

Financial (1898) Department.

ORDINARY PRINTED.

G.O., No. 1081.

DATED 19-11-98

INDEXED.

19/19

[Despatch Abstract.]

Exchange Compensation Allowance

Coming to the depts of the
Secretariat resolution of the for issuing
certain further orders as to what are
the appointments by virtue of holding
which an officer appointed in India, not
being a statutory native, becomes entitled
to —, & directing the republication
of the resolution in the I.S.G. Gazette.

T
19-11-98

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

Government {1898} of Madras. FINANCIAL.

Recd.

Regd.

} 1898.

Enclosures

Spare copies

G.O., No. 1081, 19th November 1898.

NOVEMBER.

Exchange Compensation Allowance.

Communicating to the departments of the Secretariat resolution of the Government of India issuing certain further orders as to what are the appointments by virtue of holding which an officer appointed in India, not being a statutory native, becomes entitled to —, and directing the republication of the resolution in the *Fort St. George Gazette*.

GOVERNMENT OF MADRAS.

FINANCIAL DEPARTMENT.

READ—again the following papers :—

G.O., No. 491, Financial, dated 24th June 1897.

ABSTRACT.—Communicating, with remarks, to the departments of the Secretariat resolution of the Government of India issuing new rules for the grant of exchange compensation allowance; and directing republication of the resolution in the *Fort St. George Gazette*.

G.O., No. 918, Financial, dated 11th November 1897.

ABSTRACT.—Communicating to the departments of the Secretariat and to all heads of departments under the Chief Secretary letter from the Government of India regarding the claim for exchange compensation allowance of an employé of Government engaged at a fixed salary for a fixed term of years.

G.O., No. 973, Financial, dated 23rd November 1897.

ABSTRACT.—Communicating to the Judicial department resolution of the Government of India stating that the offices of Assistant District Superintendent of Police and District Superintendent of Police are offices for which European qualifications are indispensable.

G.O., No. 381, Financial, dated 19th April 1898.

ABSTRACT.—Communicating to the departments of the Secretariat and to all heads of departments under the Chief Secretary letter from the Government of India stating that all European officers appointed in England may be considered eligible for exchange compensation allowance and that Eurasians so appointed may be treated as Europeans if they are not statutory natives, and explaining the necessity for retaining the word "hereafter" in the first line of Rule IV (1) of the Revised Rules on the subject.

G.O., Nos. 480, 481, Financial, dated 26th May 1898.

ABSTRACT.—Ordering that the Government of India be informed that this Government considers that the officers specified in the appendix to these proceedings should be added to the list of offices, services or departments in paragraph 5 of Government of India Resolution No. 2422-Ex., dated 31st May 1897.

G.O., No. 483, Financial, dated 26th May 1898.

ABSTRACT.—Referring to the Government of India the question of treatment under the revised Exchange Compensation Allowance Rules of the cases of officers transferred from offices requiring European qualification or from services or departments in which a proportion of Europeans is absolutely necessary to offices, services or departments not coming under either of these categories.

G.O., No. 545, Financial, dated 17th June 1898.

ABSTRACT.—Communicating to the departments of the Secretariat and to all heads of departments under the Chief Secretary letter from the Government of India explaining the meaning of the term "deputation allowance" used in paragraph 2 of Rule IX of the Revised Rules for the grant of exchange compensation allowance issued with the Resolution of that Government No. 2422-Ex., dated 31st May 1897.

G.O., No. 765, Financial, dated 3rd September 1898.

ABSTRACT.—Communicating to the departments of the Secretariat and to the Accountant-General resolution of the Government of India that Rule V (b) of the Exchange Compensation Rules applies only to persons appointed under written contract in India.

READ—also the following paper :—

Resolution of the Government of India, Finance and Commerce Department (Salaries, Establishments, &c.—Compensation), dated Simla, the 5th November 1898, No. 4847-Ex.

Read—again

Resolution by the Government of India, Finance and Commerce Department, No. 2422-Ex., dated the 31st May 1897.

Resolution by the Government of India, Finance and Commerce Department, No. 4936-Ex., dated the 8th November 1897.

Resolution.—In the resolution of 31st May 1897, cited in the preamble, with which the revised rules for the grant of exchange compensation allowance were promulgated, certain general orders were issued as to the list of (a) offices in which European qualifications are indispensable and (b) services and departments in which a proportion of Europeans is held to be indispensable, and Local Governments and departments were invited to make any recommendations for further inclusion in the lists. These having now been received from almost all quarters, His Excellency the Governor-General in Council is pleased to issue the following further orders as to what are the appointments by virtue of holding which an officer, appointed in India, not being a statutory native, becomes entitled to exchange compensation allowance.

It should be clearly understood in all cases that the present orders relate solely to the question as to what are the appointments by virtue of holding which an officer, if not otherwise excluded, becomes entitled to exchange compensation allowance. They do not, therefore, render a person appointed in India eligible for the allowance, if he is a native of India within the definition of that term in statute 33 Victoria, cap. 3, section 6.

Public Works Department.

2. Excluding the Account branch, certain special and technical appointments, and the clerical staff, which will be dealt with further on, the establishments of the Public Works department appointed in India may be classed for the purposes of the resolution as under :—

3. *Engineering, including the Engineering Staff of State Railways.*

I.—Superior Establishments.

(a) Engineers appointed in India who have by reason of their previous European training been placed on an equal footing with engineers appointed from Europe by the Secretary of State. A list of the officers falling under this category is given in Appendix 13 of the Civil Service Regulations.

(b) Special engineers taken over from railway companies.

(c) European and Eurasian engineers appointed from the Indian colleges before recruitment from those colleges was limited to statutory natives.

(d) Other European and Eurasian engineers appointed direct before recruitment was limited to officers sent out from England and officers appointed from the Indian colleges.

This category includes a few officers appointed after passing the direct examination of the Thomason College.

(e) European and Eurasian engineers appointed from the Indian colleges after recruitment from the colleges was limited to statutory natives.

This category includes engineers appointed from the colleges to the Provincial Engineering establishment.

- (f) Europeans and Eurasians appointed to the Provincial Engineer establishment by promotion from the Upper Subordinate establishment.

II.—Upper Subordinate Establishment of Sub-Engineers, Supervisors and Overseers.

- (a) Military non-commissioned or warrant officers.
(b) Others recruited without restriction as to being statutory natives from the Indian colleges and other sources.

III.—Lower Subordinate Establishment of Sub-Overseers, Maistries, &c.

Of these classes I (a), I (b), and II (a) are eligible. Classes I (c) and III are not eligible. As regards classes I (c), I (d), and II (b), orders will be passed hereafter. "Provincial" officers are dealt with in paragraphs 7 and 8.

4. *Establishments of State Railways.*—Excluding engineering staff which has been dealt with above, and consisting of,—

I.—Superior Establishments.

- (a) Managerial, in which the appointments are filled by selection in India from the Engineering, Traffic and other branches of the Public Works department establishment. Europeans only are selected.
(b) Traffic, recruited partly by selection of officers from other branches, partly by promotion of deserving subordinates, and partly by direct appointment—since 1897 all officers appointed direct are taken from Coopers Hill. These officers are Europeans with a sprinkling of Eurasians, and one native who is a promoted subordinate.
(c) Locomotive, consisting entirely of Europeans either appointed from England or in India after European training, or taken over from companies.
(d) Storekeeper's branch, also consisting entirely of Europeans, with a few Eurasians, taken over from companies, and recruited either by direct appointment or transfer or promotion from other establishments.

