer will receive a uniform allowance of Rs. 100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix B will be found the Proposition Statements for reorganisation of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Services shall be fully worked up to. As the effect of the reorganisation scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

(True Extract.)

(Signed) ,

———

Order—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance ; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India.*

(True Extract.)

(Signed) L. M. THORNTON,
for *Secy. to Govt. of India.*

To the Government of Madras.

APPENDIX A.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces.

Province.	Indian Service.				Provincial Service.				Unclassified, *i.e.*, not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Head Masters of Collegiate Schools, Training Colleges, and High Schools.	Other appointments.	Total.		
Madras	(*a*) 4	(*b*) 5	6	4	19	2	9	3	2	3	(*d*) 16	35	..	54
Bombay	3	4	8	6	21	1	..	8	5	6	3	23	..	44
Bengal	5	5	13	4	27	5	10	55	..	24	7	104	..	131
North-Western Provinces and Oudh.	3	2	6	..	11	2	..	6	1	6	1	24	..	35
	3	2	2	1	8	3	8	2	3	..	2	17	..	25
Punjab	3	2	1	..	6	1	6	3	..	1	..	4	..	10
Central Provinces ..														

(*a*) Includes 2 Inspectresses.
(*b*) Includes the Principals of the Teachers' College and College of Agriculture.
(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.
(*d*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; two Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

APPENDIX B.

MADRAS.

Statement of Proposition for revision of establishment.

Nature of Charge.						
Present scale.				Proposed scale.		
Number.	Designation.	Pay.		Number.	Designation.	Pay.
	A.—Indian Educational Service.	Rs.	A. P.			Rs. A. P.
1	1st class officer, Rs. 1,250—50—1,500	1,416	10 8	14	Officers on Rs. 500—1,000	11,200	0 0
2	2nd ,, officers, Rs. 1,000—50—1,250	2,333	5 4	..	Two Personal Allowances, Rs. 250—50—500	833	5 4
4	3rd ,, ,, ,, 750—50—1,000	3,666	10 8	..	,, ,, ,, ,, 200—10—250	466	10 8
8	4th ,, ,, ,, 500—50—750	5,333	5 4				
1	Superintendent, School of Arts, Rs. 500—50—1,000	800	0 0	(*a*) 3	Supernumeraries Rs. 500—50—750	2,000	0 0
1	Professor of Physics, Presidency College, Rs. 500—50—700	633	5 4	1	Senior Inspectress, Rs. 500—20—600	566	10 8
1	Principal, Teacher's College, Rs. 600—50—1,000	866	10 8	1	Junior ,, ,, 450—10—500	433	5 4
1	,, College of Agriculture, Rs. 500—50—900	766	10 8	2	Officers on Rs. 400—20—500	933	5 4
1	Senior Inspectress, Rs. 500—20—600	566	10 8	1	Superintendent, Presidency Training School, Rs. 350—10—450 ..	410	0 0
4	Officers, Rs. 400—20—500	1,866	10 8				
24	Total ..	18,250	0 0	22	Total ..	16,893	5 4
	B.—Provincial Service.						
2	Assistant Inspectors, Rs. 400—10—500	920	0 0	1	Officer on Rs. 550	550	0 0
3	,, ,, ,, 300—10—400	1,080	0 0	4	Officers ,, ,, 500	2,000	0 0
4	,, ,, ,, 200—10—300	1,040	0 0	3	,, ,, ,, 450	1,350	0 0
3	Upper Subordinates ,, 400—20—500	1,400	0 0	4	,, ,, ,, 400	1,600	0 0
5	,, ,, ,, 300-20—400	1,833	5 4	4	,, ,, ,, 350	1,400	0 0
9	,, ,, ,, 200—20—300	2,400	0 0	5	,, ,, ,, 300	1,500	0 0
1	Officer on Rs. 400	400	0 0	5	,, ,, ,, 250	1,250	0 0
1	,, ,, ,, 250	250	0 0	6	,, ,, ,, 200	1,200	0 0
1	,, ,, ,, 200—10—250	233	5 4				
1	,, ,, ,, 200	200	0 0				
30	Total ..	9,756	10 8	32	Total ..	10,850	0 0
54	Grand Total ..	28,006	10 8	54	Grand Total ..	27,743	5 4

(*a*) Three appointments (2 on Rs. 700 and 1 on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumararies costing Rs. 2,000 a month.

ORDER—No. 479, Educational, dated 10th August 1896.

Communicated to the Director of Public Instruction for information and guidance.

(True Extract.)

Chief Secretary.

To the Director of Public Instruction.
„ Financial Department.

Exd. W. D'Moss.

[G. 9] 4,000—25

Curre No. 922

Educational DEPARTMENT.

From Govt. of India (Home Dept) Ed

No. 4 Ed 204-215

Dated 23/7

Received 29/7

Registered 31/7

Enclosures ——

SUBJECT.

Forwarding copy of a Resolution relating to the re-organisation of the educational services in India.

337/91 Report of the Public Service Commission on Provincial Services
234/92
411/92
493/92
232/92
33/93
8303/31/93
646/93
651/95 + Corrigenda papers

650-51 : 2-8-95 —
830-31 : 13-11-93 orig^l —
646 : 4-9-93 Home
33-34 : 21-1-93 Sc
493 : 29-6-92 Home
411 : 30-5-92 —
234 : 18-3-92 —
232-33 : 18-3-92 —
337 : 6-5-91 Sc
760 : 20-11-90 Home
561-62 : 5-8-90 orig^l

158

Hal.

Order No. 479-Ed 10 Aug 18/8/96.
Home.

Communicated to the D.P.I. for information & guidance.

Dr 7/8/96

TB 1/8.

Note.

The proposals of this Govt have all been approved except increase of pay recommended for & the proposal to treat the various of the Prov. service as distinct e The Govt of I. declined to entertain proposals in the letter recorded under 646 Ed Dt 4th Sept. 93 - & has considered them -

To
The D.P.I.
— Fmil Dept.

Desp 17/
Copy for 8/8

Read - along the below papers:-
4 o/o 474 Ed & 10/8/96

4 Education
No. 204-215

UNDER SECRETARY'S OFFICE
29 JUL 96
RECEIVED

Extract from the Proceedings of the Government of India in the Home Department (Education),—under date Simla, the 23rd July 1896.

READ—

The Report of the Public Service Commission, paragraphs 98—99 and 128 (sections 58—64), containing their views regarding the Educational Services in India.

Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.

Despatch from the Secretary of State to the Government of India, No. 9 (Public—Educational), dated the 28th January 1892.

Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the circular.

Home Department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto and certain further correspondence with the Government of Bengal.

Despatch from the Government of India to the Secretary of State, No. 351 (Financial), dated the 11th December 1895.

Despatch from the Secretary of State to the Government of India, No. 22 (Public—Educational), dated the 12th March 1896.

RESOLUTION.

THE recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X, of their report. They were that—

(1) the graded lists of the superior branch should be abolished, due regard being had to the interests of existing incumbents;

(2) recruitment should be made in England only for—

(*a*) Principalships of Colleges;

(*b*) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and

(*c*) a smaller number of Inspectorships than at present;

(3) recruitment of Professors should ordinarily be of specialists, and, when practicable, for a term of years with power of reappointment;

(4) the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case;

(5) all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment on the principles recommended in the report as to conditions of service for the general Provincial Service;

