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MADRAS RECORD OFFICE.

Government of Madras.

Financial DEPARTMENT.

G.O. No. 641 Press / Mis.

72-74.

Dated 25-12- 18 39.

17/18

72-74

Not to be folded or roughly handled

(*Confidential.*)

Read the following papers :—

No. 72. From the Secretary to the Government of India, Home Department, (Public,) to the Chief Secretary to Government, Fort Saint George, dated Simla, 25th August 1869.

Several questions arising out of the operation of the rules for privilege leave having recently come before the Governor-General in Council, I am desired to ask His Excellency the Governor in Council for a confidential expression of opinion whether instead of the present rule allowing annually one month's leave, capable of accumulation to three months, it might not be advisable to substitute a rule providing a longer annual period of leave, but disallowing all accumulation.

2. I am to suggest, for example, an annual leave of absence of six weeks accompanied by such an amount of subsidiary leave as might suffice for the period really necessary to proceed to, and return from, the place where the leave is to be spent, provided that the total time of absence shall in no case exceed two months.

No. 73. MINUTE by the Honourable A. J. ARBUTHNOT, dated 23rd December 1869.

I regret that I am unable to concur in the letter which it has been determined to send to the Government of India, advocating the retention of cumulative privilege leave. The opinion therein expressed is diametrically opposed to the views, which have for some years past been entertained and expressed by the Madras Government. So far back as 1863 a proposal very similar to that now referred to us, for abolishing cumulative privilege leave and substituting for it six weeks' leave annually, was strongly advocated by this Government, and so recently as last year, when the present leave rules were under discussion, a similar proposition, put forward in a Minute recorded by me on the subject of those rules, was assented to by the other Members of the Government, and laid before the Government of India. I submit that, in urging the views stated in the letter now about to be despatched, the Members of the Madras Government will be in the position of opponents to a measure which first emanated from their immediate predecessors, and which was advocated by themselves on the very last occasion on which they had an opportunity of expressing an opinion regarding the rules relating to leave of absence.

2. But it is not only for the sake of maintaining the consistency of the Government, though that is a point deserving of some consideration ; but because I entirely approve of the principle of the change proposed in Mr. Secretary Bayley's letter of the 25th August last, that I feel constrained to record my dissent from the letter which has been passed by the majority of the Government. My views on the subject are exactly expressed in the letter addressed to the Government of India by Sir William Denison's Government, under date the 24th February 1863. In my opinion "it is decidedly to the advantage of the public service that public officers "should once in each year enjoy a few weeks change of scene and climate and rest "from work," and I am satisfied that "the privilege of accumulating leave acts as a check on taking it as frequently as it ought to be taken," and that "many an officer to the injury of his health, if not of his efficiency, remains at his work without a

day's leave for years, with the view of having his cumulative leave available in case a necessity should arise." It is, I would add, quite as much to the advantage of the public service, as it is to the advantage of the individual, that every public officer should enjoy a brief relaxation from work, and if possible change of scene once in each year; and, if I do not altogether misapprehend the meaning of resolutions which have lately appeared in the *Gazette of India*, this is the view taken of the matter by the Supreme Government.

3. Moreover the advantages of the change in a financial point of view ought not to be overlooked. At present, when a Civil Servant goes away on three or even on two months' privilege leave, an officer is appointed to act for him, and in the case of a Collector or other officer of a corresponding or higher grade, the series of acting appointments, with the attendant deputation, and in some cases travelling, allowances, entails on the State an expense which is by no means inconsiderable. If cumulative leave were abolished, it might be the established rule, that, as in the Military Service so in the Civil Service, the duties of an officer absent on privilege leave should invariably be discharged by the officer next in rank in the district or office, without entailing any expense on the State.

4. Allusion is made in the draft letter to the advantages which young officers derive under the present system from being occasionally appointed to act for absentees on cumulative leave, and so having opportunities of exercising superior duties, and of making known their zeal and capacity to the Government and other controlling authorities. I submit that this consideration, if it be worth anything, furnishes an argument for, and not against, the extension of the period of annual leave and the abolition of cumulative leave; for under the proposed change of rule, most of the young officers referred to would have an opportunity of ~~increasing~~ the higher functions once in every year instead of once in every three years.

