Copy

Educational (189) Department.

ORDINARY MS.

G.O., No. 480

Dated 10 8 96

[Despatch Abstract.]

Reorganization of the Sol Service in India

Comm. to the S. P. I letter from the Sec. of
forwarding Copy of despatches to & from the Secy
of State for India relating to the ——————.
And requesting him to report on the proposal
that when permanent Engagements are offered
after the 2nd period of the term of 2 additional
the Condition shall be imposed that he
shall serve where required 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. 351 OF 1895.

GOVERNMENT OF INDIA.

FINANCE AND COMMERCE DEPARTMENT.

SALARIES, ESTABLISHMENTS, etc.
Education.

To

THE RIGHT HONOURABLE LORD GEORGE FRANCIS HAMILTON,
Her Majesty's Secretary of State for India.

Calcutta, the 11th December 1895.

MY LORD,

WE have now the honour to reply to Lord Cross' Despatch No. 9 (Public—Educational), dated the 28th January 1892, regarding the reorganisation of the Educational Services in India. We regret that the necessity for twice referring to Local Governments and Administrations, which will be apparent from the papers referred to in the annexed list, and the protracted correspondence with the Government of Bengal on certain matters of detail, have so considerably delayed this reply; but we referred that the scheme put forward should, as far as possible, be complete. We would observe at the outset that, in requesting Local Governments and Administrations to submit proposition statements showing the effect of the reorganisation in each Province, we impressed upon them the necessity of keeping strictly within the limits of existing expenditure so far as that was compatible with the adoption of the new scheme. It is to be understood, therefore, in those instances in which the proposed scale exceeds the present, that the additional expenditure is essential to the reorganisation. We proceed to notice the more important features of the scheme.

2. It will be observed 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 Government of India accepted the Officiating Chief Commissioner's view that the Province was not ready for the constitution of a Provincial Educational Service. It was agreed also 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 European Educational Service generally. There is, therefore, no proposal for a general reorganisation of the Service in Burma. In Assam the Director of Public Instruction alone will be in the European Service; and this officer, who is on the Bengal Establishment, will be recruited for by the Government of Bengal. There will be no Provincial Service in Assam since all the Educational Officers, except the Director, fall 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. We accept the opinion of the Resident at

Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing.

3. The first question for decision is the designation to be given to the three Services of which the Educational Department will consist in future. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department should, we think, be divided broadly into (*a*) the Superior Service, and (*b*) the Subordinate Service. The former should consist of two branches, one including all posts to be filled by persons appointed in England, which we propose to call "the European Educational Service"; and the other including all posts to be filled by recruitment in India, which we propose to name "the Provincial Educational Service." We have selected these terms after much deliberation with the object of recognizing facts. We prefer the term "European" to the term "Imperial," which has been adopted in certain other Departments, as the latter would not be suitable for an Educational Service which is restricted to a particular Province.

4. It is necessary next to decide where the dividing line should be drawn between the Superior (Provincial) and Subordinate Services. In paragraph 5 of the Despatch of Lord Lansdowne's Government, No. 17 (Public), dated the 25th March 1891, it was proposed that the line should be drawn so as to include in the former service all appointments on pay of more than Rs. 200 a month, and in the latter service all appointments of less value. On further consideration, however, we are of opinion that the correct principles of demarcation are—

(1) that the line between the two Services should 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 should be included in the Provincial Service; and that Deputy Inspectors, Head Masters of District Schools and officers of lower rank should be classed 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.

It will be perceived that under these principles it is impossible to accept the proposal of the Government of Bombay (*vide* paragraph 11 of their letter No. 417, dated 23rd February 1894) that Deputy Educational Inspectors and Head Masters of High Schools should be included in the Provincial Service. The appointment of Deputy Inspector in Bombay does not, as stated by the Bombay Government, correspond to those of Assistant and Joint Inspectors in Bengal, for while the jurisdiction of the latter officers extends through several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, the duties of a Deputy Inspector in Bombay, as in Bengal, are confined to a single district. If, therefore, the Deputy Inspector in Bengal should properly be classed in the Subordinate Service, so should the Deputy Educational Inspector in Bombay. Similarly, Head Masters of High Schools in Bombay are not comparable with Head Masters of Collegiate Schools in Bengal. The Head Masters of High (*i.e.*, Zilla or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zilla Schools in Bengal, who are included in the Subordinate Service. We are prepared to agree to the Head Masters of certain Collegiate Schools in Bombay, *viz.*, the Elphinstone, Poona, Ahmedabad and Karachi High Schools, being entered in the Provincial Service, but we find it impossible to go further. The Local Government will be informed of this decision when Your Lordship's orders on the whole scheme have been received, and the list of appointments in the Bombay Provincial Service now forwarded by us will be subject to modification on this account. All the Deputy Inspectorships have

been removed from the Provincial list. We have accepted the view of the Government of Madras 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. The Government of the North-Western Provinces and Oudh has included in its Provincial list four Head Masterships of District Schools on Rs. 400 a month and two Head Masterships on Rs. 350 a month. It is stated that the District Schools are ordinary High Schools, teaching up to the Entrance Examination, and that the present Head Masters are with few or no exceptions graduates of a University. The six appointments mentioned constitute the two highest grades. We agree to the retention of these six appointments in the Provincial Service on the understanding that the schools to which these officers are appointed are of the Collegiate class. We have removed the Registrar, Education Department, Punjab, from the Provincial to the Subordinate Service, as we do not consider the status of this officer to be such as to justify his retention in the former service.

In other respects the Provincial schemes now submitted adhere generally to the principles enunciated above, but in Bengal and the Punjab we have permitted the inclusion of the grade of Rs. 150 in the Provincial Service as it is represented that efficient men can be obtained on that initial salary. The maximum salary has, however, everywhere been fixed at Rs. 700 a month. As will be seen from our Home Secretary's letter No. 118, dated 22nd February 1895, we have acquiesced in the repeated recommendation of the Government of Bengal that a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, should be included in the Provincial Service list in Bengal on personal grounds, the concession not extending to their successors in office. We append a list showing the appointments to be included in the European and Provincial Services, respectively, of the several Provinces affected by the reorganisation.

5. Turning to the financial aspect of the reorganisation, we entirely concur in the opinion expressed in paragraph 6 of Lord Cross' Despatch of 28th January 1892 that the prospects of Professors recruited in England during their earlier years of service should be improved. We have accordingly decided to accept for officers of the European Service the scale of pay there suggested, namely, that during the probationary period of five years the salary should be 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; and that, in the second period, the salary should rise from Rs. 750 to Rs. 1,000, the maximum being attained at the end of ten years. This will be the general rule, but, in the exceptional cases (*e.g.*, the Superintendentship of the School of Arts, Calcutta), it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments included in the European 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.

6. As regards the question whether higher salary should be open to a Professor as such, which was specifically raised in paragraph 6 of Lord Cross' Despatch of 28th January 1892, we were inclined to think that, although, as observed above, the position and the prospects of Educational officers will be considerably improved in the earlier years of their service, yet it might be undesirable, as being likely to create discontent in the Department, if a large proportion of its members were to attain after ten years the highest pay open to them. In this view it seemed to us that it might be desirable to adopt such a proposal as that put forward by the Government of Bombay, namely, that an officer of 20 years' approved service, whose total salary did not exceed Rs. 1,000, should be given a special allowance of Rs. 100 a month, and that, if the allowance were refused to him, he should be called upon to retire. We accordingly invited the opinion of Local Governments and Administrations on a modification of the Bombay Government's proposal whereby 15 years' service

was substituted for 20 as the period after which the special allowance might be given, or the officer called upon to retire; and we asked that this modified proposal should be considered with reference to the suggestion in Lord Cross' Despatch that a stipulation should be included among the terms of Educational Service, reserving to Government the right of requiring an officer of more than five years' service to retire if it were deemed to be to the public interest that he should so retire though not permanently incapacitated by bodily or mental infirmity. Of the Local Governments consulted, the Chief Commissioner of the Central Provinces alone opposed the enforcement of the condition that an officer should be required to retire from the service if the special allowance were refused to him. But on a further consideration of the matter, we have concluded that it would be inexpedient to reserve and to notify this power of compulsory retirement. When such a power is not found necessary in other Departments, it cannot be said to be indispensable in the Education Department, and it would probably injure the popularity of the service to expressly warn recruits that they are liable to be required to retire on a small pension at a comparatively early age. We recommend, therefore, that the special allowance of Rs. 100 per mensem should be given after 15 years' service to meritorious officers who are not drawing a personal allowance, without prescribing any rule for the compulsory retirement of those to whom the special allowance is not given.

7. We have adopted the plan suggested by Lord Cross of attaching personal allowances to the office of Principal and Senior Inspector of Schools. We think that there should 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 present Graded List, which will be supplanted by the new system. We are of opinion that the allowances should be strictly *personal*, within the meaning of the Civil Service Regulations, *i.e.*, that they should be held continuously by officers whether on duty or on leave, and not be given to those who act for them during their absence. We recommend the following scale of allowances for 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 his claims to it are considered 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.

8. In paragraph 6 of the Despatch of 28th January 1892, Lord Cross expressed the opinion that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service. We have considered this question in consultation with Local Governments, and have decided upon the following distribution of Inspectorships between the European and Provincial Services in each Province.

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 will be observed from paragraph 6 of the letter from the Government of Bombay, No. 1725, dated the 13th August 1892, that 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. The Province of Sindh, with its numerous Muhammadan institutions, also requires European inspection, as the strong antagonism of race and religion which prevails in that Province would render it very difficult for a Native Inspector to control the Educational Department so far removed from the personal influence of the Director of Public Instruction. For these reasons we entirely concur in the view of the Bombay Government that it is not possible to transfer more than one Inspectorship to the Provincial list.

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. It will be seen from the papers cited in the annexed list that we have been unable to accept the proposals of the Government of Bengal in this matter. The Local Government had recommended that there should be two Inspectors (excluding the Inspector of European Schools, whom it was originally proposed to include in the Provincial Service) recruited in England, and three Inspectors (including the Joint Inspector for Orissa) recruited in India. We are, however, strongly of opinion that this staff is not sufficient to secure the thorough inspection of schools in Bengal. At present most of the Inspectors cannot visit all their districts in any single year, and a division is inspected fully every other year and incompletely in the intermediate years. In three out of the four circles which the Bengal Government proposed to maintain, even if an Inspector's work were restricted to inspecting secondary schools, he would have to inspect on an average nearly two schools a day (Sundays included). But an Inspector's work is not confined to the inspection of Secondary Schools. He is an administrator, he has office work, and it is necessary that he should keep himself informed of progress made in Collegiate and Primary Education. The operations of the Education Department in Bengal extend over an area of 165,930 square miles containing 73,043 697 inhabitants, and include the supervision of 67,217 schools, public and private, of which 2 463 are secondary. The system of teaching in schools, the subjects taught, the books used, the discipline maintained, and the practices of masters and scholars, require close attention and supervision at the hands of superior officers of the Department. For the adequate performance of these duties we are convinced that the inspecting staff recommended by us is the lowest possible.

North-Western Provinces and Oudh.—Three Inspectors to be recruited in England and two in India. Sir Auckland Colvin had proposed that two of these officers should be included in the European Service, and three in the Provincial; but we consider that at least three of them should belong to the former service, since one will be required for the inspection of European Schools, and two Inspectors will be too small a number from which to make the selection of a Director of Public Instruction. In its letter No. 581, dated the 25th October 1893, the Local Government has repeated the proposal previously made; but as the main reason here urged is the necessity for meeting the expectations of three officers of advancement in the Provincial Service, and as one of them (Mr. Budden) has already been provided for by his appointment* to the European Service, there is no longer any ground for including, even temporarily, three Inspectorships in the Provincial Service.

* *Vide* Sir H. Fowler's Despatch No. 61 (Public—Educational), dated 12th July 1894.

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; but the Government of the Punjab is of opinion that this cannot be done at present with due regard to the full efficiency of the Service.

9. The idea of appointing Professors to officiate as Inspectors was not favoured by Lord Cross, but he was of opinion that a permanent transfer from the former to the latter class might sometimes be in the public interest. We have consulted Local Governments on this question, and we think that it is a matter in which full discretion must be allowed to them, as they are in the best position to judge when such transfers are desirable or necessary.

10. It was observed in paragraph 6 of Lord Cross' 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 to be found only in the Bombay Educational Service, and the Local Government propose that three Head Masterships should be recruited for in England, that a pay of Rs. 500—50—750 a month be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the European Service. We approve these proposals and recommend them for Your Lordship's sanction.

It will be necessary also to recruit for another Head Mastership 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.

11. The question of the leave and pension rules to be applied to Educational officers appointed in England has already been settled in the correspondence ending with Your Lordship's Despatch No. 59, dated the 11th April 1895. All such officers will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations; but their pensions will be regulated by the ordinary superior service pension rules in Chapters XVIII and XIX modified by the concession of adding in certain cases three years to their qualifying service allowed by Article 441, and the concession admitted to Directors of Public Instruction, by the Despatch of 11th April 1895 referred to above, of an additional pension of Rs. 1,000 a year, provided they have satisfied certain conditions. 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, as observed in paragraph 8 of the Despatch of 28th January 1892, reckon both towards leave and pension, and we recommend that such service should also count for increments under the new scheme.

In this connection we would refer to the application* from the Madras Government for the immediate admission of Mrs. Brander and Miss Carr, Inspectresses of Schools in that Presidency, to the favourable leave rules in Chapter XIII, Civil Service Regulations. We have accepted the Local Government's opinion that these posts should for the present be included in the list of appointments to be recruited in England, as in the present state of female education it will not be possible to fill them by recruitment in India. We accordingly recommend that so long as the posts are held by ladies appointed in England, the holders should be entitled to the more favourable leave rules.

* Letter No. 651, dated the 2nd August 1895.

12. It is necessary here to refer to the question of the treatment of existing members of the graded service. We are of opinion that no officer now in the service should suffer by the reorganisation, and for this reason it will not be possible to abolish the graded service at once, as much dissatisfaction would doubtless be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. We therefore propose to allow every European officer who has been permanently appointed to the Graded List 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. Native officers of this service, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the graded service under the two-thirds rule, and entering the Provincial Service. Such cases are those of Mr. Venis of the North-Western Provinces and Oudh Educational Service, and Messrs. Percival, P. B. Mukerjea, R. P. Mukerjea and J. C. Bose of the Bengal Service, regarding whom the Local Governments concerned have already been addressed. Another is that of Rai Bahadur Piyari Lal of the Punjab Service, whose position with reference to the reorganisation it will be necessary to explain to the Punjab Government. We agree with the Government of Bombay in thinking that the principle that existing members should in no case suffer by the reorganisation should be equally applicable to the Provincial Service.