II.—*Subordinate Establishments*, including open line, maintenance, traffic, and locomotive hands, holding appointments on the sanctioned cadre of the several lines as distinguished from the fluctuating staff, e.g., engine-drivers, firemen, guards, ticket-collectors, wheel-testers, station masters at the smaller stations, &c., and comprising,—

- (a) pensionable hands, appointed before service in the Railway Revenue establishments was made non-pensionable;
(b) non-pensionable hands appointed since.

The Superior establishments under class I are essentially European in character and the appointments included therein will qualify for exchange compensation allowance, subject to the proviso that promoted subordinates in the Traffic branch, and officers transferred thereto from other branches, will not be eligible for the allowance unless they drew it in their former capacity.

Of the pensionable men under class II (a) 42 at present hold appointments carrying a maximum pay of Rs. 250 and over. These appointments may be admitted as qualifying.

As regards the subordinate establishment under class II (b), most of these will be covered by an arrangement now under consideration, by which all non-pensionable subordinates on pay not exceeding Rs. 450 will be outside the ordinary Exchange Compensation Allowance Rules, European members of the staff being eligible (within the Rs. 450 limit) for increased pay with reference to the market value of their services. Eight appointments which will remain outside this arrangement will qualify for exchange compensation allowance.

5. The superior establishment of the Indian Telegraph department is recruited from England, but at present contains four other officers, viz., two officers transferred

from the Indo-European Telegraph department, and two promoted from the subordinate establishment before the constitution of a Provincial service. These hold qualifying appointments. Future promotions from the Subordinate department will be to the Provincial branch of the service which is not eligible.

In the subordinate grades of the Indian Telegraph department soldiers employed as signallers and telegraph masters are eligible.

6. The Indo-European Telegraph establishment, even in its subordinate grades, is one which has to be selected largely with reference to European qualifications, and the Europeans contained therein should on this account be admitted to exchange compensation allowance.

Provincial Services.

7. The general Provincial services are the staff of Deputy Collectors and Extra Assistant Commissioners on the Executive side, and Sub-Judges, Munsifs and the like on the judicial side. They are entirely recruited in India, and the great majority of their members are Asiatic natives. Though they contain a sprinkling of Europeans, most of these are statutory natives.

The members of these Provincial services are entirely outside the Exchange Compensation Allowance Rules.

8. The same ruling will apply to other Provincial services existing alongside of, or in subordination to, an Imperial branch of the same department, as in such cases the necessary European element in the service is taken as being supplied by the Imperial branch. Accordingly members of the Public Works, Telegraph, Forest and Survey Provincial services are ineligible for exchange compensation allowance and this also applies (with certain exceptions to be mentioned hereafter) to the Provincial Educational service.

Account Departments.

9. There are in the main three Account establishments in India—the Civil, the Public Works and the Military. The Civil, excluding the few appointments filled from the Indian Civil Service, is composed of—

(1) the "Enrolled List," which consists of—

- (a) officers recruited in India, under a special system, as Europeans by nomination and examination, or by nomination alone before the method of recruitment by examination was introduced. (This class is now recruited by the Secretary of State in England);
(b) officers similarly recruited, but by a separate recruitment as statutory natives;
(c) officers promoted from subordinate positions.

(2) Chief Superintendents and Subordinate Account service.

Of these, (1) (a) only is within the conditions of the exchange compensation allowance.

10. The Public Works Accounts service is composed of—

(1) The Superior Accounts branch, which consists of—

- (a) European officers appointed as Europeans by nomination or by nomination and examination. These appointments are now made in England from the Royal Indian Engineering College.
(b) Officers taken over from companies.
(c) Officers transferred from the Engineering and Traffic branches of the Public Works Department.
(d) Officers promoted from subordinate grades.

(2) The Subordinate Accounts establishment.

Of these, (1) (a) and (1) (b) are admissible. The eligibility of officers in class (1) (c) will depend on whether they were allowed exchange compensation allowance in their previous appointments. Orders in regard to classes (1) (d) and (2) are reserved.

11. The Military Accounts department is composed of—

(1) The superior service, which consists of—

(a) Commissioned officers of the Army.

(b) Officers promoted from the Subordinate service.

(2) The Subordinate Account service.

Of these, (1) (a) are eligible as Europeans appointed in England. Orders will issue later regarding (1) (b) and (2).

12. The question whether the Examinership of Marine Accounts should be classed as an appointment which should in itself carry exchange compensation allowance will be settled later on. In the meantime the Examiner will be eligible if appointed from the Royal Navy or Royal Indian Marine, or from the eligible grades of any of the Accounts departments.

Technical Appointments.

13. There is a numerous class of appointments which may be grouped together as technical appointments, and dealt with here—

(1) In the Public Works Department there are the Superintendent, Assistant Superintendent, and Mechanical Draftsman, Roorkee Workshops and Mine Managers and Overmen.

(2) The Military department employ a large number of miscellaneous mechanics and artisans; mechanics of Ordnance establishments other than those who possess claims by reason of being enlisted soldiers or officers serving under covenant; professional tailors in the Army Clothing department, and leather workers in the Ordnance department; boatswains, sailmakers, gunners; and similar dockyard artisans who mostly occupy the position of foremen of working establishments.

(3) On the Mint establishments, there are mechanical engineers and engravers and other artisans.

(4) In the Survey department there are artisans in its workshops, and trained engravers, lithographers and photographers.

(5) In the Civil department there are Inspectors of Boilers and of Explosives, and Curators of Museums and Gardens, and their assistants.

(6) Ordnance and Dockyard, Storekeepers are also in this category.

In many cases these men are appointed by the Secretary of State and sent out to India; in others they are appointed in India. So far as men appointed in India are serving under contract, their case is provided for by the rules. So far as they are not, they should be considered eligible for exchange compensation allowance if they have, as a matter of fact, before their appointment, acquired their professional training or qualifications in Europe, or in Government establishments, or under European firms in India. But a man appointed without such previous training, and afterwards acquiring it in Government employ, has obviously not been appointed to Government employ by reason of any special European qualification.

14. The above principle applies also to those officers who are engaged in regulating or supervising large mechanical establishments. In commercial life, mill-owning firms and the like consider Europeans necessary for the posts of Superintendents of their working establishments, and in Government establishments of the same kind, such offices may be regarded as requiring European qualifications. Such appointments as Superintendent and Deputy Superintendent of Government Presses and also heads of Jail Workshops and of the Postal Workshop at Aligarh should, therefore, carry a title to exchange compensation allowance.

15. Orders will hereafter issue with reference to Civilian Overseers at the Remount Depots.

Marine Appointments.

16. The principal Marine appointments come under the principle which applies to "Technical appointments," namely, that for them a kind of skill and knowledge is necessary which is practically to be acquired only in Europe or in European employment. Therefore all Europeans holding appointments in connexion with ports

that are prescribed either by Act of Parliament or by Indian Law (Port Officers, Ship Surveyors, Shipping Masters and their Deputies and Assistants), Captains and other officers and Engineers of Government vessels, * Health Officers of Ports, River Surveyors, Bengal Pilot Service, should be entitled to exchange compensation allowance. In this last case there is a small local service which is ineligible. Agents, Government Consignments, may be reckoned as eligible under this class.

17. European lighthouse-keepers who are of the class of able seamen or selected from the class of sea-going mariners may also be regarded as eligible for exchange compensation allowance.

Learned Professions.

18. Appointments limited by rule or ordinary practice to Barristers or persons having an English Medical degree may be reckoned as carrying exchange compensation allowance in the case of persons possessing these qualifications; but Uncovenanted Medical Officers appointed in India to posts which are also open to Civil Assistant Surgeons, a class of officers not entitled to the allowance are not eligible. Chaplaincies, which are usually held by graduates of English Universities, will carry exchange compensation allowance under this category when filled in India.

