

MADRAS RECORD OFFICE.

Government of Madras.

Financial DEPARTMENT.

G.O. No. 785

Press
~~Mis.~~

Dated 7th December 1858

B. no. 16-17

18-14

Not to be folded or roughly handled

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Fort Saint George, Financial Consultation, 7th December 1858.

No. 16. From Mr. THOMAS FRENCH, Senior Uncovenanted Assistant, Revenue and Public Works Department; to the Acting Secretary to Government, Financial Department, dated 17th November 1858.

SIR,

I have the honor to forward a Memorial to the address of the Right Honorable the Governor in Council regarding the Salary assigned to the Office of the Senior Uncovenanted Assistant in the Revenue and Public Works Departments, and solicit the favor of your laying it before Government for their consideration.

I have taken the liberty of submitting the Memorial in print, as being in conformity with a precedent already established in the Revenue Department, and as affording the means of convenient reading.

TO THE RIGHT HONORABLE GEORGE FRANCIS ROBERT LORD HARRIS, GOVERNOR
IN COUNCIL AT FORT SAINT GEORGE.

The humble Memorial of Thomas French, Senior
Uncovenanted Assistant in the Revenue and
Public Works Departments of the Government
Secretariat.

RESPECTFULLY SHEWETH,

1. That under instructions from the Honorable Court of Directors, the Government of Madras have been pleased to authorize an addition of 50 Rupees to his salary; and that, for this measure of consideration, your Memorialist begs to express his acknowledgments.

2. Your Memorialist submits however, that there are peculiar circumstances in his case which preclude him from availing himself of the good intentions of Government; and he would respectfully hope, that these circumstances, which he presumes to detail, will plead his excuse for not desiring to benefit by the arrangement.

3. The office of Uncovenanted Assistant in the Madras Secretariat was created in 1835; and in the same year your Memorialist was appointed Uncovenanted Assistant in the Revenue, Judicial, and Maramut Departments, and given to understand that he was to regard himself a fixture in the office, *i. e.*, he was not to look for employment elsewhere; a view which will be found borne out by Mr. Chamier's Memo. of the 1st May 1835, and by his subsequent Minute of the 12th January 1848, to the effect, that the pay of the appointment was fixed, for the present, on a comparatively low scale, to be eventually increased on the experiment succeeding.

4. The appointment of Magistrate and Deputy Superintendent of Police, salary 500 Rupees per mensem, became vacant in 1845 by the death of Mr. T. A. Oakes; and
1845. your Memorialist, though on the receipt of 350 Rupees only, declined to seek the appointment notwithstanding the interest he then possessed in the Secretary himself, who even urged him to apply for it; but your Memorialist refrained, hoping that in the end the Government would more than compensate him for the loss.

5. In March 1846, your Memorialist applied to be placed on a footing in respect to salary more commensurate with his position in the Secretariat. In alluding to his service
1846. he begged attention to the testimony borne by this Government to the Government of Bombay "of the usefulness and efficiency of the Uncovenanted Servants;" and prayed that he might be placed on the "graduated scale of allowances assigned to Revenue Sherishtadars of unsettled Districts," by which his salary would have been quinquennially raised, and after 20 years would have amounted to 700 Rupees a month. It may here be stated that with the sanction of the Supreme Government, that scale had already been adopted by this Government in regulating the salary of the Manager of the Revenue Board Office, though there was a Sherishtadar employed in the Mahrattah Department of that office on the higher allowance of 800 Rupees a month.

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6. In forwarding this Memorial to the Honorable Court, the Government represented that the duties performed by your Memorialist and his brother H. A. French were arduous and responsible: and in consideration of their high qualifications for the efficient discharge of those duties, and the importance of retaining the services of duly qualified persons permanently in the Department, they recommended that the graduated scale applied for by them should be sanctioned, specially as their salaries were low compared with that drawn by Sherishtadars, and by individuals holding similar offices in the Bengal and Bombay Presidencies. The application did not meet with success, as the Honorable Court and the Government of India disagreed with this Government, as to the propriety of applying the principle of the graduated salary assigned to Sherishtadars to the Assistants of the Secretariat.

7. In 1847, your Memorialist and his brother repeated their prayer to be remunerated according to the scale fixed for Sherishtadars. On this occasion the Most Noble the Marquis of Tweeddale recorded a Minute, stating that he had "always understood that the services of the Messrs. French were of great value in the Secretariat, and that their removal from that Department would impair its efficiency." The Honorable Mr. Chamier recorded the opinion that the appointment of the Uncovenanted Assistants had "far more than answered the expectations formed of it, and a most useful and efficient class of Public Servants had been constituted, in which the Memorialists Messrs. Thomas and Henry Arthur French had been conspicuous for their knowledge of their duties, indefatigable industry, and great patience and care in the investigation of intricate subjects;" and that he "felt that they rendered his duties as Secretary comparatively easy by the great accuracy of their work, and by the time which their labors afforded him for reflection." The Honorable Mr. Dickinson and the Honorable Mr. Thomas also recorded Minutes, bearing highly favorable testimony to the services of the Memorialists.

8. In forwarding this Memorial to the Government of India, this Government expressed the hope that the Government of India would consent "to place these useful servants on a footing of equality, as regards salary, with the Uncovenanted Assistants in the other Presidencies, and thereby hold out to them encouragement to remain in their present situations, for which their experience and talents render them peculiarly fitted." This further application was also unsuccessful.

