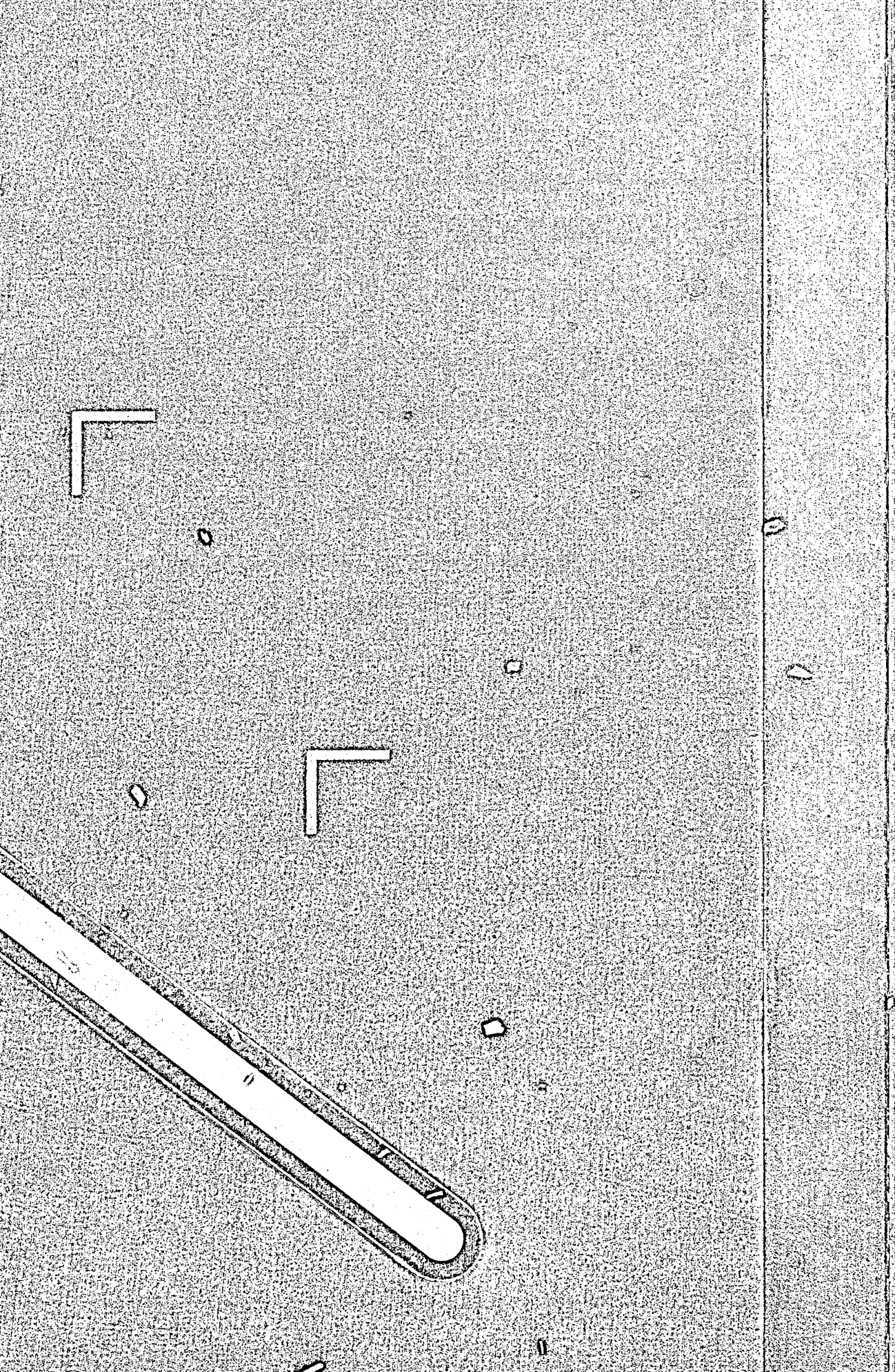


M.R.O. 1—77,003—8-6-37.

(1) Number of pages 10

(2) Date of repair 9-1-40

(3) Initials of the Referencer

MADRAS RECORD OFFICE.

Government of Madras.

Finance DEPARTMENT.

G.O. No. 201 Press / Mis.

1-2

Dated 1-3- 1872.

1-2

Not to be folded or roughly handled

CONFIDENTIAL.

No. 1. Read the following letter from the Under Secretary to the Government of India, Financial Department, to the Chief Secretary to Government, Fort St. George, dated Fort William, 2nd February 1872, No. 901:—

Leave and Allowances.

I am directed to forward, confidentially, in continuation of the circular of the Home Department, No. 3102-11, dated 23rd June 1871, copy of a despatch from Her Majesty's Secretary of State for India, Financial, No. 378, dated 26th October 1871, regarding the leave rules of 1868.