But in several of these cases it has to be borne in mind that exchange compensation allowance is not given to men who are not whole-time officers of Government and who merely receive a fee in respect of part of their time given to public duties.

19. Gentlemen holding appointments as scientific experts must be similarly classed as eligible for exchange compensation allowance, and this applies not only to isolated appointments mostly under Scientific and Minor departments, but to such departments as the Geological, the Botanical, the Civil Veterinary and the Archaeological.

By "experts" is meant persons who are selected for particular appointments by reason of their being already experts, and not men who merely become so by their being trained as assistants in Government service.

Police and Jail Departments.

20. Under the resolution of this department, No. 4936-Ex., dated the 8th November 1897, exchange compensation allowance is admissible to any European whose first appointment in the Police department was in a post not lower than that of Assistant Superintendent. The principal appointments in the Jail department also require European qualifications, and officers of and above the rank of Assistant Superintendent in that department who were appointed to these appointments direct may also be regarded as eligible.

21. Proposals have been made to include as appointments qualifying for the allowance a few appointments of lower grade. First, in the Police, the claim is made for A class Inspectors in Burma ("gentlemen Inspectors," from whom Assistant Superintendents are often selected). These may be admitted, as also the similar cases in some provinces where men are, or have been, specially appointed as Inspectors for a time only in pursuance of a system of recruitment for Assistant Superintendencies, or pending the occurrence of a vacancy. The same will apply to any analogous case that may exist in the Jail department. It has also been laid down, in some provinces at least, that the district Reserve Inspectors of Police should be Europeans, and these officers, and on similar grounds the Jailors of Presidency and Central Jails, may also be admitted.

22. European Constables and European Sergeants of Police, and of European Warders in those Jails in which special accommodation is provided for Europeans, require European qualifications and are appointed by reason of their possessing them; at the same time, they are hardly within the classes for whom exchange compensation allowance is intended, and the most suitable form of order regarding them that

* The Royal Indian Marine stands on a different footing and is eligible *per se*.

commends itself to His Excellency in Council is that they should be considered eligible until their Local Government reconsiders and revises the salaries attached to the appointments.

23. Superintendents in the Presidency Police forces should be considered eligible.

Opium Department.

24. Officers of this department of and above the rank of Assistant Opium Agent should be regarded as eligible for exchange compensation allowance.

Salt Department.

25. In the Salt department executive appointments are chiefly officered by Europeans, domiciled and non-domiciled, the number of Asiatic natives in all but the lowest appointments being comparatively small. It is accordingly ruled that all officers of the Salt department holding appointments not lower in rank than that of Assistant Superintendent in Northern India, Assistant Inspector in Madras and Inspector in Bombay, shall, if otherwise eligible, obtain exchange compensation allowance.

Customs Department, &c.

26. The administering officers of the Customs department have a good deal to do with European ships and European merchants, and officers of the rank of Assistant Collector and upwards may be classed as eligible. Appraisers, Gaugers and Inspectors at present on the establishment, and such of the officers of these classes as may hereafter be appointed as Europeans, may also be regarded as eligible. But this ruling will not apply to officers whose Customs Work is of a ministerial character such as Accountants, Superintendents of Statistics, &c.

27. Members of the Customs Preventive Service, including the two Superintendents of the Excise Detective Establishment, Calcutta Collectorate, in regard to whom reference has been made by the Bengal Government, are eligible.

Post Office.

28. The following categories are part of the indispensable European element of the department:—

- (1) All ranks senior to Superintendents;
- (2) the Sea Post Office Establishment;
- (3) the Aden Post Office Establishment;

and Europeans filling these posts will be eligible.

29. In 1880 the Director-General was directed to arrange his recruitment for Superintendencies of Post Office so as to provide a proportion of Europeans for certain special posts, and the necessity for this has now been more prominently brought to notice in connexion with Postal work on Military expeditions. Accordingly European Superintendents to the extent of 10 per cent. of the whole body of this class may be admitted to exchange compensation allowance.

Education Department.

30. This department is divided into an Imperial and a Provincial Service, which primarily gives the division between eligibility and non-eligibility—see paragraph 8 above. But Head Masterships and Head Mistressships (by whatever designation known) of all technical colleges or schools and of all schools specially established for Europeans, and such special appointments (not being Heads) as those instanced below, may be included among those carrying exchange compensation allowance:—

- (1) Professor and Superintendent, Seebpur Engineering College.
- (2) Assistant Superintendent, School of Art, Calcutta.

Survey and Forest Departments.

31. These are departments which are divided into an Imperial and a Provincial Service. All officers in the Imperial Service of both departments are eligible, if otherwise qualified. As stated in paragraph 8 of this Resolution, officers in the Provincial Service of these departments are not eligible.

Secretaryships and Heads of Departments.

32. The holders of Secretaryships under Governments (including Joint, Deputy, Under and Assistant Secretaryships) should, if Europeans and not already qualified by reason of the service to which they belong, obtain exchange compensation allowance.

33. The same rule is applicable to Registrarships and Deputy Registrarships in High Courts.

34. On the same principle Heads of Departments are included generally. Most of them will no doubt be qualified by reason of the service to which they belong; but where they are not, they are, if Europeans, entitled to the allowance.

35. Superintendents of Stamps and officers holding special appointments as Income-tax Collector at a Presidency Town are also eligible.

Personal Staff.

36. The personal staff of the Governor-General and Heads of provinces (when not admissible by reason of the service to which they belong) and also the heads of the clerical staff of Private and Military Secretaries are included.

Clerical and Ministerial Appointments.

37. These cases, including Registrars and Superintendents as well as purely clerical members of establishments, are reserved for further orders, save that on the establishment of the Foreign Office under the Government of India, twelve appointments above the grade of Rs. 100—150 shall be regarded as the number of appointments which it may be necessary to fill with Europeans who are not statutory Natives, and within that limit exchange compensation allowance will be admissible to the establishment of that office.

The question whether there are any other civil office establishments, in which a proportion of Europeans not being statutory Natives, is indispensable has not yet been finally settled and if it should be decided that there are any such, orders in regard to them will issue later on.

Military Subordinates and Warrant Officers; and Clerks in Military Offices including the Military Secretariat of the Government of India.

38. If an appointment on an establishment (including ministerial establishments) connected with the administration of the army is by rule or practice held by a man who is borne on the strength of the British Army, such a person holding such an appointment will be eligible for exchange compensation allowance. Warrant and Honorary Commissioned Officers of the Subordinate Military Medical Service will come under this category.

To other members of these establishments the orders in paragraph 37 apply.

Transfer from an eligible to a non-eligible appointment.

39. The case of an officer transferred from a service or appointment in which he is eligible for exchange compensation allowance to one which does not carry the allowance should be dealt with as follows. So long as such an officer substantively belongs to the eligible service or appointment, and merely officiates in the other, he should retain his claims; but when he is substantively transferred, he should not get the allowance if he would not have drawn it had he been originally recruited for his new service or appointment.

Grant of Exchange Compensation Allowance to Local Fund and Municipal servants.

40. The orders issued by the Government of India on the subject of exchange compensation allowance apply *proprio vigore* only to officers paid from general revenues. Their application to officers serving under Local Boards and Municipalities is a matter to be settled by Local Governments so far as these have legal and financial power to enhance the salaries of such officers. To this extent Local Governments may sanction any increase in the salaries of Local Board or Municipal servants by

way of exchange compensation, provided that the concessions so made in no case exceed what such officer would have been eligible for by way of exchange compensation allowance had he been serving under Government. It must also be borne in mind that, as stated in paragraph 3 of the preamble to the Exchange Compensation Allowance Rules issued with this Department's Resolution of 31st May 1897, No. 2422-Ex., no vested rights to receive compensation for fall in exchange can in any case be recognized.

