

MADRAS RECORD OFFICE.

Government of Madras.

Financial DEPARTMENT.

G.O. No. 585

Press
Mis.

Dated 19th October 1859.

B. No. 27-30

15/16

Not to be folded or roughly handled

*Proceedings of the Madras Government, Financial
Department, from 5th to 21st October 1859.*

Read the following Minutes.

No. 27. MINUTE by the Honorable the President, dated 18th October 1859.

I postponed the important subject of the salaries of the Civil Servants of this Presidency, which is now under the consideration of Her Majesty's Government, until I was able to form a mature and confident opinion.

There can now be no difference of opinion as to the general principle which should regulate the salaries of the Indian Civil Service. That service is the highest expression of the administrative powers of Great Britain in reference to India, and the Members of it are selected by open competition from among all the natural born subjects of Her Majesty within certain ages. The emoluments, therefore, ought to be such as will compensate in some degree for the risks and disadvantages of their position, and offer an attraction to the most highly qualified of our youth. They should be such as will enable the Officers of each grade to live in a suitable manner, and yet, with proper economy, to save enough to retire after they have completed their period of service. Above all, they should place every class of Officers above the temptation or suspicion of making any indirect gains from their appointments. A saving obtained at the expense of any of these objects would be false economy of the most injurious kind, and would re-act in a disastrous manner, not only upon the safety and credit, but also upon the finances of our Indian Empire. It is now fully established that this costly description of Agency should be employed only in supervising the local Officers; and that as natives of the country and others are forthcoming who are fit for the higher employments, they should be freely appointed to them. There is, therefore, no excuse for not giving proper salaries to the members of the Civil Service.

It is apparent from the result of the recent examinations, that the existing emoluments of the Civil Service are not more than sufficient to give the requisite command of qualified candidates, and any change which would make the service less attractive than at present would not be for the Public advantage.

The District Judges in the Madras Presidency receive at present 28,000 Rupees a year each, and the Sub Judges 16,800 each. It is proposed that nine of the Judges should receive, as at present, 28,000 Rupees a year and the other eleven 25,000, and that the Sub Judges should have 14,400 Rupees each. I see no sufficient reason to object to this.

Of the 20 Collectors, fifteen receive 28,000 Rupees each, while four others have sums varying from 30,000 to 34,200, and one gets only 24,000. It is proposed that seventeen of the Collectors should have 23,000 Rupees each, and the other three, sums varying from 24,000 to 30,000.

In my opinion the administrative system of this Presidency would be seriously deranged if the Collectors were placed on a less advantageous footing than the Judges, and the ablest members of the Civil Service were thereby induced habitually to aspire to the latter in preference to the former line. Although the circumstances are different, both lines are equally important. Persons who regard India as a whole, naturally look upon a Madras Collectorate in the same light as a Collectorate in Bengal or the North Western Provinces. It was formerly suggested from Home that we should appoint Divisional Commissioners as in Bengal; and now the Supreme Government proposes that this Government should be authorised to appoint an additional number of Collectors by dividing several of the Districts. To take the narrowest view, it is hard upon the Civil Officers of this Presidency that they should be placed on a worse footing than their brother Officers in the other Presidencies because their Government considers that it would not be for the public interest to accept of these offers.

It should be remembered that, like the Bengal Commissioner and the French Prefect, the Madras Collector is the representative of the Executive Government in his District. Like them, also, he is the head of a system of his own composed of a Sub Collector, a Head Assistant, and as many Deputy Collectors as may be wanted. We esteem it an advantage that our Commissionerships are smaller than those in Bengal, and that there is no intermediate authority between the Collector and Chief Magistrate (for these offices are always united) on one side, and the Board of Revenue and Court of Sudder Udalt on the other,

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Department, from 5th to 21st October 1859.*

At present there are,

19 Sub-Collectors at	Rupees	14,400
20 Head Assistants at.....	"	8,800
20 Assistants at.....	"	4,200.

Total 59.

for which the Governor General in Council proposes to substitute,

25 Assistants at	Rupees	9,600
15 do. at.....	"	7,800
11 do. at.....	"	6,000
20 do. at.....	"	4,800.

Total 71.