2. I am to request, with reference to paragraph 15 of the despatch, that a statement may be submitted to this Department, as soon as possible after the end of each official year, giving the following information regarding each Covenanted Civil Servant under the orders of the Government of

1. Name.
2. Number of days on duty during the year.
3. Number of days absent on furlough or special leave.
4. Number of days absent on other leave.
5. Number of days absent on deputation to a special or temporary appointment, or in other provinces.
6. Amount of acting or deputation allowance drawn during the year during the days included in column 2.
7. Excess of the pay of substantive office over the allowances drawn during the period included in column 3.

3. The figures in columns 6 and 7 are to be stated not in monthly, but in aggregate amounts.

4. The columns should be totalled, and the distribution of the total charge for acting allowance into three parts in the ratios of the totals of columns 3, 4, and 5 will give an approximate estimate of how much of it is caused by furlough or special leave, how much by other leave, and how much by the creation of temporary special appointments.

From the Right Honourable the Secretary of State for India, to the Government of India, dated 26th October 1871, No. 378.

I have considered in Council your Financial letter, dated the 23rd May last, No. 106, replying to my despatch of the 9th March 1871, No. 67, in which I called your attention to the probable effect of the Furlough Rules of 1868, for the Covenanted Civil Service, and to the additional expenditure caused thereby, and requested you to take the subject into your consideration with reference to certain general propositions contained in that despatch.

2. My objections to the Rules were, that the periods of absence allowed are unnecessarily frequent and protracted, that they are calculated to diminish the interest of our officers in their work, to impair the efficiency of the administration by increasing the number of acting officers, and to augment the charge for absentee allowances.

3. You inform me that you consider that the periods allowed are not longer than are necessary; that it is to the advantage of the administration that officers should be encouraged to resort

to England for refreshment of body and mind, even though not entirely broken down by sickness; and that, if the period of absence on sick certificate were limited to twenty months at one time, it would not admit of an officer being absent from India for two hot seasons, as it would only suffice if he should fall sick shortly before the commencement of a hot season.

4. You admit that frequent changes among our officers are undesirable, but you are not convinced that the new Rules have increased that inconvenience, and you remark that, "whereas, under previous Rules, an officer returning from leave of absence on medical certificate was entitled to revert to the particular appointment which he had vacated, he has now a lien only on his substantive appointment, or on an appointment of a similar character and not less salary;" and you believe that, when the new Rules are in full operation, the practical effect will be "entirely to change the character of acting appointments, which will become, for the most part, as permanent as if they were substantive appointments."

5. In regard to increased charge, you are satisfied "that the entire net additional cost of the new Rules in the Civil Department is inconsiderable, and that the great increase of charge in England for furlough and absentee allowances is," as you expected, "nearly, if not quite, counterbalanced by a reduction of charge in India."

6. There appears, indeed, to be but one point connected with the rules with which you are quite satisfied, *viz.*, the absence of any restriction as to allowing officers to take furlough in anticipation of retirement, but you would "find it very difficult to prevent this particular inconvenience." You intend, however, to consult the Local Governments as to their practice of replacing an officer returning from furlough, not only in as good a substantive, but in as good an officiating, position, and, if necessary, removing another officiating officer for the purpose. You think that the new Rules do not require that arrangement, and that "there would be no hardship caused if an officer were not replaced in an acting appointment equal to that which he last held (supposing it to be possible to employ him in a substantive office such as he is entitled to fill) until an acting vacancy shall occur."

7. You consequently consider "that it is, on every ground, inexpedient to reverse now the policy of 1868, or to modify it considerably."

8. With reference to the opinion expressed by you, that a period of less than two years would not suffice for absence on medical certificate, and to your statement, "as to refusing an officer sick leave until seven years have passed since his last return from leave of absence," and that "a rule involving such extreme hardship could not be maintained," inasmuch as "the Government could not take the responsibility of allowing an officer perhaps to die, who should fall sick before he was entitled to leave of absence by Rule," I must express my regret that, when stating in such terms your objection to a refusal of sick leave, you should have failed to show more clearly the probable effect of the alteration which I had suggested.

9. You will see, on referring to paragraph 19 of my despatch of the 19th March last, that leave of absence on medical certificate for twenty months, with retention of office and half salary, might be granted *after any period* of service, and that it was only to the grant of a second leave on medical certificate, *with retention of office and half salary*, that the proposed restriction would apply,—a restriction which existed in the Rules of 1864. I am of opinion that if, on a second occasion, an officer within seven years of his last return from Europe requires leave on medical certificate, it must be doubtful whether, if the leave were granted, he would be likely again to render efficient service, and whether he ought not to retire on an invalid allowance; but if the leave be granted at all, it should certainly be without retention of office. So far as relates to any insufficiency of the period allowed for absence during two hot seasons, the propositions contained in my despatch could have been modified to meet that contingency.

10. Nor have your observations removed my objections to the grant of one year's furlough after every four years' service. I still consider that such frequent absences are calculated to weaken the interest of officers in their work. Indeed, you admit that in regard to "special

Proceedings of the Madras Government, Financial Department,
1st March 1872.

appointments not belonging to a class, and not interchangeable with others, uncertainty of tenure and frequent personal changes" are particularly objectionable, "and that if the new Rules have increased such changes, their effect must certainly be held to have been in this respect unsatisfactory." You also admit that the temporary tenure of those appointments has increased to a certain extent, but you remark that "such officers, especially if holding important appointments, *e. g.*, Chief Commissioners and Secretaries, for manifest reasons seldom take furlough, unless compelled to do so by sickness, so that the temporary nature of such appointments has not, it is believed, much increased."