Order.—Ordered that the foregoing Resolution be published in the Gazette of India, and that it be circulated to all Local Governments and Administrations; to Departments of the Government of India; to Heads of Departments subordinate to the Financial Department; to the Comptroller and Auditor General; and to all Accountants-General and Comptrollers.

(Signed) W. S. MEYER,
Dy. Secy. to the Govt. of India.

ORDER—No. 1081, Financial, dated 19th November 1898.

Communicated to the departments of the Secretariat.

2. The resolution will be republished in the Fort St. George Gazette.

(True Extract.)

G. STOKES,
Chief Secretary.

To all Departments of the Secretariat.
„ the Accountant-General.
„ the Postmaster-General.
„ the Superintendent of Stationery.
Gazette.

Exd. A. Rungasawmy Aiyangar.

Final.

3303.

GOVERNMENT OF INDIA.
FINANCE AND COMMERCE
DEPARTMENT.

SALARIES, ESTABLISHMENTS, ETC.
Compensation.

RESOLUTION.

973: 23. 11-97 sc
491: 24. 6-97 sc
1 file.

Read again P.O. 491 Final (P)
24.6.97
— 918 Final (P)
11.11.97
— 973 Final (P)
25.11.97
— 381 Final (P)
19.4.98
— 480/1 Final (P)
26.6.98
— 483 Final (P)
26.8.98
— 525 Final (P)
17.6.98
— 765 Final (P)
3.9.98
C. No. 3303 — (P)

C.S.

Order No 1081 of 19-11-98
P.S.

Comm. to the depts of
the Sect.

2. The res. will be republished
in the Fort St. George Gazette.

Ans.
19/12/98

11/12/98

All Depts of the Sect.
The Acct. Genl.

— P.M.S.

— Supd. of Stationery

— Gazette 6.12.98

Desp.
2.12.98

Ref S. C. B. S. Comp. File - Given
2/12

No. 4847-Ex.

Dated Simla, the 5th November 1898.

Recd.
Regd. 15/11/98

Note: Circ. seems unnecessary as
advance copies have circ. to H.S.
+ H.M.S.

Cant

Further orders as to what are the appointments
by virtue of holding which an officer appointed
in India, if otherwise eligible becomes entitled
to Exchange Compensation Allowance.

G. C. Press, Simla.—No. 1366 C. F.—7-11-98.—830.

21711
Cmt
11.11.98
11/4/98
No. 4847-Ex.

GOVERNMENT OF INDIA.

FINANCE AND COMMERCE DEPARTMENT.

SALARIES, ESTABLISHMENTS, ETC.
Compensation.

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It should be clearly understood in all cases that the present orders relate solely to the question as to what are the appointments by virtue of holding which an officer, if not otherwise excluded, becomes entitled to Exchange Compensation Allowance. They do not, therefore, render a person appointed in India eligible for the allowance, if he is a *native of India* within the definition of that term in Statute 33 Vict., cap. 3, section 6.

Public Works Department.

2. Excluding the Account Branch, certain special and technical appointments, and the clerical staff, which will be dealt with further on, the establishments of the Public Works Department appointed in India may be classed for the purposes of the Resolution as under:—

3. *Engineering, including the Engineering Staff of State Railways.*

1.—Superior Establishments.

(a) Engineers appointed in India who have by reason of their previous European training been placed on an equal footing with Engineers appointed from Europe by the Secretary of State.

A list of the officers falling under this category is given in Appendix 13 of the Civil Service Regulations.

- (b) Special Engineers taken over from Railway Companies.
- (c) European and Eurasian Engineers appointed from the Indian Colleges before recruitment from those Colleges was limited to statutory natives.
- (d) Other European and Eurasian Engineers appointed direct before recruitment was limited to officers sent out from England and officers appointed from the Indian Colleges.
This category includes a few officers appointed after passing the direct examination of the Thomason College.
- (e) European and Eurasian Engineers appointed from the Indian Colleges after recruitment from the Colleges was limited to statutory natives.
This category includes Engineers appointed from the Colleges to the Provincial Engineering Establishment.
- (f) Europeans and Eurasians appointed to the Provincial Engineer Establishment by promotion from the Upper Subordinate Establishment.

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- (a) Military non-commissioned or warrant officers;
- (b) Others recruited without restriction as to being statutory natives from the Indian Colleges and other sources.

III.—Lower Subordinate Establishment of Sub-Overseers, Maistries, etc.

Of these classes I (a), I (b), and II (a) are eligible. Classes I (e) and III are not eligible. As regards classes I (c), I (d), and II (b), orders will be passed hereafter. "Provincial" officers are dealt with in paragraphs 7 and 8.

4. *Establishments of State Railways.*—Excluding Engineering staff which has been dealt with above, and consisting of,—

I.—Superior Establishments.

- (a) Managerial, in which the appointments are filled by selection in India from the Engineering, Traffic and other branches of the Public Works Department Establishment. Europeans only are selected.
- (b) Traffic, recruited partly by selection of officers from other branches, partly by promotion of deserving subordinates, and partly by direct appointment—since 1897 all officers appointed direct are taken from Coopers Hill. These officers are Europeans with a sprinkling of Eurasians, and one native who is a promoted subordinate.
- (c) Locomotive, consisting entirely of Europeans either appointed from England or in India after European training, or taken over from Companies.
- (d) Storekeeper's Branch, also consisting entirely of Europeans, with a few Eurasians, taken over from Companies, and recruited either by direct appointment or transfer or promotion from other establishments.

II.—*Subordinate Establishments*, including open line, maintenance, traffic, and locomotive hands, holding appointments on the sanctioned cadre of the several lines as distinguished from the fluctuating staff, e.g., engine-drivers, firemen, guards, ticket-collectors, wheel-testers, station masters at the smaller stations, etc., and comprising,—

- (a) pensionable hands, appointed before service in the Railway Revenue Establishments was made non-pensionable;
- (b) non-pensionable hands appointed since.

The Superior Establishments under class I are essentially European in character and the appointments included therein will qualify for Exchange Compensation Allowance, subject to the proviso that promoted subordinates in the

Traffic Branch, and officers transferred thereto from other branches, will not be eligible for the allowance unless they drew it in their former capacity.

Of the pensionable men under class II (a) 42 at present hold appointments carrying a maximum pay of Rs. 250 and over. These appointments may be admitted as qualifying.

As regards the subordinate establishment under class II (b), most of these will be covered by an arrangement now under consideration, by which all non-pensionable subordinates on pay not exceeding Rs. 450 will be outside the ordinary Exchange Compensation Allowance rules, European members of the staff being eligible (within the Rs. 450 limit) for increased pay with reference to the market value of their services. Eight appointments which will remain outside this arrangement will qualify for Exchange Compensation Allowance.

5. The Superior Establishment of the Indian Telegraph Department is recruited from England, but at present contains four other officers, viz., two officers transferred from the Indo-European Telegraph Department, and two promoted from the subordinate establishment before the constitution of a Provincial Service. These hold qualifying appointments. Future promotions from the Subordinate Department will be to the Provincial Branch of the service which is not eligible.

In the subordinate grades of the Indian Telegraph Department soldiers employed as signallers and telegraph masters are eligible.