What is proposed, therefore is, to increase the number of Subordinate Collectors and to diminish their salary. Both these arrangements would, in my opinion, be a move in the wrong direction. Provided the establishment is kept up to its authorised amount, we have as many junior Civil Servants in the Revenue and Magisterial line as we can usefully employ. If a greater number were appointed, they would only retard their own promotion, which is already too slow, and stand in the way of the employment of the people of the country who are better qualified for these subordinate situations.

The other proposal is to reduce the Sub-Collectors, who at present receive 14,400 Rupees (the salary recommended by the Supreme Government for the Sub-Judges) to be Assistants at 9,600 Rupees. It has, on an average, taken twenty years to obtain promotion to a Collectorate, and it would be very injurious to the Public Service if, during this long period, Civilian had nothing better to look forward to than a Head Assistantship with 9,600 Rupees a year. This is the period of life when men's habits are formed, and it is very desirable that this should not take place under circumstances of hardship and discouragement. It is also the period when that peculiar Anglo-Indian trial of separation from wife and children is usually undergone. At the best, this is severe enough; but it would be a great aggravation if sufficient means did not exist for giving children a good education. Those who know, as I do, what serious personal sacrifices are made in order to maintain an establishment in England as well as another in this country, would deprecate any such reduction. The Sub-Collectors and Joint Magistrates (for they unite both functions) always have separate charge, with the full powers of the Collector but under his general supervision, of some important place and of a considerable section of the District; and their position is, therefore, more analogous to that of the Bengal Collector than of an Assistant.

My recommendation, therefore, is, that the Collectors and Sub-Collectors should be placed precisely on the same footing, in point of salary, as that recommended by the Governor General in Council for the Judges and Sub-Judges, and that Head Assistants and Junior Assistants should remain as at present.

It is proposed that the salary of the Collector of Sea Customs, should be reduced from 40,800 to 18,000 Rupees. This is the salary of a Junior Civil Servant; but the important interests involved in the increasing Trade of Madras require that the Government should be able to make a free selection from the experienced Officers of the Civil Service for this appointment. I recommend that it should be placed on the same footing as other Collectorates. The Land Collectorate of Madras, although in some respects less important than some other Collectorates, subjects the holder of it to greater expenses; and he has various duties to perform which require experience and sound judgment. It should, I think, be placed in the second class of Collectorates.

There is another point in which a change might be made with great advantage both to the Public and to the Civil Servants. It is now fully understood in England that the most advantageous way of paying public servants is partly by salary and partly by a pension attainable after

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a fixed period of service. This enables the Government to give lower salaries than it could otherwise do, and furnishes a motive to contentment and fidelity which cannot be provided by any other arrangement. The state of things here, is that a pension of 1,000£ a year is nominally attainable after 25 years service, of which 22 years must have been actual residence in India; but, as only four pensions are given in the year, there is always a large number of Civil Servants who have served the prescribed time, but are unable to obtain their pensions. At this moment there are forty four entitled to Pensions, a considerable proportion of whom would gladly retire. The men who are unwillingly detained cannot be contented, or disposed to give all their energies to their work; and the younger men are discouraged by their promotion being stopped and by the prospect of their retirement being indefinitely postponed.

According to the present terms of the service, the Pension of 1,000 £ a year is to be made up in certain proportions by the Government and Civil Servants; but owing to the general reduction of salaries and the slowness of promotion, Civilian are now unable to make good their share, and consequently have to retire on less than the established rate of Pension.

For these uncertain and ill arranged conditions, I recommend that a pension of 600 £ a year should be given, entirely at the expense of the state, after 25 years actual service in India, exclusive of furlough and leave of absence. I have fixed the period of service at the time at which, on an average, it is desirable that Civil officers should retire. It is nominally three years in advance of the period at which they are at present entitled to pension; but, as already stated, they never really get their pension at that time. The certainty of obtaining it after a fixed period would soon be felt in an increased spirit of efficiency throughout the service. As we are dealing with men, we must address ourselves to human motives.

The only other suggestion I have to make is that, when the health of a Civil Officer fails before he has completed 25 years actual service, he should be allowed a certain fixed proportion of the usual pension, which should in no case exceed two-thirds.

(Signed) C. E. TREVELYAN.

No. 28. MINUTE by his Excellency the Commander-in-Chief, dated 18th October 1859.

I cordially concur in all that the President has stated in this most able and comprehensive Minute on the position, salaries, and retiring Pensions of the Members of the Madras Covenanted Civil Service.

(Signed) PATRICK GRANT.