13. Connected with the question of the treatment of Native officers at present in the Graded Service is the question of the position of Natives of India who may in future be appointed in England to the Educational Service. The Government of Bombay have recommended (paragraph 2 of their letter No. 1725, dated the 13th August 1892) that if any Native of India is recruited for the Imperial (European) branch by the Secretary of State in England, he should be eligible for all the advantages attached to that Service, just as a member of the Indian Civil Service is entitled to enjoy the salary and prospects of that Service irrespective of nationality. It seems to us, however, that the analogy suggested by the Bombay Government does not hold. The Indian Civil Service is recruited by open competition, and it is impossible to refuse to a successful candidate the advantages offered to all competitors, because he is a Native of India. The system of selection for the Educational Service is quite different; and we are of opinion that Native candidates in England for employment in that Service, who possess European degrees, should ordinarily, as has been done in the past, be referred to the authorities in this country for appointment, since a well-qualified candidate of this kind is certain to be welcomed for any vacancy which he may be suited to fill. There may, however, be exceptional cases in which the Secretary of State may consider it desirable in the public interests to appoint in England a Native of India, and, in such cases, we consider that the full pay admissible to European officers should be granted also to them.

14. The question of the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service, remains to be referred to. Various proposals have been made by Local Governments, and we were at first inclined to think that the principle involved in the suggestion of the Government of Bombay, that the salary of the Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial list (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European list should draw acting allowance on the salary of a Provincial Professor or Inspector), was the right principle. It appears, however, that the adoption of this principle would lead to certain complications, and the majority of the Local Governments to whom we referred the question are in favour of the proposal of the Government of Madras that Provincial officers acting for officers on the European list should receive a uniform allowance of Rs. 100 a month in all cases. We recommend that this proposal may be sanctioned, 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.

15. Passing finally to the details of each Provincial scheme, it will be observed that the office of Director of Public Instruction has been excluded from the lists, but Local Governments and Administrations have been informed that the omission of the post from the lists should not interfere with the principle that, *cæteris paribus*, the appointment is to be given to a member of the Educational Service. In the Madras Presidency and in the North-Western Provinces and Oudh, however, the post is included in the cadre of the Indian Civil Service. As we have recommended that the position of Art Schools in India should remain unchanged for the present, the Principalships of these schools

have been included in the European Service lists, except in the Punjab, where the Local Government has decided that the appointment should not be recruited for in England as will be seen from our Despatch No. 13, dated the 23rd October 1895.

We have had proposition statements prepared for each of the Provinces affected by the reorganisation. These statements have been drawn up on a uniform basis and represent, in most cases, the financial effect of the reorganisation more accurately than the statements submitted by Local Governments.

16. *Madras.*—In the Madras European Educational Service there will be in all (including 3 supernumeraries costing Rs. 2,000 a month) 22 appointments, the cost of which will be Rs. 16,893-5-4 a month. There will be 14 regular appointments on Rs 500—1,000; and the remaining 5 appointments (*i.e.*, excluding 3 supernumeraries) will be those of the Senior and Junior Inspectress of Schools, the Vice-Principals of the Teachers' College and the College of Agriculture, and the Superintendent of the Presidency Training School for Mistresses. We agree with the Madras Government that these 5 appointments should, for the present at all events, be recruited for in England. The pay of the Senior Inspectress of Schools (Rs. 500—20—600) and of the Vice-Principal, Teachers' College (Rs. 400—20—500), will remain unchanged. But it is proposed to raise the pay of the Junior Inspectress of Schools from Rs. 400—500 to Rs. 450—500, and to lower that of the Superintendent, Presidency Training School for Mistresses (the present incumbent receives Rs. 350 only by agreement), from Rs. 400—20—500 to Rs. 350—10—450 a month, so as to make it worth the latter's while to take up the former appointment whenever this may become necessary. It is also proposed to reduce the pay of the Vice-Principal, College of Agriculture, from Rs. 500—25—750 to Rs. 400—20—500 (the pay of the Vice-Principal of the Teachers' College). We accept these proposals and recommend them for Your Lordship's sanction. We have also accepted the view of the Madras Government that the post of Principal of the Law College should be removed altogether from the cadre of the Educational Service, as it is not strictly an educational appointment. It will be observed that the proposals of the Madras Government in regard to the European Service will effect a saving of Rs. 1,356-10-8 a month, which will be increased, on the absorption of the 3 supernumeraries referred to above, to Rs. 3,356-10-8 a month. The supernumeraries are 2 Inspectors and 1 Professor, whom it has been proposed to transfer to the Provincial list, but who may elect to continue on the European list under the option to be given them.

In the Madras Provincial Service there will be 35 appointments, costing Rs. 12,850 a month, as compared with 30 appointments at present, costing Rs. 9,756-10-8 a month. There will thus be an increase, on the Provincial Service alone, of Rs. 3 093-5-4 a month; but 2 appointments on Rs. 700 and 1 on Rs. 600 will not be given effect to until the 3 supernumeraries, costing Rs. 2,000 in the European Service, have been absorbed. The ultimate financial effect will be a decrease of Rs. 3,356-10-8 a month in the European Service, and an increase of Rs. 3,093-5-4 in the Provincial Service, or in the case of the 2 services together a decrease of Rs. 263-5-4 a month, as shown in the proposition statement.

17. *Bombay.*—In the Bombay European Service there will be, as at present, 21 appointments, but the cost will be reduced from Rs. 17,300 to Rs. 17,166-10-8. The service will consist of 3 Principals of Colleges (the Elphinstone and Deccan Colleges and the College of Science, Poona), 8 Professors, 3 Inspectors of Schools, or 14 regular appointments in all—3 Head Masters of Schools, the Principal and Vice-Principal of the Sir Jamsetjee Jeejeebhoy School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges. We were at first inclined to think that the Vice-Principalship of the School of Art should, like the similar appointment at Madras, be included in the Provincial Service; but, as the Bombay Government represent the want of duly qualified natives to fill the post, we have no objection to its remaining on the European Service list. The Local Government have suggested that as the future of the Poona and Ahmedabad Female Training Colleges is to some extent uncertain, the posts of Lady Superintendent of these

institutions should, for the present, be excluded both from the European and Provincial Service lists. We do not, however, consider this a sufficient reason for omitting the appointments from the cadre of the Educational Service, and as their being on the European Service list merely indicates that they are recruited for in England and does not bind the Local Government to recruit for them there if it is considered unnecessary to do so, we prefer that they should be borne on that list. The Bombay Government have asked that the saving referred to above may be distributed over the European Service; but we see no reason why this should be done, and the saving eventually shown by the proposals regarding this service is small. With reference to the list of unclassified appointments submitted with the letter No. 417, dated 23rd February 1894, from the Government of Bombay, we consider that the Director of Public Instruction, the whole staff of the Grant Medical College, the Law Professors and Lecturers, the Curator, Central Book Depôt, and the two appointments in the Bombay Veterinary College should not appear at all in the lists. The staff of the Rajkumar College are, it is understood, employés of a private endowment.

The Bombay Provincial Service will be divided into two classes, consisting of 14 and 24 appointments, respectively, or 38 in all, as compared with 38 appointments at present. In the list (No. 3) showing appointments in class II of the Provincial Service, submitted with the Bombay Government's letter No. 417, dated the 23rd February 1894, the following alterations are necessary:—

(1) The Vice-Principalship of the Elphinstone High School has since been abolished with our sanction.

(2) Twenty-one appointments of Deputy Educational Inspector should be transferred to the Subordinate Service—*vide* paragraph 4, *supra.*

The proposed cost of the Provincial Service is Rs. 12,100, as compared with Rs. 11,687-12-5 at present, or an increase of Rs. 412-3-7 a month. On the European and Provincial Services together there will be an increase of Rs. 278-14-3 a month as shown in the proposition statement.

18. *Bengal.*—In the Bengal European Service there will be 27 posts (including the Superintendentship of the School of Art) costing Rs. 23,333-5-4 a month, as compared with 41 posts at present costing Rs. 34,350 a month. There will thus be a saving of Rs. 11,016-10-8 *per mensem.* The Government of Bengal has recommended that the appointments of Inspector of European Schools and Superintendent, School of Art, should be considered regular appointments on the European Service list. The Superintendentship, however, carries a salary of Rs. 1,000, and as it will probably be impossible to secure the services of a competent officer on the initial salary (Rs. 500) of the future European Service, we consider that the appointment should be treated as a special one and not be subject to the conditions attaching ordinarily to Principalships, Professorships and Inspectorships on the European Service list. The Superintendentship has been included in this list as it will have to be recruited for in England. As regards the Inspectorship of European Schools, it will be seen from the correspondence ending with Lord Cross' Despatch No. 12 (Public—Educational), dated the 22nd January 1891, that Lord Lansdowne's Government were opposed to the Bengal Government's proposal to appoint Mr. Bamford to the Graded Educational Service for two reasons:—(1) because the graded list was to be gradually abolished, and (2) because, if an appointment were made, the selection of an officer in England would rest with the Secretary of State. Mr. Bamford's work is, however, highly commended by the Government of Bengal, and, as regards the future, it seems to us that the Inspector of European Schools should be at least as well qualified as an Inspector of Native Schools. We therefore recommend that Mr. Bamford should now be admitted to the European Service, and that the appointment at present held by him should be placed as a regular appointment on the European Service list.

In the Bengal Provincial Service there will be 113 appointments costing Rs. 29,250 a month, against 100 appointments in the present scale costing Rs. 23,350. There will thus be an increased expenditure of Rs 5,900. It will be

noticed that we commended to other Governments the arrangement of the Bengal Provincial Service as one that should be followed generally: though we were unable to accept the Lieutenant-Governor's view that the highest pay for the Provincial Service in this Province should be Rs. 800 per mensem. There will be a saving, on the European and Provincial Services together, of Rs. 5,116-10-8 a month.

19. *North-Western Provinces and Oudh.*—In the European Educational Service of the North-Western Provinces and Oudh, there will be 11 appointments with an expenditure of Rs. 9,683-5-4 a month, against a present strength of 12 officers costing Rs. 11,233-5-4 a month. The reorganisation will, therefore, effect a reduction in cost of Rs. 1,550 *per mensem.* The future strength of the Provincial Service will be 24 officers, and the cost Rs. 7,750 as compared with the present strength of 23 officers costing Rs. 6,576-10-8. There will thus be an increase of Rs. 1,173-5-4 on this Service, but, on both Services combined, there will be a saving of Rs. 376-10-8 a month. It will be noticed that in the North-Western Provinces and Oudh, as in the case of the other Provincial Services, we have intimated that fixed rates of pay are more suitable for the Provincial Service than progressive rates. We also considered that the pay proposed for Inspectors by the Lieutenant-Governor and Chief Commissioner was unnecessarily high, and we therefore desired that the pay of the two Provincial Inspectors should be fixed at Rs. 700 and Rs. 600, respectively.

20. *Punjab.*—In the European Service of the Punjab there will be 8 appointments with an expenditure of Rs. 6,650, against 9 appointments at present costing Rs. 783-5-4 a month. It will be seen from our Despatch No. 13, dated the 23rd October 1895, that the Principalship of the Mayo School of Art, Lahore, is not to be recruited for in England, but we have for the present retained this appointment on the list, as a definite decision regarding it is not yet arrived at, and apparently some compensating expense will be incurred even if it is not filled. We have included in the European Service list the Head Mastership of the Central Model School on Rs. 400 a month which will have to be recruited for in England. There will be a saving on this service of Rs. 1,233-5-4 a month.

In the Provincial Service there will be 17 posts costing Rs. 6,100 a month, as compared with the existing strength of 16 officers costing Rs. 5,083-5-4 a month. There will thus be an increase of Rs. 1,016-10-8 a month. It will be seen that we have transferred one appointment (*viz.*, the Head Mastership of the Central Model School, Lahore) on Rs. 400 to the European Service, and that we have removed the appointment of Registrar, Education Department, to the Subordinate Service—*vide* paragraph 4 of this Despatch. The saving on the combined services will amount to Rs. 216-10-8 a month.

21. *Central Provinces.*—In the European Service of the Central Provinces there will, as at present, be five appointments, but the expenditure will increase from Rs. 4,033-5-4 to Rs. 4,850 a month, or by Rs. 816-10-8 a month. The strength of the Provincial Service will continue at 4 officers, though there will be an increase in cost from Rs. 1,100 to Rs. 1,233-5-4, *i.e.*, by Rs. 133-5-4 a month. It will be observed that we have admitted progressive salaries in this case, an exception being, in our opinion, desirable as the service is so small. The total increase on account of the reorganisation will be Rs. 950 a month, but this is essential to the scheme.

22. The above summary of the financial results of the proposed changes, as appearing in the proposition statements that we submit, requires to be corrected by two considerations. In the first place, the proposition statements do not take account of the allowances of Rs. 100 a month which it is intended to give to deserving officers of the European Service after 15 years, if they are not drawing personal allowances. It is estimated that in the Europeon Services of all the Provinces under consideration there would ordinarily be 29 officers of over 15 years' standing. Twenty of these would be in receipt of personal allowances, and 9 would therefore be the maximum number who would receive the allowance of Rs. 100 per mensem, the cost of which consequently will not exceed Rs. 900 per mensem. The second point to be noticed is that the option

allowed to European officers of the present Graded Service of either entering the European Service or retaining their present position will in some Provinces result in a temporary increase of expenditure. We conveyed our decision that this option would be allowed in our letters of August 1893 to Local Governments. It is no less desirable to improve the position of the present junior members of the service than to improve that of future recruits; and the intention has throughout been that men who choose to enter the new European Service shall at once draw the pay to which the length of their service entitles them under that scheme, and shall also count their service previously rendered towards the 15 years after which an allowance of Rs. 100 is admissible. The most serious increase of expenditure that will result from officers of the existing staff joining the European Service is expected in Bengal, where the Local Government estimate it at Rs. 1,500 a month. The Lieutenant-Governor has, however (paragraph 4 of the letter from the Government of Bengal, No. 2832, dated 14th August 1895), agreed to the additions to salaries, excepting the allowances of Rs. 100 per month which have been already earned by nine officers who have rendered 15 years' service. As these officers can retain their present position if they like, we think that the question of providing the allowances of Rs. 100 per mensem may be left to His Honour. As requested by the Government of Bengal, and also by that of the Punjab, discretion will be allowed to Local Governments as to the time within which the scale of numbers and pay fixed for the Provincial Service shall be fully worked up to. The recommendations of the Public Service Commission, in which the present scheme originated, pointed to a large reduction in the staff recruited from England and an increase in that locally recruited: and Lord Lansdowne's Government, in the Despatch No. 17, dated 25th March 1891, so far accepted those recommendations as to contemplate increases to the salary of the Provincial or locally recruited Service in various Provinces, adding that "any increase in pay in any Province would have to be covered by the decrease in the salaries resulting from reductions in the Graded List." Lord Cross, in his Despatch of 28th January 1892, said that part of the saving resulting from reductions in the Graded List should be devoted to giving more favourable terms to graduates in honours recruited in England, so as to raise the quality of the European Service; but the main intention of the scheme remains that previously described, *viz.*, to reduce the European and augment the Provincial staff, and increases or improvements in the latter must as a rule await funds being set free by changes in the Graded Service.