6. The Indo-European Telegraph Establishment, even in its subordinate grades, is one which has to be selected largely with reference to European qualifications, and the Europeans contained therein should on this account be admitted to Exchange Compensation Allowance.

Provincial Services.

7. The general Provincial Services are the staff of Deputy Collectors and Extra Assistant Commissioners on the Executive side, and Sub-Judges, Munsiffs and the like on the Judicial side. They are entirely recruited in India, and the great majority of their members are Asiatic natives. Though they contain a sprinkling of Europeans, most of these are statutory natives.

The members of these Provincial Services are entirely outside the Exchange Compensation Allowance Rules.

8. The same ruling will apply to other Provincial Services existing alongside of, or in subordination to, an Imperial Branch of the same Department, as in such cases the necessary European element in the service is taken as being supplied by the Imperial Branch. Accordingly members of the Public Works, Telegraph, Forest and Survey Provincial Services are ineligible for Exchange Compensation Allowance and this also applies (with certain exceptions to be mentioned hereafter) to the Provincial Educational Service.

Account Departments.

9. There are in the main three Account Establishments in India—the Civil, the Public Works and the Military. The Civil, excluding the few appointments filled from the Indian Civil Service, is composed of—

(1) the "Enrolled List," which consists of—

- (a) officers recruited in India, under a special system, as Europeans by nomination and examination, or by nomination alone before the method of recruitment by examination was introduced. (This class is now recruited by the Secretary of State in England);
- (b) officers similarly recruited, but by a separate recruitment as statutory natives;
- (c) officers promoted from subordinate positions.

(2) Chief Superintendents and Subordinate Account Service.

Of these, (1) (a) only is within the conditions of the Exchange Compensation Allowance.

10. The Public Works Accounts Service is composed of—

(1) The Superior Accounts Branch which consists of—

- (a) European officers appointed as *Europeans* by nomination or by nomination and examination. These appointments are now made in England from the Royal Indian Engineering College.
- (b) Officers taken over from Companies.
- (c) Officers transferred from the Engineering and Traffic Branches of the Public Works Department.
- (d) Officers promoted from subordinate grades.

(2) The Subordinate Accounts Establishment.

Of these, (1) (a) and (1) (b) are admissible. The eligibility of officers in class (1) (c) will depend on whether they were allowed Exchange Compensation Allowance in their previous appointments. Orders in regard to classes (1) (d) and (2) are reserved.

11. The Military Accounts Department is composed of—

(1) The Superior Service which consists of—

- (a) Commissioned officers of the Army.
- (b) Officers promoted from the Subordinate Service.

(2) The Subordinate Account Service.

Of these, (1) (a) are eligible as Europeans appointed in England. Orders will issue later regarding (1) (b) and (2).

12. The question whether the Examinership of Marine Accounts should be classed as an appointment which should in itself carry Exchange Compensation Allowance will be settled later on. In the meantime the Examiner will be eligible if appointed from the Royal Navy or Royal Indian Marine, or from the eligible grades of any of the Accounts Departments.

Technical Appointments.

13. There is a numerous class of appointments which may be grouped together as Technical appointments, and dealt with here:

(1) In the Public Works Department there are the Superintendent, Assistant Superintendent, and Mechanical Draftsman, Roorkee Workshops and Mine Managers and Overmen.

(2) The Military Department employ a large number of miscellaneous mechanics and artisans; mechanics of Ordnance Establishments other than those who possess claims by reason of being enlisted soldiers or officers serving under covenant; professional tailors in the Army Clothing Department, and leather workers in the Ordnance Department; boatswains, sailmakers, gunners, and similar dockyard artisans who mostly occupy the position of foremen of working establishments.

(3) On the Mint establishments, there are mechanical engineers and engravers, and other artisans.

(4) In the Survey Department there are artisans in its workshops, and trained Engravers, Lithographers and Photographers.

(5) In the Civil Department there are Inspectors of Boilers and of Explosives, and Curators of Museums and Gardens, and their assistants.

(6) Ordnance and Dockyard, Storekeepers are also in this category.

In many cases these men are appointed by the Secretary of State and sent out to India; in others they are appointed in India. So far as men appointed in India are serving under contract, their case is provided for by the rules. So far as they are not, they should be considered eligible for Exchange Compensation Allowance if they have, as a matter of fact, before their appointment, acquired their professional training or qualifications in Europe, or in

Government establishments, or under European firms in India. But a man appointed without such previous training, and afterwards acquiring it in Government employ, has obviously not been appointed to Government employ by reason of any special European qualification.

14. The above principle applies also to those officers who are engaged in regulating or supervising large mechanical establishments. In commercial life, mill-owning firms and the like consider Europeans necessary for the posts of Superintendents of their working establishments, and in Government establishments of the same kind, such offices may be regarded as requiring European qualifications. Such appointments as Superintendent and Deputy Superintendent of Government Presses and also heads of Jail Workshops and of the Postal Workshop at Aligarh should, therefore, carry a title to Exchange Compensation Allowance.

15. Orders will hereafter issue with reference to Civilian Overseers at the Remount Depôts.

Marine Appointments.

16. The principal Marine appointments come under the principle which applies to "Technical appointments" namely, that for them a kind of skill and knowledge is necessary which is practically to be acquired only in Europe or in European employment. Therefore all Europeans holding appointments in connexion with ports that are prescribed either by Act of Parliament or by Indian Law (Port Officers, Ship Surveyors, Shipping Masters and their Deputies and Assistants), Captains and other officers and Engineers of Government vessels,* Health Officers of Ports, River Surveyors, Bengal Pilot Service, should be entitled to Exchange Compensation Allowance. In this last case there is a small local service which is ineligible. Agents, Government Consignments, may be reckoned as eligible under this class.

17. European light-house-keepers who are of the class of able seamen or selected from the class of sea-going mariners may also be regarded as eligible for Exchange Compensation Allowance.

Learned Professions.

18. Appointments limited by rule or ordinary practice to Barristers or persons having an English Medical degree may be reckoned as carrying Exchange Compensation Allowance in the case of persons possessing these qualifications; but Uncovenanted Medical Officers appointed in India to posts which are also open to Civil Assistant Surgeons, a class of officers not entitled to the Allowance, are not eligible. Chaplaincies, which are usually held by graduates of English Universities, will carry Exchange Compensation Allowance under this category when filled in India.

But in several of these cases it has to be borne in mind that Exchange Compensation Allowance is not given to men who are not whole-time officers of Government, and who merely receive a fee in respect of part of their time given to public duties.

19. Gentlemen holding appointments as scientific experts must be similarly classed as eligible for Exchange Compensation Allowance, and this applies not only to isolated appointments mostly under Scientific and Minor Departments, but to such departments as the Geological, the Botanical, the Civil Veterinary and the Archæological.

By "experts" is meant persons who are selected for particular appointments by reason of their being already experts, and not men who merely become so by their being trained as assistants in Government service.

Police and Jail Departments.

20. Under the Resolution of this Department No. 4936-Ex., dated the 8th November 1897 Exchange Compensation Allowance is admissible to any European whose first appointment in the Police Department was in a post not lower than that of Assistant Superintendent. The principal appointments in the

* The Royal Indian Marine stands on a different footing and is eligible *per se*.

Jail Department also require European qualifications and officers of and above the rank of Assistant Superintendent in that Department who were appointed to these appointments direct may also be regarded as eligible.