5. The only objection to the entire abolition of cumulative leave, which appears to me to have any weight, is the convenience which the present rule sometimes affords to officers serving in remote districts, who cannot incur the expense of an annual move. To such officers the option might be given of either taking six weeks' leave annually, or of accumulating leave at the rate of one month per year up to three months. As regards the Madras Presidency such a rule might for the present be applied to the Districts of Ganjam, Vizagapatam, Godavery, Kistna, Tinnevelly, and perhaps South Canara. It would, I think, be preferable to allowing subsidiary leave.

(Signed) A. J. ARBUTHNOT.

No. 74. To the Secretary to the Government of India, Home Department, dated Fort Saint George, 25th December 1869, No. 641, (Confidential.)

I am directed to acknowledge the receipt of your letter, dated the 25th August 1869, requesting a confidential expression of the opinion of His Excellency the Governor in Council on the question whether instead of the present rule allowing annually one month's privilege leave capable of accumulation to three months it might not be advisable to substitute a rule providing a longer period of annual leave, but disallowing all accumulation.

Proceedings of the Madras Government, Financial Department,
25th December 1869.

2. In reply I am instructed to state that the retention of the present system appears to this Government desirable. If a rule such as that proposed in your letter under reply were adopted, the necessity for making acting appointments would tend to recur annually, instead of as at present once in three years. The present system, moreover, provides a suitable reward for men who are healthy and fond of work, and who, to the undoubted advantage of the public service, remain at the head of their offices for a period of nearly three years; while it enables those officers who require relaxation to take it annually. As in most cases the officer next in rank in the district is appointed to act for the absentee on leave for three months, sufficient opportunities are afforded to young officers of exercising superior duty, and of showing their zeal and capacity which but for such opportunities would not easily become known to the Government and the controlling authorities. The Governor in Council also thinks that the cumulative leave is especially suited to men burdened with families, who would find it onerous to take leave every year; and he would be disposed to add to leave earned under the present rules three days for each journey to and fro, so that officers might enjoy their month or accumulated months clear of periods spent in travelling. A change of system would, in his opinion, be a hardship on those men who have earned an accumulation under the present rules, and are looking forward to enjoying it.

3. A Minute recorded by Mr. Arbuthnot, dissenting from the views expressed in the foregoing paragraphs, is annexed.

(Signed) R. A. DALYELL,
Actg. Secy. to Govt.

Exd. J. Wright.

Confidential

No. 5

From

E. C. Bayley. Esquire
Secretary to Govt. of India.

To

The Secretary to the Govt. of
Madras

Simla 25 August 1869

Home Department Sir
Public

Several questions arising out of the operation of the rules for privilege leave having recently come before the Governor General in Council, I am desired to ask His Excellency the Governor in Council for a confidential expression of opinion whether instead of the present rule allowing annually one month's leave, capable of accumulation to three months, it might not be advisable to substitute a rule providing a longer annual period of leave but disallowing all accumulation.

2. I am to suggest by example as

Home 1869 Dept.

[ ]

From Government of
Fort St. George.

Dated 25th Dec. 1869. } No.
R. } Enclosures
Spare copies

D. No. } D.
L. No. 641. } Procs. } No.

DECEMBER.
Nos. 72-74.

Replying to letter, dated the 25th August last, marked confidential, and intimating that the retention of the present rule of allowing one month's privilege leave capable of accumulation to three months, appears to the Madras Government desirable.

accompanied by such an amount of subsidiary leave as might suffice for the period really necessary to proceed to, and return from the place where the leave is to be spent, provided that the total time of absence shall in no case exceed two months.

I have the honor to be

Sir

Your most Obt. Servant

C. C. Bayley

Secretary to the Govt. of India.

Home Department,
(Public)
The 22 October 1869.

Confidential

No. —

To The Secretary to the Govt. of Madras.

Sir,

Subject.

Calling for confidential opinion as to certain points involved in the Rules relative to the Privilege leave.

I am directed to invite attention to the communication marginally noted,* and to request an early reply thereto.

I have the honor to be,
Sir,
Your most obedient Servant,

Under Secy. to the Govt. of India.

* No. dated
subsequent reminder
No. dated

Confidential
Encloses
dated 25 Aug. '69

of health

I beg to send the enclosed in circulation. I do not quite understand the mysterious superscription. I venture to submit that the proposed change will be beneficial to the interests of Govt.