23. There are two other questions, which have arisen out of the case regarding the promotion of Mr. J. Oliver, of the Bombay Subordinate Educational Service, to an Inspectorship in the European Service, to which it is necessary to refer in this Despatch. The first is the question raised in paragraph 3 of Sir H. Fowler's Despatch No. 41 (Public—Educational), dated the 26th June 1895, whether there are any other officers whom, like Mr. Oliver, it would be desirable to promote to the European Service. This matter has been referred to Local Governments and Administrations, and our recommendations will be communicated to Your Lordship on receipt of their replies. Meanwhile we consider it unnecessary to still further delay the submission of the reorganisation scheme on this account.

24. The other question has arisen out of the remark in paragraph 3 of Sir H. Fowler's Despatch to the Government of Bombay, No. 5 (Public—Educational), dated the 26th June 1895, that the Secretary of State reserves to himself the power to make even temporary appointments of officers of the Non-graded Service to the Graded List. Your Lordship will see from our Home Secretary's letter* No. 354, dated the 7th October 1895 (copy enclosed), that we have never understood the orders of the Secretary of State in this sense. It has been the practice to allow Local Governments and Administrations to make temporary appointments of Non-graded European officers to the Graded Service, and we believe that our orders from time to time expressing this view of the rule must have come under the notice of the Secretary of State in our Proceedings. After the reorganisation of the Educational Services has been effected, however, the question as to which is the proper authority to sanction temporary appointments to the European Service will

* Addressed to the Government of Bombay.

not arise. Provincial officers will not be eligible for admission to the European Service; but we have proposed that a Provincial officer may be appointed to act in a post belonging to the European Service, and that he should receive an allowance of Rs. 100 a month conditionally on his salary not being more than the pay of the officer of the European Service for whom he acts. If this proposal is accepted by Your Lordship, it will be open to the Local Government, whenever occasion arises, to provide for a temporary vacancy by appointing a member of the Provincial Service to officiate.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) A. E. MILLER.

„ C. B. PRITCHARD.

„ J. WESTLAND.

„ A. MACKENZIE.

No. 5705-Ex.

COPY forwarded to the Home Department* for information.

* Original papers returned.

By order,

R. M. DANE,

Deputy Secretary to the Government of India.

1. Letter from the Government of Bengal, No. 267-T. G., dated the 28th September 1891, and enclosure—*vide* Education A. Proceedings, October 1891, Nos. 99 to 103, pages 755 to 772.

2. Letter to the Government of Bengal, No. 128, dated the 26th March 1892, and

3. Letter to Local Governments and Administrations, Nos. 129 to 136, dated the 26th March 1892—*vide* Education A. Proceedings, March 1892, Nos. 67 to 69, pages 151 to 153.

4. Letter to the Government of the North-Western Provinces and Oudh, No. 127, dated the 26th March 1892—*vide* Education A. Proceedings, March 1892, Nos. 64 to 66, page 145.

5. Letter from the Government of Madras, No. 34, dated the 21st January 1893, and enclosures.

6. Letter from the Government of Bombay, No. 1725, dated the 13th August 1892, and enclosures.

7. Letter from the Government of Bengal, No. 1851 (Education), dated the 29th June 1892, and enclosures.

8. Letter from the Government of the North-Western Provinces and Oudh, No. 2655-E., dated the 15th September 1892, and enclosures.

9. Letter from the Government of the Punjab, No. 903-S., dated the 17th October 1892.

10. Letter from the Chief Commissioner of the Central Provinces, No. 4978, dated the 21st July 1892, and enclosure.

11. Letter from the Chief Commissioner of Burma, No. 133—1E.-14, dated the 8th August 1892.

12. Letter from the Chief Commissioner of Assam, No. 7118-G., dated the 12th August 1892.

13. Letter from the Chief Commissioner of Coorg, No. 1165—447-86, dated the 23rd July 1892.

14. Letter from the Resident at Hyderabad, No. 224, dated the 1st August 1892, and enclosures.

15. Letter from the Government of Bengal, No. 426-T. G., dated the 10th July 1893, and enclosure.

16. Letter to the Government of Madras, No. 259, dated the 22nd August 1893.

17. Letter to the Government of Bombay, No. 260, dated the 22nd August 1893.

18. Letter to the Government of Bengal, No. 261, dated the 22nd August 1893.

19. Letter to the Government of the North-Westetn Provinces and Oudh, No. 262, dated the 22nd August 1893.

20. Letter to the Government of the Punjab, No. 263, dated the 22nd August 1893.

21. Letter to the Chief Commissioner of the Central Provinces, No. 264, dated the 22nd August 1893.

22. Letter to the Chief Commissioner of Burma, No. 265, dated the 22nd August 1893.

23. Letter to the Chief Commissioner of Assam, No. 266, dated the 22nd August 1893.

24. Letter to the Chief Commissioner of Coorg, No. 267, dated the 22nd August 1893.

25. Letter to the Resident at Hyderabad, No. 268, dated the 22nd August 1893.

Vide Education A. Proceedings, August 1893, Nos. 51 to 77, pages 263 to 373.

26. Letter from the Government of Madras, No. 831, dated the 13th November 1893, and enclosures.

27. Letter from the Government of Bombay, No. 417, dated the 23rd February 1894, and enclosures.

28. Letter from the Government of Bengal, No. 717, dated the 28th February 1894, and enclosures.

29. Letter from the Government of the North-Western Provinces and Oudh, No. 581, dated the 25th October 1893, and enclosure.

30. Letter from the Government of the Punjab, No. 123, dated the 31st January 1894, and enclosures.

31. Letter from the Chief Commissioner of the Central Provinces, No. 7375, dated the 9th October 1893, and enclosures.

Vide Education A. Proceeings, February 1895, Nos. 34 to 48, pages 61 to 128.

Schedule of Papers—continued.

32. Letter to the Government of Bengal, No. 210, dated the 18th August 1894.

33. Letter from the Government of Bengal, No. 590-T. G., dated the 31st October 1894, and enclosure.

34. Letter to the Government of Bengal, No. 118, dated the 22nd February 1895.

Vide Education A. Proceedings, February 1895, Nos. 34 to 48, pages 129 to 142.

35. Letter from the Government of Bengal, No. 1075, dated the 12th March 1895.

36. Letter to the Government of Bengal, No. 209, dated the 6th May 1895.

Vide Education A. Proceedings, May 1895, Nos. 10 and 11, pages 423 to 425.

37. Letter from the Government of Bengal, No. 2832 (Education), dated the 14th August 1895, and enclosures.

38. Letter from the Government of Bombay, No. 1504, dated the 7th August 1895, and enclosures.

39. Letter to the Government of Bombay, No. 332, dated the 6th September 1895.

40. Letter to the Government of Bombay, No. 354, dated the 7th October 1895—*vide* Education A. Proceedings, October 1895, Nos. 7 to 9.

41. Six Proposition Statements.

42. A List of appointments to be included in the European and Provincial Services of the several Provinces.

G. C. Press, Simla.—No. 790 H. D.—30-7-96.—200.

No. 1626-Ex.

GOVERNMENT OF INDIA.

FINANCE AND COMMERCE DEPARTMENT.

Simla, the 10th April 1896.

READ—

Despatch from Her Majesty's Secretary of State for India, No. 22 Public Education, dated the 12th March 1896, received on the 31st March 1896.

ORDERED, that a copy be forwarded to the Home Department in continuation of endorsement No. 5705-Ex., dated the 11th December 1895.

R. M. DANE,

Deputy Secretary to the Government of India.

India Office,
London, 12th March 1896.

Public (Educational),
No. 22.

To His Excellency The Right Honourable The Governor General of India in Council.

MY LORD,—With Financial letter No. 351, dated 11th December 1895, your Government submitted the conclusions at which you have arrived, after very full and deliberate consideration, with regard to the organisation of the various Educational services in India upon an improved footing in consequence of the recommendations submitted by the Public Service Commission. The scheme which has been formulated follows in most respects the principles suggested in Lord Cross's Despatch of the 28th January 1892, No. 9, which I need not recapitulate. Your proposals have received my most careful attention in Council, and are now approved, subject only to certain exceptions and observations which I proceed to state, keeping as far as possible to the order observed in the letter under reply.

2. In paragraph 3 you propose to call that branch of the Educational services to which appointments are to be made in England "the European Educational Service." This designation seems open to two objections. Although it is intended only to indicate the country of recruitment, it nevertheless suggests a distinction of race; and it is certainly an inadequate, if not a misleading, description of a service of which all the duties are to be performed in India. I prefer to follow the nomenclature adopted in some other special Departments, and I desire that the branch which is to include the appointments to be made in England may be designated the "Indian Educational Service", with the addition, whenever more particular differentiation is needed, of the words "appointed in England." I have not overlooked the argument advanced at the end of your third paragraph, but it is not improbable that you may find it convenient, when permanently engaging an officer after his term of probation, to impose the condition that he shall serve wherever required in India. The second branch of the service should be called the Provincial Educational Service of Bengal, Madras, and so forth.

3. With reference to paragraph 4, I have entertained some doubt as to the propriety of classifying such responsible officials as Deputy Inspectors and Head Masters of District (High) Schools in a service which is to be termed "Subordinate." It has occurred to me that upon this point the several Governments might be permitted some such latitude of discretion, as was, I understand, conceded under your orders in regard to the class of officers known in Bombay as Mamlatdars, and elsewhere as Tahsildars.

4. Paragraph 11 of your letter deals with the subject of leave and pensions, and in the course of it you refer to Article 441 of the Civil Service Regulations as intended to remain in force. As to this, I have to invite your attention to paragraph 12 of Lord Kimberley's Financial Despatch No. 188, dated 21st September 1893. It was there intimated that Article 441-A would be applicable to the Educational, as well as to the Judicial, service, and that it would consequently be unnecessary to retain the concession, contained in Article 441, that certain Educational officers may add three years to their qualifying service. It would seem, therefore, that this privilege cannot be allowed to officers who may be appointed after due notice of this decision has been given.

5. In paragraph 12 you discuss the claims of the statutory natives of India who have been appointed to the graded list under the old condition that they should draw two-thirds of the salaries fixed for European officers. You propose to allow them the option of continuing in the graded list on the same terms, or of entering the new provincial services. This is in accordance with the decision arrived at in the analogous case of statutory civilians, and seems to be fair and reasonable. As regards the future employment of native gentlemen in the Educational service, I accept the views stated by you in paragraph 13.

6. 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.

7. For the reasons stated at the end of your letter under reply, it is unnecessary to discuss further the power of your Government to sanction the officiating appointment of a European officer to the graded list.

8. With your letter No. 4, of the 13th March 1895, your Excellency in Council forwarded a memorial from Mr. R. M. Spence, Superintendent of the Normal School at Nagpur, praying that he may be recognised as belonging to the service which is now to be called the Indian Educational Service. Your Government regarded Mr. Spence's appointment as one which may be recruited for in England or in India, but you had determined to treat it specially, and not to include it in either branch of the Educational Service. The case is in some

respects anolagous to that of the Head Masters of High Schools which I have discussed in paragraph 3 *supra*. I concur in your opinion that Mr. Spence is not entitled to look for promotion among Professors and Inspectors, or for the increments of pay now to be granted to officers of that class, but I am not sure that the office which he holds ought not to be classed in the I[illegible] of the service, so long as it is recruited for in England. In v[illegible] letter under reply reference is made to other appointments [illegible] treated specially as regards remuneration, but nevertheless included in [illegible] Educational Service. Thus, paragraph 16 mentions five such posts in Madras, while, according to paragraph 17, there are four in Bombay, which the Local Government wished to exclude from both services, just as Mr. Spence's appointment has been excluded, but which your Excellency in Council nevertheless determined to classify in the higher branch. I think it desirable that Mr. Spence's case should be reconsidered with reference to the later orders contained in paragraphs 16 and 17 of the letter under reply. Meanwhile, I observe with reference to all these posts to which appointments may be made either in England or in India, that the salaries appear to have been fixed for European officers. If so, they should be specially reconsidered whenever a suitable candidate can be found in India.

I have the honour to be,

My Lord,

Your Lordship's most obedient, humble Servant,

GEORGE HAMILTON.

G. C. Press, Simla.—No. 414 H. D.—22-7-96.—250.

FROM

No. 216.

J. P. HEWETT, ESQ., C.I.E.,
Secretary to the Government of India,

TO

Home Department.
Education.

SIR,

Simla, the 23 July 1896.

IN continuation of Home Department letter No. dated the 8th
No. of this date. January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward for the information of the
Government a copy of a Despatch from the Government of India to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement*), together with a copy of His Lordship's reply,† relating to the reorganisation of the Educational Services in India. I am to invite attention to paragraph of the Despatch of 11th December 1895, which shows the financial effect of the reorganisation in the

* Relating to

† No. 22 Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational officer will serve his whole time in the Province to which he is appointed unless he is specially selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of the opinion of
in the matter.

I have the honour to be,
SIR,
Your most obedient Servant,
J. P. HEWETT,
Secretary to the Government of India.

G. C. Press, Simla.—No. 276 H. D.—22-7-96.—83.

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Government {1896} of Madras.

EDUCATIONAL.

MISCELLANEOUS.

Recd. *Enclosures*

Regd. *Spare copies*

G.O., No. 480, 10th August 1896.

AUGUST.

Reorganization of the Educational Services in India.

Communicating to the Director of Public Instruction letter from the Government of India forwarding copies of despatches to and from the Secretary of State regarding — and requesting him to report on the proposal that, when permanently engaging an officer after the expiry of his term of probation, the condition shall be imposed that he shall serve where required in India.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper:—

From J. P. HEWETT, Esq., C.I.E., Secretary to the Government of India, Home Department (Education), to the Chief Secretary to the Government of Madras, dated Simla, the 23rd July 1896, No. 216.

In continuation of Home Department letter No. 3, dated the 8th January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward for the information of the Madras Government a copy of a Despatch from the Government of India to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement *), together with a copy of His Lordship's reply, † relating to the reorganisation of the Educational Services in India. I am to invite attention to paragraph 16 of the Despatch of 11th December 1895, which shows the financial effect of the reorganisation in the Madras Presidency.

No. $\frac{4, \text{Edl.}}{204\text{–}215}$ of this date.

* Relating to Madras.

† No. 22, Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational officer will serve his whole time in the Province to which he is appointed unless he is specially selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of the opinion of His Excellency the Governor in Council in the matter.

Enclosure.

Despatch from the Government of India, Finance and Commerce Department (Salaries, Establishments, &c.,—Education), to the Right Hon'ble Her Majesty's Secretary of State for India, dated Calcutta, the 11th December 1895, No. 351.