21. Proposals have been made to include as appointments qualifying for the allowance a few appointments of lower grade. First, in the Police, the claim is made for A class Inspectors in Burma ("gentlemen Inspectors," from whom Assistant Superintendents are often selected). These may be admitted, as also the similar cases in some provinces where men are, or have been, specially appointed as Inspectors for a time only in pursuance of a system of recruitment for Assistant Superintendencies, or pending the occurrence of a vacancy. The same will apply to any analogous case that may exist in the Jail Department. It has also been laid down, in some provinces at least, that the district Reserve Inspectors of Police should be Europeans, and these officers, and on similar grounds the Jailors of Presidency and Central Jails, may also be admitted.

22. European Constables and European Sergeants of Police, and of European Warders in those Jails in which special accommodation is provided for Europeans, require European qualifications and are appointed by reason of their possessing them; at the same time, they are hardly within the classes for whom Exchange Compensation Allowance is intended, and the most suitable form of order regarding them that commends itself to His Excellency in Council is that they should be considered eligible until their Local Government reconsiders and revises the salaries attached to the appointments.

23. Superintendents in the Presidency Police forces should be considered eligible.

Opium Department.

24. Officers of this Department of and above the rank of Assistant Opium Agent should be regarded as eligible for Exchange Compensation Allowance.

Salt Department.

25. In the Salt Department executive appointments are chiefly officered by Europeans, domiciled and non-domiciled, the number of Asiatic natives in all but the lowest appointments being comparatively small. It is accordingly ruled that all officers of the Salt Department holding appointments not lower in rank than that of Assistant Superintendent in Northern India, Assistant Inspector in Madras and Inspector in Bombay, shall, if otherwise eligible, obtain Exchange Compensation Allowance.

Customs Department, etc.

26. The administering officers of the Customs Department have a good deal to do with European ships and European merchants, and officers of the rank of Assistant Collector and upwards may be classed as eligible. Appraisers, Gaugers and Inspectors at present on the establishment, and such of the officers of these classes as may hereafter be appointed as *Europeans*, may also be regarded as eligible. But this ruling will not apply to officers whose Customs Work is of a ministerial character such as Accountants, Superintendents of Statistics, etc.

27. Members of the Customs Preventive Service, including the two Superintendents of the Excise Detective Establishment, Calcutta Collectorate in regard to whom reference has been made by the Bengal Government are eligible.

Post Office.

28. The following categories are part of the indispensable European element of the Department:—

- (1) All ranks senior to Superintendents;
- (2) the Sea Post Office Establishment;
- (3) the Aden Post Office Establishment;

and Europeans filling these posts will be eligible.

29. In 1880 the Director General was directed to arrange his recruitment for Superintendencies of Post Office so as to provide a proportion of Europeans for certain special posts, and the necessity for this has now been more prominently brought to notice in connexion with Postal work on Military expeditions. Accordingly European Superintendents to the extent of 10 per cent of the whole body of this class may be admitted to Exchange Compensation Allowance.

Education Department.

30. This Department is divided into an Imperial and a Provincial Service, which primarily gives the division between eligibility and non-eligibility—see paragraph 8 above. But Head Masterships and Head Mistressships (by whatever designation known) of all technical colleges or schools and of all schools specially established for Europeans, and such special appointments (not being Heads) as those instanced below, may be included among those carrying exchange compensation allowance:—

- (1) Professor and Superintendent, Seebpur Engineering College.
- (2) Assistant Superintendent, School of Art, Calcutta.

Survey and Forest Departments.

31. These are Departments which are divided into an Imperial and a Provincial Service. All officers in the Imperial Service of both Departments are eligible, if otherwise qualified. As stated in paragraph 8 of this Resolution officers in the Provincial Service of these Departments are not eligible.

Secretaryships and Heads of Departments.

32. The holders of Secretaryships under Governments (including Joint, Deputy, Under and Assistant Secretaryships) should, if Europeans and not already qualified by reason of the service to which they belong, obtain Exchange Compensation Allowance.

33. The same rule is applicable to Registrarships and Deputy Registrarships in High Courts.

34. On the same principle Heads of Departments are included generally. Most of them will no doubt be qualified by reason of the service to which they belong; but where they are not, they are, if Europeans, entitled to the allowance.

35. Superintendents of Stamps and officers holding special appointments as Income-tax Collector at a Presidency Town are also eligible.

Personal Staff.

36. The personal staff of the Governor General and Heads of provinces (when not admissible by reason of the service to which they belong) and also the heads of the clerical staff of Private and Military Secretaries are included.

Clerical and Ministerial Appointments.

37. These cases, including Registrars and Superintendents as well as purely clerical members of establishments, are reserved for further orders, save that on the establishment of the Foreign Office under the Government of India, twelve appointments above the grade of Rs. 100—150 shall be regarded as the number of appointments which it may be necessary to fill with Europeans who are not statutory Natives, and within that limit exchange compensation allowance will be admissible to the establishment of that office.

The question whether there are any other civil office establishments, in which a proportion of Europeans not being statutory Natives, is indispensable has not yet been finally settled and if it should be decided that there are any such, orders in regard to them will issue later on.

Military Subordinates and Warrant Officers; and Clerks in Military Offices including the Military Secretariat of the Government of India.

38. If an appointment on an establishment (including ministerial establishments) connected with the administration of the army is by rule or practice held by a man who is borne on the strength of the British Army, such a person holding such an appointment will be eligible for Exchange Compensation Allowance. Warrant and Honorary Commissioned Officers of the Subordinate Military Medical Service will come under this category.

To other members of these establishments the orders in paragraph 37 apply.

Transfer from an eligible to a non-eligible appointment.

39. The case of an officer transferred from a service or appointment in which he is eligible for Exchange Compensation Allowance to one which does not carry the allowance should be dealt with as follows. So long as such an officer substantively belongs to the eligible service or appointment, and merely officiates in the other, he should retain his claims; but when he is substantively transferred, he should not get the allowance if he would not have drawn it had he been originally recruited for his new service or appointment.

Grant of Exchange Compensation Allowance to Local Fund and Municipal servants.

40. The orders issued by the Government of India on the subject of exchange compensation allowance apply *proprio vigore* only to officers paid from general revenues. Their application to officers serving under Local Boards and Municipalities is a matter to be settled by Local Governments so far as these have legal and financial power to enhance the salaries of such officers. To this extent Local Governments may sanction any increase in the salaries of Local Board or Municipal servants by way of exchange compensation, provided that the concessions so made in no case exceed what such officer would have been eligible for by way of exchange compensation allowance had he been serving under Government. It must also be borne in mind that, as stated in paragraph 3 of the preamble to the Exchange Compensation Allowance Rules issued with this Department's Resolution of 31st May 1897, No. 2422-Ex., no vested rights to receive compensation for fall in exchange can in any case be recognized.

ORDER.—Ordered that the foregoing Resolution be published in the *Gazette of India*, and that it be circulated to all Local Governments and Administrations; to Departments of the Government of India; to Heads of Departments subordinate to the Financial Department; to the Comptroller and Auditor General; and to all Accountants General and Comptrollers.

W. S. MEYER,
Depy. Secy. to the Govt. of India.

GOVERNMENT OF INDIA.
FINANCE AND COMMERCE
DEPARTMENT.

SALARIES, ESTABLISHMENTS, ETC.
Compensation.

RESOLUTION.

No. 4847-Ex.

Dated Simla, the 5th November 1898.

Further orders as to what are the appointments by virtue of holding which an officer appointed in India, if otherwise eligible becomes entitled to Exchange Compensation Allowance.

No. 4847-Ex.
GOVERNMENT OF INDIA.
FINANCE AND COMMERCE DEPARTMENT.

SALARIES, ESTABLISHMENTS, ETC.
Compensation.

RESOLUTION.

Simla, the 5th November 1898.