(6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and

(7) the inspection of Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State for his opinion a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service, on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them; and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of securing a succession of fresh men as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to maintain such a European element in the inspecting staff as would enable them to test with unfailing accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (*a*) in England and (*b*) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of Rs. 1,200 a month was sufficient for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of Rs. 500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates, ordinarily rise over Rs. 300 and Rs. 350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on Rs. 600 and one on Rs. 700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—*viz.*, the Provincial Service including all posts above Rs. 200 in value, and the Subordinate Service comprising all appointments on Rs. 200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been, not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England should, in the first instance, be engaged for a short term with a power of reappointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he

observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show in the case of each Province the Principalships, Professorships, and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (Rs. 500—750) to the third grade (Rs. 750—1,000) of the graded list was long deferred; and he therefore thought that the professoriate would be placed on a better footing if all Professors were allowed to rise in ten years' service to a salary of Rs. 1,000 a month, the probationary five years being passed either on a salary of Rs. 500 rising to Rs. 750 by yearly increments of Rs. 50 per mensem, or on a fixed pay of Rs. 600 or Rs. 700 a month, and their salary rising, in the second term of five years, from Rs. 750 to Rs. 1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a Professor as such, and expressed the opinion that the higher salaries of classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorships. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships he thought that at least one-half might be transferred to the Provincial branch of the service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Head Masters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organisation of the Department. His Lordship observed in conclusion that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892 for opinion to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganisation of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in their letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and in calling for the Proposition Statements requisite to display the financial effect of the reorganisation requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of Rs. 1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service whose total salary did not exceed Rs. 1,000 should be given a special allowance of Rs. 100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments in the

letters of 22nd August 1893 related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home Department letters of 22nd August 1893 was received in March 1894; but it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before his Lordship in December 1895, and the general features of the organisation, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganisation will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges: and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of Schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the "Indian Educational Service" (*vide* next paragraph) generally. There is, therefore, no proposal for a general reorganisation of the service in Burma. In Assam the Director of Public Instruction will be the only officer recruited in England and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service"; and the other including all posts to be filled by recruitment in India, which will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service" whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

(1) that the line between the two services will be drawn rather according to the nature of the office held than according to pay;

(2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;

(3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i.e.*, Zila or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined

to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, and who have properly been classed as Provincial officers. Similarly Head Masters of High (*i.e.*, Zila or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zila Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept in its entirety the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—*viz.*, the Elphinstone, Poona, Ahmedabad, and Karachi High Schools. The view of the Government of Madras has been accepted that in that Presidency the Provincial Service may be organised by grades on the basis of pay, since in the result the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on Rs. 400 a month and two on Rs. 350 a month have been classed in the Provincial Service, on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of Rs. 150 has been permitted, as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere the same, *viz.*, Rs. 700 a month. On the repeated recommendation of the Government of Bengal, a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, have been included in the Bengal Provincial Service list on personal grounds on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganisation. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only Rs. 1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

"In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859. I have nevertheless considerable doubt whether it is now expedient to reaffirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands in the holder of it not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools, as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified

for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the Local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular Department."

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross, and stated in paragraph 3 above, *viz.*:—

(*a*) during the probationary period of five years, Rs. 500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600, or even Rs. 700, in special cases when the services of a competent officer cannot otherwise be secured;

(*b*) in the second period, Rs. 750—50—1,000, the maximum being attained at the end of ten years from first appointment..

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Education Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500 rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will under the reorganisation of the Department be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of Rs. 100 a month after fifteen years' service to officers whose total salary does not exceed Rs. 1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded list, which will be supplanted by the new system. The allowances will be strictly *personal*, within the meaning of the Civil Service Regulations,—*i.e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave) and will not be given to those who act for them during their absence. The following is the scale of allowances allotted to the several Provinces:—

Madras.—(*a*) Two allowances of Rs. 250—50—500, to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (*b*) two allowances of Rs. 200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakonam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of Rs. 250—50—500 a month, to be given to the senior Principal and the senior Inspector; and (*b*) three allowances of Rs. 200—10—250 a month, to be given to the remaining two Principals of Colleges and to the second senior Inspector.

Bengal.—(*a*) Two allowances of Rs. 250—50—500 a month; and (*b*) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior, or most deserving, men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of Rs. 250—50—500 a month; and (*b*) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of Rs. 250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (*b*) one allowance of Rs. 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of Rs. 200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on.

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial list, as two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh require that there should be a European Inspector for it.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a Joint Inspector for Orissa) to be recruited in India.

North-Western Provinces and Oudh.—Three Inspectors to be recruited in England and two in India.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganisation. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Masterships in that service should be recruited for in England, that a pay of Rs. 500—50—750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England,—namely, the Head Mastership of the Central Model School in the Punjab: but this will be a special appointment carrying a salary of Rs. 400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary superior service pension rules in Chapters XVIII and XIX modified by the concession in Article 441-A (which will apply to those who enter the Indian Educational Service after the date of

this Resolution in substitution for the provisions of Article 441). Directors of Public Instruction will, under Financial Department Resolution No. 2958-P., dated the 22nd June 1895, be eligible for an additional pension of Rs. 1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period, as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganisation of the Department. Every European officer, therefore, who has been permanently appointed to the graded list will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principle that existing members shall in no case suffer by the reorganisation will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Education Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial officer will receive a uniform allowance of Rs. 100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix B will be found the Proposition Statements for reorganisation of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Services shall be fully worked up to. As the effect of the reorganisation scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

ORDER.—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India*.

[True Extract.]

A. M. Thornton

for Secretary to the Government of India.

To The Govt. of Madras.

APPENDIX A.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces.

Province.	Indian Service.					Provincial Service.							Unclassified, *i.e.*, not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Headmasters of Colleges, Training Colleges, and High Schools.	Other appointments.	Total.		
Madras ...	4(*a*)	5(*b*)	6	4(*c*)	19	2	9	3	2	3	16(*d*)	35	...	54
Bombay ...	3	4(*e*)	8	6(*f*)	21	1	...	8	5	6	3(*g*)	23	...	44
Bengal ...	5(*h*)	5	13	4(*i*)	27	5(*j*)	10	58(*k*)	...	24(*l*)	7(*m*)	104(*n*)	...	131
North-Western Provinces and Oudh.	3	2	6	...	11	2	8	6	1	6(*o*)	1(*p*)	24	...	35
Punjab ...	3	2	2	1(*q*)	8	3(*r*)	6	2	3	1(*s*)	2(*t*)	17	...	25
Central Provinces.	3(*u*)	2(*v*)	1	...	6	1	...	3	...	...	...	4	...	10

(*a*) Includes 2 Inspectresses.

(*b*) Includes the Principals of the Teachers' College and College of Agriculture.

(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.

(*d*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; 2 Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

(*e*) Includes the Principal, Sir Jamsetjee Jeejeebhoy School of Art.

(*f*) These are the Headmasterships of the Elphinstone, Poona and Belgaum High Schools; the Vice-Principalship, School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges.

(*g*) These are the Vice-Principal of the Poona Training College, the Head Assistant, Director of Public Instruction, and the Superintendent, Mechanical Branch, College of Science.

(*h*) Includes the Director of Public Instruction, Assam, and the Inspector of European Schools, Bengal.

(*i*) *i.e.*, the Superintendent, School of Arts, and 3 officers to supply vacancies.

(*j*) Includes a Joint Inspector for Orissa and Inspectress of Female Schools.

(*k*) Includes 6 Principals of Colleges, and the Lady Principal and 2 Professors, Bethune College.

(*l*) Includes the Headmistress, Eden Female School.

(*m*) These include the Assistant Superintendent and the Headmaster, School of Arts, the Personal Assistant to the Director of Public Instruction, and 4 reserved appointments.

(*n*) For the present there will be a temporary increase of 9 in these totals owing to the 9 officers to be admitted into the Provincial Service on personal grounds.

(*o*) These are Headmasters of Zilla (or District) Schools.

(*p*) Mathematical Lecturer, Allahabad.

(*q*) *i.e.*, Head Mastership, Central Model School, Lahore.

(*r*) Includes Inspectress.

(*s*) *Viz.*, the Principal, Central Training College, Lahore.

(*t*) These are the Vice-Principal, Mayo School of Art, Lahore and the Assistant Superintendent, Central Training College, Lahore.

(*u*) Includes the Inspector-General of Education, Central Provinces.

(*v*) Includes for the present the Principal, Training School, Nagpur.

APPENDIX B.