9. In 1854 or seven years later, your Memorialist again addressed the Government for an increase to his emoluments on the graduated scale applicable to Revenue Head Sherishtadars; but the Government recommended a modified graduated scale of an addition of 50 Rupees quinquennially; which if granted would have had the effect of giving your Memorialist at the present time more than 500 Rupees per mensem, instead of 700 Rupees as prayed for. The Government of India objected at first to the principle of such a graduated scale even, but afterwards recommended it for the favorable consideration of the Honorable Court.

10. In the meantime the Municipal Act came into operation in Madras, and your Memorialist was one of the candidates for the office of Municipal Commissioner, the salary of which it was understood would be 700 Rupees. In his application to the Private Secretary to the Right Honorable the Governor, dated 7th February 1856, your Memorialist said "that although His Lordship had been pleased strongly to support an application to the Government of India for an increase of Salary to the Uncovenanted Assistants generally in all Departments of the Secretariat, the result, if successful, would not compensate past disappointments or meet present expectations."

11. On the 23rd September 1856, the Supreme Government communicated the Honorable Court's reply to the further application of this Government, intimating that the question of increasing the allowance of the Uncovenanted Assistants would more conveniently be considered when the revision of Civil allowances should have been completed. Thus, for the fourth time, and after a lapse of 10 years, did the efforts of your Memorialist to obtain adequate emolument fail of success.

12. The subject at this stage engaged the attention of Mr. Ricketts, Commissioner for the

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revision of Civil Salaries and Establishments throughout India. He believed that the Secretariat required enlarged Uncovenanted agency; and under that belief, he asked to be informed what establishment of Uncovenanted

From Mr. Ricketts, 17th April 1857, No. 936, para: 1.

To Mr. Ricketts, 21st May 1857, paras: 2, 3.

Assistants and Clerks would be needed to carry out the work of the office with efficiency, sup-

posing the Covenanted Deputy Secretaries were dispensed with. Mr. Ricketts was informed in reply, that the Government entirely deprecated the measure of dispensing with the Covenanted Deputies; and amongst other arguments in support of their views, said that it was "a great relief to the Secretaries to have each the aid of a gentleman of liberal education, and enlightened mind, in whose judgment and accuracy perfect confidence could be placed." And again, "that though Government justly place a high value on the talents and zeal of their Uncovenanted servants, they do not feel that they could supply their Secretaries with Subordinates from that branch of their Service, who would possess that energy, capacity, and experience, which is obtainable by selections from among their Covenanted Officers." These and other observations in the succeeding paragraphs of the letter were made in favor of the retention of the Covenanted Deputies, rather than in disparagement of the Uncovenanted servants; and your Memorialist never understood the intention to be otherwise. This is borne out by the fact, that Government took the opportunity of inviting Mr. Ricketts' attention to the low scale of Salaries assigned to their Uncovenanted Assistants.

13. In his scheme for the revision of the Salaries of the different Offices of the Madras Secretariat, Mr. Ricketts again adverts to his proposal to substitute Uncovenanted for Subordinate Covenanted Agency, and says,—“I have proposed to allow in Bengal and the North West Provinces two Uncovenanted Assistants on Rupees 800 each per mensem, and at Bombay three Uncovenanted Assistants on 600 Rupees each per mensem. At Madras the Office establishments are much weaker than at the other Presidencies, and the Head Assistants are paid on a much lower scale.”

“Good Uncovenanted assistance is quite as necessary at Madras as elsewhere,” again, “in order to dispense with the services of Covenanted Deputies, the salary must be sufficient to secure the services of well educated men, ready to devote the best years of their lives to labor in a subordinate position.”

14. Mr. Ricketts does indeed remark that the Government may not be able to supply their Secretaries with Subordinates from the Uncovenanted branch of the Service, who would possess the energy, capacity, and experience, which are obtainable by selections from among their Covenanted Officers, and goes on to suggest that “Gentlemen of liberal education and enlightened minds” abound in England, who would not only be too glad to come out on the proposed Salary, if invited, but would also be more useful than the young Covenanted Officers who never remain long in the Office; but these observations, your Memorialist submits are intended by Mr. Ricketts to meet the argument of Government in favour of retaining the Covenanted Deputies, and are no admission that persons born in the Country are not eligible for the highest “Uncovenanted” Offices, as will be presently shewn.

15. Mr. Ricketts urges the enlarged employment of Uncovenanted agency to be selected in this country in the following words. “I hope the Madras Government will make choice of Uncovenanted efficiency, and dispense with the Covenanted Assistants. They will find that not only will the new Uncovenanted Agency be in itself efficient, but the existence of such Uncovenanted Officers will act as a stimulus to the whole establishment. Though I would, in the absence of persons thoroughly qualified, bring young men from England for the new office, I would not by any means shut the offices to the Clerks. On the contrary, I never would bring in a stranger if there was one already in the office in every respect qualified by education, acquirements, and industrial habits, for the post. When the educational establishments shall improve and increased inducements to acquire efficiency be held out, young men born in the country will not be backward in endeavouring to shew that business can be conducted without recruiting in England. I say the creation of such Offices for the Uncovenanted, will make

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"every man in the Office work with more hope, and consequently with more cheerfulness, and consequently work better."