We have now the honour to reply to Lord Cross' despatch No. 9 (Public—Educational), dated the 28th January 1892, regarding the reorganisation of the Educational Services in India. We regret that the necessity for twice referring to Local Governments and Administrations, which will be apparent from the papers referred to in the annexed list, and the protracted correspondence with the Government of Bengal on certain matters of detail, have so considerably delayed this reply; but we referred that the scheme put forward should, as far as possible, be complete. We would observe at the outset that, in requesting Local Governments and Administrations to submit proposition statements showing the effect of the reorganisation in each Province, we impressed upon them the necessity of keeping strictly within the limits of existing expenditure so far as that was compatible with the adoption of the new scheme. It is to be understood, therefore, in those instances in which the proposed scale exceeds the present, that the additional expenditure is essential to the reorganisation. We proceed to notice the more important features of the scheme.

2. It will be observed 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 Government of India accepted the Officiating Chief Commissioner's view that the Province was not ready for the constitution of a Provincial Educational Service. It was agreed also 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 European Educational Service generally. There is, therefore, no proposal for a general reorganisation of the Service in Burma. In Assam the Director of Public Instruction alone will be in the European Service; and this officer, who is on the Bengal Establishment, will be recruited for by the Government of Bengal. There will be no Provincial Service in Assam since all the Educational Officers, except the Director, fall 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 the Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. We accept the opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing.

3. The first question for decision is the designation to be given to the three Services of which the Educational Department will consist in future. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department should, we think, be divided broadly into (*a*) the Superior Service, and (*b*) the Subordinate Service. The former should consist of two branches, one including all posts to be filled by persons appointed in England, which we propose to call "the European Educational Service"; and the other including all posts to be filled by recruitment in India, which we propose to name "the Provincial Educational Service." We have selected these terms after much deliberation with the object of recognizing facts. We prefer the term "European" to the term "Imperial," which has been adopted in certain other Departments, as the latter would not be suitable for an Educational Service which is restricted to a particular Province.

4. It is necessary next to decide where the dividing line should be drawn between the Superior (Provincial) and Subordinate Services. In paragraph 5 of the despatch of Lord Lansdowne's Government, No. 17 (Public), dated the 25th March 1891, it was proposed that the line should be drawn so as to include in the former service all appointments on pay of more than Rs. 200 a month, and in the latter service all appointments of less value. On further consideration, however, we are of opinion that the correct principles of demarcation are—

(1) that the line between the two Services should 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 should be included in the Provincial Service; and that Deputy Inspectors, Head Masters of District Schools and officers of lower rank should be classed 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.

It will be perceived that under these principles it is impossible to accept the proposal of the Government of Bombay (*vide* paragraph 11 of their letter No. 417, dated 23rd February 1894) that Deputy Educational Inspectors and Head Masters of High Schools should be included in the Provincial Service. The appointment of Deputy Inspector in Bombay does not, as stated by the Bombay Government, correspond to those of Assistant and Joint Inspectors in Bengal, for while the jurisdiction of the latter officers extends through several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, the duties of a Deputy Inspector in Bombay, as in Bengal, are confined to a single district. If, therefore, the Deputy Inspector in Bengal should properly be classed in the Subordinate Service,

so should the Deputy Educational Inspector in Bombay. Similarly, Head Masters of High Schools in Bombay are not comparable with Head Masters of Collegiate Schools in Bengal. The Head Masters of High (*i.e.*, Zilla or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zilla Schools in Bengal, who are included in the Subordinate Service. We are prepared to agree to the Head Masters of certain Collegiate Schools in Bombay, viz., the Elphinstone, Poona, Ahmedabad and Karachi High Schools, being entered in the Provincial Service, but we find it impossible to go further. The Local Government will be informed of this decision when Your Lordship's orders on the whole scheme have been received, and the list of appointments in the Bombay Provincial Service now forwarded by us will be subject to modification on this account. All the Deputy Inspectorships have been removed from the Provincial list. We have accepted the view of the Government of Madras that in that Presidency the Provincial Service may be organized 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. The Government of the North-Western Provinces and Oudh has included in its Provincial list four Head Masterships of District Schools on Rs. 400 a month and two Head Masterships on Rs. 350 a month. It is stated that the District Schools are ordinary High Schools, teaching up to the Entrance Examination, and that the present Head Masters are with few or no exceptions graduates of a University. The six appointments mentioned constitute the two highest grades. We agree to the retention of these six appointments in the Provincial Service on the understanding that the schools to which these officers are appointed are of the Collegiate class. We have removed the Registrar, Education Department, Punjab, from the Provincial to the Subordinate Service, as we do not consider the status of this officer to be such as to justify his retention in the former service.

In other respects the Provincial schemes now submitted adhere generally to the principles enunciated above, but in Bengal and the Punjab we have permitted the inclusion of the grade of Rs. 150 in the Provincial Service as it is represented that efficient men can be obtained on that initial salary. The maximum salary has, however, everywhere been fixed at Rs. 700 a month. As will be seen from our Home Secretary's letter, No. 118, dated 22nd February 1895, we have acquiesced in the repeated recommendation of the Government of Bengal that a certain number of Deputy Inspectors, Masters, &c., at present in Government employ, should be included in the Provincial Service List in Bengal on personal grounds, the concession not extending to their successors in office. We append a list showing the appointments to be included in the European and Provincial Services, respectively, of the several Provinces affected by the reorganisation.

5. Turning to the financial aspect of the reorganisation, we entirely concur in the opinion expressed in paragraph 6 of Lord Cross' despatch of 28th January 1892 that the prospects of Professors recruited in England during their earlier years of service should be improved. We have accordingly decided to accept for officers of the European Service the scale of pay there suggested, namely, that during the probationary period of five years, the salary should be 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; and that, in the second period, the salary should rise from Rs. 750 to Rs. 1,000, the maximum being attained at the end of ten years. This will be the general rule, but, in the exceptional cases (*e.g.*, the Superintendentship of the School of Arts, Calcutta), it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments included in the European 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.

6. As regards the question whether higher salary should be open to a Professor as such, which was specifically raised in paragraph 6 of Lord Cross' despatch of 28th January 1892, we were inclined to think that, although, as observed above, the

position and the prospects of Educational officers will be considerably improved in the earlier years of their service, yet it might be undesirable, as being likely to create discontent in the department, if a large proportion of its members were to attain after ten years the highest pay open to them. In this view it seemed to us that it might be desirable to adopt such a proposal as that put forward by the Government of Bombay, namely, that an officer of 20 years' approved service, whose total salary did not exceed Rs. 1,000, should be given a special allowance of Rs. 100 a month, and that, if the allowance were refused to him, he should be called upon to retire. We accordingly invited the opinion of Local Governments and Administrations on a modification of the Bombay Government's proposal whereby 15 years' service was substituted for 20 as the period after which the special allowance might be given, or the officer called upon to retire; and we asked that this modified proposal should be considered with reference to the suggestion in Lord Cross' Despatch that a stipulation should be included among the terms of Educational Service, reserving to Government the right of requiring an officer of more than five years' service to retire if it were deemed to be to the public interest that he should so retire though not permanently incapacitated by bodily or mental infirmity. Of the Local Governments consulted, the Chief Commissioner of the Central Provinces alone opposed the enforcement of the condition that an officer should be required to retire from the service if the special allowance were refused to him. But on a further consideration of the matter, we have concluded that it would be inexpedient to reserve and to notify this power of compulsory retirement. When such a power is not found necessary in other departments, it cannot be said to be indispensable in the Education Department, and it would probably injure the popularity of the service to expressly warn recruits that they are liable to be required to retire on a small pension at a comparatively early age. We recommend, therefore, that the special allowance of Rs. 100 per mensem should be given after 15 years' service to meritorious officers who are not drawing a personal allowance, without prescribing any rule for the compulsory retirement of those to whom the special allowance is not given.

7. We have adopted the plan suggested by Lord Cross of attaching personal allowances to the office of Principal and Senior Inspector of Schools. We think that there should 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 present Graded List, which will be supplanted by the new system. We are of opinion that the allowances should be strictly *personal*, within the meaning of Civil Service Regulations, *i.e.*, that they should be held continuously by officers whether on duty or on leave, and not be given to those who act for them during their absence. We recommend the following scale of allowances for 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 his claims to it are considered 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 Prinicipal of the Jubbulpore College.

8. In paragraph 6 of the despatch of 28th January 1892, Lord Cross expressed the opinion that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service. We have considered this question in consultation with Local Governments, and have decided upon the following distribution of Inspectorships between the European and Provincial Services in each Province.

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 will be observed from paragraph 6 of the letter from the Government of Bombay, No. 1725, dated the 13th August 1892, that 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. The Province of Sindh, with its numerous Muhammadan institutions, also requires European inspection, as the strong antagonism of race and religion which prevails in that Province would render it very difficut for a native Inspector to control the Educational Department so far removed from the personal influence of the Director of Public Instruction. For these reasons we entirely concur in the view of the Bombay Government that it is not possible to transfer more than one Inspectorship to the Provincial List.

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. It will be seen from the papers cited in the annexed list that we have been unable to accept the proposals of the Government of Bengal in this matter. The Local Government had recommended that there should be two Inspectors (excluding the Inspector of European schools, whom it was originally proposed to include in the Provincial Service) recruited in England, and three Inspectors (including the Joint Inspector for Orissa) recruited in India. We are, however, strongly of opinion that this staff is not sufficient to secure the thorough inspection of schools in Bengal. At present most of the Inspectors cannot visit all their districts in any single year, and a division is inspected fully every other year and incompletely in the intermediate years. In three out of the four circles which the Bengal Government proposed to maintain, even if an Inspector's work were restricted to inspecting secondary schools, he would have to inspect on an average nearly two schools a day (Sundays included). But an Inspector's work is not confined to the inspection of secondary schools. He is an administrator, he has office work, and it is necessary that he should keep himself informed of progress made in collegiate and primary education. The operations of the Education Department in Bengal extend over an area of 165,930 square miles containing 73,043,697 inhabitants, and include the supervision of 67,217 schools, public and private, of which 2,463 are secondary. The system of teaching in schools, the subjects taught, the books used, the discipline maintained, and the practices of masters and scholars, require close attention and supervision at the hands of superior officers of the department. For the adequate performance of these duties we are convinced that the inspecting staff recommended by us is the lowest possible.

North-Western Provinces and Oudh.—Three Inspectors to be recruited in England and two in India. Sir Auckland Colvin had proposed that two of these officers should be included in the European Service and three in the Provincial; but we consider that at least three of them should belong to the former service, since one will be required for the inspection of European schools, and two Inspectors will be too small a number from which to make the selection of a Director of Public Instruction. In its letter, No. 581, dated the 25th October 1893, the Local Government has repeated

the proposal previously made; but as the main reason here urged is the necessity for meeting the expectations of three officers of advancement in the Provincial Service, and as one of them (Mr. Budden) has already been provided for by his appointment * to the European Service, there is no longer any ground for including, even temporarily, three inspectorships in the Provincial Service.

* *Vide* Sir H. Fowler's despatch, No. 61 (Public—Educational), dated 12th July 1894.

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; but the Government of the Punjab is of opinion that this cannot be done at present with due regard to the full efficiency of the service.

9. The idea of appointing Professors to officiate as Inspectors was not favoured by Lord Cross, but he was of opinion that a permanent transfer from the former to the latter class might sometimes be in the public interest. We have consulted Local Governments on this question, and we think that it is a matter in which full discretion must be allowed to them, as they are in the best position to judge when such transfers are desirable or necessary.

10. It was observed in paragraph 6 of Lord Cross' 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 to be found only in the Bombay Educational Service, and the Local Government propose that three Head Masterships should be recruited for in England, that a pay of Rupees 500—50—750 a month be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the European Service. We approve these proposals and recommend them for Your Lordship's sanction.

It will be necessary also to recruit for another Head Mastership 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.

11. The question of the leave and pension rules to be applied to Educational officers appointed in England has already been settled in the correspondence ending with Your Lordship's despatch, No. 59, dated the 11th April 1895. All such officers will be eligible for the more favourable leave rules contained in chapter XIII of the Civil Service Regulations; but their pensions will be regulated by the ordinary superior service pension rules in chapters XVIII and XIX modified by the concession of adding in certain cases three years to their qualifying service allowed by article 441, and the concession admitted to Directors of Public Instruction, by the despatch of 11th April 1895 referred to above, of an additional pension of Rs. 1,000 a year, provided they have satisfied certain conditions. 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, as observed in paragraph 8 of the despatch of 28th January 1892, reckon both towards leave and pension, and we recommend that such service should also count for increments under the new scheme.

In this connection we would refer to the application† from the Madras Government for the immediate admission of Mrs. Brander and Miss Carr, Inspectresses of Schools in that Presidency, to the favourable leave rules in chapter XIII, Civil Service Regulations. We have accepted the Local Government's opinion that these posts should for the present be included in the list of appointments to be recruited in England, as in the present state of female education it will not be possible to fill them by recruitment in India. We accordingly recommend that so long as the posts are held by ladies appointed in England, the holders should be entitled to the more favourable leave rules.

† Letter No. 351, dated the 2nd August 1895.

12. It is necessary here to refer to the question of the treatment of existing members of the graded service. We are of opinion that no officer now in the service should suffer by the reorganisation, and for this reason it will not be possible

to abolish the graded service at once, as much dissatisfaction would doubtless be caused if those now in the third and fourth grades were declared ineligible to rise to the two higher grades. We therefore propose to allow every European officer who has been permanently appointed to the Graded List 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. Native officers of this service, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service under the two-thirds rule and entering the Provincial Service. Such cases are those of Mr. Venis of the North-Western Provinces and Oudh Educational Service, and Messrs. Percival, P. B. Mukerjea, R. P. Mukerjea and J. C. Bose of the Bengal Service, regarding whom the Local Governments concerned have already been addressed. Another is that of Rai Bahadur Piyari Lal of the Punjab Service, whose position with reference to the reorganisation it will be necessary to explain to the Punjab Government. We agree with the Government of Bombay in thinking that the principle that existing members should in no case suffer by the reorganisation should be equally applicable to the Provincial Service.

13. Connected with the question of the treatment of Native officers at present in the Graded Service is the question of the position of natives of India who may in future be appointed in England to the Educational Service. The Government of Bombay have recommended (paragraph 2 of their letter, No. 1725, dated the 13th August 1892) that if any native of India is recruited for the Imperial (European) branch by the Secretary of State in England, he should be eligible for all the advantages attached to that service, just as a member of the Indian Civil Service is entitled to enjoy the salary and prospects of that service irrespective of nationality. It seems to us, however, that the analogy suggested by the Bombay Government does not hold. The Indian Civil Service is recruited by open competition, and it is impossible to refuse to a successful candidate the advantages offered to all competitors, because he is a native of India. The system of selection for the Educational Service is quite different; and we are of opinion that native candidates in England for employment in that service, who possess European degrees, should ordinarily, as has been done in the past, be referred to the authorities in this country for appointment, since a well-qualified candidate of this kind is certain to be welcomed for any vacancy which he may be suited to fill. There may, however, be exceptional cases in which the Secretary of State may consider it desirable in the public interests to appoint in England a native of India, and, in such cases, we consider that the full pay admissible to European officer should be granted also to them.