MADRAS.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale. No.	Designation.	Pay. Rs. A. P.	Proposed Scale. No.	Designation.	Pay. Rs. A. P.
	A.—INDIAN EDUCATIONAL SERVICE.				
1	1st Class Officer, Rs. 1,250—50—1,500	1,416 10 8	14	Officers on Rs. 500—1,000	11,200 0 0
2	2nd „ Officers, Rs. 1,000—50—1,250	2,333 5 4	...	Two Personal Allowances, Rs. 250—50—500	833 5 4
4	3rd „ „ „ 750—50—1,000	3,666 10 8	...	„ „ „ „ 200—10—250	466 10 8
8	4th „ „ „ 500—50—750	5,333 5 4			
1	Superintendent, School of Arts, Rs. 500—50—1,000	800 0 0	3(a)	Supernumeraries, Rs. 500—50—750	2,000 0 0
1	Professor of Physics, Presidency College, Rs. 500—50—700 ...	633 5 4	1	Senior Inspectress, Rs. 500—20—600	566 10 8
1	Principal, Teacher's College, Rs. 600—50—1,000	866 10 8	1	Junior „ „ 450—10—500	483 5 4
1	„ College of Agriculture, Rs. 500—50—900	766 10 8	2	Officers on Rs. 400—20—500	933 5 4
1	Senior Inspectress, Rs. 500—20—600	566 10 8	1	Superintendent, Presidency Training School, Rs. 350—10—450 ...	410 0 0
4	Officers, Rs. 400—20—500	1,866 10 8			
24	TOTAL ...	18,250 0 0	22	TOTAL ...	16,893 5 4
	B.—PROVINCIAL SERVICE.				
2	Assistant Inspectors, Rs. 400—10—500	920 0 0	1	Officer on Rs. 550	550 0 0
3	„ „ „ 300—10—400	1,080 0 0	4	Officers „ „ 500	2,000 0 0
4	„ „ „ 200—10—300	1,040 0 0	3	„ „ „ 450	1,350 0 0
3	Upper Subordinates „ 400—20—500	1,400 0 0	4	„ „ „ 400	1,600 0 0
5	„ „ „ 300—20—400	1,833 5 4	4	„ „ „ 350	1,400 0 0
9	„ „ „ 200—20—300	2,400 0 0	5	„ „ „ 300	1,500 0 0
1	Officer on Rs. 400	400 0 0	5	„ „ „ 250	1,250 0 0
1	„ „ „ 250	250 0 0	6	„ „ „ 200	1,200 0 0
1	„ „ „ 200—10—250	233 5 4			
1	„ „ „ 200	200 0 0			
30	TOTAL ...	9,756 10 8	32	TOTAL ...	10,850 0 0
54	GRAND TOTAL ...	28,006 10 8	54	GRAND TOTAL ...	27,743 5 4

(a) Three appointments (2 on Rs. 700 and 1 on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumeraries costing Rs. 2,000 a month.

BOMBAY.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale. No.	Designation.	Pay. Rs. A. P.	Proposed Scale. No.	Designation.	Pay. Rs. A. P.
	A.—INDIAN EDUCATIONAL SERVICE.				
2	Officers on Rs. 1,250—50—1,500	2,833 5 4	14	Officers on Rs. 500—50—1,000	11,200 0 0
3	„ „ „ 1,000—50—1,250	3,500 0 0	...	Two Allowances of Rs. 250—50—500	833 5 4
4	„ „ „ 750—50—1,000	3,666 10 8	...	Three „ „ „ 200—10—250	700 0 0
1	Officer „ „ 800 + Personal Allowance, Rs. 250	1,050 0 0	1	Officer on Rs. 800 + Personal Allowance, Rs. 250	1,050 0 0
3	Officers „ „ 700	2,100 0 0	3	Officers „ „ 500—50—750	2,000 0 0
1	Officer „ „ 500—50—750	666 10 8	1	Officer „ „ 500—50—700	633 5 4
1	„ „ „ 500—50—700	633 5 4	1	„ „ „ 350—30—500	450 0 0
2	Officers „ „ 600	1,200 0 0	1	„ „ „ 300	300 0 0
1	Officer „ „ 500	500 0 0			
1	„ „ „ 400	400 0 0			
1	„ „ „ 350—30—500	450 0 0			
1	„ „ „ 300	300 0 0			
21	TOTAL ...	17,300 0 0	21	TOTAL ...	17,166 10 8
	B.—PROVINCIAL SERVICE.				
	CLASS I.				
1	Officer on Rs. 750—50—1,000	916 10 8	2	Officers on Rs. 700	1,400 0 0
1	„ „ „ 500	500 0 0	1	Officer „ „ 600	600 0 0
2	Officers „ „ 333—33—500	888 14 2	1	„ „ „ 500	500 0 0
1	Officer „ „ 350—25—500	415 8 11	3	Officers „ „ 400	1,200 0 0
2	Officers „ „ 400	800 0 0	2	„ „ „ 350	700 0 0
1	Officer „ „ 250—20—350	316 10 8	2	„ „ „ 300	600 0 0
1	„ „ „ 266-10-8	266 10 8	2	„ „ „ 250	500 0 0
1	„ „ „ 200—10—250	233 5 4	1	Officer „ „ 200	200 0 0
2	Officers „ „ 200	400 0 0			
1	Officer „ „ 150—10—200	183 5 4			
1	„ „ „ 100—20—200	166 10 8			
	Personal Allowance of Rs. 50	50 0 0			
14	TOTAL ...	5,137 12 5	14	TOTAL ...	5,700 0 0

Statement of Proposition for revision of Establishment—concld.

NATURE OF CHARGE.											
PRESENT SCALE.				PROPOSED SCALE.							
No.	Designation.			Pay.				No.	Designation.		Pay.
	CLASS II.			Rs.	A.	P.					Rs. A. P.
1	Officer on Rs. 500	...	...	500	0	0		1	Officer on Rs. 500 ...	...	500 0 0
2	Officers ,, ,, 400	...	...	800	0	0		1	,, ,, ,, 400 ...	...	400 0 0
1	Officer ,, ,, 350	...	...	350	0	0		4	Officers ,, ,, 300 ...	...	1,200 0 0
7	Officers ,, ,, 300	...	...	2,100	0	0		1	Officer ,, 250 ...	...	250 0 0
5	,, ,, ,, 250	...	...	1,250	0	0		1	,, ,, ,, 200 ...	...	200 0 0
7	,, ,, ,, 200	...	...	1,400	0	0		1	,, ,, ,, 150 ...	...	150 0 0
1	Officer ,, ,, 150	...	...	150	0	0					
24		TOTAL	...	6,550	0	0		9		TOTAL ...	2,700 0 0
38		Total Provincial Service	...	11,687	12	5		23		Total Provincial Service ...	8,400 0 0
59		GRAND TOTAL	...	28,987	12	5		44		GRAND TOTAL ...	25,566 10 8

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BENGAL.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.											
PRESENT SCALE.				PROPOSED SCALE.							
No.	Designation.			Pay.				No.	Designation.		Pay.
	A.—INDIAN EDUCATIONAL SERVICE.			Rs.	A.	P.					Rs. A. P.
2	Officers on Rs. 1,250—50—1,500	...	...	2,833	5	4					
6	,, ,, ,, 1,000—50—1,250	...	...	7,000	0	0					
11	,, ,, ,, 750—50—1,000	...	...	10,083	5	4		26*	Officers on Rs. 500—50—1,000 ...	...	20,800 0 0
1	Officer ,, ,, 500—33—666⅔	...	...	611	1	9⅓		...	Two Personal Allowances, Rs. 250—50—500	...	833 5 4
16	Officers ,, ,, 500—50—750	...	...	10,666	10	8			Three ,, ,, ,, 200—10—250	...	700 0 0
1	Officer ,, ,, 500—10—750	...	...	600	0	0					
2	Officers ,, ,, 333⅓—33—500	...	...	888	14	2⅔		1	Superintendent, School of Art ...	...	1,000 0 0
1	Superintendent, School of Art	...	...	1,000	0	0					
1	Inspector on Rs. 500—50—750	...	...	666	10	8					
41		TOTAL	...	34,350	0	0		27		TOTAL ...	23,333 5 4
	B.—PROVINCIAL SERVICE.										
5	Officers on Rs. 400—20—500	...	...	2,333	5	4		2	Officers on Rs. 700 ...	...	1,400 0 0
8	,, ,, ,, 300—20—400	...	...	2,933	5	4		4	,, ,, ,, 600 ...	...	2,400 0 0
29	,, ,, ,, 200—20—300	...	...	7,733	5	4		6	,, ,, ,, 500 ...	...	3,000 0 0
17	,, ,, ,, 150—10—200	...	...	3,116	10	8		8	,, ,, ,, 400 ...	...	3,200 0 0
20	,, ,, ,, 100—10—150	...	...	2,750	0	0		12	,, ,, ,, 300 ...	...	3,600 0 0
4	,, ,, ,, 300	...	...	1,200	0	0		22	,, ,, ,, 250 ...	...	5,500 0 0
5	,, ,, ,, 250	...	...	1,250	0	0		26	,, ,, ,, 200 ...	...	5,200 0 0
1	Officer ,, ,, 200—10—250	...	...	233	5	4		33	,, ,, ,, 150 ...	...	4,950 0 0
3	Officers ,, ,, 200	...	...	600	0	0					
8	,, ,, ,, 150	...	...	1,200	0	0					
100		TOTAL	...	23,350	0	0		113		TOTAL ...	29,250 0 0
141		GRAND TOTAL	...	57,700	0	0		140		GRAND TOTAL ...	52,583 5 4

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* Including the Director of Public Instruction, Assam.