READ again—

Resolution by the Government of India, Finance and Commerce Department, No. 2422-Ex., dated the 31st May 1897.

Resolution by the Government of India, Finance and Commerce Department, No. 4936-Ex., dated the 8th November 1897.

RESOLUTION.—In the Resolution of 31st May 1897, cited in the preamble, with which the revised rules for the grant of Exchange Compensation Allowance were promulgated, certain general orders were issued as to the list of (a) offices in which European qualifications are indispensable and (b) services and departments in which a proportion of Europeans is held to be indispensable, and Local Governments and Departments were invited to make any recommendations for further inclusion in the lists. These having now been received from almost all quarters, His Excellency the Governor General in Council is pleased to issue the following further orders as to what are the appointments by virtue of holding which an officer, *appointed in India*, not being a statutory native, becomes entitled to Exchange Compensation Allowance.

It should be clearly understood in all cases that the present orders relate solely to the question as to what are the appointments by virtue of holding which an officer, if not otherwise excluded, becomes entitled to Exchange Compensation Allowance. They do not, therefore, render a person appointed in India eligible for the allowance, if he is a *native of India* within the definition of that term in Statute 33 Vict., cap. 3, section 6.

Public Works Department.

2. Excluding the Account Branch, certain special and technical appointments, and the clerical staff, which will be dealt with further on, the establishments of the Public Works Department appointed in India may be classed for the purposes of the Resolution as under:—

3. *Engineering, including the Engineering Staff of State Railways.*

1.—Superior Establishments.

(a) Engineers appointed in India who have by reason of their previous European training been placed on an equal footing with Engineers appointed from Europe by the Secretary of State.

A list of the officers falling under this category is given in Appendix 13 of the Civil Service Regulations.

10. The Public Works Accounts Service is composed of—
- (1) The Superior Accounts Branch which consists of—
 - (a) European officers appointed as *Europeans* by nomination or by nomination and examination. These appointments are now made in England from the Royal Indian Engineering College.
 - (b) Officers taken over from Companies.
 - (c) Officers transferred from the Engineering and Traffic Branches of the Public Works Department.
 - (d) Officers promoted from subordinate grades.
 - (2) The Subordinate Accounts Establishment.

Of these, (1) (a) and (1) (b) are admissible. The eligibility of officers in class (1) (c) will depend on whether they were allowed Exchange Compensation Allowance in their previous appointments. Orders in regard to classes (1) (d) and (2) are reserved.

11. The Military Accounts Department is composed of—

- (1) The Superior Service which consists of—
 - (a) Commissioned officers of the Army.
 - (b) Officers promoted from the Subordinate Service.
- (2) The Subordinate Account Service.

Of these, (1) (a) are eligible as Europeans appointed in England. Orders will issue later regarding (1) (b) and (2).

12. The question whether the Examinership of Marine Accounts should be classed as an appointment which should in itself carry Exchange Compensation Allowance will be settled later on. In the meantime the Examiner will be eligible if appointed from the Royal Navy or Royal Indian Marine, or from the eligible grades of any of the Accounts Departments.

Technical Appointments.

13. There is a numerous class of appointments which may be grouped together as Technical appointments, and dealt with here:

- (1) In the Public Works Department there are the Superintendent, Assistant Superintendent, and Mechanical Draftsman, Roorkee Workshops and Mine Managers and Overmen.
- (2) The Military Department employ a large number of miscellaneous mechanics and artisans; mechanics of Ordnance Establishments other than those who possess claims by reason of being enlisted soldiers or officers serving under covenant; professional tailors in the Army Clothing Department, and leather workers in the Ordnance Department; boatswains, sailmakers, gunners, and similar dockyard artisans who mostly occupy the position of foremen of working establishments.
- (3) On the Mint establishments, there are mechanical engineers and engravers, and other artisans.
- (4) In the Survey Department there are artisans in its workshops, and trained Engravers, Lithographers and Photographers.
- (5) In the Civil Department there are Inspectors of Boilers and of Explosives, and Curators of Museums and Gardens, and their assistants.
- (6) Ordnance and Dockyard, Storekeepers are also in this category.

In many cases these men are appointed by the Secretary of State and sent out to India; in others they are appointed in India. So far as men appointed in India are serving under contract, their case is provided for by the rules. So far as they are not, they should be considered eligible for Exchange Compensation Allowance if they have, as a matter of fact, before their appointment, acquired their professional training or qualifications in Europe, or in

Government establishments, or under European firms in India. But a person appointed without such previous training, and afterwards acquiring it in Government employ, has obviously not been appointed to Government employ by reason of any special European qualification.

14. The above principle applies also to those officers who are engaged in regulating or supervising large mechanical establishments. In commercial life, mill-owning firms and the like consider Europeans necessary for the posts of Superintendents of their working establishments, and in Government establishments of the same kind, such offices may be regarded as requiring European qualifications. Such appointments as Superintendent and Deputy Superintendent of Government Presses and also heads of Jail Workshops and of the Postal Workshop at Aligarh should, therefore, carry a title to Exchange Compensation Allowance.

15. Orders will hereafter issue with reference to Civilian Overseers at the Remount Depôts.

Marine Appointments.

16. The principal Marine appointments come under the principle which applies to "Technical appointments" namely, that for them a kind of skill and knowledge is necessary which is practically to be acquired only in Europe or in European employment. Therefore all Europeans holding appointments in connexion with ports that are prescribed either by Act of Parliament or by Indian Law (Port Officers, Ship Surveyors, Shipping Masters and their Deputies and Assistants), Captains and other officers and Engineers of Government vessels,* Health Officers of Ports, River Surveyors, Bengal Pilot Service, should be entitled to Exchange Compensation Allowance. In this last case there is a small local service which is ineligible. Agents, Government Consignments, may be reckoned as eligible under this class.

17. European light-house-keepers who are of the class of able seamen or selected from the class of sea-going mariners may also be regarded as eligible for Exchange Compensation Allowance.

Learned Professions.

18. Appointments limited by rule or ordinary practice to Barristers or persons having an English Medical degree may be reckoned as carrying Exchange Compensation Allowance in the case of persons possessing these qualifications; but Uncovenanted Medical Officers appointed in India to posts which are also open to Civil Assistant Surgeons, a class of officers not entitled to the Allowance, are not eligible. Chaplaincies, which are usually held by graduates of English Universities, will carry Exchange Compensation Allowance under this category when filled in India.

But in several of these cases it has to be borne in mind that Exchange Compensation Allowance is not given to men who are not whole-time officers of Government, and who merely receive a fee in respect of part of their time given to public duties.

19. Gentlemen holding appointments as scientific experts must be similarly classed as eligible for Exchange Compensation Allowance, and this applies not only to isolated appointments mostly under Scientific and Minor Departments, but to such departments as the Geological, the Botanical, the Civil Veterinary and the Archæological.

By "experts" is meant persons who are selected for particular appointments by reason of their being already experts, and not men who merely become so by their being trained as assistants in Government service.

Police and Jail Departments.

20. Under the Resolution of this Department No. 4936-Ex., dated the 8th November 1897 Exchange Compensation Allowance is admissible to any European whose first appointment in the Police Department was in a post not lower than that of Assistant Superintendent. The principal appointments in the

* The Royal Indian Marine stands on a different footing and is eligible *per se*.

Jail Department also require European qualifications and officers of and above the rank of Assistant Superintendent in that Department who were appointed to these appointments direct may also be regarded as eligible.