14. The question of the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service, remains to be referred to. Various proposals have been made by Local Governments, and we were first inclined to think that the principle involved in the suggestion of the Government of Bombay, that the salary of the Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European list should draw acting allowance on the salary of a Provincial Professor or Inspector), was the right principle. It appears, however, that the adoption of this principle would lead to certain complications, and the majority of the Local Governments to whom we referred the question are in favour of the proposal of the Government of Madras that Provincial officers acting for officers on the European list should receive a uniform allowance of Rs. 100 a month in all cases. We recommend that this proposal may be sanctioned, 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.

15. Passing finally to the details of each Provincial scheme, it will be observed that the office of Director of Public Instruction has been excluded from the lists, but Local Governments and Administrations have been informed that the omission of the post from the lists should not interfere with the principle that, *cæteris paribus*, the appointment is to be given to a member of the Educational Service. In the Madras Presidency and in the North-Western Provinces and Oudh, however, the post

is included in the cadre of the Indian Civil Service. As we have recommended that the position of Art schools in India should remain unchanged for the present, the Principalships of these schools have been included in the European Service Lists, except in the Punjab, where the Local Government has decided that the appointment should not be recruited for in England as will be seen from our despatch, No. 13, dated the 23rd October 1895.

We have had proposition statements prepared for each of the Provinces affected by the reorganisation. These statements have been drawn up on a uniform basis and represent, in most cases, the financial effect of the reorganisation more accurately than the statements submitted by Local Governments.

16. *Madras.*—In the Madras European Educational Service there will be in all (including 3 supernumeraries costing Rs. 2,000 a month) 22 appointments, the cost of which will be Rs. 16,893–5–4 a month. There will be 14 regular appointments on Rs. 500—1,000; and the remaining 5 appointments (*i.e.*, excluding 3 supernumeraries) will be those of the Senior and Junior Inspectress of Schools, the Vice-Principals of the Teachers' College and the College of Agriculture, and the Superintendent of the Presidency Training School for Mistresses. We agree with the Madras Government that these 5 appointments should, for the present, at all events, be recruited for in England. The pay of the Senior Inspectress of Schools (Rs. 500—20—600) and of the Vice-Principal, Teachers' College (Rs. 400—20—500), will remain unchanged. But it is proposed to raise the pay of the Junior Inspectress of Schools from Rs. 400—500 to Rs. 450—500, and to lower that of the Superintendent, Presidency Training School for Mistresses (the present incumbent receives Rs. 350 only by agreement), from Rs. 400—20—500 to Rs. 350—10—450 a month, so as to make it worth the latter's while to take up the former appointment whenever this may become necessary. It is also proposed to reduce the pay of the Vice-Principal, College of Agriculture, from Rs. 500—25—750 to Rs. 400—20—500 (the pay of the Vice-Principal of the Teachers' College). We accept these proposals and recommend them for your Lordship's sanction. We have also accepted the view of the Madras Government that the post of Principal of the Law College should be removed altogether from the cadre of the Educational Service, as it is not strictly an educational appointment. It will be observed that the proposals of the Madras Government in regard to the European Service will effect a saving of Rs. 1,356–10–8 a month, which will be increased, on the absorption of the 3 supernumeraries referred to above, to Rs. 3,356–10–8 a month. The supernumeraries are 2 Inspectors and 1 Professor, whom it has been proposed to transfer to the Provincial list, but who may elect to continue on the European list under the option to be given them.

In the Madras Provincial Service there will be 35 appointments, costing Rs. 12,850 a month, as compared with 30 appointments at present, costing Rupees 9,756–10–8 a month. There will thus be an increase, on the Provincial Service alone, of Rs. 3,093–5–4 a month; but 2 appointments on Rs. 700 and 1 on Rs. 600 will not be given effect to until the 3 supernumeraries, costing Rs. 2,000 in the European Service, have been absorbed. The ultimate financial effect will be a decrease of Rs. 3,356–10–8 a month in the European Service, and an increase of Rs. 3,093–5–4 in the Provincial Service, or in the case of the 2 services together a decrease of Rs. 263–5–4 a month, as shown in the proposition statement.

17. *Bombay.*—In the Bombay European Service there will be, as at present, 21 appointments, but the cost will be reduced from Rs. 17,300 to Rs. 17,166–10–8. The service will consist of 3 Principals of Colleges (the Elphinstone and Deccan Colleges and the College of Science, Poona), 8 Professors, 3 Inspectors of Schools, or 14 regular appointments in all—3 Head Masters of Schools, the Principal and Vice-Principal of the Sir Jamsetjee Jeejeebhoy School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges. We were at first inclined to think that the Vice-Principalship of the School of Art should, like the similar appointment at Madras, be included in the Provincial Service; but, as the Bombay Government represent the want of duly-qualified natives to fill the post, we have no objection to its remaining on the European Service list. The Local Government have suggested that as the future of the Poona and Ahmedabad Female Training Colleges is to some extent uncertain, the posts of Lady Superintendent of these

institutions should, for the present, be excluded both from the European and Provincial Service lists. We do not, however, consider this a sufficient reason for omitting the appointments from the cadre of the Educational Service, and as their being on the European Service list merely indicates that they are recruited for in England and does not bind the Local Government to recruit for them there if it is considered unnecessary to do so, we prefer that they should be borne on that list. The Bombay Government have asked that the saving referred to above may be distributed over the European Service; but we see no reason why this should be done, and the saving eventually shown by the proposals regarding this service is small. With reference to the list of unclassified appointments submitted with the letter No. 417, dated 23rd February 1894, from the Government of Bombay, we consider that the Director of Public Instruction, the whole staff of the Grant Medical College, the Law Professors and Lecturers, the Curator, Central Book Depôt, and the two appointments in the Bombay Veterinary College should not appear at all in the lists. The staff of the Rajkumar College are, it is understood, employés of a private endowment.

The Bombay Provincial Service will be divided into two classes, consisting of 14 and 24 appointments, respectively, or 38 in all, as compared with 38 appointments at present. In the list (No. 3) showing appointments in class II of the Provincial Service, submitted with the Bombay Government's letter No. 417, dated the 23rd February 1894, the following alterations are necessary:—

(1) The Vice-Principalship of the Elphinstone High School has since been abolished with our sanction.

(2) Twenty-one appointments of Deputy Educational Inspector should be transferred to the Subordinate Service—*vide* paragraph 4, *supra*.

The proposed cost of the Provincial Service is Rs. 12,100, as compared with Rs. 11,687–12–5 at present, or an increase of Rs. 412–3–7 a month On the European and Provincial Services together there will be an increase of Rs. 278–14–3 a month as shown in the proposition statement.

18. *Bengal.*—In the Bengal European Service there will be 27 posts (including the Superintendentship of the School of Art) costing Rs. 23,333–5–4 a month, as compared with 41 posts at present costing Rs. 34,350 a month. There will thus be a saving of Rs. 11,016–10–8 per mensem. The Government of Bengal has recommended that the appointments of Inspector of European Schools and Superintendent, School of Art, should be considered regular appointments on the European Service list. The Superintendentship, however, carries a salary of Rs. 1,000, and as it will probably be impossible to secure the services of a competent officer on the initial salary (Rs. 500) of the future European Service, we consider that the appointment should be treated as a special one and not be subject to the conditions attaching ordinarily to Principalships, Professorships and Inspectorships on the European Service list. The Superintendentship has been included in this list as it will have to be recruited for in England. As regards the Inspectorship of European Schools, it will be seen from the correspondence ending with Lord Cross' Despatch No. 12 (Public—Educational), dated the 22nd January 1891, that Lord Lansdowne's Government were opposed to the Bengal Government's proposal to appoint Mr. Bamford to the Graded Educational Service for two reasons:—(1) because the graded list was to be gradually abolished, and (2) because, if an appointment were made, the selection of an officer in England would rest with the Secretary of State. Mr. Bamford's work is, however, highly commended by the Government of Bengal, and, as regards the future, it seems to us that the Inspector of European Schools should be at least as well qualified as an Inspector of Native Schools. We therefore recommend that Mr. Bamford should now be admitted to the European Service, and that the appointment at present held by him should be placed as a regular appointment on the European Service list.

In the Bengal Provincial Service there will be 113 appointments costing Rs. 29,250 a month, against 100 appointments in the present scale costing Rs. 23,350. There will thus be an increased expenditure of Rs. 5,900. It will be noticed that we commended to other Governments the arrangement of the Bengal Provincial Service as one that should be followed generally: though we were unable to accept the

Lieutenant-Governor's view that the highest pay for the Provincial Service in this Province should be Rs. 800 per mensem. There will be a saving, on the European and Provincial Services together, of Rs. 5,116–10–8 a month.

19. *North-Western Provinces and Oudh.*—In the European Educational Service of the North-Western Provinces and Oudh, there will be 11 appointments with an expenditure of Rs. 9,683–5–4 a month, against a present strength of 12 officers costing Rs. 11,233–5–4 a month. The reorganisation will, therefore, effect a reduction in cost of Rs. 1,550 per mensem. The future strength of the Provincial Service will be 24 officers, and the cost Rs. 7,750 as compared with the present strength of 23 officers costing Rs. 6,576–10–8. There will thus be an increase of Rs. 1,173–5–4 on this Service, but, on both Services combined, there will be a saving of Rs. 376–10–8 a month. It will be noticed that in the North-Western Provinces and Oudh, as in the case of the other Provincial Services, we have intimated that fixed rates of pay are more suitable for the Provincial Service than progressive rates. We also considered that the pay proposed for Inspectors by the Lieutenant-Governor and Chief Commissioner was unnecessarily high, and we therefore desired that the pay of the two Provincial Inspectors should be fixed at Rs. 700 and Rs. 600, respectively.

20. *Punjab.*—In the European Service of the Punjab there will be 8 appointments with an expenditure of Rs. 6,650, against 9 appointments at present costing Rs. 783–5–4 a month. It will be seen from our Despatch No. 13, dated the 23rd October 1895, that the Principalship of the Mayo School of Art, Lahore, is not to be recruited for in England, but we have for the present retained this appointment on the list, as a definite decision regarding it is not yet arrived at, and apparently some compensating expense will be incurred even if it is not filled. We have included in the European Service List the Head Mastership of the Central Model School on Rs. 400 a month which will have to be recruited for in England. There will be a saving on this service of Rs. 1,233–5–4 a month.

In the Provincial Service there will be 17 posts costing Rs. 6,100 a month, as compared with the existing strength of 16 officers costing Rs. 5,083–5–4 a month. There will thus be an increase of Rs. 1,016–10–8 a month. It will be seen that we have transferred one appointment (viz., the Head Mastership of the Central Model School, Lahore) on Rs. 400 to the European Service, and that we have removed the appointment of Registrar, Education Department, to the Subordinate Service—*Vide* paragraph 4 of this Despatch. The saving on the combined services will amount to Rs. 216–10–8 a month.

21. *Central Provinces.*—In the European Service of the Central Provinces there will, as at present, be five appointments, but the expenditure will increase from Rs. 4,033–5–4 to Rs. 4,850 a month, or by Rs. 816–10–8 a month. The strength of the Provincial Service will continue at 4 officers, though there will be an increase in cost from Rs. 1,100 to Rs. 1,233–5–4, *i.e.*, by Rs. 133–5–4 a month. It will be observed that we have admitted progressive salaries in this case, an exception being, in our opinion, desirable as the service is so small. The total increase on account of the reorganisation will be Rs. 950 a month, but this is essential to the scheme.

22. The above summary of the financial results of the proposed changes, as appearing in the proposition statements that we submit, requires to be corrected by two considerations. In the first place, the proposition statements do not take account of the allowances of Rs. 100 a month which it is intended to give to deserving officers of the European Service after 15 years, if they are not drawing personal allowances. It is estimated that in the European Services of all the Provinces under consideration there would ordinarily be 29 officers of over 15 years' standing. Twenty of these would be in receipt of personal allowances, and 9 would therefore be the maximum number who would receive the allowance of Rs. 100 per mensem, the cost of which consequently will not exceed Rs. 900 per mensem. The second point to be noticed is that the option allowed to European officers of the present Graded Service of either entering the European Service or retaining their present position will in some Provinces result in a temporary increase of expenditure. We conveyed our decision that this option would be allowed in our letters of August 1893 to Local Governments. It is no less desirable to improve the position of the present junior members of the service than improve that of future recruits; and the intention has throughout been that men

choose to enter the new European Service shall at once draw the pay to which the length of their service entitles them under that scheme, and shall also count their service previously rendered towards the 15 years after which an allowance of Rs 100 is admissible. The most serious increase of expenditure that will result from officers of the existing staff joining the European Service is expected in Bengal, where the Local Government estimate it at Rs. 1,500 a month. The Lieutenant-Governor has, however (paragraph 4 of the letter from the Government of Bengal, No. 2832, dated 14th August 1895), agreed to the additions to salaries, excepting the allowances of Rs. 100 per month which have been already earned by nine officers who have rendered 15 years' service. As these officers can retain their present position if they like, we think that the question of providing the allowances of Rs. 100 per mensem may be left to His Honour. As requested by the Government of Bengal, and also by that of the Punjab, discretion will be allowed to Local Governments as to the time within which the scale of numbers and pay fixed for the Provincial Service shall be fully worked up to. The recommendations of the Public Service Commission, in which the present scheme originated, pointed to a large reduction in the staff recruited from England and an increase in that locally recruited: and Lord Lansdowne's Government, in the Despatch No. 17, dated 25th March 1891, so far accepted those recommendations as to contemplate increases to the salary of the Provincial or locally recruited Service in various Provinces, adding that "any increase in pay in any Province would have to be covered by the decrease in the salaries resulting from reductions in the Graded List." Lord Cross, in his Despatch of 28th January 1892, said that part of the saving resulting from reductions in the Graded List should be devoted to giving more favourable terms to graduates in honours recruited in England, so as to raise the quality of the European Service; but the main intention of the scheme remains that previously described, viz., to reduce the European and augment the Provincial staff, and increases or improvements in the latter must as a rule await funds being set free by changes in the Graded Service.

23. There are two other questions, which have arisen out of the case regarding the promotion of Mr. J. Oliver, of the Bombay Subordinate Educational Service, to an Inspectorship in the European Service, to which it is necessary to refer in this Despatch. The first is the question raised in paragraph 3 of Sir H. Fowler's Despatch No. 41 (Public—Educational), dated the 26th June 1895, whether there are any other officers whom, like Mr. Oliver, it would be desirable to promote to the European Service. This matter has been referred to Local Governments and Administrations, and our recommendations will be communicated to Your Lordship on receipt of their replies. Meanwhile we consider it unnecessary to still further delay the submission of the reorganisation scheme on this account.