16. Mr. Ricketts makes the foregoing observations with respect to the Senior Uncovenanted Assistants; he then fixes the salary of the Registrar at 400 Rupees barring promotion, and takes up the consideration of the salaries of the Second Assistants. This Government recommended that the salaries of the Second Assistants should be raised from 250 to 300 Rupees; but Mr. Ricketts would allow Assistants of this Class 350 Rupees per mensem each. It would seem therefore that if Mr. Ricketts intended that those drawing 250 should be raised to the higher salary of 350, he doubtless consequently intended that those already drawing 350 Rupees should be raised to the higher allowances of 650 Rupees, if qualified. Or, where were they to be placed?

Two Civil Departments.		Mr. Rickett's scheme.	
Madras Establt.	Rs. each.	2 at 650 Rupees each	
2 at 350	"	2 at 400	"
4 at 250	"	2 at 350	"
1 at 200	"	4 at 250	"
2 at 175	"	4 at 200	"
1 at 125	"		
2 at 120	"		
12		14	

17. Mr. Ricketts then contrasts the Madras Establishment with his own scheme as shewn in the margin. Instead of 12 existing appointments Mr. Ricketts proposes 14, that is, the two highest at 650 Rupees each per mensem, which he says are intended to be entirely new offices; the remaining twelve being introduced instead of the existing appointments.

18. Comparing the cost of his scheme, which contemplates the abolition of the Covenanted Deputy, with the existing establishment, he admits that the saving of expense, Rupees 65, is insignificant; but "if by the change, improved efficiency will be secured, and the reasonable claims of the Head Uncovenanted Assistants satisfied, the benefit on the whole will not be inconsiderable."

19. This is the substance of Mr. Rickett's scheme, and is almost wholly in his own words. He admits that the "Head Assistants" (Uncovenanted) are under-paid; he proposes a scheme which adds two new Offices to 12 already existing; he ranges the salary from 200 to 650 Rupees; and he says that he would not by any means "shut the new offices to the Clerks." If the matter admits of a doubt it is of easy solution by a reference to the Government of India, to whom Mr. Ricketts, now a member of that Government, can readily explain his views. That the Government themselves adopted this view would appear from the following quotation from para: 16 of their letter to Mr Ricketts, dated 19th December 1857, No. 1798. "The arrangements which you have proposed for increasing the allowances of the higher Classes of servants under the two Secretaries are certainly much needed, and would be a great boon. The pay at present is not enough to attract or retain good servants and the public service suffers in consequence; you would however make this improvement contingent on the substitution of Uncovenanted for Covenanted Deputies."

20. On the 16th December 1857, your Memorialist again addressed the Government with reference to the Honorable Court's last mentioned despatch, and the difficulties which stood in the way of Mr. Ricketts' scheme being carried out on an early date; and prayed that such increase of salary might be granted as would place him, if not on "a superior footing, at least on an equality with the best paid subordinate office under the Government," e. g., the Principal Uncovenanted Assistant to the Accountant General, whose salary is 600 Rupees per mensem. The Right Honorable the Governor and the Honorable Mr. Elliot supported the application with Minutes, strongly in favor of your Memorialist.

21. The Dispatch of this Government, forwarding the above Memorial to the Honorable Court of Directors, presents two remarkable features. The first is, that, setting aside the graduated plan of remunerating the Uncovenanted Assistants recommended by the Government of India to the Honorable Court, and that previously advocated by themselves, this Government proposed a fixed salary of 500 Rupees to the Senior Assistant as the lowest they could recommend. The second is, that in referring to Mr. Ricketts' scheme, the Office of Head Uncovenanted Assistant on 650 Rupees, proposed by him, is kept out of sight; and it is remarked that the improvement of the salaries proposed by Mr. Ricketts for 12 servants in each branch of the Civil Secretariat, does not as regards the very highest in each Department, reach the extent the Government had recommended.

Financial General letter to England, 18th February 1858, No. 5, paras: 8 and 12.
P. 12. "The Commissioner for the revision of Civil Salaries and Establishments has proposed that the salaries of 12 servants in each branch of the Civil Secretariat should be im-

posed to be raised to the higher allowances of 650 Rupees, if qualified. Or, where were they to be placed?

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proved; although as regards the very highest in each Department, not to the extent which we have recommended."

proposed by him, is kept out of sight; and it is remarked that the improvement of the salaries proposed by Mr. Ricketts for 12 servants in each branch of the Civil Secretariat, does not as regards the very highest in each Department, reach the extent the Government had recommended.

22. The Government could hardly have contemplated the effect on your Memorialist's prospects in life, by a representation, so wholly at variance with Mr. Ricketts' declared views. The representation bears with peculiar hardship on Memorialist's labors and standing in the service of Government; it must be the same with those who like himself have worked hard and cheerfully in the same field, and looked forward with the same hope. There is also an anomaly in the representation, which it is difficult to explain. The salary of the Senior Assistant is 350 Rs.; that of the Junior 250 Rupees; and of the Registrar 250 Rupees, Mr. Ricketts' scheme contemplated, in respect of the first four principal servants' salaries of 650 Rupees 400 Rupees 350 Rupees and 250 Rupees. The salary of 400 Rupees was stated to be a distinct allowance for the Manager, or Registrar, on the express belief that he would not, as a rule, be qualified by the nature of his duties for promotion to the Head Assistantship; and if the pay of 650 Rupees was to be kept out of Office, as surmised by this Government, a view quite opposed to the expressed intentions of Mr. Ricketts, it follows that your Memorialist would receive no more than what he draws at present, and that the Commissioner's scheme would, as far as the Senior Uncovenanted Assistants are concerned, be altogether inoperative; whereas Mr. Ricketts speaks of the reasonable claims of the Head Uncovenanted Assistants being satisfied by that scheme. The reference to Mr. Ricketts' scheme in the letter to the Honorable Court was unnecessary, if it was, as seemed to be the intention of Government, to repudiate it; but having been made in terms affecting your Memorialist's interests, he feels bound in justice to himself to lay stress on it.