21. Proposals have been made to include as appointments qualifying for the allowance a few appointments of lower grade. First, in the Police, the claim is made for A class Inspectors in Burma ("gentlemen Inspectors," from whom Assistant Superintendents are often selected). These may be admitted, as also the similar cases in some provinces where men are, or have been, specially appointed as Inspectors for a time only in pursuance of a system of recruitment for Assistant Superintendencies, or pending the occurrence of a vacancy. The same will apply to any analogous case that may exist in the Jail Department. It has also been laid down, in some provinces at least, that the district Reserve Inspectors of Police should be Europeans, and these officers, and on similar grounds the Jailors of Presidency and Central Jails, may also be admitted.

22. European Constables and European Sergeants of Police, and of European Warders in those Jails in which special accommodation is provided for Europeans, require European qualifications and are appointed by reason of their possessing them; at the same time, they are hardly within the classes for whom Exchange Compensation Allowance is intended, and the most suitable form of order regarding them that commends itself to His Excellency in Council is that they should be considered eligible until their Local Government reconsiders and revises the salaries attached to the appointments.

23. Superintendents in the Presidency Police forces should be considered eligible.

Opium Department.

24. Officers of this Department of and above the rank of Assistant Opium Agent should be regarded as eligible for Exchange Compensation Allowance.

Salt Department.

25. In the Salt Department executive appointments are chiefly officered by Europeans, domiciled and non-domiciled, the number of Asiatic natives in all but the lowest appointments being comparatively small. It is accordingly ruled that all officers of the Salt Department holding appointments not lower in rank than that of Assistant Superintendent in Northern India, Assistant Inspector in Madras and Inspector in Bombay, shall, if otherwise eligible, obtain Exchange Compensation Allowance.

Customs Department, etc.

26. The administering officers of the Customs Department have a good deal to do with European ships and European merchants, and officers of the rank of Assistant Collector and upwards may be classed as eligible. Appraisers, Gaugers and Inspectors at present on the establishment, and such of the officers of these classes as may hereafter be appointed as Europeans, may also be regarded as eligible. But this ruling will not apply to officers whose Customs Work is of a ministerial character such as Accountants, Superintendents of Statistics, etc.

27. Members of the Customs Preventive Service, including the two Superintendents of the Excise Detective Establishment, Calcutta Collectorate in regard to whom reference has been made by the Bengal Government are eligible.

Post Office.

28. The following categories are part of the indispensable European element of the Department:—

- (1) All ranks senior to Superintendents;
 - (2) the Sea Post Office Establishment;
 - (3) the Aden Post Office Establishment;
- and Europeans filling these posts will be eligible.

29. In 1880 the Director General was directed to arrange his recruitment for Superintendencies of Post Office so as to provide a proportion of Europeans for certain special posts, and the necessity for this has now been more prominently brought to notice in connexion with Postal work on Military expeditions. Accordingly European Superintendents to the extent of 10 per cent of the whole body of this class may be admitted to Exchange Compensation Allowance.

Education Department.

30. This Department is divided into an Imperial and a Provincial Service, which primarily gives the division between eligibility and non-eligibility—see paragraph 8 above. But Head Masterships and Head Mistressships (by whatever designation known) of all technical colleges or schools and of all schools specially established for Europeans, and such special appointments (not being Heads) as those instanced below, may be included among those carrying exchange compensation allowance:—

- (1) Professor and Superintendent, Seebpur Engineering College.
- (2) Assistant Superintendent, School of Art, Calcutta.

Survey and Forest Departments.

31. These are Departments which are divided into an Imperial and a Provincial Service. All officers in the Imperial Service of both Departments are eligible, if otherwise qualified. As stated in paragraph 8 of this Resolution officers in the Provincial Service of these Departments are not eligible.

Secretaryships and Heads of Departments.

32. The holders of Secretaryships under Governments (including Joint, Deputy, Under and Assistant Secretaryships) should, if Europeans and not already qualified by reason of the service to which they belong, obtain Exchange Compensation Allowance.

33. The same rule is applicable to Registrarships and Deputy Registrarships in High Courts.

34. On the same principle Heads of Departments are included generally. Most of them will no doubt be qualified by reason of the service to which they belong; but where they are not, they are, if Europeans, entitled to the allowance.

35. Superintendents of Stamps and officers holding special appointments as Income-tax Collector at a Presidency Town are also eligible.

Personal Staff.

36. The personal staff of the Governor General and Heads of provinces (when not admissible by reason of the service to which they belong) and also the heads of the clerical staff of Private and Military Secretaries are included.

Clerical and Ministerial Appointments

37. These cases, including Registrars and Superintendents as well as purely clerical members of establishments, are reserved for further orders, save that on the establishment of the Foreign Office under the Government of India, twelve appointments above the grade of Rs. 100—150 shall be regarded as the number of appointments which it may be necessary to fill with Europeans who are not statutory Natives, and within that limit exchange compensation allowance will be admissible to the establishment of that office.

The question whether there are any other civil office establishments, in which a proportion of Europeans not being statutory Natives, is indispensable has not yet been finally settled and if it should be decided that there are any such, orders in regard to them will issue later on.

*Military Subordinates and Warrant Officers ; and Clerks in Military Offices
including the Military Secretariat of the Government of India.*

38. If an appointment on an establishment (including ministerial establishments) connected with the administration of the army is by rule or practice held by a man who is borne on the strength of the British Army, such a person holding such an appointment will be eligible for Exchange Compensation Allowance. Warrant and Honorary Commissioned Officers of the Subordinate Military Medical Service will come under this category.

To other members of these establishments the orders in paragraph 37 apply.

Transfer from an eligible to a non-eligible appointment.

39. The case of an officer transferred from a service or appointment in which he is eligible for Exchange Compensation Allowance to one which does not carry the allowance should be dealt with as follows. So long as such an officer substantively belongs to the eligible service or appointment, and merely officiates in the other, he should retain his claims ; but when he is substantively transferred, he should not get the allowance if he would not have drawn it had he been originally recruited for his new service or appointment.

Grant of Exchange Compensation Allowance to Local Fund and Municipal servants.

40. The orders issued by the Government of India on the subject of exchange compensation allowance apply *proprio vigore* only to officers paid from general revenues. Their application to officers serving under Local Boards and Municipalities is a matter to be settled by Local Governments so far as these have legal and financial power to enhance the salaries of such officers. To this extent Local Governments may sanction any increase in the salaries of Local Board or Municipal servants by way of exchange compensation, provided that the concessions so made in no case exceed what such officer would have been eligible for by way of exchange compensation allowance had he been serving under Government. It must also be borne in mind that, as stated in paragraph 3 of the preamble to the Exchange Compensation Allowance Rules issued with this Department's Resolution of 31st May 1897, No. 2422-Ex., no vested rights to receive compensation for fall in exchange can in any case be recognized.

ORDER.—Ordered that the foregoing Resolution be published in the *Gazette of India*, and that it be circulated to all Local Governments and Administrations ; to Departments of the Government of India ; to Heads of Departments subordinate to the Financial Department ; to the Comptroller and Auditor General ; and to all Accountants General and Comptrollers.

W. S. MEYER,

Depy. Secy. to the Govt. of India.

GOVERNMENT OF INDIA.
FINANCE AND COMMERCE
DEPARTMENT.

SALARIES, ESTABLISHMENTS, ETC.
Compensation.

RESOLUTION.

No. 4847-Ex.

Dated Simla, the 5th November 1898.

Further orders as to what are the appointments
by virtue of holding which an officer appointed
in India, if otherwise eligible becomes entitled
to Exchange Compensation Allowance.

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READ AGAIN G.O. No.
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ENCLOSURES TO G. No.

ORDER OF GOVERNMENT

ORDER OF GOVERNMENT.

STATEMENT WITH DITTO.

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