24. The other question has arisen out of the remark in paragraph 3 of Sir H. Fowler's Despatch to the Government of Bombay, No. 5 (Public—Educational), dated the 26th June 1895, that the Secretary of State reserves to himself the power to make even temporary appointments of officers of the Non-graded Service to the Graded List. Your Lordship will see from our Home Secretary's letter * No. 354, dated the 7th October 1895 (copy enclosed), that we have never understood the orders of the Secretary of State in this sense. It has been the practice to allow Local Governments and Administrations to make temporary appointments of Non-graded European officers to the Graded Service, and we believe that our orders from time to time expressing this view of the rule must have come under the notice of the Secretary of State in our Proceedings. After the reorganisation of the Educational Services has been effected, however, the question as to which is the proper authority to sanction temporary appointments to the European Service will not arise. Provincial officers will not be eligible for admission to the European Service; but we have proposed that a Provincial officer may be appointed to act in a post belonging to the European Service, and that he should receive an allowance of Rs. 100 a month conditionally on his salary not being more than the pay of the officer of the European Service for whom he acts. If this proposal is accepted by Your Lordship, it will be open to the Local Government, whenever occasion arises, to provide for a temporary vacancy by appointing a member of the Provincial Service to officiate.

* Addressed to the Government of Bombay.

Despatch from the Right Hon'ble Lord GEORGE HAMILTON, Her Majesty's Secretary of State for India, to His Excellency the Right Honourable the Governor-General of India in Council, dated India Office, London, 12th March 1896, No. 22, Public (Educational).

With Financial letter, No. 351, dated 11th December 1895, your Government submitted the conclusions at which you have arrived, after very full and deliberate consideration, with regard to the organisation of the various Educational services in India upon an improved footing in consequence of the recommendations submitted by the Public Service Commission. The scheme which has been formulated follows in most respects the principles suggested in Lord Cross's Despatch of the 28th January 1892, No. 9, which I need not recapitulate. Your proposals have received my most careful attention in Council, and are now approved, subject only to certain exceptions and observations which I proceed to state, keeping as far as possible to the order observed in the letter under reply.

2. In paragraph 3 you propose to call that branch of the Educational services to which appointments are to be made in England "the European Educational Service." This designation seems open to two objections. Although it is intended only to indicate the country of recruitment, it nevertheless suggests a distinction of race; and it is certainly an inadequate, if not a misleading, description of a service of which all the duties are to be performed in India. I prefer to follow the nomenclature adopted in some other special Departments, and I desire that the branch which is to include the appointments to be made in England may be designated the "Indian Educational Service", with the addition, whenever more particular differentiation is needed, of the words "appointed in England." I have not overlooked the argument advanced at the end of your third paragraph, but it is not improbable that you may find it convenient, when permanently engaging an officer after his term of probation, to impose the condition that he shall serve wherever required in India. The second branch of the service should be called the Provincial Educational Service of Bengal, Madras, and so forth.

3. With reference to paragraph 4, I have entertained some doubt as to the propriety of classifying such responsible officials as Deputy Inspectors and Head Masters of District (High) Schools in a service which is to be termed "Subordinate". It has occurred to me that upon this point the several Governments might be permitted some such latitude of discretion, as was, I understand, conceded under your orders in regard to the class of officers known in Bombay as Mamlatdars, and elsewhere as Tahsildars.

4. Paragraph 11 of your letter deals with the subject of leave and pensions, and in the course of it you refer to Article 441 of the Civil Service Regulations as intended to remain in force. As to this, I have to invite your attention to paragraph 12 of Lord Kimberley's Financial Despatch No. 188, dated 21st September 1893. It was there intimated that Article 441-A would be applicable to the Educational, as well as to the Judicial, service, and that it would consequently be unnecessary to retain the concession, contained in Article 441, that certain Educational officers may add three years to their qualifying service. It would seem, therefore, that this privilege cannot be allowed to officers who may be appointed after due notice of this decision has been given.

5. In paragraph 12 you discuss the claims of the statutory natives of India who have been appointed to the graded list under the old condition that they should draw two-thirds of the salaries fixed for European officers. You propose to allow them the option of continuing in the graded list on the same terms, or of entering the new provincial services. This is in accordance with the decision arrived at in the analogous case of statutory civilians, and seems to be fair and reasonable. As regards the future employment of native gentlemen in the Educational Service, I accept the views stated by you in paragraph 13.

6. 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.

7. For the reasons stated at the end of your letter under reply, it is unnecessary to discuss further the power of your Government to sanction the officiating appointment of a European officer to the graded list.

8. With your letter No. 4, of the 13th March 1895, your Excellency in Council forwarded a memorial from Mr. R. M. Spence, Superintendent of the Normal School at Nagpur, praying that he may be recognised as belonging to the service which is now to be called the Indian Educational Service. Your Government regarded Mr. Spence's appointment as one which may be recruited for in England or in India, but you had determined to treat it specially, and not to include it in either branch of the Educational Service. The case is in some respects analogous to that of the Head Masters of High Schools which I have discussed in paragraph 3 *supra*. I concur in your opinion that Mr. Spence is not entitled to look for promotion among Professors and Inspectors, or for the increments of pay now to be granted to officers of that class, but I am not sure that the office which he holds ought not to be classed in the Imperial branch of the service, so long as it is recruited for in England. In various parts of the letter under reply reference is made to other appointment which have been treated specially as regards remuneration, but nevertheless included in the Indian Educational Service. Thus, paragraph 16 mentions five such posts in Madras, while, according to paragraph 17, there are four in Bombay, which the Local Government wished to exclude from both services, just as Mr. Spence's appointment has been excluded, but which your Excellency in Council nevertheless determined to classify in the higher branch. I think it desirable that Mr. Spence's case should be reconsidered with reference to the later orders contained in paragraphs 16 and 17 of the letter under reply. Meanwhile, I observe with reference to all these posts to which appointments may be made either in England or in India, that the salaries appear to have been fixed for European officers. If so, they should be specially reconsidered whenever a suitable candidate can be found in India.

Order—No. 480, Educational, dated 10th August 1896.

Communicated to the Director of Public Instruction, for information and for report, on the proposal that, when permanently engaging an officer after the expiry of his term of probation, the condition shall be imposed that he shall serve wherever required in India.

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Director of Public Instruction.

Exd. W. D'Moes.

Government {1896} of Madras.

EDUCATIONAL.

MISCELLANEOUS.

Recd. *Enclosures*

Regd. *Spare copies*

G.C., No. 480, 10th August 1896.

AUGUST.

Reorganization of the Educational Services in India.

Communicating to the Director of Public Instruction letter from the Government of India forwarding copies of despatches to and from the Secretary of State regarding — and requesting him to report on the proposal that, when permanently engaging an officer after the expiry of his term of probation, the condition shall be imposed that he shall serve where required in India.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper:—

From J. P. HEWETT, Esq., C.I.E., Secretary to the Government of India, Home Department (Education), to the Chief Secretary to the Government of Madras, dated Simla, the 23rd July 1896, No. 216.

In continuation of Home Department letter No. 3, dated the 8th January 1896, and with reference to the Home Department Resolution marginally noted, I am directed to forward for the information of the Madras Government a copy of a Despatch from the Government of India to the Secretary of State, No. 351, dated the 11th December 1895 (and of the annexed proposition statement *), together with a copy of His Lordship's reply, † relating to the reorganisation of the Educational Services in India. I am to invite attention to paragraph 16 of the Despatch of 11th December 1895, which shows the financial effect of the reorganisation in the Madras Presidency.

No. 4, Edl. 204–215 of this date.

* Relating to Madras.

† No. 22, Public (Educational), dated the 12th March 1896.

2. With reference to the remark in paragraph 2 of the Secretary of State's Despatch of the 12th March 1896, that it may be convenient, when permanently engaging an officer of the Indian Educational Service after his term of probation, to impose the condition that he shall serve wherever required in India, I am to say that, as a rule, an Educational officer will serve his whole time in the Province to which he is appointed unless he is specially selected for promotion outside it. It appears to the Government of India, however, that it might be useful to adopt the Secretary of State's suggestion, and I am to invite an expression of the opinion of His Excellency the Governor in Council in the matter.

Enclosure.

Despatch from the Government of India, Finance and Commerce Department (Salaries, Establishments, &c.,—Education), to the Right Hon'ble Her Majesty's Secretary of State for India, dated Calcutta, the 11th December 1895, No. 351.

We have now the honour to reply to Lord Cross' despatch No. 9 (Public—Educational), dated the 28th January 1892, regarding the reorganisation of the Educational Services in India. We regret that the necessity for twice referring to Local Governments and Administrations, which will be apparent from the papers referred to in the annexed list, and the protracted correspondence with the Government of Bengal on certain matters of detail, have so considerably delayed this reply; but we referred that the scheme put forward should, as far as possible, be complete. We would observe at the outset that, in requesting Local Governments and Administrations to submit proposition statements showing the effect of the reorganisation in each Province, we impressed upon them the necessity of keeping strictly within the limits of existing expenditure so far as that was compatible with the adoption of the new scheme. It is to be understood, therefore, in those instances in which the proposed scale exceeds the present, that the additional expenditure is essential to the reorganisation. We proceed to notice the more important features of the scheme.

2. It will be observed 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 Government of India accepted the Officiating Chief Commissioner's view that the Province was not ready for the constitution of a Provincial Educational Service. It was agreed also 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 European Educational Service generally. There is, therefore, no proposal for a general reorganisation of the Service in Burma. In Assam the Director of Public Instruction alone will be in the European Service; and this officer, who is on the Bengal Establishment, will be recruited for by the Government of Bengal. There will be no Provincial Service in Assam since all the Educational Officers, except the Director, fall 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 the Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. We accept the opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing.

3. The first question for decision is the designation to be given to the three Services of which the Educational Department will consist in future. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department should, we think, be divided broadly into (*a*) the Superior Service, and (*b*) the Subordinate Service. The former should consist of two branches, one including all posts to be filled by persons appointed in England, which we propose to call "the European Educational Service"; and the other including all posts to be filled by recruitment in India, which we propose to name "the Provincial Educational Service." We have selected these terms after much deliberation with the object of recognizing facts. We prefer the term "European" to the term "Imperial," which has been adopted in certain other Departments, as the latter would not be suitable for an Educational Service which is restricted to a particular Province.

4. It is necessary next to decide where the dividing line should be drawn between the Superior (Provincial) and Subordinate Services. In paragraph 5 of the despatch of Lord Lansdowne's Government, No. 17 (Public), dated the 25th March 1891, it was proposed that the line should be drawn so as to include in the former service all appointments on pay of more than Rs. 200 a month, and in the latter service all appointments of less value. On further consideration, however, we are of opinion that the correct principles of demarcation are—

(1) that the line between the two Services should 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 should be included in the Provincial Service; and that Deputy Inspectors, Head Masters of District Schools and officers of lower rank should be classed 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.

It will be perceived that under these principles it is impossible to accept the proposal of the Government of Bombay (*vide* paragraph 11 of their letter No. 417, dated 23rd February 1894) that Deputy Educational Inspectors and Head Masters of High Schools should be included in the Provincial Service. The appointment of Deputy Inspector in Bombay does not, as stated by the Bombay Government, correspond to those of Assistant and Joint Inspectors in Bengal, for while the jurisdiction of the latter officers extends through several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, the duties of a Deputy Inspector in Bombay, as in Bengal, are confined to a single district. If, therefore, the Deputy Inspector in Bengal should properly be classed in the Subordinate Service,

so should the Deputy Educational Inspector in Bombay. Similarly, Head Masters of High Schools in Bombay are not comparable with Head Masters of Collegiate Schools in Bengal. The Head Masters of High (*i.e.*, Zilla or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zilla Schools in Bengal, who are included in the Subordinate Service. We are prepared to agree to the Head Masters of certain Collegiate Schools in Bombay, viz., the Elphinstone, Poona, Ahmedabad and Karachi High Schools, being entered in the Provincial Service, but we find it impossible to go further. The Local Government will be informed of this decision when Your Lordship's orders on the whole scheme have been received, and the list of appointments in the Bombay Provincial Service now forwarded by us will be subject to modification on this account. All the Deputy Inspectorships have been removed from the Provincial list. We have accepted the view of the Government of Madras that in that Presidency the Provincial Service may be organized 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. The Government of the North-Western Provinces and Oudh has included in its Provincial list four Head Masterships of District Schools on Rs. 400 a month and two Head Masterships on Rs. 350 a month. It is stated that the District Schools are ordinary High Schools, teaching up to the Entrance Examination, and that the present Head Masters are with few or no exceptions graduates of a University. The six appointments mentioned constitute the two highest grades. We agree to the retention of these six appointments in the Provincial Service on the understanding that the schools to which these officers are appointed are of the Collegiate class. We have removed the Registrar, Education Department, Punjab, from the Provincial to the Subordinate Service, as we do not consider the status of this officer to be such as to justify his retention in the former service.

In other respects the Provincial schemes now submitted adhere generally to the principles enunciated above, but in Bengal and the Punjab we have permitted the inclusion of the grade of Rs. 150 in the Provincial Service as it is represented that efficient men can be obtained on that initial salary. The maximum salary has, however, everywhere been fixed at Rs. 700 a month. As will be seen from our Home Secretary's letter, No. 118, dated 22nd February 1895, we have acquiesced in the repeated recommendation of the Government of Bengal that a certain number of Deputy Inspectors, Masters, &c., at present in Government employ, should be included in the Provincial Service List in Bengal on personal grounds, the concession not extending to their successors in office. We append a list showing the appointments to be included in the European and Provincial Services, respectively, of the several Provinces affected by the reorganisation.

5. Turning to the financial aspect of the reorganisation, we entirely concur in the opinion expressed in paragraph 6 of Lord Cross' despatch of 28th January 1892 that the prospects of Professors recruited in England during their earlier years of service should be improved. We have accordingly decided to accept for officers of the European Service the scale of pay there suggested, namely, that during the probationary period of five years, the salary should be 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; and that, in the second period, the salary should rise from Rs. 750 to Rs. 1,000, the maximum being attained at the end of ten years. This will be the general rule, but, in the exceptional cases (*e.g.*, the Superintendentship of the School of Arts, Calcutta), it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments included in the European 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.

6. As regards the question whether higher salary should be open to a Professor as such, which was specifically raised in paragraph 6 of Lord Cross' despatch of 28th January 1892, we were inclined to think that, although, as observed above, the

position and the prospects of Educational officers will be considerably improved in the earlier years of their service, yet it might be undesirable, as being likely to create discontent in the department, if a large proportion of its members were to attain after ten years the highest pay open to them. In this view it seemed to us that it might be desirable to adopt such a proposal as that put forward by the Government of Bombay, namely, that an officer of 20 years' approved service, whose total salary did not exceed Rs. 1,000, should be given a special allowance of Rs. 100 a month, and that, if the allowance were refused to him, he should be called upon to retire. We accordingly invited the opinion of Local Governments and Administrations on a modification of the Bombay Government's proposal whereby 15 years' service was substituted for 20 as the period after which the special allowance might be given, or the officer called upon to retire; and we asked that this modified proposal should be considered with reference to the suggestion in Lord Cross' Despatch that a stipulation should be included among the terms of Educational Service, reserving to Government the right of requiring an officer of more than five years' service to retire if it were deemed to be to the public interest that he should so retire though not permanently incapacitated by bodily or mental infirmity. Of the Local Governments consulted, the Chief Commissioner of the Central Provinces alone opposed the enforcement of the condition that an officer should be required to retire from the service if the special allowance were refused to him. But on a further consideration of the matter, we have concluded that it would be inexpedient to reserve and to notify this power of compulsory retirement. When such a power is not found necessary in other departments, it cannot be said to be indispensable in the Education Department, and it would probably injure the popularity of the service to expressly warn recruits that they are liable to be required to retire on a small pension at a comparatively early age. We recommend, therefore, that the special allowance of Rs. 100 per mensem should be given after 15 years' service to meritorious officers who are not drawing a personal allowance, without prescribing any rule for the compulsory retirement of those to whom the special allowance is not given.