NORTH-WESTERN PROVINCES AND OUDH.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.									
PRESENT SCALE.			PROPOSED SCALE.						
No.	Designation.		Pay.			No.	Designation.		Pay.	
	A.—INDIAN EDUCATIONAL SERVICE.		Rs.	A.	P.				Rs.	A. P.
1	Officer on Rs. 1,250—1,500		1,416	10	8	11	Officers on Rs. 500—1,000		8,800	0 0
4	Officers „ „ 1,000—1,250		4,666	10	8	...	One Allowance of Rs. 250—500		416	10 8
3	„ „ „ 750—1,000		2,750	0	0	...	Two Allowances of „ 200—10—250		466	10 8
4	„ „ „ 600		2,400	0	0					
12		TOTAL	11,233	5	4	11		TOTAL	9,683	5 4
	B.—PROVINCIAL SERVICE.									
6	Officers on Rs. 400		2,400	0	0	1	Officer on Rs. 700		700	0 0
2	„ „ „ 350		700	0	0	1	„ „ „ 600		600	0 0
1	Officer „ „ 300		300	0	0	6	Officers „ „ 400		2,400	0 0
8	Officers „ „ 200—250		1,866	10	8	2	„ „ „ 350		700	0 0
1	Officer „ „ 200—240		226	10	8	4	„ „ „ 300		1,200	0 0
2	Officers „ „ 150—250		433	5	4	3	„ „ „ 200—250		700	0 0
3	„ „ „ 200		600	0	0	7	„ „ „ 200		1,400	0 0
...	One Personal Allowance		50	0	0	...	One Personal Allowance		50	0 0
23		TOTAL	6,576	10	8	24		TOTAL	7,750	0 0
35		GRAND TOTAL	17,810	0	0	35		GRAND TOTAL	17,433	5 4

14

PUNJAB.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.									
PRESENT SCALE.			PROPOSED SCALE.						
No.	Designation.		Pay.			No.	Designation.		Pay.	
	A.—INDIAN EDUCATIONAL SERVICE.		Rs.	A.	P.				Rs.	A. P.
2	Officers on Rs. 1,000—1,250		2,333	5	4	7†	Officers on Rs. 500—1,000		5,600	0 0
3	„ „ „ 750—1,000		2,750	0	0	...	One Allowance of Rs. 250—50—500		416	10 8
3	„ „ „ 500—750		2,000	0	0	...	„ „ „ „ 200—10—250		233	5 4
1	Principal, Mayo School of Art, Lahore		800	0	0	1	Officer on Rs. 400*		400	0 0
9		TOTAL	7,883	5	4	8		TOTAL	6,650	0 0
	B.—PROVINCIAL SERVICE.									
2	Officers on Rs. 500		1,000	0	0	1	Officer on Rs. 700		700	0 0
1	Officer „ „ 400—20—500		466	10	8	2	Officers „ „ 600		1,200	0 0
1	„ „ „ 300—400		366	10	8	2	„ „ „ 500		1,000	0 0
3	Officers „ „ 350		1,050	0	0	1	Officer „ „ 400		400	0 0
2	„ „ „ 300		600	0	0	2	Officers „ „ 350		700	0 0
3	„ „ „ 250		750	0	0	2	„ „ „ 300		600	0 0
2	„ „ „ 225		450	0	0	3	„ „ „ 250		750	0 0
2	„ „ „ 200		400	0	0	3	„ „ „ 200		600	0 0
						1	Officer „ „ 150		150	0 0
16		TOTAL	5,083	5	4	17		TOTAL	6,100	0 0
25		GRAND TOTAL	12,966	10	8	25		GRAND TOTAL	12,750	0 0

* Head Master, Central Model School, Lahore.

† Includes the appointment of Principal, Mayo School of Art, Lahore.

15

CENTRAL PROVINCES.

Statement of Proposition for revision of Establishment.

No.	Designation.	Present Scale. Pay.	Nature of charge. No.	Proposed Scale. Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.		Rs. A. P.
1	Officer on Rs. 1,250—1,500	1,416 10 8	1	1,416 10 8
1	,, ,, 750—1,000	916 10 8	4	3,200 0 0
2	Officers ,, ,, 500—750	1,333 5 4	1	433 5 4
1	Officer ,, ,, 300—400	366 10 8		233 5 4
5	TOTAL ...	4,033 5 4	6	5,283 5 4
	B.—PROVINCIAL SERVICE.			
1	Officer on Rs. 500	500 0 0	1	633 5 4
1	,, ,, 200—250	233 5 4	1	233 5 4
2	Officers ,, ,, 150—200	366 10 8	2	366 10 8
4	TOTAL ...	1,100 0 0	4	1,233 5 4
9	GRAND TOTAL ...	5,133 5 4	10	6,516 10 8

No. 4-Education 284-215

Extract from the Proceedings of the Government of India in the Home Department (Education),—under date Simla, the 23rd July 1896.

READ—

The Report of the Public Service Commission, paragraphs 98—99 and 128 (sections 58—64), containing their views regarding the Educational Services in India.

Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.

Despatch from the Secretary of State to the Government of India, No. 9 (Public—Educational), dated the 28th January 1892.

Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the circular.

Home Department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto and certain further correspondence with the Government of Bengal.

Despatch from the Government of India to the Secretary of State, No. 351 (Financial), dated the 11th December 1895.

Despatch from the Secretary of State to the Government of India, No. 22 (Public-Educational), dated the 12th March 1896.

RESOLUTION.

THE recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X, of their report. They were that—

(1) the graded lists of the superior branch should be abolished, due regard being had to the interests of existing incumbents;

(2) recruitment should be made in England only for—

(*a*) Principalships of Colleges;

(*b*) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and

(*c*) a smaller number of Inspectorships than at present;

(3) recruitment of Professors should ordinarily be of specialists, and, when practicable, for a term of years with power of reappointment;

(4) the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case;

(5) all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment on the principles recommended in the report as to conditions of service for the general Provincial Service;

(6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and

(7) the inspection of Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State for his opinion a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service, on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them; and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of securing a succession of fresh men as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to maintain such a European element in the inspecting staff as would enable them to test with unfailing accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (*a*) in England and (*b*) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of Rs. 1,200 a month was sufficient for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of Rs. 500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates, ordinarily rise over Rs. 300 and Rs. 350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on Rs. 600 and one on Rs. 700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—*viz.*, the Provincial Service including all posts above Rs. 200 in value, and the Subordinate Service comprising all appointments on Rs. 200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been, not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England should, in the first instance, be engaged for a short term with a power of reappointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he

observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show in the case of each Province the Principalships, Professorships, and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (Rs. 500—750) to the third grade (Rs. 750—1,000) of the graded list was long deferred; and he therefore thought that the professoriate would be placed on a better footing if all Professors were allowed to rise in ten years' service to a salary of Rs. 1,000 a month, the probationary five years being passed either on a salary of Rs. 500 rising to Rs. 750 by yearly increments of Rs. 50 per mensem, or on a fixed pay of Rs. 600 or Rs. 700 a month, and their salary rising, in the second term of five years, from Rs. 750 to Rs. 1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a Professor as such, and expressed the opinion that the higher salaries of classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorships. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships he thought that at least one-half might be transferred to the Provincial branch of the service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Head Masters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organisation of the Department. His Lordship observed in conclusion that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892 for opinion to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganisation of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in their letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and in calling for the Proposition Statements requisite to display the financial effect of the reorganisation requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of Rs. 1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service whose total salary did not exceed Rs. 1,000 should be given a special allowance of Rs. 100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments in the

letters of 22nd August 1893 related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home Department letters of 22nd August 1893 was received in March 1894; but it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before his Lordship in December 1895, and the general features of the organisation, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganisation will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges: and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of Schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the "Indian Educational Service" (*vide* next paragraph) generally. There is, therefore, no proposal for a general reorganisation of the service in Burma. In Assam the Director of Public Instruction will be the only officer recruited in England and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service"; and the other including all posts to be filled by recruitment in India, which will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service" whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