11. Your admission that the officers who fill the more important appointments are able to discharge their duties without the frequent and protracted absences allowed by the Rules, appears to me to afford strong evidence that the grant of such leave can be neither for the advantage of the State nor for that of the officers whom you describe as the "general rank and file of the service."

12. With reference to the increased charge, you have forwarded certain memoranda in order to show the financial effect of the new Rules. Those papers are, however, in reality only estimates of the probable effect of the Rules, and are consequently of no practical value. It was estimated in the letter from the Government of India, dated the 21st December 1867, that the adoption of the Civil Rules would result in a considerable saving, even after arranging for the additional allowances. It is clear that it has led to increased charge, although the amount of increase has not been ascertained.

13. When writing my Financial despatch of the 9th March last, No. 67, I was fully sensible of the inconvenience and difficulty of revising the Furlough Rules of 1868 so soon after their adoption, but as the question of the terms on which pensions to Covenanted Civil Servants were to be granted was then recently determined, I considered that the time was favorable for making any necessary alterations in the Furlough Rules.

14. I am satisfied that any revision with a view to restricting the period of absence, if made without your full concurrence and cordial co-operation, could hardly fail to produce much inconvenience and probable discontent, and as the opposition which you have offered to a change is so decided, I abstain from requiring any further steps to be taken for that purpose at present.

15. I request, however, that you will furnish me annually with a statement showing the number of civil absentees during the previous year, the periods of their absence, and the amount paid in acting allowances consequent on such absence, in order that I may be able to ascertain more clearly the full effect of the existing Rules.

(A True Copy.)

(Signed) J. W. TWALLING,
Registrar, Financial Dept.

No. 2, ORDER THEREON, 1st March 1872, No. 201.

To be recorded.

(True Extract.)

W. HUDLESTON,
Officiating Chief Secretary.

GOVERNMENT OF INDIA.

FINANCIAL DEPARTMENT.

Enclosure to Letter No. 901 of 1872.

No. 378, dated 26th October, 1871.

From—*The Secretary of State for India,*
To—*The Government of India.*

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(A True Copy)

H. Fowler

Regr. Fin. Dept

J. W. Fowler

O. S. G. P.—No. 8987 C. F.—8-2-72.—20.

No 1187 P.

27

Office of Superintendent of Government Printing

No. 8, Hastings Street

CALCUTTA.

27th March 1872.

To

The Secretary to the Government of Madras

Memorandum

The undersigned has the honor to forward by today's post 30 spare copies of Secretary of States' despatch No 378 dated 26th October 1871, and other correspondence in connection therewith, regarding Furlough rules for the covenanted Civil Service for Proceedings or other purposes.

A. Cutter

Superintendent of Govt Printing

No. 901.

GOVERNMENT OF INDIA.

FINANCIAL DEPARTMENT.

Leave and Allowances.

To

The Secretary to the Government of Madras.

FORT WILLIAM, *the 2nd February* 1872.

SIR,

I am directed to forward, confidentially, in continuation of the circular of the Home Department, No. 3102-11, dated 23rd June 1871, copy of a despatch from Her Majesty's Secretary of State for India, Financial No. 378, dated 26th October 1871, regarding the leave rules of 1868.

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6. Amount of acting or deputation allowance drawn during the year during the days included in column 2.
7. Excess of the pay of substantive office over the allowances drawn during the period included in column 3.

3. The figures in columns 6 and 7 are to be stated not in monthly, but in aggregate amounts.

4. The columns should be totalled, and the distribution of the total charge for acting allowance into three parts in the ratios of the totals of columns 3, 4, and 5 will give an approximate estimate of how much of it is caused by furlough or special leave, how much by other leave, and how much by the creation of temporary special appointments.

I have the honor to be,

SIR,

Your most obedient Servant,

R. B. CHAPMAN,
Secretary to the Government of India

Under Secretary to the Government of India

GOVERNMENT OF INDIA.

FINANCIAL DEPARTMENT.

Leave and Allowances.

To

No. 901.

Dated, Fort William, the 2nd February 1872.

Received 19.

21-1-14.

Financial. 1872. Sept. 207.

From Under Secy. Govt. of India. Financial Depth. 901.

2/2 Ltr. 2 Feby 1872
7/2 Mr. Mackenzie 1872.

8111 of 71 2

No 372
Issued.

1 Enclosure

Financial 1872 No 201

Forwards confidentially copy of a Despatch from the Secy. of State for India regarding the leave rules of 1867 and requests to be furnished with any comments that may occur to him touching the proposed Fundamental Rule on the subject.

Mr Mackenzie
Lt Governor

O. S. G. P.—No. 8777 C. F.—2-2-72.—60.

1st March 1872. No 201
1. 2.

2/2/72
28/2/72