The real object of leave relaxation from Official duties for the preservation of health is best obtained

---

we have I think replied to this?

Bd

No – Papers are with the Honble Mr Arbuthnot

Replied to 15/12

by insisting that officers shall take their leave every year when it can be done without public inconvenience, and this can best be effected by prohibiting accumulation of leave. — BM

my opinion on the subject of privilege leave is contained in para 9 of the Letter drafted by me as Chief Secy in 1863 and which was adopted by Sir William Denison's Govt., and in para 4 of my minute of the 13th April last year I would give every officer 1 month's leave in the calendar year. ~~[illegible]~~ In the case of officers serving in remote Districts I would give them the option of taking the ~~[illegible]~~ or of accumulating leave at the rate of one month per year up to 3 months as at present. This I think would be preferable to allowing such officers subsidiary leave.

R. A.

16th Sept

No. 459

Of 25 Aug. & 8 Sept 1869

[illegible]

I accept myself with some hesitation but as the
whole I give my adhesion to the principle
of cumulative leave which is very advantageous
to public servants hindered with families
who might find it onerous to go every
year for so short a period as one month.
I would allow the present accumulation
of three months but I would add to the
period of leave on every occasion on which
it is taken three days to go and three
to return ensuring most officers after
twelve months accumulated months clear
of journey. I agree with Mr Phillips
that there are advantages attached to
a vacancy of three months in affording
young officers an opportunity of
exercising superior duty during
their zeal & capacity

J.

13

by feeling favors the retention
of the present rule, which allows
a month's leave of absence after
eleven months work, capable of
accumulation to three months. -
To adopt the rule proposed in the
letter from Mr. E. C. Bayley, of six
weeks annually, with such subsidiary
leave as might suffice for the
absentee reaching the place where his
leave is to be spent, would, in numerous
cases, run the leave close upon two
months and necessitate some special
arrangement for filling up the
office temporarily vacated. There
would, thus, be an annually recurring
necessity for appointing a substitute
for the absentee, instead of having
to do so, as at present, once on three
years. Mr. Bayley's rule does not,

as I read it, mean that the Govt. are to insist on every officer taking six weeks leave once a year. The option he now enjoys of going, or not going, will still remain: and I certainly would not support a rule which rendered it imperative on every public officer to quit office yearly for a period of six weeks. Some men are healthy & fond of their work, which they can well do without change of air, scene or locality. I see no reason why men of this class should be driven out to leave of absence because another & sickly class of men will notoriously benefit by relief from duty for a month or more. Further, it is, I consider, a public advantage that men especially remain at the head of their departments without a break, for a period of three years. If then, the Govt. through the agency of such men do secure

again, however small, it seems only just that some reward ~~[illegible]~~ should be assigned to them; & this cannot better be done than by allowing a cumulative leave of absence of three months. — The rule benefits the Govt. in another way. — In most cases (as the rule will not apply to Judges of Courts) the officer next in rank in the district will get charge of the district, when his Collector quits on 3 months leave; & so it will generally be with the miscellaneous departments — when the head of ~~[illegible]~~ one of them goes away for three months.

It seems to me that these three months supply an excellent opening for a junior officer to see what is the work of the upper branch of his departmt., and to exhibit in his command — with the Govt. & superior controlling officer what his own capacity and ability may be. An opening of the kind is essentially necessary in the Revenue branch of the Covt. Civil Service

whose junior members remain for years scarcely known to the members of the community at the Treasury.