23. The Honorable Court of Directors in their Dispatch of the 18th August 1858, No. 16, paras: 11 to 14, authorized this Government to apply Mr. Ricketts' scheme at once to the Memorialists. The result has been, according to the construction put upon that scheme by this Government, a proposed addition of 50 Rupees to Memorialist's salary, or, in other words, assigning a salary to him equal to that destined for the Registrar.

24. Your Memorialist would respectfully state that by his not availing himself of the opportunity of bettering his circumstances elsewhere, when the opportunity offered, he has lost in the Office of Deputy Superintendent of Police alone an annual income of 1,800 Rupees; or upwards of 21,000 Rupees for 12 years; for which an addition of 50 Rupees at his present time of life and service is no recompense whatever. And your Memorialist deferentially submits that this addition does not meet the prayers of his frequent Memorials; that it is not consistent with the repeated recommendations of this Government, or with the recommendation made by the Government of India to the Honorable Court; and that it is not in accordance even with the orders now given by the Honorable Court in their Dispatch of the 18th August 1858.

25. The present decision of Government appears to have been founded on the opinion, that the salary of Rupees 650 was designed by the Commissioner for the Uncovenanted Assistant to be entertained in lieu of the Covenanted Deputy; that it was to be an entirely new Office, and to be filled by men of a different order from those now in the Office, "men of liberal education and enlightened minds;" in short "young Gentlemen from England."

26. Your Memorialist has shewn in the preceding paragraphs that Mr. Ricketts intended that his scheme should be taken as a whole; that it contained but one appointment in each of the Civil Departments of the Secretariat, additional to the existing appointments, which he for that reason alone designated a new office; that this appointment was made conditional on the abolition of the office of Deputy Secretary; and that he intended the whole of these appointments for duly qualified men born and bred in this country. It has been shewn also that the expression "men of liberal education and enlightened minds" was what was used by the Government, apparently not with the view of disparaging the Uncovenanted servants, but with the object of opposing that part of Mr. Ricketts' scheme which contemplated the abolition of the Covenanted

Deputies; and that in repeating it, Mr. Ricketts merely intended to say that if this Government could not find men suited to their wants in India, they would find them in England. That men of "liberal education and enlightened mind" are to be found in this part of Ind'a, may be gathered from the following facts.

27. Jeyaram Chetty, who was selected on account of his peculiar qualifications to be Manager to the Public Works Commissioners, materially assisted them in modelling that gigantic scheme since organized, and partially brought into operation as the "Public Works Department." He was afterwards specially appointed to undertake the Herculean task of revising, abridging, and simplifying the forms of accounts*

* *Revising the accounts of the Revenue Department in the Board's Office.*

Rules and Forms for the preparation of Village and Talook accounts.

Returns to be submitted by the Collectors.

Revision of the Collectorate accounts. Revision of accounts of Sea Custom Department.

of the Commission appointed to enquire into the efficiency of Public Establishments; and from his previous appointment of Registrar in the Revenue and Public Works Departments of the Government Secretariat, he was promoted to the Office of Principal Uncovenanted* Assistant to the Accountant General, and now holds the appointment of Head Sheristadar in the Revenue Board Office on a monthly Salary of 700 Rs. He has also been appointed by the Government a Member of the Committee conducting the examination of Candidates for admission into the Uncovenanted Civil Service; and his superior qualifications have always been freely admitted by Mr. Bourdillon, and several other gentlemen of high standing in the Public Service.

28. As regards the parties at present more immediately connected with the Revenue and Public Works Secretariat, your Memorialist would submit that Vijiaragavooloo Chetty, the Registrar, has like his predecessor Jeyaram Chetty a pamphlet of testimonials, which certify in various shapes to the advantages of his good education, to his usefulness in the Revenue and Judicial Departments, and to his general "talents, acquirements and principles." Some of the Gentlemen whose names are attached to these certificates are high in the Civil Service, and express their strong regard and esteem for the individual in question.

29. Mr. Sharlieb, the Third Assistant, has Certificates from the Principal and 2nd Master of the Grammar School, and from several well known Gentlemen both in service of Government

ENTITLED TO CERTIFICATE.

*Law of Evidence.
Mercantile Law.
Law of Torts.*

AWAITING EXAMINATION.

*English and Mahomedan Criminal Law.
Hindoo Law.
Equity Jurisprudence.*

and unconnected with it, which testify to his educational acquirements, his general secular attainments, his fitness for offices of responsibility, and the adaptation of his mind to advance with the times. He is a public student at law, and is entitled to certificates for those branches in which examination has been held at the College. His labors in the office have been duly appreciated by his superiors; and Mr. H. Forbes has recorded very favorable testimony of his abilities on the Register of the office.