7. We have adopted the plan suggested by Lord Cross of attaching personal allowances to the office of Principal and Senior Inspector of Schools. We think that there should 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 present Graded List, which will be supplanted by the new system. We are of opinion that the allowances should be strictly *personal*, within the meaning of Civil Service Regulations, *i.e.*, that they should be held continuously by officers whether on duty or on leave, and not be given to those who act for them during their absence. We recommend the following scale of allowances for 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 his claims to it are considered 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 Prinicipal of the Jubbulpore College.

8. In paragraph 6 of the despatch of 28th January 1892, Lord Cross expressed the opinion that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service. We have considered this question in consultation with Local Governments, and have decided upon the following distribution of Inspectorships between the European and Provincial Services in each Province.

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 will be observed from paragraph 6 of the letter from the Government of Bombay, No. 1725, dated the 13th August 1892, that 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. The Province of Sindh, with its numerous Muhammadan institutions, also requires European inspection, as the strong antagonism of race and religion which prevails in that Province would render it very difficut for a native Inspector to control the Educational Department so far removed from the personal influence of the Director of Public Instruction. For these reasons we entirely concur in the view of the Bombay Government that it is not possible to transfer more than one Inspectorship to the Provincial List.

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. It will be seen from the papers cited in the annexed list that we have been unable to accept the proposals of the Government of Bengal in this matter. The Local Government had recommended that there should be two Inspectors (excluding the Inspector of European schools, whom it was originally proposed to include in the Provincial Service) recruited in England, and three Inspectors (including the Joint Inspector for Orissa) recruited in India. We are, however, strongly of opinion that this staff is not sufficient to secure the thorough inspection of schools in Bengal. At present most of the Inspectors cannot visit all their districts in any single year, and a division is inspected fully every other year and incompletely in the intermediate years. In three out of the four circles which the Bengal Government proposed to maintain, even if an Inspector's work were restricted to inspecting secondary schools, he would have to inspect on an average nearly two schools a day (Sundays included). But an Inspector's work is not confined to the inspection of secondary schools. He is an administrator, he has office work, and it is necessary that he should keep himself informed of progress made in collegiate and primary education. The operations of the Education Department in Bengal extend over an area of 165,930 square miles containing 73,043,697 inhabitants, and include the supervision of 67,217 schools, public and private, of which 2,463 are secondary. The system of teaching in schools, the subjects taught, the books used, the discipline maintained, and the practices of masters and scholars, require close attention and supervision at the hands of superior officers of the department. For the adequate performance of these duties we are convinced that the inspecting staff recommended by us is the lowest possible.

North-Western Provinces and Oudh.—Three Inspectors to be recruited in England and two in India. Sir Auckland Colvin had proposed that two of these officers should be included in the European Service and three in the Provincial; but we consider that at least three of them should belong to the former service, since one will be required for the inspection of European schools, and two Inspectors will be too small a number from which to make the selection of a Director of Public Instruction. In its letter, No. 581, dated the 25th October 1893, the Local Government has repeated

the proposal previously made; but as the main reason here urged is the necessity for meeting the expectations of three officers of advancement in the Provincial Service, and as one of them (Mr. Budden) has already been provided for by his appointment * to the European Service, there is no longer any ground for including, even temporarily, three inspectorships in the Provincial Service.

* *Vide* Sir H. Fowler's despatch, No. 61 (Public—Educational), dated 12th July 1894.

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; but the Government of the Punjab is of opinion that this cannot be done at present with due regard to the full efficiency of the service.

9. The idea of appointing Professors to officiate as Inspectors was not favoured by Lord Cross, but he was of opinion that a permanent transfer from the former to the latter class might sometimes be in the public interest. We have consulted Local Governments on this question, and we think that it is a matter in which full discretion must be allowed to them, as they are in the best position to judge when such transfers are desirable or necessary.

10. It was observed in paragraph 6 of Lord Cross' 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 to be found only in the Bombay Educational Service, and the Local Government propose that three Head Masterships should be recruited for in England, that a pay of Rupees 500—50—750 a month be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the European Service. We approve these proposals and recommend them for Your Lordship's sanction.

It will be necessary also to recruit for another Head Mastership 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.

11. The question of the leave and pension rules to be applied to Educational officers appointed in England has already been settled in the correspondence ending with Your Lordship's despatch, No. 59, dated the 11th April 1895. All such officers will be eligible for the more favourable leave rules contained in chapter XIII of the Civil Service Regulations; but their pensions will be regulated by the ordinary superior service pension rules in chapters XVIII and XIX modified by the concession of adding in certain cases three years to their qualifying service allowed by article 441, and the concession admitted to Directors of Public Instruction, by the despatch of 11th April 1895 referred to above, of an additional pension of Rs. 1,000 a year, provided they have satisfied certain conditions. 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, as observed in paragraph 8 of the despatch of 28th January 1892, reckon both towards leave and pension, and we recommend that such service should also count for increments under the new scheme.

In this connection we would refer to the application† from the Madras Government for the immediate admission of Mrs. Brander and Miss Carr, Inspectresses of Schools in that Presidency, to the favourable leave rules in chapter XIII, Civil Service Regulations. We have accepted the Local Government's opinion that these posts should for the present be included in the list of appointments to be recruited in England, as in the present state of female education it will not be possible to fill them by recruitment in India. We accordingly recommend that so long as the posts are held by ladies appointed in England, the holders should be entitled to the more favourable leave rules.

† Letter No. 351, dated the 2nd August 1895.

12. It is necessary here to refer to the question of the treatment of existing members of the graded service. We are of opinion that no officer now in the service should suffer by the reorganisation, and for this reason it will not be possible

to abolish the graded service at once, as much dissatisfaction would doubtless be caused if those now in the third and fourth grades were declared ineligible to rise to the two higher grades. We therefore propose to allow every European officer who has been permanently appointed to the Graded List 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. Native officers of this service, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service under the two-thirds rule and entering the Provincial Service. Such cases are those of Mr. Venis of the North-Western Provinces and Oudh Educational Service, and Messrs. Percival, P. B. Mukerjea, R. P. Mukerjea and J. C. Bose of the Bengal Service, regarding whom the Local Governments concerned have already been addressed. Another is that of Rai Bahadur Piyari Lal of the Punjab Service, whose position with reference to the reorganisation it will be necessary to explain to the Punjab Government. We agree with the Government of Bombay in thinking that the principle that existing members should in no case suffer by the reorganisation should be equally applicable to the Provincial Service.

13. Connected with the question of the treatment of Native officers at present in the Graded Service is the question of the position of natives of India who may in future be appointed in England to the Educational Service. The Government of Bombay have recommended (paragraph 2 of their letter, No 1725, dated the 13th August 1892) that if any native of India is recruited for the Imperial (European) branch by the Secretary of State in England, he should be eligible for all the advantages attached to that service, just as a member of the Indian Civil Service is entitled to enjoy the salary and prospects of that service irrespective of nationality. It seems to us, however, that the analogy suggested by the Bombay Government does not hold. The Indian Civil Service is recruited by open competition, and it is impossible to refuse to a successful candidate the advantages offered to all competitors, because he is a native of India. The system of selection for the Educational Service is quite different; and we are of opinion that native candidates in England for employment in that service, who possess European degrees, should ordinarily, as has been done in the past, be referred to the authorities in this country for appointment, since a well-qualified candidate of this kind is certain to be welcomed for any vacancy which he may be suited to fill. There may, however, be exceptional cases in which the Secretary of State may consider it desirable in the public interests to appoint in England a native of India, and, in such cases, we consider that the full pay admissible to European officer should be granted also to them.

14. The question of the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service, remains to be referred to. Various proposals have been made by Local Governments, and we were first inclined to think that the principle involved in the suggestion of the Government of Bombay, that the salary of the Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial List (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European list should draw acting allowance on the salary of a Provincial Professor or Inspector), was the right principle. It appears, however, that the adoption of this principle would lead to certain complications, and the majority of the Local Governments to whom we referred the question are in favour of the proposal of the Government of Madras that Provincial officers acting for officers on the European list should receive a uniform allowance of Rs. 100 a month in all cases. We recommend that this proposal may be sanctioned, 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.

15. Passing finally to the details of each Provincial scheme, it will be observed that the office of Director of Public Instruction has been excluded from the lists, but Local Governments and Administrations have been informed that the omission of the post from the lists should not interfere with the principle that, *cæteris paribus*, the appointment is to be given to a member of the Educational Service. In the Madras Presidency and in the North-Western Provinces and Oudh, however, the post

is included in the cadre of the Indian Civil Service. As we have recommended that the position of Art schools in India should remain unchanged for the present, the Principalships of these schools have been included in the European Service Lists, except in the Punjab, where the Local Government has decided that the appointment should not be recruited for in England as will be seen from our despatch, No. 13, dated the 23rd October 1895.

We have had proposition statements prepared for each of the Provinces affected by the reorganisation. These statements have been drawn up on a uniform basis and represent, in most cases, the financial effect of the reorganisation more accurately than the statements submitted by Local Governments.

16. *Madras.*—In the Madras European Educational Service there will be in all (including 3 supernumeraries costing Rs. 2,000 a month) 22 appointments, the cost of which will be Rs. 16,893–5–4 a month. There will be 14 regular appointments on Rs. 500—1,000; and the remaining 5 appointments (*i.e.*, excluding 3 supernumeraries) will be those of the Senior and Junior Inspectress of Schools, the Vice-Principals of the Teachers' College and the College of Agriculture, and the Superintendent of the Presidency Training School for Mistresses. We agree with the Madras Government that these 5 appointments should, for the present, at all events, be recruited for in England. The pay of the Senior Inspectress of Schools (Rs. 500—20—600) and of the Vice-Principal, Teachers' College (Rs. 400—20—500), will remain unchanged. But it is proposed to raise the pay of the Junior Inspectresses of Schools from Rs. 400 to Rs. 450 –500, and to lower that of the Superintendent, Presidency Training School for Mistresses (the present incumbent receives Rs. 350 only by agreement), from Rs. 400—20—500 to Rs. 350—10—450 a month, so as to make it worth the latter's while to take up the former appointment whenever this may become necessary. It is also proposed to reduce the pay of the Vice-Principal, College of Agriculture, from Rs. 500—25—750 to Rs. 400—20—500 (the pay of the Vice-Principal of the Teachers' College). We accept these proposals and recommend them for your Lordship's sanction. We have also accepted the view of the Madras Government that the post of Principal of the Law College should be removed altogether from the cadre of the Educational Service, as it is not strictly an educational appointment. It will be observed that the proposals of the Madras Government in regard to the European Service will effect a saving of Rs. 1,356–10–8 a month, which will be increased, on the absorption of the 3 supernumeraries referred to above, to Rs. 3,356–10–8 a month. The supernumeraries are 2 Inspectors and 1 Professor, whom it has been proposed to transfer to the Provincial list, but who may elect to continue on the European list under the option to be given them.

In the Madras Provincial Service there will be 35 appointments, costing Rs. 12,850 a month, as compared with 30 appointments at present, costing Rupees 9,756–10–8 a month. There will thus be an increase, on the Provincial Service alone, of Rs. 3,093–5–4 a month; but 2 appointments on Rs. 700 and 1 on Rs. 600 will not be given effect to until the 3 supernumeraries, costing Rs. 2,000 in the European Service, have been absorbed. The ultimate financial effect will be a decrease of Rs. 3,356–10–8 a month in the European Service, and an increase of Rs. 3,093–5–4 in the Provincial Service, or in the case of the 2 services together a decrease of Rs. 263–5–4 a month, as shown in the proposition statement.

17. *Bombay.*—In the Bombay European Service there will be, as at present, 21 appointments, but the cost will be reduced from Rs. 17,300 to Rs. 17,166–10–8. The service will consist of 3 Principals of Colleges (the Elphinstone and Deccan Colleges and the College of Science, Poona), 8 Professors, 3 Inspectors of Schools, or 14 regular appointments in all—3 Head Masters of Schools, the Principal and Vice-Principal of the Sir Jamsetjee Jeejeebhoy School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges. We were at first inclined to think that the Vice-Principalship of the School of Art should, like the similar appointment at Madras, be included in the Provincial Service; but, as the Bombay Government represent the want of duly-qualified natives to fill the post, we have no objection to its remaining on the European Service list. The Local Government have suggested that as the future of the Poona and Ahmedabad Female Training Colleges is to some extent uncertain, the posts of Lady Superintendent of these

institutions should, for the present, be excluded both from the European and Provincial Service lists. We do not, however, consider this a sufficient reason for omitting the appointments from the cadre of the Educational Service, and as their being on the European Service list merely indicates that they are recruited for in England and does not bind the Local Government to recruit for them there if it is considered unnecessary to do so, we prefer that they should be borne on that list. The Bombay Government have asked that the saving referred to above may be distributed over the European Service; but we see no reason why this should be done, and the saving eventually shown by the proposals regarding this service is small. With reference to the list of unclassified appointments submitted with the letter No. 417, dated 23rd February 1894, from the Government of Bombay, we consider that the Director of Public Instruction, the whole staff of the Grant Medical College, the Law Professors and Lecturers, the Curator, Central Book Depôt, and the two appointments in the Bombay Veterinary College should not appear at all in the lists. The staff of the Rajkumar College are, it is understood, employés of a private endowment.

The Bombay Provincial Service will be divided into two classes, consisting of 14 and 24 appointments, respectively, or 38 in all, as compared with 38 appointments at present. In the list (No. 3) showing appointments in class II of the Provincial Service, submitted with the Bombay Government's letter No. 417, dated the 23rd February 1894, the following alterations are necessary:—

(1) The Vice-Principalship of the Elphinstone High School has since been abolished with our sanction.

(2) Twenty-one appointments of Deputy Educational Inspector should be transferred to the Subordinate Service—*vide* paragraph 4, *supra*.

The proposed cost of the Provincial Service is Rs. 12,100, as compared with Rs. 11,687–12–5 at present, or an increase of Rs. 412–3–7 a month On the European and Provincial Services together there will be an increase of Rs. 278–14–3 a month as shown in the proposition statement.