(1) that the line between the two services will be drawn rather according to the nature of the office held than according to pay;

(2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;

(3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i.e.*, Zila or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined

to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, and who have properly been classed as Provincial officers. Similarly Head Masters of High (*i.e.*, Zila or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zila Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept in its entirety the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—*viz.*, the Elphinstone, Poona, Ahmedabad, and Karachi High Schools. The view of the Government of Madras has been accepted that in that Presidency the Provincial Service may be organised by grades on the basis of pay, since in the result the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on Rs. 400 a month and two on Rs. 350 a month have been classed in the Provincial Service, on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of Rs. 150 has been permitted, as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere the same, *viz.*, Rs. 700 a month. On the repeated recommendation of the Government of Bengal, a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, have been included in the Bengal Provincial Service list on personal grounds on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganisation. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only Rs. 1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

"In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859. I have nevertheless considerable doubt whether it is now expedient to reaffirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands in the holder of it not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools, as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified

for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the Local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular Department."

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross, and stated in paragraph 3 above, *viz.*:—

(*a*) during the probationary period of five years, Rs. 500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600, or even Rs. 700, in special cases when the services of a competent officer cannot otherwise be secured;

(*b*) in the second period, Rs. 750—50—1,000, the maximum being attained at the end of ten years from first appointment.

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Education Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500 rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will under the reorganisation of the Department be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of Rs. 100 a month after fifteen years' service to officers whose total salary does not exceed Rs. 1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded list, which will be supplanted by the new system. The allowances will be strictly *personal*, within the meaning of the Civil Service Regulations,—*i.e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave) and will not be given to those who act for them during their absence. Toe following is the scale of allowances allotted to the several Provinces:—

Madras.—(*a*) Two allowances of Rs. 250—50—500, to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (*b*) two allowances of Rs. 200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakonam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of Rs. 250—50—500 a month, to be given to the senior Principal and the senior Inspector; and (*b*) three allowances of Rs. 200—10—250 a month, to be given to the remaining two Principals of Colleges and to the second senior Inspector.

Bengal.—(*a*) Two allowances of Rs. 250—50—500 a month; and (*b*) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior, or most deserving, men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of Rs. 250—50—500 a month; and (*b*) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of Rs. 250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (*b*) one allowance of Rs. 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of Rs. 200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on.

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial list, as two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh require that there should be a European Inspector for it.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a Joint Inspector for Orissa) to be recruited in India.

North-Western Provinces and Oudh.—Three Inspectors to be recruited in England and two in India.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganisation. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Masterships in that service should be recruited for in England, that a pay of Rs. 500—50—750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England,—namely, the Head Mastership of the Central Model School in the Punjab: but this will be a special appointment carrying a salary of Rs. 400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary superior service pension rules in Chapters XVIII and XIX modified by the concession in Article 441-A (which will apply to those who enter the Indian Educational Service after the date of

this Resolution in substitution for the provisions of Article 441). Directors of Public Instruction will, under Financial Department Resolution No. 2958-P., dated the 22nd June 1895, be eligible for an additional pension of Rs. 1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period, as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganisation of the Department. Every European officer, therefore, who has been permanently appointed to the graded list will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principle that existing members shall in no case suffer by the reorganisation will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Education Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial officer will receive a uniform allowance of Rs. 100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix B will be found the Proposition Statements for reorganisation of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Services shall be fully worked up to. As the effect of the reorganisation scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

ORDER.—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India*.

[True Extract.]

J. P. HEWETT,

Secretary to the Government of India.

APPENDIX A.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces.

Province.	Indian Service.					Provincial Service.							Unclassified, *i.e.*, not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Headmasters of Collegiate Schools, Training Colleges, and High Schools.	Other appointments.	Total.		
Madras ...	4(*a*)	5(*b*)	6	4(*c*)	19	2	9	3	2	3	16(*d*)	35	...	54
Bombay ...	3	4(*e*)	8	6(*f*)	21	1	...	8	5	6	3(*g*)	23	...	44
Bengal ...	5(*h*)	5	13	4(*i*)	27	5(*j*)	10	58(*k*)	...	24(*l*)	7(*m*)	104(*n*)	...	131
North-Western Provinces and Oudh.	3	2	6	...	11	2	8	6	1	6(*o*)	1(*p*)	24	...	35
Punjab ...	3	2	2	1(*q*)	8	3(*r*)	6	2	3	1(*s*)	2(*t*)	17	...	25
Central Provinces.	3(*u*)	2(*v*)	1	...	6	1	...	3	...	...	...	4	...	10

(*a*) Includes 2 Inspectresses.

(*b*) Includes the Principals of the Teachers' College and College of Agriculture.

(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.

(*d*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; 2 Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

(*e*) Includes the Principal, Sir Jamsetjee Jeejeebhoy School of Art.

(*f*) These are the Headmasterships of the Elphinstone, Poona and Belgaum High Schools; the Vice-Principalship, School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges.

(*g*) These are the Vice-Principal of the Poona Training College, the Head Assistant, Director of Public Instruction, and the Superintendent, Mechanical Branch, College of Science.

(*h*) Includes the Director of Public Instruction, Assam, and the Inspector of European Schools, Bengal.

(*i*) *i.e.*, the Superintendent, School of Arts, and 3 officers to supply vacancies.

(*j*) Includes a Joint Inspector for Orissa and Inspectress of Female Schools.

(*k*) Includes 6 Principals of Colleges, and the Lady Principal and 2 Professors, Bethune College.

(*l*) Includes the Headmistress, Eden Female School.

(*m*) These include the Assistant Superintendent and the Headmaster, School of Arts, the Personal Assistant to the Director of Public Instruction, and 4 reserved appointments.

(*n*) For the present there will be a temporary increase of 9 in these totals owing to the 9 officers to be admitted into the Provincial Service on personal grounds.

(*o*) These are Headmasters of Zila (or District) Schools.

(*p*) Mathematical Lecturer, Allahabad.

(*q*) *i.e.*, Head Mastership, Central Model School, Lahore.

(*r*) Includes Inspectress.

(*s*) *Viz.*, the Principal, Central Training College, Lahore.

(*t*) These are the Vice-Principal, Mayo School of Art, Lahore and the Assistant Superintendent, Central Training College, Lahore.

(*u*) Includes the Inspector-General of Education, Central Provinces.

(*v*) Includes for the present the Principal, Training School, Nagpur.

APPENDIX B.

