M.R.O. 1—77,006—8-6-31.

(1) Number of pages 22

(2) Date of repair 6-4-89

(3) Initials of the Referencer

MADRAS RECORD OFFICE.

Government of Madras.

Financial DEPARTMENT.

G.O. No. 437	Press / Mis.
26-27	
Dated 7 9	18 71.

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Not to be folded or roughly handled

No. 437.

FROM

THE HON. R. S. ELLIS, C.B.,
Chief Secretary to the Government of Fort St. George,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
FINANCIAL DEPARTMENT.

SIR,

I am directed to acknowledge the receipt of the Resolution of the Government of India, No. 2,026, dated 10th July 1871, suggesting certain changes in Section 7 of the Covenanted Civil Service Code, and, in reply, I am to say that the opinion of His Excellency the Governor in Council is adverse to any changes such as those proposed.

2. No inconvenience has been experienced in this Presidency in regard to filling up the special appointments, the salaries and character of which do not correspond with those of other appointments, nor as regards the acting allowances of officers holding such special appointments substantively but acting elsewhere. The Governor in Council is of opinion that it is unadvisable to make the tenure of the special appointments so uncertain as the change of rule would make it; that the proposed rule would be injurious and sometimes unjust; that the settlement of the amounts which should be considered for deputation purposes as the substantive pay of the special appointments would be difficult, and, however carefully done, must sometimes cause inequality; and that if the principles involved in the proposal of the Government of India are consistently worked out, the results would be found so unsatisfactory as in a short time to render a return to the present system necessary.

3. The assertion of the Government of India in paragraph 6 that "officers officiating in such (special) appointments received, perhaps, less remuneration, and officers holding such appointments substantively and officiating elsewhere receive more than good policy and equity require" involves the question of the policy of so arranging allowances, that all officers of the same standing and position in the service shall receive approximately the same emoluments. The Governor in Council is not prepared to concur in the view taken by the Government of India. The result of the adoption of this principle would be that able and efficient men would be discouraged, while those of inferior capacity, or who are deficient in energy, would be relieved from all inducement for improvement. It seems to His Excellency in Council that, on the contrary, good policy and equity require that the men who, by efficiency and ability, have earned their selection to fill appointments of special emolument, or have served for a time in arduous offices, should retain their reward when it appears for the interest of the public service that they should be sent to officiate in higher appointments. The differences in favour of the special appointments are not, in this Presidency, so excessive as to make this unjust, and the existing deputation rules assign sufficient remuneration to temporary incumbents of these appointments.

4. The terms "officers of his own standing" are somewhat vague. They may either mean of the same season of appointment or adjacent to him on the list. If the former, there would be great difficulty in this Presidency especially

with regard to the junior appointments. There are so many as twenty-six men of one year, some are now Assistants on Rupees 602, others Head Assistants and Acting Sub-Collectors on Rupees 1,200. On which class of substantive appointment would an absentee have a lien? If the second interpretation be taken, it would be obviously unfair, for an absentee of exceptional ability might be adjacent to one of exceptional inferiority whose promotion had been consequently and justly retarded. This Government presume that column A. in the schedule is intended to show an approximation to the substantive pay of offices held by men of the same standing as the holder of the special appointment. As shown above, the determination of this amount is a difficult matter. The officers selected to fill special appointments are, as often as not, promoted to them over the heads of their seniors. It is, therefore, necessary to decide to what standing reference should be made; and it is probable, that, owing to the fact just stated, inequality would result just as often as under present arrangements.

5. It would appear consistent that a scheme similar to that proposed in the second suggestion of the Government of India should be applied in all cases when, owing to exceptional ability or other causes, an officer is substantively promoted out of his turn in the ordinary line of the service. The present proposals of the Government of India would introduce a system of promotion by seniority only. But the Governor in Council does not think that this is the intention of the Supreme Government.

6. The second suggestion would probably cause financial saving, and if so, it would tend to the multiplication of officiating appointments—an evil which is already of too great magnitude.

7. With reference to paragraph 11 of the Resolution, I am to say that, not concurring in the second suggestion, the Governor in Council would be constrained to enter the full salaries of the special appointments in column A., and to leave column B. blank. Under these circumstances, it seems unnecessary to fill up the schedule.

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

Captain, R. E.,
Under Secretary, P. W. D.,
for *Chief Secretary.*

OOTACAMUND,
7th September 1871.

Exd. J. Wright.

1871.

FINANCIAL DEPARTMENT.

From

The Chief Secretary to Government,

Fort St. George,

To

The Secretary to the Govt. of India,

Financial Department.

Dated 7th September 1871.

Recd. No. 437.

Enclosure.

Communicating the views of this Government on the proposed amendment of Section 7 of the Covenanted Civil Service Code.

Copy of the Civil Service Code.