30. Mr. Alexander Smith, the Second Assistant, was educated at Bishop Corrie's Grammar School, where he obtained and held for the fixed period of four years, the first Scholarship established in honor of the Venerable Prelate who founded that Institution. He subsequently entered the Church Missionary College, where he advanced considerably in classical and other studies, and was one of the most distinguished students of that Institution. He holds testimonials from Mr. J. F. Thomas (late Member of Council) and the Honorable Mr. Walter Elliot; the first certifying him to be "of good moral character, an educated man in the sense understood in England, and added to this, a Tamil Scholar;" the other certifying to his "fitness for employment in any situation, requiring the exercise of good sense and a liberal education."

31. If men possessed of such testimonials as those generally referred to above, are to be

shut out from the hope of rising to the small offices of importance and any emolument, to which individuals born in India can reasonably aspire, of what advantage is it to these men, that they have earned such testimonials or that they have compassed difficulties in the way of education in a country, until very recently devoid of such facilities; or to what purpose is it that the Government are benevolently enlarging the sphere of their operations in the Educational Department, and raising the tone of education to a Collegiate standard; or what inducement or stimulus will there be to the youth of this Country to avail themselves of these advantages, and fit themselves for offices of trust and responsibility?

32. As regards your Memorialist, he has but little to say for himself. He was educated in Madras at a time when there were no Government educational establishments; he received an ordinary education such as private boarding schools in his days could impart. He was chiefly educated for the Trade, and his course of study did not consequently extend to the classics. But, he submits, that with his ordinary acquirements, he has rendered more real service to the State than those who have enjoyed the benefits of a more liberal education. At the time he entered the Government Office in the Subordinate capacity of Deputy Registrar, the drafting General letters to the Court of Directors and passing orders on Court's Despatches, (two of the duties described in para: 16 of the letter to Mr. Ricketts, dated 19th December 1857, No. 1798, as mere routine), were delegated to young Civil Servants, in order that the Secretary might be relieved of these portions of his duties; but from causes which it is not for your Memorialist to detail, the plan failed; and to this failure must be attributed the employment of Uncovenanted Agency under the designation of Assistants to the Secretary.

33. Your Memorialist, and his brother H. A. French as well, (who was educated in the Serampore Academy in Bengal under the Rev. Drs. Marshman and Carey), had previously served in the provinces; and in excepting the Office of Uncovenanted Assistant, they brought with them into the Secretariat an amount of practical knowledge, which, whilst it enabled them to fulfil their duties to their own satisfaction, served the Government very materially in the aid they afforded the Secretary, in the disposal of cases coming before them for decision. That the knowledge and experience thus acquired in the Provinces were duly appreciated, is verified by the fact that, in the instance of his brother, the Principal Collector of Salem twice applied to Lord Elphinstone for his services, and strongly recommended that he might be appointed as his Assistant or the same footing with Mr. Platel and Ramiah, two Uncovenanted Assistant Collectors, on the ground that he could not reckon on his Covenanted Assistants on account of their inexperience, short stay, and frequent removal; and when the application failed from a question having been then raised as to the legality of the appointments already made, your Memorialist's brother was invited by the Collector to return to the District with a promise of higher emoluments, and eventual promotion to the higher grade,—which he declined.

34. Since the admission of your Memorialist into the Secretariat, the proceedings of the Revenue and Judicial Departments, from the Board of Revenue and Sudder Udalt down to the most subordinate authority, underwent close supervision and check. It is needless to refer to the instances of abuse that have been corrected, and of errors rectified, or to those cases in which the Laws and Regulations had to be explained for the guidance of officers unable to comprehend them, as these are to be found spread over the Records of Government; suffice it to say that your Memorialist and his brother take credit for these labors, and that they have saved the Government large sums of money which would otherwise have been lost to them. Your Memorialist would refer to the "Enam tenures," the first steps for their control having been adopted and successfully carried out by his brother; to his control and check over the expenditure on account of Extra Establishments which then formed a heavy charge in every District; and to the scrutiny he exercised over the pensionary allowances of every description paid by Collectors. Your Memorialist would submit, that, if it were possible to ascertain the extent of the savings effected to Government from time to time by the close supervision applied to the above branches, it would be found to amount to no inconsiderable sum. In the consideration

of claims advanced by the Cauzee* of Coromandel, which your Memorialist found to be fictitious, he saved the Government a present payment of a large sum of money and, prospectively, an annual disbursement and remission of upwards of 800 Rupees from the year 1837. Not to go far back, your Memorialist would refer to the proceed-

* From Board of Revenue, 12th November 1857.

$$800 \times 21 = 16,800.$$

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ings of the current year, in which he brought to light several instances of error and abuse in the Department of Public Works. In one of these cases, which will be found described in the Resolutions* of Government noted in the margin, your Memorialist saved the State an unnecessary expenditure of a thousand Rupees a month; and he submits, that the increase to his salary now proposed by Government, calculated for a whole year, would not equal the saving that he has effected for them in a single month. The instances to which your Memorialist has taken the liberty to advert, are, however, a few of the many in respect to which he can legitimately take credit for close scrutiny and detection of abuse.