MADRAS.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
1	1st Class Officer, Rs. 1,250—50—1,500	1,416 10 8	14	Officers on Rs. 500—1,000	11,200 0 0
2	2nd „ Officers, Rs. 1,000—50—1,250	2,333 5 4	...	Two Personal Allowances, Rs. 250—50—500	833 5 4
4	3rd „ „ „ 750—50—1,000	3,666 10 8	...	„ „ „ „ 200—10—250	466 10 8
8	4th „ „ „ 500—50—750	5,333 5 4			
1	Superintendent, School of Arts, Rs. 500—50—1,000	800 0 0	3(*a*)	Supernumeraries, Rs. 500—50—750	2,000 0 0
1	Professor of Physics, Presidency College, Rs. 500—50—700 ...	633 5 4	1	Senior Inspectress, Rs. 500—20—600	566 10 8
1	Principal, Teacher's College, Rs. 600—50—1,000	866 10 8	1	Junior „ „ 450—10—500	483 5 4
1	„ College of Agriculture, Rs. 500—50—900	766 10 8	2	Officers on Rs. 400—20—500	933 5 4
1	Senior Inspectress, Rs. 500—20—600	566 10 8	1	Superintendent, Presidency Training School, Rs. 350—10—450 ...	410 0 0
4	Officers, Rs. 400—20—500	1,866 10 8			
24	TOTAL ...	18,250 0 0	22	TOTAL ...	16,893 5 4
	B.—PROVINCIAL SERVICE.				
2	Assistant Inspectors, Rs. 400—10—500	920 0 0	1	Officer on Rs. 550	550 0 0
3	„ „ „ 300—10—400	1,080 0 0	4	Officers „ „ 500	2,000 0 0
4	„ „ „ 200—10—300	1,040 0 0	3	„ „ „ 450	1,350 0 0
3	Upper Subordinates „ 400—20—500	1,400 0 0	4	„ „ „ 400	1,600 0 0
5	„ „ „ 300—20—400	1,833 5 4	4	„ „ „ 350	1,400 0 0
9	„ „ „ 200—20—300	2,400 0 0	5	„ „ „ 300	1,500 0 0
1	Officer on Rs. 400	400 0 0	5	„ „ „ 250	1,250 0 0
1	„ „ „ 250	250 0 0	6	„ „ „ 200	1,200 0 0
1	„ „ „ 200—10—250	233 5 4			
1	„ „ „ 200	200 0 0			
30	TOTAL ...	9,756 10 8	32	TOTAL ...	10,850 0 0
54	GRAND TOTAL ...	28,006 10 8	54	GRAND TOTAL ...	27,743 5 4

(*a*) Three appointments (2 on Rs. 700 and 1 on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumeraries costing Rs. 2,000 a month.

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BOMBAY.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.

Present Scale.			Proposed Scale.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	A.—INDIAN EDUCATIONAL SERVICE.	Rs. A. P.			Rs. A. P.
2	Officers on Rs. 1,250—50—1,500	2,833 5 4	14	Officers on Rs. 500—50—1,000	11,200 0 0
3	„ „ „ 1,000—50—1,250	3,500 0 0	...	Two Allowances of Rs. 250—50—500	833 5 4
4	„ „ „ 750—50—1,000	3,666 10 8	...	Three „ „ „ 200—10—250	700 0 0
1	Officer „ „ 800 + Personal Allowance, Rs. 250	1,050 0 0	1	Officer on Rs. 800 + Personal Allowance, Rs. 250	1,050 0 0
3	Officers „ „ 700	2,100 0 0	3	Officers „ „ 500—50—750	2,000 0 0
1	Officer „ „ 500—50—750	666 10 8	1	Officer „ „ 500—50—700	633 5 4
1	„ „ „ 500—50—700	633 5 4	1	„ „ „ 350—30—500	450 0 0
2	Officers „ „ 600	1,200 0 0	1	„ „ „ 300	300 0 0
1	Officer „ „ 500	500 0 0			
1	„ „ „ 400	400 0 0			
1	„ „ „ 350—30—500	450 0 0			
1	„ „ „ 300	300 0 0			
21	TOTAL ...	17,300 0 0	21	TOTAL ...	17,166 10 8
	B.—PROVINCIAL SERVICE.				
	CLASS I.				
1	Officer on Rs. 750—50—1,000	916 10 8	2	Officers on Rs. 700	1,400 0 0
1	„ „ „ 500	500 0 0	1	Officer „ „ 600	600 0 0
2	Officers „ „ 333—33—500	888 14 2	1	„ „ „ 500	560 0 0
1	Officer „ „ 350—25—500	415 8 11	3	Officers „ „ 400	1,200 0 0
2	Officers „ „ 400	800 0 0	2	„ „ „ 350	700 0 0
1	Officer „ „ 250—20—350	316 10 8	2	„ „ „ 300	600 0 0
1	„ „ „ 266-10-8	266 10 8	2	„ „ „ 250	500 0 0
1	„ „ „ 200—10—250	233 5 4	1	Officer „ „ 200	200 0 0
2	Officers „ „ 200	400 0 0			
1	Officer „ „ 150—10—200	183 5 4			
1	„ „ „ 100—20—200	166 10 8			
	Personal Allowance of Rs. 50	50 0 0			
14	TOTAL ...	5,137 12 5	14	TOTAL ...	5,700 0 0

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Statement of Proposition for revision of Establishment—concld.

NATURE OF CHARGE.										
PRESENT SCALE.				PROPOSED SCALE.						
No.	Designation.			Pay.			No.	Designation.		Pay.
				Rs.	A.	P.				Rs. A. P.
	CLASS II.									
1	Officer on Rs. 500			500	0	0	1	Officer on Rs. 500 ...		500 0 0
2	Officers ,, ,, 400			800	0	0	1	,, ,, ,, 400 ...		400 0 0
1	Officer ,, ,, 350			350	0	0	4	Officers ,, ,, 300 ...		1,200 0 0
7	Officers ,, ,, 300			2,100	0	0	1	Officer ,, 250 ...		250 0 0
5	,, ,, ,, 250			1,250	0	0	1	,, ,, ,, 200 ...		200 0 0
7	,, ,, ,, 200			1,400	0	0	1	,, ,, ,, 150 ...		150 0 0
1	Officer ,, ,, 150			150	0	0				
			TOTAL ...	6,550	0	0	9		TOTAL ...	2,700 0 0
24										
			Total Provincial Service ...	11,687	12	5	23		Total Provincial Service ...	8,400 0 0
38			GRAND TOTAL ...	28,987	12	5	44		GRAND TOTAL ...	25,566 10 8
59										

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BENGAL.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.										
PRESENT SCALE.				PROPOSED SCALE.						
No.	Designation.			Pay.			No.	Designation.		Pay.
				Rs.	A.	P.				Rs. A. P.
	A.—INDIAN EDUCATIONAL SERVICE.									
2	Officers on Rs. 1,250—50—1,500			2,833	5	4				
6	,, ,, ,, 1,000—50—1,250			7,000	0	0				
11	,, ,, ,, 750—50—1,000			10,083	5	4	26*	Officers on Rs. 500—50—1,000 ...		20,800 0 0
1	Officer ,, ,, 500—33—666⅔			611	1	9⅓	...	Two Personal Allowances, Rs. 250—50—500		833 5 4
16	Officers ,, ,, 500—50—750			10,666	10	8		Three ,, ,, ,, 200—10—250		700 0 0
1	Officer ,, ,, 500—10—750			600	0	0				
2	Officers ,, ,, 333⅓—33—500			888	14	2⅔	1	Superintendent, School of Art ...		1,000 0 0
1	Superintendent, School of Art			1,000	0	0				
1	Inspector on Rs. 500—50—750			666	10	8				
			TOTAL ...	34,350	0	0	27		TOTAL ...	23,333 5 4
41										
	B.—PROVINCIAL SERVICE.									
5	Officers on Rs. 400—20—500			2,333	5	4	2	Officers on Rs. 700 ...		1,400 0 0
8	,, ,, ,, 300—20—400			2,933	5	4	4	,, ,, ,, 600 ...		2,400 0 0
29	,, ,, ,, 200—20—300			7,733	5	4	6	,, ,, ,, 500 ...		3,000 0 0
17	,, ,, ,, 150—10—200			3,116	10	8	8	,, ,, ,, 400 ...		3,200 0 0
20	,, ,, ,, 100—10—150			2,750	0	0	12	,, ,, ,, 300 ...		3,600 0 0
4	,, ,, ,, 300			1,200	0	0	22	,, ,, ,, 250 ...		5,500 0 0
5	,, ,, ,, 250			1,250	0	0	26	,, ,, ,, 200 ...		5,200 0 0
1	Officer ,, ,, 200—10—250			233	5	4	33	,, ,, ,, 150 ...		4,950 0 0
3	Officers ,, ,, 200			600	0	0				
8	,, ,, ,, 150			1,200	0	0				
			TOTAL ...	23,350	0	0	113		TOTAL ...	29,250 0 0
100										
			GRAND TOTAL ...	57,700	0	0	140		GRAND TOTAL ...	52,583 5 4
141										

* Including the Director of Public Instruction, Assam.