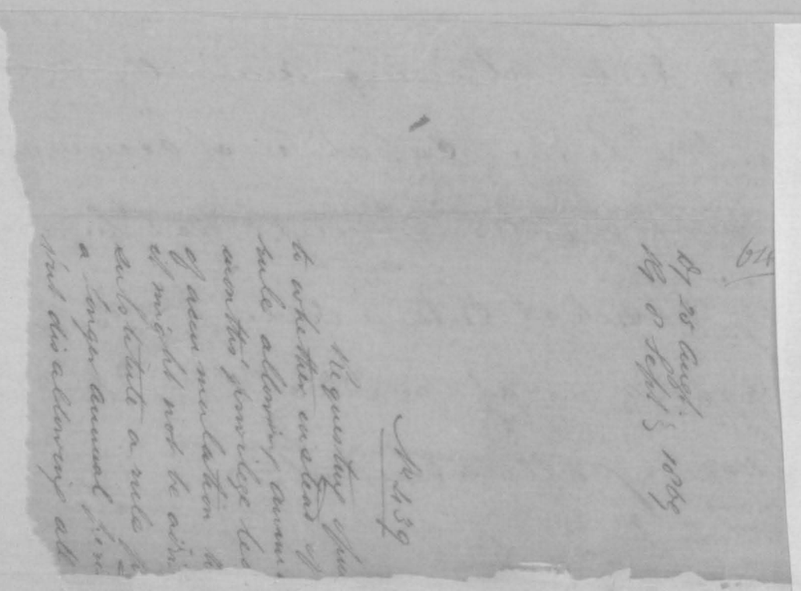
These temporary appointments for three months have further, very frequently the effect of clearing away many, if not most, of the arrears of business which may be pending when the head of the office departs. The gentleman in charge is pleased with the opportunity of showing what he can do & works double time to sweep off what may have been unavoidably accumulating. — any one holding charge of a correlative office must have experienced what I have above assumed. — on the whole then I should preserve the present rule. To change it, would be hard on many men who have been working to earn it, and even if there ought be reserved, I fail to see in what manner this six months rule would be a superior one to keep by.

WDH

Adgt Gen's
24th Dec. /69

My dear Ellis

I send you the progress of the subject of privilege leave with a view that I have written about it, in case you may like to arrange with Dalgetty or Skinner how they should be sent & the Inspector Gen's. I suppose the letter & memo had better be sent up in duplicate as the case is



5/9/69

My dear Phillips,

The Foreman
will feel obliged if
you would kindly
record your opinion on
record & the subject matter of
the enclosed paper
and then send it to
to Arbuthnot for his
remarks on H.S. 2d.

Such of Indian matters
such a fuss about. The
matter being quite identical.
They might go by the
American Church is expected
from South Carolina.

Yours truly
A. J. Arbuthnot

Ought he reserved,
in what manner
rule will be adopted
by Sept 6 &.

like to have the benefit
of your views before
rendering his Opn.

Yours truly
J.H. Gaston.

5/9/02

Memo

I regret that I am unable to
answer in the letter which it has
been returned to send to the Government
of India, advocating the retention
of cumulative privilege leave.
My opinion therein expressed is
diametrically opposed to the views
which have for some years past
been entertained and expressed
by the Madras Government. So
far back as 1863 a proposal
was similar to that now opposed
to us, for abolishing cumulative
privilege leave and substituting
for it six weeks' leave annually
which was strongly advocated by this
Government, and so recently as
last year, when the present
leave rules were under discussion,
a similar proposition, put forward
in a Minute recorded by me on
the subject of those rules, was
opposed by the then Member
of this Government & subsequently
by the Government of India. I think
that in urging the views latterly

like to have the benefit
of your views before
recording his own.
5/9/02 J.H. Garstin.

in what manner
rule would be affected
by the proposal.

in his letter now about to be
despatched, the numbers of the
Indian Government will be in
the position of opponents to a
measure which just emanated
from their immediate predecessors,
and which was advocated by themselves
on the very last occasion on which
they had an opportunity of expressing
an opinion regarding the rates
relating to leave of absence.

2. But it is not only for the sake of
maintaining the consistency of the
Government, though that is a
point deserving of some consideration,
but because I entirely approve
of the principle of the change proposed
in Sir Stanley Baker's letter of
the 25th August last, that I feel
constrained to record my dissent
from the latter which has been
passed by the majority of the
Government. My views on the subject
are exactly expressed in the letter
addressed by the Government of India
by Sir William Denison's Government
under date the 24th February
1863. In my opinion "it is directly
"to the advantage of the public service
"that public officers should once in every
"year enjoy a few weeks change
"of scene & climate and rest
"from work," and I am entirely
with "the principle of accumulating leave
"on the officer's account as it being
"only as it ought to be
"it as frequently as it ought to be
taken," and that "many an officer
"loses, to the injury of his health, if
"not of his efficiency, remains at
"his work without a day's leave
"for years, with the view of having
"his accumulated leave available
"in case a necessity should arise."
It is, I submit, quite as much
to the advantage of the public
service, as it is to the advantage
of the individual, that every
public officer should enjoy a
brief relaxation from work,
and if possible change of scene,
once in each year; and if I do not
altogether misapprehend the meaning
of resolutions which have lately
appeared in the Gazette of India,
this is the view taken of the matter
by the Supreme Government.