35. Your Memorialist respectfully requests, that if the testimonials he has quoted for himself in the preceding paras: be truthful records, and are of any value, that their worth may be established by the grant of an account of salary equal to that recommended by Mr. Ricketts, with such arrears as your Lordship in Council may think will compensate him for his past disappointments; and further, that your Lordship in Council will also be pleased to decide, upon a consideration of Mr. Ricketts' scheme, whether the higher office to which his salary of 650 Rupees is attached, is, as that Gentleman has himself clearly asserted it, open to the "Clerks of the Office," provided they are found qualified for the duties of the appointment.

36. In asking to be put on the allowance assigned by Mr. Ricketts' scheme to the Head Uncovenanted Assistant, your Memorialist makes no unreasonable or extraordinary request. This is less than what the Local Government themselves intended by their repeated recommendations in favor of the graduated scale, and less indeed than what obtains at the other Presidencies. It must be added that the salary assigned to the appointments of Deputy Collectors of the 1st Class is 600 Rupees; that this is the allowance drawn by the Principal Uncovenanted Assistant to the Accountant General has already been mentioned; but it is to be noticed further that the salary of 600 Rupees is now drawn by the Principal Uncovenanted Assistant in the Office of the Board of Revenue, an Office immediately subordinate to the Government in the Department to which your Memorialist stands attached; while the Principal Uncovenanted Assistant in the first Office of the State is remunerated by an allowance of Rupees 350. Your Memorialist would also notice that his salary is below even that of the Second Assistant in the Revenue Board Office, and is but little better than that of the Third Assistant.

37. Your Memorialist submits that the concession of the boon he now seeks at your hands, will be attended with enjoyment of but short duration in his own case; but that with respect to the others, it forms the incentive to "every man in the Office to work with more hope, and consequently with more cheerfulness, and consequently to work better," as expressly stated by Mr. Ricketts. In conclusion he would respectfully submit that the grant of his prayer could not be regarded as a departure from the Honorable Court's instructions, inasmuch as the present restricted application of Mr. Ricketts' scale of salary to the 1st Assistants, itself involves a change beyond that contemplated by his scheme and as the whole scheme, was contingent on the abolition of the Deputy Secretaryships, and the Honorable Court nevertheless seem to have intended that it should be applied as a temporary arrangement, to improve the position of the Memorialists. your Memorialist submits that it was as competent to the Government to extend, as to limit, the operation of that scheme in the manner already determined upon.

38. Your Memorialist begs respectfully to hope that under the circumstances he has explained, his unwillingness to avail himself of the increase authorized to his salary, may not be taken amiss; and that if the Government do not feel themselves at liberty to grant the prayer of this appeal, they will be pleased to forward it to the Home Government with such recommendation as they may see fit.

And for which your Memorialist will as in duty bound Ever Pray.

MADRAS,)
17th November 1858. }

(Signed) THOMAS FRENCH.

Fort Saint George, Financial Consultation, 7th Decr. 1858.

No. 17. ORDER THEREON, No. 785; dated 7th December 1858.

Resolved that the accompanying Memorial be forwarded to the Right Honorable the Secretary of State for India, with the strong recommendation of this Government on behalf of the Memorialist and his colleagues.

2. The late Court of Directors in their Despatch of 18th August 1858, No. 16, stated, that they did not object to this Government "giving effect at once to Mr. Ricketts' suggestions as affecting the Memorialists," and though it was not very clear what the Court considered to be Mr. Ricketts' suggestions as regarded the Memorialists, it seemed evident that they considered the 400 Rupees Salary of Mr. Ricketts' scale,* to be the amount in question, and this Government therefore (Extract Minutes of Consultation, No. 681, Financial Department,) sanctioned this rate of Salary to the three Head Uncovenanted Assistants† of the Government Office; though Mr. Ricketts' scheme only had reference to the Assistants of the Civil Departments.

3. The result of this has been a sanctioned increase of pay to the 2 Civil Assistants of only 50 Rupees a month, (350 to 400,) but it appears to Government, as already observed in Extract Minutes of Consultation, dated 15th October 1858, No. 681, and their letter to the late Court of Directors of the 18th October, No. 21, that this is much less than what they are entitled to, and less than what the Court of Directors could have contemplated. They have for years been drawing 350 Rupees, and Mr. Ricketts' scheme was to give the two Salaries of 400 Rupees to the two Registrars, (Public and Revenue,) and therefore, as shewn by the Memorialists, he seems to have been under the impression that they as Head Assistants might be found qualified for the higher grade of 650 Rupees. The whole tenor of his letter goes to shew that he considered the present Head Assistants much under-paid, but if the Registrars, as he arranged, were to receive 400, the question of the Memorialists as to how they are to be advanced, except to the 650 Rupees grade, seems to admit but of one answer.

4. The above is on the supposition that Mr. Ricketts' scheme is adopted. But this Government have strongly remonstrated against it, since it involves the abolition of the 2 Deputy Secretaries (Covenanted.) They would therefore again urge the claims of the Uncovenanted Head Assistants irrespective of Mr. Ricketts' scheme.

5. The Government of India have lately sanctioned the employment of 10 Uncovenanted Deputy Collectors on 600 Rupees each. The Principal Assistant to the Accountant General receives 600 Rupees. The Senior Uncovenanted Assistant on the Board of Revenue receives 600 Rupees, and considering that these Offices are subordinate to the Government Office, and considering the onerous and responsible duties required of the Senior Uncovenanted Assistants in the Government Office, as repeatedly acknowledged by this Government and the Government of India, it is earnestly trusted that the Right Honorable the Secretary of State for India will grant sanction for this Salary as well as that of the 3rd Head Assistant, (i. e., the one in the Military Department,) being fixed at 600 Rupees per mensem.