18. *Bengal.*—In the Bengal European Service there will be 27 posts (including the Superintendentship of the School of Art) costing Rs. 23,333–5–4 a month, as compared with 41 posts at present costing Rs. 34,350 a month. There will thus be a saving of Rs. 11,016–10–8 per mensem. The Government of Bengal has recommended that the appointments of Inspector of European Schools and Superintendent, School of Art, should be considered regular appointments on the European Service list. The Superintendentship, however, carries a salary of Rs. 1,000, and as it will probably be impossible to secure the services of a competent officer on the initial salary (Rs. 500) of the future European Service, we consider that the appointment should be treated as a special one and not be subject to the conditions attaching ordinarily to Principalships, Professorships and Inspectorships on the European Service list. The Superintendentship has been included in this list as it will have to be recruited for in England. As regards the Inspectorship of European Schools, it will be seen from the correspondence ending with Lord Cross' Despatch No. 12 (Public—Educational), dated the 22nd January 1891, that Lord Lansdowne's Government were opposed to the Bengal Government's proposal to appoint Mr. Bamford to the Graded Educational Service for two reasons:—(1) because the graded list was to be gradually abolished, and (2) because, if an appointment were made, the selection of an officer in England would rest with the Secretary of State. Mr. Bamford's work is, however, highly commended by the Government of Bengal, and, as regards the future, it seems to us that the Inspector of European Schools should be at least as well qualified as an Inspector of Native Schools. We therefore recommend that Mr. Bamford should now be admitted to the European Service, and that the appointment at present held by him should be placed as a regular appointment on the European Service list.

In the Bengal Provincial Service there will be 113 appointments costing Rs. 29,250 a month, against 100 appointments in the present scale costing Rs. 23,350. There will thus be an increased expenditure of Rs. 5,900. It will be noticed that we commended to other Governments the arrangement of the Bengal Provincial Service as one that should be followed generally: though we were unable to accept the

Lieutenant-Governor's view that the highest pay for the Provincial Service in this Province should be Rs. 800 per mensem. There will be a saving, on the European and Provincial Services together, of Rs. 5,116–10–8 a month.

19. *North-Western Provinces and Oudh.*—In the European Educational Service of the North-Western Provinces and Oudh, there will be 11 appointments with an expenditure of Rs. 9,683–5–4 a month, against a present strength of 12 officers costing Rs. 11,233–5–4 a month. The reorganisation will, therefore, effect a reduction in cost of Rs. 1,550 per mensem. The future strength of the Provincial Service will be 24 officers, and the cost Rs. 7,750 as compared with the present strength of 23 officers costing Rs. 6,576–10–8. There will thus be an increase of Rs. 1,173–5–4 on this Service, but, on both Services combined, there will be a saving of Rs. 376–10–8 a month. It will be noticed that in the North-Western Provinces and Oudh, as in the case of the other Provincial Services, we have intimated that fixed rates of pay are more suitable for the Provincial Service than progressive rates. We also considered that the pay proposed for Inspectors by the Lieutenant-Governor and Chief Commissioner was unnecessarily high, and we therefore desired that the pay of the two Provincial Inspectors should be fixed at Rs. 700 and Rs. 600, respectively.

20. *Punjab.*—In the European Service of the Punjab there will be 8 appointments with an expenditure of Rs. 6,650, against 9 appointments at present costing Rs. 783–5–4 a month. It will be seen from our Despatch No. 13, dated the 23rd October 1895, that the Principalship of the Mayo School of Art, Lahore, is not to be recruited for in England, but we have for the present retained this appointment on the list, as a definite decision regarding it is not yet arrived at, and apparently some compensating expense will be incurred even if it is not filled. We have included in the European Service List the Head Mastership of the Central Model School on Rs. 400 a month which will have to be recruited for in England. There will be a saving on this service of Rs. 1,233–5–4 a month.

In the Provincial Service there will be 17 posts costing Rs. 6,100 a month, as compared with the existing strength of 16 officers costing Rs. 5,083–5–4 a month. There will thus be an increase of Rs. 1,016–10–8 a month. It will be seen that we have transferred one appointment (viz., the Head Mastership of the Central Model School, Lahore) on Rs. 400 to the European Service, and that we have removed the appointment of Registrar, Education Department, to the Subordinate Service—*Vide* paragraph 4 of this Despatch. The saving on the combined services will amount to Rs. 216–10–8 a month.

21. *Central Provinces.*—In the European Service of the Central Provinces there will, as at present, be five appointments, but the expenditure will increase from Rs. 4,033–5–4 to Rs. 4,850 a month, or by Rs. 816–10–8 a month. The strength of the Provincial Service will continue at 4 officers, though there will be an increase in cost from Rs. 1,100 to Rs. 1,233–5–4, *i.e.*, by Rs. 133–5–4 a month. It will be observed that we have admitted progressive salaries in this case, an exception being, in our opinion, desirable as the service is so small. The total increase on account of the reorganisation will be Rs. 950 a month, but this is essential to the scheme.

22. The above summary of the financial results of the proposed changes, as appearing in the proposition statements that we submit, requires to be corrected by two considerations. In the first place, the proposition statements do not take account of the allowances of Rs. 100 a month which it is intended to give to deserving officers of the European Service after 15 years, if they are not drawing personal allowances. It is estimated that in the European Services of all the Provinces under consideration there would ordinarily be 29 officers of over 15 years' standing. Twenty of these would be in receipt of personal allowances, and 9 would therefore be the maximum number who would receive the allowance of Rs. 100 per mensem, the cost of which consequently will not exceed Rs. 900 per mensem. The second point to be noticed is that the option allowed to European officers of the present Graded Service of either entering the European Service or retaining their present position will in some Provinces result in a temporary increase of expenditure. We conveyed our decision that this option would be allowed in our letters of August 1893 to Local Governments. It is no less desirable to improve the position of the present junior members of the service than to improve that of future recruits; and the intention has throughout been that men who

choose to enter the new European Service shall at once draw the pay to which the length of their service entitles them under that scheme, and shall also count their service previously rendered towards the 15 years after which an allowance of Rs 100 is admissible. The most serious increase of expenditure that will result from officers of the existing staff joining the European Service is expected in Bengal, where the Local Government estimate it at Rs. 1,500 a month. The Lieutenant-Governor has, however (paragraph 4 of the letter from the Government of Bengal, No. 2832, dated 14th August 1895), agreed to the additions to salaries, excepting the allowances of Rs. 100 per month which have been already earned by nine officers who have rendered 15 years' service. As these officers can retain their present position if they like, we think that the question of providing the allowances of Rs. 100 per mensem may be left to His Honour. As requested by the Government of Bengal, and also by that of the Punjab, discretion will be allowed to Local Governments as to the time within which the scale of numbers and pay fixed for the Provincial Service shall be fully worked up to. The recommendations of the Public Service Commission, in which the present scheme originated, pointed to a large reduction in the staff recruited from England and an increase in that locally recruited: and Lord Lansdowne's Government, in the Despatch No. 17, dated 25th March 1891, so far accepted those recommendations as to contemplate increases to the salary of the Provincial or locally recruited Service in various Provinces, adding that "any increase in pay in any Province would have to be covered by the decrease in the salaries resulting from reductions in the Graded List." Lord Cross, in his Despatch of 28th January 1892, said that part of the saving resulting from reductions in the Graded List should be devoted to giving more favourable terms to graduates in honours recruited in England, so as to raise the quality of the European Service; but the main intention of the scheme remains that previously described, viz., to reduce the European and augment the Provincial staff, and increases or improvements in the latter must as a rule await funds being set free by changes in the Graded Service.

23. There are two other questions, which have arisen out of the case regarding the promotion of Mr. J. Oliver, of the Bombay Subordinate Educational Service, to an Inspectorship in the European Service, to which it is necessary to refer in this Despatch. The first is the question raised in paragraph 3 of Sir H. Fowler's Despatch No. 41 (Public—Educational), dated the 26th June 1895, whether there are any other officers whom, like Mr. Oliver, it would be desirable to promote to the European Service. This matter has been referred to Local Governments and Administrations, and our recommendations will be communicated to Your Lordship on receipt of their replies. Meanwhile we consider it unnecessary to still further delay the submission of the reorganisation scheme on this account.

24. The other question has arisen out of the remark in paragraph 3 of Sir H. Fowler's Despatch to the Government of Bombay, No. 5 (Public—Educational), dated the 26th June 1895, that the Secretary of State reserves to himself the power to make even temporary appointments of officers of the Non-graded Service to the Graded List. Your Lordship will see from our Home Secretary's letter * No. 354, dated the 7th October 1895 (copy enclosed), that we have never understood the orders of the Secretary of State in this sense. It has been the practice to allow Local Governments and Administrations to make temporary appointments of Non-graded European officers to the Graded Service, and we believe that our orders from time to time expressing this view of the rule must have come under the notice of the Secretary of State in our Proceedings. After the reorganisation of the Educational Services has been effected, however, the question as to which is the proper authority to sanction temporary appointments to the European Service will not arise. Provincial officers will not be eligible for admission to the European Service; but we have proposed that a Provincial officer may be appointed to act in a post belonging to the European Service, and that he should receive an allowance of Rs. 100 a month conditionally on his salary not being more than the pay of the officer of the European Service for whom he acts. If this proposal is accepted by Your Lordship, it will be open to the Local Government, whenever occasion arises, to provide for a temporary vacancy by appointing a member of the Provincial Service to officiate.

* Addressed to the Government of Bombay.

DESPATCH from the Right Hon'ble Lord GEORGE HAMILTON, Secretary of State for India, to His Excellency the Right ... Governor-General of India in Council, dated India Office, London, ... 1896, No. 22, Public (Educational).

1896.

With Financial letter, No. 351, dated 11th December 1895, your Government submitted the conclusions at which you have arrived, after very full and de... consideration, with regard to the organisation of the various Educational services of India upon an improved footing in consequence of the recommendations submitted by the Public Service Commission. The scheme which has been formulated follows in most respects the principles suggested in Lord Cross's Despatch of the 28th January 1892, No. 9, which I need not recapitulate. Your proposals have received my most careful attention in Council, and are now approved, subject only to certain exceptions and observations which I proceed to state, keeping as far as possible to the order observed in the letter under reply.

2. In paragraph 3 you propose to call that branch of the Educational services to which appointments are to be made in England "the European Educational Service." This designation seems open to two objections. Although it is intended only to indicate the country of recruitment, it nevertheless suggests a distinction of race; and it is certainly an inadequate, if not a misleading, description of a service of which all the duties are to be performed in India. I prefer to follow the nomenclature adopted in some other special Departments, and I desire that the branch which is to include the appointments to be made in England may be designated the "Indian Educational Service", with the addition, whenever more particular differentiation is needed, of the words "appointed in England." I have not overlooked the argument advanced at the end of your third paragraph, but it is not improbable that you may find it convenient, when permanently engaging an officer after his term of probation, to impose the condition that he shall serve wherever required in India. The second branch of the service should be called the Provincial Educational Service of Bengal, Madras, and so forth.

3. With reference to paragraph 4, I have entertained some doubt as to the propriety of classifying such responsible officials as Deputy Inspectors and Head Masters of District (High) Schools in a service which is to be termed "Subordinate". It has occurred to me that upon this point the several Governments might be permitted some such latitude of discretion, as was, I understand, conceded under your orders in regard to the class of officers known in Bombay as Mamlatdars, and elsewhere as Tahsildars.

4. Paragraph 11 of your letter deals with the subject of leave and pensions, and in the course of it you refer to Article 441 of the Civil Service Regulations as intended to remain in force. As to this, I have to invite your attention to paragraph 12 of Lord Kimberley's Financial Despatch No. 188, dated 21st September 1893. It was there intimated that Article 441-A would be applicable to the Educational, as well as to the Judicial, service, and that it would consequently be unnecessary to retain the concession, contained in Article 441, that certain Educational officers may add three years to their qualifying service. It would seem, therefore, that this privilege cannot be allowed to officers who may be appointed after due notice of this decision has been given.

5. In paragraph 12 you discuss the claims of the statutory natives of India who have been appointed to the graded list under the old condition that they should draw two-thirds of the salaries fixed for European officers. You propose to allow them the option of continuing in the graded list on the same terms, or of entering the new provincial services. This is in accordance with the decision arrived at in the analogous case of statutory civilians, and seems to be fair and reasonable. As regards the future employment of native gentlemen in the Educational Service, I accept the views stated by you in paragraph 13.

6. 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

I am aware that this principle is founded on a Despatch of the ...dated so long ago as the 7th April 1859. I have nevertheless ...bt whether it is now expedient to reaffirm it, or to renew any pledges ... understood as establishing a right of priority in favour of the depart- ... office of Director of Public Instruction is one of very great importance, ...nds in the holder of it not only attainments of a high order, but considerable ...strative capacity. The questions that are raised are often of great public ...est. The Director controls a Department in intimate relation with Municipal ...uncils and District Boards, and he has to deal with the managers of numerous ...ided 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 Govern- ...ments 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.

7. For the reasons stated at the end of your letter under reply, it is unnecessary to discuss further the power of your Government to sanction the officiating appoint- ...ment of a European officer to the graded list.

8. With your letter No. 4, of the 13th March 1895, your Excellency in Council forwarded a memorial from Mr. R. M. Spence, Superintendent of the Normal School at Nagpur, praying that he may be recognised as belonging to the service which is now to be called the Indian Educational Service. Your Government regarded Mr. Spence's appointment as one which may be recruited for in England or in India, but you had determined to treat it specially, and not to include it in either branch of the Educa- ...tional Service. The case is in some respects analogous to that of the Head Masters of High Schools which I have discussed in paragraph 3 *supra*. I concur in your opinion that Mr. Spence is not entitled to look for promotion among Professors and Inspectors, or for the increments of pay now to be granted to officers of that class, but I am not sure that the office which he holds ought not to be classed in the Imperial branch of the service, so long as it is recruited for in England. In various parts of the letter under reply reference is made to other appointments which have been treated specially as regards remuneration, but nevertheless included in the Indian Educational Service. Thus, paragraph 16 mentions five such posts in Madras, while, according to paragraph 17, there are four in Bombay, which the Local Government wished to exclude from both services, just as Mr. Spence's appointment has been excluded, but which your Excellency in Council nevertheless determined to classify in the higher branch. I think it desirable that Mr. Spence's case should be reconsidered with reference to the later orders contained in paragraphs 16 and 17 of the letter under reply. Meanwhile, I observe with reference to all these posts to which appointments may be made either in England or in India, that the salaries appear to have been fixed for European officers. If so, they should be specially reconsidered whenever a suitable candidate can be found in India.

Order—No. 480, Educational, dated 10th August 1896.

Communicated to the Director of Public Instruction, for information and for report, on the proposal that, when permanently engaging an officer after the expiry of his term of probation, the condition shall be imposed that he shall serve wherever required in India.

(True Extract.)

J. F. PRICE
Chief Secretary.

To the Director of Public Instruction.

Exd. W. D'Moss.