13

NORTH-WESTERN PROVINCES AND OUDH.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.									
	PRESENT SCALE.			PROPOSED SCALE.					
No.	Designation.		Pay.		No.	Designation.		Pay.	
	A.—INDIAN EDUCATIONAL SERVICE.		Rs. A. P.					Rs. A. P.	
1	Officer on Rs. 1,250—1,500	...	1,416 10 8		11	Officers on Rs. 500—1,000	...	8,800 0 0	
4	Officers „ „ 1,000—1,250	...	4,666 10 8		...	One Allowance of Rs. 250—500	...	416 10 8	
3	„ „ „ 750—1,000	...	2,750 0 0		...	Two Allowances of „ 200—10—250	...	466 10 8	
4	„ „ „ 600	...	2,400 0 0						
12		TOTAL ...	11,233 5 4		11		TOTAL ...	9,683 5 4	
	B.—PROVINCIAL SERVICE.								
6	Officers on Rs. 400	...	2,400 0 0		1	Officer on Rs. 700	...	700 0 0	
2	„ „ „ 350	...	700 0 0		1	„ „ „ 600	...	600 0 0	
1	Officer „ „ 300	...	300 0 0		6	Officers „ „ 400	...	2,400 0 0	
8	Officers „ „ 200—250	...	1,866 10 8		2	„ „ „ 350	...	700 0 0	
1	Officer „ „ 200—240	...	226 10 8		4	„ „ „ 300	...	1,200 0 0	
2	Officers „ „ 150—250	...	433 5 4		3	„ „ „ 200—250	...	700 0 0	
3	„ „ „ 200	...	600 0 0		7	„ „ „ 200	...	1,400 0 0	
...	One Personal Allowance	...	50 0 0		...	One Personal Allowance	...	50 0 0	
23		TOTAL ...	6,576 10 8		24		TOTAL ...	7,750 0 0	
35		GRAND TOTAL ...	17,810 0 0		35		GRAND TOTAL ..	17,433 5 4	

14

PUNJAB.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.									
	PRESENT SCALE.			PROPOSED SCALE.					
No.	Designation.		Pay.		No.	Designation.		Pay.	
	A.—INDIAN EDUCATIONAL SERVICE.		Rs. A. P.					Rs. A. P.	
2	Officers on Rs. 1,000—1,250	...	2,333 5 4		7†	Officers on Rs. 500—1,000	...	5,600 0 0	
3	„ „ „ 750—1,000	...	2,750 0 0		...	One Allowance of Rs. 250—50—500	...	416 10 8	
3	„ „ „ 500—750	...	2,000 0 0		...	„ „ „ „ 200—10—250	...	233 5 4	
1	Principal, Mayo School of Art, Lahore	...	800 0 0		1	Officer on Rs. 400*	...	400 0 0	
9		TOTAL ...	7,883 5 4		8		TOTAL ...	6,650 0 0	
	B.—PROVINCIAL SERVICE.								
					1	Officer on Rs. 700	...	700 0 0	
2	Officers on Rs. 500	...	1,000 0 0		2	Officers „ „ 600	...	1,200 0 0	
1	Officer „ „ 400—20—500	...	466 10 8		2	„ „ „ 500	...	1,000 0 0	
1	„ „ „ 300—400	...	366 10 8		1	Officer „ „ 400	...	400 0 0	
3	Officers „ „ 350	...	1,050 0 0		2	Officers „ „ 350	...	700 0 0	
2	„ „ „ 300	...	600 0 0		2	„ „ „ 300	...	600 0 0	
3	„ „ „ 250	...	750 0 0		3	„ „ „ 250	...	750 0 0	
2	„ „ „ 225	...	450 0 0		3	„ „ „ 200	...	600 0 0	
2	„ „ „ 200	...	400 0 0		1	Officer „ „ 150	...	150 0 0	
16		TOTAL ...	5,083 5 4		17		TOTAL ...	6,100 0 0	
25		GRAND TOTAL ...	12,966 10 8		25		GRAND TOTAL ...	12,750 0 0	

15

* Head Master, Central Model School, Lahore.

† Includes the appointment of Principal, Mayo School of Art, Lahore.

CENTRAL PROVINCES.

Statement of Proposition for revision of Establishment.

NATURE OF CHARGE.								
PRESENT SCALE.			PROPOSED SCALE.					
No.	Designation.	Pay.		No.	Designation.	Pay.		
	A.—INDIAN EDUCATIONAL SERVICE.	Rs.	A. P.			Rs.	A. P.	
1	Officer on Rs. 1,250—1,500	1,416	10 8	1	Officer on Rs. 1,250—1,500	1,416	10 8	
1	„ „ „ 750—1,000	916	10 8	4	Officers „ „ 500—1,000	3,200	0 0	
				1	Officer „ „ 300—40—500	433	5 4	
2	Officers „ „ 500—750	1,333	5 4	...	One Allowance of Rs. 200—250	233	5 4	
1	Officer „ „ 300—400	366	10 8					
5	TOTAL ...	4,033	5 4	6	TOTAL ...	5,283	5 4	
	B.—PROVINCIAL SERVICE.							
1	Officer on Rs. 500	500	0 0	1	Officer on Rs. 500—700	633	5 4	
1	„ „ „ 200—250	233	5 4	1	„ „ „ 200—250	233	5 4	
2	Officers „ „ 150—200	366	10 8	2	Officers „ „ 150—200	366	10 8	
4	TOTAL ...	1,100	0 0	4	TOTAL ...	1,233	5 4	
9	GRAND TOTAL ...	5,133	5 4	10	GRAND TOTAL ...	6,516	10 8	

16

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189 ,

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BER OF GOVERNMENT .. ..

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Government {1896} of Madras.

EDUCATIONAL.

MISCELLANEOUS.

Recd. *Enclosures*

Regd. *Spare copies*

G.O., No. 479, 10th August 1896.

AUGUST.

Reorganisation of the Educational Services in India.

Communicating to the Director of Public Instruction order of the Government of India forwarding copy of its Resolution regarding the—.

OOTY RECORD.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper :—

Extract from the Proceedings of the Government of India, in the Home Department (Education),—under date Simla, the 23rd July 1896, No. 4-Education—204-215.

Read—

The report of the Public Service Commission, paragraphs 98—99 and 128 (sections 58—64), containing their views regarding the Educational Services in India.

Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.

Despatch from the Secretary of State to the Government of India, No. 9 (Public—Educational), dated the 28th January 1892.

Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the circular.

Home Department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto and certain further correspondence with the Government of Bengal.

Despatch from the Government of India, to the Secretary of State, No. 351 (Financial), dated 11th December 1895.

Despatch from the Secretary of State, to the Government of India, No. 22 (Public—Educational), dated 12th March 1896.

Resolution.—The recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X, of their report. They were that—

(1) the graded lists of the superior branch should be abolished, due regard being had to the interests of existing incumbents;

(2) recruitment should be made in England only for—

(*a*) Principalships of Colleges;

(*b*) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and

(*c*) a smaller number of Inspectorships than at present;

(3) recruitment of Professors should ordinarily be of specialists, and, when practicable, for a term of years with power of reappointment;

(4) the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case;

(5) all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment on the principles recommended in the report as to conditions of service for the general Provincial Service;

(6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and

(7) the inspection of Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State for his opinion a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service, on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them; and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of securing a succession of fresh men as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to maintain such a European element in the inspecting staff as would enable them to test with unfailing accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (*a*) in England and (*b*) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of Rs. 1,200 a month was sufficient for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of Rs. 500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates, ordinarily rise over Rs. 300 and Rupees 350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on Rs. 600 and one on Rs. 700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—viz., the Provincial Service including all posts above Rs. 200 in value, and the Subordinate Service comprising all appointments on Rs. 200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been, not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England should, in the first instance, be engaged for a short term with a power of reappointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show in the case of each Province

the Principalships, Professorships and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (Rs. 500—750) to the third grade (Rs. 750—1,000) of the graded list was long deferred; and he therefore thought that the professoriate would be placed on a better footing if all professors were allowed to rise in ten years' service to a salary of Rs. 1,000 a month, the probationary five years being passed either on a salary of Rs. 500 rising to Rs. 750 by yearly increments of Rs. 50 per mensem, or on a fixed pay of Rs. 600 or Rs. 700 a month, and their salary rising, in the second term of five years, from Rs. 750 to Rs. 1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a professor as such, and expressed the opinion that the higher salaries of classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorships. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships he thought that at least one-half might be transferred to the Provincial branch of the service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Headmasters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organisation of the department. His Lordship observed in conclusion that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892 for opinion to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganisation of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in there letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and in calling for the Proposition Statements requisite to display the financial effect of the reorganisation requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of Rs. 1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service whose total salary did not exceed Rs. 1,000 should be given a special allowance of Rs. 100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments in the letters of 22nd August 1893 related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home Department letters of 22nd August 1893 was received in March 1894; but

it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before His Lordship in December 1895, and the general features of the organisation, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganisation will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges: and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of Schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the "Indian Educational Service" (*vide* next paragraph) generally. There is, therefore, no proposal for a general reorganisation of the service in Burma. In Assam the Director of Public Instruction will be the only officer recruited in England and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Headmaster of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service"; and the other including all posts to be filled by recruitment in India, which will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service" whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