(Signed) W. H. BAYLEY,
Acting Secretary to Government.

Exd. J. A. Wilson.

6
I think this letter should
be dispatched at once - because
if delayed, there will be claims
with the baby introduced
on the expense already
made in aircraft. Why bother
to dispatch - and once
a decision has been arrived at
of the be & f. state, it will be
difficult to re-open the question.

There only chance is in
Stanley taking a non liberal
view than the former.

I think it is necessary
to wait for de Harris return. I am
sure.

Memo

I beg to enclose for the
 Lord to support my proposed consideration & opinion of
 action for placing the most the Members of Govt the
 those similarly situated accompanying Memorial
 in a proper position - with to the Rt Honble the Governor
 very great pleasure.

But all Mr Ricketts, Senior unconvenanted Assist
 recommend us are continuing in my Office, and
 Govt on the abolition of the Dep Secs and the
 question has been argued on
 that point throughout.

The late Court of Di-
 rectors in their Despatch of
^{18th Aug}
~~18th Aug~~ 1858, noticed an
 Memorial from Mr French
 & the other Unconvenanted
 Assistants, sent up by them
 Govt in their letter of 18th Feb
 1858, in which they prayed
 for a salary of 600 Rs per
 annum.

See the sub - on this
 Memorial - with the
 a fresh date receipt &
 large fees in respect of
 the -

See the Depy Secs
 necessary application
 to the Supreme Govt - this
 accepted as the last
 Have they will &

The Court re-
 fer to Mr Ricketts's scheme
 and say they "cannot con-
 sent to go beyond what it
 would appear to have pro-
 posed as a proper remuneration."

tion to the Memorialists" until we have his Report." but authorize the Govt "at once giving effect to Mr Ricketts' suggestions as affecting the Memorialists."

When this Despatch reached me at Ootacamund, I was under the impression (not having all the previous papers by me) that what Mr Ricketts proposed as the proper remuneration to the Memorialists was 650 Rs, that being the highest allowance in his Table, & the Memorialists already drawing 350. (The next rate in Mr Ricketts' paper being 400, & the next 650.)

I was aware that Mr Ricketts had proposed to abolish the Covenanted Deputies, but I believed & still do believe that he intended in this case to increase the efficiency of the Uncovenanted Establishment by opening up

greater numbers, which is necessary to wipe his own losses well

appointments of 650 Rs; and I still fully believe that he had no intention of excluding the present Uncovenanted Assistants, or any other parties born in India from taking up these offices.

The Court in their Despatch said that what they allowed was to be subject to future revision, & I thought it wd be allowable to give the present Head Assistants the 650 Rs, & that probably the Court in taking up Mr Ricketts' scheme wd coincide with this Govt. that the Covenanted Deputies shd not be abolished but still strengthen the Secretariat Establishment with the two 650 Rs appointments.

I now see from Mr Pycroft's Minute that the Court in that Despatch must in reference to the Memorialists have meant the 400 Rs appointments & not the 650; but my object is now to support the views of the pro.

sent Memorial, that it was a mistake for the Govt to have made the Court understand (as they did when ~~it~~ with their letter of 18th Feb^y they sent up the last Memorial) that the highest rates Mr Ricketts intended for the Memorialists was 400 Rs. I had not seen this letter, but with that before them, I admit that the Court must have referred to the 400, & not to the 650 Rs appointments.

My suggestion was of course over ruled, & the Govt in SMC 687. Finan. Sep 15th Oct^r 1858 passed an order allowing 400 Rs to the Senior Assistants, thus giving them a mere 50 Rs above what they have had for many years, & which Mr T French has declined to accept, under the impression no doubt that if he does, the Home Govt may say he has had an addition, & refuse to do more.

I cannot help thinking as urged by the Memorialists in para 23 that the Govt by an erroneous interpretation of Mr Ricketts's views in their Letter of 18th Feb^y 1858 have put their case back instead of forward. They told the Court that the "very highest in each Department" was 400 Rs, whereas I think they should have said 650. I see nothing to bear out the view that by the term "new appointments" it was intended that they should be filled by new men. All that Mr Ricketts stated (as shown by Memorialists in para 25) was that if the Govt could not get them here, they could get them in England. Why should it be taken for granted that 650 Rs is so high a salary that it must have contemplated men from England? Govt have lately proposed

10 of Collos on 600 Rs,
and the best of them will
not be on a par with the
Memorials. The Secre-
tary of the Bd of Revenue
has lately been raised from
the ^{Registrarship} ~~Managership~~ in the
East Office (a lower grade
than the Memorials) to
700 Rs. From what
this Govt have written to
to England, the Authorities
there cannot but infer
that they have no idea
of placing Mr. French
in the 650 Rs situation,
whether they are given in
connection with the rest
of Mr. Rickett's scheme or
not.