Financial 1671 Depart.

From
The Secy. to the Govt. of India
No. 2026

Dated 10th } July 1871
Recd 25th }

No. 351 three S.C.

Forwarding Copy of Resolution of the Govt. of India to Local Govts regarding the amendment of Sec. VII of the Covenanted Civil Service Code.

No. 26

C.

C. 1618.

Sir Among [illegible] appears to me indispensable. I cannot think it advisable to make the tenure of special appointments to mountain as the proposal now would make it.

H. L.

It appears to me that exchanges [illegible] The substantial rule is, I think as above laid down and [illegible] it will [illegible] to inspire confidence and repose

[illegible]

GOVERNMENT OF INDIA.

FINANCIAL DEPARTMENT.

LEAVE AND ALLOWANCES.

To

No. 2026.

Dated Simla, 10th July 1871.
Received 25th

dept 15/9

9-

Financial Department

No 4375

To

The Secretary to the Government
of India
Financial Depart.t
Simla

Sir,

I am directed
to acknowledge the receipt
of the Resolution of the
Government of India No.
2026, dated 10th July 1871,
suggesting certain changes
in Section VII of the Cove-
nanted Civil Service Code,
and, in reply, I am to say
that the opinion of His
Excellency the Governor
in Council is ~~unfavourably~~ adverse
to any changes such as
those proposed.

2. No inconvenience
has been experienced in
this Presidency in regard
to

to filling up the special appointments, the salaries and character of which do not correspond with those of other appointments, nor as regards the acting allowances of officers holding such special appointments substantively but acting elsewhere. The Governor in Council is of opinion that it is inadvisable to make the tenure of the special appointments so uncertain as the change of rule would make it; that the proposed rule would be injurious and sometimes unjust; that the settlement of the ?m cases to which should be considered for deputation purposes as the

the substantive pay of the special appointments would be difficult, and, however carefully done, must sometimes cause inequality, and that if the principles involved in the proposal of the Govt of India are consistently worked out, the results would be found to ~~[illegible]~~ unsatisfactory as in a short time to ~~[illegible]~~ a return to the present system necessary.

3. The proposition of the Govt of India in paragraph 6 that "officers officiating in such (special) appointments receive perhaps less remuneration, and officers holding such appointments substantively and officiating elsewhere receive more than good policy and equity require" involves the question of the policy

policy of so arranging allowances, that all officers of the same standing and position in the service shall receive approximately the same emoluments. The Governor in Council is not prepared to concur in the view taken by the Govt. of India. The result of the adoption of this principle would be that able and efficient men would be discouraged, while those of inferior capacity or who are deficient in energy would be relieved from all inducement for improvement. It seems to His Excellency in Council that, on the

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contrary, good policy and equity require that the men who, by efficiency and ability, have earned their selection to fill appointments of special emolument, or have served for a time in arduous offices, should retain their reward when it appears for the interest of the public service that they should be sent to officiate in higher appointments. The differences in favor of the special appointments are not, in this Presidency, so excessive as to make this unjust, and the existing deputation rules assign sufficient remuneration to temporary

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incumbents of these appointments.

4. The terms "officers of his own standing" are somewhat vague. They may either mean of the same season of appointment or adjacent to him on the list. If the former, there would be great difficulty in this Presidency especially with regard to the junior appointments. There are so many as 26 men of one year, some are now Assistants on Rs 602, others Head Assistants and Acting Sub Collectors on Rs 1200. On which class of substantive appointment would an absentee have a lien?

Some of them - appointed before the scheme in the deputation - not to get pay as H.A. 733. 5. 4
House Rent — 85. 0. 0
Deputation allowance 250. 0. 0
7 centage 87. 8. 0
1205. 13. 4

The rest get
pay & H.A. Rent — 768. 5. 4
Deputation — allce 288. 11. 2
7 centage — 87. 8. 0
1144. 11. 6

} to these no increase in pay

If the second interpretation be taken, it would be obviously unfair, for an absentee of exceptional ability might be adjacent to one of exceptionally inferiority whose promotion had been consequently and justly retarded. This Government presume that Column A in the Schedule is intended to provide for the substantive pay of offices held by persons of the same standing as the holder of the special appointment. As shown above, the determination of this amount is a difficult matter. The Officers selected to fill special appointments

15

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All pm

Estacamund
7 Septr. 1871.

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c. 28/8.

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187 ;
Financial DEPARTMENT.

From The Chief Secretary to Government,
Fort Saint George,

To The Secretary to the Govt. of India,
Financial Department.

Dated Sept. 7. 187 .

Read

No. 437.
Enclosure.

Nos. 26 - 27.

Comms. the views of this Govt. on the ~~amendment~~ proposed by the ~~Govt of India~~ subsequent of Sec. VII of the Covt Civil Service Code.