(1) that the line between the two services will be drawn rather according to the nature of the office held than according to pay;
(2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;
(3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, offices on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i e.*, Zila or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is

really conterminous with the jurisdiction of the Commissioner of the Division, and who have properly been classed as Provincial officers. Similarly Head Masters of High (*i.e.*, Zila or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zila Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept in its entirety the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—viz., the Elphinstone Poona, Ahmedabad and Karachi High Schools. The view of the Government of Madras has been accepted that in that Presidency the Provincial Service may be organised by grades on the basis of pay, since in the result the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on Rs. 400 a month and two on Rs. 350 a month have been classed in the Provincial Service, on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list, and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of Rs. 150 has been permitted, as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere the same, viz., Rs. 700 a month. On the repeated recommendation of the Government of Bengal, a certain number of Deputy Inspectors, Masters, &c., at present in Government employ, have been included in the Bengal Provincial Service list on personal grounds on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganisation. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only Rs. 1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

"In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859 I have nevertheless considerable doubt whether it is now expedient to reaffirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands in the holder of it not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools, as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular department."

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross, and stated in paragraph 3 above, viz.:—

(*a*) during the probationary period of five years, Rs. 500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600, or even Rs. 700, in special cases when the services of a competent officer cannot otherwise be secured;

(*b*) in the second period, Rs. 750—50—1,000, the maximum being attained at the end of ten years from first appointment.

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Education Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500 rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will under the reorganisation of the Department be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of Rs. 100 a month after fifteen years' service to officers whose total salary does not exceed Rs. 1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded list, which will be supplanted by the new system. The allowances will be strictly *personal*, within the meaning of the Civil Service Regulations,—*i.e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave) and will not be given to those who act for them during their absence. The following is the scale of allowances allotted to the several Provinces:—

Madras.—(*a*) Two allowances of Rs. 250—50—500, to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (*b*) two allowances of Rs. 200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakónam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

Bombay.—(*a*) Two allowances of Rs. 250—50—500 a month, to be given to the senior Principal and the senior Inspector; and (*b*) three allowances of Rs. 200—10—250 a month to be given to the remaining two Principals of Colleges and to the second senior Inspector.

Bengal.—(*a*) Two allowances of Rs. 250—50—500 a month; and (*b*) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior, or most deserving, men, and should not be treated as staff allowances attached to certain offices.

North-Western Provinces and Oudh.—(*a*) One allowance of Rs. 250—50—500 a month; and (*b*) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

Punjab.—(*a*) One allowance of Rs. 250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (*b*) one allowance of Rupees 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

Central Provinces.—One allowance of Rs. 200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on :—

Madras.—Two Inspectors to be recruited in England and two in India.

Bombay.—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial list, as two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh require that there should be a European Inspector for it.

Bengal.—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a Joint Inspector for Orissa) to be recruited in India.

North-Western Provinces and Oudh.—Three Inspectors to be required in England and two in India.

Punjab.—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganisation. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Mastership in that service should be recruited for in England, that a pay of Rs. 500–50–750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England,—namely, the Head Mastership of the Central Model School in the Punjab : but this will be a special appointment carrying a salary of Rs. 400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary superior service pension rules in Chapters XVIII and XIX modified by the concession in Article 441-A (which will apply to those who enter the Indian Educational Service after the date of this Resolution in substitution for the provisions of Article 441). Directors of Public Instruction will, under Financial Department Resolution No. 2958-P., dated the 22nd June 1895, be eligible for an additional pension of Rs. 1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period,

as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganisation of the Department. Every European officer, therefore, who has been permanently appointed to the graded list will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principle that existing members shall in no case suffer by the reorganisation will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Education Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial officer will receive a uniform allowance of Rs. 100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix [illegible] will be found the Proposition Statements for reorganisation of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Services shall be fully worked up to. As the effect of the reorganisation scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

(True Extract.)

(Signed) ,

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Order—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India*.

(True Extract.)

(Signed) L. M. THORNTON,
for *Secy. to Govt. of India.*

To the Government of Madras.

APPENDIX A.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces.

Province.	Indian Service.					Provincial Service.							Unclassified, *i.e.*, not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Head Masters of Collegiate Schools, Training Colleges, and High Schools.	Other appointments.	Total.		
Madras	(*a*) 4	(*b*) 5	6	(*c*) 4	19	2	9	3	2	3	(*d*) 16	35	..	54

(*a*) Includes 2 Inspectresses.
(*b*) Includes the Principals of the Teachers' College and College of Agriculture.
(*c*) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.
(*d*) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; two Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

APPENDIX B.

Statement of Proposition for revision of establishment.

MADRAS.

Nature of Charge.	Present scale.			Proposed scale.		
	Designation.	Pay.	Number.	Designation.	Pay.	Number.
	A.—Indian Educational Service.	Rs. A. P.			Rs. A. P.	
	1st class officer, Rs. 1,250—50—1,500	1,416 10 8	1	Officers on Rs. 500—1,000	11,200 0 0	14
	2nd ,, officers, Rs. 1,000—50—1,250	2,333 5 4	2	Two Personal Allowances, Rs. 250—50—500	833 5 4	..
	3rd ,, ,, 750—50—1,000	3,666 10 8	4	,, ,, ,, 200—10—250	466 10 8	..
	4th ,, ,, 500—50—750	5,333 5 4	8			
	Superintendent, School of Arts, Rs. 500—50—1,000	800 0 0	1	Supernumeraries Rs. 500—50—750	2,000 0 0	(*a*) 3
	Professor of Physics, Presidency College, Rs. 500—50—700	633 5 4	1	Senior Inspectress, Rs. 500—20—600	566 10 8	1
	Principal, Teacher's College, Rs. 600—50—1,000	866 10 8	1	Junior ,, ,, 450—10—500	483 5 4	1
	College of Agriculture, Rs. 500—50—900	766 10 8	1	Officers on Rs. 400—20—500	933 5 4	2
	Senior Inspectress, Rs. 500—20—600	566 10 8	1	Superintendent, Presidency Training School, Rs. 350—10—450	410 0 0	1
	Rs. 400—20—500	1,866 10 8	..			
	Total ..	18,250 0 0	22	Total ..	16,893 5 4	22
	B.—Provincial Service.					
	stant Inspectors, Rs. 400—10—500	920 0 0	1	Officer on Rs. 550	550 0 0	1
	,, ,, 300—10—400	1,080 0 0	4	Officers ,, 500	2,000 0 0	4
	,, ,, 200—10—300	1,040 0 0	3	,, ,, ,, 450	1,350 0 0	3
	Upper Subordinates ,, 400—20—500	1,400 0 0	4	,, ,, ,, 400	1,600 0 0	4
	,, ,, 300—20—400	1,833 5 4	4	,, ,, ,, 350	1,400 0 0	4
	,, ,, 200—20—300	2,400 0 0	5	,, ,, ,, 300	1,500 0 0	5
	Officer on Rs. 400	400 0 0	5	,, ,, ,, 250	1,250 0 0	5
1	,, ,, 250	250 0 0	6	,, ,, ,, 200	1,200 0 0	6
1	,, ,, 200—10—250	233 5 4				
	,, ,, 200	200 0 0				
30	Total ..	9,756 10 8	32	Total ..	10,850 0 0	32
64	Grand Total ..	28,006 10 8	54	Grand Total ..	27,743 5 4	54

(*a*) Three appointments (2 on Rs. 700 and 1 on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumeraries costing Rs. 2,000 a month.