But I think it can
be seen that Mr. Rickett
did contemplate the pro-
motion of the present H^d
Assistants to 650 Rs as part
of his scheme: for the 2
salaries of 400 Rs in his
Table, he specially says
are intended for the two

Registrars (Public Dep^t and
Reve Dep^t) in order to keep
them permanently in the
Office. see para 30 of his
Report. Once admit this,
& then comes the question put
by the Memorials in para
16, where are the present H^d
Assistants to be placed? The
only reply is that it was
supposed that they would
come in for the 650 appoint-
ments.

It may be said that
they could not have those
appointments, unless Mr.
Rickett's whole scheme
(including the abolition of
the Covenanted Deputies)
comes into play. If so,
why not repudiate Mr.
Rickett's scheme in toto,
whereas by the late order
of Govt, granting the 400
Rs appointments, the Govt
are adopting part of Mr.
R's scheme. I submit
it would have been better
to have told the Home Govt
that this Govt are not dis-
posed to admit ~~any part~~

Mr Ricketts's scheme at all; but that if they are obliged to do so, it must be in its integrity, and therefore that without reference to the scheme they must urge the Secretary of State for India to comply with the last Memorial from Messrs French, & give them 600 Rs.

I am not in a position to say why the Govt. after all their professions of a desire to secure the Assistant Assistants a fair & liberal salary, said nothing whatever in their letter of 18th Feb 1858 of their petition for 600 Rs (and by no extravagant salary) & only recommended 500! The Govt had previously advocated a graduated scale (para 9 of Memorial) which would have given more than 500.

Considering the late 10 appointments proposed of 600 Rs to Dy Collectors, might not Govt ask the Council of India to give the same to the Assistant Assistants of the Govt Office?

Revenue

The Senior Assistant in the Revenue Bd Office, an Office second to this, has just got 600 Rs. The Assistant has should not get less.

W H Barley

Nov 20. 1858

I have sent Duplicate Memorial to the Rt Honble the Governor

Financial Dept. 128

No. 785

Mr English Memorandum
Extract from the Minutes of Consultation under date 7 December 1858.
I request instructions as to whether this (if approved) should go at once & signed, or whether it better not wait till the accompanying Memorial has been forwarded to the Rt Honble the Secretary of State for India, recording his views. Mr P. with the strong recommendation of this Govt on behalf of the Memorialists & his colleagues.

1st Dec 2. The late Court of Directors in their Despatch of 18th August 1858 No. 16 stated that they did not object to the Govt giving effect at once to Mr Ricketts's suggestions as affecting the Memorialists, and though it was not very clear what the Court considered to be Mr Ricketts's suggestions as regarded the Memorialists, it seemed evident that they considered the 200 Rs salary of Mr Ricketts's scale, & the amount in question, & the Govt therefore E.M.C. No 681 Fin. Dept sanctioned this rate of salary to the three

*
2 at 650
2 at 400
2 at 350
4 at 250
4 at 200

Head

Unconvenanted Assistants of the Government Offices; though Mr Rickett's scheme only had reference to the ~~two~~ Assistants of the Civil Departments.

- * 1. Public
- 2. Revenue
- 3. Military

3. The result of this has been a sanctioned increase of pay to the 2 Civil Assistants of only 50 Rs a month (350 to 400) but it ap-

pears to Govt that this is much less than what they are entitled to, & less than what the Court of Directors could have contemplated. They have for years been drawing 350 Rs and Mr Rickett's scheme was to give the two salaries of 400 Rs to the two Registrars (Public & Revenue), & therefore, as shown by the Memorialists, he ~~was~~ seems to have been under the impression that they as Head Assistants might be found qualified for the higher grade of 650 Rs. ~~has~~

as already observed in E.M. dated 15 Oct. 1888. In their letter to the late Court of Dir^s of the 18th Oct. No 21-

(Enter date of Parliament - March 1889 - month of end of Oct)

it seems to have been "might"

The whole tenor of his letter goes to show that he considered the present Head assistants much underpaid, but if the Registrars as he ~~suggested~~ arranged, were to receive 400, the question of the Memorialists as to how they are to be advanced, except to the 650 Rs grade, seems to admit but of one answer.

4. The above is on the supposition that Mr Rickett's scheme is adopted. But the Govt have strongly re-monstrated against it, since it involves the abolition of the 2 Deputy Secretaries (Convenanted). They would therefore again urge the claims of the Unconvenanted & ~~is~~ irrespective of Mr Rickett's scheme.

5. The Govt of India have lately sanctioned the employment of 10 Unconvenanted Clerks on 600 Rs each. The Principal Assistant to the Act General re-

comes 600 Rs. The Senior
Unist Assistant in the B
of Rev receives 600 Rs, and
Considering that these
Officers are subordinate to
the Govt Office, & consider-
ing the onerous & responsible
duties required of the Senior
Unist Assistants in the
Govt Office, as repeatedly
acknowledged by the Govt
& the Govt of India, it is
earnestly trusted that the Lt
of the Govt of India
will grant sanction for their
salary being fixed at 600 Rs
per mensem.

as well as
that of the
Unist Asst
(i.e. the one
in the Mtg Dept)

W. H. B.

L40-10/11-
Print the enclosure for
Collection & forwarding

Find. L. L. Engd. II. Dec. No. 4 of 1838
Replied 7. Annual No 8 of
1859 - Disposed of for a quantity of Disputes 22 of 59

64 17

29/66

Noted 7 Dec. 1838.

Exhausted this time.

No 785

Find 1838. Allhand

16-91