3. Moreover the advantages of the change

is a prominent point of view and not to be overlooked. At present, when a Civil servant goes away on Furlough or even on two months leave, an Officer is appointed to act for him; and in the case of a Collector or other Officer of a corresponding or higher grade, the Servis of acting appointments, with the attendant expenditure, and in some cases Travelling allowances, entails on the State an expense which is by no means inconsiderable. If annuitis leave were abolished, it might be established rule that, as in the Civil Service of India, the duties of an Officer about to avail himself of his privilege leave should invariably be discharged by the Officer next in rank in the District or Office, each without entailing any expense on the State.

4. Attention is much in the hope held out to the advantages which young Officers derive under the present system from being occasionally appointed to act for absentees on annuitis leave, and so having opportunities of exercising superior duties, and making known their zeal & capacity to the Government

and other contributing authorities. I submit that this consideration, if it be worth anything, furnishes an argument for and not against the retention of annual leave and the abolition of annuitis leave. For under the proposed change, most of the young Officers would not have an opportunity of exercising the higher functions once in every three years instead of once in every third year.

5. The only objection to the entire abolition of annuitis leave, which appears to me to have any weight, is the inconvenience which the present rule sometimes affords to Officers living in remote Districts, who cannot visit the capital on annual leave. To such Officers the option might be given, of either taking six weeks leave annually, or of accumulating leave at the rate of one month per year up to three months. As regards the numbers availing such a rule might for the present be applied to the Districts of Ganjam Vizagapatam Godavery, Kistna, Nellore, Cuddapah and

perhaps South Carnarvon. It would,
I think, be prejudicial to attorney
intriching leave -

A. J Arbuthnot.

23rd December 1869.

Pros. 25 Dec. 1869

Financial 1869 Department

Minute

Minute by the Honorable
A. J. Arbuthnot

23rd December 1869

No. 682A

Original to Mr Arbuthnot.
24/12/70

Desp.h 25 to Mds.

Confidential

Public Department.

29

No. 611

To

The Secretary to the Government
of India.
Home Department.

Sir,

I am directed to acknowledge the receipt of your letter dated the 25th August 1869, requesting a confidential expression of the opinion of His Excellency the Governor in Council on the question whether instead of the present rule allowing annually one month privilege leave capable of accumulation to three months it might not be advisable to substitute a rule providing a longer period of annual leave but disallowing all accumulation.

2. In reply I am instructed to state that the retention of the present system appears to this Government desirable.

If

If a rule such as that proposed in your letter under reply were adopted, the necessity for making acting appointments would tend to recur annually, instead of as at present once in three years. The present system, moreover, provides a suitable reward for ~~such~~ men who are healthy and fond of work, and who, to the undoubted advantage of the public service remain at the head of their Offices for a period of nearly three years; while it enables those officers who require relaxation to take it annually. As in most cases the officer next in rank in the district is appointed to act for the absentee on leave for those months, sufficient opportunities are afforded to young

Officers

Officers, of exercising superior duty and of showing their zeal and capacity which but for such opportunities would not easily become known to the Government and the controlling authorities. The Governor in Council also thinks that the ~~present~~ cumulative leave is especially suited to men burdened with families, who would find it onerous to take leave every year; and he would be disposed to add to leave earned under the present rules three days for each journey to and fro, so that officers might enjoy their month or accumulated months clear of periods spent in travelling. A change of system would, in his opinion, be a hardship on those men

who

24-3-46 B I

Fin. 1869. Department.

No. 641

To

The Secretary to the
Government of

Department

Dated 25th Dec. 1869.

Sir,

I am directed to acknowledge the receipt of your letter No. 1869 dated the 25th instant, forwarding a copy of a letter from the Commissioner, Hooghly, reporting the measures adopted for working the Embankment Act in that district, and to request that you will be pleased to inform the Commissioner that the Lieutenant Governor has perused his report with much satisfaction.

I have the honor to be,
Sir,
Your most obedient servant,

Secretary to the Government of Bengal.

Fort William, the 25th December 1869.

3-12-98
3/12/98

Confidential

77-74.