No. 29. MINUTE by the Honorable W. A. MOREHEAD, dated 18th October 1859.

I concur with the President in all that he has stated, in the comprehensive Minute recorded by him on the subject of the salaries of the Civil Servants of this Presidency.

The alterations proposed in the salaries of Collectors and their Subordinates, with the other changes suggested in the Revenue management of this Presidency cannot in my opinion be too strongly objected to—no reduction of expenditure will be effected, whilst the whole plan of Revenue Administration will be injuriously acted upon.

I will only add that the President in his Minute accurately describes the duties, prospects and difficulties, which attach to the Madras Civil Service.

(Signed) W. A. MOREHEAD.

No. 30. ORDER THEREON, dated 19th October 1859, No. 585.

Ordered that the foregoing Minutes be recorded, and that copies of them be forwarded to the Secretary of State for India by the next Bombay Mail.

(Signed) T. PYCROFT,
Chief Secretary.

Exd. W. J. Boyton.

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Minute by the Honble the President

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two thirds.

L. L. Trueman

Gondi
18th October 1859.

I cordially concur in all
that the President has stated in this
matter and am comprehensively in accord
on the position, salaries and retiring
pensions of the Members of the Mutual
Contracted Civil Service.

18 Oct/59

W. H. Hall

I dissent from the President in all that
 he has stated in the same paper & have
 minute recorded by him on the
 subject of the salaries of the Civil
 servants of this Presidency -
 The alterations proposed in the
 salaries of officers & their sub-
 ordinates, with the other charges
 suggested in the Revenue Manager's
 report of this Presidency, cannot
 in my opinion be too properly
 rejected

Letter of 21st Dec^r
 to the Secretary 19th Dec^r
 23 of 1859

Financial 1859 - 24th Dec^r
 23 of 1859

Minute by Sir
 Excellency the Gov^r
 recorded in brief

dated 18th Dec^r 1859.
 Recd 18th Dec^r

C/19512.

Concerning in all
 that the British has
 stated, regarding the
 balance of the Civil
 servants of this Pres-
 idency - 24th Dec^r

Minute by
 the Hon^{ble} the Pres^{ident}

dated 18th Dec^r 1859.
 Recd 18th Dec^r

C/19511.

After his opinion
 on the death of Sir
 "his recommendation
 to the Civil servants
 of this Presidency, which
 is now under the con-
 sideration of the Hon^{ble}
 Gov^r's Government.

to - no reduction of expenditure
2 True will be effected, which to
the whole plan of Revenue ad-
2ministration will be superior
by itself upon -

Will only add that the Presi-
dent in his Minute accurately
describes the duties, prospects
& difficulties, which attach
to the Madras Civil Service.

R. A. Schomburgk

18

11
The enclosed note
will explain itself -
Now send it on
to Sir Patrick
M
W B

Office of the Comptroller of the Treasury
No. 23 of 1859

Letter of 21st Dec.

Minute by the
Honble W. C. A.
No. 585
Shorehead.

Adm 18. Dec 1859.
Recd 18. Dec

14519.

Concerning in
all that the Comptroller
= about how stated
regarding the data
= given to the Comptroller
= of the Treasury

As this important
subject has been under
consideration at home
for some time it is
desirable that this expression
of my opinion upon it
should be sent by
tomorrow's Express -

In order to save a
forenoon I take the
liberty of sending
the

Trooper Just E Jul 3
Morehead
at Morehead

10 Oct 59

Financial Deptt.

Proceedings of the Madras Govt.

Read the following Minutes.

- By the Honble the President. (Here enter 13 October 1859)
- By H. S. the Comr-in-Chief. (" " - October 1859)
- By the Hon. W. A. Morehead. (" " - October 1859)

Order thereon, No 585, 2/19 Oct/59.

Ordered that the foregoing Minutes be recorded - and that Copies of them be forwarded to the Secretary of State for India by the next Bombay Mail. —

[Signature]

M. 10-56

Trinity Lighthouse 19th Oct
Mar 23. 1859

Recd of 21st Dec

Pro of South 21 Dec
Financial 1859 Dec 21

No 585

Proceedings of 1859

21st Dec to be 1859

No 52/60

According to the minutes
of the Board of 1859
regarding the delivery of the
Civil documents of this
Institution and directing
that copies of them be
forwarded to the Secy
of the Lighthouse for
the use of the Board